

Proposal in Response to:

**City of North Port**

**RFP NO. 2025-01**

**Emergency Response Services, Debris  
Management Services, and Ancillary  
Preparation/Recovery Services**

4970 City Hall Boulevard, Suite 337

North Port, FL 34286

March 25, 2025 - 2:00 PM ET



**Ceres Environmental Services, Inc.**

Contact Person

Tia Laurie, Corporate Secretary

[contact@ceresenv.com](mailto:contact@ceresenv.com)

Tel. (800) 218-4424

Fax (866) 228-5636

6371 Business Boulevard Suite 100

Sarasota, Florida 34240

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March 24, 2025

City of North Port  
Attn: Keith Raney, Senior Contract Administrator  
Finance Department / Purchasing Division  
4970 City Hall Boulevard, Suite 337  
North Port, FL 34286

**RE: RFP NO. 2025-01 Emergency Response Services, Debris Management Services, And Ancillary Preparation/Recovery Services**

Due: March 25, 2025, at 2:00 PM ET

Dear Evaluation Committee:

We are pleased to submit the enclosed proposal for the **City of North Port RFP NO. 2025-01 Emergency Response Services, Debris Management Services, And Ancillary Preparation/Recovery Services**. Ceres Environmental Services, Inc. is a national leader in disaster recovery and a government contracting firm capable of providing personnel, equipment, and resources to respond to any disaster event rapidly and efficiently. Our services include debris removal and separation, demolition and hazardous material management, debris reduction and site management, hazard tree, limb and stump removal, and the collection/generation of FEMA-required project documentation.

**Ceres has been the disaster response contractor for North Port since 2019.** In October 2024, we were activated by the City following the landfall of Hurricane Milton. Ceres removed 11,700 cubic yards of debris, and reduced over 69,000 cubic yards by grinding, hauling the resulting mulch to the final disposal site. All North Port debris removal and disposal activities were **completed within the 100% FEMA maximum reimbursement period**.

In 2022, Ceres responded to the City of North Port following Hurricane Ian. During this project, Ceres hauled and **2,446,843 cubic yards** of debris, including 2,132,800 CY of vegetative debris, 314,051 CY of C&D, and 3,334 CY of waterway debris. We trimmed and cut 29,255 hazardous trees. We coordinated 283 trucks and averaged 151,765 CY of debris hauling a week. Ceres achieved a key goal for the City by completing debris clean up before the start of MLB Spring Training.

In Florida, Ceres has loaded, hauled, managed, reduced, and disposed of over **17,000,000 cubic yards of debris across 91 client activations since 2016**, including North Port. This along with being a Florida-based corporation has helped Ceres build trusted relationships with Florida Division of Emergency Management, Florida Department of Environmental Protection, and Florida Department of Transportation to provide disaster guidance and quickly permit debris sites.

From 2016 to 2024, Ceres has responded to multiple large-scale events across the U.S. each year with tens of contracts performed simultaneously. The quick bullets highlight Ceres' extensive experience and unique capabilities for North Port.

- Across the U.S., Ceres has loaded, hauled, managed, reduced, and disposed of **over 56,000,000 cubic yards of debris**.
- Ceres has managed over **60,000 Right-of-Entries**.
- Ceres maintains **\$2 Billion** in bonding capacity. Bonding capacity is indicative of financial health.
- Ceres has a demonstrated ability to maintain account receivables of more than **\$188.8 Million** without any work stoppages.
- Ceres owns the largest fleet of equipment in the industry – **2,019 pieces of equipment**.



- Ceres owns the largest internal reduction capacity in the industry – **over 120,000 CYs per day** with 17 grinders and 10 air curtain incinerators.
- Ceres has **61 full-time disaster response field management employees** with specific experience in project management, quality control, and safety practices enforcement. The 16 most senior of our disaster response management team have a **combined 344 years of experience**.
- Ceres received an **"Exceptional"** rating from the U.S. Army Corps of Engineers for projects resulting from Hurricane Michael in Southwest Georgia, Hurricane Irma/Maria in the U.S. Virgin Islands, and Hurricane Katrina in Louisiana.
- During the U.S. Army Corps of Engineers Southwest Georgia Debris Mission following Hurricane Michael, Ceres averaged 769,000 cubic yards of debris for the first 3 weeks of the project with a peak hauling capacity of **140,000 cubic yards in a single day**. This project was performed simultaneously with 4 other projects. When these 4 projects are included, Ceres peak hauling capacity was over **200,000 cubic yards per day**.

