



Submission Date : 07/07/2026
Submission Time : 15:00:00 CST

Opening Date : 07/07/2026
Opening Time : 15:00:00 CST

RFx number : 3160007907
Smart number : 1470-26-R-IFBD-00006-V01
Buyer : Aveleka Moore
Buyer Phone : (601) 961-5107
Email : AMOORE@MDEQ.MS.GOV

DELIVERY POINT

IFB Solicitation for the Occupational Safety Health Administration (OSHA) Training Services in Accordance with 29 CFR 1910.120 Hazardous Waste Operations and Emergency Response (HAZWOPER)

Page 1 / 2

RFx number : 3160007907			Submission Date : 07/07/2026 Time : 15:00:00 CST			
Smart number : 1470-26-R-IFBD-00006-V01			Opening Date : 07/07/2026 Time : 15:00:00 CST			
Item	Change Indicator	Product No. / Mfg. Part No.	Description	Delivery / Req.date	Qty	Unit
# 1			Product Category : 92420 Educational/Training Services		1.000	AU

Mississippi Department of Environmental Quality
Publication Request Memorandum



To: The Clarion-Ledger Legal Notices

Account Number: 1010976

From: Aveleka Moore

Date of Request: 05/21/2026

Description: IFB for OSHA Training

Publication Dates: 05/27/2026 and 06/03/2026

(Please furnish proof for approval before publishing the ad)

Please send the affidavit and invoice to Invoices@mdeq.ms.gov.

If you have any questions, please contact me at amoore@mdeq.ms.gov.

Thank you for your help with this matter.

MISSISSIPPI DEPARTMENT OF ENVIRONMENTAL QUALITY
INVITATION FOR BIDS

The Mississippi Department of Environmental Quality (MDEQ) hereby solicits written bids from qualified organizations, companies, or individuals for Professional Services to provide Occupational Safety Health Administration (OSHA) training services in accordance with 29 CFR 1910.120 Hazardous Waste Operations and Emergency Response (HAZWOPER), Procurement Number RFX3160007907 MDEQ-IFB05272026. Sealed bids will be received by MDEQ no later than 3:00 p.m. CDT on Tuesday, July 7, 2026, unless this deadline is amended in accordance with the Invitation for Bids. Please see the Invitation for Bids and detailed specifications for more information, which can be obtained from the MDEQ website at <https://www.mdeq.ms.gov/about-mdeq/procurements/> or by contacting Ms. Aveleka Moore at amoore@mdeq.ms.gov, (601) 961-5107.

USA TODAY CO.



PO Box 632030 Cincinnati, OH 45263-2030

AFFIDAVIT OF PUBLICATION

MDEQ Accounting Dept.
Ms Dept. Of Environmental Quality

Po Box 2261
Jackson MS 39225-2261

STATE OF WISCONSIN, COUNTY OF BROWN

Before the undersigned authority personally appeared, who on oath says that he/she is a Legal Advertising Representative of The Clarion-Ledger, a newspaper as defined and prescribed in Sections 13-3-31 and 13-3-32, of the Mississippi Code of 1972, as amended, who, being duly sworn, states that the notice, a true copy of which is hereto attached, to be issues of said newspapers editions date as follows:

05/27/2026, 06/03/2026

That said newspaper was regularly issued and circulated on those dates and that the fees charged are legal.

Sworn to and subscribed before on 06/03/2026


Legal Clerk


Notary, State of WI, County of Brown

8-21-26
My commission expires

Publication Cost: \$48.80

Tax Amount: \$0.00

Payment Cost: \$48.80

Order No: 12354639

Customer No: 1010976

PO #:

of Copies:
1

THIS IS NOT AN INVOICE!

Please do not use this form for payment remittance.

NICOLE JACOBS
Notary Public
State of Wisconsin

MISSISSIPPI DEPARTMENT OF ENVIRONMENTAL QUALITY

INVITATION FOR BIDS

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5/27, 6/03/2026 #12354639

Mississippi Department of Environmental Quality
Publication Request Memorandum



To: Mississippi Procurement Technical Assistance Program (MPTAP)
From: Aveleka Moore (MDEQ)
Date: 05/27/2026

Description: IFB for OSHA Training
Publication Dates: 05/27/2026 and 06/03/2026

If you have any questions, please contact me at amoore@mdeq.ms.gov.

Thank you for your help with this matter.

MISSISSIPPI DEPARTMENT OF ENVIRONMENTAL QUALITY
INVITATION FOR BIDS

The Mississippi Department of Environmental Quality (MDEQ) hereby solicits written bids from qualified organizations, companies, or individuals for Professional Services to provide Occupational Safety Health Administration (OSHA) training services in accordance with 29 CFR 1910.120 Hazardous Waste Operations and Emergency Response (HAZWOPER), Procurement Number RFX3160007907 MDEQ-IFB05272026. Sealed bids will be received by MDEQ no later than 3:00 p.m. CDT on Tuesday, July 7, 2026, unless this deadline is amended in accordance with the Invitation for Bids. Please see the Invitation for Bids and detailed specifications for more information, which can be obtained from the MDEQ website at <https://www.mdeq.ms.gov/about-mdeq/procurements/> or by contacting Ms. Aveleka Moore at amoore@mdeq.ms.gov, (601) 961-5107.

From: [Agency Bid Bank](#)
To: [Aveleka Moore](#)
Cc: agencybidbank@mississippi.org
Subject: New Agency Bid Bank Bid
Date: Wednesday, May 27, 2026 12:59:02 PM

This Message Is From an External Sender

This message came from outside your organization.

New Agency Bid Bank Submission

Date: 05-27-2026 12:58 PM
Name: Aveleka Moore
Agency: MS Dept pf Environmental Quality
Division:
Bid Number: 197-20260527125516
Alternate Bid Number: RFx310007906 MDEQ-IFB05272026
Bid Due Date and Time: 7/7/2026 3:00:00 PM
NIGP Number(s) and Description(s): 92420 | Educational/Training Services, Examination and Testing
Major Procurement Category: PERSONNEL SERVICES NON-IT
Sub Procurement Category: PERSONNEL SERVICE - NON-TECHNOLOGY
Pre-Bid Conference: No PreBid Conference
Pre-Bid Description (if applicable):
Bid Description: IFB to provide Occupational Safety Health Administration (OSHA) Training Services in Accordance with 29 CFR 1910.120 Hazardous Waste Operations and Emergency Response (HAZWOPER)
File Attachment: Ad IFB for OSHA Training - MPTAP.pdf - IFB for OSHA Training

INVITATION FOR BIDS (IFB)

PROCUREMENT NUMBER: RFx3160007907 MDEQ-IFB05272026

TO PROVIDE: Occupational Safety Health Administration
(OSHA) Training Services in Accordance with 29 CFR 1910.120
Hazardous Waste Operations and Emergency Response
(HAZWOPER)

ISSUE DATE

May 27, 2026



CLOSING LOCATION

Mississippi Department of Environmental Quality
700 North State Street
Jackson, MS 39202
Or Electronically in MAGIC

CLOSING DATE AND TIME

July 7, 2026, at 3:00 p.m. CDT

MDEQ BID COORDINATOR

Ms. Aveleka Moore amoore@mdeq.ms.gov

SECTION 1 – INTRODUCTION AND OVERVIEW.....	4
1.1 Purpose.....	4
1.1.1 Scope of Services.....	4
1.1.2 Contract Type.....	5
1.1.3 Term.....	5
1.2 Bid Acceptance Period and Submission Requirements.....	5
1.2.1 Confidential Information.....	7
1.2.2 Bid Submission Period.....	8
1.2.3 Bid Opening.....	8
1.3 Timeline.....	8
1.4 Questions and Requests for Clarification	9
1.5 Acknowledgement of Amendments.....	9
1.6 Expenses Incurred in the Procurement Process.....	9
1.7 Cancellation of Solicitation or Rejection of Individual Bids.....	9
1.7.1 Notice of Cancellation of IFB.....	9
1.8 Registration with the Mississippi Secretary of State	9
1.9 Registration with MAGIC and PayMode.....	10
1.10 Registration with the System for Award Management (SAM).....	10
1.11 Independent Price Determination	10
1.12 Exclusion or Debarment	10
1.13 Right to Consider Historical Information	10
1.14 Approval.....	11
1.15 Property Rights.....	11
1.16 Contract Rights.....	11
1.17 Minority and Women Businesses.....	11
SECTION 2 – PROCUREMENT METHODOLOGY.....	12
2.1 Restrictions on Communication with MDEQ Staff.....	12
2.2 Request for Reconsideration of the Terms of the Solicitation.....	12
2.2.1 Agency Decision on Request for Reconsideration.....	13
2.3 Minor Informalities and Irregularities.....	13
2.4 Modification or Withdrawal of a Bid.....	13
2.5 Disposition of Bids.....	13
2.6 Corrections and Clarifications.....	14

2.7	Bid Evaluation.....	14
2.7.1	Nonconforming Terms and Conditions.....	14
2.7.2	Conditioning Bid Upon Other Awards.....	14
2.8	Right of Negotiation.....	14
2.9	Award.....	14
2.9.1	Notice of Intent to Award.....	15
2.10	Request for Reconsideration of the Intent to Award.....	15
2.10.1	Agency Decision for Request for Reconsideration.....	15
2.11	Notice of Contract Award.....	16
SECTION 3 – INSURANCE.....		16
SECTION 4 – MINIMUM QUALIFICATIONS TO BE DEEMED RESPONSIBLE		16
ATTACHMENT A – BID COVER SHEET.....		18
ATTACHMENT B – BID FORM.....		20
ATTACHMENT C – MBE/WBE SOLICITATION FORM.....		22
ATTACHMENT D – BIDDER’S AFFIDAVIT.....		23
ATTACHMENT E – PROJECT REFERENCES.....		25
ATTACHMENT F – STANDARD CONTRACT TERMS AND CONDITIONS.....		28

SECTION 1 – INTRODUCTION AND OVERVIEW

1.1 Purpose

The Mississippi Department of Environmental Quality (MDEQ) is seeking to establish a contract to provide Occupational Safety Health Administration (OSHA) training services in accordance with 29 CFR 1910.120 Hazardous Waste Operations and Emergency Response (HAZWOPER).

1.1.1 Scope of Services

The Bidder shall perform the following services:

A. Provide training services as stated below and obtain a venue in the Jackson, MS Metropolitan Area for the training classes, which shall accommodate a class size of 15-30 participants.

- 40-hour HAZWOPER Training
 1. Forty (40) instructional hours for personnel working in hazardous waste operations, where they may be directly exposed to hazardous substances.
 2. In-depth training involving chemical hazards, toxicology, air monitoring, chemical analysis, personal protective equipment (PPE), excavations, shoring, radiation, decontamination, confined space entry, and incident reporting.
 3. Classroom instruction, practical exercises, and field simulations. Participants must achieve 80% on the final exam and demonstrate competence in hands-on activities for certification.
 4. Intended for workers, managers, and supervisors participating in hazardous waste operations where they may be exposed to hazardous materials, hazardous waste, or other health hazards.
- 24-hour HAZWOPER Training
 1. Twenty-four (24) instructional hours for personnel who have limited exposure to hazardous substances but may still participate in clean-up operations involving a hazardous waste facility or a controlled emergency response operation.
 2. Training involving OSHA regulations, chemical identification, hazard communication, types of radiation, work zone characteristics, site physical security, air monitoring, PPE, spill containment, and decontamination.
 3. Classroom instruction, hands-on demonstrations, assessments; participants must achieve 80% on final exam for certification.
 4. Intended for workers, managers, and supervisors where occasional or limited exposure may occur, but would NOT be involved in directing or conducting remediation or response actions.

- 8-hour HAZWOPER Annual Refresher
 1. Eight (8) instructional hours for personnel who have already completed the 40-hour or 24-hour HAZWOPER training and require the annual refresher.
 2. Training involves review/update on regulatory changes, hazard recognition, PPE usage, emergency procedures, and case studies.
 3. Classroom or online interactive session, quizzes, and verification of prior certifications; participants must achieve 80% on assessments for recertification.
 4. Intended for HAZWOPER-certified personnel requiring annual refreshers.

B. The Bidder shall perform other related tasks as directed by MDEQ.

1.1.2 Contract Type

Compensation for services will be in the form of a firm fixed-price Contract.

1.1.3 Term

The anticipated Period of Performance for the award of the Contract is five (5) years.

1.2 Bid Acceptance Period and Submission Requirements

The original bid form shall be signed and submitted in a sealed envelope or package to the MDEQ no later than the time and date specified for receipt of bids. Timely submission of the bid is the responsibility of the bidder. Failure to submit a timely bid may be considered just cause for rejection of the bid.

The time and date of receipt shall be indicated on the envelope or package when received by MDEQ.

Each page of the bid form and all attachments shall be identified with the name of the bidder. Failure to submit a bid on the bid form provided may be considered just cause for rejection of the bid.

Modifications or additions to any portion of the bid document may be cause for rejection of the bid.

The bid shall be limited to no more than a total of thirty (30) typed pages including contents pages, supporting appendices, and resumes. Paper size shall be 8 1/2" x 11". Text shall not be smaller than a font size of 12. The original bid must be signed by an authorized representative of the Bidder.

Each page of the bid must be numbered. Multiple page attachments and samples should be numbered internally within each document and not necessarily numbered in the overall page number sequence of the entire bid. The intent of this requirement is that the Bidder submit all information in a manner so that it is clearly referenced and easily located.

MDEQ reserves the right to decide, on a case-by-case basis, whether to reject a bid with modifications or additions as non-responsive. As a pre-condition to bid acceptance, MDEQ may request the bidder to withdraw or modify those portions of the bid deemed non-responsive that do not affect quality, quantity, price, or delivery of the service.

To prevent opening by unauthorized individuals, the original signed bid, including any and all attachments, must be submitted in a sealed envelope or package. The outside cover of the package containing the sealed bid **must be labeled:**

**Mississippi Department of Environmental Quality
SEALED BID – DO NOT OPEN
RFx3160007907 MDEQ-IFB05272026
Attention: Ms. Aveloka Moore
700 North State Street
Jackson, MS 39202**

Alternatively, electronic bids may be submitted to Mississippi’s Accountability System for Government Information and Collaboration (MAGIC) RFx Number 3160007907 no later than the deadline in Section 1.3 of this IFB for the bid submission deadline.

The sealed bid package shall include the section components clearly divided and identified and contain the following:

- **Attachment A** – Bid Cover Sheet – Not included in the thirty (30) page limit of the bid.
- **Attachment B** – Bid Form – Not included in the thirty (30) page limit of the bid.
- **Attachment C** – MBE/WBE Solicitation Form – Not included in the thirty (30) page limit of the bid.
- **Attachment D** – Bidder’s Affidavit – Not included in the thirty (30) page limit of the bid.
- **Attachment E** – Project References – Not included in the thirty (30) page limit of the bid.
- **Project Plan Management:** Provide a summary discussing the project management approach that the Bidder’s Project Team will take to achieve the tasks described in the Scope of Services and course of action necessary for completion of the Scope of Services in accordance with the anticipated Period of Performance.
- **Project Team, Resources and Resumes:** Provide the following information:
 - Provide resumes of all persons who would be assigned to provide the required services, including, but not limited to, their respective backgrounds, experience, Project responsibilities, licenses, certifications, education, and skills.
 - Provide information on the Bidder’s access to or ability to obtain appropriate financial, material, equipment, facility, personnel resources, and expertise to meet all contractual requirements to perform the work.
 - Provide the name of any company or individual anticipated to be used as a subcontractor on this Project, as well as that subcontractor’s duties on the Project. If subcontractors have not

yet been identified but the Bidder has certain duties that it anticipates subcontracting, the Bidder shall delineate that Scope of Services to be subcontracted. If no subcontractor(s) will be used, state that no subcontractor(s) will be used. Also, the Bidder should be aware that all subcontractors must be approved by MDEQ.

- For each referenced project, please provide this information by filling out the Project Reference Form attached as Attachment E.
 - A record of at least five (5) projects, not including MDEQ, of similar size and scope completed by the proposed Project Team within the past five (5) years;
 - For each project identified, identify which member(s) of the proposed Project Team participated and what role they served; and
- **Professional Certifications, Licensures, and Registrations:**
 - Provide copies of the professional licenses/registrations for all entities that comprise the Project Team, as applicable.
 - Provide a list of individuals and their professional license, certification, or registration numbers for the persons identified in the Project Team, as applicable.
- **Certificate of Good Standing:** Provide proof from Mississippi Secretary of State demonstrating that the Bidder is in good standing to do business in Mississippi – not included in the thirty (30) page limit of the bid.
- **Acknowledgement of Amendments:** Bidder shall acknowledge receipt of any amendment to this IFB by signing and returning the amendment with its bid. Such acknowledgement must be received by MDEQ by the deadline specified for receipt of bids– not included in the thirty (30) page limit of the bid.

1.2.1 Confidential Information

Any Bidder claiming the bid contains confidential information, is required to also submit one (1) redacted electronic copy of the complete bid including all attachments.

The redacted version of the entire bid – or if the Bidder does not produce a redacted version, the full bid document – will be released at MDEQ’s sole discretion, without notice to the Bidder and will be produced as a public record exactly as submitted. If a redacted copy is not submitted, MDEQ shall consider the entire bid to be public record. The redacted copy should identify which section or information has been redacted and the Bidder should provide the specific statutory authority for the exemption. Per Mississippi Code Annotated § 25-61-9(7), the type of service to be provided, the price to be paid and the term of the contract cannot be deemed confidential. The redacted copy shall be considered public record and immediately released, without notification of the Bidder, pursuant to any request under the Mississippi Public Records Act, Mississippi Code Annotated §§ 25-61-1 *et seq.* and Mississippi Code Annotated § 79-23-1.

Redacted copies shall also be used/released for any reason deemed necessary by MDEQ, including, but not limited to, submission to the PPRB, posting to the Transparency Mississippi website, etc.

1.2.2 Bid Submission Period

All bids must be received by MDEQ no later than the time and date specified in Section 1.3 of this IFB for the bid submission deadline. Timely submission of the bid package is the responsibility of the Bidder. Any bid received after the deadline will be considered late and will be rejected and will not be considered for award. The Bidder shall be notified as soon as practicable if their bid was rejected and the reason for such rejection.

It is recommended that bids be submitted electronically in MAGIC. If a bid is mailed to MDEQ, it is suggested it be posted in certified mail with a return receipt requested. A bid received at the place designated in this IFB for receipt of bids after the exact time specified for receipt shall not be considered unless it is the only bid received. If determined by MDEQ that the late receipt was due solely to mishandling by MDEQ after receipt at the specified address, the bid may be considered for award.

1.2.3 Bid Opening

Bids shall be opened in the presence of one or more MDEQ officials on the date designated in this IFB. Bids should not be opened publicly. The name of each Bidder and such other information as is deemed appropriate by MDEQ shall be recorded. This information shall be available to the public via the *Mississippi Public Records Act of 1983* as discussed in Section 1.5 of the *OPSCR Rules and Regulations*.

1.3 Timeline

May 27, 2026	Invitation for Bids issued
June 10, 2026	Deadline to submit questions/clarification requests by 9:00 a.m. CDT
June 23, 2026	Anticipated issuance of responses to questions/clarification requests
July 7, 2026	Bid submission deadline by 3:00 p.m. CDT
July 8, 2026	Bid opening
July 22, 2026	Notice of Intent to Award
July 27, 2026	Deadline to request Reconsideration of the Intent to Award by 9:00 a.m. CDT
July 30, 2026	Response to the request for Reconsideration of the Intent to Award
September 2, 2026	Notice of Contract Award

NOTE: Adjustments to the timeline may be made as deemed necessary by MDEQ.

1.4 Questions and Requests for Clarification

Bidders must carefully review this IFB and all attachments for defects, questionable, or objectionable material. Following review, Bidders may have questions to clarify or interpret this IFB in order to submit the best bid possible. To accommodate the questions and requests for clarifications, Bidders shall submit any such question(s) via email by the deadline specified in Section 1.3 of this IFB. At no

time shall any Bidder or its personnel contact, or attempt to contact, any MDEQ staff regarding this IFB except the MDEQ Bid Coordinator, Ms. Aveloka Moore.

All questions and requests for clarification must be submitted by the deadline specified in Section 1.3 of this IFB and made in writing. Questions and requests for clarification submitted after this date will not be considered. Official responses will be provided only for questions submitted and only to clarify information already included in this IFB. Bidders shall provide an email address for MDEQ to direct the consolidated “question and answer” document, which will be issued as an Amendment. The identity of the organization submitting the question(s) or request(s) for clarification will not be revealed.

Should MDEQ issue any amendments, they will be: (1) be posted publicly on the MDEQ website; (2) be posted publicly on the procurement portal; and (3) be distributed to all potential Bidders known to have received a copy of this IFB. Only amendments transmitted in this manner will be considered official and valid by MDEQ.

1.5 Acknowledgement of Amendments

Bidders must acknowledge receipt of any amendment to this IFB by signing and returning the amendment. The acknowledgment must be included in the bid submission. MDEQ recommends that Bidders regularly monitor the MDEQ website for amendments to this IFB. MDEQ responses to questions or clarification requests will be treated as amendments to this IFB and will require acknowledgment.

1.6 Expenses Incurred in the Procurement Process

All parties participating in the procurement process in regard to this IFB shall bear their own costs of participation, pursuant to Section 1.4.4 of the *OPSCR Rules and Regulations*. All costs incurred by the Bidder in preparing and delivering its bid, making presentations, and any subsequent time and travel to meet with MDEQ regarding its bid shall be borne exclusively at the Bidder’s expense.

1.7 Cancellation of Solicitation or Rejection of Individual Bids

At MDEQ’s sole discretion, this IFB may be canceled, all bids may be rejected, or an individual bid may be rejected when MDEQ determines that it is in MDEQ’s best interest to do so.

1.7.1 Notice of Cancellation of IFB

If this IFB is canceled, a Notice of Cancellation shall be prepared. The Notice shall identify the solicitation being canceled and provide any information MDEQ deems appropriate. The Notice of Cancellation shall: (1) be posted publicly on the MDEQ website; (2) be posted publicly on the procurement portal; *and* (3) be distributed to all potential Bidders known to have received a copy of this IFB. A memorandum containing the reasons for the cancellation shall be made part of the Agency Procurement File.

1.8 Registration with the Mississippi Secretary of State

By submitting a bid, the Bidder certifies that it is registered to do business in the State of Mississippi as prescribed by Mississippi Law and the Mississippi Secretary of State. Sole proprietors are not required to register with the Mississippi Secretary of State.

1.9 Registration with the MAGIC and PayMode

The State of Mississippi utilizes MAGIC to manage contracts. Additionally, electronic payments are issued through an electronic portal called PayMode. In order to do business with the State of Mississippi, all Bidders must be registered with both systems at www.dfa.ms.gov/mississippi-suppliersvenders. By submitting a bid, the Bidder certifies that it is registered with both systems or if not already registered, that it will do so within seven (7) business days of being notified by MDEQ that it has been awarded a contract.

1.10 Registration with the System for Award Management (SAM)

The Bidder must have a Unique Entity ID (UEI) with the System for Award Management at www.sam.gov or if not already registered, that it will do so within seven (7) business days of being notified by MDEQ that it has been awarded a contract.

1.11 Independent Price Determination

By submitting a bid, the Bidder certifies that the prices submitted in response to this IFB have been arrived at independently and without any consultation, communication, or agreement with any other Bidder or competitor for the purpose of restricting competition.

1.12 Exclusion or Debarment

By submitting a bid in response to this IFB the Bidder certifies that it is not currently excluded or debarred from future contract awards by any political subdivision or Agency of any State, Federal, local, or county government. The Bidder further certifies that it is not an agent of any such person or entity.

The Bidder certifies that it has not, in the (5) five-year period preceding its bid, been convicted of or had a civil judgment rendered against it for commission of a fraud or criminal offense in connection with obtaining, attempting to obtain, or performance of a public contract; violation of antitrust laws; or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property. The Bidder certifies that it is not presently indicted or otherwise criminally or civilly charged with the commission of any of the acts listed herein.

The Bidder certifies that, within the past five (5) years, it has not had a contract with a governmental entity terminated due to the Contractor's failure to perform, default, or any other action or inaction by the Contractor.

1.13 Right to Consider Historical Information

MDEQ reserves the right to consider historical information regarding the Bidder, whether gained from the Bidder's bid, conferences with the Bidder, references, or any other source during the evaluation process. This may include, but is not limited to, information from any state or federal regulatory entity.

1.14 Approval

It is understood that any contract resulting from RFX3160007907 MDEQ-IFB05272026 requires approval by the Public Procurement Review Board (PPRB) and/or the Department of Finance and Administration Office of Personal Service Contract Review (OPSCR). If any contract resulting from RFX3160007907 MDEQ-IFB05272026 is not approved by the PPRB and/or OPSCR, it is void and no payment shall be made.

1.15 Property Rights

Property rights do not inure to any Bidder until such time as services have been provided under a legally executed contract. No party responding to this IFB has a legitimate claim of entitlement to be awarded a contract or to the provision of work thereunder. MDEQ is under no obligation to award a contract and may terminate a legally executed contract at any time.

1.16 Contract Rights

Contract rights do not vest in any party until a contract is legally executed. MDEQ is under no obligation to award a contract following issuance of this IFB.

1.17 Minority and Women Businesses

MDEQ's policy is to promote participation of Minority Business Enterprises (MBE) and Women Business Enterprises (WBE) in the contracts let by MDEQ. The intent of the following provision is to encourage contractors to involve such businesses in a meaningful role in the provision of services under this IFB.

A. Bidder's and Bidder's subcontractors will abide by the following steps to encourage participation by MBE and WBE:

1. Including MBE and WBE on solicitation lists;
2. Assuring that MBE and WBE are solicited whenever they are potential sources;
3. Dividing total requirements, when economically feasible, into small tasks or quantities to permit maximum participation of MBE and WBE;
4. Establishing delivery schedules, where the requirements of the work permits, which will encourage participation by MBE and WBE;
5. Using the services and assistance of the Small Business Administration and the Office of Minority Business Enterprise of the U.S. Department of Commerce or Mississippi Development Authority's Minority Business Small Business Development Division (Mississippi Procurement Technical Assistance Program), as appropriate; OR satisfying the self-certification requirements of this section where appropriate; and
6. Including these steps in any subcontracts awarded under this Contract.

- B. If applicable, the Bidder shall supply MDEQ with proof of the Bidder's and Bidder's subcontractor's minority status by completing Attachment C and providing the following prior to contract execution:
1. Certification by the Small Business Administration;
 2. Certification by the Mississippi Development Authority's Minority Business Certification Program; or
 3. Self-Certification through Notarized affidavit of the MBE/WBE documenting that said business is:
 - a. Wholly owned or majority controlled by a minority or woman; and
 - b. Has been doing business in Mississippi for a period of at least six (6) months prior to the provision of work under this Contract.

SECTION 2 – PROCUREMENT METHODOLOGY

2.1 Restrictions on Communication with MDEQ Staff

All Bidder communication, questions, and requests for clarification regarding this IFB must be submitted in writing to the MDEQ Bid Coordinator, Ms. Aveleka Moore at amoore@mdeq.ms.gov by the deadline specified in Section 1.3 of this IFB. Unauthorized contact regarding this IFB with other employees of MDEQ may result in the Bidder being disqualified, and the Bidder may also be suspended or disbarred from the State. No negotiations, decisions, or actions shall be initiated by any Bidder as a result of any verbal discussion with any State or MDEQ representative.

MDEQ will not be bound by any verbal or written information that is not contained within this IFB unless formally noticed and issued by the MDEQ Bid Coordinator as an IFB amendment. Bidders are cautioned that any statements made by contact persons that cause a material change to any portion of this IFB document shall not be relied upon unless subsequently ratified by a formal written amendment to this IFB document.

2.2 Request for Reconsideration of the Terms of the Solicitation

Any potential Bidder has an opportunity to request that MDEQ reconsider the terms of this IFB. Any such request shall be filed with the Director of OPSCR *and* the MDEQ Bid Coordinator within three (3) business days following the date of public notice as defined in Section 5.2 of the *OPSCR Rules and Regulations*. It shall be the sole responsibility of the requesting Bidder to ensure the request is timely *received* by all required parties. Failure to timely request reconsideration in compliance with this Section results in waiver of any claim regarding the terms of this IFB.

The request shall contain the requesting Bidder's name, a single contact person, all contact information for the contact person, the RFx number of this IFB, and the date this IFB was issued. The request shall identify which of these rules and regulations the requesting Bidder believes to have been violated by this IFB, as written. The request may not be based on anything other than this IFB and these rules and regulations. Exhibits shall not be included with the request. Rather, the requesting Bidder shall clearly identify the section(s) of this IFB at issue in its request. The request shall not be supplemented.

2.2.1 Agency Decision on Request for Reconsideration

MDEQ shall consider whether this IFB, as written, contains the violation alleged by the requesting potential Bidder and issue a written response to the request. MDEQ's discretion to make subjective decisions in response to a request for reconsideration is limited **only** by the requirement that such discretion be supported by a legitimate business reason and exercised in a manner that is fair to all potential Bidders.

MDEQ's decision shall be issued in a sufficient amount of time for the requesting Bidder to consider MDEQ's response in preparation of its bid, even if this requires the bid submission deadline to be amended. If MDEQ's decision is issued less than fourteen (14) days prior to the bid submission deadline, MDEQ shall make a written determination that the amount of time allotted between the issuance of MDEQ's decision and the bid submission deadline is reasonable under the circumstances and shall state the facts supporting that conclusion. [

To issue MDEQ's decision, both the request for reconsideration **and** MDEQ's decision shall be (1) sent directly to all potential Bidders known to have received a copy of this IFB, including the requesting Bidder; (2) posted, publicly, on the procurement portal; **and** (3) posted, publicly, on the MDEQ website. The request for reconsideration and MDEQ's decision shall also be made part of the Agency Procurement File.

2.3 Minor Informalities and Irregularities

MDEQ has the right to waive minor defects or variations of a bid from the exact requirements of the specifications that do not affect the price, quality, quantity, delivery, or performance of the services being procured and if doing so does not create an unfair advantage for any Bidder. If insufficient information is submitted by a Bidder for MDEQ to properly evaluate the offer, MDEQ has the right to require such additional information as it may deem necessary after the submission deadline, provided that the information requested does not change the price, quality, quantity, delivery, or performance time of the services being procured and such a request does not create an unfair advantage for any Bidder.

2.4 Modification or Withdrawal of a Bid

To the extent it is not contrary to the interest of MDEQ or the fair treatment of other Bidders, any Bidder may withdraw their bid and submit a modified bid at any point prior to the bid submission deadline. Modified bids shall not be opened until the bid opening. Unless this IFB provides otherwise, any Bidder submitting more than one bid will be deemed to have withdrawn the bid submitted earlier in time in favor of the bid submitted later in time.

A Bidder may withdraw a bid at any time by written notice to the MDEQ Bid Coordinator. If any such withdrawal occurs by the successful Bidder(s) after the bid opening and/or issuance of the Notice of the Intent to Award, MDEQ may cancel the solicitation or proceed with award of a contract as if the withdrawn bid had not been submitted.

2.5 Disposition of Bids

All submitted Bids become the property of the State of Mississippi.

2.6 Corrections and Clarifications

MDEQ reserves the right to request clarifications or corrections to bids. Any bid received which does not meet any of the requirements of this IFB, including clarification or correction requests, may be considered non-responsive and eliminated from further consideration.

2.7 Bid Evaluation

In order to determine which Bidder is the lowest responsive and responsible Bidder, MDEQ shall evaluate: (1) whether each Bidder was responsive and provided all required information in the format required by this IFB; (2) whether each Bidder is responsible and objectively meets the minimum qualifications or other criteria listed in this IFB required to determine whether the Bidder has the skills, experience, and/or qualifications to successfully provide the services; and (3) which of the responsive and responsible Bidders submitted the lowest overall price.

2.7.1 Nonconforming Terms and Conditions

A bid that includes terms and conditions that do not conform to the terms and conditions specified within this IFB document is subject to rejection as non-responsive. Further, submission of a bid that is not complete and/or unsigned is subject to rejection as non-responsive. MDEQ staff reserves the right to permit the Bidder to withdraw nonconforming terms and conditions from its bid prior to a determination by MDEQ staff of non-responsiveness based on the submission of nonconforming terms and conditions.

2.7.2 Conditioning Bid Upon Other Awards

Any bid which is conditioned upon receiving award of the particular contract being solicited and another contract shall be deemed non-responsive and not eligible for award.

2.8 Right of Negotiation

Discussions and negotiations regarding price and other matters may be conducted with a Bidder who submits a bid determined to have reasonable likelihood of being selected for award, but a bid may be accepted without such discussions. MDEQ reserves the right to further clarify and/or negotiate with the Bidder evaluated best following completion of the evaluation of bids but prior to contract execution, if deemed necessary by MDEQ. MDEQ also reserves the right to move to the next best Bidder if negotiations do not lead to an executed contract with the best Bidder. MDEQ reserves the right to further clarify and/or negotiate with the Bidder on any matter submitted.

2.9 Award

A Contract will be awarded by written notice to the responsive and responsible Bidder with the lowest price (the average of the three (3) prices listed on the Bid Form), whose bid meets the requirements and criteria set forth in this IFB. This IFB, its amendments, and the Bidder's bid, shall be incorporated into the successful Bidder's contract.

2.9.1 Notice of Intent to Award

The Notice of Intent to Award for this IFB will be: (1) distributed to all Bidders who responded to this IFB; (2) posted publicly on the Mississippi Contract/Procurement Opportunity Search Portal website; and (3) posted publicly on the MDEQ website.

2.10 Request for Reconsideration of the Intent to Award

A Bidder who responded to this IFB has an opportunity to request that MDEQ reconsider its intent to award the contract to a specific Bidder. Any such request shall be filed with the MDEQ Bid Coordinator and the Director of OPSCR within three (3) business days following issuance of the Notice of Intent to Award and posting of the Procurement File in compliance with Sections 5.6.1, 5.6.1.1, 5.6.1.2 of the *OPSCR Rules and Regulations*. It shall be the sole responsibility of the requesting Bidder to ensure the request is timely received by all required parties. Failure to timely request reconsideration in compliance with this Section results in a waiver of any claim a Bidder may have as to the MDEQ's decision to award the contract.

The request shall contain the requesting Bidder's name, a single contact person, all contact information for the contact person, the RFx number of this IFB, the date this IFB was issued, and the date the Notice of Intent to Award was issued. The request shall identify which of the *OPSCR Rules and Regulations* and/or the terms of this IFB the requesting Bidder believes were violated by MDEQ during the evaluation process, explain the factual basis for the alleged violation(s), and specify how the alleged violation(s) affected the outcome of the procurement. The request shall not be based on anything other than the Agency Procurement File, the *OPSCR Rules and Regulations*, and the terms of this IFB. The request shall not be supplemented.

Exhibits shall not be included with the request. Rather, the requesting vendor shall clearly identify the portion(s) of the Agency Procurement File and/or this IFB at issue in the request. Reference to documents outside of or facts not supported by the Agency Procurement File or this IFB shall not be considered by the Agency when responding to the request.

If the requesting Bidder believes the Agency Procurement File posted on the MDEQ website is incomplete (i.e., does not contain a document or documents required by these rules and regulations), the requesting Bidder shall so state in the request and shall specify what it believes to be missing. Should the requesting Bidder believe the trade secrets and/or confidential commercial and financial information which were redacted from the Agency Procurement File posted on the Agency website contain issues related to its request, the requesting Bidder shall state those concerns in the request – even if speculative – in a manner which is specific enough for MDEQ to provide a response.

2.10.1 Agency Decision for Request for Reconsideration

MDEQ shall consider whether the violation alleged by the requesting Bidder is reflected in the Agency Procurement File and shall issue a written response to the request. MDEQ discretion to make subjective decisions in response to a request for reconsideration is limited **only** by the requirement that such discretion be supported by a legitimate business reason and exercised in a manner that is fair to all Bidders.

MDEQ shall respond to any questions or issues raised related to documents missing from the Agency Procurement File posted pursuant to Section 5.6.1.2 of the *OPSCR Rules and Regulations*. If MDEQ failed to post the complete Agency Procurement File, the three-day time limitation for Bidders to request reconsideration of the intent to award was not triggered and shall not be triggered until the complete Agency Procurement File is posted. *See Appendix D* of the *OPSCR Rules and Regulations*.

MDEQ shall provide the most complete response possible to any questions or issues raised related to the trade secrets and/or confidential commercial or financial information of another Bidder without revealing any trade secrets or confidential commercial or financial information.

MDEQ's decision on the request for reconsideration shall be issued **prior to** submitting the contract and Agency Procurement File to OPSCR for PPRB approval as described in Sections 1.2.1, 1.2.2, and 14.8 of the *OPSCR Rules and Regulations*. To issue the Agency decision, both the request for reconsideration **and** the Agency decision shall be (1) sent directly to all bidders, including the requesting bidder; (2) posted, publicly, on the procurement portal; **and** (3) posted, publicly, on the MDEQ website. MDEQ's decision shall be made part of the Agency Procurement File.

Should MDEQ determine that its intent to award should be reconsidered in accordance with a Bidder's request, MDEQ may take any reasonable steps to preserve its procurement pursuant to Section 1.4.8 of the *OPSCR Rules and Regulations* or may cancel the procurement.

2.11 Notice of Contract Award

Following issuance of the Notice of Intent to Award, successful negotiation of the contract, and approval of the contract by the PPRB and any other required entities, MDEQ will make a Notice of Contract Award available to the public.

SECTION 3 – INSURANCE

The Bidder represents that it will maintain Workers' Compensation insurance in compliance with Mississippi law which shall inure to the benefit of all the Bidder's personnel provided hereunder, and comprehensive general liability with minimum limits of \$1,000,000.00 per occurrence. All general liability will provide coverage to MDEQ as an additional insured. MDEQ reserves the right to request from carriers, certificates of insurance regarding the required coverage. Insurance carriers shall be licensed or hold a Certificate of Authority from the Mississippi Department of Insurance.

SECTION 4 – MINIMUM QUALIFICATIONS TO BE DEEMED RESPONSIBLE

Factors to be considered in determining whether the standard of responsibility has been met include whether a Bidder has:

- A. Made available the appropriate financial, material, equipment, facility, and personnel resources and expertise, or the ability to obtain them, necessary to indicate its capability to meet all contractual requirements;

Provide the information required in Section 1.2 of this IFB.

B. A satisfactory record of performance;

Provide the information required in Section 1.2 of this IFB.

C. A satisfactory record of integrity and supplied all necessary information in connection with the inquiry concerning responsibility.

Provide the information required in Section 1.2 of this IFB. MDEQ may contact project references as necessary to determine a satisfactory record of integrity.

The burden is on the Bidder to thoroughly demonstrate its responsibility in the above-listed categories. Any bidder to be deemed non-responsible will be rejected.

ATTACHMENT A

BID COVER SHEET

OSHA Training Services in Accordance with 29 CFR 1910.120 HAZWOPER

****Please complete the information below****

Bidder's Company name: _____

Place of performance: _____

Company's physical address and principal place of business (if different than above):

Designated company contact: _____

Contact's e-mail address: _____

Contact's phone number: _____

Age of the company: _____

Average number of employees over the last three (3) years: _____

Registered as a Supplier in MAGIC? Yes _____ No _____ Supplier Number: _____

Registered with PayMode? Yes _____ No _____

Registered with SAM? Yes _____ No _____ Unique Entity ID: _____

Registered with the Office of the Mississippi Secretary of State? Yes _____ No _____

Is the Bidder in compliance with Mississippi Code Annotated §79-4-15.01 regarding authorization to transact business in Mississippi? Yes _____ No _____

FEI/FIN # (if company, corporation, or partnership): _____

SS # (if individual): _____

Is your company currently for sale, merging, or in any discussions to be acquired by another business entity?
 Yes _____ No _____ If yes, please explain how this might affect your company's organization or work direction.

Dose your company anticipate using a Subcontractor on this Project? Yes _____ No _____
 If yes and subcontractor(s) are known, please list:

List all the equipment that your company has available or that is intended to be used to perform the services required in this Invitation for Bids in the charts below.

OWNED EQUIPMENT					
Year	Make	Model	ID#	Capacity	Description

RENTED/LEASED EQUIPMENT					
Year	Make	Model	ID#	Capacity	Description

ATTACHMENT B

BID FORM

OSHA Training Services in Accordance with 29 CFR 1910.120 HAZWOPER

The Bidder must submit a completed Bid Form. All pricing must be submitted on the bid form and the bid form must be signed by an individual with authority to execute contracts for the Company. Any modifications or additions to any portion of the bid form may result in rejection.

Company: _____

Company Representative: _____

Title: _____

Telephone: _____

Email: _____

The pricing quoted must be inclusive of, but not limited to the following:

- All required equipment and materials
- All required insurance
- All required overhead
- All required profit
- All required transportation
- All required labor
- All required business and professional licenses, permits, fees, etc. (if any)
- Any and all other costs associated with performing the services

The pricing must include ALL associated costs with no additional or hidden fees. The pricing submitted will remain firm for the contract term. Price ranges are not acceptable and will be deemed non-responsive. The lowest price will be determined by the average of the three (3) prices listed on this bid form.

- **Amount per 40-hour training and certification session:** \$ _____
- **Amount per 24-hour training and certification session:** \$ _____
- **Amount per 8-hour training and certification session:** \$ _____

By signing below, the Company Representative certifies that he/she has authority to bind the company, and further acknowledges on behalf of the Company:

1. That he/she has thoroughly read and understands this Invitation for Bids, the attachments hereto, and any amendments;

2. That the company meets all requirements and acknowledges all certifications contained in this Invitation for Bids, the attachments hereto, and any amendments;
3. That the company agrees to all provisions of this Invitation for Bids, the attachments hereto, and any amendments;
4. That the company will perform, without delay, the services required at the prices quoted above in this **Attachment B**;
5. That, to the best of its knowledge and belief, the cost or pricing data submitted is accurate, complete, and current as of the submission date;
6. That the company has, or will secure, at its own expense, applicable personnel who shall be qualified to perform the duties required to be performed under this Invitation for Bids, the attachments hereto, and any amendments;
7. The Bidder certifies that it has the capability to provide the required services on which it submitted a bid;
8. The Bidder certifies that the company is licensed or authorized to provide the proposed services under this Invitation for Bids, the attachments hereto, and any amendments in the State of Mississippi;
9. The Bidder certifies that it has, or will secure, at its own expense, applicable personnel who shall be qualified to perform the duties required to be performed under this Invitation for Bids, the attachments hereto, and any amendments; and
10. The Bidder certifies that all material, equipment, etc., contained in the bid meets all Occupational Safety Hazards Act (OSHA) requirements, and that if any material, equipment, etc., delivered by it is subsequently found to be deficient pursuant to any OSHA requirement in effect on the date of delivery, all costs necessary to bring the material, equipment, etc. into compliance with OSHA requirements shall be borne solely by the Bidder.

Printed Name: _____

Signature: _____

Title: _____

Date: _____

ATTACHMENT C

MBE/WBE SOLICITATION FORM

1. Provide the following information for all MBE/WBE firms that were solicited for participation in the Bidder's response to this IFB:

Entity Name	Address	Phone Number and/or e-mail address	Certifying Agency/ Entity/Program	Has the listed MBE/WBE been selected for participation for these requested services? Please indicate by stating either Yes or No below.

2. Select one the following:

- ☐ The Bidder is a MBE/WBE firm and at least one or more MBE/WBE firms were solicited and selected for the proposed contract, as indicated above. Prior to contract execution, the Bidder shall supply MDEQ with proof of Bidder's and Bidder's subcontractor's MBE/WBE status by providing the documentation required in this IFB.
- ☐ The Bidder is a MBE/WBE firm and no other MBE/WBE firms were solicited for the proposed contract. Prior to contract execution, the Bidder shall supply MDEQ with proof of the Bidder's MBE/WBE status by providing the documentation required in this IFB.
- ☐ The Bidder is not a MBE/WBE firm. However, at least one or more MBE/WBE firms were solicited and selected, as indicated above, for the proposed contract. Prior to contract execution, the Bidder shall supply MDEQ with proof of the Bidder's subcontractor's MBE/WBE status by providing the documentation required in this IFB.
- ☐ The Bidder is not a MBE/WBE firm. However, at least one or more MBE/WBE firms were solicited (but not selected), as indicated above, for the proposed contract.
- ☐ The prime firm submitting for the proposed contract is not a MBE/WBE firm and no MBE/WBE firms were solicited for the proposed contract. If so, please explain.