Ceres Disaster Recovery Division is headquartered in Sarasota, FL, less than 40 miles from North Port, providing an excellent location from which to manage our post-disaster work in the City. If an event affects our Sarasota office, Ceres maintains other offices in Houma, LA, Houston, TX, Brooklyn Park, MN, and Cameron Park, CA providing us great continuity of operations to quickly step in and assume responsibility for disaster response.

David A. McIntyre, Sole Shareholder and President; John Ulschmid, Vice President; and Tia Laurie, Corporate Secretary have signature authority to bind the company and can all be reached by calling Ceres' toll-free number (800) 218-4424.

We look forward to the opportunity to continue to be your supplier of disaster debris management services.

Sincerely,

A handwritten signature in blue ink, appearing to read "Tia Laurie", is written over a light blue horizontal line.

Tia Laurie  
Corporate Secretary  
Ceres Environmental Services, Inc.



## 2 REFERENCES AND PERFORMANCE QUESTIONNAIRE VERIFICATION

### 2.1 Past Projects Related to Scope of Work

Ceres Environmental Services, Inc. has been working actively in the disaster recovery business since our founding in 1976, completing over 400 FEMA-reimbursed projects. Below is a selection of our past projects over the last five (5) years directly related to the scope of work; additional details on our past performance are available upon request.

#### North Port Projects

Please refer to **Section 2.3, Experience with North Port** for additional information on our North Port Projects.

Owner & Location	Value	CY	Time Period	Description
North Port, FL	\$722,259	11,700 Hauled 69,120 Grinding	Oct 2024 – Feb 2025	Removal, reduction and disposal of debris following Hurricane Milton
North Port, FL	\$42,031,396	2,446,843	Oct 2022 – Mar 2023	Removal of Debris Following Hurricane Ian

#### Additional Past Projects

Owner & Location	Value	CY	Time Period	Description
Cape Coral, FL	\$314,122	24,613	Oct 2024 – Feb 2025	Removal, reduction and disposal of debris following Hurricane Milton
Daytona Beach, FL	\$944,547	57,822	Oct 2024 – Jan 2025	Removal, reduction and disposal of debris following Hurricane Milton
DeBary, FL	\$322,112	17,969	Oct 2024 – Jan 2025	Removal, reduction and disposal of debris following Hurricane Milton
Deltona, FL	\$754,457	49,888	Oct 2024 – Jan 2025	Removal, reduction and disposal of debris following Hurricane Milton
Hardee County, FL	\$919,594	62,930	Oct 2024 – Feb 2025	Removal, reduction and disposal of debris following Hurricane Milton
Holmes Beach, FL	\$1,744,948	104,128	Oct 2024 – Dec 2025	Removal, reduction and disposal of debris following Hurricane Helene
Holmes Beach, FL	\$408,152	22,840	Oct 2024 – Jan 2025	Removal, reduction and disposal of debris following Hurricane Milton
Indian River County, FL	\$1,029,653	52,105	Oct 2024 – Feb 2025	Removal, reduction and disposal of debris following Hurricane Milton
Longwood, FL	\$157,196	8,030	Oct 2024 – Jan 2025	Removal, reduction and disposal of debris following Hurricane Milton
Maitland, FL	\$139,639	5,434	Oct 2024 – Jan 2025	Removal, reduction and disposal of debris following Hurricane Milton
Ocoee, FL	\$344,016	16,548	Nov 2024 – Feb 2025	Removal, reduction and disposal of debris following Hurricane Milton
Palmetto, FL	\$14,757	820	Oct 2024	Removal, reduction and disposal of debris following Hurricane Helene
Palmetto, FL	\$1,911,035	88,273	Nov – Dec 2024	Removal, reduction and disposal of debris following Hurricane Milton
Pasco County, FL	\$3,548,185	101,811	Nov 2024 – Feb 2025	Removal, reduction and disposal of debris following Hurricane Milton
Port Orange, FL	\$1,202,899	71,452	Oct 2024 – Jan 2025	Removal, reduction and disposal of debris following Hurricane Milton
Sarasota, FL	\$48,366	T&M	Oct 2024	Removal, reduction and disposal of debris following Hurricane Helene
Sarasota, FL	\$2,987,184	100,827	Oct 2024 – Feb 2025	Removal, reduction and disposal of debris following Hurricane Milton
Sumter County, FL	\$2,465,381	78,148	Oct 2024 – Feb 2025	Removal, reduction and disposal of debris following Hurricane Milton
Temple Terrace, FL	\$2,646,364	91,542	Oct 2024 – Feb 2025	Removal, reduction and disposal of debris following Hurricane Milton