ATTACHMENT D
BIDDER'S AFFIDAVIT

NON-COLLUSION AND CONFLICT OF INTEREST AFFIDAVIT

State of _____

County of _____

I, _____, individually, and in my official capacity as _____ of _____ (Bidder), being first duly sworn on oath, depose and state the following on behalf of the company:

The Bidder represents as a part of such Bidder's Bid that such Bidder has not retained any person or agency on a percentage, commission, or other contingent arrangement to secure this Contract.

By submitting a bid, the Bidder certifies that the prices submitted in response to this IFB have been arrived at independently and without any consultation, communication, or agreement with any other Bidder or competitor for the purpose of restricting competition.

The Bidder has not either directly or indirectly entered into any agreement, participated in any collusion; or otherwise taken any action in restraint of free competitive bidding in connection with this Contract; nor have any of its corporate officers or principal owners.

Except as noted hereafter, it is further certified that said legal entity and its corporate officers, principal owners, managers, auditors, and others in a position of administering governmental funds:

- a) Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any governmental department or agency;
- b) Have not within a three-year period preceding this Bid been convicted of or had a civil judgment rendered against them for 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;
- c) Have not within a three-year period preceding this Bid been convicted of or had a civil judgment rendered against them for 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;
- d) 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 b) and c) above; and
- e) Have not within a three-year period preceding this Bid had one or more public transactions (Federal, State or local) terminated for cause or default.

The Bidder further certifies, to the best of his or her knowledge and belief, that:

- a) No Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.
- b) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Contract, Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions will be completed and submitted.

The Bidder hereby certifies that, to the best of its knowledge and belief, there are no present or currently planned interests (financial, contractual, organizational, or otherwise) relating to the work to be performed under any contract or task order resulting from this IFB that would create any actual or potential conflict of interest (or apparent conflicts of interest) (including conflicts of interest for immediate family members: spouses, parents, children) that would impinge on its ability to render impartial, technically sound, and objective assistance or advice or result in it being given an unfair competitive advantage. In this clause, the term "potential conflict" means reasonably foreseeable conflict of interest. The Bidder further certifies that it has and will continue to exercise due diligence in identifying and removing or mitigating, to the State's satisfaction, such conflict of interest (or apparent conflict of interest). The Bidder further certifies that it has no conflict of interest with respect to MDEQ or the Project (as defined in this IFB).

All of the foregoing and attachments (when indicated) is true and correct.

Bidder's Name: _____ IFB Title: _____

Signature: _____ By (Print Name): _____

Title: _____

SWORN TO AND SUBSCRIBED before me, this the ____ day of _____, 2026.

NOTARY PUBLIC

My Commission Expires:

[SEAL]

ATTACHMENT E

PROJECT REFERENCES

Provide a record of at least five (5) projects, not including MDEQ, of similar size and scope completed by the proposed Project Team within the last five (5) years.

PROJECT #1

Company Name: _____

Dates of Service: _____

Contact Person: _____

Address: _____

Telephone number: _____

E-mail address: _____

Identify which member(s) of the proposed Project Team participated and what role they served:

PROJECT REFERENCES

PROJECT #2

Company Name: _____

Dates of Service: _____

Contact Person: _____

Address: _____

Telephone number: _____

E-mail address: _____

Identify which member(s) of the proposed Project Team participated and what role they served:

PROJECT #3

Company Name: _____

Dates of Service: _____

Contact Person: _____

Address: _____

Telephone number: _____

E-mail address: _____

Identify which member(s) of the proposed Project Team participated and what role they served:

PROJECT REFERENCES

PROJECT #4

Company Name: _____

Dates of Service: _____

Contact Person: _____

Address: _____

Telephone number: _____

E-mail address: _____

Identify which member(s) of the proposed Project Team participated and what role they served:

PROJECT #5

Company Name: _____

Dates of Service: _____

Contact Person: _____

Address: _____

Telephone number: _____

E-mail address: _____

Identify which member(s) of the proposed Project Team participated and what role they served:

ATTACHMENT F

STANDARD CONTRACT TERMS AND CONDITIONS

1. Applicable Law

The Contract shall be governed by and construed in accordance with the laws of the State of Mississippi, excluding its conflicts of laws provisions, and any litigation with respect thereto shall be brought in the courts of Mississippi.

2. Approval

It is understood that if this contract requires approval by the Public Procurement Review Board (PPRB) and/or the Mississippi Department of Finance and Administration Office of Personal Service Contract Review (OPSCR), and this contract is not approved by the PPRB and/or OPSCR, it is void and no payment shall be made hereunder.

3. Availability of Funds

It is expressly understood and agreed that the obligation of MDEQ to proceed under this agreement is conditioned upon the appropriation of funds by the Mississippi State Legislature and the receipt of the funds. If the funds anticipated for the continuing time fulfillment of the agreement are, at any time, not forthcoming or insufficient, regardless of the source, MDEQ shall have the right upon ten (10) business days written notice to the Contractor, to terminate this agreement without damage, penalty, cost or expenses to MDEQ of any kind whatsoever. The effective date of termination shall be as specified in the notice of termination.

4. Compliance with Equal Opportunity in Employment Policy

The Contractor understands that MDEQ is an equal opportunity employer and therefore, maintains a policy, which prohibits unlawful discrimination based on race, color, creed, sex, age, national origin, physical handicap, disability, genetic information, or any other consideration made unlawful by Federal, State, or local laws. All such discrimination is unlawful, and the Contractor agrees during the term of the agreement that the Contractor will strictly adhere to this policy in its employment practices and provision of services.

5. Compliance with Laws

The Contractor shall comply with, and all activities under this agreement shall be subject to, all applicable Federal, State, and local laws and regulations, as now existing and as may be amended or modified.

6. Counterparts

This Contract may be executed in counterparts, each of which shall be deemed an original but all of which together shall be deemed to be one and the same agreement. A signed copy of this Contract delivered by facsimile, e-mail or other means of electronic transmission shall be deemed to have the same legal effect as delivery of an original signed copy of this Contract.

7. E-Payment

The Contractor agrees to accept all payments in United States currency via the State of Mississippi's electronic payment and remittance vehicle. MDEQ agrees to make payment in accordance with Mississippi "Timely Payments for Purchases by Public Bodies" laws, which generally provide for payment of undisputed amounts by MDEQ within forty-five (45) calendar days of receipt of invoice. Mississippi Code Annotated § 31-7-301, *et seq.*

8. E-Verification

If applicable, the Contractor represents and warrants that it will ensure its compliance with the *Mississippi Employment Protection Act* and will register and participate in the status verification system for all newly hired employees. Mississippi Code Annotated §§ 71-11-1 and 71-11-3. The Contractor agrees to provide a copy of each verification upon request of MDEQ subject to approval by any agencies of the United States Government. The Contractor further represents and warrants that any person assigned to perform services hereafter meets the employment eligibility requirements of all immigration laws.

The breach of this clause may subject the Contractor to the following: (1) termination of this Contract and exclusion pursuant to Chapter 15 of the *Public Procurement Review Board Office of Personal Service Contract Review Rules and Regulations*; (2) the loss of any license, permit, certification, or other document granted to the Contractor by an Agency, department, or governmental entity for the right to do business in Mississippi; or (3) both. In the event of such termination, the Contractor would also be liable for any additional costs incurred by MDEQ due to Contract cancellation or loss of license or permit to do business in the State.

9. Paymode

Payments by MDEQ using the State's accounting system shall be made and remittance information provided electronically as directed by the State and deposited into the bank account of the Contractor's choice. MDEQ, may, at its sole discretion, require the Contractor to electronically submit invoices and supporting documentation at any time during the term of this Agreement. The Contractor understands and agrees that the State is exempt from the payment of Mississippi taxes. All payments shall be in United States currency.

10. Procurement Regulations

This Contract shall be governed by the applicable provisions of the *Public Procurement Board Office of Personal Service Contract Review Rules and Regulations*, a copy of which is available on the Mississippi Department of Finance and Administration's website www.dfa.ms.gov. Any Bidder responding to a solicitation for personal and professional services and any Contractor doing business with a State Agency is deemed to be on notice of all requirements therein.

11. Property Rights

Property rights do not inure to Contractor until such time as services have been provided under a legally executed contract. The Contractor has no legitimate claim of entitlement to the provision of work hereunder and acknowledges that MDEQ may terminate this contract at any time for its own convenience.

12. Representation Regarding Contingent Fees

By executing the Contract, the Contractor represents that it has not retained any person or Agency on a percentage, commission, or contingent arrangement to secure this Contract. If the Contractor cannot make such representation, a full and complete explanation shall be submitted in writing to MDEQ prior to contract execution.

13. Representation Regarding Gratuities

The Contractor represents that it has not, is not, and will not offer, give, or agree to give any employee or former employee of MDEQ a gratuity or offer of employment in connection with any approval, disapproval, recommendation, development, or any other action or decision related to the solicitation and resulting contract. The Contractor further represents that no employee or former employee of MDEQ has or is soliciting, demanding, accepting, or agreeing to accept a gratuity or offer of employment for the reasons previously stated; any such action by an employee or former employee in the future, if any, will be rejected by the Contractor. The Contractor further represents that it is in compliance with the Mississippi Ethics in Government laws, codified at Mississippi Code Annotated §§ 25-4-101 through 25-4-121, and has not solicited any employee or former employee to act in violation of said law.

14. Required Public Records and Transparency

Upon execution of a contract, the provisions of the contract which contain the personal or professional services provided, the unit prices, the overall price to be paid, and the term of the contract shall not be deemed to be a trade secret or confidential commercial or financial information pursuant to Mississippi Code Annotated § 25-61-9(7). The contract shall be posted publicly on www.transparency.ms.gov and shall be available at MDEQ for examination, inspection, or reproduction by the public. The Contractor acknowledges and agrees that MDEQ and this Contract are subject to the Mississippi Public Records Act of 1983 codified at Mississippi Code Annotated §§ 25-61-1, *et seq.* and its exceptions, Mississippi Code Annotated § 79-23-1, and the Mississippi Accountability and Transparency Act of 2008, codified at Mississippi Code Annotated §§ 27-104-151, *et seq.*

15. Stop Work Order

MDEQ may, by written order to the Contractor at any time, require the Contractor to stop all or any part of the work called for by this contract. This order shall be for a period of time specified by MDEQ. Upon receipt of such an order, the Contractor shall forthwith comply with its terms and take all reasonable steps to minimize any further cost to MDEQ. Upon expiration of the stop work order, Contractor shall resume providing the services which were subject to the stop work order, unless MDEQ has terminated that part of the agreement or terminated the agreement in its entirety. MDEQ is not liable for payment for services which were not rendered due to the stop work order.

16. Termination

Termination for Convenience. MDEQ may, when the interests of MDEQ so require, terminate this contract in whole or in part, for the convenience of MDEQ. MDEQ shall give written notice of the termination to Contractor specifying the part of the contract terminated and when termination becomes effective. Contractor shall incur no further obligations in connection with the terminated work and on

the date set in the notice of termination Contractor will stop work to the extent specified. Contractor shall complete the work not terminated by the notice of termination and may incur obligations as are necessary to do so.

Termination for Default. If MDEQ gives the Contractor a notice that the personal or professional services are being provided in a manner that is deficient, the Contractor shall have 30 days to cure the deficiency. If the Contractor fails to cure the deficiency, MDEQ may terminate the contract for default and the Contractor will be liable for the additional cost to MDEQ to procure the personal and professional services from another source. Termination under this paragraph could result in Contractor being excluded from future contract awards pursuant to Chapter 15 of the *Public Procurement Review Board Office of Personal Service Contract Review Rules and Regulations*. Any termination wrongly labelled termination for default shall be deemed a termination for convenience.

17. Trade Secrets, Commercial and Financial Information

It is expressly understood that Mississippi law requires that the provisions of this Contract which contain the commodities purchased or the personal or professional services provided, the price to be paid, and the term of the contract shall not be deemed to be a trade secret or confidential commercial or financial information and shall be available for examination, copying, or reproduction.

18. Antitrust

By entering into this Contract, the Contractor conveys, sells, assigns, and transfers to MDEQ all rights, titles, and interest it may now have, or hereafter acquire, under the antitrust laws of the United States and the State that relate to the services purchased or acquired by MDEQ under this Contract.

19. Attorney's Fees and Expenses

In the event the Contractor defaults on any obligations under this Contract, the Contractor shall pay to MDEQ all costs and expenses, without limitation, incurred by MDEQ in enforcing this Contract or reasonably related to enforcing this Agreement. This includes but is not limited to investigative fees, court costs, and attorneys' fees. Under no circumstances shall MDEQ be obligated to pay attorneys' fees or legal costs to Contractor.

20. Authority to Contract

The Contractor warrants: (1) that it is a validly organized business with valid authority to enter into this agreement; (2) that it is qualified to do business and in good standing in the State of Mississippi; (3) that entry into and performance under this Contract is not restricted or prohibited by any loan, security, financing, contractual, or other agreement of any kind; and, (4) notwithstanding any other provision of this agreement to the contrary, that there are no existing legal proceedings or prospective legal proceedings, either voluntary or otherwise, which may adversely affect its ability to perform its obligations under this Contract.

21. Change in Scope of Work

MDEQ may order changes in the services consisting of additions, deletions, or other revisions within the general scope of the Contract. No claims may be made by the Contractor that the scope of the Project or

of Contractor's services has been changed, requiring changes to the amount of compensation to the Contractor or other adjustments to the Contract, unless such changes or adjustments have been made by written amendment to the Contract signed by MDEQ and the Contractor.

If the Contractor believes that any particular work is not within the scope of the Project, is a material change, or will otherwise require more compensation to the Contractor, the Contractor must immediately notify MDEQ in writing of this belief. If MDEQ believes that the particular work is within the scope of the Contract as written, the Contractor will be ordered to and shall continue with the work as changed and at the cost stated for the services within the Contract.

22. Confidentiality

MDEQ is a public Agency of the State of Mississippi and is subject to the *Mississippi Public Records Act of 1983*. Mississippi Code Annotated §§ 25-61-1, *et seq.* If a public records request is made for any information provided to MDEQ by the Contractor, MDEQ shall follow the provisions of Mississippi Code Annotated §§ 25-61-9 and 79-23-1 before disclosing such information – unless Contractor has previously indicated the information is not a trade secret or confidential commercial and financial information. MDEQ shall not be liable to the Contractor for disclosure of information required by court order or required by law.

23. Conflict of Interest

The Contractor shall immediately notify MDEQ in writing of any interests (financial, contractual, organizational, or otherwise) relating to the services to be performed under this Contract that would create any actual or potential conflict of interest (or apparent conflicts of interest) (including conflicts of interest for immediate family members: spouses, parents, children) with respect to the U.S. Department of the Treasury, RESTORE Council, MDEQ, or the Project that would impinge on the Contractor's ability to render impartial, technically sound, and objective assistance or advice or result in it being given an unfair competitive advantage. In this clause, the term "potential conflict" means reasonably foreseeable conflict of interest. The Contractor further certifies that it has and will continue to exercise due diligence in identifying and removing or mitigating, to MDEQ's satisfaction, such conflict of interest (or apparent conflict of interest). If such conflict cannot be resolved to MDEQ's satisfaction, MDEQ reserves the right to terminate this Contract per the Termination clause of this Contract.

24. Contract Assignment and Subcontracting

The Contractor acknowledges that it was selected by MDEQ to perform the services required hereunder based, in part, upon the Contractor's special skills and expertise. The Contractor shall not assign, subcontract, or otherwise transfer this agreement, in whole or in part, without the prior written consent of MDEQ, which may, in its sole discretion, approve or deny without reason. Any attempted assignment or transfer of the Contractor's obligations hereunder without consent of MDEQ shall be null and void. Approval of a subcontract by MDEQ shall not be deemed to be approval of the inurrence of any additional obligation of MDEQ. Subcontracts shall be subject to the terms and conditions of this agreement and to any conditions of approval that MDEQ may deem necessary. Subject to the foregoing, this agreement shall be binding upon the respective successors and assigns of the parties.

25. Contractor Personnel

MDEQ shall, throughout the life of the contract, have the right of reasonable rejection and approval of staff or subcontractors assigned to the work by the Contractor. If MDEQ reasonably rejects staff or subcontractors, the Contractor must provide replacement staff or subcontractors satisfactory to MDEQ in a timely manner and at no additional cost to MDEQ. The day-to-day supervision and control of the Contractor's employees and subcontractors is the sole responsibility of the Contractor.

26. Disputes

Before pleading to any judicial system at any level, the Contractor must exhaust all administrative remedies. A written complaint must first be sent to the Executive Director of MDEQ. The decision of the Executive Director shall be reduced to writing and a copy thereof mailed or furnished to the Contractor. Pending non-resolution of the complaint at this point, successive administrative remedies will include bringing the complaint before the Mississippi Commission on Environmental Quality pursuant to Mississippi Code Annotated § 49-17-35 (Rev. 2012), with appeals from the Commission's decision following procedures as outlined in Mississippi Code Annotated § 49-17-41 (Rev. 2012).

27. Entire Agreement

This agreement, including all contract documents, represents the entire and integrated agreement between the parties hereto and supersedes all prior negotiations, representations or agreements, irrespective of whether written or oral. This agreement may be altered, amended, or modified only by a written document executed by MDEQ and the Contractor. The Contractor acknowledges that it has thoroughly read all contract documents and has had the opportunity to receive competent advice and counsel necessary for it to form a full and complete understanding of all rights and obligations herein. Accordingly, this agreement shall not be construed or interpreted in favor of or against MDEQ on the basis of draftsmanship or preparation hereof.

28. Failure to Deliver

In the event of failure of the Contractor to deliver services in accordance with the contract terms and conditions, MDEQ, after due oral or written notice, may procure the services from other sources and hold Contractor responsible for any resulting additional purchase and administrative costs. This remedy shall be in addition to any other remedies that MDEQ may have.

29. Failure to Enforce Does Not Constitute Waiver

Failure by MDEQ at any time to enforce the provisions of the contract shall not be construed as a waiver of any such provisions. Such failure to enforce shall not affect the validity of the contract or any part thereof or the right of MDEQ to enforce any provision at any time in accordance with its terms.

30. Final Payment

Upon satisfactory completion of the work performed under this contract, as a condition before final payment under this Contract, or as a termination settlement under this Contract, the Contractor shall execute and deliver to MDEQ a release of all claims against the State arising under, or by virtue of, the contract, except claims which are specifically exempted by the Contractor to be set forth therein.

Unless otherwise provided in this contract, by State law, or otherwise expressly agreed to by the parties in this contract, final payment under the contract or settlement upon termination of this contract shall not constitute waiver of the State's claims against the Contractor under this contract.

31. Force Majeure

Each party shall be temporarily excused from performance for any period and to the extent that it is prevented from performing any obligation or service, in whole or in part, as a result of causes beyond the reasonable control and without the fault or negligence of such party and/or its subcontractors. Such acts shall include without limitation acts of God, strikes, lockouts, riots, acts of war, epidemics, governmental regulations superimposed after the fact, fire, earthquakes, floods, or other natural disasters ("force majeure events"). When such a cause arises, Contractor shall notify MDEQ in writing at its earliest reasonable opportunity of the cause of its inability to perform, how it affects its performance, and the anticipated duration of the inability to perform. All parties shall make reasonable efforts to minimize the impact of the force majeure event on contract performance. MDEQ may exercise any rights it has under the contract which are available when neither party is in default.

32. Headings

The headings in this Contract are for reference only and shall not affect the interpretation of this Contract.

33. HIPAA Compliance

The Contractor agrees to comply with the "Administrative Simplification" provisions of the Health Insurance Portability and Accountability Act of 1996, including electronic data interchange, code sets, identifiers, security, and privacy provisions, as may be applicable to the services under this Contract.

34. Indemnification

To the fullest extent allowed by law, the Contractor shall indemnify, defend, save and hold harmless, protect, and exonerate MDEQ its commissioners, board members, officers, employees, agents, and representatives, and the State of Mississippi from and against all claims, demands, liabilities, suits, actions, damages, losses, and costs of every kind and nature whatsoever including, without limitation, court costs, investigative fees and expenses, and attorneys' fees, arising out of or caused by the negligence or willful misconduct of the Contractor and/or its partners, principals, agents, employees and/or subcontractors in the performance of or failure to perform this agreement.

35. Independent Contractor Status

The Contractor shall, at all times, be regarded as, shall be legally considered an independent contractor, and shall at no time act as an agent for MDEQ. Nothing contained herein shall be deemed or construed by MDEQ, the Contractor, or any third party as creating the relationship of principal and agent, master and servant, partners, joint ventures, employer, and employee, or any similar such relationship between MDEQ and the Contractor. Neither the method of computation of fees or other charges, nor any other provision contained herein, nor any acts of MDEQ or the Contractor hereunder creates or shall be deemed to create a relationship other than the independent relationship of MDEQ and the Contractor.

The Contractor's personnel shall not be deemed in any way, directly or indirectly, expressly or by implication, to be employees of MDEQ. Neither the Contractor nor its employees shall, under any circumstances, be considered servants, agents, or employees of MDEQ, and MDEQ shall be at no time legally responsible for any negligence or other wrongdoing by the Contractor, its servants, agents, or employees.

MDEQ shall not withhold from the contract payments to the Contractor any Federal or State unemployment taxes, Federal or State income taxes, Social Security tax, or any other amounts for benefits to the Contractor. Further, MDEQ shall not provide to the Contractor any insurance coverage or other benefits, including Worker's Compensation, normally provided by MDEQ for its employees.

36. Information Designated by Agency as Confidential

Any liability resulting from the wrongful disclosure of confidential information on the part of the Contractor, or its subcontractor(s) shall rest with the Contractor. Disclosure of any confidential information by the Contractor or its subcontractor(s) without the express written approval of MDEQ may result in the immediate termination of this Contract.

37. Infringement Indemnification

The Contractor warrants that the materials and deliverables provided to MDEQ under this Contract, and their use by MDEQ, will not infringe or constitute an infringement of any copyright, patent, trademark, or other proprietary right. Should any such items become the subject of an infringement claim or suit, the Contractor shall defend the infringement action and/or obtain for MDEQ the right to continue using such items. Should the Contractor fail to obtain for MDEQ the right to use such items, the Contractor shall suitably modify them to make them non-infringing or substitute equivalent software or other items at the Contractor's expense.

In the event the above remedial measures cannot possibly be accomplished, and only in that event, the Contractor may require MDEQ to discontinue using such items, in which case Contractor will refund to the customer the fees previously paid by MDEQ for the items the customer may no longer use and shall compensate MDEQ for the lost value of the infringing part to the phase in which it was used up to and including the Contract price for said phase. Said refund shall be paid within ten (10) working days of notice to MDEQ to discontinue said use.

Scope of Indemnification: Provided that MDEQ promptly notifies the Contractor in writing of any alleged infringement claim of which it has knowledge, the Contractor shall indemnify, defend, save and hold harmless MDEQ against any such claims, including but not limited to any expenses, costs, damages and attorney fees that a court finally awards for infringement based on the programs and deliverables provided under this agreement.

In MDEQ's sole discretion, upon approval of the Office of the Mississippi Attorney General and MDEQ, the Contractor may be allowed to control the defense of any such claim, suit, etc. In the event Contractor defends said claim, suit, etc., the Contractor shall use legal counsel acceptable to the Office of the Mississippi Attorney General and MDEQ. The Contractor shall be solely responsible for all costs and/or expenses associated with such defense, and MDEQ shall be entitled to participate in said defense. The Contractor shall not settle any claim, suit, etc. without the concurrence of the Office of the Mississippi Attorney General and MDEQ, which shall not be unreasonably withheld.

38. Insurance

The Contractor represents that it will maintain Workers' Compensation insurance in compliance with Mississippi law which shall inure to the benefit of all the Contractor's personnel provided hereunder, and comprehensive general liability with minimum limits of \$1,000,000.00 per occurrence. All general liability insurance will provide coverage to MDEQ as an additional insured. MDEQ reserves the right to request from carriers, certificates of insurance regarding the required coverage. Insurance carriers shall be licensed or hold a Certificate of Authority from the Mississippi Department of Insurance.

39. Modification or Renegotiation Required by Change in Law

The parties agree to renegotiate the agreement in good faith if Federal and/or State revisions to any applicable laws or regulations make changes in this agreement necessary. This agreement may be modified only by written agreement signed by the parties hereto and approval by the Public Procurement Review Board, if required.

40. No Limitation of Liability

Nothing in this Contract shall be interpreted as excluding or limiting any liability of the Contractor for harm arising out of the Contractor's or its subcontractors' performance under this Contract.

41. Non-solicitation of Employees

Each party to this Contract agrees not to employ or to solicit for employment, directly or indirectly, any persons in the full-time or part-time employment of the other party until at least one year after this Contract terminates unless mutually agreed to in writing by MDEQ and the Contractor. Any such employment or solicitation for employment shall be in compliance with the Mississippi Ethics in Government laws, codified at Mississippi Code Annotated §§ 25-4-101 through 25-4-121.

42. Notices

All notices required or permitted to be given under this agreement shall be in writing and personally delivered or sent by certified United States mail, postage prepaid, return receipt requested, to the party to whom the notice should be given at the address set forth below. Notice shall be deemed given when actually received or when refused. The parties agree to promptly notify each other in writing of any change of address.

For the MDEQ (Contractual related items):	For Contractor:
Ms. Aveleka Moore	[Name, Title]
MDEQ	[Contractor Name]
700 North State Street	[Address]
Jackson, MS 39202	[City, State, Zip]

43. Oral Statements

No oral statement of any person shall modify or otherwise affect the terms, conditions, or specifications stated in this contract. All modifications to the contract shall be made in writing by MDEQ, agreed to by the Contractor, and approved by the Public Procurement Review Board, if required.

44. Ownership of Documents and Work Papers

MDEQ shall own all documents, files, reports, work papers and working documentation, electronic or otherwise, created in connection with the project, which is the subject of this agreement, except for the Contractor's internal administrative and quality assurance files and internal project correspondence. The Contractor shall deliver such documents and work papers to MDEQ upon termination or completion of the agreement. The foregoing notwithstanding, the Contractor shall be entitled to retain a set of such work papers for its files. The Contractor shall be entitled to use such work papers only after receiving written permission from MDEQ and subject to any copyright protections.

45. Priority

The Contract consists of this agreement with exhibits, the Invitation for Bids RFX3140007907 MDEQ-IFB05272026 (hereinafter referred to as "IFB" with its attachments, and attached as Exhibit B), and the Contractor's bid submitted in response, (hereinafter referred to as "Bid" and attached as Exhibit C). Any ambiguities, conflicts, or questions of interpretation of this Contract shall be resolved first by reference to this Contract and, if still unresolved, by reference to Exhibit B and, if still unresolved, by reference to Exhibit C. Omission of any term or obligation from this agreement shall not be deemed an omission from this Contract if such term or obligation is provided for elsewhere in this Contract.

46. Quality Control

The Contractor shall institute and maintain throughout the contract period a properly documented quality control program designed to ensure that the services are provided at all times and in all respects in accordance with the Contract. The program shall include providing supervision and conducting frequent inspections of Contractor's staff and ensuring that accurate records are maintained describing the disposition of all complaints. The records so created shall be open to inspection by MDEQ.

47. Record Retention and Access to Records

The Contractor shall maintain such financial records and other records as may be prescribed by MDEQ or by applicable Federal and State laws, rules, and regulations. Provided the Contractor is given reasonable advance written notice, and such inspection is made during normal business hours of the Contractor, MDEQ or any duly authorized representatives shall have unimpeded, prompt access to any of the Contractor's books, documents, papers, and/or records which are relevant to this agreement. All records related to this agreement shall be retained by the Contractor for three years after final payment is made under this agreement and all pending matters are closed; however, if any audit, litigation or other action arising out of or related in any way to this project is commenced before the end of the three year period, the records shall be retained for one year after all issues arising out of the action are finally resolved or until the end of the three year period, whichever is later.

48. Recovery of Money

Whenever, under the contract, any sum of money shall be recoverable from or payable by the Contractor to MDEQ, the same amount may be deducted from any sum due to the Contractor under the Contract or under any other contract between the Contractor and MDEQ. The rights of MDEQ are in addition and without prejudice to any other right MDEQ may have to claim the amount of any loss or damage suffered by MDEQ on account of the acts or omissions of the Contractor.

49. Requirements Contract

During the period of the Contract, the Contractor shall provide all services described in the Contract. The Contractor understands and agrees that this is a requirements contract and that MDEQ shall have no obligation to the Contractor if no services are required. Any quantities that are included in the scope of work reflect the current expectations of MDEQ for the period of the Contract. The amount is only an estimate, and the Contractor understands and agrees that MDEQ is under no obligation to the Contractor to utilize any amount of the services as a result of having provided this estimate or of having any typical or measurable requirement in the past. The Contractor further understands and agrees that MDEQ may require services in an amount less than or in excess of the estimated annual contract amount and that the quantity actually used, whether in excess of the estimate or less than the estimate, shall not give rise to any claim for compensation other than the total of the unit prices in the Contract for the quantity actually used.

50. Right to Audit

The Contractor shall maintain such financial records and other records as may be prescribed by MDEQ or by applicable Federal and State laws and regulations. Contractor shall retain these records for a period of three years after final payment, or until they are audited by MDEQ, whichever event occurs first. These records shall be made available during the term of the contract and the subsequent three-year period for examination, transcription, and audit by MDEQ, the Mississippi State Auditor's Office, and/or other entity of the State.

51. Right to Inspect Facility

MDEQ may, at reasonable times, inspect the place of business of a Contractor or any subcontractor which is related to the performance of any contract awarded by MDEQ.

52. Severability

If any part of this Contract is declared to be invalid or unenforceable, such invalidity or unenforceability shall not affect any other provision of the agreement that can be given effect without the invalid or unenforceable provision, and to this end, the provisions hereof are severable. In such event, the parties shall amend the agreement as necessary to reflect the original intent of the parties and to bring any invalid or unenforceable provisions in compliance with applicable law.

53. State Property

The Contractor will be responsible for the proper custody and care of any state-owned property furnished for the Contractor's use in connection with the performance of this Contract. The Contractor will reimburse the State for any loss or damage, normal wear and tear excepted.

54. Third Party Action Notification

The Contractor shall MDEQ prompt notice in writing of any action or suit filed, and prompt notice of any claim made against the Contractor by any entity that may result in litigation related in any way to this Contract.

55. Unsatisfactory Work

If, at any time during the contract term, the service performed or work done by the Contractor is considered by MDEQ to create a condition that threatens the health, safety, or welfare of the citizens and/or employees of the State of Mississippi, the Contractor shall, on being notified by MDEQ, immediately correct such deficient service or work. In the event the Contractor fails, after notice, to correct the deficient service or work immediately, MDEQ shall have the right to order the correction of the deficiency by separate contract or with its own resources at the expense of the Contractor.

56. Venue

The Venue for the resolution of any dispute, according to Disputes Clause of this Contract, and any subsequent litigation shall be in Jackson, Hinds County, Mississippi.

57. Waiver

MDEQ may waive any provision, in whole or in part, of this Contract not otherwise required by law. Failure by MDEQ, at any time, to enforce the provisions of the Contract shall not be construed as a waiver of any such provisions. Such failure to enforce shall not affect the validity of the Contract or any part thereof or the right of MDEQ to enforce any provision at any time in accordance with its terms.



STATE OF MISSISSIPPI

Tate Reeves
Governor

MISSISSIPPI DEPARTMENT OF ENVIRONMENTAL QUALITY

Chris Wells, Executive Director

June 23, 2026

AMENDMENT #1

RESPONSES TO QUESTIONS/CLARIFICATION REQUESTS

Procurement Number: RFx3160007907 MDEQ-IFB05272026

To Provide: OSHA Training Services in accordance with 29 CFR 1910.120 HAZWOPER

1. Question: What is the estimated month trainings would start after awarded?

Answer: Training sessions are estimated to start October 2026.

2. Question: Will this be one training per course for 30 seats a year or will there be multiple training dates?

Answer: Training sessions are as follows:

- 40-hour HAZWOPER Training - At least one (1) date per year is anticipated
- 24-hour HAZWOPER Training - At least one (1) date per year is anticipated
- 8-hour HAZWOPER Annual Refresher - At least one (1) date per year is anticipated (classroom or online interactive session)

3. Question: 1.1.1 Scope of Services A. – Supplier needs to obtain a venue in the Jackson, MS Area – how many times a year?

Answer: Training sessions are as follows:

- 40-hour HAZWOPER Training - At least one (1) date per year is anticipated
- 24-hour HAZWOPER Training - At least one (1) date per year is anticipated
- 8-hour HAZWOPER Annual Refresher - At least one (1) date per year is anticipated (classroom or online interactive session)

4. What address would be focal point to have search for venue area?

Answer: The Contractor shall obtain a venue in the Jackson, MS Metropolitan Area, which includes Hinds, Madison, Rankin, Copiah, Simpson, Yazoo, Scott or Holmes counties.

PURCHASING DIVISION

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5. Question: Does the training material need to be logoed to MDEQ or will Suppliers logo be accepted?

Answer: The Suppliers logo is acceptable.

6. Question: How should the billing be provided, invoice or portal execution?

Answer: Invoices should be submitted electronically to Invoices@mdeq.ms.gov.

7. Question: Will a PO be given?

Answer: No Purchase Order will be issued. The Contractor will coordinate a training session upon request by MDEQ in accordance with the awarded Contract.

8. Question: Can you elaborate on the requirements for the venue?

Answer: The Contractor shall obtain a venue in the Jackson, MS Metropolitan Area for the training classes, which shall accommodate a class size of 15-30 participants. The venue should include restrooms, climate control, seating and tables, parking, power, and emergency exits.

9. Question: Is there a distance/radius we can use?

Answer: The Contractor shall obtain a venue in the Jackson, MS Metropolitan Area, which includes Hinds, Madison, Rankin, Copiah, Simpson, Yazoo, Scott or Holmes counties.

10. Question: What amenities are required, if any?

Answer: The venue should include restrooms, climate control, seating and tables, parking, power, and emergency exits.

11. Question: The bid is formatted "per class" 40-hour, 24-hour, 8-hour, but the class size is listed as 15-30 participants. Is it possible to change the bid to "per participant" instead of per class? Class materials for a 30-person class would double as opposed to a 15-person class.

Answer: No, the Bid Form will not be changed. The Bid Form, Attachment B of the procurement document, states that the pricing quoted must be inclusive of, but not limited to the following:

- All required equipment and materials
- All required insurance
- All required overhead
- All required profit
- All required transportation
- All required labor
- All required business and professional licenses, permits, fees, etc. (if any)
- Any and all other costs associated with performing the services

12. Question: Could MDEQ Confirm the anticipated number of classes per year under this contract?

Answer: Training sessions are as follows:

- 40-hour HAZWOPER Training - At least one (1) date per year is anticipated
- 24-hour HAZWOPER Training - At least one (1) date per year is anticipated
- 8-hour HAZWOPER Annual Refresher - At least one (1) date per year is anticipated (classroom or online interactive session)

13. Question: The solicitation mentions "field simulations". Does this require heavy machinery demonstrations at active sites, or would staging something like class A Decon suffice?

Answer: Yes, the staging of a Class A Decon will suffice.

14. Question: Does the Venue in Jackson MS Metropolitan Area need to be determined prior to bid submission, or can that be contracted after award?

Answer : The venue(s) can be obtained after the contract award.

15. Question: How does MDEQ define "online interactive session" for Hazwoper 8-Hour Refresher?

Answer: Online interactive sessions can be defined as video content and quizzes.

16. Question: Does the online session need to have a live instructor, or does the interactive quiz and video content suffice?

Answer: No, it does not need to be a live instructor and yes, interactive quizzes and video content will suffice for the 8-hour HAZWOPER Annual Refresher being virtual/interactive.

17. Question: Can you confirm MAGIC registration is not a requirement to submit, as long as it is active after contract award in the period outlined in the solicitation?

Answer: MAGIC registration is not a requirement at this time, unless the bid is being submitted electronically in MAGIC.

Additionally, Section 1.9 of the procurement document states that by submitting a bid, the Bidder certifies that it is registered with both systems (MAGIC and PayMode) or if not already registered, that it will do so within seven (7) business days of being notified by MDEQ that it has been awarded a contract.

18. Question: MDEQ requests professional licensure documentation, but instruction for these courses is not licensed under OSHA. Can you clarify what licenses you expect to see?

Answer: Section 1.2 of the procurement document states the following:

- Provide copies of the professional licenses/registrations for all entities that comprise the Project Team, as applicable.
- Provide a list of individuals and their professional license, certification, or registration numbers for the persons identified in the Project Team, as applicable.

Additionally, 29 CFR 1910.120(e)(5) for Hazardous Waste Operations and Emergency Response (HAZWOPER) states that trainers shall be qualified to instruct employees about the subject matter that is being presented in training. Such trainers shall have satisfactorily completed a training program for teaching the subjects they are expected to teach, or they shall have the academic credentials and instructional experience necessary for teaching the subjects. Instructors shall demonstrate competent instructional skills and knowledge of the applicable subject matter.

Bidder shall acknowledge receipt of Amendment #1 by signing and returning this Amendment #1 with its Bid.

By signing below, the Bidder acknowledges receipt of Amendment #1, and that its bid is being offered in compliance therewith.

Bidder's Name: _____

Signature: _____

By (Print Name): _____

Title: _____

Date: _____

Requests for Procurement Number RFX3160007907 MDEQ-IFB05272026
OSHA Training Services in accordance with 29 CFR 1910.120 HAZWOPER

05/27/2026 – Bidders Selected in MAGIC under NIGP code 92420 – Educational/Training Services

314e Corporation - Mimi Curiel - 3102009006
A/E Clarity – Daniel Purvine - 3102007215
Assoc of State and Territorial - Doreleena Sammon Hackett - 3102003801
Adera Thornton - 3102004834
American Conference Institute, Inc. – Shelley Colekessian - 3102009204
Amplify Education, Inc. – James Mylen - 31022001503
Assoc of Science-Technology Centers, Inc. – Leah Secunda - 3102003598
Bernard White - 3102007571
Bethany Whited- Wendy Rogers - 3102004808
Billue and Associates International – Frank Billue – 3102002516
Brian Gaddle - 3102002328
Central MS Chapter of the IIA – Barbara Kellett - 3102006250
Christie Marshall - 3102008588
Christopher Conwill – 3102007644
Comprehensive Services LLC – Cheryl Cranford – 3102007112
Dana Huffman – 3102007612
Danita Clay – 3102004816
Dixie Pogue – 3102005646
Emma Marie Jame – 3102004998
Edge Consulting, LLC – Janea McDonald - 3102004746
Ellen Carlisle – 3102003934
Ervin Lee Ready – 3102002160
Grant Writing USA – Rebecca Helm – 3102008480
Haughton Mifflin Harcourt (HMH) Education Company - 3100000101
Hawkins Development Group, LLC – Paul Hoffman – 3102000098
Inter. Assoc. of Marine Investigator – Julie Smith – 3102009649
JBM Associates, Inc. – Patricia Payne – 3102001537
Jennifer Green – 3102002320
Kimberly Jackson – 3102006287
La’Keldra N Pride – 3102006878
Lakeshore Parent, LLC – Rafael Muro – 3100026793
Lance VanHorn – 3102007203
Laqwanda Roberts-Buckley – 3102007778
Lauren Blackwell – 3102004567
Leigh Ann Henderson – 3102000721
Lorena Quiroz-Lewis – 3102003308
Lydia R King – 3102002034
M Power Resources – Charles Marshall - 3102003425
MS Insurance Education Foundation – Kristi Edgar - 3102005119
MS Safety Services, Inc. – Kay Brodbeck - 3100019510
MindMax – Quinn Perkson – 3102009364
Morris Harris – 3102009275

Nancy Patrick – 3102004992
Pasco Scientific – Greg Montgomery - 3102000764
Patricia Kellie Fondren – 3102004779
Pearl Public School District – Jennifer Boykin – 3102004592
RightDirection Technology Solutions, LLC – Joey Hutchin – 3102010198
Sharon A Thompson – 3102006164
Scott Smith – 3102004534
Shandra Evet Topp – 3102007146
Teri White – 3102004984
TSC Associates, LLC – Judy Shamoda-Stiff – 3102003008
Trade Training Company – Pam Rogers – 3102007551
University of Kansas Center for RES – Kristi Billinger – 3102008313
Wanda Porter – 3102004570
Yesenia G Smith – 3102006285
gh, LLC – Jon Rupert - 3102007363

05/27/2026

Mary Miller

bids@pwxpress.com

05/30/2026

Justin Tanner

jtanner@bidprime.com

06/03/2026

Gayathri Prithiviraj

karthika@devcare.com

Kennan Tenaglia

ktenaglia@arbill.com

06/09/2026

John Goelz

Jgoelz@E3Enviro.com

06/10/2026

Alex Noble

Alex.Noble@2etc.com

Ryan Urban

Ryan.Urban@2etc.com

06/26/2026

Farzan Tebyanian

ftebyanian@deloitte.com

06/26/2026

Muriah Deguzman – RFP Team

muriah.deguzman@resolvedcx.com

Jonalie Delosreyes – RFP Team

jonalie.delosreyes@resolvedcx.com

06/30/2026

Duvan Guarin

dguarin@criticalresponsestrategies.com

07/02/2026

William Hill

willh@utllcnetwork.com

07/06/2026

Ethan LeVoy

dguarin@criticalresponsestrategies.com

Eddie Williams, Jr – EW Visions, LLC

ewvisions@gmail.com

Marjorie Esperida

mesperida@mcafeesafetyanalysis.com

07/07/2026

Justin Heim

jheim@r-s-i.us

IFB Screenshots

MAGIC Screenshot

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Number 3160007907 Smart Number 1470-26-R-IFBD-00006 Type Invitation for Bid Status Published Created On 02/25/2026 14:19:01 Created By AVELEKA MOORE Number of Bidders 57

RFX InformationBiddersItemsNotes and AttachmentsConditionsWeights and ScoresApprovalTracking

RFX ParametersQuestionsNotes and AttachmentsConditionsTable ExtensionSynopsisUser-Specified Status

Identification

Smart Number:1470-26-R-IFBD-00006

☐ Smart Number is External

Type:Invitation for Bid

Product Category:92420Serv EduTrainExamin

Publication Type:Public RFx

Organization

Purchasing Organization:State of Mississippi - Purchasing

Purchasing Group:1470 GEN PURCH[Show Members](#)

Dates

Start Date:05/27/202610:15:00 am

* Submission Deadline:07/07/202603:00:00 pm

* Opening Date:07/07/202603:00:00 pm

End of Binding Period:

Valid From / To:

Event Parameters

Currency:USD

Target Value:0.00 USD

Detailed Price Information:Price with Conditions

Follow-On Document:Contract

Bidder Can Change RFx Responses:☐

Allow Multiple RFx Responses for Each Company:☐

Display Weighting to Bidders:☐

* Major Procurement Category:PERSONNEL SERVICES (NO...

* Sub Procurement Category:PERSONNEL SERVICE - NON-TECHNOLOGY

* Bidder Submission Deadline:07/07/202603:00:00 pm

Electronic Responses Only:☐

Document Builder Doc Type:ZRFX_AMEND

Confidential Document:☐

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Number 3160007907 Smart Number 1470-26-R-IFBD-00006 Type Invitation for Bid Status Published Created On 02/25/2026 14:19:01 Created By AVELEKA MOORE Number of Bidders 57

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Notes



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Document ...	Synopsis Description	IFB Solicitation for the Occupational Safety Health Administration (OSHA) Training Services in Accor...

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[Create Qualification Profile](#)

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Assigned To	Category	Description	File Name	Version	Processor	Visible Internally only	Checked Out	Type	Size (KB)	Changed by	Changed on
Document Header	Standard Attachment	RFX3160007907 MDEQ-IFB05272026	RFX3160007907 MDEQ-IFB05272026.pdf	1		☐	☐	pdf	514	AM414902	05/26/2026
Document Header	Standard Attachment	RFX Form	SYN_BID_FORM_3160007907.pdf	1		☒	☐	pdf	19	WF-BATCH	05/27/2026
Document Header	Standard Attachment	3160007907-BIDINVITATION-1	3160007907-BIDINVITATION-1.xml	1		☒	☐	xml	4	WF-BATCH	05/27/2026

Transparency – Buying and Selling to Government in MS Screenshot

ms.gov/dfa/contract_bid_search/Bid?autoloadGrid=False

AppsSuggested SitesImported From IEAdobe AcrobatAll Bookmarks

RFX #:
3160007907

Smart Number:

Dept/Agency:

RFX Type:

CANCEL

CLEAR

SEARCH

Agency	Smart Number	RFX Number	Description	Status	Advertised Date	Submission Date	RFX Opening Date	
MS DEPT ENVIRONMENTAL QUALITY	1470-26-R-IFBD-00006	3160007907	Major Procurement PERSONNEL SERVICES NON-IT IFB Solicitation for the Occupational Safety Health Administ... Attachment - RFX3160007907 MDEQ-IFB05272026	Open	05/27/2026	07/07/2026	07/07/2026	View Contact

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Resources

MS.GOV

MS DEPT of Information Technology Services (ITS)

Mississippi's Chosen Payment Network

Paymode

MS DFA: Bureau of Building

MS DFA: Office of Purchasing

MS DFA: Office of Personal Service Contract Review

Mississippi Management and Reporting System

Statewide Contract Item Catalog

MS.Gov Help Portal

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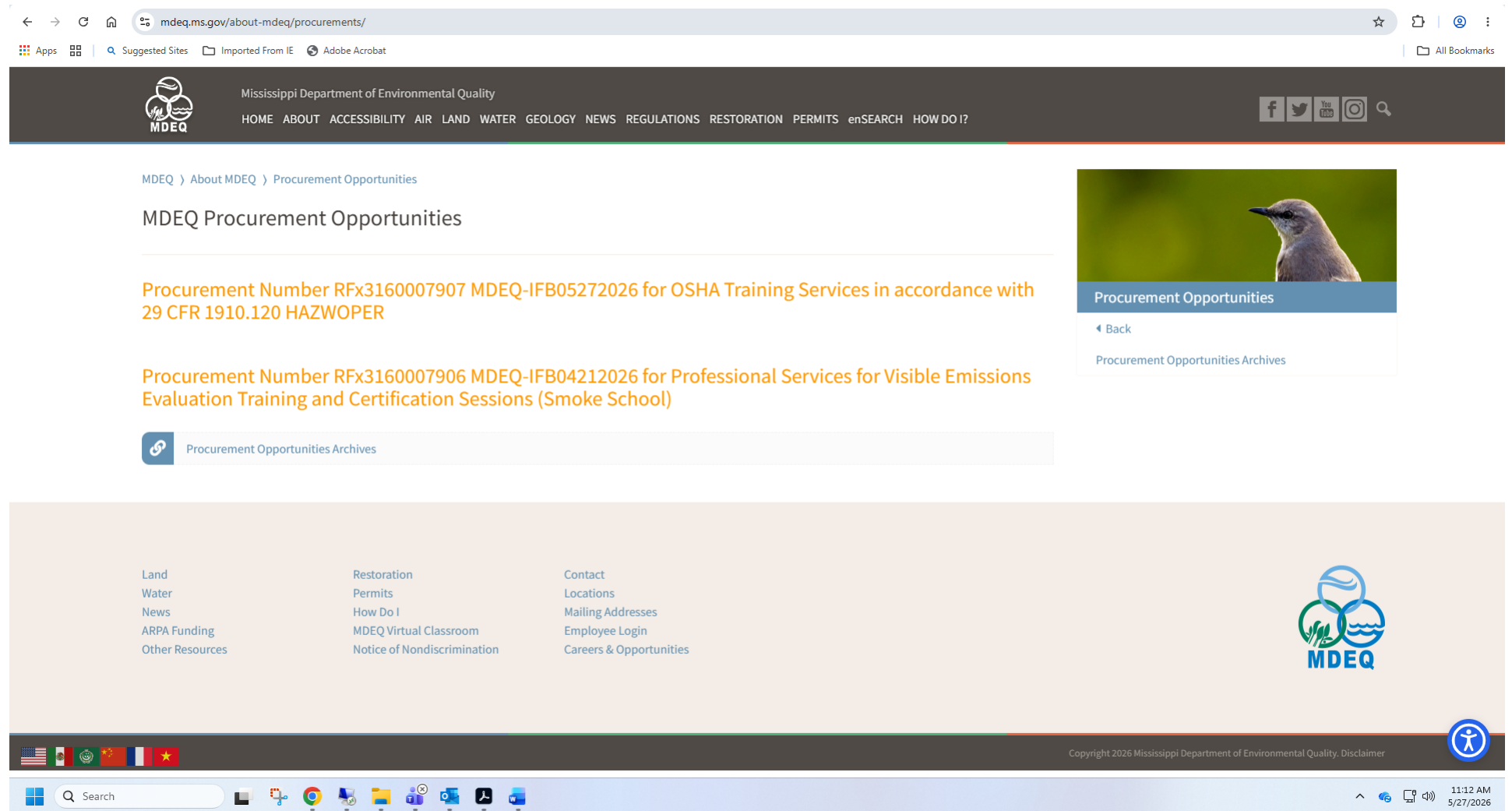
ms.gov

MISSISSIPPI'S OFFICIAL STATE WEBSITE

Search

11:11 AM
5/27/2026

MDEQ Website Screenshots







Agency Bid Bank

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Mississippi state agencies are not permitted to post advertisements on this platform. All advertisements must be posted directly to the DFA Procurement Portal.

WELCOME to the Mississippi APEX Accelerator Program's online Agency Bid Bank. It is structured to improve the accuracy and timely submission of bid advertisements and solicitations by Mississippi state agencies and governing authorities. Now, **ALL** state government agencies, governing authorities and authorized contractors (i.e. engineers) can register, submit, and receive immediate notification of their online submissions.

Please take a moment to register your agency and take full advantage of the rewards of the NEW online Agency Bid Bank.

The Mississippi APEX Accelerator Program (MSAPEX) office is located at the Woolfolk State Building.

501 N. West Street, Suite 443

Jackson, MS 39201

Contact Number: 601-359-2036

Email Address: agencybidbank@mississippi.org

Amendment #1 Screenshots

MAGIC Screenshot

Display RFx: 3160007907Open side panel

EditCloseCopyCheckWithdraw RfxResponses and AwardsCreate Follow-on RFxExportPrint PreviewQuestions and Answers (0)Related Links

Number 3160007907 Smart Number 1470-26-R-IFBD-00006-V01 Type Invitation for Bid Status Published Created On 02/25/2026 14:19:01 Created By AVELEKA MOORE Number of Bidders 57

RFX InformationBiddersItemsNotes and AttachmentsConditionsWeights and ScoresApprovalTracking

RFX ParametersQuestionsNotes and AttachmentsConditionsTable ExtensionSynopsisUser-Specified Status

Identification
Smart Number: 1470-26-R-IFBD-00006-V01
☐ Smart Number is External
Type: Invitation for Bid
Product Category: 92420 Serv EduTrainExamin
Publication Type: Public Rfx

Organization
Purchasing Organization: State of Mississippi - Purchasing
Purchasing Group: 1470 GEN PURCH [Show Members](#)

Dates
Start Date: 05/27/2026 10:15:00 am
* Submission Deadline: 07/07/2026 03:00:00 pm
* Opening Date: 07/07/2026 03:00:00 pm
End of Binding Period:
Valid From / To: -

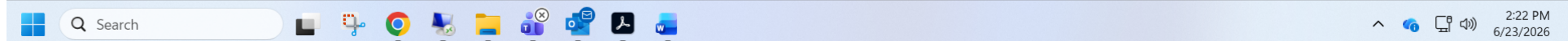
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Currency: USD
Target Value: 0.00 USD
Detailed Price Information: Price with Conditions
Follow-On Document: Contract
Bidder Can Change RFx Responses: ☐
Allow Multiple RFx Responses for Each Company: ☐
Display Weighting to Bidders: ☐
* Major Procurement Category: PERSONNEL SERVICES (NO...
* Sub Procurement Category: PERSONNEL SERVICE - NON-TECHNOLOGY

* Bidder Submission Deadline: 07/07/2026 03:00:00 pm
Electronic Responses Only: ☐
Document Builder Doc Type: ZRFX_AMEND
Confidential Document: ☐

Partners and Delivery InformationFilter Settings

DetailsAddSend E-MailCallClear

Function	Number	Name	Phone Number
Requester	19053	AVELEKA MOORE	6019615107
Location	35	MS DEPT ENVIRONMENTAL QUALITY	

The screenshot shows the Windows taskbar at the bottom of the screen. It includes the Start button, a search bar, and several application icons: File Explorer, Google Chrome, Microsoft Word, and others. The system clock in the bottom right corner shows the time as 2:22 PM on 6/23/2026.

Display RFX: 3160007907

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Number 3160007907 **Smart Number** 1470-26-R-IFBD-00006-V01 **Type** Invitation for Bid **Status** Published **Created On** 02/25/2026 14:19:01 **Created By** AVELEKA MOORE **Number of Bidders** 57

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Document ...	Synopsis Description	IFB Solicitation for the Occupational Safety Health Administration (OSHA) Training Services in Accor...

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Document Header	Standard Attachment	RFX Form	SYN_BID_FORM_3160007907.pdf	1		☒	☐	pdf	19	WF-BATCH	05/27/2026
Document Header	Standard Attachment	3160007907-BIDINVITATION-1	3160007907-BIDINVITATION-1.xml	1		☒	☐	xml	4	WF-BATCH	05/27/2026
Document Header	Standard Attachment	Amendment	RFX3160007907 MDEQ-IFB05272026 - Amendment #1.pdf	1		☐	☐	pdf	269	AM414902	06/23/2026
Document Header	Standard Attachment	RFX Form	SYN_BID_FORM_3160007907_V1.pdf	1		☒	☐	pdf	19	WF-BATCH	06/23/2026
Document Header	Standard Attachment	3160007907-BIDINVITATION-2	3160007907-BIDINVITATION-2.xml	1		☒	☐	xml	4	WF-BATCH	06/23/2026

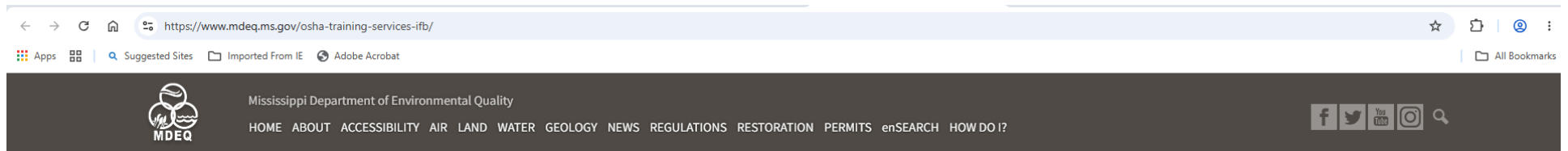


Search



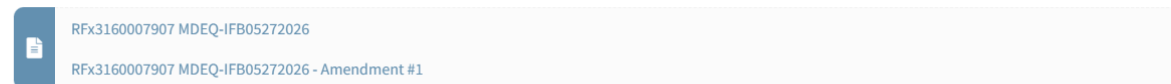
2:22 PM
6/23/2026

MDEQ Website Screenshots



MDEQ > OSHA Training Services – RFx3160007907 MDEQ-IFB05272026

Procurement Number RFX3160007907 MDEQ-IFB05272026 for OSHA Training Services in accordance with 29 CFR 1910.120 HAZWOPER



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- Permits
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- MDEQ Virtual Classroom
- Notice of Nondiscrimination

- Contact
- Locations
- Mailing Addresses
- Employee Login
- Careers & Opportunities





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[MDEQ](#) > [OSHA Training Services – RFX3160007907 MDEQ-IFB05272026](#)

Procurement Number RFX3160007907 MDEQ-IFB05272026 for OSHA Training Services in accordance with 29 CFR 1910.120 HAZWOPER

 The review and evaluation process for MDEQ's IFB for OSHA Training Services in accordance with 29 CFR 1910.120 HAZWOPER (RFX3160007907 MDEQ-IFB05272026) is still ongoing. In accordance with Section 1.3 of the IFB, the estimated timelines for the Notice of Intent to Award, as well as subsequent contract phases, will be adjusted accordingly.

-  [RFX3160007907 MDEQ-IFB05272026](#)
- [RFX3160007907 MDEQ-IFB05272026 - Amendment #1](#)

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IFB for RFx3160007907 MDEQ-IFB05282026

To Provide: OSHA Training Services in accordance with 29 CFR 1910.120 HAZWOPER.

Submission deadline: July 7, 2026, at 3:00pm CDT

<u>Name</u>	<u>Date Received</u>	<u>Time Received</u>	<u>Submission Method</u>
Enhanced Environmental & Emergency Services, Inc.	06/30/2026	10:43am	Mail
McAfee Safety Analysis, Inc.	07/07/2026	10:36am	Mail
	07/07/2026	11:54am	MAGIC
Critical Response Strategies	07/07/2026	2:12pm	MAGIC
Response Systems Inc.	07/07/2026	1:57pm	Email*

*Bid was emailed to amoores@mdeq.ms.gov citing issues submitting via MAGIC on 07/07/2026



1004 Industrial Park Drive, Clinton, MS 39056
Post Office Box 7, Clinton, MS 39060
24 Hour Emergency Hotline: 1.844.333.0939
E3Enviro.com

July 7, 2026

Ms. Aveleka Moore
Mississippi Department of Environmental Quality
515 East Amite Street
Jackson, MS 39201

RE: PROCUREMENT NUMBER: RFx3160007907 MDEQ-IFB05272026 TO PROVIDE: Occupational Safety Health Administration (OSHA) Training Services in Accordance with 29 CFR 1910.120 Hazardous Waste Operations and Emergency Response (HAZWOPER)

Dear Ms. Moore:

Enhanced Environmental & Emergency Services, Inc. (E3) is pleased to provide the following Statement of Qualifications (SOQ) for your consideration as service provider for the above Invitation For Bid (IFB).

Our Certificate of Responsibility Number from the State of Mississippi is: 20752-SC.

E3 will provide industry proven and fully qualified trainers as well as a fully equipped training facility located at our Jackson Service Center located at 1018 Industrial Park Drive in Clinton, Mississippi. This is our Corporate Training location and is a state-of-the-art training site with full AV equipment, restroom and breakroom facilities and also offers a training environment in the midst of a fully functional response services location.

E3 is unique with our training offering as our trainers not only teach the required training curriculum, but they also have operational responsibilities within our response organization. This gives them real world technical and tactical experience and perspective that translates into a higher level of realistic training to the class participants.

E3 has provided training to both Government, Commercial, and Industrial clients like Valero, Exxon Mobile, Louisiana State Police, CF Industries, and others, along with the internal training of all our approximately three hundred E3 employees.

As a rule, E3 is committed to raising the bar for response service and reliability. We extend this commitment to our training offering as well. Providing exceptional training experience for all class participants that exceeds expectations in every aspect of the training curriculum.

Thank you again for this opportunity,

A handwritten signature in dark ink, appearing to read 'JH Goelz'.

John H. Goelz
Corporate Estimator
E3 Environmental

1004 Industrial Park Drive, Clinton, MS 39056
Post Office Box 7, Clinton, MS 39060
24 Hour Emergency Hotline: 1.844.333.0939
E3Enviro.com

ATTACHMENT A
BID COVER SHEET

OSHA Training Services in Accordance with 29 CFR 1910.120 HAZWOPER

Please complete the information below

Bidder's Company name: Enhanced Environmental and Emergency Services Inc (E3 Environmental)

Place of performance: E3 Environmental Facility 1018 Industrial Park Drive, Clinton, MS 39056

Company's physical address and principal place of business (if different than above):

1004 Industrial Park Drive, Clinton, MS 39056

Designated company contact: John Goelz

Contact's e-mail address: jgoelz@e3enviro.com

Contact's phone number: 601.460.1330

Age of the company: 12 years

Average number of employees over the last three (3) years: 300

Registered as a Supplier in MAGIC? Yes ☒ No ☐ Supplier Number: 3100033253

Registered with PayMode? Yes ☐ No ☒ - will register upon award.

Registered with SAM? Yes ☒ No ☐ Unique Entity ID: GLEKLKBGXX26

Registered with the Office of the Mississippi Secretary of State? Yes ☒ No ☐

Is the Bidder in compliance with Mississippi Code Annotated §79-4-15.01 regarding authorization to transact business in Mississippi? Yes ☒ No ☐ License 20752-SC

FEI/FIN # (if company, corporation, or partnership): 46-5013230

SS # (if individual): _____

Is your company currently for sale, merging, or in any discussions to be acquired by another business entity?
 Yes _____ No ☒ If yes, please explain how this might affect your company's organization or work direction.

Dose your company anticipate using a Subcontractor on this Project? Yes _____ No ☒
 If yes and subcontractor(s) are known, please list:

List all the equipment that your company has available or that is intended to be used to perform the services required in this Invitation for Bids in the charts below.

OWNED EQUIPMENT					
Year	Make	Model	ID#	Capacity	Description
					Not Applicable
					E3 will self perform with owned equipment

RENTED/LEASED EQUIPMENT					
Year	Make	Model	ID#	Capacity	Description
					E3 will self perform with owned equipment

ATTACHMENT B

BID FORM

OSHA Training Services in Accordance with 29 CFR 1910.120 HAZWOPER

The Bidder must submit a completed Bid Form. All pricing must be submitted on the bid form and the bid form must be signed by an individual with authority to execute contracts for the Company. Any modifications or additions to any portion of the bid form may result in rejection.

Company: Enhanced Environmental and Emergency Services Inc (E3 Environmental)

Company Representative: JT Newman

Title: President/CEO

Telephone: 601.460.1330

Email: jt@e3enviro.com

The pricing quoted must be inclusive of, but not limited to the following:

- All required equipment and materials
- All required insurance
- All required overhead
- All required profit
- All required transportation
- All required labor
- All required business and professional licenses, permits, fees, etc. (if any)
- Any and all other costs associated with performing the services

The pricing must include ALL associated costs with no additional or hidden fees. The pricing submitted will remain firm for the contract term. Price ranges are not acceptable and will be deemed non-responsive. The lowest price will be determined by the average of the three (3) prices listed on this bid form.

- **Amount per 40-hour training and certification session:** \$ 9,000.00
- **Amount per 24-hour training and certification session:** \$ 6,000.00
- **Amount per 8-hour training and certification session:** \$ 3,000.00

By signing below, the Company Representative certifies that he/she has authority to bind the company, and further acknowledges on behalf of the Company:

1. That he/she has thoroughly read and understands this Invitation for Bids, the attachments hereto, and any amendments;

2. That the company meets all requirements and acknowledges all certifications contained in this Invitation for Bids, the attachments hereto, and any amendments;
3. That the company agrees to all provisions of this Invitation for Bids, the attachments hereto, and any amendments;
4. That the company will perform, without delay, the services required at the prices quoted above in this **Attachment B**;
5. That, to the best of its knowledge and belief, the cost or pricing data submitted is accurate, complete, and current as of the submission date;
6. That the company has, or will secure, at its own expense, applicable personnel who shall be qualified to perform the duties required to be performed under this Invitation for Bids, the attachments hereto, and any amendments;
7. The Bidder certifies that it has the capability to provide the required services on which it submitted a bid;
8. The Bidder certifies that the company is licensed or authorized to provide the proposed services under this Invitation for Bids, the attachments hereto, and any amendments in the State of Mississippi;
9. The Bidder certifies that it has, or will secure, at its own expense, applicable personnel who shall be qualified to perform the duties required to be performed under this Invitation for Bids, the attachments hereto, and any amendments; and
10. The Bidder certifies that all material, equipment, etc., contained in the bid meets all Occupational Safety Hazards Act (OSHA) requirements, and that if any material, equipment, etc., delivered by it is subsequently found to be deficient pursuant to any OSHA requirement in effect on the date of delivery, all costs necessary to bring the material, equipment, etc. into compliance with OSHA requirements shall be borne solely by the Bidder.

Printed Name: JT Newman

Signature: 

Title: President/CEO

Date: July 7, 2026

ATTACHMENT C

MBE/WBE SOLICITATION FORM

- 1. Provide the following information for all MBE/WBE firms that were solicited for participation in the Bidder's response to this IFB:**

Entity Name	Address	Phone Number and/or e-mail address	Certifying Agency/ Entity/Program	Has the listed MBE/WBE been selected for participation for these requested services? Please indicate by stating either Yes or No below.
E3 intends to self perform this project				

- 2. Select one the following:**

- ☐ The Bidder is a MBE/WBE firm and at least one or more MBE/WBE firms were solicited and selected for the proposed contract, as indicated above. Prior to contract execution, the Bidder shall supply MDEQ with proof of Bidder's and Bidder's subcontractor's MBE/WBE status by providing the documentation required in this IFB.
- ☐ The Bidder is a MBE/WBE firm and no other MBE/WBE firms were solicited for the proposed contract. Prior to contract execution, the Bidder shall supply MDEQ with proof of the Bidder's MBE/WBE status by providing the documentation required in this IFB.
- ☐ The Bidder is not a MBE/WBE firm. However, at least one or more MBE/WBE firms were solicited and selected, as indicated above, for the proposed contract. Prior to contract execution, the Bidder shall supply MDEQ with proof of the Bidder's subcontractor's MBE/WBE status by providing the documentation required in this IFB.
- ☐ The Bidder is not a MBE/WBE firm. However, at least one or more MBE/WBE firms were solicited (but not selected), as indicated above, for the proposed contract.
- ☒ The prime firm submitting for the proposed contract is not a MBE/WBE firm and no MBE/WBE firms were solicited for the proposed contract. If so, please explain.

E3 intends to self perform the training.

ATTACHMENT D
BIDDER'S AFFIDAVIT

NON-COLLUSION AND CONFLICT OF INTEREST AFFIDAVIT

State of Mississippi

County of Hinds

I, JT Newman, individually, and in my official capacity as President/CEO of E3 Environmental (Bidder), being first duly sworn on oath, depose and state the following on behalf of the company:

The Bidder represents as a part of such Bidder's Bid that such Bidder has not retained any person or agency on a percentage, commission, or other contingent arrangement to secure this Contract.

By submitting a bid, the Bidder certifies that the prices submitted in response to this IFB have been arrived at independently and without any consultation, communication, or agreement with any other Bidder or competitor for the purpose of restricting competition.

The Bidder has not either directly or indirectly entered into any agreement, participated in any collusion; or otherwise taken any action in restraint of free competitive bidding in connection with this Contract; nor have any of its corporate officers or principal owners.

Except as noted hereafter, it is further certified that said legal entity and its corporate officers, principal owners, managers, auditors, and others in a position of administering governmental funds:

- a) Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any governmental department or agency;
- b) Have not within a three-year period preceding this Bid been convicted of or had a civil judgment rendered against them for 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;
- c) Have not within a three-year period preceding this Bid been convicted of or had a civil judgment rendered against them for 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;
- d) 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 b) and c) above; and
- e) Have not within a three-year period preceding this Bid had one or more public transactions (Federal, State or local) terminated for cause or default.

The Bidder further certifies, to the best of his or her knowledge and belief, that:

- a) No Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.
- b) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Contract, Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions will be completed and submitted.

The Bidder hereby certifies that, to the best of its knowledge and belief, there are no present or currently planned interests (financial, contractual, organizational, or otherwise) relating to the work to be performed under any contract or task order resulting from this IFB that would create any actual or potential conflict of interest (or apparent conflicts of interest) (including conflicts of interest for immediate family members: spouses, parents, children) that would impinge on its ability to render impartial, technically sound, and objective assistance or advice or result in it being given an unfair competitive advantage. In this clause, the term "potential conflict" means reasonably foreseeable conflict of interest. The Bidder further certifies that it has and will continue to exercise due diligence in identifying and removing or mitigating, to the State's satisfaction, such conflict of interest (or apparent conflict of interest). The Bidder further certifies that it has no conflict of interest with respect to MDEQ or the Project (as defined in this IFB).

All of the foregoing and attachments (when indicated) is true and correct.

Bidder's Name: E3 Environmental IFB Title: OSHA Training Services - IFB05272026

Signature:  By (Print Name): JT Newman

Title: President/CEO

SWORN TO AND SUBSCRIBED before me, this the 26 day of JUNE, 2026.


NOTARY PUBLIC

My Commission Expires:

OCTOBER 22, 2027

[SEAL]



ATTACHMENT E
PROJECT REFERENCES

Provide a record of at least five (5) projects, not including MDEQ, of similar size and scope completed by the proposed Project Team within the last five (5) years.

PROJECT #1

Company Name: Denbury Resources / Exxon Mobil

Dates of Service: 5/16/2026

Contact Person: Ryan Jacob

Address: Plano, TX

Telephone number: 985.855.4627

E-mail address: ryan.jacob@exxonmobil.com

Identify which member(s) of the proposed Project Team participated and what role they served:

Ed Saylors/Trainer, David Lawrence/Trainer, David Jenkins/Trainer

PROJECT REFERENCES

PROJECT #2

Company Name: CF Industries

Dates of Service: 6/25/2024

Contact Person: Brandon Dickerson

Address: Yazoo City, MS

Telephone number: 662.590.2654

E-mail address: bdickerson@cfindustries.com

Identify which member(s) of the proposed Project Team participated and what role they served:

Ed Saylor/Trainer, David Lawrence/Trainer, David Jenkins/Trainer

PROJECT #3

Company Name: Equistar Chemicals

Dates of Service: 5/8/2024

Contact Person: Patrick Morris

Address: Channelview, TX

Telephone number: 713.767.1040

E-mail address: Not Available

Identify which member(s) of the proposed Project Team participated and what role they served:

Ed Saylor/Trainer, David Lawrence/Trainer, David Jenkins/Trainer

PROJECT REFERENCES

PROJECT #4

Company Name: Louisiana State Police

Dates of Service: 8/7/2024

Contact Person: Maureen Kennedy

Address: Baton Rouge, LA

Telephone number: 225.241.7546

E-mail address: maureen.kennedy@la.gov

Identify which member(s) of the proposed Project Team participated and what role they served:
Ed Saylor/Trainer, David Lawrence/Trainer, David Jenkins/Trainer

PROJECT #5

Company Name: Ingram Barge Company

Dates of Service: 9/24/2024

Contact Person: Jerry Long

Address: Nashville, TN

Telephone number: 615.298.8379

E-mail address: ap.invoices@ingrambarge.com

Identify which member(s) of the proposed Project Team participated and what role they served:
Ed Saylor/Trainer, David Lawrence/Trainer, David Jenkins/Trainer



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EDWARD L. SAYLORS, SMP, OHST

Director of Training | Safety Leader | Emergency Response Executive

Brighton, TN • 901-498-9889 • edward.saylors34@gmail.com

LinkedIn: [linkedin.com/in/edward-saylors-nremr-472a9111b](https://www.linkedin.com/in/edward-saylors-nremr-472a9111b)

PROFESSIONAL PROFILE

Safety, training, and emergency response executive with 25+ years of leadership experience spanning industrial operations, environmental services, emergency management, military service, and fire protection. Proven record of building high-performing teams, developing workforce training programs, strengthening regulatory compliance, and leading emergency response operations. Recognized for driving safety culture, operational readiness, and workforce development initiatives supporting large, geographically dispersed organizations.

CORE EXPERTISE

Occupational Safety & Health • OSHA Compliance • Workforce Development • Training Program Management • Emergency Response Operations • Industrial Fire Brigade Leadership • HAZWOPER • Risk Assessment • Incident Investigation • Safety Audits • Regulatory Compliance • SOP & JSA Development • Hazardous Materials Response • Crisis Management • Strategic Planning • Leadership Development

PROFESSIONAL EXPERIENCE

E3 ENVIRONMENTAL | Clinton, MS

Director of Training / Fire Chief | Feb 2026 – Present

- Lead company-wide training, workforce development, and emergency response programs supporting industrial safety and regulatory compliance operations.
- Direct training and qualification efforts for more than 300 employees annually through classroom, field, and hands-on exercises.
- Oversee Industrial Emergency Response Team readiness, performance standards, and operational preparedness.
- Develop training curricula, SOPs, JSAs, qualification programs, and compliance documentation.
- Serve as organizational subject matter expert for occupational safety, emergency response, and workforce development initiatives.

Regional Safety Manager | Apr 2021 – Feb 2026

- Directed occupational safety and health programs across 18 operational locations supporting more than 300 employees.
- Led audits, inspections, incident investigations, risk assessments, and corrective action programs.
- Developed corporate safety policies, procedures, and training programs that strengthened compliance and operational performance.
- Supported large-scale industrial emergency response operations while maintaining client and regulatory requirements.

TOTAL SAFETY US | Memphis, TN

Fire Service Supervisor | 2018 – 2021

- Supervised fire service and safety personnel supporting refinery operations.
- Managed emergency response readiness, fire protection systems, and life safety inspection programs.
- Developed rescue plans, emergency procedures, and turnaround safety initiatives.
- Delivered training in confined space rescue, emergency response, and industrial safety.

UNITED STATES COAST GUARD

Logistics Supervisor (Chief Petty Officer) | 2013 – 2016

- Led multidisciplinary teams supporting logistics, safety, and mission readiness operations.
- Managed budgets and accountable assets exceeding \$1.2 million.
- Directed emergency response, damage control, and shipboard firefighting readiness programs.
- Supported national disaster response, hurricane relief, and major environmental incident operations.

Training Supervisor | 2009 – 2013

- Designed and delivered workforce qualification programs and competency evaluations.
- Trained hundreds of personnel in emergency response, safety, and operational readiness.
- Managed drills, exercises, and professional development initiatives.

KEY ACCOMPLISHMENTS

- 25+ years of leadership in safety, emergency response, and workforce development.
- Directed safety programs supporting 18 locations and 300+ employees.
- Trained and evaluated more than 300 personnel annually.
- Managed budgets and accountable assets exceeding \$1.2 million.
- Developed award-winning Community Risk Reduction (CRR) initiatives.
- Supported major hazardous materials, industrial, environmental, and disaster response operations.

CERTIFICATIONS

Safety Management Professional (SMP) – BCSP
Occupational Hygiene and Safety Technician (OHST) – BCSP
OSHA 30-Hour General Industry
OSHA 10-Hour General Industry
HAZWOPER
ICS 100, 200, 300, 400, 700, 800
Firefighter I & II
Fire Officer I & II
Fire Safety Officer
Live Fire Instructor
Pro-Board Certified Industrial Fire Fighter
Advanced Marine Firefighting
Hazardous Materials Technician
National Registry Emergency Medical Responder (NREMR)
Technical Rescue Technician (Confined Space, Rope, Trench)
OSRO Facilitator

LEADERSHIP & COMMUNITY SERVICE

Assistant Chief | Three Star Volunteer Fire Department | 2025 – Present

- Support department leadership, administration, training, and operational readiness.
- Contribute to firefighter development and community risk reduction initiatives.
- Helped develop an award-winning Community Risk Reduction (CRR) program.

PROFESSIONAL AFFILIATIONS

Board of Certified Safety Professionals (BCSP)
American Society of Safety Professionals (ASSP)
National Volunteer Fire Council (NVFC)



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24 Hour Emergency Hotline: 1.844.333.0939
E3Enviro.com

DAVID JENKINS SR.

Corporate Trainer | Emergency Response Instructor | Fire Service Leader

Picayune, MS
985-445-5042 • Hazztazz@aol.com

PROFESSIONAL PROFILE

Safety and emergency response professional with more than 35 years of experience in fire service leadership, workforce development, hazardous materials response, technical rescue, and industrial safety training. Retired Battalion Chief with extensive expertise managing personnel, emergency operations, training programs, and regulatory compliance initiatives. Proven track record delivering specialized instruction to industrial, environmental, municipal, and emergency response organizations throughout the Gulf Coast region.

CORE COMPETENCIES

Workforce Development • Emergency Response Operations • Fire Service Leadership • Industrial Safety Training • HAZMAT Response • HAZWOPER • Technical Rescue • Incident Command System (ICS) • CPR/First Aid Instruction • Regulatory Compliance • Personnel Management • Training Program Administration • Safety Documentation • Risk Assessment • Forklift Safety • Defensive Driving Programs

PROFESSIONAL EXPERIENCE

E3 ENVIRONMENTAL

Trainer / Corporate Instructor | January 2024 – Present

- Coordinate and manage internal and external training schedules, delivery, and documentation.
- Deliver safety, emergency response, and regulatory compliance training programs.
- Support workforce development initiatives for employees and industrial clients.
- Maintain training records and compliance documentation.

OMI ENVIRONMENTAL SOLUTIONS / E3OMI ENVIRONMENTAL

Trainer | June 2022 – March 2023

- Delivered safety and emergency response training programs for industrial and environmental service personnel.
- Supported workforce qualification and compliance initiatives.
- Conducted classroom and hands-on practical training.

HAZTECH INSTRUCTION

Owner / Lead Instructor | 2012 – Present

- Founded and operate an independent safety and emergency response training company.
- Delivered contract training services to industrial, environmental, and emergency response organizations.
- Developed and presented specialized HAZMAT, rescue, and safety training programs.
- Maintained long-term training partnerships with industrial clients throughout the region.

OMI ENVIRONMENTAL SOLUTIONS

Contract Instructor | 2012 – 2022

- Provided in-house workforce training and client-focused safety instruction.
- Delivered technical rescue, hazardous materials, emergency response, and regulatory compliance programs.
- Supported employee qualification and operational readiness initiatives.

WITT O'BRIEN'S

Call Center Response Technician | 2014 – 2015

- Coordinated environmental and industrial spill response activities for domestic and international clients.
- Assisted with emergency response communications and incident coordination efforts.

ST. TAMMANY FIRE DISTRICT #1

Battalion Chief | October 1986 – March 2011

- Served nearly 25 years in progressively responsible fire service leadership positions.
- Managed daily operations for four fire stations and more than 30 firefighters.
- Directed emergency response activities including fire suppression, EMS, hazardous materials incidents, and technical rescue operations.

- Supervised personnel, training, equipment readiness, and operational documentation.
- Managed workforce scheduling, training records, and performance accountability programs.

CERTIFICATIONS

Certified Officer I
Firefighter III
Hazardous Materials Technician
Fire Service Instructor
Incident Command System (ICS)
Scene Management
First Responder
CPR / First Aid Instructor
High Angle Rescue Technician
Confined Space Rescue Technician
Scaffolding Competent Person
HSI Medic First Aid Instructor
National Safety Council CPR/First Aid Instructor

SPECIALIZED TRAINING DELIVERED

Hazardous Materials Technician
HAZWOPER
Confined Space Entry & Rescue
Confined Space Rescue Supervisor
High Angle Rescue
Barge Rescue Operations
Incident Command System (ICS)
Fire Extinguisher Training
Forklift Safety
Defensive Driving
Boater Safety
CPR / First Aid / AED
Scaffolding Safety

CAREER HIGHLIGHTS

- More than 35 years of emergency response, safety, and workforce development experience.
- Retired Battalion Chief with responsibility for four stations and more than 30 firefighters.
- Owner and operator of a successful safety and emergency response training company.
- Delivered training programs for industrial, environmental, municipal, and emergency

response organizations throughout the Gulf Coast region.

- Extensive experience in hazardous materials response, technical rescue, and incident management.
- Coordinated training, compliance, and workforce qualification programs for diverse organizations.

PROFESSIONAL SUMMARY

Respected trainer, emergency responder, and fire service leader recognized for developing personnel, improving operational readiness, and delivering high-quality safety training programs. Combines decades of leadership experience with practical field expertise to help organizations strengthen safety performance, regulatory compliance, and emergency preparedness.

DAVID LAWRENCE

Safety & Training Manager | Fire Service Leader | Emergency Response Instructor

Brandon, MS
Phone Available Upon Request

PROFESSIONAL PROFILE

Safety, emergency response, and training professional with more than 30 years of leadership experience in fire service operations, hazardous materials response, workforce development, and industrial safety training. Retired Battalion Chief with extensive expertise in emergency management, technical rescue, regulatory compliance, and employee development. Proven track record designing training programs, managing safety initiatives, and delivering specialized instruction for industrial, environmental, municipal, and emergency response organizations.

CORE COMPETENCIES

Safety Management • Workforce Development • Emergency Response Operations • Fire Service Leadership • HAZMAT Response • OSHA Compliance • Technical Rescue • Confined Space Entry & Rescue • Fall Protection • Lockout/Tagout • Incident Command System • Industrial Safety Training • Regulatory Compliance • Risk Assessment • First Aid/CPR/AED • Program Development

PROFESSIONAL EXPERIENCE

ELITE SAFETY TRAINING, LLC | Founder & Lead Instructor
June 2021 – Present

- Founded and operate a safety training company serving industrial, environmental, and emergency response clients.
- Deliver OSHA, HAZMAT, emergency response, and technical rescue training programs.
- Provide workforce development solutions that strengthen regulatory compliance and operational readiness.
- Conduct specialized instruction in Incident Command System (ICS), confined space operations, lockout/tagout, and fire safety.

ESI SUPPLY | Safety & Training Manager
September 2015 – 2021

- Directed company-wide safety and training programs for employees and clients.
- Managed SDS compliance and workplace safety initiatives.
- Delivered HAZMAT, confined space, lockout/tagout, fall protection, forklift, flagger, driver safety, and fire extinguisher training.
- Supported organizational compliance with OSHA and industry regulations.

UNITED STATES ENVIRONMENTAL SERVICES (USES) | Training Manager / Safety Officer
2007 – 2015

- Began as Instructor and Safety Officer before promotion to Training Manager in 2009.
- Developed and delivered training programs for hazardous materials, confined space entry and rescue, fall protection, lockout/tagout, and emergency response operations.
- Designed and implemented company training programs for vacuum truck operations, hydro blasting, tank cleaning, and driver safety.
- Coordinated instructor scheduling and managed company-wide training operations.
- Served as Safety Officer for major tank cleaning, confined space rescue, and oil spill response projects.
- Earned designation as NCCER Master Trainer.

PEARL FIRE DEPARTMENT | Battalion Chief
1976 – 2007

- Served more than 30 years in progressively responsible fire service leadership roles.
- Led emergency response, fire suppression, rescue operations, hazardous materials incidents, and personnel development initiatives.
- Supervised firefighters, managed emergency operations, and supported departmental training programs.
- Specialized in hazardous materials response, rope rescue, confined space rescue, dive rescue, and advanced fire suppression techniques.

ADDITIONAL TRAINING EXPERIENCE

Mississippi State Fire Academy | Associate Instructor (Part-Time)
25 Years

- Delivered instruction in Hazardous Materials Technician, Rope Rescue, and Confined Space Rescue programs.
- Approved instructor for specialized emergency response training throughout Mississippi.
- Trained municipal fire departments and emergency response personnel statewide.

LEADERSHIP & COMMUNITY SERVICE

Langford Volunteer Fire Department
Training Coordinator / Sergeant | 2023 – Present

- Coordinate department training and firefighter development initiatives.
- Support operational readiness, emergency response preparedness, and continuing education programs.

CERTIFICATIONS & CREDENTIALS

National Registered Emergency Medical Technician (NREMT)
Certified Fire Service Instructor
Certified Environmental Trainer
American Safety & Health Institute (ASHI) Level III Instructor
NCCER Master Trainer
Hazardous Materials Technician Instructor
Confined Space Rescue Instructor
Rope Rescue Instructor
Incident Command System (ICS 300/400)
First Aid / CPR / AED Instructor

SPECIALIZED TRAINING DELIVERED

40-Hour HAZWOPER
24-Hour Hazardous Materials Technician
8-Hour HAZWOPER Refresher
Confined Space Entry & Rescue
Fall Protection
Lockout/Tagout (LOTO)
DOT 172 Hazmat Training
Fire Extinguisher Operations
Forklift Operator Training
National Safety Council Flagger
Driver Safety
First Aid / CPR / AED
Incident Command System (ICS 300/400)

CAREER HIGHLIGHTS

- More than 30 years of fire service leadership and emergency response experience.
- Retired Battalion Chief with extensive supervisory and operational command experience.
- Developed multiple industrial safety and workforce training programs.



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- Delivered specialized HAZMAT and technical rescue instruction throughout Mississippi.
- Led safety operations supporting industrial, environmental, and emergency response projects.
- Founder and owner of a successful safety training company.

State of Mississippi

BOARD OF CONTRACTORS

ACTIVE

ENHANCED ENVIRONMENTAL & EMERGENCY SERVICES, INC.

ATTN: ANN LOTT P.O. BOX 7

CLINTON, MS 39060

is duly registered and entitled to perform

- 1) CLEARING, GRUBBING, SNAGGING 2) DEMOLITION
- 3) EXCAVATION, GRADING & DRAINAGE 4) HAZARDOUS MATERIAL ABATEMENT, CLEAN UP, REMOVAL OR REMEDIATION.
- 5) HYDROBLASTING & SANDBLASTING

We have hereunto set our hand and caused the Seal of the Mississippi Board of Contractors to be affixed this 17 day of Sep., 2025



CERTIFICATE OF RESPONSIBILITY

No. 20752-SC

Expires Sep. 17, 2026

Joel A. Canell

CHAIRMAN OF THE BOARD

*** To ensure the validity of this contractor, please verify this certificate by searching the license number at msboc.us! ***



STATE OF MISSISSIPPI

Tate Reeves
Governor

MISSISSIPPI DEPARTMENT OF ENVIRONMENTAL QUALITY

Chris Wells, Executive Director

June 23, 2026

AMENDMENT #1

RESPONSES TO QUESTIONS/CLARIFICATION REQUESTS

Procurement Number: RFX3160007907 MDEQ-IFB05272026

To Provide: OSHA Training Services in accordance with 29 CFR 1910.120 HAZWOPER

1. **Question:** What is the estimated month trainings would start after awarded?

Answer: Training sessions are estimated to start October 2026.

2. **Question:** Will this be one training per course for 30 seats a year or will there be multiple training dates?

Answer: Training sessions are as follows:

- 40-hour HAZWOPER Training - At least one (1) date per year is anticipated
- 24-hour HAZWOPER Training - At least one (1) date per year is anticipated
- 8-hour HAZWOPER Annual Refresher - At least one (1) date per year is anticipated (classroom or online interactive session)

3. **Question:** 1.1.1 Scope of Services A. – Supplier needs to obtain a venue in the Jackson, MS Area – how many times a year?

Answer: Training sessions are as follows:

- 40-hour HAZWOPER Training - At least one (1) date per year is anticipated
- 24-hour HAZWOPER Training - At least one (1) date per year is anticipated
- 8-hour HAZWOPER Annual Refresher - At least one (1) date per year is anticipated (classroom or online interactive session)

4. What address would be focal point to have search for venue area?

Answer: The Contractor shall obtain a venue in the Jackson, MS Metropolitan Area, which includes Hinds, Madison, Rankin, Copiah, Simpson, Yazoo, Scott or Holmes counties.

PURCHASING DIVISION

POST OFFICE BOX 2249 • JACKSON, MISSISSIPPI 39225-2249 • Tel: (601) 961-5107 • www.mdeq.ms.gov
AN EQUAL OPPORTUNITY EMPLOYER

5. Question: Does the training material need to be logoed to MDEQ or will Suppliers logo be accepted?

Answer: The Suppliers logo is acceptable.

6. Question: How should the billing be provided, invoice or portal execution?

Answer: Invoices should be submitted electronically to Invoices@mdeq.ms.gov.

7. Question: Will a PO be given?

Answer: No Purchase Order will be issued. The Contractor will coordinate a training session upon request by MDEQ in accordance with the awarded Contract.

8. Question: Can you elaborate on the requirements for the venue?

Answer: The Contractor shall obtain a venue in the Jackson, MS Metropolitan Area for the training classes, which shall accommodate a class size of 15-30 participants. The venue should include restrooms, climate control, seating and tables, parking, power, and emergency exits.

9. Question: Is there a distance/radius we can use?

Answer: The Contractor shall obtain a venue in the Jackson, MS Metropolitan Area, which includes Hinds, Madison, Rankin, Copiah, Simpson, Yazoo, Scott or Holmes counties.

10. Question: What amenities are required, if any?

Answer: The venue should include restrooms, climate control, seating and tables, parking, power, and emergency exits.

11. Question: The bid is formatted "per class" 40-hour, 24-hour, 8-hour, but the class size is listed as 15-30 participants. Is it possible to change the bid to "per participant" instead of per class? Class materials for a 30-person class would double as opposed to a 15-person class.

Answer: No, the Bid Form will not be changed. The Bid Form, Attachment B of the procurement document, states that the pricing quoted must be inclusive of, but not limited to the following:

- All required equipment and materials
- All required insurance
- All required overhead
- All required profit
- All required transportation
- All required labor
- All required business and professional licenses, permits, fees, etc. (if any)
- Any and all other costs associated with performing the services

12.Question: Could MDEQ Confirm the anticipated number of classes per year under this contract?

Answer: Training sessions are as follows:

- 40-hour HAZWOPER Training - At least one (1) date per year is anticipated
- 24-hour HAZWOPER Training - At least one (1) date per year is anticipated
- 8-hour HAZWOPER Annual Refresher - At least one (1) date per year is anticipated (classroom or online interactive session)

13.Question: The solicitation mentions "field simulations". Does this require heavy machinery demonstrations at active sites, or would staging something like class A Decon suffice?

Answer: Yes, the staging of a Class A Decon will suffice.

14.Question: Does the Venue in Jackson MS Metropolitan Area need to be determined prior to bid submission, or can that be contracted after award?

Answer : The venue(s) can be obtained after the contract award.

15.Question: How does MDEQ define "online interactive session" for Hazwoper 8-Hour Refresher?