Owner & Location	Value	CY	Time Period	Description
Hillsborough County, FL	\$23,172,248	792,531	Oct 2024 - Feb 2025	Removal, reduction and disposal of debris following Hurricane Helene.
Bessemer, NC	\$45,776	4,066	Oct – Dec 2024	Removal, reduction and disposal of debris following Hurricane Helene.
Bradenton, FL	\$2,299,665	204,957	Oct 2024 – Jan 2025	Removal, reduction, and disposal of debris following Hurricane Milton.
Glynn County, GA	\$4,658,469	81,774	Oct 2024 – Mar 2025	Removal, reduction and disposal of debris following Hurricane Helene.
Bryan County, GA	\$1,641,256	64,638	Sep 2024 – Jan 2025	Removal, reduction and disposal of debris following Hurricane Helene.
Lincoln County, GA	\$2,219,878	112,842	Oct 2024 – Jan 2025	Removal, reduction and disposal of debris following Hurricane Helene.
Longboat Key, FL	\$214,390	8,439	Sep– Nov 2024	Removal, reduction and disposal of debris following Hurricane Helene.
Palm Bay, FL	\$434,580	21,101	Oct 2024 – Jan 2025	Removal, reduction and disposal of debris following Hurricane Milton.
Pembroke, GA	\$270,314	12,818	Oct 2024 – Jan 2025	Removal, reduction and disposal of debris following Hurricane Helene.
Sarasota County, FL	\$13,474,578	689,103	Oct 2024 – Feb 2025	Removal, reduction, and disposal of debris following Hurricane Milton.
Thunderbolt, GA	\$42,011	2,382	Oct 2024 – Jan 2025	Removal, reduction, and disposal of debris following Hurricane Helene.
Holmes Beach, FL	\$408,152	22,840	Oct 2024 – Jan 2025	Removal, reduction, and disposal of debris following Hurricane Milton.
Tampa, FL	\$2,953,009	105,984	Oct 2024 – Jan 2025	Removal, Reduction and Disposal of debris following Hurricane Milton. Removed hazardous hangers from 2500 trees.
The Villages, FL	\$260,736	12,467	Oct 2024 – Jan 2025	Removal, reduction and disposal of debris following Hurricane Milton
Columbia County, FL	\$2,916,875	208,654	Oct – Dec 2024	Removal, reduction and disposal of debris following Hurricane Helene.
Gainesville, FL	\$937,813	55,596	Oct – Dec 2024	Removal, reduction and disposal of debris following Hurricane Helene.
Tallahassee, FL	\$404,081	22,869	Oct – Dec 2024	Removal, reduction and disposal of debris following Hurricane Helene.
Washington, GA	\$226,320	10,306	Oct – Nov 2024	Removal, reduction and disposal of debris following Hurricane Helene.
FDOT, District 1 - Sarasota/Manatee Counties, FL	\$40,491	1,050 Vacuumed 27 Storm drains	Oct 2024	Removal and disposal of debris following Hurricane Helene. Clearing of storm drains.
Mt. Dora, FL	\$384,013	20,420	Oct – Dec 2024	Removal reduction and disposal of debris, hazardous leaners and hangers following Hurricane Milton.
Wellington, FL	\$38,821	4,734	Oct 2024	Removal and disposal of debris following Hurricane Milton.
Franklin County, FL	\$56,102	3,419	Oct, 2024	Removal and disposal of debris following Hurricane Helene.
Houston, TX	\$10,997,239	688,963	July – Oct 2024	Removed, hauled, reduced and disposed of vegetative and C&D debris. Removed hazardous leaners and cut hazardous limbs from 13,626 trees.
Glynn County, GA	\$133,914	9,191	Aug – Sep 2024	Removed, reduced and disposed of vegetative debris following Hurricane Debby
Pearland, TX	\$3,153,688	195,471	July – Sep 2024	Disaster Debris Removal following Hurricane Beryl. Removed, hauled, reduced and disposed of vegetative and C&D debris. Removed hazardous leaners and cut hazardous hanging limbs from 1,541 trees