Answer: Online interactive sessions can be defined as video content and quizzes.

16.Question: Does the online session need to have a live instructor, or does the interactive quiz and video content suffice?

Answer: No, it does not need to be a live instructor and yes, interactive quizzes and video content will suffice for the 8-hour HAZWOPER Annual Refresher being virtual/interactive.

17.Question: Can you confirm MAGIC registration is not a requirement to submit, as long as it is active after contract award in the period outlined in the solicitation?

Answer: MAGIC registration is not a requirement at this time, unless the bid is being submitted electronically in MAGIC.

Additionally, Section 1.9 of the procurement document states that by submitting a bid, the Bidder certifies that it is registered with both systems (MAGIC and PayMode) or if not already registered, that it will do so within seven (7) business days of being notified by MDEQ that it has been awarded a contract.

18.Question: MDEQ requests professional licensure documentation, but instruction for these courses is not licensed under OSHA. Can you clarify what licenses you expect to see?

Answer: Section 1.2 of the procurement document states the following:

- Provide copies of the professional licenses/registrations for all entities that comprise the Project Team, as applicable.
- Provide a list of individuals and their professional license, certification, or registration numbers for the persons identified in the Project Team, as applicable.

Additionally, 29 CFR 1910.120(e)(5) for Hazardous Waste Operations and Emergency Response (HAZWOPER) states that trainers shall be qualified to instruct employees about the subject matter that is being presented in training. Such trainers shall have satisfactorily completed a training program for teaching the subjects they are expected to teach, or they shall have the academic credentials and instructional experience necessary for teaching the subjects. Instructors shall demonstrate competent instructional skills and knowledge of the applicable subject matter.

**Bidder shall acknowledge receipt of Amendment #1 by
signing and returning this Amendment #1 with its Bid.**

By signing below, the Bidder acknowledges receipt of Amendment #1, and that its bid is being offered in compliance therewith.

Bidder's Name: E3 Environmental

Signature: 

By (Print Name): John Goelz

Title: Corporate Estimator

Date: 6/23/2026



STATE OF MISSISSIPPI
Tate Reeves
Governor
MISSISSIPPI DEPARTMENT OF ENVIRONMENTAL QUALITY
Chris Wells, Executive Director

August 6, 2026

VIA ELECTRONIC MAIL

Enhanced Environmental and Emergency Services, Inc. (E3 Environmental)
Attention: John Goelz
1004 Industrial Park Drive
Clinton, MS 39056
Jgoelz@e3enviro.com

Re: *Confirmation/Correction of Bid received for the MDEQ Invitation for Bids to provide Occupational Safety Health Administration (OSHA) Training Services in Accordance with 29 CFR 1910.120 Hazardous Waste Operations and Emergency Response (HAZWOPER) – RFx3160007907 MDEQ-IFB05272026 ("IFB")*

Dear Mr. Goelz:

Thank you for E3 Environmental's submittal in response to the above-referenced IFB. All the bids received by MDEQ for this IFB have clear insufficiencies in one or more sections of the IFB's requirements. To ensure fairness, MDEQ is setting a strict deadline for all vendors to correct any insufficient sections of their submitted bids.

E3 Environmental's bid had insufficiencies regarding the following section of the IFB as of the submittal deadline of 3:00 p.m. CDT on July 7, 2026:

Section 1.2 Bid Acceptance Period and Submission Requirements:

- **Project Plan Management:** Provide a summary discussing the project management approach that the Bidder's Project Team will take to achieve the tasks described in the Scope of Services and course of action necessary for completion of the Scope of Services in accordance with the anticipated Period of Performance.
- **Certificate of Good Standing:** Provide proof from Mississippi Secretary of State demonstrating that the Bidder is in good standing to do business in Mississippi – not included in the thirty (30) page limit of the bid.

Please carefully review each of the above-mentioned IFB sections, including the specific requirements under this section, and the bid you originally submitted on June 30, 2026, when providing any corrected documentation. Any documentation provided by E3 Environmental after the original submittal deadline will not be considered **except as provided in response to this letter.**

Please submit this information to Ms. Aveleka Moore, within seven (7) business days from your receipt of this letter, but by no later than 5:00 p.m. CDT on August 17, 2026, to amoore@mdeq.ms.gov or delivered by mail to:

RFx3160007907 MDEQ-IFB05272026 for OSHA Training Services in accordance with 29 CFR 1910.120 HAZWOPER

Attn: Aveleka Moore
700 North State Street
Jackson, Mississippi 39202

Failure to provide the requested information from this letter by the deadline prescribed will restrict MDEQ to evaluating the bid as originally submitted as of the original submittal deadline.

Thank you for your attention to this matter.

Sincerely,

Aveleka Moore

Aveleka Moore,
MDEQ Bid Coordinator

Aveleka Moore

From: John Goelz <Jgoelz@E3Enviro.com>
Sent: Friday, August 7, 2026 8:42 AM
To: Aveleka Moore
Subject: Re: MDEQ Request for Bid Confirmation or Correction Letter
Attachments: 2026 MS Cert of Good Standing.pdf; MDEQ Project Management Plan CF edit.pdf

This Message Is From an External Sender

This message came from outside your organization.

Good morning Aveleka,

Attached please find our PM plan as well as our Certificate of good standing.

Thanks again for the opportunity to clarify.

John H. Goelz, CHMM | Corporate Estimator

c. 715.441.2571 | o. 601.460.1330 | f. 601.460.1331 | **24/hr ER.** 844.333.0939

1004 Industrial Park Dr. Clinton, MS 39056

E3Enviro.com



From: Aveleka Moore <amoore@mdeq.ms.gov>
Sent: Thursday, August 6, 2026 7:42 AM
To: John Goelz <Jgoelz@E3Enviro.com>
Subject: MDEQ Request for Bid Confirmation or Correction Letter

Good morning,

Please see attached for Procurement RFx3160007907 MDEQ-IFB05272026.

Thanks,



Aveleka Moore
Purchasing Division Director
amoore@mdeq.ms.gov
Office 601.961.5107



Michael Watson
SECRETARY OF STATE

RECEIVED
AUG 07 2026
PURCHASING DIV.

Office of the Secretary of State
Jackson, Mississippi

Certificate of Good Standing

I, MICHAEL WATSON, Secretary of State of the State of Mississippi, and as such, the legal custodian of the records as required by the laws of Mississippi, to be filed in my office, do hereby certify:

That on the 6th day of March, 2014, the State of Mississippi issued a Charter/ Certificate of Authority to:

ENHANCED ENVIRONMENTAL & EMERGENCY SERVICES, INC.

That the state of incorporation is Mississippi.

That the period of duration is perpetual.

That according to the records of this office, Articles of Dissolution or a Certificate of Withdrawal have not been filed.

That according to the records of this office, a current Annual Report has been delivered to the Office of the Secretary of State.

I further certify that all fees, taxes and penalties owed to this state, as reflected in the records of the Secretary of State, have been paid and that the corporation is in existence or has authority to transact business in Mississippi.

That insofar as the records of this office are concerned, the said Enhanced Environmental & Emergency Services, Inc. is in good standing at this time.

Given under my hand and seal of office
the 14th day of July, 2026

Certificate Number: CN26246932

Verify this certificate online at <http://corp.sos.ms.gov/corpcnv/verifycertificate.aspx>



August 6, 2026

Ms. Aveleka Moore
Mississippi Department of Environmental Quality
515 East Amite Street
Jackson, MS 39201

RE: Project Management Plan for RFx3160007907 MDEQ-IFB05272026 TO PROVIDE: Occupational Safety Health Administration (OSHA) Training Services in Accordance with 29 CFR 1910.120 Hazardous Waste Operations and Emergency Response (HAZWOPER) Section 1.2.

Dear Ms. Moore:

Enhanced Environmental & Emergency Services, Inc. (E3) is pleased to provide the following Project Management Plan to provide the required training classes detailed in the RFP.

PROJECT MANAGEMENT PLAN:

Project Scope & Objectives

- **Needs Assessment:** E3 will work with MDEQ to identify training candidates for the required training according to their internal (MDEQ) responsibilities and training needs – either the 40 hour class, 24 hour class or 8 hour refresher as set forth in 29 CFR 1910.120.
- **Identify specific standards:** Prepare and present required modules to fully satisfy the applicable training standards for HAZWOPER compliance.
- **Set completion goals:** Establish target dates for 100% staff compliance.

Schedule & Milestones

- **Needs assessment phase:** Assist MDEQ to audit current training/compliance status and identify specific gaps with current and future MDEQ employee certifications.
- **Trainer selection:** Identify/schedule E3 trainers best suited to instruct the various training modules.
- **Supplies:** Prepare training curriculum, student manuals, presentations, hands on training supplies (personal protective equipment, tools, monitoring equipment, etc.) for use during training, etc.
- **Rollout phases:** Schedule classroom instruction, hands-on demonstrations, practical exercises and field demonstrations according to MDEQ requirements to maintain daily MDEQ business operations.
 - 40 hour classes where training will include chemical hazard identification, toxicology, air monitoring, chemical analysis, PPE, excavations, shoring, radiation, decontamination, confined space entry, and incident reporting.

- 24 hour classes where training will involve OSHA regulations, chemical id, hazard communication, types of radiation, work zone characteristics, site physical security, air monitoring, PPE, spill containment, and decontamination
- 8 hour refresher where training will involve review/update on regulatory changes, hazard recognition, PPE usage, emergency procedures, and case studies.
- **Final evaluation:** Prepare, review, and grade evaluations to ensure 80% passing scores for certification/recertification, feedback forms, and update training logs.
- **Issue Certificates of Completion/Competency:** Certificates will be provided for qualified trainees listing the class name (40 hour, 24 hour, 8 hour refresher), training dates, Location, and instructors signature.

Resources

- **Instructors:** E3 will provide industry proven and fully qualified trainers. as well as a fully equipped training facility located at our Jackson Service Center located at 1018 Industrial Park Drive in Clinton, Mississippi. This is our Corporate Training location and is a state-of-the-art training site with full AV equipment, restroom and breakroom facilities and also offers a training environment in the midst of a fully functional response services location.
- **Materials & technology:** E3 will provide a fully equipped training facility in our Jackson, MS Service Center located at 1018 Industrial Park Drive in Clinton, Mississippi. Facilities will provide training rooms that will accommodate a class size of 15-30 participants, projection equipment, PPE, digital modules, hands on tools and various small and large equipment (pumps, hoses, vacuum truck, heavy equipment, watercraft, specialized tools, etc.) to further provide hands on familiarity with typical spill response.

Quality & Compliance Control

- **Language accessibility:** Ensure courses match the primary languages and literacy levels of all workers.
- **Recordkeeping:** Maintain permanent logs of completion cards, attendance sheets, and test results per OSHA guidelines.



**STATE OF MISSISSIPPI
MS DEPT ENVIRONMENTAL QUALITY**

COMPANY
MCAFEESAFETY ANALYSIS INC
2203
RIDGELAND MS 39157
US

RESPONSE FROM BIDDER

Information	
RFx Number:	3160007907
Smart Number:	1470-26-R-IFBD-00006-V01
Response Number:	6000018656
Bid Opening Date:	
Submission Date:	07/07/2026
Contact Name:	O'Neal McAfee
PO Box:	2203
City/State/zip:	Ridgeland MS 39157
Phone:	601 812 6252
Fax:	
Email:	info@mcafeesafetyanalysis.

Attachments:

Appendix C

Appendix D

Appendix E

Appendix F

Proposal

Appendix A - Required Forms

Appendix B

Bid Details

QUESTIONS AND RESPONSES

Item	Description	Product No. / SPN	Quantity	Delivery / Perf. Per	Price per Unit	Net Value
# 1	Educational/Training Services		1.000	N/A		\$0.00

Signature: _____

Date: 07/10/2026



McAFEE SAFETY ANALYSIS

PROPOSAL

**OSHA 29 CFR 1910.120 HAZWOPER Training Services
Request for Bids (IFB)
RFx3160007907**

Submitted to:

Mississippi Department of Environmental Quality (MDEQ)

SUBMITTED BY

McAfee Safety Analysis, Inc.
875 NorthPark Drive, Suite 200
Ridgeland, Mississippi 39157
UEI: XNDJW6-EAM758
CAGE Code: 6FVJ8

Primary Point of Contact

O'Neal McAfee, CIH, CSP, CHMM
CEO/ General Manager
Office: (601) 812-6252

Email: omcafee@mcafeesafetyanalysis.com

Website: www.mcafeesafetyanalysis.com

Bid Due: July 7, 2026 | 3:00 PM CDT



Contents

SECTION 1: COVER LETTER	2
SECTION 2: EXECUTIVE SUMMARY	3
SECTION 3: COMPANY OVERVIEW	4
SECTION 4: PROJECT MANAGEMENT PLAN.....	6
SECTION 5: TECHNICAL APPROACH	7
SECTION 6: TRAINING METHODOLOGY.....	10
SECTION 7: PROJECT TEAM.....	12
SECTION 8: TRAINING RESOURCES AND SUPPORT	14
SECTION 9: TRAINING EQUIPMENT AND PRACTICAL EXERCISE MATERIALS .	15
SECTION 10: QUALITY ASSURANCE AND QUALITY CONTROL (QA/QC).....	17
SECTION 11: TRAINING SAFETY PLAN	18
SECTION 12: RELEVANT EXPERIENCE	19
SECTION 13: CERTIFICATIONS, LICENSES, AND REGISTRATIONS	20
SECTION 14: APPENDICES	21



SECTION 1: COVER LETTER

Date: June 30, 2026

Mississippi Department of Environmental Quality
Office of Procurement

RE: Proposal for OSHA 29 CFR 1910.120 HAZWOPER Training Services
Solicitation No. RFX3160007907 MDEQ-IFB05272026

Dear Evaluation Committee,

McAfee Safety Analysis, Inc. (MSA) is pleased to submit this proposal in response to Solicitation No. RFX3160007907 for OSHA 29 CFR 1910.120 Hazardous Waste Operations and Emergency Response (HAZWOPER) Training Services.

Headquartered in Ridgeland, Mississippi, MSA provides environmental consulting, industrial hygiene, occupational health and safety, hazardous materials, emergency response, and OSHA training services. Our proposed project team, led by experienced environmental, industrial hygiene, and HAZWOPER professionals, is committed to delivering high-quality, OSHA-compliant 40-Hour, 24-Hour, and 8-Hour HAZWOPER training through classroom instruction, practical exercises, and hands-on demonstrations in full accordance with the requirements of the solicitation.

As a Mississippi-based small business, MSA is committed to providing responsive project management, qualified instructors, and reliable local support throughout the performance of this contract.

We appreciate your consideration and look forward to the opportunity to support the Mississippi Department of Environmental Quality by delivering reliable, high-quality HAZWOPER training services throughout the anticipated five-year contract period.

Thank you.

Sincerely,

O'Neal McAfee, CIH, CSP, CHMM
CEO/ General Manager
McAfee Safety Analysis, Inc.
875 NorthPark Drive, Suite 200
Ridgeland, MS 39157
(601) 812-6252



SECTION 2: EXECUTIVE SUMMARY

McAfee Safety Analysis, Inc. (MSA) is a Mississippi-based environmental, industrial hygiene, and occupational health and safety consulting firm providing environmental consulting, hazardous materials management, regulatory compliance, industrial hygiene, emergency response, and professional safety training services to government and commercial clients.

MSA is well qualified to provide the Mississippi Department of Environmental Quality (MDEQ) with OSHA 29 CFR 1910.120 Hazardous Waste Operations and Emergency Response (HAZWOPER) training. The project will be led by O'Neal McAfee, CIH, CSP, CHMM, supported by an experienced team of qualified HAZWOPER instructors with extensive backgrounds in OSHA compliance, hazardous materials management, emergency response, and adult safety education. Our team is prepared to deliver OSHA-compliant 40-Hour, 24-Hour, and 8-Hour Annual Refresher HAZWOPER training through classroom instruction, hands-on practical exercises, field demonstrations, and competency evaluations.

MSA will manage all aspects of the training program, including scheduling, participant registration, venue coordination, training materials, attendance documentation, examinations, certificate issuance, and overall project management. Our approach emphasizes quality instruction, regulatory compliance, responsive customer service, and the flexibility to meet MDEQ's training requirements throughout the five-year contract period.

As a Mississippi-based small business, MSA is committed to providing reliable local support, timely communication, and professional service. We appreciate the opportunity to submit this proposal and look forward to supporting MDEQ by delivering consistent, high-quality OSHA-compliant HAZWOPER training that promotes worker safety, regulatory compliance, and operational readiness.



SECTION 3: COMPANY OVERVIEW

COMPANY PROFILE	
Company Name	McAfee Safety Analysis, Inc.
Address	875 NorthPark Drive, Suite 200, Ridgeland, MS 39157
Year Established	2013
Business Type	Corporation
UEI Number	XNDJW6-EAM758
CAGE Code	6FVJ8
DUNS Number	009005615
Primary NAICS Code	541620 – Environmental Consulting Services
Additional NAICS Codes	541380 541690 541990 562112 562211 562219 611430 813312
Socio-Economic Status	Small Business (SB) Minority Business Enterprise (MBE) DOT Certified DBE Black American-Owned Business
Primary POC	O'Neal McAfee, CIH, CSP, CHMM CEO / General Manager
Phone	(601) 812-6252
Email	omcafee@mcafeesafetyanalysis.com
Website	www.mcafeesafetyanalysis.com

McAfee Safety Analysis, Inc.

McAfee Safety Analysis, Inc. (MSA) is a Mississippi-based environmental, industrial hygiene, occupational health, and safety consulting firm headquartered in Ridgeland, Mississippi. MSA provides professional consulting, regulatory compliance, hazardous materials management, industrial hygiene, occupational safety, and environmental training services to federal, state, local government, commercial, and industrial clients.

MSA is led by certified environmental, industrial hygiene, and safety professionals and maintains a network of experienced instructors and technical specialists to support environmental, occupational health, safety, and emergency response projects throughout Mississippi and the southeastern United States.



Mission

MSA's mission is to provide practical, high-quality environmental, health, and safety solutions that help clients protect their employees, maintain regulatory compliance, and promote safe workplaces through professional consulting, technical support, and training.

Core Services

MSA offers a broad range of environmental and occupational health and safety services, including:

- Industrial Hygiene Assessments
- Occupational Health and Safety Consulting
- OSHA Compliance Assistance
- OSHA and Safety Training and Safety Education
- Hazardous Waste Operations and Emergency Response (HAZWOPER) Training
- Hazardous Materials Management
- Air Monitoring and Exposure Assessments
- Asbestos Inspection and Consulting
- Lead-Based Paint Inspection and Risk Assessment
- Mold Assessment and Indoor Air Quality Investigations
- Environmental Compliance Consulting
- Safety Program Development and Auditing
- Emergency Response Planning, Preparedness, and Training

Core Capabilities

MSA combines certified environmental, industrial hygiene, occupational health, and safety professionals with experienced HAZWOPER instructors and proven project management practices to deliver responsive, high-quality environmental and safety services. For this project, MSA will provide qualified instructors, comprehensive project management, OSHA-compliant training materials, hands-on practical exercises, participant documentation, and responsive local support to ensure successful delivery of HAZWOPER training throughout the five-year contract period.

Why McAfee Safety Analysis

- Mississippi-based small business with local support
- Certified Project Manager (CIH, CSP, CHMM)
- Experienced OSHA and HAZWOPER instructors
- Responsive project management
- Experience supporting government and commercial clients
- Flexible scheduling for statewide training delivery
- Commitment to OSHA compliance and high-quality instruction

SECTION 4: PROJECT MANAGEMENT PLAN

Project Management Approach

McAfee Safety Analysis, Inc. (MSA) will utilize a structured project management approach to ensure OSHA 29 CFR 1910.120 HAZWOPER training is delivered efficiently, on schedule, and in accordance with all contract requirements. Our approach emphasizes effective communication, proactive coordination, quality assurance, responsive customer service, and continuous compliance with OSHA 29 CFR 1910.120 and all applicable contract requirements.

Project Management

Mr. O'Neal McAfee, CIH, CSP, CHMM, will serve as the Project Manager and primary point of contact for the Mississippi Department of Environmental Quality (MDEQ). He will be responsible for overall contract management, instructor oversight, quality assurance, scheduling coordination, regulatory compliance, client communications, issue resolution, and ensuring all contractual requirements are successfully fulfilled.

Project management responsibilities include:

- Overall contract administration
- Coordination with MDEQ representatives
- Training schedule development and oversight
- Assignment of qualified instructors
- Review of training materials and course delivery
- Quality assurance and regulatory compliance
- Resolution of project issues and customer support

Administrative Support

MSA's Operations Manager and administrative staff will support project coordination by managing participant registration, scheduling, venue coordination, training records,



examinations, certificate issuance, reporting, and other administrative functions necessary for successful contract performance.

Administrative staff will also maintain participant rosters, examination records, certificates of completion, and training documentation required by MDEQ.

Communication

MSA is committed to maintaining open and timely communication with MDEQ throughout the contract period. Mr. McAfee will serve as the single point of contact and will coordinate directly with MDEQ regarding scheduling, project status, and operational matters. MSA will acknowledge routine communications within one (1) business day and will coordinate with MDEQ to promptly address project-related matters throughout the contract period.

Urgent matters affecting scheduled training will be communicated immediately upon identification.

Project Implementation

Each training session will follow a consistent project management process:

1. Coordinate training dates with MDEQ.
2. Confirm the training venue and logistical requirements.
3. Assign qualified instructors and prepare course materials.
4. Conduct OSHA-compliant classroom instruction, practical exercises, hands-on demonstrations, and competency evaluations as required by OSHA 29 CFR 1910.120.
5. Administer examinations and competency evaluations.
6. Issue certificates to participants who successfully complete course requirements.
7. Maintain training records and submit any required documentation to MDEQ.

This structured project management approach enables MSA to consistently deliver organized, responsive, and high-quality HAZWOPER training while maintaining regulatory compliance, accurate documentation, effective communication, and exceptional customer service throughout the contract period.

SECTION 5: TECHNICAL APPROACH

McAfee Safety Analysis, Inc. (MSA) will provide OSHA 29 CFR 1910.120 Hazardous Waste Operations and Emergency Response (HAZWOPER) training in accordance with applicable OSHA regulations and the requirements of the Mississippi Department of Environmental Quality (MDEQ). Training will be delivered by qualified instructors using current OSHA guidance,

industry best practices, adult learning principles, instructor-led classroom instruction, hands-on practical exercises, field simulations, demonstrations, and competency evaluations to ensure participants acquire the knowledge, skills, and abilities necessary to safely perform hazardous waste operations and emergency response activities.

40-Hour HAZWOPER Training

The 40-Hour HAZWOPER course is designed for employees who perform hazardous waste operations or may be exposed to hazardous substances during routine work or emergency response activities.

Course Objectives

Participants will develop an understanding of OSHA 29 CFR 1910.120 requirements, hazard recognition, personal protective equipment, emergency response procedures, and safe work practices applicable to hazardous waste operations.

The course combines classroom instruction, practical demonstrations, scenario-based exercises, and field simulations to reinforce regulatory requirements and safe work practices.

Training topics include:

- OSHA 29 CFR 1910.120 requirements
- Chemical hazard recognition and toxicology
- Hazard Communication (HazCom)
- Hazardous materials identification
- Site characterization
- Personal Protective Equipment (PPE) selection, inspection, use, and limitations
- Air monitoring principles and instrumentation
- Decontamination procedures
- Confined space awareness
- Excavation and trench safety awareness
- Radiation awareness
- Site control and work zones
- Emergency response procedures
- Incident reporting and documentation

Participant Evaluation

Participants must achieve a minimum passing score of 80 percent on the written examination and successfully complete all required practical exercises and competency evaluations before



receiving course completion certification. Instructor observation of practical performance will also be used to verify competency.

24-Hour HAZWOPER Training

The 24-Hour HAZWOPER course is intended for personnel who may have occasional or limited exposure to hazardous substances but are not expected to perform extensive hazardous waste remediation activities.

Training Topics

- OSHA regulations
- Chemical hazard recognition
- Hazard Communication
- Hazardous waste operations overview
- Personal Protective Equipment
- Air monitoring fundamentals
- Spill response procedures
- Site control and work zones
- Site characterization
- Decontamination principles
- Emergency response procedures

Participant Evaluation

Participants must achieve a minimum passing score of 80 percent on the written examination and successfully complete all required practical exercises before receiving course completion documentation.

8-Hour HAZWOPER Annual Refresher

The 8-Hour Annual Refresher course reinforces previously acquired HAZWOPER knowledge while providing updates on OSHA regulations, industry best practices, and lessons learned from actual incidents.

Training Topics

- OSHA regulatory updates
- Updates to OSHA guidance and industry standards
- Review of OSHA 29 CFR 1910.120 requirements
- Hazard recognition review

- Personal Protective Equipment (PPE)
- Emergency response procedures
- Lessons learned from actual incidents
- Case study discussions
- Hands-on review of critical safety procedures

Participant Evaluation

Participants will complete a written knowledge assessment, actively participate in instructor-led discussions and practical review exercises, and receive documentation of successful course completion upon meeting all course requirements.

MSA's technical approach is designed to ensure all training is delivered consistently, accurately, and in full compliance with OSHA 29 CFR 1910.120. Through experienced instructors, hands-on learning, competency-based evaluations, and responsive project management, MSA will provide MDEQ personnel with practical knowledge and skills necessary to safely perform hazardous waste operations and emergency response activities.

SECTION 6: TRAINING METHODOLOGY

McAfee Safety Analysis, Inc. (MSA) utilizes a comprehensive, participant-centered training methodology designed to ensure OSHA 29 CFR 1910.120 HAZWOPER training is engaging, practical, competency-based, and fully compliant with OSHA requirements. Our instructional approach combines classroom learning with hands-on application to maximize participant understanding, knowledge retention, and practical job performance.

Instructional Methodology

Training is delivered through a combination of:

- Instructor-led classroom instruction
- Multimedia presentations and instructional videos
- Hands-on practical exercises
- Instructor demonstrations
- Scenario-based exercises and field simulations
- Group discussions and case studies
- Participant knowledge checks and competency assessments
- Interactive question-and-answer sessions



This blended approach allows participants to understand regulatory requirements while developing the practical skills necessary to safely perform hazardous waste operations and emergency response activities.

Participant Evaluation

Participant understanding and competency are evaluated throughout each course using instructor observation, classroom participation, practical exercises, written examinations, and hands-on performance assessments. Participants must successfully complete all course requirements, including achieving the minimum passing score established by MDEQ, before receiving course completion documentation.

Course Documentation

MSA maintains complete records of participant registration, attendance, examination results, competency evaluations, and course completion. Participants who successfully complete all required training will receive the appropriate OSHA HAZWOPER course completion certificate.

All training records will be maintained in accordance with applicable recordkeeping requirements and will be available to MDEQ upon request.

Training Delivery Process

Project Phase	Activities
Participant Registration	Coordinate training dates with MDEQ, confirm participant roster, and distribute registration information.
Training Preparation	Confirm training venue, prepare instructional materials, verify equipment, and assign qualified instructors.
Course Delivery	Conduct classroom instruction, practical exercises, demonstrations, and field simulations.
Participant Evaluation	Administer written examinations and competency evaluations.
Certificate Issuance	Issue course completion certificates to participants who successfully complete all course requirements.
Project Closeout	Maintain training records, submit required documentation to MDEQ, address any follow-up requests, and conduct continuous quality review for future training sessions.

MSA's training methodology equips participants with the knowledge, practical skills, and confidence necessary to safely perform hazardous waste operations and emergency response activities. Through experienced instructors, interactive instruction, competency-based evaluations, and responsive project management, MSA will consistently deliver high-quality



OSHA-compliant training that meets the requirements of OSHA 29 CFR 1910.120 and the Mississippi Department of Environmental Quality.

SECTION 7: PROJECT TEAM

McAfee Safety Analysis, Inc. (MSA) has assembled a qualified project team with the technical expertise, instructional experience, and project management capabilities necessary to successfully deliver OSHA 29 CFR 1910.120 HAZWOPER training services for the Mississippi Department of Environmental Quality (MDEQ).

Project Team Organization

Team Member	Position	Primary Responsibilities
O'Neal McAfee, CIH, CSP, CHMM	Project Manager	Overall contract management, client coordination, instructor oversight, quality assurance, regulatory compliance, and project supervision.
Marjorie Esperida	Operations Manager	Project coordination, scheduling, participant registration, training logistics, documentation, reporting, certificate preparation, and administrative oversight.
Randy Carter	Lead HAZWOPER Instructor	Delivery of OSHA 40-Hour, 24-Hour, and 8-Hour HAZWOPER training, classroom instruction, practical exercises, field simulations, participant evaluations, and examinations.
Eugene W. Johnson Jr.	Alternate HAZWOPER Instructor	Alternate instructor, classroom instruction, hands-on exercises, emergency response training, field simulations, and instructional support.
Administrative Support Team	Administrative Support	Attendance tracking, venue coordination, participant communications, course materials, training records, certificate issuance, and invoicing support.

The proposed project team provides MDEQ with experienced project management, qualified HAZWOPER instruction, administrative support, and sufficient staffing depth to ensure uninterrupted training delivery throughout the contract period.

Key Personnel Responsibilities

Project Manager - O'Neal McAfee, CIH, CSP, CHMM

Mr. McAfee will serve as the Project Manager and primary point of contact for MDEQ. He will provide overall contract management, instructor oversight, quality assurance, regulatory



compliance, and executive supervision throughout the contract period.

Operations Manager – Marjorie Esperida

Ms. Esperida will coordinate day-to-day project administration, including participant registration, scheduling, training logistics, documentation, reporting, certificate preparation, and communication with MDEQ.

Lead HAZWOPER Instructor – Randy Carter

Mr. Carter will serve as the Lead HAZWOPER Instructor and will be responsible for the delivery of OSHA 29 CFR 1910.120 HAZWOPER training, including classroom instruction, hands-on practical exercises, field simulations, participant evaluations, and written examinations. Drawing on his experience delivering HAZWOPER and hazardous materials training for public and private organizations since 2019, he will coordinate with the Project Manager to ensure all training is conducted in accordance with OSHA regulations and contract requirements.

Alternate HAZWOPER Instructor - Eugene W. Johnson Jr.

Mr. Johnson will serve as the Alternate HAZWOPER Instructor, providing instructional support and specialized expertise in OSHA compliance, hazardous materials management, emergency response, and Train-the-Trainer instruction. He will support classroom instruction, practical exercises, and field simulations as needed to ensure uninterrupted contract performance.

Independent Instructor Support

MSA intends to utilize Eugene W. Johnson Jr. and Randy Carter as qualified subcontract instructors to support contract performance. These instructors will provide specialized HAZWOPER training services under the direction and oversight of the Project Manager. McAfee Safety Analysis, Inc. will remain fully responsible for contract administration, quality assurance, regulatory compliance, and all deliverables required under this contract. MSA will ensure all independent instructors comply with contract requirements, OSHA regulations, and MSA quality standards.

Supporting Documentation

Detailed resumes, professional certifications, licenses, and other supporting qualifications for all proposed project personnel are provided in the Appendices.



SECTION 8: TRAINING RESOURCES AND SUPPORT

McAfee Safety Analysis, Inc. (MSA) maintains the personnel, administrative infrastructure, and operational resources necessary to successfully deliver OSHA 29 CFR 1910.120 HAZWOPER training for the Mississippi Department of Environmental Quality (MDEQ). Our resources support efficient project management, responsive customer service, and compliance with all contractual requirements throughout the five-year contract period.

Administrative Resources

MSA provides comprehensive administrative support to ensure efficient coordination and successful delivery of each training session. Administrative responsibilities include:

- Course scheduling and coordination
- Participant registration and communications
- Coordination with MDEQ representatives
- Training logistics and venue coordination
- Attendance tracking and recordkeeping
- Examination administration support
- Certificate preparation and issuance
- Project documentation and reporting
- Invoicing and contract administration
- Maintenance of participant training records and course completion documentation

Training Facilities

MSA will provide or coordinate a suitable training facility within the Jackson, Mississippi metropolitan area in accordance with the solicitation requirements. The selected facility will provide an appropriate environment for classroom instruction, practical demonstrations, and hands-on training exercises.

Training facilities will be selected based on class size, accessibility, safety, and suitability for both classroom instruction and hands-on practical exercises.

- Comfortable classroom seating
- Audio/visual presentation capabilities
- Reliable internet access, when required for instructional activities
- Adequate workspace for participants
- Space for practical exercises and demonstrations
- Accessible parking and restroom facilities
- A safe, clean, and professional learning environment

Technical and Instructional Support

Qualified instructors will conduct classroom instruction, hands-on practical exercises, demonstrations, field simulations, participant evaluations, and written examinations. The Project Manager and Operations Manager will oversee instructor scheduling, quality assurance, participant communications, logistical coordination, and contract administration to ensure consistent, efficient, and OSHA-compliant delivery of all training activities.

Resource Readiness

MSA maintains the personnel, instructional resources, administrative support, and project management systems necessary to successfully perform this contract throughout the five-year period of performance. Our integrated management approach enables us to deliver organized, responsive, and OSHA-compliant HAZWOPER training while maintaining flexibility to accommodate MDEQ scheduling needs and training requirements.

SECTION 9: TRAINING EQUIPMENT AND PRACTICAL EXERCISE MATERIALS

MSA will provide all training equipment, instructional materials, and practical exercise resources necessary to support OSHA 29 CFR 1910.120 HAZWOPER classroom instruction, hands-on demonstrations, and practical exercises. Equipment provided will be appropriate for the course objectives and instructional activities.

Personal Protective Equipment (PPE)

Practical instruction may include demonstrations involving PPE, including:

- Hard hats
- Safety glasses
- Protective gloves
- High-visibility safety vests
- Protective footwear
- Tyvek® protective suits or equivalent
- Respiratory protection equipment (for instructional demonstration purposes)

Participants will receive instruction on proper PPE selection, inspection, limitations, use, maintenance, and applicable OSHA requirements.

Air Monitoring and Safety Equipment

Training equipment provided by MSA may include, as appropriate:

- Air monitoring instruments
- Multi-gas detection equipment

- Calibration equipment
- Hazard identification tools
- Emergency response equipment

These demonstrations familiarize participants with the proper application, operation, capabilities, and limitations of commonly used monitoring and safety equipment.

Classroom Instructional Equipment

Training sessions may utilize:

- Laptop computers
- Digital projector
- Audio/visual presentation equipment
- Training manuals and participant workbooks
- Printed reference materials and instructional handouts
- Multimedia presentations
- Whiteboards and flip charts

Practical Exercise Materials

Hands-on activities may include:

- Emergency response scenarios
- Hazard recognition exercises
- Decontamination demonstrations
- PPE demonstrations
- Simulated worksite activities
- Case studies
- Group exercises

These activities reinforce classroom instruction by allowing participants to apply OSHA requirements and HAZWOPER principles in realistic training scenarios.

MSA will ensure that all training equipment and instructional materials used during contract performance are appropriate for the course objectives and support the successful delivery of OSHA-compliant HAZWOPER training.

SECTION 10: QUALITY ASSURANCE AND QUALITY CONTROL (QA/QC)

McAfee Safety Analysis, Inc. (MSA) is committed to delivering OSHA 29 CFR 1910.120 HAZWOPER training that meets the highest standards of quality, consistency, and regulatory compliance. Our Quality Assurance and Quality Control (QA/QC) program ensures every training session is professionally delivered, accurately documented, and continuously improved throughout the contract period.

Quality Assurance Activities

QA/QC Activity	Description	Responsible Party
Attendance Verification	Maintain participant sign-in/sign-out records to verify attendance.	Operations Manager
Course Evaluations	Collect and review participant feedback to improve future training.	Project Manager
Training Materials Review	Review course materials periodically to ensure they remain current with OSHA regulations and applicable guidance.	Project Manager
Instructor Performance	Monitor instructor performance to ensure consistent, OSHA-compliant course delivery.	Project Manager
Participant Evaluation	Administer written examinations and competency evaluations.	Lead Instructor
Certificate Issuance	Issue certificates to participants who successfully complete all course requirements.	Operations Manager
Documentation & Records Management	Maintain participant records, attendance logs, examination results, competency evaluations, certificates of completion, and project documentation.	Administrative Support

Continuous Improvement

MSA is committed to continuously improving its training program by reviewing participant feedback, instructor observations, and overall project performance. Feedback and lessons learned will be evaluated periodically to identify opportunities for improving instructional methods, training materials, administrative processes, and overall training effectiveness while maintaining compliance with OSHA requirements.

Quality Assurance Oversight

The Project Manager will provide overall quality oversight to ensure all training activities are completed professionally, safely, and in accordance with OSHA 29 CFR 1910.120 and MDEQ



requirements. Internal quality reviews will be conducted throughout the contract period to verify compliance and maintain consistent delivery of high-quality HAZWOPER training.

MSA's QA/QC program reflects our commitment to providing organized, responsive, and professional training services while ensuring participants receive consistent, accurate, and OSHA-compliant instruction while supporting MDEQ's training objectives throughout the contract period.

Any deficiencies identified during internal quality reviews will be documented, evaluated, and promptly addressed through appropriate corrective actions.

SECTION 11: TRAINING SAFETY PLAN

McAfee Safety Analysis, Inc. (MSA) is committed to conducting all OSHA 29 CFR 1910.120 HAZWOPER training activities in a safe and controlled learning environment. Safety is integrated into every phase of course delivery to protect participants, instructors, and visitors while ensuring compliance with OSHA requirements and accepted industry best practices.

Safe Training Environment

All practical exercises and field demonstrations will be conducted under the direct supervision of qualified instructors. Prior to each activity, instructors will explain the exercise objectives, identify potential hazards, review required safety precautions, and ensure participants understand proper work practices.

Emergency Procedures

Participants will receive a safety briefing at the beginning of each course covering:

- Emergency evacuation procedures
- Assembly locations
- Emergency contact information
- Fire and severe weather procedures
- Reporting of accidents, injuries, or unsafe conditions
- Location of first aid equipment and emergency exits

Medical Emergencies

In the event of a medical emergency, instructors will immediately implement appropriate emergency response procedures, contact emergency medical services when necessary, provide appropriate assistance within the scope of available resources, and document the incident in



accordance with MSA procedures.

Safety During Practical Exercises

Practical exercises will be planned and conducted to minimize risk while providing meaningful hands-on learning experiences. Instructors will continuously monitor participants during practical activities and immediately address any unsafe conditions or behaviors. Training activities will be modified or suspended if conditions present an unacceptable safety risk.

Personal Protective Equipment (PPE)

Appropriate Personal Protective Equipment (PPE) will be utilized during demonstrations and practical exercises when required. Participants will receive instruction on PPE selection, inspection, proper use, limitations, maintenance, and safe work practices consistent with OSHA requirements.

Risk Management

Prior to conducting practical exercises or field simulations, instructors will evaluate potential hazards, verify that appropriate controls and equipment are in place, and implement measures to maintain a safe learning environment while providing meaningful hands-on training.

Stop Work Authority

Instructors are authorized to immediately stop any practical exercise or training activity if an unsafe condition or behavior is identified. Training will not resume until the hazard has been corrected and it is safe to continue.

MSA is committed to providing a professional training environment where participant safety, regulatory compliance, and effective learning remain the highest priorities throughout all training activities.

SECTION 12: RELEVANT EXPERIENCE

McAfee Safety Analysis, Inc. (MSA) and the proposed project team possess extensive experience delivering OSHA, HAZWOPER, hazardous materials, emergency response, confined space, and occupational safety training for government, commercial, industrial, and utility clients.

The proposed instructors have successfully delivered OSHA 29 CFR 1910.120 HAZWOPER training, hazardous materials response training, emergency response instruction, confined space training, and related safety courses for a variety of public and private sector organizations. This

experience includes classroom instruction, hands-on practical exercises, field simulations, competency evaluations, and regulatory compliance training.

Relevant experience includes, but is not limited to:

- OSHA 24-Hour and 40-Hour HAZWOPER Training
- 8-Hour HAZWOPER Annual Refresher Training
- Hazardous Materials (HazMat) Operations and Technician Training
- Emergency Response Training
- Incident Command Training
- Hydrogen Sulfide (H₂S) Training
- Confined Space and Confined Space Rescue Training
- OSHA Safety and Industrial Hygiene Training

Supporting Documentation

Supporting documentation, including resumes, professional certifications, licenses, and project references for the proposed project team, is provided in the Appendices.

SECTION 13: CERTIFICATIONS, LICENSES, AND REGISTRATIONS

McAfee Safety Analysis, Inc. (MSA) maintains the professional certifications, business registrations, instructor qualifications, and organizational registrations necessary to successfully perform OSHA 29 CFR 1910.120 HAZWOPER training services for the Mississippi Department of Environmental Quality (MDEQ). Supporting documentation is provided in the Appendices.

Category	Certification / Registration	Status / Assigned To
Professional Certification	Certified Industrial Hygienist (CIH)	O'Neal McAfee
Professional Certification	Certified Safety Professional (CSP)	O'Neal McAfee
Professional Certification	Certified Hazardous Materials Manager (CHMM)	O'Neal McAfee
Instructor Certification	OSHA 29 CFR 1910.120 HAZWOPER Instructor	Randy Carter
Instructor Certification	OSHA Outreach Trainer	Eugene W. Johnson Jr.
Instructor Qualification	Hazardous Materials Instructor Training (TEEX)	Randy Carter

Business Registration	Mississippi Business Registration	Active
Business Registration	Mississippi Secretary of State/ Certificate of Good Standing	Active
Federal Registration	SAM.gov Registration	Active
Federal Registration	Unique Entity Identifier (UEI)	XNDJW6-EAM758
Federal Registration	CAGE Code	6FVJ8
State Registration	MAGIC Vendor Registration	Active
Insurance	Commercial General Liability Insurance	Active
Insurance	Workers' Compensation Insurance	Active
Insurance	Professional Liability Insurance	Active

Supporting documentation for the above certifications, registrations, and insurance policies is included in the Appendix.

SECTION 14: APPENDICES

The following supporting documentation is included as part of McAfee Safety Analysis, Inc.'s proposal to demonstrate compliance with the solicitation requirements and the qualifications of the proposed project team.

Appendix	Description
Appendix A	Required MDEQ Forms (Attachments A–E, as applicable)
Appendix B	Key Personnel Resumes
Appendix C	Professional Certifications and Instructor Qualifications
Appendix D	Mississippi Business Registration and Certificate of Good Standing
Appendix E	Federal Registrations (SAM.gov Registration, Unique Entity Identifier (UEI), and CAGE Code)
Appendix F	Certificates of Insurance

Note: Supporting documentation is included to demonstrate the qualifications, certifications, registrations, instructor credentials, and organizational capabilities of McAfee Safety Analysis, Inc. and the proposed project team.

ATTACHMENT A

BID COVER SHEET

OSHA Training Services in Accordance with 29 CFR 1910.120 HAZWOPER

****Please complete the information below****

Bidder's Company name: McAfee Safety Analysis, Inc.

Place of performance: Jackson, Mississippi Metropolitan Area

Company's physical address and principal place of business (if different than above):

875 Northpark Drive, Suite 200, Ridgeland, MS 39157

Designated company contact: O'Neal McAfee

Contact's e-mail address: info@mcafeesafetyanalysis.com

Contact's phone number: (601) 812-6252

Age of the company: 13

Average number of employees over the last three (3) years: 6

Registered as a Supplier in MAGIC? Yes ☒ No ☐ Supplier Number: VND209819502

Registered with PayMode? Yes ☐ No ☒

Registered with SAM? Yes ☒ No ☐ Unique Entity ID: XNDJW6-EAM758

Registered with the Office of the Mississippi Secretary of State? Yes ☒ No ☐

Is the Bidder in compliance with Mississippi Code Annotated §79-4-15.01 regarding authorization to transact business in Mississippi? Yes ☒ No ☐

FEI/FIN # (if company, corporation, or partnership): 46-3477062

SS # (if individual): N/A

Is your company currently for sale, merging, or in any discussions to be acquired by another business entity?
 Yes _____ No ✓ If yes, please explain how this might affect your company's organization or work direction.

Does your company anticipate using a Subcontractor on this Project? Yes _____ No ✓
 If yes and subcontractor(s) are known, please list:

List all the equipment that your company has available or that is intended to be used to perform the services required in this Invitation for Bids in the charts below.