Owner & Location	Value	CY	Time Period	Description
Kaufman County, TX	\$817,371	55,512	July – Sep 2024	Disaster Debris Removal following a severe wind event in May 2024. Removed, hauled, reduced (open burn) vegetative debris. Removed hazardous leaners and cut hazardous hanging limbs from 3,730 trees
Columbia County, FL	\$330,528	26,223	Aug – Sep 2024	Disaster Debris Removal following Hurricane Debby. Removed, hauled, and reduced (open burn) vegetative debris.
LaPorte, TX	\$218,278	14,180	Aug – Sep 2024	Disaster Debris Removal following Hurricane Beryl. Removed and hauled C&D debris to final disposal site.
Sarasota, FL	\$28,737	1,863	Aug 2024	Disaster Debris Removal following Hurricane Debby. Removed and hauled C&D debris to final disposal site.
Sarasota County, FL	\$169,259	11,271	Aug 2024	Disaster Debris Removal following Hurricane Debby. Removed and hauled C&D and mixed debris to final disposal site.
Sugar Land, TX	\$1,785,409	80,725	July – Aug 2024	Disaster Debris Removal following Hurricane Beryl. Removed, hauled, reduced, and disposed of vegetative and C&D debris. Cut hazardous hangers from over 6,000 trees.
El Lago, TX	\$193,132	13,137	July – Aug 2024	Disaster Debris Removal following Hurricane Beryl. Removed, hauled, reduced and disposed of vegetative and C&D debris.
El Campo, TX	\$1,243,701	69,135	July – Sep 2024	Disaster Debris Removal following Hurricane Beryl. Removed, hauled, reduced and disposed of vegetative and C&D debris.
Seabrook, TX	\$429,132	26,379	July – Aug 2024	Disaster Debris Removal following Hurricane Beryl. Removed, hauled, reduced and disposed of vegetative and C&D debris.
Richwood, TX	\$840,897	52,276	July – Aug 2024	Disaster Debris Removal following Hurricane Beryl. Removed, hauled, reduced and disposed of vegetative and C&D debris.
Morgan's Point, TX	\$161,493	10,784	July - Sep 2024	Disaster Debris Removal following Hurricane Beryl. Removed, hauled, reduced, and disposed of vegetative and C&D debris.
Surfside Beach, TX	\$97,273	4,841	July – Aug 2024	Disaster Debris Removal following Hurricane Beryl. Removed, hauled, and disposed of C&D debris.
Katy, TX	\$98,294	6,407	July – Aug 2024	Disaster Debris Removal following Hurricane Beryl. Removed, hauled, reduced, and disposed of vegetative and C&D debris.
Palacios, TX	\$290,095	24,992	July – Aug 2024	Disaster Debris Removal following Hurricane Beryl. Removed, hauled, and disposed of vegetative and C&D debris. Removed hazardous trees and hanging limbs from 339 trees.
Kemah, TX	\$67,384	4,178	July – Aug 2024	Disaster Debris Removal following Hurricane Beryl. Removed, hauled, reduced, and disposed of vegetative and C&D debris.