OWNED EQUIPMENT					
Year	Make	Model	ID#	Capacity	Description
Various	HP/Dell/Lenovo	Laptop Computer	Various	N/A	Instructor presentations, participant examinations, and classroom instruction
Various	Epson/BenQ/ViewSonic	Multimedia Projector	Various	N/A	Classroom presentations and instructional materials
Various	N/A	Projection Screen	N/A	N/A	Classroom presentations
Various	HP	Desktop Computer	Various	N/A	Course preparation, participant records, and administrative support
Various	Logitech	Webcam	Various	N/A	Virtual meetings and remote coordination (if needed)
Various	HP/Brother/Canon	Printer/Scanner	Various	N/A	Printing course materials, sign-in sheets, examinations, and certificates
Various				N/A	

RENTED/LEASED EQUIPMENT					
Year	Make	Model	ID#	Capacity	Description
As Required	Various	Various	N/A	N/A	Air monitoring instruments for instructional demonstrations
As Required	Various	Various	N/A	N/A	Multi-gas detection equipment
As Required	Various	Various	N/A	N/A	Personal Protective Equipment (PPE) for practical exercises
As Required	Various	Various	N/A	N/A	Respiratory protection equipment
As Required	Various	Various	N/A	N/A	Calibration equipment for monitoring instruments
As Required	Various	Various	N/A	N/A	
As Required	Various	Various	N/A	N/A	
As Required	Various	Various	N/A	N/A	

ATTACHMENT B

BID FORM

OSHA Training Services in Accordance with 29 CFR 1910.120 HAZWOPER

The Bidder must submit a completed Bid Form. All pricing must be submitted on the bid form and the bid form must be signed by an individual with authority to execute contracts for the Company. Any modifications or additions to any portion of the bid form may result in rejection.

Company: McAfee Safety Analysis, Inc.

Company Representative: O'Neal McAfee

Title: CEO/ General Manager

Telephone: (601) 812-6252

Email: info@mcafeesafetyanalysis.com

The pricing quoted must be inclusive of, but not limited to the following:

- All required equipment and materials
- All required insurance
- All required overhead
- All required profit
- All required transportation
- All required labor
- All required business and professional licenses, permits, fees, etc. (if any)
- Any and all other costs associated with performing the services

The pricing must include ALL associated costs with no additional or hidden fees. The pricing submitted will remain firm for the contract term. Price ranges are not acceptable and will be deemed non-responsive. The lowest price will be determined by the average of the three (3) prices listed on this bid form.

- **Amount per 40-hour training and certification session:** \$ \$16,559.22
- **Amount per 24-hour training and certification session:** \$ \$11,383.78
- **Amount per 8-hour training and certification session:** \$ \$5,358.61

By signing below, the Company Representative certifies that he/she has authority to bind the company, and further acknowledges on behalf of the Company:

1. That he/she has thoroughly read and understands this Invitation for Bids, the attachments hereto, and any amendments;

2. That the company meets all requirements and acknowledges all certifications contained in this Invitation for Bids, the attachments hereto, and any amendments;
3. That the company agrees to all provisions of this Invitation for Bids, the attachments hereto, and any amendments;
4. That the company will perform, without delay, the services required at the prices quoted above in this **Attachment B**;
5. That, to the best of its knowledge and belief, the cost or pricing data submitted is accurate, complete, and current as of the submission date;
6. That the company has, or will secure, at its own expense, applicable personnel who shall be qualified to perform the duties required to be performed under this Invitation for Bids, the attachments hereto, and any amendments;
7. The Bidder certifies that it has the capability to provide the required services on which it submitted a bid;
8. The Bidder certifies that the company is licensed or authorized to provide the proposed services under this Invitation for Bids, the attachments hereto, and any amendments in the State of Mississippi;
9. The Bidder certifies that it has, or will secure, at its own expense, applicable personnel who shall be qualified to perform the duties required to be performed under this Invitation for Bids, the attachments hereto, and any amendments; and
10. The Bidder certifies that all material, equipment, etc., contained in the bid meets all Occupational Safety Hazards Act (OSHA) requirements, and that if any material, equipment, etc., delivered by it is subsequently found to be deficient pursuant to any OSHA requirement in effect on the date of delivery, all costs necessary to bring the material, equipment, etc. into compliance with OSHA requirements shall be borne solely by the Bidder.

Printed Name: O'NEAL MCAFEE

Signature: *O'Neal McAfee*

Title: CEO/ General Manager

Date: 07/06/2026

ATTACHMENT C

MBE/WBE SOLICITATION FORM

1. Provide the following information for all MBE/WBE firms that were solicited for participation in the Bidder's response to this IFB:

Entity Name	Address	Phone Number and/or e-mail address	Certifying Agency/ Entity/Program	Has the listed MBE/WBE been selected for participation for these requested services? Please indicate by stating either Yes or No below.
McAfee Safety Analysis, Inc.	875 NorthPark Drive, Suite 200, Ridgeland, MS 39157	(601) 812-6252 omcafee@mcafeesafetyanalysis.com	City of Jackson – African American Business Enterprise (MBE)	Yes

2. Select one the following:

- ☐ The Bidder is a MBE/WBE firm and at least one or more MBE/WBE firms were solicited and selected for the proposed contract, as indicated above. Prior to contract execution, the Bidder shall supply MDEQ with proof of Bidder's and Bidder's subcontractor's MBE/WBE status by providing the documentation required in this IFB.
- ☒ The Bidder is a MBE/WBE firm and no other MBE/WBE firms were solicited for the proposed contract. Prior to contract execution, the Bidder shall supply MDEQ with proof of the Bidder's MBE/WBE status by providing the documentation required in this IFB.
- ☐ The Bidder is not a MBE/WBE firm. However, at least one or more MBE/WBE firms were solicited and selected, as indicated above, for the proposed contract. Prior to contract execution, the Bidder shall supply MDEQ with proof of the Bidder's subcontractor's MBE/WBE status by providing the documentation required in this IFB.
- ☐ The Bidder is not a MBE/WBE firm. However, at least one or more MBE/WBE firms were solicited (but not selected), as indicated above, for the proposed contract.
- ☐ The prime firm submitting for the proposed contract is not a MBE/WBE firm and no MBE/WBE firms were solicited for the proposed contract. If so, please explain.

ATTACHMENT D

BIDDER'S AFFIDAVIT

NON-COLLUSION AND CONFLICT OF INTEREST AFFIDAVIT

State of Mississippi

County of Madison

I, O'Neal McAfee, individually, and in my official capacity as CEO/ General Manager of McAfee Safety Analysis, Inc. (Bidder), being first duly sworn on oath, depose and state the following on behalf of the company:

The Bidder represents as a part of such Bidder's Bid that such Bidder has not retained any person or agency on a percentage, commission, or other contingent arrangement to secure this Contract.

By submitting a bid, the Bidder certifies that the prices submitted in response to this IFB have been arrived at independently and without any consultation, communication, or agreement with any other Bidder or competitor for the purpose of restricting competition.

The Bidder has not either directly or indirectly entered into any agreement, participated in any collusion; or otherwise taken any action in restraint of free competitive bidding in connection with this Contract; nor have any of its corporate officers or principal owners.

Except as noted hereafter, it is further certified that said legal entity and its corporate officers, principal owners, managers, auditors, and others in a position of administering governmental funds:

- a) Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any governmental department or agency;
- b) Have not within a three-year period preceding this Bid been convicted of or had a civil judgment rendered against them for 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;
- c) Have not within a three-year period preceding this Bid been convicted of or had a civil judgment rendered against them for 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;
- d) 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 b) and c) above; and
- e) Have not within a three-year period preceding this Bid had one or more public transactions (Federal, State or local) terminated for cause or default.

The Bidder further certifies, to the best of his or her knowledge and belief, that:

- a) No Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.
- b) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Contract, Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions will be completed and submitted.

The Bidder hereby certifies that, to the best of its knowledge and belief, there are no present or currently planned interests (financial, contractual, organizational, or otherwise) relating to the work to be performed under any contract or task order resulting from this IFB that would create any actual or potential conflict of interest (or apparent conflicts of interest) (including conflicts of interest for immediate family members: spouses, parents, children) that would impinge on its ability to render impartial, technically sound, and objective assistance or advice or result in it being given an unfair competitive advantage. In this clause, the term "potential conflict" means reasonably foreseeable conflict of interest. The Bidder further certifies that it has and will continue to exercise due diligence in identifying and removing or mitigating, to the State's satisfaction, such conflict of interest (or apparent conflict of interest). The Bidder further certifies that it has no conflict of interest with respect to MDEQ or the Project (as defined in this IFB).

All of the foregoing and attachments (when indicated) is true and correct.

Bidder's Name: McAfee Safety Analysis, Inc. IFB Title: OSHA Training Services in Accordance with 29 CFR 1910.120 HAZWOPER

Signature: O'Neal McAfee By (Print Name): O'NEAL MCAFEE

Title: CEO/ General Manager

SWORN TO AND SUBSCRIBED before me, this the 22 day of July, 2026.

Natasha R. McAfee Jackson
NOTARY PUBLIC

My Commission Expires:

2/21/2027

[SEAL]



ATTACHMENT E

PROJECT REFERENCES

Provide a record of at least five (5) projects, not including MDEQ, of similar size and scope completed by the proposed Project Team within the last five (5) years.

PROJECT #1

Company Name: Compliance Solutions

Dates of Service: 2019 – Present

Contact Person: Available Upon Request

Address: Available Upon Request

Telephone number: Available Upon Request

E-mail address: Available Upon Request

Identify which member(s) of the proposed Project Team participated and what role they served:

Randy Carter – Lead HAZWOPER Instructor. Delivered OSHA 24-Hour and
40-Hour HAZWOPER training, including classroom instruction, hands-on practical exercises,
participant evaluations, examinations, and course administration. Also instructed Hazardous
Materials Technician, Hazardous Materials Awareness, Confined Space, Confined Space Rescue,
Hydrogen Sulfide, and Emergency Response courses.

PROJECT REFERENCES

PROJECT #2

Company Name: Atmos Energy

Dates of Service: 2019 – Present

Contact Person: Available Upon Request

Address: Available Upon Request

Telephone number: Available Upon Request

E-mail address: Available Upon Request

Identify which member(s) of the proposed Project Team participated and what role they served:

Randy Carter – Lead HAZWOPER/Hazardous Materials Instructor. Delivered hazardous materials and OSHA-related training, including HAZWOPER, DOT Hazardous Materials Awareness, Hazardous Materials Technician, Emergency Response, Hydrogen Sulfide (H₂S), and Confined Space training. Conducted classroom instruction, practical exercises, participant evaluations, and competency assessments.

PROJECT #3

Company Name: Texas A&M Engineering Extension Service (TEEX)

Dates of Service: 2019 – Present

Contact Person: Available Upon Request

Address: Available Upon Request

Telephone number: Available Upon Request

E-mail address: Available Upon Request

Identify which member(s) of the proposed Project Team participated and what role they served:

Randy Carter – Hazardous Materials Instructor. Provided instruction for Hazardous Materials Operations, Hazardous Materials Technician, Incident Commander, and Emergency Response courses. Conducted classroom instruction, field demonstrations, hands-on practical exercises, and participant competency evaluations.

PROJECT REFERENCES

PROJECT #4

Company Name: Whitespace Innovations

Dates of Service: 2021 – Present

Contact Person: Available Upon Request

Address: Available Upon Request

Telephone number: Available Upon Request

E-mail address: Available Upon Request

Identify which member(s) of the proposed Project Team participated and what role they served:

Randy Carter – CBRNE/Hazardous Materials Instructor and Course Developer.

Developed and delivered hazardous materials, CBRNE, emergency response, and

Train-the-Trainer instruction. Prepared course materials, lesson plans, practical exercises,

and participant evaluations while supporting military and government training programs.

PROJECT #5

Company Name: U.S. Army National Guard Professional Education Center

Dates of Service: April 2018 – October 2020

Contact Person: Available Upon Request

Address: North Little Rock, Arkansas

Telephone number: Available Upon Request

E-mail address: Available Upon Request

Identify which member(s) of the proposed Project Team participated and what role they served:

Randy Carter – Emergency Management and Hazardous Materials Instructor.

Developed and instructed emergency management, hazardous materials, and Incident

Command System (ICS) courses. Conducted classroom instruction, practical exercises,

curriculum development, and participant evaluations supporting emergency preparedness and

hazardous materials response programs.

Key Personnel Resume		
Name: O'NEAL MCAFEE, CIH., CSP, CHMM		Role: Certified Industrial Hygienist
Education (Degree, Focus, School):	25 of 36 credits completed for Master of Public Health, Tulane University, 2002 Occupational Health Certification, Medical College of Ohio, 1996 Bachelor/Master of Science, Environmental Health, Mississippi Valley State University, 1988 Florence High School '81	
Synopsis of Qualifications:		Exceeds Position Requirements:
✓ Over 20 years' experience providing comprehensive health and safety services ✓ Served as a Safety and Health Manager at Hanford for seven years ✓ Certified as an industrial hygienist, safety professional and in hazardous material management ✓ Recognized innovator, able to draw from in-depth experience to provide best practices to ensure safety and compliance ✓ 18 years DOE site experience ✓ Experience includes radioactive waste sites ✓ Proven performance in sampling, air quality evaluation, IH risk assessment, respiratory protection, accident investigation, heat stress, vapor monitoring ✓ Skilled in procedure development and implementation and training		✓ Holds certification by the American Board of Industrial Hygiene as well as the Board of Certified Safety Professional and the Institute of Hazardous Materials Management ✓ 25+ years' experience in industrial hygiene; 20+ years of industrial hygiene monitoring related to hazardous waste sites characterization/remediation ✓ Thorough understanding and working knowledge of direct reading instruments, personal exposure monitoring, sample procedure development, and implementation, and recordkeeping
		Professional Regs, Certs, & Training:
		✓ American Board of Industrial Hygiene, Certification No. 9151CP ✓ Board of Certified Safety Professionals, Certification No. 16579 ✓ Institute of Hazardous Materials Management, Certification No. 7129 (Master Level) ✓ American Industrial Hygiene Association (AIHA), member ✓ American Society of Safety Engineers (ASSE), member ✓ Lower Columbia Basin Section of the ASSE – President-Elect
Relevant Experience		
Project: LANL		
Job Title: Senior Industrial Hygiene/ McAfee Safety Analysis, Inc.		Dates: November 2023 – present
Reference: Dan Lopez djensenlopez@compa.com		
Summary of Duties and Accomplishments: Mr. McAfee provided oversight for safety and health programs and provides client services to projects. He leads industrial hygiene effort executing for a projects wide variety of clients. He is under contract with COMPA to LANL for safety and industrial hygiene services. LANL's Site Safety and industrial hygiene oversight for characterization, demolition, and disposal of building activities, Performing IH sampling for BE for TA 16, 11, 15 and 44 and all associated components, that may have BE, asbestos, lead concerns		
Project: LATA		
Job Title: Industrial Hygiene Manager/ McAfee Safety Analysis, Inc.		Dates: November 2020 – Nov.2023
Reference: James Panozzo jpanozzo@lata.com 		

Summary of Duties and Accomplishments: Mr. McAfee manages safety and health programs and provides client services to projects. As the owner, he leads a team of industrial hygienists, safety specialists, and office administrators executing projects for a wide variety of clients. He is under contract with LATA for safety and industrial hygiene services. LATA's Site Safety Manager for characterization, demolition, and disposal of building TA 50 clarifier and all associated interior and components, tanks, and industrial waste lines that fed into the clarifier		
Project: Abtrex/E2/Savannah River Site (SRS) – Tank Blasting		
Job Title: Safety Professional	Dates: April 2020 – November 2020	
Reference: Mark Trivett, (574) 234-7773 – marktrivett@abtrex.com		
Summary of Duties and Accomplishments: Mr. McAfee was accountable for the Safety and Health program protecting approximately 25 ABTREX employees. He provided management and leadership to a team of 3 industrial hygiene and safety programs and 1 administrator. On this project, he was responsible for full-cycle management of industrial hygiene and safety enforcement for SRS K-Basin radioactive fuel basins, associated support facilities, and office complexes. He led site assessments for projects worth upwards of \$70 million, monitored safety enforcement for 25+ employees per shift, and implemented procedures to minimize the risk of accidents. He also evaluated the respiratory protection program and ensured adherence to all procedure requirements. He performed sampling oversight for organic vapor/silica/heat stress.		
Project: LANL TA-21 Demolition		
Job Title: Site Safety professional	Dates: June 2019 – March 2020	
Reference: Jim Panozzo, (740) 497-9653 – jpanozzo@lata.com		
Summary of Duties and Accomplishments: Mr. McAfee was LATA's Site Safety Manager for the characterization, demolition, and disposal of building 21-257 and all associated interior and exterior components, tanks, and underground industrial waste lines that fed into the building. He provided accident investigation training to the safety professional, conducted competent person training, and completed indoor air quality evaluation, mold assessment, heat stress, silica, and organic vapor monitoring; and industrial hygiene risk assessment.		
Project: San Juan Construction – Marshall Island		
Job Title: Safety Professional	Dates: 2018 - 2019	
Reference: Jean Peterson 970-497-8200		
Summary of Duties and Accomplishments: For the wharf extension Tank farm operations project, Mr. McAfee evaluated the respiratory protection program; performed sampling oversight for organic vapor/silica/heat stress; and completed indoor air quality evaluation for heat stress, silica, and organic vapor monitoring.		
Project: Perini Management Services, Inc		
Job Title: Safety Professional	Dates: 2017 – 2018	
Reference: Tutor Perini Construction Company, (818) 362-8391 – www.tutoperini.com		
Summary of Duties and Accomplishments: Mr. McAfee was responsible for construction safety oversight and indoor air quality evaluation for heat stress, silica, and organic vapor monitoring.		
Project: O&M Safety Analysis dba McAfee Safety Analysis		
Job Title: RMS Safety Project Manager	Dates: 2015-2017	
Reference: Kevin Beswick, (317) 696-5392 – kevinb@rms-safety.com		
Summary of Duties and Accomplishments: Mr. McAfee performed Indoor air quality evaluation and assessments for air sampling for Indoor organic vapor concentration. Mr. McAfee was accountable for IPL's health and safety program and for providing accident investigation training to safety professionals. For JAAP he provided accident investigation and industrial hygiene risk assessment. For Myounghee Noh & Associates, LLC he completed indoor air quality evaluation for heat stress, silica, and organic vapor monitoring and consulted on Accident Prevention plans for the Army Corp of Engineers.		
Project: US Department of State Construction Contract, Taipei, Taiwan - AICI		
Job Title: Manager, Safety, and Health	Dates: 6/2014 – 3/2015	
Reference: Perini Management Services, (508) 628-2000 – pmsi@perini.com		
Summary of Duties and Accomplishments: Mr. McAfee managed the safety and Health program protecting approximately 500 employees on the US Department of State construction contract. Reduce incidents by 20%.		
Project: DZSP211 - Base Operation Contract BOSC		

Job Title: Manager, Safety, and Health	Dates: 2/2013 – 6/2014
Reference: Wayne Cornell, (671) 479-3998 – wayne.cornell@dzsp21.com	
Summary of Duties and Accomplishments: Mr. McAfee was accountable for the safety and Health program protecting approximately 800 employees on the Base Operation Contract BOSC at Navy Base Guam and Anderson Air Force base Guam. The OSHA statistics showed a reduction in incidents from 11 to 7 during his tenure.	
Project: Marriott Guam Hotel and Spa. Guam Contractor Association, Guam Trades Academy.	
Job Title: Manager, O&M Safety Analysis	Dates: 9/2012 – 2/2013
Reference: Katherine Dote, SPHR katherine.dote@marriott.com	
Summary of Duties and Accomplishments: Mr. McAfee managed business assets and was accountable for the safety and Health program protecting seven major establishments in Guam. He provided heavy equipment and supervisor training and contributed significantly to a reduction in incident rates.	
Project: Navy Mil-Con projects	
Job Title: Manager, Site Safety and Health Enforcement	Dates: 2007 - 2012
Reference: Black Construction, (671) 646-4861 – www.blackconstructionguam.com	
Summary of Duties and Accomplishments: Mr. McAfee was accountable for the safety and Health program protecting approximately 500 employees on Navy Mil-Con projects. He provided management and leadership to a team of 7 safety professionals and 1 administrator; and to the industrial hygiene and safety program for a military construction upgrade project. Reduced OSHA incident rates from 12 to 4 over the first three years.	
Project: Fluor Hanford, Richland WA	
Job Title: Safety and Health Programs Manager	Dates: 2006 - 2007
Reference: Fluor Hanford, Inc., (509) 372-2000 – www.fluor.com	
Summary of Duties and Accomplishments: Mr. McAfee provided beryllium sampling strategies to coordinate environmental health support services for tank farms and associated support facilities that handled beryllium or supported beryllium operation. He also provided program support for lead, asbestos, heat stress, and respiratory protection. Responsible for full-cycle management of industrial hygiene and safety enforcement for K-Basin radioactive fuel basins, associated support facilities, and office complexes. He led site assessments for projects worth up to \$70 million, monitored safety enforcement for 250+ employees per shift, and implemented procedures to minimize the risk of accidents. He successfully managed the operation placing divers into the radioactive pool basin for surveying; meticulously implementing logistics to safeguard all staff; resulting in 0 injuries and no cost overruns. His efforts contributed to obtaining VPP star status on behalf of K Basin through the enforcement of rigorous safety and health protocols.	
Project: CH2M Hill Hanford Group Inc., Richland WA	
Job Title: Safety and Health Manager	Dates: 2000 - 2006
Reference: Kevin Sheffield, (918) 977-5182 – Kevin.J.Sheffield@p66.com	
Summary of Duties and Accomplishments: As Safety and Health Manager, Mr. McAfee provided environmental health support services for tank farms and associated support facilities and managed the beryllium, lead, asbestos, heat stress, and respiratory protection programs. In support of sampling and analysis of the tank farm he collaborated with scientists, chemists, toxicologists, safety technicians, safety professionals, and administrative staff to ensure compliant sampling and analysis of tank farm operations. He evaluated ongoing sampling and data collection and adjusted the sampling strategy to better meet the needs of the tank farm. He updated industrial hygiene procedure requirements to ensure compliance with current regulations and managed budget estimation and sampling costs for hygiene tank farm sampling.	
Project: Rocky Mountain Remediation Services	
Job Title: Senior Industrial Hygienist	Dates: 1993 - 2000
Reference: EPA Administrator, (202) 564-4700 – Regan.Michael@Epa.gov .	
Summary of Duties and Accomplishments: Mr. McAfee led industrial hygiene initiatives for six high-level radioactive waste tank farms, associated support facilities, and office complexes. He collaborated to create and implement a health and safety assessment program for internal organizations and subcontractors resulting in heightened awareness of departmental deficiencies; preventing 25% – 50% of project accidents and implementing processes that	

fostered continued improvement. He worked with the on-site union rep to ensure a smooth workflow for 25 – 50 employees per project. He reduced the number of formal stop-work incidents from one per week to zero through the implementation of respiratory protection training and procedures.

Key Personnel Resume		
Name: RANDY CARTER		Role: Lead HAZWOPER Instructor
Education (Degree, Focus, School):	Master of Arts, Homeland Security (Emergency Management & Public Health) American Military University Master of Arts, Emergency and Disaster Management American Military University Bachelor of Arts, Emergency and Disaster Management American Military University	
Synopsis of Qualifications:		Exceeds Position Requirements:
✓ More than 30 years of military, emergency management, hazardous materials, and emergency response experience. ✓ Over 20 years of instructor, curriculum development, and course management experience. ✓ Extensive experience delivering OSHA 40-Hour, 24-Hour, and 8-Hour HAZWOPER training. ✓ Experienced instructor for Hazardous Materials Awareness, Operations, Technician, Incident Commander, DOT HazMat, Confined Space, Hydrogen Sulfide, Respiratory Protection, Bloodborne Pathogens, and Emergency Response training. ✓ Experienced conducting classroom instruction, field demonstrations, hands-on practical exercises, and competency evaluations. ✓ Extensive experience developing OSHA, HAZMAT, CBRN, and emergency response training curriculum using the ADDIE instructional design process. ✓ Experienced supporting federal, military, commercial, and industrial clients throughout the United States. ✓ Strong background in OSHA compliance, hazardous materials management, emergency preparedness, and incident command systems.		✓ More than five years of documented experience providing OSHA and HAZWOPER instruction. ✓ Lead Instructor for OSHA 40-Hour HAZWOPER, 24-Hour HAZWOPER, 8-Hour HAZWOPER Refresher, Hazardous Materials Technician, DOT Hazardous Materials Awareness, Emergency Response, Confined Space, and related OSHA training courses. ✓ Extensive experience conducting hands-on practical exercises involving PPE, decontamination, hazardous materials response, confined space, emergency response, and incident command. ✓ Experienced curriculum developer and instructor trainer supporting federal agencies, military organizations, and commercial clients. ✓ Experienced in classroom instruction, virtual instruction, and field-based training environments.
		Professional Regs, Certs, & Training:
		✓ OSHA 29 CFR 1910.120 HAZWOPER Instructor ✓ Hazardous Materials Instructor Trainer ✓ Army Instructor Trainer Course ✓ Army Common Faculty Development Instructor ✓ TRADOC Certified Instructor ✓ Incident Command System (ICS) Instructor ✓ FEMA Instructor Trainer ✓ Master Exercise Practitioner ✓ Certified Emergency Manager ✓ OSHA 30-Hour ✓ OSHA 10-Hour ✓ CompTIA Security+ ✓ Active U.S. Secret Security Clearance
Relevant Experience		
Project: Compliance Solutions		

Job Title: Lead Hazardous Materials / HAZWOPER Instructor		Dates: November 2020 – Present
Reference: Available Upon Request		
Summary of Duties and Accomplishments: Serves as Lead Instructor delivering OSHA 40-Hour HAZWOPER, 24-Hour HAZWOPER, 8-Hour Annual Refresher, DOT Hazardous Materials Awareness, Hazardous Materials Technician, Incident Commander, Respiratory Protection, Confined Space, Hydrogen Sulfide Safety, Bloodborne Pathogens, and Emergency Response training. Performs curriculum development, instructor coordination, classroom instruction, practical exercises, participant evaluations, and competency testing while ensuring OSHA compliance.		
Project: Whitespace Innovations		
Job Title: CBRNE / HAZMAT Instructor and Course Developer		Dates: January 2021 – Present
Reference: Available Upon Request		
Summary of Duties and Accomplishments: Develops and delivers hazardous materials, CBRNE, and emergency response training for military and government organizations. Conducts classroom instruction, field exercises, Train-the-Trainer programs, PPE demonstrations, HAZMAT Operations and Technician courses, and develops Programs of Instruction (POIs), lesson plans, and student training materials.		
Project: Texas A&M Engineering Extension Service (TEEX)		
Job Title: Hazardous Materials Instructor		Dates: Various Assignments
Reference: Available Upon Request		
Summary of Duties and Accomplishments: Provided instruction supporting Hazardous Materials Operations, Technician, Emergency Response, and specialized HazMat training programs utilizing classroom instruction, hands-on practical exercises, and competency evaluations.		
Project: U.S. Army National Guard Professional Education Center		
Job Title: Emergency Management Instructor / Course Developer		Dates: April 2018 – October 2020
Reference: Available Upon Request		
Summary of Duties and Accomplishments: Developed and instructed emergency management, Incident Command System (ICS), emergency preparedness, and hazardous materials-related training. Designed Programs of Instruction (POIs), lesson plans, evaluations, and practical exercises while supporting Army emergency management training programs.		
Project: U.S. Army Civil Support Team		
Job Title: Lead Trainer / Hazardous Materials Operations Instructor		Dates: October 2007 – July 2012
Reference: Available Upon Request		
Summary of Duties and Accomplishments: Served as Lead Trainer and Exercise Planner responsible for Hazardous Materials Operations instruction, Incident Command System courses, emergency response exercises, and Chemical, Biological, Radiological, Nuclear (CBRN) response training supporting military and government emergency response organizations.		

Key Personnel Resume	
Name: EUGENE W. JOHNSON JR.	Role: Alternate HAZWOPER Instructor
Education (Degree, Focus, School):	North Brunswick Township High School North Brunswick, New Jersey
Synopsis of Qualifications: Exceeds Position Requirements:	
✓ Over 20 years of experience as an emergency medical services (EMS) instructor and public safety professional. ✓ More than 11 years of experience in occupational safety management, environmental compliance, and construction safety oversight. ✓ Over 9 years of hazardous materials (HazMat) and HAZWOPER instruction experience. ✓ Owner and Chief Instructor of Hazmat Response Solutions, providing OSHA, HAZWOPER, HazMat, emergency response, and safety training. ✓ Extensive experience delivering OSHA 10-Hour, OSHA 30-Hour, HAZWOPER 40-Hour, Incident Command System (ICS), Confined Space, Hazard Communication, Tank Entry, Forklift, Aerial Lift, and Emergency Medical training. ✓ Experienced developing Site-Specific Safety Plans (SSSPs), Job Hazard Analyses (JHAs), and regulatory compliance programs. ✓ Experienced conducting classroom instruction, hands-on practical exercises, participant evaluations, and safety audits. ✓ Strong background supporting OSHA, EPA, and DOT regulatory compliance.	✓ More than nine years of HAZWOPER and hazardous materials instructor experience. ✓ OSHA Authorized Outreach Trainer for Construction and General Industry. ✓ Qualified HAZWOPER Train-the-Trainer Instructor. ✓ Experienced teaching OSHA 10-Hour and OSHA 30-Hour outreach courses. ✓ Extensive experience developing and implementing Site-Specific Safety Programs for commercial and construction projects. ✓ Experienced providing classroom instruction, practical demonstrations, emergency response training, and competency evaluations. Professional Regs, Certs, & Training: ✓ OSHA 500 – Construction Industry Outreach Trainer (Valid through September 2028) ✓ OSHA 501 – General Industry Outreach Trainer (Valid through February 2030) ✓ OSHA 510 – Occupational Safety and Health Standards for the Construction Industry ✓ OSHA 511 – Occupational Safety and Health Standards for General Industry ✓ OSHA 29 CFR 1910.120 HAZWOPER Instructor / Train-the-Trainer ✓ DOT Hazardous Materials Instructor ✓ Emergency Medical Technician (EMT) – New Jersey ✓ OSHA 30-Hour ✓ CPR Certification ✓ AED Certification ✓ Basic First Aid Certification
Relevant Experience	
Project: Hazmat Response Solutions, LLC	
Job Title: Chief Executive Officer / Chief Instructor	Dates: May 2020 – Present
Reference: Available Upon Request	
Summary of Duties and Accomplishments: Serves as Chief Instructor delivering OSHA 40-Hour HAZWOPER, Hazardous Materials Technician, Incident Command System (ICS), Confined Space Entry and Rescue, Hazard Communication, Tank Entry Supervisor, Forklift, Aerial Lift, OSHA 10-Hour, OSHA 30-Hour, EMS, and emergency response training. Develops safety plans, conducts classroom instruction, practical exercises, and participant evaluations.	

Project: Raritan Valley Community College		
Job Title: Adjunct Faculty Member / Emergency Services Instructor		Dates: February 2025 – February 2026
Reference: Available Upon Request		
Summary of Duties and Accomplishments: Served as Adjunct Faculty responsible for Emergency Medical Responder, HAZWOPER, OSHA Safety, and 911 Telecommunicator instruction. Developed curriculum, prepared instructional materials, coordinated emergency services training programs, and delivered classroom instruction.		
Project: Peach State Safety		
Job Title: Safety Manager		Dates: April 2019 – May 2025
Reference: Available Upon Request		
Summary of Duties and Accomplishments: Developed and implemented Site-Specific Safety Programs (SSSPs) for large construction projects. Conducted OSHA compliance inspections, Job Hazard Analyses (JHAs), incident investigations, environmental compliance activities, safety orientations, toolbox talks, OSHA 10/30 training, and hazardous materials management. Served as the primary liaison during OSHA, EPA, and DOT inspections.		
Project: Township of Middle EMS		
Job Title: Emergency Medical Technician (EMT)		Dates: November 2017 – June 2022
Reference: Available Upon Request		
Summary of Duties and Accomplishments: Provided emergency medical response, patient assessment, emergency care, and emergency preparedness services. Maintained emergency response equipment and supported public safety operations.		
Project: EMRA LLC		
Job Title: Chief Executive Officer		Dates: October 2013 – March 2020
Reference: Available Upon Request		
Summary of Duties and Accomplishments: Managed company operations, developed business processes, negotiated contracts, and supported emergency response and public safety training initiatives.		

Certificate of Completion

This certifies that

Randy Carter

has successfully completed

OSHA 40 Hour HAZWOPER Training

Annual Refresher Training Required

In Accordance With Federal OSHA Regulation 29 CFR 1910.120(e)

And State OSHA/EPA Regulations as well including 29 CFR 1926.65(e)

This course is approved for 40 Contact Hours (4 CEUs) of continuing education per the California Department of Public Health for Registered Environmental Health Specialist (REHS) (Accreditation # 044)

Safety Unlimited, Inc., Provider #5660170-2, is accredited by the International Association for Continuing Education and Training (IACET) and is accredited to issue the IACET CEU. As an IACET Accredited Provider, Safety Unlimited, Inc. offers CEUs for its programs that qualify under the ANSI/IACET Standard. Safety Unlimited, Inc. is authorized by IACET to offer 4 CEUs for this program.

Julius P. Griggs

Julius P. Griggs
Instructor #892

2605141602407

Certificate Number

5/14/2026

Issue Date



Scan this code or visit [safetyunlimited.com/v](https://www.safetyunlimited.com/v) to verify certificate.

Annual Refresher Training Required



UNLIMITED, Inc.
OSHA Compliant Safety Training Since 1993

2139 Tapo St., Suite 228 Simi Valley, CA 93063
(855) 784-2677 or 805 306-8027
<https://www.safetyunlimited.com>

TEXAS A&M ENGINEERING EXTENSION SERVICE

The Texas A&M University System

Randy L. Carter

has successfully completed

Hazardous Materials Specialist - Computer-Based Training

8 Hours

June 23, 2021

Continuing Education Units Earned .30


David Coathney, Director
Texas A&M Engineering Extension Service




Gordon Lohmeyer, CFPS, Division Director
Emergency Services Training Institute

TEXAS A&M ENGINEERING EXTENSION SERVICE

The Texas A&M University System

Randy L. Carter

has successfully completed

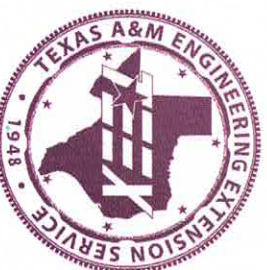
Hazardous Materials Instructor Training

28 Hours

March 2 - 5, 2021

Continuing Education Units Earned 2.80

David Cooney
David Cooney, Director
Texas A&M Engineering Extension Service



Ron Paddy
Ron Paddy, Division Director
Infrastructure Training and Safety Institute

Student Affiliation
Compliance Solutions
99040004



Compliance Solutions
"Today's Training... Tomorrow's Solution"

3980 Quebec St., 2nd Floor, Denver CO 80207-1633 800-711-2706

Certificate of Completion

Randy Lee Carter

has successfully completed training and passed all testing requirements for

40-Hour HAZWOPER Initial Training

per 29 CFR 1910.120(e) & Title 8CCR 5192(e)(3)(A)

Presented This

July 28, 2022

Compliance Solutions Occupational Trainers, Inc.

Certificate Number: REG21041

Jeffrey Kline
President/CEO

Anthony Camper
Instructor



Student Affiliation
Compliance Solutions
99040004

3980 Quebec St., 2nd Floor, Denver CO 80207-1633 800-711-2706

This is to certify that
Randy Lee Carter
has successfully completed training and passed all testing requirements for
Confined Space Entry For Construction & General Industry
as per 29 CFR 1910.146/1926.1207/NFPA350/ANSI Z117

Presented This
October 11, 2023
Compliance Solutions Occupational Trainers, Inc.
Certificate Number: REG33945

Jeffrey Kline
President/CEO

Anthony Camper
Instructor



Certificate of Completion

Randy Carter

has satisfactorily passed an exam and completed a 24-hour training course entitled
HAZMAT Specialist 29 CFR 1910.120 (q)
meeting the requirements identified in Title 29 CFR 1910.120 (q) (OSHA HAZWOPER Regulations).

Completion Date: 11/16/2023

Certificate Number: 987071

www.natlenvtrainers.com
info@natlenvtrainers.com
225 E Robinson St, Suite 570
Orlando, FL 32801
1-888-877-7130

A handwritten signature in black ink, reading "Amy Bonilla".

Amy Bonilla
Vice President

A handwritten signature in black ink, reading "David Couch".

David Couch
Course Instructor



Certificate of Completion

Randy Carter

has satisfactorily passed an exam and completed an 8-hour training course entitled
HAZWOPER 8-Hour Incident Command - 1910.120 (q)
meeting the requirements identified in Title 29 CFR 1910.120 (OSHA HAZWOPER Regulations).

Completion Date: 11/06/2023

Certificate Number: 110680

www.natlenvtrainers.com
info@natlenvtrainers.com
225 E Robinson St, Suite 570
Orlando, FL 32801
1-888-877-7130

A handwritten signature in black ink, reading "Amy Bonilla".

Amy Bonilla
Vice President

A handwritten signature in black ink, reading "David Couch".

David Couch
Course Instructor



THIS CERTIFIES THAT

O'Neal McAfee

HAS SUCCESSFULLY MET ALL THE REQUIREMENTS OF EDUCATION, EXPERIENCE AND
EXAMINATION, AND IS HEREBY DESIGNATED A

CERTIFIED HAZARDOUS MATERIALS MANAGER® CHMM®

4/1/1996

DATE OF CERTIFICATION

07129

CREDENTIAL NUMBER

4/30/2031

CERTIFICATION EXPIRES


EUGENE A. GUILFORD, JR., CAE
EXECUTIVE DIRECTOR



VERIFIABLE AS AUTHENTIC AT
https://online.ihmm.org/ihmssa/censsacustkup.query_page



Accredited by the ANSI National Accreditation Board and
the Council of Engineering and Scientific Specialty Boards





National Center for Construction Education and Research

NCCER's Board of Trustees confers upon

O'Neal McAfee

the achievement of

Certified Master Trainer

through NCCER's National Credentialing and Certification Program
on the Fifteenth day of May, in the year 2023

Boyd D. Worsham
CEO and President, NCCER





Michael Watson
SECRETARY OF STATE

Office of the Secretary of State
Jackson, Mississippi

Certificate of Good Standing

I, MICHAEL WATSON, Secretary of State of the State of Mississippi, and as such, the legal custodian of the records as required by the laws of Mississippi, to be filed in my office, do hereby certify:

That on the 26th day of August, 2013, the State of Mississippi issued a Charter/Certificate of Authority to:

MCAFEE SAFETY ANALYSIS, INC

That the state of incorporation is Mississippi.

That the period of duration is perpetual.

That according to the records of this office, Articles of Dissolution or a Certificate of Withdrawal have not been filed.

That according to the records of this office, a current Annual Report has been delivered to the Office of the Secretary of State.

I further certify that all fees, taxes and penalties owed to this state, as reflected in the records of the Secretary of State, have been paid and that the corporation is in existence or has authority to transact business in Mississippi.

That insofar as the records of this office are concerned, the said McAfee Safety Analysis, Inc is in good standing at this time.

Given under my hand and seal of office
the 30th day of September, 2020

A handwritten signature in black ink that reads "Michael Watson".

Certificate Number: CN20094431

Verify this certificate online at <http://corp.sos.ms.gov/corpcnv/verifycertificate.aspx>



MCAFEESAFETYANALYSIS, INC

Unique Entity ID XNDJW6EAM758	CAGE / NCAGE 6FVJ8	Purpose of Registration All Awards
Registration Status Active Registration	Expiration Date Dec 30, 2026	
Physical Address 875 Northpark DR STE 200 Ridgeland, Mississippi 39157-5223 United States	Mailing Address 875 Northpark Drive Suite 200 Ridgeland, Mississippi 39157 United States	

Business Information

Doing Business as (blank)	Division Name Mcafee Safety Analysis Inc	Division Number (blank)
Congressional District Mississippi 03	State / Country of Incorporation Mississippi / United States	URL mcafeesafetyanalysis.com

Registration Dates

Activation Date Jan 1, 2026	Submission Date Dec 30, 2025	Initial Registration Date Mar 21, 2014
---------------------------------------	--	--

Entity Dates

Entity Start Date Aug 23, 2017	Fiscal Year End Close Date Aug 31
--	---

Immediate Owner

CAGE (blank)	Legal Business Name (blank)
------------------------	---------------------------------------

Highest Level Owner

CAGE (blank)	Legal Business Name (blank)
------------------------	---------------------------------------

Executive Compensation

In your business or organization's preceding completed fiscal year, did your business or organization (the legal entity to which this specific SAM record, represented by a Unique Entity ID, belongs) receive both of the following: 1. 80 percent or more of your annual gross revenues in U.S. federal contracts, subcontracts, loans, grants, subgrants, and/or cooperative agreements and 2. \$25,000,000 or more in annual gross revenues from U.S. federal contracts, subcontracts, loans, grants, subgrants, and/or cooperative agreements?

No

Does the public have access to information about the compensation of the senior executives in your business or organization (the legal entity to which this specific SAM record, represented by a Unique Entity ID, belongs) through periodic reports filed under section 13(a) or 15(d) of the Securities Exchange Act of 1934 (15 U.S.C. 78m(a), 78o(d)) or section 6104 of the Internal Revenue Code of 1986?

Not Selected

Proceedings Questions

Is your business or organization, as represented by the Unique Entity ID on this entity registration, responding to a Federal procurement opportunity that contains the provision at FAR 52.209-7, subject to the clause in FAR 52.209-9 in a current Federal contract, or applying for a Federal grant opportunity which contains the award term and condition described in 2 C.F.R. 200 Appendix XII?

No

Does your business or organization, as represented by the Unique Entity ID on this specific SAM record, have current active Federal contracts and/or grants with total value (including any exercised/unexercised options) greater than \$10,000,000?

Not Selected

Within the last five years, had the business or organization (represented by the Unique Entity ID on this specific SAM record) and/or any of its principals, in connection with the award to or performance by the business or organization of a Federal contract or grant, been the subject of a Federal or State (1) criminal proceeding resulting in a conviction or other acknowledgment of fault; (2) civil proceeding resulting in a finding of fault with a monetary fine, penalty, reimbursement, restitution, and/or damages greater than \$5,000, or other acknowledgment of fault; and/or (3) administrative proceeding resulting in a finding of fault with either a monetary fine or penalty greater than \$5,000 or reimbursement, restitution, or damages greater than \$100,000, or other acknowledgment of fault?

Not Selected

Exclusion Summary

Active Exclusions Records?

N

SAM Search Authorization

I authorize my entity's non-sensitive information to be displayed in SAM public search results:

Yes

Entity Types

Business Types

Entity Structure

Corporate Entity (Not Tax Exempt)

Profit Structure

For Profit Organization

Entity Type

Business or Organization

Organization Factors

Subchapter S Corporation

Socio-Economic Types

Minority-Owned Business

DOT Certified DBE

Black American Owned

Check the registrant's Reps & Certs, if present, under FAR 52.212-3 or FAR 52.219-1 to determine if the entity is an SBA-certified HUBZone small business concern. Additional small business information may be found in the SBA's Dynamic Small Business Search if the entity completed the SBA supplemental pages during registration.

Financial Information

Accepts Credit Card Payments

Yes

Debt Subject To Offset

No

EFT Indicator

0000

CAGE Code

6FVJ8

Electronic Funds Transfer

Account Type

Checking

Routing Number

*****36

Lock Box Number

(blank)

Financial Institution

REGIONS BANK

Account Number

*****24

Automated Clearing House

Phone (U.S.)

6014889711

Email

omcafee@mcafeesafetyanalysis.com

Phone (non-U.S.)

(blank)

Fax

(blank)

Remittance Address

Regions Bank

State Street

Jackson, Mississippi 39212

United States

Taxpayer Information

EIN

****7062

Type of Tax

Applicable Federal Tax

Taxpayer Name

McAfee Safety Analysis Inc

Tax Year (Most Recent Tax Year)

2024

Name/Title of Individual Executing Consent

Ceo/ General Manager

TIN Consent Date

Dec 30, 2025

Address

875 Northpark Drive

Ridgeland, Mississippi 39157

Signature

ONeal McAfee

Points of Contact

Accounts Receivable POC



O'Neal McAfee, CEO/ General Manager
omcafee@mcafeesafetyanalysis.com
6018126252

Electronic Business



O'Neal McAfee, CEO
omcafee@mcafeesafetyanalysis.com
6018126252

875 Northpark Drive
Suite 200
Ridgeland, Mississippi 39157
United States

Government Business



O'Neal McAfee, CEO
omcafee@mcafeesafetyanalysis.com
6018126252

875 Northpark Drive
Suite 200
Ridgeland, Mississippi 39157
United States

Renee Jackson, Office Manager
info@mcafeesafetyanalysis.com
6018126252

875 Northpark Drive Suite 200
Ridgeland, Mississippi 39157
United States

Past Performance



Marjorie Esperida, Operations Manager
info@mcafeesafetyanalysis.com
6018126252

875 Northpark Drive Suite 200
Ridgeland, Mississippi 39157
United States

Service Classifications

NAICS Codes

Primary	NAICS Codes	NAICS Title
Yes	541620	Environmental Consulting Services
	541690	Other Scientific And Technical Consulting Services
	541990	All Other Professional, Scientific, And Technical Services
	562112	Hazardous Waste Collection
	562211	Hazardous Waste Treatment And Disposal
	562219	Other Nonhazardous Waste Treatment And Disposal
	611430	Professional And Management Development Training
	813312	Environment, Conservation And Wildlife Organizations

Size Metrics

IGT Size Metrics

Annual Revenue (from all IGTs)
(blank)

Worldwide

Annual Receipts (in accordance with 13 CFR 121)
\$323,278.00

Number of Employees (in accordance with 13 CFR 121)
4

Location

Annual Receipts (in accordance with 13 CFR 121)
(blank)

Number of Employees (in accordance with 13 CFR 121)
(blank)

Industry-Specific

Barrels Capacity
(blank)

Megawatt Hours
(blank)

Total Assets
(blank)

Electronic Data Interchange (EDI) Information

This entity did not enter the EDI information

Disaster Response

Yes, this entity appears in the disaster response registry.

Bonding Levels	Dollars
(blank)	(blank)

States
Any

Counties
(blank)

Metropolitan Statistical Areas
(blank)



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

06/26/2026

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Signature Insurance Agency 15 Northtown Dr Ste I Jackson MS 39211-3048		CONTACT NAME: Shirlene Richardson PHONE (A/C, No, Ext): 769-524-6670 FAX (A/C, No): 601-510-9013 E-MAIL ADDRESS: signatureagencyms@gmail.com																						
INSURED McAfee Safety Analysis LLC 875 N. Park Dr. Suite 200 Ridgeland MS 39157		<table><tr><th colspan="2">INSURER(S) AFFORDING COVERAGE</th><th>NAIC #</th></tr><tr><td>INSURER A:</td><td></td><td></td></tr><tr><td>INSURER B:</td><td>AMFED</td><td>16459</td></tr><tr><td>INSURER C:</td><td></td><td></td></tr><tr><td>INSURER D:</td><td></td><td></td></tr><tr><td>INSURER E:</td><td></td><td></td></tr><tr><td>INSURER F:</td><td></td><td></td></tr></table>		INSURER(S) AFFORDING COVERAGE		NAIC #	INSURER A:			INSURER B:	AMFED	16459	INSURER C:			INSURER D:			INSURER E:			INSURER F:		
INSURER(S) AFFORDING COVERAGE		NAIC #																						
INSURER A:																								
INSURER B:	AMFED	16459																						
INSURER C:																								
INSURER D:																								
INSURER E:																								
INSURER F:																								

COVERAGES**CERTIFICATE NUMBER:****REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	☒ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☒ OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: ☒ POLICY ☐ PRO-JECT ☐ LOC ☐ OTHER:			ATRCP34980103	12/30/2025	12/30/2026	EACH OCCURRENCE \$ 1,000,000
			DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000				
			MED EXP (Any one person) \$ 5000				
			PERSONAL & ADV INJURY \$ 1,000,000				
						GENERAL AGGREGATE \$ 2,000,000	
						PRODUCTS - COMP/OP AGG \$ 1,000,000	
							\$
	AUTOMOBILE LIABILITY ☐ ANY AUTO ☐ OWNED AUTOS ONLY ☐ SCHEDULED AUTOS ☐ HIRED AUTOS ONLY ☐ NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident) \$
							BODILY INJURY (Per person) \$
							BODILY INJURY (Per accident) \$
							PROPERTY DAMAGE (Per accident) \$
							\$
	UMBRELLA LIAB ☐ OCCUR EXCESS LIAB ☐ CLAIMS-MADE DED ☐ RETENTION \$						EACH OCCURRENCE \$
							AGGREGATE \$
							\$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? ☐ Y / N ☐ N / A (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below						☐ PER STATUTE ☐ OTH-ER
							E.L. EACH ACCIDENT \$
							E.L. DISEASE - EA EMPLOYEE \$
							E.L. DISEASE - POLICY LIMIT \$
A	Professional Liability			ATRCP34980103	12/30/2025	12/30/2026	Limits 2,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER**CANCELLATION**

Proof Of Coverage	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
	AUTHORIZED REPRESENTATIVE Shirlene Richardson

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STATE OF MISSISSIPPI

Tate Reeves

Governor

MISSISSIPPI DEPARTMENT OF ENVIRONMENTAL QUALITY

Chris Wells, Executive Director

August 6, 2026

VIA ELECTRONIC MAIL

McAfee Safety Analysis, Inc.
Attention: O'Neal McAfee, CIH, CSP, CHMM
875 NorthPark Drive, Suite 200
Ridgeland, Mississippi 39157
omcafee@mcafeesafetyanalysis.com

Re: *Confirmation/Correction of Bid received for the MDEQ Invitation for Bids to provide Occupational Safety Health Administration (OSHA) Training Services in Accordance with 29 CFR 1910.120 Hazardous Waste Operations and Emergency Response (HAZWOPER) – RFX3160007907 MDEQ-IFB05272026 ("IFB")*

Dear Mr. McAfee:

Thank you for McAfee Safety Analysis, Inc.'s ("McAfee") submittal in response to the above-referenced IFB. All the bids received by MDEQ for this IFB have clear insufficiencies in one or more sections of the IFB's requirements. To ensure fairness, MDEQ is setting a strict deadline for all vendors to correct any insufficient sections of their submitted bids.

McAfee's bid had insufficiencies regarding the following section of the IFB as of the submittal deadline of 3:00 p.m. CDT on July 7, 2026:

Section 1.2 Bid Acceptance Period and Submission Requirements:

- Attachment D – Bidder's Affidavit – Not included in the thirty (30) page limit of the bid.
 - Comment: McAfee provided the Attachment D originally without notarization by the bid submittal deadline. Subsequent document was received by MDEQ on July 22, 2026. Please confirm the updated Attachment D provided by McAfee is what McAfee would like MDEQ to utilize for purposes of this requirement in response to this letter.
- Attachment E – Project References – Not included in the thirty (30) page limit of the bid.
 - Comment: McAfee provided the attachment but on all projects most of the reference contact information was not provided and states "available on request". Please provide the contact information in those fields that state "available upon request" in the Attachment E originally submitted.

PURCHASING DIVISION

POST OFFICE BOX 2249 O JACKSON, MISSISSIPPI 39225-2249 O Tel: (601) 961-5107 O www.mdeq.ms.gov

AN EQUAL OPPORTUNITY EMPLOYER

- Acknowledgement of Amendments: Bidder shall acknowledge receipt of any amendment to this IFB by signing and returning the amendment with its bid. Such acknowledgement must be received by MDEQ by the deadline specified for receipt of bids– not included in the thirty (30) page limit of the bid.
- Project Team, Resources and Resumes:

Provide resumes of all persons who would be assigned to provide the required services, including, but not limited to, their respective backgrounds, experience, Project responsibilities, licenses, certifications, education, and skills.

- Comment: It was not clear in the bid submission where the resume for Marjorie Esperida was provided.

Please carefully review each of the above-mentioned IFB sections, including the specific requirements under this section, and the bid you originally submitted on July 7, 2026, when providing any corrected documentation. Any documentation provided by McAfee after the original submittal deadline will not be considered **except as provided in response to this letter.**

Please submit this information to Ms. Aveleka Moore, within seven (7) business days from your receipt of this letter, but by no later than 5:00 p.m. CDT on August 14, 2026, to amoore@mdeq.ms.gov or delivered by mail to:

RFx3160007907 MDEQ-IFB05272026 for OSHA Training Services in accordance with 29 CFR 1910.120 HAZWOPER
Attn: Aveleka Moore
700 North State Street
Jackson, Mississippi 39202

Failure to provide the requested information from this letter by the deadline prescribed will restrict MDEQ to evaluating the bid as originally submitted as of the original submittal deadline.

Thank you for your attention to this matter.

Sincerely,

Aveleka Moore

Aveleka Moore,
MDEQ Bid Coordinator

Aveleka Moore

From: Marjorie Esperida <mesperida@mcafeesafetyanalysis.com>
Sent: Friday, August 7, 2026 10:16 AM
To: Aveleka Moore
Cc: O'Neal McAfee; Renee Jackson
Subject: Re: MDEQ Request for Bid Confirmation or Correction Letter
Attachments: 03 - Revised Attachment E - Project References.pdf; 05 - Marjorie Esperida Resume.pdf; 02 - Attachment D - Notarized Bidder Affidavit.pdf; 01 - Response Letter - RFX3160007907.pdf; 04 - Amendment #1 Acknowledgement.pdf

This Message Is From an External Sender

This message came from outside your organization.

Good morning, Ms. Moore,

Please find attached McAfee Safety Analysis, Inc.'s response package for Procurement RFX3160007907 (MDEQ-IFB05272026).

We have addressed the requested items identified in the Request for Bid Confirmation or Correction and have included the supporting documentation for your review.

Please let us know if any additional information or clarification is needed.

Thank you for your time and consideration.

Best regards,

Marjorie Esperida
Operations Manager
McAfee Safety Analysis
875 NorthPark Drive, Suite 200
Ridgeland, MS 39157
(601) 812-6252

On Thu, Aug 6, 2026 at 7:47 AM O'Neal McAfee <omcafee@mcafeesafetyanalysis.com> wrote:

O'Neal McAfee, CIH, CSP, CHMM
875 NorthPark Drive, Suite 200
Ridgeland, MS 39157
Cell: (601) 488-9711
Office: (601) 812-6252

RECEIVED
AUG 07 2026
PURCHASING DIV.



August 6, 2026

Ms. Aveleka Moore
Purchasing Division Director
Mississippi Department of Environmental Quality

RE: Response to Request for Bid Confirmation or Correction
RFx3160007907 – MDEQ-IFB05272026

Dear Ms. Moore,

McAfee Safety Analysis, Inc. appreciates the opportunity to provide the requested clarifications and supplemental information regarding our bid submission for RFx3160007907 – MDEQ-IFB05272026.

In response to your request, please find the following:

1. Confirmation that the notarized Attachment D – Bidder's Affidavit previously submitted on July 22, 2026, is the final version to be used for evaluation.
2. A revised Attachment E – Project References containing the requested reference contact information.
3. The signed Amendment #1 Acknowledgement.
4. The resume for Marjorie Esperida for clarification.

We appreciate the opportunity to provide these requested items and respectfully request that they be incorporated into our bid submission for evaluation.

Should you require any additional information, please feel free to contact us.

Sincerely,

O'Neal McAfee
O'Neal McAfee, CIA, CSP, CHMM
CEO / General Manager
McAfee Safety Analysis, Inc.

ATTACHMENT D

BIDDER'S AFFIDAVIT

NON-COLLUSION AND CONFLICT OF INTEREST AFFIDAVIT

State of Mississippi

County of Madison

CONFIRMED

AUG 07 2026

PURCHASING DIV.

I, O'Neal McAfee, individually, and in my official capacity as CEO/ General Manager of McAfee Safety Analysis, Inc. (Bidder), being first duly sworn on oath, depose and state the following on behalf of the company:

The Bidder represents as a part of such Bidder's Bid that such Bidder has not retained any person or agency on a percentage, commission, or other contingent arrangement to secure this Contract.

By submitting a bid, the Bidder certifies that the prices submitted in response to this IFB have been arrived at independently and without any consultation, communication, or agreement with any other Bidder or competitor for the purpose of restricting competition.

The Bidder has not either directly or indirectly entered into any agreement, participated in any collusion; or otherwise taken any action in restraint of free competitive bidding in connection with this Contract; nor have any of its corporate officers or principal owners.

Except as noted hereafter, it is further certified that said legal entity and its corporate officers, principal owners, managers, auditors, and others in a position of administering governmental funds:

- a) Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any governmental department or agency;
- b) Have not within a three-year period preceding this Bid been convicted of or had a civil judgment rendered against them for 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;
- c) Have not within a three-year period preceding this Bid been convicted of or had a civil judgment rendered against them for 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;
- d) 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 b) and c) above; and
- e) Have not within a three-year period preceding this Bid had one or more public transactions (Federal, State or local) terminated for cause or default.

The Bidder further certifies, to the best of his or her knowledge and belief, that:

- a) No Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.
- b) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Contract, Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions will be completed and submitted.

The Bidder hereby certifies that, to the best of its knowledge and belief, there are no present or currently planned interests (financial, contractual, organizational, or otherwise) relating to the work to be performed under any contract or task order resulting from this IFB that would create any actual or potential conflict of interest (or apparent conflicts of interest) (including conflicts of interest for immediate family members: spouses, parents, children) that would impinge on its ability to render impartial, technically sound, and objective assistance or advice or result in it being given an unfair competitive advantage. In this clause, the term "potential conflict" means reasonably foreseeable conflict of interest. The Bidder further certifies that it has and will continue to exercise due diligence in identifying and removing or mitigating, to the State's satisfaction, such conflict of interest (or apparent conflict of interest). The Bidder further certifies that it has no conflict of interest with respect to MDEQ or the Project (as defined in this IFB).

All of the foregoing and attachments (when indicated) is true and correct.

Bidder's Name: McAfee Safety Analysis, Inc. IFB Title: OSHA Training Services in Accordance with 29 CFR 1910.120 HAZWOPER

Signature: O'Neal McAfee By (Print Name): O'NEAL MCAFEE

Title: CEO/ General Manager

SWORN TO AND SUBSCRIBED before me, this the 22 day of July, 2026.

Natasha R. McAfee Jackson
NOTARY PUBLIC

My Commission Expires:

2/21/2027

[SEAL]



ATTACHMENT E

PROJECT REFERENCES

Provide a record of at least five (5) projects, not including MDEQ, of similar size and scope completed by the proposed Project Team within the last five (5) years.

PROJECT #1

Company Name: Compliance Solutions

Dates of Service: 2019 – Present

Contact Person: Carolyn Anderson

Address: 3980 Quebec Street, 2nd Floor, Denver, Colorado 80207

Telephone number: 303-209-6157

E-mail address: logistics@compliance-solutions.com

Identify which member(s) of the proposed Project Team participated and what role they served:

Randy Carter – Lead HAZWOPER Instructor. Delivered OSHA 24-Hour and

40-Hour HAZWOPER training, including classroom instruction, hands-on practical exercises,
participant evaluations, examinations, and course administration. Also instructed Hazardous

Materials Technician, Hazardous Materials Awareness, Confined Space, Confined Space Rescue,
Hydrogen Sulfide, and Emergency Response courses.

PROJECT REFERENCES

PROJECT #2

Company Name: Atmos Energy

Dates of Service: 2019 – Present

Contact Person: Khalilah Woodland

Address: 6856 Eastern Ave NW Suite 205 Washington DC 20012

Telephone number: 202-891-6959

E-mail address: kwoodland@atmossolutions.com

Identify which member(s) of the proposed Project Team participated and what role they served:

Randy Carter – Lead HAZWOPER/Hazardous Materials Instructor. Delivered hazardous materials and OSHA-related training, including HAZWOPER, DOT Hazardous Materials Awareness, Hazardous Materials Technician, Emergency Response, Hydrogen Sulfide (H₂S), and Confined Space training. Conducted classroom instruction, practical exercises, participant evaluations, and competency assessments.

PROJECT #3

Company Name: Texas A&M Engineering Extension Service (TEEX)

Dates of Service: 2019 – Present

Contact Person: Thomas Gore

Address: PO Box 40006 College Station, Texas 77842

Telephone number: 410-972-1709

E-mail address: Thomas.gore@ TEEX.tamu.edu

Identify which member(s) of the proposed Project Team participated and what role they served:

Randy Carter – Hazardous Materials Instructor. Provided instruction for Hazardous Materials Operations, Hazardous Materials Technician, Incident Commander, and Emergency Response courses. Conducted classroom instruction, field demonstrations, hands-on practical exercises, and participant competency evaluations.

PROJECT REFERENCES

PROJECT #4

Company Name: Whitespace Innovations

Dates of Service: 2021 – Present

Contact Person: Mark Braun

Address: 4900 Corporate Drive NW STE A, Huntsville, Alabama 35805

Telephone number: 256-509-9808

E-mail address: Mark.braun@synovix.com

Identify which member(s) of the proposed Project Team participated and what role they served:

Randy Carter – CBRNE/Hazardous Materials Instructor and Course Developer.

Developed and delivered hazardous materials, CBRNE, emergency response, and

Train-the-Trainer instruction. Prepared course materials, lesson plans, practical exercises,

and participant evaluations while supporting military and government training programs.

PROJECT #5

Company Name: U.S. Army National Guard Professional Education Center

Dates of Service: April 2018 – October 2020

Contact Person: Jimmy Loop

Address: North Little Rock, Arkansas

Telephone number: 706-799-3878

E-mail address: Jimmy.loop@angelogroupinc.com

Identify which member(s) of the proposed Project Team participated and what role they served:

Randy Carter – Emergency Management and Hazardous Materials Instructor.

Developed and instructed emergency management, hazardous materials, and Incident

Command System (ICS) courses. Conducted classroom instruction, practical exercises,

curriculum development, and participant evaluations supporting emergency preparedness and

hazardous materials response programs.



STATE OF MISSISSIPPI
Tate Reeves
Governor

RECEIVED
AUG 07 2026
PURCHASING DIV.

MISSISSIPPI DEPARTMENT OF ENVIRONMENTAL QUALITY
Chris Wells, Executive Director

June 23, 2026

AMENDMENT #1

RESPONSES TO QUESTIONS/CLARIFICATION REQUESTS

Procurement Number: RFX3160007907 MDEQ-IFB05272026

To Provide: OSHA Training Services in accordance with 29 CFR 1910.120 HAZWOPER

1. Question: What is the estimated month trainings would start after awarded?

Answer: Training sessions are estimated to start October 2026.

2. Question: Will this be one training per course for 30 seats a year or will there be multiple training dates?

Answer: Training sessions are as follows:

- 40-hour HAZWOPER Training - At least one (1) date per year is anticipated
- 24-hour HAZWOPER Training - At least one (1) date per year is anticipated
- 8-hour HAZWOPER Annual Refresher - At least one (1) date per year is anticipated (classroom or online interactive session)

3. Question: 1.1.1 Scope of Services A. – Supplier needs to obtain a venue in the Jackson, MS Area – how many times a year?

Answer: Training sessions are as follows:

- 40-hour HAZWOPER Training - At least one (1) date per year is anticipated
- 24-hour HAZWOPER Training - At least one (1) date per year is anticipated
- 8-hour HAZWOPER Annual Refresher - At least one (1) date per year is anticipated (classroom or online interactive session)

4. What address would be focal point to have search for venue area?

Answer: The Contractor shall obtain a venue in the Jackson, MS Metropolitan Area, which includes Hinds, Madison, Rankin, Copiah, Simpson, Yazoo, Scott or Holmes counties.

5. Question: Does the training material need to be logoed to MDEQ or will Suppliers logo be accepted?

Answer: The Suppliers logo is acceptable.

6. Question: How should the billing be provided, invoice or portal execution?

Answer: Invoices should be submitted electronically to Invoices@mdeq.ms.gov.

7. Question: Will a PO be given?

Answer: No Purchase Order will be issued. The Contractor will coordinate a training session upon request by MDEQ in accordance with the awarded Contract.

8. Question: Can you elaborate on the requirements for the venue?

Answer: The Contractor shall obtain a venue in the Jackson, MS Metropolitan Area for the training classes, which shall accommodate a class size of 15-30 participants. The venue should include restrooms, climate control, seating and tables, parking, power, and emergency exits.

9. Question: Is there a distance/radius we can use?

Answer: The Contractor shall obtain a venue in the Jackson, MS Metropolitan Area, which includes Hinds, Madison, Rankin, Copiah, Simpson, Yazoo, Scott or Holmes counties.

10. Question: What amenities are required, if any?

Answer: The venue should include restrooms, climate control, seating and tables, parking, power, and emergency exits.

11. Question: The bid is formatted “per class” 40-hour, 24-hour, 8-hour, but the class size is listed as 15-30 participants. Is it possible to change the bid to “per participant” instead of per class? Class materials for a 30-person class would double as opposed to a 15-person class.

Answer: No, the Bid Form will not be changed. The Bid Form, Attachment B of the procurement document, states that the pricing quoted must be inclusive of, but not limited to the following:

- All required equipment and materials
- All required insurance
- All required overhead
- All required profit
- All required transportation
- All required labor
- All required business and professional licenses, permits, fees, etc. (if any)
- Any and all other costs associated with performing the services

12. Question: Could MDEQ Confirm the anticipated number of classes per year under this contract?

Answer: Training sessions are as follows:

- 40-hour HAZWOPER Training - At least one (1) date per year is anticipated
- 24-hour HAZWOPER Training - At least one (1) date per year is anticipated
- 8-hour HAZWOPER Annual Refresher - At least one (1) date per year is anticipated (classroom or online interactive session)

13. Question: The solicitation mentions "field simulations". Does this require heavy machinery demonstrations at active sites, or would staging something like class A Decon suffice?

Answer: Yes, the staging of a Class A Decon will suffice.

14. Question: Does the Venue in Jackson MS Metropolitan Area need to be determined prior to bid submission, or can that be contracted after award?

Answer : The venue(s) can be obtained after the contract award.

15. Question: How does MDEQ define "online interactive session" for Hazwoper 8-Hour Refresher?

Answer: Online interactive sessions can be defined as video content and quizzes.

16. Question: Does the online session need to have a live instructor, or does the interactive quiz and video content suffice?

Answer: No, it does not need to be a live instructor and yes, interactive quizzes and video content will suffice for the 8-hour HAZWOPER Annual Refresher being virtual/interactive.

17. Question: Can you confirm MAGIC registration is not a requirement to submit, as long as it is active after contract award in the period outlined in the solicitation?

Answer: MAGIC registration is not a requirement at this time, unless the bid is being submitted electronically in MAGIC.

Additionally, Section 1.9 of the procurement document states that by submitting a bid, the Bidder certifies that it is registered with both systems (MAGIC and PayMode) or if not already registered, that it will do so within seven (7) business days of being notified by MDEQ that it has been awarded a contract.

18. Question: MDEQ requests professional licensure documentation, but instruction for these courses is not licensed under OSHA. Can you clarify what licenses you expect to see?

Answer: Section 1.2 of the procurement document states the following:

- Provide copies of the professional licenses/registrations for all entities that comprise the Project Team, as applicable.
- Provide a list of individuals and their professional license, certification, or registration numbers for the persons identified in the Project Team, as applicable.

Additionally, 29 CFR 1910.120(e)(5) for Hazardous Waste Operations and Emergency Response (HAZWOPER) states that trainers shall be qualified to instruct employees about the subject matter that is being presented in training. Such trainers shall have satisfactorily completed a training program for teaching the subjects they are expected to teach, or they shall have the academic credentials and instructional experience necessary for teaching the subjects. Instructors shall demonstrate competent instructional skills and knowledge of the applicable subject matter.

Bidder shall acknowledge receipt of Amendment #1 by signing and returning this Amendment #1 with its Bid.

By signing below, the Bidder acknowledges receipt of Amendment #1, and that its bid is being offered in compliance therewith.

Bidder's Name: McAfee Safety Analysis, Inc.

Signature: O'Neal McAfee

By (Print Name): O'NEAL MCAFEE

Title: CEO / General Manager

Date: 08/06/2026

MSA Resume	
Name: MARJORIE D. ESPERIDA	Role: PROJECT TEAM MEMBER
Education (Degree, Focus, School):	College Graduate: Bachelor of Elementary Education, Mondriaan Aura College
Synopsis of Qualifications:	Core Skills:
✓ Highly organized Operations Manager with over 10 years of combined experience in operations management, executive administration, proposal management, government contracting, human resources, business operations, and client relations. Experienced in leading federal and state proposal submissions, coordinating multidisciplinary teams, managing executive-level operations, and supporting environmental, industrial hygiene, and occupational safety consulting projects. Recognized for exceptional organizational skills, attention to detail, problem-solving abilities, and the capacity to manage multiple high-priority projects simultaneously.	✓ 10+ years of experience in operations and administrative management ✓ Operations, project, and executive support management ✓ Government proposal development and contract compliance ✓ Human resources, recruitment, and staff coordination ✓ Strong communication, leadership, and problem-solving skills ✓ Excellent organizational, multitasking, and time management abilities ✓ Client relations, vendor coordination, and stakeholder communication ✓ Process improvement, document control, and records management ✓ Able to work independently and collaboratively in fast-paced environments ✓ Proficient in Microsoft Office (Word, Excel, PowerPoint, Outlook), Google Workspace, SAP, COIN, and Canva
	Professional Regs, Certs, & Trainings:
	✓ American Red Cross Adult First Aid/CPR/AED Certification (<i>Valid through July 1, 2028</i>) ✓ Civil Service Eligibility – Professional ✓ Civil Service Eligibility – Sub-Professional ✓ Contact Center Services NC II (TESDA) ✓ Incident Command System (ICS) Executive Course Training ✓ Basic Life Support (BLS) – Hands-Only CPR Training ✓ Mass CPR with Automated External Defibrillator (AED) Training
Relevant Experience	
Project: McAfee Safety Analysis, Inc.	
Job Title: Operations Manager	Dates: December 2025 – Present
Summary of Duties and Accomplishments.	
• Manage the company's daily operations, administrative functions, and executive support activities. • Lead proposal development and submission for federal, state, and local government contracts, including Sources Sought Notices, RFIs, RFQs, RFPs, and IFBs.	

- Coordinate with teaming partners, subcontractors, consultants, and clients to gather technical documentation, pricing, resumes, certifications, and proposal requirements.
- Review solicitation documents, evaluate compliance requirements, and prepare proposal schedules, compliance matrices, and submission packages.
- Manage recruitment activities including applicant screening, interviews, reference checks, onboarding coordination, and staffing recommendations.
- Supervise administrative operations, document control, contract files, and company records.
- Coordinate executive calendars, meetings, travel arrangements, and project schedules.
- Prepare technical correspondence, client communications, capability statements, reports, and executive presentations.
- Track business opportunities through SAM.gov, state procurement portals, and various government contracting platforms.
- Coordinate insurance, licensing, registrations, certifications, vendor compliance, and corporate documentation.
- Manage relationships with clients, government agencies, teaming partners, and subcontractors to support ongoing projects and future business opportunities.
- Develop internal reports, cost estimates, staffing plans, and operational procedures to improve organizational efficiency.
- Support environmental consulting, industrial hygiene, safety training, and hazardous materials projects through administrative and operational management.

Project: Local Government Unit- City Agriculture Office

**Job Title: AGRICULTURAL TECHNOLOGIST/
ADMINISTRATIVE AIDE X**

Dates: August 16, 2021-Dec. 2025

Summary of Duties and Accomplishments.

- Supervises staff in the performance of assigned tasks;
- Prepares simple and difficult communications as per instruction from higher supervisor;
- Facilitates in the preparation of travel claims of HRM personnel and liquidates the same after travel;
- Help farmers run their businesses, finding the most efficient ways to work their land;
- Creates and maintains a database with all the details of farmers and fisherfolks.
- Prepare and create Annual Investment Program annually.
- Recording data in database.
- Creates payroll for 20 employees and their daily time records.
- Process payroll adjustments and generates payslip for employees.
- Handles the Facebook page of the department.
- Performs other functions that may be assigned from time to time.

Project: Shopping Center Management Corp., SM City Olongapo Central

Job Title: LEASING SUPERVISOR

Dates: May 9, 2019- Dec. 31, 2020

Summary of Duties and Accomplishments:

- Managing and handling a total of one hundred fifty-two (152) Long-term tenants, Short-term tenants, and Fast-Food Stores/Stalls inside SM Supermalls (one of the leading malls in the Philippines) and worked closely with a minimum of hundred staff including front liners, supervisors, managers, and owners
- Supports the work process of the Lease Admin Department in the mall specifically creating the lease contract documentation of all tenants;
- Prepare and create a yearly Rental Income Budget for the mall;
- Encoding Sales-based concession, Monthly Rental Incomes of tenants, monthly billing of all tenants, and encoding of comparative sales of all tenants of the mall;

● Research market comparable and come up with a recommendation to help the company get the best lease terms and conditions. ● Regularly conducts site visits to the properties for lease. ● Talk to new and existing clients, and maintain a good and harmonious relationship with them ● Address customers' complaints or concerns ● Partakes in the continuous improvement efforts on the use of the lease administration systems as well as in the evaluation of processes and procedures to contribute to the efficiency of the entire Leasing Department, within the standards, limits, and requirements provided by the Organization, established by the company policies and procedures as well as rules and laws of the Philippines.		
Project: LM10 Trading Inc.		
Job Title: ADMINISTRATIVE MANAGER		Dates: March 12, 2018-September 14, 2018
Summary of Duties and Accomplishments: ● Maintains administrative staff by recruiting, selecting, orienting, and training employees; maintaining a safe and secure work environment; developing personal growth opportunities. ● Accomplishes staff results by communicating job expectations; planning, monitoring, and appraising job results; coaching, counseling, and disciplining employees; initiating, coordinating, and enforcing systems, policies, and procedures. ● Provides supplies by identifying needs for reception, switchboard, mailroom, and kitchen; establishes policies, procedures, and work schedules. ● Provides communication systems by identifying needs; evaluating options; maintaining equipment; approving invoices. ● Purchased printed materials and forms by obtaining requirements; negotiated price, quality, and delivery; approved invoices. ● Completes special projects by organizing and coordinating information and requirements; planning, arranging, and meeting schedules; monitoring results. ● Achieves financial objectives by anticipating requirements; submitting information for budget preparation; scheduling expenditures; monitoring costs; analyzing variances. ● Maintains continuity among corporate, division, and local work teams by documenting and communicating actions, irregularities, and continuing needs.		
Project: Oak Drive Ventures, Inc		
Job Title: ADMINISTRATIVE ASSISTANT		Dates: Feb. 15, 2017- March 5, 2018
Summary of Duties and Accomplishments: ● Act as the point of contact for internal and external clients by answering direct phone calls, emails, and letters. ● Write and distribute emails, correspondence memos, letters, faxes, and forms ● Liaise with building administrators, contractors, and business units regarding office requirements such as utilities, construction work, repairs, and equipment requirements. ● Handle multiple office construction-related projects ● Troubleshoot problems involving office equipment, such as computer hardware and software problems ● Process and prepare documents, such as business or government forms and permits ● Submit reconcile expenses reports, and other reports and sending to the Chief Operating Officer ● Schedule and coordinate meetings, appointments, and travel arrangements for managers		
Project: Hitachi Air Conditioning Products (Phils) Inc		
Job Title: PRODUCTION CONTROL STAFF		Dates: June 5, 2015-May 21, 2016
Summary of Duties and Accomplishments:		

• Communicate with customers, employees, and other individuals to answer questions, disseminate or explain information, take orders, and address complaints. • Complete and mail bills, contracts, policies, invoices, or checks, preparing Daily and Monthly Manufacturing Reports. • Filing Daily Overtime for the Department, Preparing Payment Requisition, and making Product Reports monthly with Total Sales. • Inventory and order materials, supplies, and services by counting, weighing, measuring, and/or organizing materials. • Ensuring that all materials needed for the production process are available on time from suppliers • Communicating with suppliers to place orders, review quality control procedures, and address any issues that may arise during production	
Project: Source Corp Philippines, Inc	
Job Title: KEYER/ ENCODER	Dates: September 12, 2012-Feb. 5, 2014
Summary of Duties and Accomplishments: • Accurately and efficiently encode all data that needs organizing and recording, confirm that entered data accurately aligns with the original documentation. • Compare source material with entered data to identify and fix all errors. • Report anomalies or errors to supervisors and follow instructions for correcting corporate mistakes quickly and accurately. • Input, track, and maintain all encoded data and records, assuring files are properly prepared and saved to backup drives. • Maintain report logs of in-progress and/or completed work	



STATE OF MISSISSIPPI
MS DEPT ENVIRONMENTAL QUALITY

COMPANY
CRITICAL RESPONSE STRATEGIES
6440 SOUTHPOINT PARKWAY
JACKSONVILLE FL 32216
US

RESPONSE FROM BIDDER

Information

RFx Number: 3160007907
Smart Number: 1470-26-R-IFBD-00006-V01
Response Number: 6000018658
Bid Opening Date:
Submission Date: 07/07/2026

Contact Name: Duvan Guarin
Address: 6440 Southpoint Parkway

City/State/Zip: Jacksonville FL 32216
Phone: (904) 342-9240

Fax:

Email: dguarin@criticalresponsestr

Attachments:
PROPOSAL

Bid Details

QUESTIONS AND RESPONSES

Item	Description	Product No. / SPN	Quantity	Delivery / Perf. Per	Price per Unit	Net Value
# 1	Educational/Training Services		1.000	N/A	\$16,166.67 / 1 AU	\$16,166.67

Signature: _____

Date: 07/10/2026



**Occupational Safety Health Administration (OSHA)
Training Services in Accordance with 29 CFR 1910.120
Hazardous Waste Operations and Emergency Response
(HAZWOPER)**



Critical Response Strategies, LLC
6440 Southpoint Pkwy 3rd Floor
Jacksonville, FL 32216
FEIN: 87-1014108

Ethan LeVoy
(904) 342-9240
elevoy@criticalresponsestrategies.com

1. PROJECT PLAN MANAGEMENT APPROACH

Upon receiving a training request from MDEQ, Critical Response Strategies (CRS) will confirm the requested course type, preferred delivery dates, anticipated number of participants, delivery format, venue requirements, and any special logistical considerations. CRS will then develop a session-specific training plan, confirm the assigned instructor and support staff, secure the venue if the session is in person, prepare course materials, and provide MDEQ with the finalized training schedule before delivery.

1.1 Understanding of the Scope

CRS understands that MDEQ anticipates at least one session per year for each required course: 40-hour HAZWOPER Training, 24-hour HAZWOPER Training, and the 8-hour HAZWOPER Annual Refresher, which may be delivered in a classroom or interactive online format. Training is expected to begin in October 2026 and continue throughout the five-year period of performance.

Rather than operating under a standing purchase order, CRS understands that training sessions will be coordinated as requested by MDEQ. For each requested session, CRS will work with MDEQ to confirm timing, participant needs, delivery format, and any logistical requirements. Once a session is completed, CRS will submit invoices electronically to the designated MDEQ invoicing address.

1.2 Venue and Logistics Management

CRS will also manage the venue and logistics needed to support in-person training. Following contract award and before each scheduled session, CRS will secure an appropriate training location within the Jackson, Mississippi Metropolitan Area, including Hinds, Madison, Rankin, Copiah, Simpson, Yazoo, Scott, or Holmes County, as applicable.

Each venue will be selected to support a safe, comfortable, and organized learning environment for approximately 15 to 30 participants. CRS will confirm that the selected location includes appropriate classroom space, restrooms, climate control, seating and tables, adequate parking, power access for audiovisual equipment and training materials, and clearly marked emergency exits.

1.3 Curriculum and Instructional Delivery

CRS will deliver the required HAZWOPER courses using a mix of classroom instruction, practical demonstrations, exercises, and participant assessments appropriate to each course level.

- For the 40-hour HAZWOPER course, CRS will provide a comprehensive training program covering key topics such as chemical hazards, toxicology, air monitoring, chemical analysis, personal protective equipment, excavation and shoring considerations, radiation awareness, decontamination, confined space entry, and incident reporting. The course will include classroom instruction, practical exercises, and field-based simulation. For the required field simulation component, CRS will use a staged Class A Decontamination exercise to allow participants to apply the concepts covered during instruction. Participants will be required to achieve a minimum score of 80% on the final exam and demonstrate hands-on competency to receive certification.
- For the 24-hour HAZWOPER course, CRS will focus on the core knowledge and practical awareness needed for participants who may be involved in hazardous waste operations or emergency response activities at a more limited level. Training will cover OSHA requirements, chemical identification, hazard communication, radiation types, work zone characteristics, site security, air monitoring, personal protective equipment, spill containment, and decontamination. The course will include hands-on demonstrations and an assessment component, with participants required to achieve a minimum score of 80% to successfully complete the course.
- For the 8-hour HAZWOPER Annual Refresher, CRS will provide a focused review of key regulatory updates, hazard recognition principles, PPE use, emergency procedures, lessons learned, and relevant case studies. The refresher may be delivered in a classroom setting or through an online interactive format, depending on MDEQ's needs. When delivered online, the course will include video-based instruction and interactive quizzes to support participant engagement and completion tracking. A live instructor will not be required for the online interactive option, but CRS will also make classroom delivery available upon request. For participants taking the 8-hour Annual Refresher, CRS will verify prior HAZWOPER certification status before issuing refresher completion documentation.

CRS will provide all course materials, handouts, presentations, evaluations, and completion documentation needed to support each training session. Materials may include CRS branding where appropriate and will be organized, professional, and aligned with the course level being delivered.

Safety During Practical Exercises

CRS will conduct all practical exercises and demonstrations in a controlled training environment. Prior to hands-on activities, CRS will brief participants on exercise objectives, safety expectations, PPE use, movement through training stations, and any limitations on demonstration equipment or materials.

1.4 Session Administration, Participant Tracking, and Deliverables

Participant registration and roster management

CRS will coordinate participant registration and roster management for each scheduled session in collaboration with MDEQ. CRS will maintain attendance records, verify participant completion requirements, track assessment results, and document certification or refresher completion status for each participant.

Make-up / failed assessment process

Participants who do not meet the required assessment threshold will be documented as incomplete unless and until applicable remediation, retesting, or additional instruction is completed in accordance with CRS course procedures and MDEQ direction.

Deliverables after each session

Following each completed training session, CRS will provide MDEQ with session documentation, which may include the final roster, attendance records, assessment results, participant completion status, course evaluations, and certificates of completion or refresher documentation, as applicable.

1.5 Quality Control

CRS will maintain a documented quality control process throughout the contract to ensure that each training session is delivered consistently, professionally, and in alignment with MDEQ's expectations. This process will include instructor supervision, periodic observation of training delivery, review of participant feedback, retention of training records and certification results, and tracking of any participant concerns or complaints through resolution.

CRS will maintain organized records for each training session, including attendance, assessment results, completion status, evaluations, and certifications, as applicable. Training records will be made available to MDEQ upon request.

1.6 Compliance, Invoicing, and Registrations

After each completed training session, CRS will submit its invoice electronically to the invoice address designated by MDEQ. CRS maintains an active SAM registration and will ensure that any remaining vendor payment registrations, including MAGIC and PayMode, are completed, updated, and maintained within the required timeframe following notice of award.

1.7 Schedule

CRS anticipates the first training session taking place in October 2026, consistent with MDEQ's anticipated schedule. Following the award, CRS will coordinate with the MDEQ Bid Coordinator to confirm the initial session date and establish an annual training calendar that supports MDEQ's needs throughout the five-year period of performance.

2. PROJECT TEAM, RESOURCES AND RESUMES

2.1 Project Team Organization

CRS will assign the following core Project Team to this Contract. Full resumes for each named individual are provided in Section 2.2.

- **Program Manager / Contract Administrator / Field Exercise Support** — Serves as the primary point of contact for MDEQ and is responsible for overall contract coordination, scheduling, invoicing support, venue/logistics oversight, and contract compliance. Also support field exercise coordination, including operational planning for practical demonstrations and the staged Class A Decontamination exercise.
- **Lead HAZWOPER Instructor (40-hour / 24-hour)/ HAZWOPER Refresher & Online Training Administrator** — plans and delivers classroom instruction, practical exercises, and the staged Class A Decontamination field simulation; verifies participant competency and exam scoring. For online interactive refresher delivery, oversees video-based content, interactive quizzes, completion tracking, and classroom refresher delivery upon MDEQ's request.
- **HAZWOPER Support Instructor / Training Records & Assessment Lead** — Supports HAZWOPER instruction, practical exercises, participant assessment, and competency verification. Maintains attendance records, exam results, certification documentation, participant completion status, and course evaluation materials, including tracking the required 80% assessment threshold.
- **Senior HAZWOPER / Emergency Response Instructor & Quality Control Lead** — Supports instruction on emergency response, incident command, hazardous materials operations, responder safety, PPE awareness, radiological/WMD considerations, and practical exercise evaluation. This role also oversees CRS's quality control process, including instructor observation, participant feedback review, and training delivery consistency.

2.2 Key Personnel Resumes

CRS's instructional team includes personnel with documented hazardous materials, incident command, emergency response, safety, and instructional credentials. Assigned instructors meet the qualification expectations of 29 CFR 1910.120(e)(5) through a combination of subject-matter expertise, formal instructor credentials, train-the-trainer experience, academic preparation, and documented experience delivering emergency management, hazardous materials, public safety, and HAZWOPER-related training.

Individual	Proposed Role	Relevant Certifications / Credentials
John Holgerson	Lead HAZWOPER Instructor / HAZWOPER Refresher & Online Training Administrator	FEMA Master Exercise Practitioner Program Instructor; FEMA Basic & Advanced Emergency Management Academy Instructor; FEMA ICS Instructor; FEMA Section Chief Instructor; COOP Instructor; FEMA Intermediate EOC Functions Instructor; State of Florida Level 3 Instructor & Master Instructor; FEMA ICS 300 & 400 Curriculum Revision Group Member
Dr. Todd A. Smith	Senior HAZWOPER / Emergency Response Instructor & Quality Control Lead	FEMA/Florida State Certified HAZMAT Technician; State of Florida Fire Service Instructor I; State of Florida Fire Service Instructor III; State of Florida Live Fire Instructor; State of Florida EMS Instructor; Incident Command System Instructor; All-Hazards Incident Management Team Instructor; FEMA All-Hazards Incident Commander Instructor; FEMA All-Hazards Safety Officer Instructor; FEMA All-Hazards Operations Section Chief Instructor; FEMA All-Hazards Planning Section Chief Instructor; FEMA All-Hazards Logistics Section Chief Instructor; FEMA All-Hazards Finance Section Chief Instructor; FEMA All-Hazards Liaison Officer Instructor; FEMA All-Hazards Public Information Officer Instructor; HSEEP Train-the-Trainer Instructor; FEMA WMD Incident Response to Terrorist Bombing, Radiological, and Nuclear Instructor; State of Florida Type III AHIMT Credentialed Incident Commander; Credentialed Safety Officer; Credentialed Operations Section Chief; Credentialed Planning Section Chief; Credentialed Logistics Section Chief; Credentialed Liaison Officer; Credentialed Public Information Officer; Certified Emergency Manager; Florida Professional Emergency Manager; Chief Fire Officer; FEMA Master Exercise Practitioner.
Timothy J. Smith	HAZWOPER Support Instructor / Training Records & Assessment Lead	FEMA/Florida State Certified HAZMAT Technician; State of Florida Fire Service Instructor III; Incident Command System Instructor; FFP-1740 Fire Service Course Delivery; FFP-2741 Fire Service Course Design; G-141 Instructional Presentation and Evaluation Skills; AHIMT Credentialed Incident Commander; AHIMT Planning Section Chief; AHIMT Operations Section Chief; AHIMT Liaison Officer; FEMA Emergency Management Basic Academy; FEMA Emergency Management Advanced Academy; EMAP Accreditation Manager; EMAP Assessment Manager
William "Bill" Alley	Program Manager / Contract Administrator / Field Exercise Support	HAZWOPER Level V Incident Commander; 40-Hour Incident Commander; FEMA ICS/NIMS: IS-100, IS-200, IS-230, IS-235, IS-520, IS-700, IS-800; G-1300 and G-2200 Emergency Management Training; AWR-922 Emergency Preparedness Training; Emergency Medical Responder; OSHA H2S Awareness; TWIC Credential Holder

Program Manager / Contract Administrator / Field Exercise Support

William "Bill" Alley will serve as Program Manager and Contract Administrator. He will act as CRS's primary point of contact for MDEQ and will oversee scheduling, coordination, contract compliance, invoicing support, venue/logistics coordination, and overall performance. Mr. Alley brings more than 35 years of experience leading complex field operations, emergency management missions, logistics programs, and large-scale personnel deployments. His certifications include HAZWOPER Level V Incident Commander, 40-Hour Incident Commander, FEMA ICS/NIMS training, Emergency Medical Responder, and OSHA H2S Awareness.

Lead HAZWOPER Instructor (40-hour / 24-hour) / HAZWOPER Refresher & Online Training Administrator

John Holgerson will serve as Lead HAZWOPER Instructor and Curriculum Lead for this Contract. In this role, he will be responsible for planning and delivering the 40-hour and 24-hour HAZWOPER courses, coordinating classroom instruction and practical demonstrations, supporting the staged Class A Decontamination exercise, verifying participant competency, and ensuring that course content is delivered in accordance with 29 CFR 1910.120(e). Mr. Holgerson brings more than 40 years of emergency management and public safety training experience, including HazWoper compliance training, confined space entry training, FEMA instructor credentials, and extensive curriculum development experience.