Owner & Location	Value	CY	Time Period	Description
West University Place, TX	\$302,711	13,468	July – Aug 2024	Disaster Debris Removal following Hurricane Beryl. Removed and disposed of vegetative and C&D debris. Removed hazardous limbs from 2,227 trees.
Danbury, TX	\$169,116	11,695	July – Aug 2024	Disaster Debris Removal following Hurricane Beryl. Removed, hauled, reduced, and disposed of vegetative and C&D debris. Removed hazardous limbs from 164 trees.
Matagorda County, TX	\$85,691	8,603	July – Aug 2024	Disaster Debris Removal following Hurricane Beryl. Removed, hauled, and disposed of vegetative debris.
City of Morgan's Point Resort, TX	\$572,039	37,205	July – Aug 2024	Disaster Debris Removal following a severe wind event in May 2024. Removed, hauled, reduced, and disposed of vegetative debris. Removed hazardous trees and hazardous limbs from 139 trees.
East Feliciana Parish, LA	\$226,304	19,981	June – July 2024	Disaster debris removed reduced, and disposed following a severe wind event in May 2024 – South Side of Parish
Bell County, TX	\$771,793	55,274	June – July 2024	Disaster debris removal and disposal following a severe wind event in May 2024. Removed, hauled, reduced, and disposed of 55,274 CY of debris; removed 98 hazardous trees and hazardous limbs from 841 trees.
Garland, TX	\$1,087,415	Time & Materials	June – July 2024	Disaster debris removal and disposal following a severe wind event in May 2024
Tallahassee, FL	\$7,422,563	456,086	May– Aug 2024	Disaster debris removal, reduction and disposal following a May 2024 tornado. Removed, hauled, reduced and disposed of vegetative and C&D debris
Maury County, TN	\$638,522	37,139	May – Aug 2024	Disaster debris removal following a May 2024 tornado. Managed ROW and private property debris removal and disposal. Removed 274 hazardous trees and hazardous limbs from 163 trees. Extracted 15 stumps.
St. Martin Parish, LA	\$336,619	31,640	May – June 2024	Disaster debris removal, and disposal following a severe wind event in May
San Marcos, TX	\$239,658	23,200	May – June 2024	Disaster debris removal and disposal following a wind event in May 2024
East Feliciana Parish, LA	\$218,829	17,359	May 2024	Disaster debris removal, reduction and disposal following a severe wind event in May 2024 – North Side of Parish.
Slidell, LA	\$13,217.40	Hourly	Apr 2024	Cut and Push following a tornado
St. Tammany Parish, LA	\$729,185	55,171	Apr 2024	Disaster debris removal following an EF2 tornado.
Rockdale County, GA	\$346,773	30,606	Apr 2024	Disaster debris removal, reduction, and disposal following an EF2 tornado
FDOT Dist. 2 – Taylor Co., FL	\$426,431	35,042	Feb – Mar 2024	Debris removal and disposal from private roads following Hurricane Idalia
Merced County, CA	\$1,732,223	65,978	July 2023 – Mar 2024	Removal and reduction of Debris following flood event
Cape Coral, FL	\$2,923,339.56	Time and Materials	Oct 2023 – Apr 2024	Private Property Debris Removal from vacant lots following Hurricane Ian
FDOT Dist. 2 – Taylor Co., FL	\$30,991,644	1,752,129	Sep 2023 – Feb 2024	Removal and reduction of Debris following Hurricane Idalia



Owner & Location	Value	CY	Time Period	Description
Columbia County, FL	\$663,803	52,643	Sep – Nov 2023	Removal and reduction of Debris following Hurricane Idalia
Taylor County, FL	\$365,308	23,614	Sep - Nov 2023	Removal and reduction of Debris following Hurricane Idalia
St. Tammany Parish, LA	\$8,381,699	381,333 LF	Sep 2022 - Sep 2023	Removal of debris from waterways throughout the Parish.
City of Perry, FL	\$249,218	15,715	Sep - Oct 2023	Removal and reduction of Debris following Hurricane Idalia
Glynn County, GA	\$332,556	25,440	Sep – Nov 2023	Removal and reduction of debris following Hurricane Idalia
State of Vermont	\$634,553	1,855.7 CY Veg & 5920 Tons C&D	July – Sep 2023	Removal of Debris Following July Severe Flooding Event
Shreveport, LA	\$2,180,607	195,220	July – Sep 2023	Removal of Debris Following June Major Storm
Tulare County, CA	\$231,921.72	5,982.25	Mar – Sep 2023	Removal of Debris Following Flood Disaster
Harris County, TX	\$423,305.10	21,152.35	June – July 2023	Removal of Debris Following June Windstorm
Carroll County, MS	\$362,202	34,613	Mar – July 2023	Removal of Debris Following Mar Mississippi Tornados
Williamson County, TX	\$3,422,753	95,550	Mar-June 2023	Removal of Debris Following Winter Storm Mara
Cameron Parish, LA	\$153,950	7,444	Mar – June 2023	Management of debris generated from Hurricanes Laura & Delta from private property.
Austin, TX	\$2,895,125	235,346	Feb -Mar 2023	Removal of Debris Following Winter Storm Mara
Arcadia, FL	\$1,400,512	97,379	Sep 2022 – Nov 2022	Removal of Debris Following Hurricane Ian
Bradenton, FL	\$588,862	34,738	Sep – Nov 2022	Removal of Debris Following Hurricane Ian
Cape Coral, FL	\$64,888,996	2,707,047	Sep 2022 – May 2023	Removal of Debris Following Hurricane Ian
Deltona, FL	\$1,735,331	142,427	Oct 2022 – Feb 2023	Removal of Debris Following Hurricane Ian
FDOT, Dist. 1- Collier Co.	\$18,486	440 trees 240 CY	Dec 2022	Removal of Debris Following Hurricane Ian
FDOT, Dist. 1 - Hendry Co.	\$17,259	1,218	Jan 2023	Removal of Debris Following Hurricane Ian
FDOT, Dist. 1- Lee Co.	\$820,572	45,262	Oct 2022 – Feb 2023	Removal of Debris Following Hurricane Ian
FDOT, Dist. 1- Manatee Co.	\$935,156	45,768	Oct 2022 – Feb 2023	Removal of Debris Following Hurricane Ian
FDOT, Dist. 1 - Sarasota Co.	\$1,346,299	67,002	Oct 2022 – Feb 2023	Removal of Debris Following Hurricane Ian
Hardee County, FL	\$2,712,465	170,673	Sep 2022 – Nov 2022	Removal of Debris Following Hurricane Ian
Holmes Beach, FL	\$168,790	8,481	Oct – Nov 2022	Removal of Debris Following Hurricane Ian
Indian River County, FL	\$138,002	9,952	Oct – Nov 2022	Removal of Debris Following Hurricane Ian
Longwood, FL	\$236,358	14,485	Oct 2022 – Nov 2022	Removal of Debris Following Hurricane Ian
Manatee County, FL	\$2,091,469	136,011	Oct 2022 – Dec 2022	Removal of Debris Following Hurricane Ian
Melbourne, FL	\$358,039	37,043	Oct 2022 – Dec 2022	Removal of Debris Following Hurricanes Ian and Nicole
Mt. Dora, FL	\$112,132	8,774	Sep – Dec 2022	Removal of Debris Following Hurricanes Ian and Nicole
Palmetto, FL	\$309,118	26,293	Oct 2022 – Nov 2022	Removal of Debris Following Hurricane Ian