HAZWOPER Support Instructor / Training Records & Assessment Lead

Timothy J. Smith will serve as HAZWOPER Support Instructor and Training Records / Assessment Lead. He will support delivery of course content related to hazardous materials operations, incident command, emergency response coordination, site safety, and practical exercises. He will also maintain attendance records, assessment results, participant completion status, course evaluations, and certification documentation. Mr. Smith's qualifications include FEMA/Florida State Certified HAZMAT Technician, State of Florida Fire Service Instructor III, Incident Command System Instructor, Fire Service Course Delivery, Fire Service Course Design, G-141 Instructional Presentation and Evaluation Skills, and extensive incident command and emergency management experience.

Senior HAZWOPER / Emergency Response Instructor & Quality Control Lead

Dr. Todd A. Smith will serve as Senior HAZWOPER / Emergency Response Instructor and Quality Control Lead. In this role, he will support delivery and oversight of course content related to incident command, hazardous materials operations, responder safety, emergency response coordination, PPE awareness, radiological and WMD-related response considerations, and practical exercise evaluation. Dr. Smith brings more than 34 years of public safety and emergency management experience, including service as Special Operations Training Manager for Urban Search and Rescue, HAZMAT, Wildland Urban Interface, Airport Firefighting, and Shipboard Firefighting programs. His qualifications include FEMA/Florida State Certified HAZMAT Technician, multiple FEMA All-Hazards instructor credentials, State of Florida Fire Service Instructor I and III, State of Florida Live Fire Instructor, EMS Instructor, FEMA WMD/radiological/nuclear response instructor credentials, and extensive incident command and safety officer experience.



JOHN HOLGERSON

CERTIFICATIONS

- FEMA Master Exercise Practitioner Program (MEPP) Instructor
- FEMA Basic & Advanced Emergency Management Academy Instructor
- FEMA ICS Instructor
- FEMA Section Chief Instructor
- Continuity of Operations (COOP) Instructor
- FEMA Intermediate EOC Functions Instructor
- State of Florida Level 3 Instructor & Master Instructor
- FEMA ICS 300 & 400 Curriculum Revision Group Member

EDUCATION

- Doctorate in Business Administration
- M.A. in Instructional Technology
- M.B.A.
- A.S. in Fire Science Technology
- A.S. in Emergency Medical Services
- Emergency Services Leadership Institute (ESLI)



PROFILE

Mr. Holgerson is a nationally recognized emergency management expert with over 40 years of experience developing and delivering impactful training for public safety, disaster response, and long-term recovery. A veteran instructor and curriculum designer, he has led preparedness initiatives for federal, state, and local agencies—emphasizing continuity of operations, practical readiness, and leadership in complex crises.

Mr. Holgerson has trained thousands of personnel through FEMA programs, university partnerships, and agency-based exercises, tailoring instruction to boost operational effectiveness and strengthen organizational resilience. With a rare blend of field command experience and instructional leadership, he brings both practical insight and academic depth—ideally positioning him to support jurisdictions in building capacity across planning, training, exercises, and recovery operations.



RELEVANT EXPERIENCE

Training & Instruction

- Designed and delivered a full spectrum of ICS training—from foundational to advanced courses—equipping agencies at all levels with the skills needed to manage EOC functions, continuity planning, and operational coordination.
- Instructed Type 2 and Type 3 All-Hazard IMT courses for personnel in Colorado, Indiana, Michigan, and Nevada, specializing in planning, logistics, and command roles.
- Developed and led specialized programs for U.S. Customs & Border Protection (Confined Space Entry), Yale Medical School (Disaster Command), and the VA Hospital System (HazWoper compliance training).

Planning & Program Development

- Led development of preparedness, response, and recovery programs for agencies nationwide through Rescue Training Associates.
- Designed HSEEP-compliant exercises (CIDRE) focused on coordination, continuity, and response capabilities.
- Created technical rescue standards and evaluation tools for UASI teams in Charlotte, NC.
- Developed COOPs, AARs, and tabletop exercises supporting long-term recovery and operational readiness for state and local agencies.

Disaster Response & Leadership

- Incident Commander and Section Chief for Hurricane Ian, Alden Leeds Chemical Fire, and COVID-19 missions.
- Field leadership roles in historic incidents such as the World Trade Center, Haiti earthquake, and Hurricane Andrew.
- Division Chief of Training & Safety (ret.), Broward Sheriff's Office Fire Rescue; oversaw training and safety for 800+ personnel.



WILLIAM "BILL" ALLEY

CERTIFICATIONS

- FEMA Incident Command System (ICS) / National Incident Management System (NIMS)
- IS-100, IS-200, IS-230, IS-235, IS-520, IS-700, IS-800
- G-1300 and G-2200 Emergency Management Training
- AWR-922 Emergency Preparedness Training
- 40-Hour Incident Commander
- HAZWOPER Level V Incident Commander
- Emergency Medical Responder (EMR)
- Tactical Combat Casualty Care (TCCC) Instructor
- Executive Protection Agent
- Defensive Tactics Instructor
- OSHA H2S Awareness
- TWIC Credential Holder



PROFILE

Mr. Alley is a senior operations and emergency management executive with more than 35 years of experience leading complex field operations, disaster response missions, logistics programs, and large-scale personnel deployments. His background includes executive leadership roles supporting emergency management, public safety, critical infrastructure, and continuity of operations in mission-critical environments.

Throughout his career, Mr. Alley has developed extensive expertise in incident management, emergency operations, logistics coordination, and crisis leadership. He has successfully directed large-scale response missions and coordinated sheltering, medical support, vaccination operations, and disaster recovery efforts while leading large, multidisciplinary teams across domestic and international settings.



RELEVANT EXPERIENCE

Chief of Field Operations | Critical Response Strategies | 2024–Present

- Provides executive leadership and strategic oversight for field operations supporting high-stakes emergency management, disaster response, and operational support missions. Serves as Principal Program Manager and operational leader for large-scale facilities and complex field deployments, delivering specialized consulting services to public and private sector clients while serving as an Operations Subject Matter Expert supporting the Florida Division of Emergency Management.

Staffing Administration & Emergency Preparedness Coordinator Support | Sanford Health | 2023–2024

- Designed emergency response protocols and supported organizational preparedness initiatives while advising emergency leadership on operational readiness and response planning. Additionally, managed critical staffing coordination and operational support to ensure the seamless deployment of large-scale healthcare workforces.

Incident Commander | Garner Emergency Response | 2021–2022

- Directed Florida's first combined COVID-19 antibody treatment and testing site, establishing critical operational performance metrics to support statewide response objectives. Coordinated complex personnel, logistics, and multi-agency activities while managing 24-hour emergency operations during high-priority public health response missions..

Senior Project Manager | Hagerty Consulting | 2020–2021

- Embedded within Emergency Operations Center (EOC) operations to support statewide public health response activities and resource deployment. Directed large-scale Points of Dispensing (POD) operations and coordinated one of the nation's largest mobile vaccination initiatives, driving essential emergency management coordination and field-level public health response operations

Lead Project Manager | Cotton Logistics | 2019–2020

- Directed high-stakes disaster logistics operations supporting a refinery explosion response, major hurricane recovery missions, and emergency sheltering operations. Managed the mobilization and 24-hour operation of large-scale disaster housing camps and quarantine facilities supporting FEMA and National Guard operations, while flawlessly coordinating personnel, facilities, and critical resource pipelines during emergency response and recovery missions.



DR. TODD A. SMITH

CERTIFICATIONS

- FEMA/Florida State Certified HAZMAT Technician
- State of Florida Fire Service Instructor I & III
- Incident Command System Instructor
- All-Hazards Incident Management Team Instructor
- FEMA All-Hazards Instructor credentials across Command and General Staff positions, including Incident Command, Safety, Operations, Planning, Logistics, Finance, Liaison, and Public Information
- HSEEP Train-the-Trainer Instructor
- FEMA WMD / Radiological / Nuclear Response Instructor
- State of Florida Type III AHIMT Credentialed Command and General Staff member
- Certified Emergency Manager
- Florida Professional Emergency Manager
- Chief Fire Officer
- FEMA Master Exercise Practitioner

EDUCATION

- Liberty University - Ph.D., Public Administration
- Columbia Southern University - MBA
- Waldorf University -MPA
- Columbia Southern University - B.Sc., Fire Science
- Florida State College at Jacksonville - Associate of Science, Emergency Medical Services



PROFILE

Dr. Todd A. Smith is a recognized emergency management executive and public safety educator with over 34 years of disaster response, hazardous materials, and instructional leadership experience. As the former Special Operations Training Manager for the Jacksonville Fire and Rescue Department (JFRD), he directly oversaw training programs across critical technical disciplines, including HAZMAT, Confined Space Rescue, and Urban Search and Rescue (USAR). Compounding his field experience, Dr. Smith spent nearly two decades as a Public Safety Services Professor at Florida State College at Jacksonville, delivering expert instruction in disaster preparedness, incident management, and health and safety compliance. A certified FEMA Master Exercise Practitioner (MEP) and state-certified HAZMAT Technician, Dr. Smith is uniquely qualified to design, manage, and deliver rigorous, compliant 40-hour, 24-hour, and 8-hour HAZWOPER training courses that meet all 29 CFR 1910.120 standards



RELEVANT EXPERIENCE

Senior Vice President, Advisory Services | Critical Response Strategies | 2023–Present

- Dr. Smith provides executive advisory services across emergency management, disaster recovery, resilience, preparedness, homeland security, and continuity programs, supporting public and private sector clients with disaster planning, FEMA recovery programs, grant management, and emergency operations. In this role, he advises organizations on emergency preparedness, recovery planning, operational readiness, and complex incident management. He utilizes his extensive instructional background to integrate OSHA-compliant workforce safety frameworks into technical curriculum development, translating complex regulatory requirements into high-impact classroom training, practical exercises, and field simulations for specialized personnel

Director of Emergency Management & Chief of Emergency Preparedness | City of Jacksonville Fire and Rescue Department | 1997–2023

- Directed one of Florida's largest municipal emergency management programs, serving as Emergency Planning Director, Jacksonville Security Coordinator, and Special Advisor to executive leadership. Led Emergency Operations Center activations and coordinated response and recovery operations across Hurricane Matthew, Hurricane Irma, Hurricane Dorian, COVID-19, Hurricane Ian, and numerous other major incidents, while managing more than \$400 million in federal homeland security and disaster recovery grant funding and coordinating FEMA Public Assistance recovery programs for multiple federally declared disasters. Administered development of Comprehensive Emergency Management Plans, Hazard Mitigation Plans, continuity programs, and regional preparedness initiatives, and directed multi-agency response, recovery, evacuation, sheltering, and disaster logistics operations across public, private, and nonprofit partners.

Public Safety Services Professor | Florida State College at Jacksonville | 2002–2020

- Delivered instruction in emergency management, homeland security, disaster preparedness, public safety leadership, and incident management, supporting workforce development and professional education programs for emergency services personnel.



TIMOTHY J. SMITH

CERTIFICATIONS

- FEMA/Florida State Certified HAZMAT Technician
- State of Florida Fire Service Instructor III
- ICS Instructor
- Fire Service Course Delivery and Course Design
- G-141 Instructional Presentation and Evaluation Skills
- Type III AHIMT Credentialed Incident Commander, Planning Section Chief, Operations Section Chief, and Liaison Officer
- FEMA Emergency Management Basic and Advanced Academy Graduate
- EMAP Accreditation and Assessment Manager
- CEM; FPEM
- USAR Technical Rescue and Confined Space Rescue Technician
- HazMat IQ; DHS Incident Response to Terrorist Bombings

EDUCATION

- Waldorf University - Master of Arts, Organizational Leadership – Public Administration Leadership Concentration
- Waldorf University -Bachelor of Science, Fire Science Administration
- Florida Medical Training Institute -Paramedic Program



PROFILE

Timothy J. Smith is a highly accomplished emergency management professional and public safety instructor with over 15 years of disaster recovery, specialized training, and hazardous materials operations experience. He is an active Captain and the former Recovery Chief for the City of Jacksonville's Emergency Preparedness Division, where he orchestrated complex inter-agency response frameworks across multiple Presidentially declared disasters. A certified Florida State Fire Instructor III and a credentialed FEMA Incident Command System (ICS) Instructor, Captain Smith possesses extensive instructional expertise designing and delivering courses focused on dynamic field environments. He has been a certified FEMA/State Hazardous Materials Technician since 2010 and maintains comprehensive tactical qualifications in Confined Space Rescue, Structural Collapse, and Technical Rescue. Captain Smith is excellently qualified to deliver compliant 40-hour, 24-hour, and 8-hour HAZWOPER instruction that seamlessly merges regulatory OSHA mandates with rigorous, field-simulated practical application



RELEVANT EXPERIENCE

Director of Emergency Management | Critical Response Strategies | 2023–Present

- Provides strategic advisory services in emergency management, disaster recovery, and FEMA recovery programs for public and private sector clients. Supports organizations in building robust emergency management capabilities and improving long-term disaster resilience through expert emergency planning, grant management, and operational readiness initiatives.

Captain / Recovery Chief | Jacksonville Fire and Rescue Department | 2009–Present

- Leads recovery operations for the City of Jacksonville, administering over \$300 million in FEMA Public Assistance and state disaster recovery grants across city departments following major disasters. Directs emergency planning, policy development, procurement, and personnel management, while driving updates to the Comprehensive Emergency Management Plan and Local Mitigation Strategy. Frequently conducts executive briefings for elected officials, senior government leaders, federal partners, and international delegations to ensure seamless interagency coordination.

Incident Management & Emergency Operations Leadership

- Served in command and general staff positions across more than 20 major incidents, seven presidentially declared disasters, and over 100 special events, holding roles as Incident Commander, Operations, Planning, Finance, Liaison, and PIO. Deployed on interstate disaster assignments supporting Louisiana, Kentucky, and Mississippi via the Northeast Florida All-Hazards Incident Management Team, and drove critical response and recovery operations for major disasters including Hurricanes Matthew, Irma, Dorian, Ian, Nicole, Idalia, and COVID-19.

This dual-entry workflow produces a synchronized electronic-and-paper record for every load and provides a reliable backup in the unlikely event that any electronic data is incomplete. If a paper ticket is lost or damaged, the disposal monitor can scan the truck's QR placard to generate a temporary disposal ticket linked to the truck's open load tickets, flagged in the system for Quality Assurance review before contractor payment is recommended.

Offline-First Field Operation

Disaster response routinely occurs in areas where cellular and Wi-Fi infrastructure has been damaged or overloaded. The CRS ADMS is engineered as an offline-first application rather than an online application with offline fallback. Ticket data, photographs, and GPS records are written to local encrypted storage on the device and are queued for transmission. When the device reconnects to a cellular or Wi-Fi signal, the queued records synchronize automatically to the central database, typically within five seconds of reconnection. Local storage capacity supports a minimum of thirty days of continuous field activity per device, ensuring uninterrupted operations through extended grid outages.

CRS-Provided Hardware

To minimize technical variability and field troubleshooting, CRS provides each monitor with a company-issued cellular device pre-configured with the ADMS and the required user credentials. Pre-printed paper ticket stock is issued to field staff at the start of each shift along with safety gear and field reference documents. Standardizing on a single device specification across the project eliminates the device-compatibility problems that plague Bring-Your-Own-Device deployments, simplifies user support, and ensures that every monitor in the field is operating identical, tested, and current software.

Monitor Training and Qualification

Every CRS monitor completes a structured first-day training program before deploying to the field. The curriculum covers FEMA eligibility criteria, ADMS workflows, photo documentation standards, safety procedures, and contractor coordination. Training is reinforced through ongoing field reviews, periodic refresher modules triggered by policy updates or recurring error patterns, and direct supervisor coaching. Senior supervisory personnel and all subcontracted personnel additionally complete National Incident Management System (NIMS) coursework. New monitors are paired with experienced supervisors during their initial shifts to confirm field readiness before independent assignment.

2.3 Resources and Capability Statement

CRS has the financial capacity, operational resources, and administrative infrastructure necessary to successfully perform the requirements of this Project. CRS maintains the ability to support project start-up, staffing, training delivery, travel, materials, equipment, and related operational costs without disruption to the training schedule. CRS also has access to appropriate bonding and insurance resources, as required, and can provide supporting documentation upon request.

CRS is capable of delivering HAZWOPER training in classroom, field-based, and blended learning formats, depending on MDEQ's needs and the requirements of the IFB. CRS can secure and coordinate suitable training facilities and venues, including classroom space, breakout areas, outdoor practical exercise areas, and staging locations for hands-on demonstrations. Facilities will be selected to support safe, effective instruction and will include appropriate space for participant registration, instruction, practical exercises, equipment demonstrations, and evaluations.

CRS will provide or coordinate the equipment and training materials necessary to support HAZWOPER instruction. This may include PPE demonstration kits, respiratory protection examples, air monitoring instruments, decontamination demonstration materials, Class A decontamination staging equipment, spill response and containment demonstration materials, student manuals, sign-in sheets, evaluation forms, and other instructional resources. CRS will also utilize A/V equipment, presentation materials, and, when applicable, an e-learning or learning management platform to support online modules, course documentation, participant tracking, and training records.

CRS understands that each quoted per-class price must be inclusive of all labor, materials, equipment, transportation, insurance, overhead, profit, and any other costs necessary to deliver the requested training session, with no additional or hidden fees.

Through its internal staff, established project management processes, training coordination capabilities, and access to appropriate facilities and equipment, CRS is prepared to deliver compliant, organized, and effective HAZWOPER training services for MDEQ.

CRS does not own or lease specialized equipment for performance of this Contract beyond basic training equipment and materials. CRS's available training resources may include laptops, presentation materials, instructional materials, participant handouts, sign-in sheets, course evaluation forms, training records templates, and basic PPE demonstration items.

For in-person training, CRS will coordinate with the selected venue to confirm the availability of standard classroom resources, such as seating, tables, power access, and audiovisual support. Any hands-on demonstrations or staged exercises, including the Class A Decontamination exercise, will be conducted using appropriate basic training materials and demonstration supplies suitable for instructional purposes.

2.4 Subcontractor(s)

CRS confirms that no subcontractor(s) will be used on this Project. All services required under the IFB will be performed directly by CRS personnel using the company's internal staff, resources, and established project management processes. Accordingly, CRS will not assign, delegate, or subcontract any portion of the scope of work to another firm without prior approval from MDEQ, if such approval were ever required

2.5 Professional Certifications, Licenses and Registrations

Although this training does not require a professional license, CRS recognizes the importance of assigning qualified HAZWOPER instructors. CRS will use trainers who meet the standards of 29 CFR 1910.120(e)(5) and who have the appropriate training, academic background, instructional experience, demonstrated teaching ability, and subject-matter expertise to deliver the required courses effectively.

As shown in the table provided in Subsection 2.1, CRS has identified the applicable certifications and registrations held by members of the CRS Project Team. Supporting documentation for those certifications and registrations can be provided upon request.

ATTACHMENT A

BID COVER SHEET

OSHA Training Services in Accordance with 29 CFR 1910.120 HAZWOPER

****Please complete the information below****

Bidder's Company name: Critical Response Strategies

Place of performance: 6440 Southpoint Parkway 3rd Floor, Jacksonville, FL 32216

Company's physical address and principal place of business (if different than above):

Designated company contact: Bill Alley

Contact's e-mail address: bill.alley@criticalresponsestrategies.com

Contact's phone number: 281-203-9859

Age of the company: 5 years

Average number of employees over the last three (3) years: 20 employees

Registered as a Supplier in MAGIC? Yes X No _____ Supplier Number: VND215352201

Registered with PayMode? Yes _____ No X

Registered with SAM? Yes X No _____ Unique Entity ID: ZDN8V5GKJ959

Registered with the Office of the Mississippi Secretary of State? Yes X No _____

Is the Bidder in compliance with Mississippi Code Annotated §79-4-15.01 regarding authorization to transact business in Mississippi? Yes X No _____

FEI/FIN # (if company, corporation, or partnership): 87-1014108

SS # (if individual): _____

Is your company currently for sale, merging, or in any discussions to be acquired by another business entity?
 Yes _____ No X If yes, please explain how this might affect your company's organization or work direction.

Dose your company anticipate using a Subcontractor on this Project? Yes _____ No X
 If yes and subcontractor(s) are known, please list:

List all the equipment that your company has available or that is intended to be used to perform the services required in this Invitation for Bids in the charts below.

OWNED EQUIPMENT					
Year	Make	Model	ID#	Capacity	Description
N/A	N/A	N/A	N/A	Training support	Basic classroom training materials, presentation resources, participant documentation, records templates, and basic PPE demonstration items.

RENTED/LEASED EQUIPMENT					
Year	Make	Model	ID#	Capacity	Description

ATTACHMENT B

BID FORM

OSHA Training Services in Accordance with 29 CFR 1910.120 HAZWOPER

The Bidder must submit a completed Bid Form. All pricing must be submitted on the bid form and the bid form must be signed by an individual with authority to execute contracts for the Company. Any modifications or additions to any portion of the bid form may result in rejection.

Company: Critical Response Strategies

Company Representative: Ethan LeVoy

Title: Account Executive

Telephone: (904) 342-9240

Email: elevoy@criticalresponsestrategies.com

The pricing quoted must be inclusive of, but not limited to the following:

- All required equipment and materials
- All required insurance
- All required overhead
- All required profit
- All required transportation
- All required labor
- All required business and professional licenses, permits, fees, etc. (if any)
- Any and all other costs associated with performing the services

The pricing must include ALL associated costs with no additional or hidden fees. The pricing submitted will remain firm for the contract term. Price ranges are not acceptable and will be deemed non-responsive. The lowest price will be determined by the average of the three (3) prices listed on this bid form.

- **Amount per 40-hour training and certification session:** \$ 25,000
- **Amount per 24-hour training and certification session:** \$ 16,000
- **Amount per 8-hour training and certification session:** \$ 7,500

By signing below, the Company Representative certifies that he/she has authority to bind the company, and further acknowledges on behalf of the Company:

1. That he/she has thoroughly read and understands this Invitation for Bids, the attachments hereto, and any amendments;

2. That the company meets all requirements and acknowledges all certifications contained in this Invitation for Bids, the attachments hereto, and any amendments;
3. That the company agrees to all provisions of this Invitation for Bids, the attachments hereto, and any amendments;
4. That the company will perform, without delay, the services required at the prices quoted above in this **Attachment B**;
5. That, to the best of its knowledge and belief, the cost or pricing data submitted is accurate, complete, and current as of the submission date;
6. That the company has, or will secure, at its own expense, applicable personnel who shall be qualified to perform the duties required to be performed under this Invitation for Bids, the attachments hereto, and any amendments;
7. The Bidder certifies that it has the capability to provide the required services on which it submitted a bid;
8. The Bidder certifies that the company is licensed or authorized to provide the proposed services under this Invitation for Bids, the attachments hereto, and any amendments in the State of Mississippi;
9. The Bidder certifies that it has, or will secure, at its own expense, applicable personnel who shall be qualified to perform the duties required to be performed under this Invitation for Bids, the attachments hereto, and any amendments; and
10. The Bidder certifies that all material, equipment, etc., contained in the bid meets all Occupational Safety Hazards Act (OSHA) requirements, and that if any material, equipment, etc., delivered by it is subsequently found to be deficient pursuant to any OSHA requirement in effect on the date of delivery, all costs necessary to bring the material, equipment, etc. into compliance with OSHA requirements shall be borne solely by the Bidder.

Printed Name: Ethan LeVoy

Signature: 
Ethan LeVoy (Jul 7, 2026 14:50:10 EDT)

Title: Account Executive

Date: 07/07/2026

ATTACHMENT C

MBE/WBE SOLICITATION FORM

- 1. Provide the following information for all MBE/WBE firms that were solicited for participation in the Bidder's response to this IFB:**

Entity Name	Address	Phone Number and/or e-mail address	Certifying Agency/ Entity/Program	Has the listed MBE/WBE been selected for participation for these requested services? Please indicate by stating either Yes or No below.

- 2. Select one the following:**

- ☐ The Bidder is a MBE/WBE firm and at least one or more MBE/WBE firms were solicited and selected for the proposed contract, as indicated above. Prior to contract execution, the Bidder shall supply MDEQ with proof of Bidder's and Bidder's subcontractor's MBE/WBE status by providing the documentation required in this IFB.
- ☐ The Bidder is a MBE/WBE firm and no other MBE/WBE firms were solicited for the proposed contract. Prior to contract execution, the Bidder shall supply MDEQ with proof of the Bidder's MBE/WBE status by providing the documentation required in this IFB.
- ☐ The Bidder is not a MBE/WBE firm. However, at least one or more MBE/WBE firms were solicited and selected, as indicated above, for the proposed contract. Prior to contract execution, the Bidder shall supply MDEQ with proof of the Bidder's subcontractor's MBE/WBE status by providing the documentation required in this IFB.
- ☐ The Bidder is not a MBE/WBE firm. However, at least one or more MBE/WBE firms were solicited (but not selected), as indicated above, for the proposed contract.
- ☒ The prime firm submitting for the proposed contract is not a MBE/WBE firm and no MBE/WBE firms were solicited for the proposed contract. If so, please explain.

All services will be performed directly by CRS personnel, no MBE/WBE firms were solicited for subcontracted participation.

ATTACHMENT D
BIDDER'S AFFIDAVIT

NON-COLLUSION AND CONFLICT OF INTEREST AFFIDAVIT

State of Mississippi

County of Hinds County

I, Ethan LeVoy, individually, and in my official capacity as Account Executive of Critical Response Strategies LLC (Bidder), being first duly sworn on oath, depose and state the following on behalf of the company:

The Bidder represents as a part of such Bidder's Bid that such Bidder has not retained any person or agency on a percentage, commission, or other contingent arrangement to secure this Contract.

By submitting a bid, the Bidder certifies that the prices submitted in response to this IFB have been arrived at independently and without any consultation, communication, or agreement with any other Bidder or competitor for the purpose of restricting competition.

The Bidder has not either directly or indirectly entered into any agreement, participated in any collusion; or otherwise taken any action in restraint of free competitive bidding in connection with this Contract; nor have any of its corporate officers or principal owners.

Except as noted hereafter, it is further certified that said legal entity and its corporate officers, principal owners, managers, auditors, and others in a position of administering governmental funds:

- a) Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any governmental department or agency;
- b) Have not within a three-year period preceding this Bid been convicted of or had a civil judgment rendered against them for 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;
- c) Have not within a three-year period preceding this Bid been convicted of or had a civil judgment rendered against them for 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;
- d) 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 b) and c) above; and
- e) Have not within a three-year period preceding this Bid had one or more public transactions (Federal, State or local) terminated for cause or default.

The Bidder further certifies, to the best of his or her knowledge and belief, that:

- a) No Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.
- b) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Contract, Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions will be completed and submitted.

The Bidder hereby certifies that, to the best of its knowledge and belief, there are no present or currently planned interests (financial, contractual, organizational, or otherwise) relating to the work to be performed under any contract or task order resulting from this IFB that would create any actual or potential conflict of interest (or apparent conflicts of interest) (including conflicts of interest for immediate family members: spouses, parents, children) that would impinge on its ability to render impartial, technically sound, and objective assistance or advice or result in it being given an unfair competitive advantage. In this clause, the term "potential conflict" means reasonably foreseeable conflict of interest. The Bidder further certifies that it has and will continue to exercise due diligence in identifying and removing or mitigating, to the State's satisfaction, such conflict of interest (or apparent conflict of interest). The Bidder further certifies that it has no conflict of interest with respect to MDEQ or the Project (as defined in this IFB).

All of the foregoing and attachments (when indicated) is true and correct.

Bidder's Name: Critical Response Strategies IFB Title: RFx3160007907 MDEQ-IFB05272026

Signature: Ethan LeVoy By (Print Name): Ethan LeVoy

Title: Account Executive

SWORN TO AND SUBSCRIBED before me, this the 7th day of July, 2026.

State of Florida
County of Miami Dade

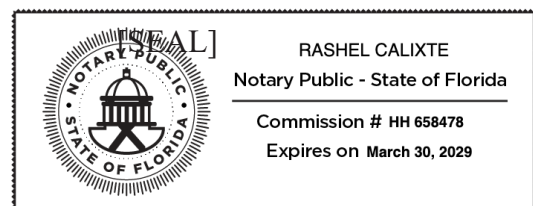
Type of Identification Produced DRIVER LICENSE

☐ Personally Known OR ☒ Produced Identification

My Commission Expires: 03/30/2029

Rashel Calixte
Rashel Calixte

NOTARY PUBLIC



RFx3160007907 MDEQ-IFB05272026

ATTACHMENT E

PROJECT REFERENCES

Provide a record of at least five (5) projects, not including MDEQ, of similar size and scope completed by the proposed Project Team within the last five (5) years.

PROJECT #1

Company Name: Florida Division of Emergency Management

Dates of Service: 06/30/2025 - 07/01/2026

Contact Person: Ian Guidicelli

Address: 2555 Shumard Oak Blvd, Tallahassee, FL 32399

Telephone number: (850) 354-3044

E-mail address: Ian.Guidicelli@em.myflorida.com

Identify which member(s) of the proposed Project Team participated and what role they served:

Bill Alley, CRS' Chief of Field Operations, led this initiative at the largest soft-sided sheltering facility in the State of Florida's history. Throughout the duration of this project, the CRS team, led by Mr. Alley, trained more than 1,000 facility staff across a wide range of educational and instructional material.

PROJECT REFERENCES

PROJECT #2

Company Name: Florida Department of Transportation - District 5

Dates of Service: 05/05/2025

Contact Person: Andrew Jenkins

Address: 719 S Woodland Blvd, DeLand, FL 32720

Telephone number: (386) 943-5278

E-mail address: andrew.jenkins@dot.state.fl.us

Identify which member(s) of the proposed Project Team participated and what role they served:

In 2025, CRS delivered an ICS 100 and ICS 200 training course for the Florida Department of Transportation, District 5. The course was tailored to District 5's specific reporting structure and internal policies and was led by CRS' lead instructor, John Holgerson.

PROJECT #3

Company Name: Florida Department of Transportation - District 5

Dates of Service: 09/23/2025 - 10/15/2025 and 05/07/2026

Contact Person: Andrew Jenkins

Address: 719 S Woodland Blvd, DeLand, FL 32720

Telephone number: (386) 943-5278

E-mail address: andrew.jenkins@dot.state.fl.us

Identify which member(s) of the proposed Project Team participated and what role they served:

In 2025, and again in 2026, CRS delivered First-On-Scene training for the Florida Department of Transportation, District 5. The training was custom built to follow the District's existing policies and procedures for medical response, and was developed and led by CRS' lead instructor, John Holgerson.

PROJECT REFERENCES

PROJECT #4

Company Name: Volusia County Department of Health

Dates of Service: 04/27/2026 - 05/01/2026

Contact Person: Karissa Perry

Address: 1845 Holsonback Dr, Daytona Beach, FL 32117

Telephone number: (386) 281-6647

E-mail address: Karissa.Perry@flhealth.gov

Identify which member(s) of the proposed Project Team participated and what role they served:

In 2026, CRS developed a fully customized special needs shelter training course for the Volusia County Department of Health. The fully HSEEP compliant curriculum was custom built to follow the County's existing special needs sheltering policies and procedures. This curriculum was created and taught by CRS instructors Todd Smith and John Holgerson.

PROJECT #5

Company Name: Volusia County Department of Health

Dates of Service: 05/04/2026 - 05/08/2026

Contact Person: Karissa Perry

Address: 1845 Holsonback Dr, Daytona Beach, FL 32117

Telephone number: (386) 281-6647

E-mail address: Karissa.Perry@flhealth.gov

Identify which member(s) of the proposed Project Team participated and what role they served:

In 2026, CRS developed a fully customized special needs shelter training workshop for the Volusia County Department of Health. This workshop built upon the principles taught in the preceding shelter training course and gave participants the opportunity to apply what they had learned in a real-life shelter simulation. The fully HSEEP compliant curriculum was custom built to follow the County's existing special needs sheltering policies and procedures. This workshop was created and led by CRS instructors Todd Smith and John Holgerson.

- Provide copies of the professional licenses/registrations for all entities that comprise the Project Team, as applicable.
- Provide a list of individuals and their professional license, certification, or registration numbers for the persons identified in the Project Team, as applicable.

Additionally, 29 CFR 1910.120(e)(5) for Hazardous Waste Operations and Emergency Response (HAZWOPER) states that trainers shall be qualified to instruct employees about the subject matter that is being presented in training. Such trainers shall have satisfactorily completed a training program for teaching the subjects they are expected to teach, or they shall have the academic credentials and instructional experience necessary for teaching the subjects. Instructors shall demonstrate competent instructional skills and knowledge of the applicable subject matter.

Bidder shall acknowledge receipt of Amendment #1 by signing and returning this Amendment #1 with its Bid.

By signing below, the Bidder acknowledges receipt of Amendment #1, and that its bid is being offered in compliance therewith.

Bidder's Name: Critical Response Strategies

Signature: *Ethan LeVoy*
Ethan LeVoy (Jul 7, 2026 15:02:25 EDT)

By (Print Name): Ethan LeVoy

Title: Account Executive

Date: 07/07/2026



STATE OF MISSISSIPPI
Tate Reeves
Governor
MISSISSIPPI DEPARTMENT OF ENVIRONMENTAL QUALITY
Chris Wells, Executive Director

August 6, 2026

VIA ELECTRONIC MAIL

Critical Response Strategies
Attention: Bill Alley and Ethan LeVoy
6440 Southpoint Parkway,
Jacksonville, FL, 32216
bill.alley@criticalresponsestrategies.com
elvoy@criticalresponsestrategies.com

Re: *Confirmation/Correction of Bid received for the MDEQ Invitation for Bids to provide Occupational Safety Health Administration (OSHA) Training Services in Accordance with 29 CFR 1910.120 Hazardous Waste Operations and Emergency Response (HAZWOPER) – RFx3160007907 MDEQ-IFB05272026 ("IFB")*

Dear Mr. Alley and Mr. LeVoy:

Thank you for Critical Response Strategies' ("CRS") submittal in response to the above-referenced IFB. All the bids received by MDEQ for this IFB have clear insufficiencies in one or more sections of the IFB's requirements. To ensure fairness, MDEQ is setting a strict deadline for all vendors to correct any insufficient sections of their submitted bids.

CRS's bid had insufficiencies regarding the following section of the IFB as of the submittal deadline of 3:00 p.m. CDT on July 7, 2026:

Section 1.2 Bid Acceptance Period and Submission Requirements:

- Certificate of Good Standing: Provide proof from Mississippi Secretary of State demonstrating that the Bidder is in good standing to do business in Mississippi – not included in the thirty (30) page limit of the bid.

Please carefully review each of the above-mentioned IFB section, including the specific requirements under this section, and the bid you originally submitted on July 7, 2026, when providing any corrected documentation. Any documentation provided by CRS after the original submittal deadline will not be considered **except as provided in response to this letter.**

Please submit this information to Ms. Aveleka Moore, within seven (7) business days from your receipt of this letter, but by no later than 5:00 p.m. CDT on August 17, 2026, to amoores@mdeq.ms.gov or delivered by mail to:

RFx3160007907 MDEQ-IFB05272026 for OSHA Training Services in accordance with 29 CFR 1910.120 HAZWOPER

Attn: Aveleka Moore
700 North State Street
Jackson, Mississippi 39202

Failure to provide the requested information from this letter by the deadline prescribed will restrict MDEQ to evaluating the bid as originally submitted as of the original submittal deadline.

Thank you for your attention to this matter.

Sincerely,

Aveleka Moore

Aveleka Moore,
MDEQ Bid Coordinator



Hazardous Waste Operations and Emergency Response (HAZWOPER)

RFx3160007907 MDEQ-IFB05272026

Response Systems Inc.
513 US State Hwy 60 E #116
Republic MO 65738
Phone: (417) 441-2400
www.r-s-i.us

Cover Letter

Dear Evaluation Committee,

Response Systems, Inc. (RSI) is pleased to submit this proposal to the Mississippi Department of Environmental Quality (MDEQ) for Hazardous Waste Operations and Emergency Response (HAZWOPER) training services under IFB RFx3160007907.

RSI understands MDEQ is seeking a qualified contractor to deliver the 40-hour HAZWOPER course, the 24-hour HAZWOPER course, and the 8-hour HAZWOPER Annual Refresher, while providing an appropriate training venue in the Jackson, Mississippi metropolitan area. Our proposal addresses these requirements through an experienced instructional team, comprehensive project management, and a proven approach to course delivery.

Our proposed team brings extensive experience in hazardous materials response, hospital first receiver decontamination, emergency management, public health and healthcare preparedness, CBRNE operations, incident command, and adult education. RSI personnel have delivered Hazardous Materials Awareness, Hazardous Materials Operations, Hazardous Materials Technician, Incident Commander, First Receiver, and other emergency response training programs for federal, state, local, healthcare, military, and emergency response organizations across the country.

If selected, RSI will coordinate all aspects of course delivery, including scheduling, venue procurement, instructor assignments, participant registration, course materials, practical exercises, examinations, training records, and certificates of completion. We are committed to delivering consistent, high-quality training that meets MDEQ's requirements and supports the continued preparedness of its personnel.

Thank you for your consideration. RSI appreciates the opportunity to submit this proposal and looks forward to partnering with MDEQ to support its hazardous waste operations training program.

Sincerely,



Jarrah Strobach, CEO

Table of Contents

Cover Letter	2
Table of Contents	2
Project Plan Management	4
Project Team	6
Key Personnel	8
Randy Cardonell, M.Ed., RHIA, AEMT	8
Justin R. Heim, Ph.D., EFO	8
Lenora G. Borchardt, MS, MEP	9
John F. Ryan, CEM, MEP	10
Resumes	12
Certificate of Good Standing	19
Acknowledgement of Amendments	20
Attachments	25
Attachment A: Bid Cover Sheet	
Attachment B: Bid Form	
Attachment C: MBE/WBE Solicitation Form	
Attachment D: Bidder's Affidavit	
Attachment E: Project References	

Project Plan Management

Response Systems, Inc. proposes a course design that combines pre-course online learning with scheduled in-person instruction. The online portion would give participants access to course orientation, selected background material, references, and knowledge checks before the classroom session. The in-person training would then be reserved for instructor-led teaching, questions, demonstrations, decontamination activities, field simulation, and discussion of how the course material applies to MDEQ's work. This approach gives MDEQ a consistent training product while reducing unnecessary classroom time for material that can be effectively introduced, reviewed, or reinforced online.

RSI will assign a project manager as the primary point of coordination for MDEQ. The project manager will coordinate course dates, instructor assignments, venue needs, course materials, participant records, assessment requirements, online learning access when used, and completion documentation. RSI will use the same basic management process for each delivery so that attendance, testing, hands-on activity records, and certificates are handled consistently.

The first step after award will be to confirm the anticipated training schedule with MDEQ. RSI understands the contract is expected to include at least one 40-hour HAZWOPER course, one 24-hour HAZWOPER course, and one 8-hour Annual Refresher each year. Because the contract is anticipated to run for five years, RSI will treat the first year as the baseline for scheduling, documentation, and course administration, then adjust future deliveries as needed with MDEQ.

RSI will obtain the training venue after award and in connection with the course schedule. The site will be located in the Jackson, Mississippi Metropolitan Area and selected for a class size of 15 to 30 participants. RSI will confirm that the venue has appropriate classroom space, restrooms, climate control, tables and seating, parking, power, and emergency exits. When a course includes hands-on activities or field simulation, RSI will also look for space that can safely support demonstrations, equipment layout, and decontamination-related activities.

The blended format will be used with care. Online content may be used for course preparation, selected awareness topics, review material, knowledge checks, refresher content, or access to course references. RSI will not use online delivery as a substitute for required hands-on activities or field simulation. The in-person portion of the program will remain focused on instructor-led discussion, practical application, questions from participants, demonstrations, and activities that require direct observation or interaction.

RSI's instructor experience includes HAZWOPER and hazardous materials response training at the Awareness, Operations, Technician, and Incident Commander levels, as well as extensive First Receiver decontamination instruction. This experience is important to the MDEQ program because the required training is not limited to regulatory review. Participants also need to understand PPE, work zones,

decontamination, responder safety, emergency procedures, incident reporting, and the limits of their assigned role.

For the 40-hour HAZWOPER class, RSI will focus on personnel whose work may place them in direct contact with hazardous substances during hazardous waste operations. The course will cover the full range of subjects identified by MDEQ, including chemical hazards and toxicology, air monitoring and chemical analysis, PPE, excavation and shoring concerns, radiation, decontamination, confined space entry, and incident reporting. RSI will not treat this as lecture-only training. Participants will move through classroom material, practical exercises, and a field simulation so they can apply the information in a controlled setting. Successful completion will require a final exam score of at least 80 percent and completion of the required hands-on course activities.

For the 24-hour HAZWOPER course, RSI will provide instruction for personnel with limited or occasional exposure to hazardous substances. The course will address OSHA requirements, chemical identification, hazard communication, radiation awareness, work zone characteristics, site security, air monitoring, PPE, spill containment, and decontamination. Selected material may be supported online, but classroom instruction and hands-on demonstrations will remain part of the delivery. Participants must earn at least 80 percent on the final examination to receive certification.

For the 8-hour Annual Refresher, RSI will provide training for personnel who have already completed either the 40-hour or 24-hour course and need annual recertification. The refresher will review regulatory updates, hazard recognition, PPE use, emergency procedures, and lessons learned from incidents or case studies. If requested by MDEQ, RSI can provide the refresher as an online interactive course using RSI-controlled or properly licensed content, video instruction, quizzes, and completion tracking.

The hands-on and field portions of the training will stay tied to practical work expectations. Activities may include PPE selection and limitations, donning and doffing, work zone setup, responder safety, decontamination principles, emergency procedures, and incident reporting. Field simulation will include a staged decontamination activity. RSI understands that MDEQ has confirmed a staged Class A decontamination activity will satisfy the field simulation requirement.

After each course, Response Systems, Inc. will provide MDEQ with the records needed to verify attendance, assessment results, required hands-on activities, online completion when used, and certificates issued. This will give MDEQ a complete record of who participated and who met the completion requirements for that session.

This approach gives MDEQ the benefit of both delivery methods. Online learning can support consistency, access, review, and annual refresher delivery. Classroom and field time can then be used for the material that benefits most from instructor contact, discussion, demonstration, and practical application.

Project Team

Response Systems, Inc. (RSI) will assign a focused project team for this work rather than rely on a large roster of general support staff. The contract requires technical instruction, course administration, and reliable documentation. The proposed team brings experience in emergency management, hazardous materials preparedness, decontamination, incident command, public health and healthcare preparedness, logistics, instructional design, and disaster response. That background will be used to manage the full course process, including scheduling, venue coordination, course preparation, classroom delivery, practical activities, testing, completion records, and communication with MDEQ.

The personnel identified below are the individuals anticipated to provide or support the required services. Their full resumes follow this narrative and include background, experience, project responsibilities, education, licenses, certifications, and skills.

Randy Cardonell, M.Ed., RHIA, AEMT, will lead project coordination for RSI. In his role as Chief Operations Officer, Mr. Cardonell routinely manages the moving parts that make training and preparedness projects work: schedules, instructors, logistics, records, client communication, and quality control. His background in EMS, emergency management, adult education, healthcare preparedness, curriculum development, and disaster response gives him the operational and administrative experience needed to keep the contract organized from one course delivery to the next.

Justin R. Heim, Ph.D., EFO, will support the project in project management, instructional design, course quality, and emergency services content. Dr. Heim serves as a Project Manager for RSI and brings experience as a former Fire Chief, emergency services educator, National Fire Academy instructor and evaluator, and higher education fire science faculty member. His Master of Science in Instructional Design and Technology adds direct support to the course development and delivery side of this contract. That background will be used to help review course materials, support the blended learning approach, align activities with course objectives, and ensure that assessments and completion documentation are organized in a clear and usable manner. For this project, Dr. Heim will assist with instructional design, online and in-person course coordination, quality review, documentation, and client communication as needed.

Lenora G. Borchardt, MS, MEP, will support the project as an instructor and emergency management subject matter expert. Her experience includes hazardous materials, disaster preparedness, public health and healthcare emergency planning, radiological emergency preparedness, training and exercise design, incident command, emergency operations centers, continuity planning, and FEMA Emergency Management Institute instruction. Her background gives the team additional depth in classroom instruction, emergency planning, and the connection between regulatory requirements and operational response.

John F. Ryan, CEM, MEP, will support the project as a hazardous materials, decontamination, CBRNE/WMD response, incident command, and emergency management subject matter expert. Mr. Ryan has taught more than 100 First Receiver courses domestically and internationally dating back to 2004. He has also taught hazardous materials courses at the Awareness, Operations, Technician, and Incident Commander levels, with experience dating back to the 1990s for the Department of Defense, Department of Veterans Affairs, and DOD Fire and Emergency Services. His experience is directly relevant to the HAZWOPER training topics involving PPE, decontamination, work zones, responder safety, incident command, and practical application.

Key Personnel



Randy Cardonell, M.Ed., RHIA, AEMT

Chief Operations Officer | Project Coordinator

Mr. Cardonell will serve as RSI's Project Coordinator and oversee the day-to-day management of the contract, ensuring each training delivery is well organized and successfully executed.

Responsibilities include:

- Overall project coordination and contract management
- Scheduling instructors, venues, and course logistics
- Client communication and coordination with MDEQ
- Quality assurance and document management
- Oversight of participant records and course completion documentation

Mr. Cardonell's background in EMS, emergency management, adult education, healthcare preparedness, curriculum development, and disaster response provides the operational and administrative expertise needed to successfully manage recurring training deliveries.



Justin R. Heim, Ph.D., EFO

Project Manager | Instructional Design Lead

Dr. Heim will support project management, instructional design, quality assurance, and emergency services curriculum development.

Responsibilities include:

- Course design and instructional review
- Quality assurance of training materials
- Coordination of online and classroom instruction
- Assessment and completion documentation review
- Client support and project coordination, as needed

As a former Fire Chief, National Fire Academy instructor and subject matter expert, higher education fire science faculty member, and Project Manager for RSI, Dr. Heim combines extensive emergency services experience with a Master of Science in Instructional Design and Technology. His expertise helps ensure training materials are organized, engaging, and aligned with course objectives.



Lenora G. Borchardt, MS, MEP

Instructor | Emergency Management Subject Matter Expert

Ms. Borchardt will serve as an instructor and emergency management subject matter expert, providing expertise across multiple emergency preparedness disciplines.

Responsibilities include:

- Classroom instruction and facilitation
- Development and delivery of emergency preparedness training
- Technical guidance on emergency management principles
- Support for course planning and practical exercises
- Integration of emergency management best practices into course delivery

Areas of expertise include:

- Hazardous materials preparedness
- Public health and healthcare emergency planning
- Radiological emergency preparedness
- Training and exercise design
- Incident Command System (ICS)
- Emergency Operations Centers (EOCs)
- Continuity planning
- FEMA Emergency Management Institute instruction

Her experience strengthens the instructional team by connecting regulatory requirements with practical emergency response and preparedness operations.



John F. Ryan, CEM, MEP

Instructor | Hazardous Materials & CBRNE Subject Matter Expert

Mr. Ryan will serve as an instructor and subject matter expert, providing classroom instruction, practical exercises, and technical expertise in hazardous materials response, decontamination, CBRNE/WMD operations, incident command, and emergency management.

Responsibilities include:

- Classroom instruction and facilitation
- Hands-on practical exercises and demonstrations
- Hazardous materials and HAZWOPER subject matter expertise
- Decontamination and PPE instruction
- Incident Command System (ICS) integration
- Technical support for course development and quality assurance

Relevant experience includes:

- More than 100 First Receiver courses taught throughout the United States and internationally since 2004
- Hazardous Materials Awareness, Operations, Technician, and Incident Commander instruction dating back to the 1990s
- Training experience with the U.S. Department of Defense, Department of Veterans Affairs, and DOD Fire and Emergency Services
- Extensive operational experience in PPE, decontamination, work zones, responder safety, incident command, and hands-on training

Mr. Ryan's decades of instructional and operational experience provide direct alignment with MDEQ's HAZWOPER training requirements, particularly in hazardous materials response, decontamination, responder safety, and practical field instruction.

RSI will support the contract through its existing project management, instructional, and administrative structure. Scheduling, participant rosters, attendance records, assessment records, certificates, and routine communication with MDEQ will be handled by RSI personnel assigned to the project. The proposed team also provides the subject matter expertise needed for HAZWOPER, hazardous materials response, decontamination, incident command, emergency management, and instructional design.

RSI will provide or obtain the resources needed to perform the work. This includes course materials, online learning support when used, examinations or quizzes, participant handouts, documentation tools, and equipment or materials needed for classroom instruction, demonstrations, hands-on activities, and field simulation. RSI also has access to the financial and administrative resources needed to manage normal up-front costs associated with course preparation, venue coordination, instructor support, materials, and contract administration within the firm fixed-price structure of the bid.

RSI will obtain an appropriate training venue in the Jackson, Mississippi Metropolitan Area for each in-person delivery, consistent with the course schedule and class size identified by MDEQ. Venue selection will account for the practical needs of the course, not just room availability. RSI will secure classroom space that supports the required class size, participant access, tables and seating, power, parking, restrooms, emergency exits, and the space needed for demonstrations or field simulation when those activities are part of the course.

The company has performed training, planning, exercise, and response work for government, healthcare, public health, emergency management, and emergency response clients. That experience gives RSI the ability to manage the recurring training requirements of this contract while also supporting the practical portions of HAZWOPER training, including PPE, decontamination, field simulation, emergency procedures, and incident command concepts.

RSI does not anticipate using subcontractors to perform the instructional, project management, or administrative responsibilities required for this project. If a subcontractor is later needed for any portion of the Scope of Services, RSI will identify the proposed subcontractor, define the duties to be subcontracted, and obtain MDEQ approval before use. Ordinary venue arrangements for classroom or practical training space will not transfer responsibility for contract performance. RSI will remain responsible for the quality, coordination, delivery, documentation, and completion of all services provided under the contract.

Full resumes for the proposed project team are provided in the following section. Project references are provided using the Project Reference Form included as Attachment E.

Resumes

Randy Cardonell, M.Ed., RHIA, AEMT	Chief Operations Officer: Planning, Logistics, HSEEP exercises, Disaster Medical Response
Areas of Expertise: EMS, Emergency Management, Health Information, Adult Education	
Inner Compass: Failure Is Not An Option	
Current Roles and Responsibilities	
Chief Operations Officer (RSI)– Overall Management of Daily Operation, Business Development, Project Management, Staff Supervision and Communications, Curriculum Development, Instruction, Logistics, Planning, Business Development South Dakota Hospital Preparedness Program – Healthcare Preparedness Coalition (Statewide) : Technical Advisor – Planner and coordinator for the coalition, new membership development, budget and workplan management, exercise management, Emergency Operations Plan development/review.	
Past Roles and Responsibilities	
Louisiana Department of Health – (RSI) Statewide - 14 years - manager of the EMS Staff Augmentation, 9 years – manager of Shelter Staff Augmentation contracts, 2+years manager of Strike Team COVID shelter management response.	
Veterans Administration Greater Los Angeles Healthcare System (VAGLAHS)--Management of RSI contract and assessment team and planners in assessing the multiple campuses of the VAGLAHS and the rewriting of the Full Building Evacuation plans system wide.	
Mohawk Area Public Health Coalition – Planner/Coordinator (RSI) for coalition: coordinate and manage the coalition daily operations. Assistance in project development and coordination. Submit reporting and budget to Financial Intermediate.	
Kansas Board of Emergency Medical Services - EMS Specialist: Inspection of ambulance services, technical assistance to services and service directors, conduct training.	
Kansas Region 2 Council Chairman – Manage the regional council for the 19 counties in southwest Kansas, Budget, Project Management, Representative on State Committees.	
Kansas Emergency Medical Technician Association President – Budget, Manage State-wide Conference, Project Management, Representative on State Committees.	
Greeley County Ambulance Service – Asst. Director: Scheduling, supply management, training, equipment purchases, representative to regional and state boards, supervision of staff.	
Greeley County Emergency Preparedness – Director: Budget, program management, inventory control, training/exercises, coordinator of LEPC.	

Smith Cattle Inc – Manager: Commodity purchase and control, Human Resources (hiring, payroll, benefits), contract management, budget development, oversee company accounting program, supervision of staff.

Education

Master of Education – Adult Education (2011)

EMT, EMTI/D, AEMT (1994)

Bachelor of Science – Health Information Management (1984)

Licenses & Certifications

- Registered Health Information Administrator
- EMT – Advanced (KS)
- FEMA Nat. Emergency Management Basic Academy Graduate 2023
- ICS Strike Team Task Force Leader
- HSEEP certified
- G290 – Basic Public Information Officer
- IS-547a – Introduction to Continuity of Operations
- G386 – Mass Fatality Incident Response
- G366 – Planning for the Needs of Children in a Disaster
- AHA-BLS-F/A Instructor (Faculty) [Former]
- Pediatric Basic Disaster Life Support Instructor
- Emergency Pediatric Care Instructor (Former)
- Pre-Hospital Trauma Life Support Instructor (Former)

Additional Skills and Experiences

Emergency Management & Incident Command

- **COVID-19 Response Leadership (Louisiana):** Served as Deputy Incident Commander (I/C) and Operations Section Chief (OSC) for a 2-year deployment. Managed State EOC planning under ESF-8, coordinated medical support for isolation camps, and led the transition of camp management from State agencies to private contractor operations.
- **Hurricane Response (Laura, Ida, Irma, Maria):** Directed staffing and logistics for complex deployments across Louisiana, Florida, Puerto Rico, and the USVI. Supported State EMS Tactical Operations Centers (TOC) and coordinated hundreds of responders over 7-month periods.
- **Mass Evacuation Operations:** Served as Operations Chief for the evacuation of the LSU Health Care System (300+ patients across 10 hospitals) during hurricane operations, recognized by State officials for performance "beyond expectations."
- **Tactical Response:** Deployed as a first responder to the Greensburg, KS EF-5 tornado within four hours of impact, providing patient transport and search and rescue support.

PHEP & HPP Coalition Leadership

- **Coalition Development:** Facilitated collaboration between public health, healthcare systems, and EMS to meet PHEP and HPP grant deliverables and build regional resilience.
- **Capability Planning:** Developed and executed regional plans focusing on Medical Surge, Information Sharing, and Mass Care to meet federal preparedness capabilities.
- **Resource Coordination:** Managed coalition resource sharing protocols and verified hospital surge capacities to ensure continuity of care during regional emergencies.

Training, Exercises & Evaluation (HSEEP)

Exercise Design & Evaluation: Designed, conducted, and evaluated full-scale exercises for the Veterans Health Administration (San Francisco VA earthquake/evacuation) and Fort A.P. Hill (multi-agency security for Presidential visit).

Instruction: Certified Instructor for ICS and HICS; delivered training to the Kansas Board of EMS and agencies nationwide.

Mass Gathering Planning: Served as Head Triage Officer and Health & Safety Planner for the National Boy Scout Jamboree (30,000 attendees), managing a mass-casualty heat and electrocution incident treating 1,500 patients in three hours.

Volunteerism/Organization Memberships

KEMTA – KS EMT Association

KEMSA – KS EMS Association

AHIMA – American Health Information Management Association

Lenora G. Borchardt, MS, MEP

Consultant: HazMat, Education, Planning, Exercises

Areas of Expertise: Emergency Management, Disaster Preparedness, Training and Exercise Design and Delivery, Emergency Planning, Public Health, Healthcare, Radiological Emergency Preparedness, Incident Command System (ICS), Emergency Operations Centers (EOCs), Continuity of Operations Planning (COOP), Continuity of Government (COG)

Inner Compass: "Dedicated to enhancing the preparedness and resilience of communities and organizations to effectively respond to and recover from disasters and emergencies."

Past Roles and Responsibilities

Instructor, FEMA Emergency Management Institute (EMI), Emmitsburg, MD (2013-present)

- Instruct the science foundations of disaster management, including geological, meteorological, and CBRNE hazards, as part of the National Emergency Management Academy in the Emergency Management Professional Program.

Emergency Management Director, Adams County, WI (2004-2005)

- Directed all aspects of the Emergency Management Department, including response and recovery operations during a federally-declared disaster.
- Managed the EOC, public information release, and coordination with field command using ICS.

Radiological Emergency Preparedness (REP) Program Manager (Acting), Wisconsin Emergency Management, Madison, WI (1999-2003)

- Directed and evaluated staff work and program activities related to radiological emergency preparedness.
- Created and updated plans to protect public safety and property, including re-writing state and county REP plans and the State Emergency Operations Plan.

- Developed planning guidance for COOP/COG plans and led planning teams for state agencies.
- Formulated and administered the program budget.
- Coordinated and evaluated drills, exercises, and training events.
- Served as the Duty Officer and course instructor for various training offerings.

Training Program Coordinator and Emergency Planning and Security Officer, Meriter Hospital, Madison, WI (1994-2010)

- Created a new training program for Security Services and developed original training programs on crisis management.
- Responsible for the security and safety of people and property at the hospital.
- Wrote original versions of multiple crisis management and hospital safety plans.
- Member of the Life Safety Committee, Crisis Response Team, Disaster Drill Committee, and Y2K Planning Team.

Education

Certificate in School Safety (2007), Graduate School of Education, Colorado State University

Master of Business Administration (MBA) (1997-2001), Graduate School of Business, Colorado State University

Bachelor of Arts, Geography (1993-1997), College of Letters and Science, University of Wisconsin-Madison

Licenses & Certifications

- Numerous FEMA and National Fire Academy courses (list attached)
- EMT, Firefighter, HazMat Responder certifications from Madison Area Technical College

Additional Skills and Experiences

Extensive experience in emergency management, disaster preparedness, and public health.

Expertise in developing and implementing emergency plans, conducting training, and designing and evaluating exercises.

Strong leadership and communication skills, demonstrated through leading teams, conducting training, and serving as a public information officer.

Proficient in coordinating with various agencies and organizations during emergencies.

Author of publications and presentations on emergency management topics.

Volunteerism/Organization Memberships

Volunteer Emergency Medical Technician/Firefighter, Marshall EMS, Oregon Fire/EMS, and Monona EMS Districts, Wisconsin (1992-present)

John F. Ryan, CEM, MEP	Emergency Management & NFPA 3000 Specialist
Areas of Expertise: Healthcare based Emergency Management, Comprehensive, complex Incident Command and Management, CBRNE/WMD Response, Victim/Patient Decontamination principles and program development, Disaster Response and Active Shooter Hostile Event Response Community Infrastructure (NFPA 3000)	
Inner Compass: (Personal Theme or Philosophy) I won't (can't) walk past a problem I can provide a solution for	
Current Roles and Responsibilities	
Emergency Manager – Healthcare and Higher Education	
Past Roles and Responsibilities	
Chief Fire Officer	
Education	
A.A.S. Fire and Emergency Management	
Licenses & Certifications	
• Certified Emergency Manager (CEM) – Georgia Emergency Management Association • Master Exercise Practitioner (MEP) Emergency Management Institute • 2023 Graduate National Emergency Management Institute Advanced Academy (NEMAA)	
Additional Skills and Experiences	
• Program, project management • Communication skills • Hybrid/virtual EOC development • Certified Healthcare Emergency Management Coordinator Lead Instructor	
Volunteerism/Organization Memberships	
• International Association of Emergency Managers • Sandy Hook Promise • The Violence Project • #strongaugusta	

Justin R. Heim, PhD, EFO	Project Management / Instructional Design
Areas of Expertise: Public Administration & Public Safety Leadership, Fire Service Executive Leadership (EFO), Policy Development & Governance, Emergency Management & Disaster Response (ESF-8), Research Design (Qualitative & Quantitative), Strategic Planning & Organizational Development, Incident Command & ICS Operations, Higher Education Instruction & Curriculum Development, Faculty Leadership & Accreditation Support, Interagency & Intergovernmental Collaboration	
Inner Compass: Advancing public safety through evidence-based leadership, policy, and education.	
Current Roles and Responsibilities	
Lead Faculty – College of Safety & Emergency Services <i>Columbia Southern University Feb 2018 – Present</i> • Co-manage approximately 60 faculty members • Mentor and credential faculty; provide performance feedback • Serve as subject matter expert on university committees • Lead accreditation-related initiatives (SACSCOC candidacy support) • Faculty Advisory Council Chair Adjunct / Contract Faculty <i>Multiple Universities 2012 – Present</i> • Teach fire science, emergency management, public administration, and research methods • Support student applied research using APA standards • Provide structured assessment and academic mentorship Federal Contract Instructor / Subject Matter Expert <i>FEMA – National Fire Academy 2013 – Present</i> • Instruct Executive Fire Officer and leadership programs nationwide • Develop online and in-person curriculum • Evaluate applied research projects (ARP) • Mentor executive-level public safety leaders through capstone research	
Past Roles and Responsibilities	
Professional Services Specialist – Policy <i>Lexipol, Inc. Frisco, TX Jan 2020 – 2026</i> • Serve as project manager collaborating with police and fire administrators nationwide • Develop customized, defensible public safety policy solutions • Actively manage 100+ concurrent projects across implementation phases • Ensure policies are practical, legally sound, and operationally applicable Senior Research Consultant <i>McGrath Consulting Group Mar 2015 – Oct 2018</i> • Led public safety consulting projects involving staffing, HR, capital planning, and compliance • Conducted spatial analysis and mixed-methods research • Advised public sector leaders on organizational improvement Fire Chief (Chief Executive Officer) <i>Eagle Fire Department Eagle, WI Feb 2008 – Oct 2015</i> • Oversaw operations of a municipal combination fire department • Managed budgeting, strategic planning, personnel, and incident command	

- Incident Commander during 2010 tornado causing \$21M in damages
- Disabled in the line of duty following a motor vehicle crash

Recruit Academy Adviser / Engineer

Clay Fire Territory | Aug 2006 – Feb 2008

- Developed recruit academy curriculum and training schedules
- Delivered instruction in firefighting, fire management, and emergency response

Police Officer

Roseland Police Department | Jul 2003 – Feb 2008

- Enforced criminal and traffic laws
- Conducted investigations and background checks
- NCIC/IDACS certified operator

Lieutenant – Training Officer

German Township Fire Department | Feb 1999 – Jul 2006

- Supervised line personnel and served as incident commander
- Designed Indiana's first online firefighter training system
- Led instructional programming for fire and EMS personnel

Education

- **PhD, Business (Public Administration)** – Northcentral University, 2017
- **MS, Instructional Design & Technology** – Columbia Southern University, 2026
- **MPA, Public Administration** – University of Wisconsin–Oshkosh, 2011
- **BAS, Fire & Emergency Response Management** – University of Wisconsin–Oshkosh, 2010
- **Executive Fire Officer (EFO)** – National Fire Academy, 2011

Licenses & Certifications

- Executive Fire Officer (EFO) – National Fire Academy

Additional Skills and Experiences

- Executive-level teaching and faculty leadership
- Public speaking and keynote presentations
- Policy writing and standards compliance
- Accreditation and credentialing leadership
- Applied research publication and evaluation
- Incident Command System (ICS) leadership
- Volunteer and career fire service operations
- Cross-disciplinary collaboration (Fire, EMS, Law Enforcement, Academia)

Awards & Recognition

- Robert G. Mayes Sr. Distinguished Faculty Award (2023)
- Outstanding Professor Award – Purdue University Global (2021)
- Fire Officer of the Year – Mukwonago Rotary Club (2010)
- Firefighter of the Year – German Township Fire Department (2006)

Certificate of Good Standing

Attached is verification that Response Systems Inc. is a company in Good Standing with the Missouri Secretary of State, which is the state in which we are currently licensed.

During our attempt to obtain a Certificate of Good Standing from the State of Mississippi, we were informed that Mississippi requires businesses to first register with the Mississippi Secretary of State before such a certificate can be issued. Registration carries an associated fee, as does obtaining the certificate itself.

To avoid incurring unnecessary costs prior to contract award, Response Systems Inc. has not yet registered in Mississippi. However, upon award, Response Systems Inc. will complete registration with the Mississippi Secretary of State and obtain a Certificate of Good Standing within seven (7) days.

Our Missouri Online Business Filing in Good Standing is attached only as a reference.



Denny Hoskins

Missouri Secretary of State

MISSOURI ONLINE BUSINESS FILING

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Registered Agent Details

[RETURN TO SEARCH RESULTS](#)

Name	STROBACH, JARRAH
Address	2460 Poinsetta Rd Billings, MO 65610-8293

Entities this Registered Agent represents as of 7/6/2026 4:50 PM

Business Name	Charter No.	Type	Status	Created
R-S-I, INC.	F001431775	Business Corporation (Foreign)	Good Standing	9/9/2024

The information contained herein is provided as a public service. The State makes no representation or guarantee as to the correctness, completeness or suitability of the information provided or of any linked information. All critical information should be verified directly with the Secretary of State, Corporation Division. The State, its employees, contractors, subcontractors or their employees do not make any warranty, expressed or implied, or assume any legal liability for the accuracy, completeness or usefulness of any information, apparatus, product or process disclosed or represent that its use would not infringe on privately-owned rights. The information and/or services provided may change at any time without notice.

Acknowledgement of Amendments

The signed acknowledgement of Amendment 1 can be found on the following pages.



STATE OF MISSISSIPPI

Tate Reeves
Governor

MISSISSIPPI DEPARTMENT OF ENVIRONMENTAL QUALITY

Chris Wells, Executive Director

June 23, 2026

AMENDMENT #1

RESPONSES TO QUESTIONS/CLARIFICATION REQUESTS

Procurement Number: RFx3160007907 MDEQ-IFB05272026

To Provide: OSHA Training Services in accordance with 29 CFR 1910.120 HAZWOPER

1. Question: What is the estimated month trainings would start after awarded?

Answer: Training sessions are estimated to start October 2026.

2. Question: Will this be one training per course for 30 seats a year or will there be multiple training dates?

Answer: Training sessions are as follows:

- 40-hour HAZWOPER Training - At least one (1) date per year is anticipated
- 24-hour HAZWOPER Training - At least one (1) date per year is anticipated
- 8-hour HAZWOPER Annual Refresher - At least one (1) date per year is anticipated (classroom or online interactive session)

3. Question: 1.1.1 Scope of Services A. – Supplier needs to obtain a venue in the Jackson, MS Area – how many times a year?

Answer: Training sessions are as follows:

- 40-hour HAZWOPER Training - At least one (1) date per year is anticipated
- 24-hour HAZWOPER Training - At least one (1) date per year is anticipated
- 8-hour HAZWOPER Annual Refresher - At least one (1) date per year is anticipated (classroom or online interactive session)

4. What address would be focal point to have search for venue area?

Answer: The Contractor shall obtain a venue in the Jackson, MS Metropolitan Area, which includes Hinds, Madison, Rankin, Copiah, Simpson, Yazoo, Scott or Holmes counties.

PURCHASING DIVISION

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ER

5. **Question:** Does the training material need to be logoed to MDEQ or will Suppliers logo be accepted?

Answer: The Suppliers logo is acceptable.

6. **Question:** How should the billing be provided, invoice or portal execution?

Answer: Invoices should be submitted electronically to Invoices@mdeq.ms.gov.

7. **Question:** Will a PO be given?

Answer: No Purchase Order will be issued. The Contractor will coordinate a training session upon request by MDEQ in accordance with the awarded Contract.

8. **Question:** Can you elaborate on the requirements for the venue?

Answer: The Contractor shall obtain a venue in the Jackson, MS Metropolitan Area for the training classes, which shall accommodate a class size of 15-30 participants. The venue should include restrooms, climate control, seating and tables, parking, power, and emergency exits.

9. **Question:** Is there a distance/radius we can use?

Answer: The Contractor shall obtain a venue in the Jackson, MS Metropolitan Area, which includes Hinds, Madison, Rankin, Copiah, Simpson, Yazoo, Scott or Holmes counties.

10. **Question:** What amenities are required, if any?

Answer: The venue should include restrooms, climate control, seating and tables, parking, power, and emergency exits.

11. **Question:** The bid is formatted "per class" 40-hour, 24-hour, 8-hour, but the class size is listed as 15-30 participants. Is it possible to change the bid to "per participant" instead of per class? Class materials for a 30-person class would double as opposed to a 15-person class.

Answer: No, the Bid Form will not be changed. The Bid Form, Attachment B of the procurement document, states that the pricing quoted must be inclusive of, but not limited to the following:

- All required equipment and materials
- All required insurance
- All required overhead
- All required profit
- All required transportation
- All required labor
- All required business and professional licenses, permits, fees, etc. (if any)
- Any and all other costs associated with performing the services

12. Question: Could MDEQ Confirm the anticipated number of classes per year under this contract?

Answer: Training sessions are as follows:

- 40-hour HAZWOPER Training - At least one (1) date per year is anticipated
- 24-hour HAZWOPER Training - At least one (1) date per year is anticipated
- 8-hour HAZWOPER Annual Refresher - At least one (1) date per year is anticipated (classroom or online interactive session)

13. Question: The solicitation mentions "field simulations". Does this require heavy machinery demonstrations at active sites, or would staging something like class A Decon suffice?

Answer: Yes, the staging of a Class A Decon will suffice.

14. Question: Does the Venue in Jackson MS Metropolitan Area need to be determined prior to bid submission, or can that be contracted after award?

Answer : The venue(s) can be obtained after the contract award.

15. Question: How does MDEQ define "online interactive session" for Hazwoper 8-Hour Refresher?

Answer: Online interactive sessions can be defined as video content and quizzes.

16. Question: Does the online session need to have a live instructor, or does the interactive quiz and video content suffice?

Answer: No, it does not need to be a live instructor and yes, interactive quizzes and video content will suffice for the 8-hour HAZWOPER Annual Refresher being virtual/interactive.

17. Question: Can you confirm MAGIC registration is not a requirement to submit, as long as it is active after contract award in the period outlined in the solicitation?

Answer: MAGIC registration is not a requirement at this time, unless the bid is being submitted electronically in MAGIC.

Additionally, Section 1.9 of the procurement document states that by submitting a bid, the Bidder certifies that it is registered with both systems (MAGIC and PayMode) or if not already registered, that it will do so within seven (7) business days of being notified by MDEQ that it has been awarded a contract.

18. Question: MDEQ requests professional licensure documentation, but instruction for these courses is not licensed under OSHA. Can you clarify what licenses you expect to see?

Answer: Section 1.2 of the procurement document states the following:

- Provide copies of the professional licenses/registrations for all entities that comprise the Project Team, as applicable.
- Provide a list of individuals and their professional license, certification, or registration numbers for the persons identified in the Project Team, as applicable.

Additionally, 29 CFR 1910.120(e)(5) for Hazardous Waste Operations and Emergency Response (HAZWOPER) states that trainers shall be qualified to instruct employees about the subject matter that is being presented in training. Such trainers shall have satisfactorily completed a training program for teaching the subjects they are expected to teach, or they shall have the academic credentials and instructional experience necessary for teaching the subjects. Instructors shall demonstrate competent instructional skills and knowledge of the applicable subject matter.

Bidder shall acknowledge receipt of Amendment #1 by signing and returning this Amendment #1 with its Bid.

By signing below, the Bidder acknowledges receipt of Amendment #1, and that its bid is being offered in compliance therewith.

Bidder's Name: Response Systems Inc.

Signature: 

By (Print Name): Jarrah Strobach

Title: CEO/Pres

Date: 7/7/26

Attachments

ATTACHMENT A
BID COVER SHEET

OSHA Training Services in Accordance with 29 CFR 1910.120 HAZWOPER

Please complete the information below

Bidder's Company name: Response Systems Inc.

Place of performance: Mississippi

Company's physical address and principal place of business (if different than above):
513 US Hwy 60 East #116, Republic, MO. 65738

Designated company contact: Randy Cardonell

Contact's e-mail address: rcardonell@r-s-i.us

Contact's phone number: (417) 441-2400

Age of the company: 20 years

Average number of employees over the last three (3) years: 10

Registered as a Supplier in MAGIC? Yes ☒ No ☐ Supplier Number: 3100004890

Registered with PayMode? Yes ☐ No ☒ In progress

Registered with SAM? Yes ☒ No ☐ Unique Entity ID: K32GQJF3AHJ7

Registered with the Office of the Mississippi Secretary of State? Yes ☐ No ☒ In progress

Is the Bidder in compliance with Mississippi Code Annotated §79-4-15.01 regarding authorization to transact business in Mississippi? Yes ☒ No ☐

FEI/FIN # (if company, corporation, or partnership): 26-3980639

SS # (if individual): N/A

Is your company currently for sale, merging, or in any discussions to be acquired by another business entity?
 Yes _____ No **X** If yes, please explain how this might affect your company's organization or work direction.

Does your company anticipate using a Subcontractor on this Project? Yes _____ No **X**
 If yes and subcontractor(s) are known, please list:

List all the equipment that your company has available or that is intended to be used to perform the services required in this Invitation for Bids in the charts below.

OWNED EQUIPMENT					
Year	Make	Model	ID#	Capacity	Description

RENTED/LEASED EQUIPMENT					
Year	Make	Model	ID#	Capacity	Description

ATTACHMENT B**BID FORM****OSHA Training Services in Accordance with 29 CFR 1910.120 HAZWOPER**

The Bidder must submit a completed Bid Form. All pricing must be submitted on the bid form and the bid form must be signed by an individual with authority to execute contracts for the Company. Any modifications or additions to any portion of the bid form may result in rejection.

Company: Response Systems Inc

Company Representative: Jarrah Strobach

Title: CEO/Pres

Telephone: (417) 294-7184

Email: jstrobach@r-s-i.us

The pricing quoted must be inclusive of, but not limited to the following:

- All required equipment and materials
- All required insurance
- All required overhead
- All required profit
- All required transportation
- All required labor
- All required business and professional licenses, permits, fees, etc. (if any)
- Any and all other costs associated with performing the services

The pricing must include ALL associated costs with no additional or hidden fees. The pricing submitted will remain firm for the contract term. Price ranges are not acceptable and will be deemed non-responsive. The lowest price will be determined by the average of the three (3) prices listed on this bid form.

- **Amount per 40-hour training and certification session: \$32,000.00**
- **Amount per 24-hour training and certification session: \$18,000.00**
- **Amount per 8-hour training and certification session: \$4,000.00**

By signing below, the Company Representative certifies that he/she has authority to bind the company, and further acknowledges on behalf of the Company:

1. That he/she has thoroughly read and understands this Invitation for Bids, the attachments hereto,

2. That the company meets all requirements and acknowledges all certifications contained in this Invitation for Bids, the attachments hereto, and any amendments;
3. That the company agrees to all provisions of this Invitation for Bids, the attachments hereto, and any amendments;
4. That the company will perform, without delay, the services required at the prices quoted above in this **Attachment B**;
5. That, to the best of its knowledge and belief, the cost or pricing data submitted is accurate, complete, and current as of the submission date;
6. That the company has, or will secure, at its own expense, applicable personnel who shall be qualified to perform the duties required to be performed under this Invitation for Bids, the attachments hereto, and any amendments;
7. The Bidder certifies that it has the capability to provide the required services on which it submitted a bid;
8. The Bidder certifies that the company is licensed or authorized to provide the proposed services under this Invitation for Bids, the attachments hereto, and any amendments in the State of Mississippi;
9. The Bidder certifies that it has, or will secure, at its own expense, applicable personnel who shall be qualified to perform the duties required to be performed under this Invitation for Bids, the attachments hereto, and any amendments; and
10. The Bidder certifies that all material, equipment, etc., contained in the bid meets all Occupational Safety Hazards Act (OSHA) requirements, and that if any material, equipment, etc., delivered by it is subsequently found to be deficient pursuant to any OSHA requirement in effect on the date of delivery, all costs necessary to bring the material, equipment, etc. into compliance with OSHA requirements shall be borne solely by the Bidder.

Printed Name: Jarrah Strobach _____

Signature:  _____

Title: CEO _____

Date: 07/06/2026 _____

ATTACHMENT C

MBE/WBE SOLICITATION FORM

- 1. Provide the following information for all MBE/WBE firms that were solicited for participation in the Bidder's response to this IFB:**

Entity Name	Address	Phone Number and/or e-mail address	Certifying Agency/ Entity/Program	Has the listed MBE/WBE been selected for participation for these requested services? Please indicate by stating either Yes or No below.

- 2. Select one the following:**

- ☐ The Bidder is a MBE/WBE firm and at least one or more MBE/WBE firms were solicited and selected for the proposed contract, as indicated above. Prior to contract execution, the Bidder shall supply MDEQ with proof of Bidder's and Bidder's subcontractor's MBE/WBE status by providing the documentation required in this IFB.
- ☐ The Bidder is a MBE/WBE firm and no other MBE/WBE firms were solicited for the proposed contract. Prior to contract execution, the Bidder shall supply MDEQ with proof of the Bidder's MBE/WBE status by providing the documentation required in this IFB.
- ☐ The Bidder is not a MBE/WBE firm. However, at least one or more MBE/WBE firms were solicited and selected, as indicated above, for the proposed contract. Prior to contract execution, the Bidder shall supply MDEQ with proof of the Bidder's subcontractor's MBE/WBE status by providing the documentation required in this IFB.
- ☐ The Bidder is not a MBE/WBE firm. However, at least one or more MBE/WBE firms were solicited (but not selected), as indicated above, for the proposed contract.
- ☒ The prime firm submitting for the proposed contract is not a MBE/WBE firm and no MBE/WBE firms were solicited for the proposed contract. If so, please explain.

ATTACHMENT D

BIDDER'S AFFIDAVIT

NON-COLLUSION AND CONFLICT OF INTEREST AFFIDAVIT

State of Missouri

County of Greene

I, Jannah Strobach, individually, and in my official capacity as CEO of Response Systems Inc. (Bidder), being first duly sworn on oath, depose and state the following on behalf of the company:

The Bidder represents as a part of such Bidder's Bid that such Bidder has not retained any person or agency on a percentage, commission, or other contingent arrangement to secure this Contract.

By submitting a bid, the Bidder certifies that the prices submitted in response to this IFB have been arrived at independently and without any consultation, communication, or agreement with any other Bidder or competitor for the purpose of restricting competition.

The Bidder has not either directly or indirectly entered into any agreement, participated in any collusion; or otherwise taken any action in restraint of free competitive bidding in connection with this Contract; nor have any of its corporate officers or principal owners.

Except as noted hereafter, it is further certified that said legal entity and its corporate officers, principal owners, managers, auditors, and others in a position of administering governmental funds:

- a) Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any governmental department or agency;
- b) Have not within a three-year period preceding this Bid been convicted of or had a civil judgment rendered against them for 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;
- c) Have not within a three-year period preceding this Bid been convicted of or had a civil judgment rendered against them for 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;
- d) 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 b) and c) above; and
- e) Have not within a three-year period preceding this Bid had one or more public transactions (Federal, State or local) terminated for cause or default.

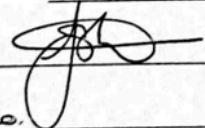
The Bidder further certifies, to the best of his or her knowledge and belief, that:

- a) No Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.
- b) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Contract, Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions will be completed and submitted.

The Bidder hereby certifies that, to the best of its knowledge and belief, there are no present or currently planned interests (financial, contractual, organizational, or otherwise) relating to the work to be performed under any contract or task order resulting from this IFB that would create any actual or potential conflict of interest (or apparent conflicts of interest) (including conflicts of interest for immediate family members: spouses, parents, children) that would impinge on its ability to render impartial, technically sound, and objective assistance or advice or result in it being given an unfair competitive advantage. In this clause, the term "potential conflict" means reasonably foreseeable conflict of interest. The Bidder further certifies that it has and will continue to exercise due diligence in identifying and removing or mitigating, to the State's satisfaction, such conflict of interest (or apparent conflict of interest). The Bidder further certifies that it has no conflict of interest with respect to MDEQ or the Project (as defined in this IFB).

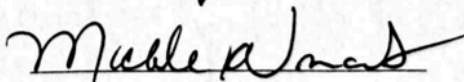
All of the foregoing and attachments (when indicated) is true and correct.

Bidder's Name: Response Systems Inc IFB Title: CEO

Signature:  By (Print Name): Janah Strobaeh

Title: CEO

SWORN TO AND SUBSCRIBED before me, this the 29 day of June, 2026.


NOTARY PUBLIC

My Commission Expires: 1-13-2029

[SEAL]

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JUL 22 2026

PURCHASING DIV.

ATTACHMENT E

PROJECT REFERENCES

Provide a record of at least five (5) projects, not including MDEQ, of similar size and scope completed by the proposed Project Team within the last five (5) years.

PROJECT #1

Company Name: Kansas City – Mid America Regional Council (MARC)

Dates of Service: June & Aug 2016

Contact Person: Steve Hoeger

Address: 600 Broadway Blvd Suite 200, Kansas City, MO 641050

Telephone number: 816-404-1000

E-mail address: mayorhoeger@plattecity.org

Identify which member(s) of the proposed Project Team participated and what role they served:

Randy Cardonell - Project Manager - Curriculum Manager

John Ryan - Instructor & Curriculum Contributor

Lenora Brochardt - Instructor & Curriculum Contributor

PROJECT REFERENCES

PROJECT #2

Company Name: Louisiana Department of Health

Dates of Service: 2012- Present

Contact Person: Rosanne Prats

Address: 617 N. 3rd St. Baton Rouge, LA 70802

Telephone number: (225) 726-1287

E-mail address: rosanne.prats@gmail.com

Identify which member(s) of the proposed Project Team participated and what role they served:

Randy Cardonell - Contract manager

Justin Heim - Project manager

PROJECT #3

Company Name: South Dakota Healthcare Preparedness Coalition

Dates of Service: 2024- Present

Contact Person: Lesley-Ann G. Pont

Address: 1501 S. Highline Ave. Suite 3D, Sioux Falls, SD 57110

Telephone number: 605.280.5238

E-mail address: Lesley-Ann.Pont@state.sd.us

Identify which member(s) of the proposed Project Team participated and what role they served:

Randy Cardonell - Technical Advisor

Justin Heim - Project Manager

PROJECT REFERENCES

PROJECT #4

Company Name: Mohawk Area Public Health Coalition

Dates of Service: 2023 - 2025

Contact Person: Michael Archbald

Address: 12 Olive St 2nd floor, Greenfield, MA 01301

Telephone number: (413) 537-2612

E-mail address: michaelarchbald@gmail.com

Identify which member(s) of the proposed Project Team participated and what role they served:

Randy Cardonell - Project Manager - Planner Coordinator

PROJECT #5

Company Name: Veterans Administration Greater Los Angeles Area Healthcare System

Dates of Service: 2022-2025

Contact Person: Robert Dalley

Address: 11301 Wilshire Boulevard, Los Angeles, CA 90073-1003

Telephone number: 310-268-3031

E-mail address: Robert.Dalley@va.gov

Identify which member(s) of the proposed Project Team participated and what role they served:

Randy Cardonell - Project Manager



Thank You

END OF DOCUMENT



STATE OF MISSISSIPPI

Tate Reeves

Governor

MISSISSIPPI DEPARTMENT OF ENVIRONMENTAL QUALITY

Chris Wells, Executive Director

August 6, 2026

VIA ELECTRONIC MAIL

Response Systems, Inc. (RSI)
Attention: Jarrah Strobach and Justin Heim
513 US State Hwy 60 E #116
Republic, MO 65738
jestrobach@r-s-i.us
jheim@r-s-i.us

Re: *Confirmation/Correction of Bid received for the MDEQ Invitation for Bids to provide Occupational Safety Health Administration (OSHA) Training Services in Accordance with 29 CFR 1910.120 Hazardous Waste Operations and Emergency Response (HAZWOPER) – RFx3160007907 MDEQ-IFB05272026 ("IFB")*

Dear Mr. Strobach and Mr. Heim:

Thank you for RSI's submittal in response to the above-referenced IFB. All the bids received by MDEQ for this IFB have clear insufficiencies in one or more sections of the IFB's requirements. To ensure fairness, MDEQ is setting a strict deadline for all vendors to correct any insufficient sections of their submitted bids.

RSI's bid had insufficiencies regarding the following section of the IFB as of the submittal deadline of 3:00 p.m. CDT on July 7, 2026:

Section 1.2 Bid Acceptance Period and Submission Requirements:

- Attachment E – Project References – Not included in the thirty (30) page limit of the bid.
 - Comment: RSI provided the Attachment E without identification of which member(s) of the proposed Project Team participated and what role they served for each project identified on Attachment E by the bid submittal deadline. Subsequent document was received by MDEQ on July 22, 2026. Please confirm the updated Attachment E provided by RSI is what RSI would like MDEQ to utilize for purposes of this requirement in response to this letter.

PURCHASING DIVISION

POST OFFICE BOX 2249 • JACKSON, MISSISSIPPI 39225-2249 • Tel: (601) 961-5107 • www.mdeq.ms.gov

AN EQUAL OPPORTUNITY EMPLOYER

- Certificate of Good Standing: Provide proof from Mississippi Secretary of State demonstrating that the Bidder is in good standing to do business in Mississippi – not included in the thirty (30) page limit of the bid.

Please carefully review the above-mentioned IFB section, including the specific requirements under this section, and the bid you originally submitted on July 7, 2026, when providing any corrected documentation. Any documentation provided by RSI after the original submittal deadline will not be considered **except as provided in response to this letter.**

Please submit this information to Ms. Aveleka Moore, within seven (7) business days from your receipt of this letter, but by no later than 5:00 p.m. CDT on August 14, 2026, to amoore@mdeq.ms.gov or delivered by mail to:

RFx3160007907 MDEQ-IFB05272026 for OSHA Training Services in accordance with 29 CFR 1910.120 HAZWOPER
Attn: Aveleka Moore
700 North State Street
Jackson, Mississippi 39202

Failure to provide the requested information from this letter by the deadline prescribed will restrict MDEQ to evaluating the bid as originally submitted as of the original submittal deadline.

Thank you for your attention to this matter.

Sincerely,

Aveleka Moore

Aveleka Moore,
MDEQ Bid Coordinator

Aveleka Moore

From: Randy Cardonell <rcardonell@r-s-i.us>
Sent: Thursday, August 6, 2026 1:05 PM
To: Aveleka Moore
Cc: Jarrah Strobach; Justin Heim
Subject: RFx3160007907 MDEQ-IFB05272026.

This Message Is From an External Sender

This message came from outside your organization.

Hello Ms. Aveleka,

In response to your request for a Certificate in Good Standing for the State of Mississippi, please note that we are currently not a registered business in Mississippi. Upon award we will submit the application and pay the appropriate fees and filings. We do have certificates of Good Standing in the states where we are incorporated and the State of Operations.

The process to become a registered business with the Mississippi Secretary of State and get a certificate of Good Standing would cost \$525.00. Please advise if the other two certificates of Good Standing will meet your request during the evaluation process.

I did call and leave a message, but I thought an email might allow me to explain better.

Randy

Randy Cardonell, MEd.,

RHIA, AEMT

Chief Operations Officer

☎ (620) 376-8317

🌐 www.r-s-i.us

✉ rcardonell@r-s-i.us



Collaborate-Innovate-Elevate



Contact URL:

Website URL:



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Aveleka Moore

From: Randy Cardonell <rcardonell@r-s-i.us>
Sent: Tuesday, August 11, 2026 12:58 PM
To: Aveleka Moore
Cc: Justin Heim; Jarrah Strobach
Subject: RFx3160007907 MDEQ-IFB05272026 for OSHA Training Services in accordance with 29 CFR 1910.120 HAZWOPER
Attachments: RSI Attachment E RFx3160007907.pdf

This Message Is From an External Sender

This message came from outside your organization.

Attachment E – Project References – Not included in the thirty (30) page limit of the bid. o Comment: RSI provided the Attachment E without identification of which member(s) of the proposed Project Team participated and what role they served for each project identified on Attachment E by the bid submittal deadline. Subsequent document was received by MDEQ on July 22, 2026. Please confirm the updated Attachment E provided by RSI is what RSI would like MDEQ to utilize for purposes of this requirement in response to this letter

Yes, the last one we sent upon your request matches the "Attachment E" included in this email.

Certificate of Good Standing: Provide proof from Mississippi Secretary of State demonstrating that the Bidder is in good standing to do business in Mississippi – not included in the thirty (30) page limit of the bid.

Response Systems Inc is currently not a registered business in Mississippi because we have not previously needed to register. Registering as a business with the Mississippi Secretary of State and obtaining a certificate of Good Standing would cost \$525.00. Upon contract award we will submit the application and pay the appropriate fees and filings. We do have certificates of Good Standing in the states where we are incorporated and the State of Operations. We request these two certificates of Good Standing will meet your criteria during the evaluation process.

Randy

**Randy Cardonell, MEd.,
RHIA, AEMT**

Chief Operations Officer

☎ (620) 376-8317

🌐 www.r-s-i.us

✉ rcardonell@r-s-i.us



Collaborate-Innovate-Elevate

RECEIVED
JUL 22 2026
PURCHASING DIV.

ATTACHMENT E
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CONFIRMED
AUG 11 2026
PURCHASING DIV.

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Dates of Service: June & Aug 2016

Contact Person: Steve Hoeger

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Telephone number: 816-404-1000

E-mail address: mayorhoeger@plattecity.org

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