Owner & Location	Value	CY	Time Period	Description
Sarasota County, FL	\$623,932	54,499	Sep 2022 – Jan 2023	Removal of Debris Following Hurricane Ian
Sarasota, FL (City of)	\$2,405,850	114,340	Oct 2022 – Jan 2023	Removal of Debris Following Hurricane Ian
Sebastian, FL	\$28,353	3,161	Oct 2022	Removal of Debris Following Hurricane Ian
Seminole County, FL	\$2,573,750	182,533	Oct 2022 – Jan 2023	Removal of Debris Following Hurricane Ian
Wellington, FL	\$39,052	3,387	Oct 2022	Removal of Debris Following Hurricane Ian
Winter Park, FL	\$270,711	19,822	Oct – Nov 2022	Removal of Debris Following Hurricane Ian
City of Cedar Rapids, IA	\$781,869.60	52 Acres	Mar – June 2022	Removal of debris and cleaning of drainageway
City of Cedar Rapids, IA	\$518,591	42 Acres	Mar – June 2022	Debris Clearance and Removal Services
St. Helena Parish, LA	\$5,036,779	349,389	Sep 2021 – Apr 2022	Removal and disposal of debris following Hurricane Ida
Kenner, LA	\$5,015,066	239,906	Sep - Dec 2021	Removal and disposal of debris following Hurricane Ida
East Feliciana Parish, LA	\$1,123,044	32,252	Sep - Dec 2021	Removal and disposal of debris following Hurricane Ida
Mandeville, LA	\$5,576,418	306,702	Sep-Dec 2021	Removal and disposal of debris following Hurricane Ida
Covington, LA	\$3,550,181	230,300	Sep - Dec 2021	Removal and disposal of debris following Hurricane Ida
Westwego, LA	\$298,695	18,787	Sep – Dec 2021	Removal and disposal of debris following Hurricane Ida
Denham Springs, LA	\$984,710	70,589	Sep-Nov 2021	Removal and disposal of debris following Hurricane Ida
Gonzales, LA	\$1,493,917	106,041	Sep - Oct 2021	Removal and disposal of debris following Hurricane Ida
New Orleans, LA Zone 1	\$2,635,055	112,085	Sep- Jan 2022	Removal and disposal of debris following Hurricane Ida
New Orleans, LA Zone 2	\$2,149,393	72,289	Sep- Jan 2022	Removal and disposal of debris following Hurricane Ida
New Orleans, LA Zone 3	\$2,436,468	97,421	Sep- Jan 2022	Removal and disposal of debris following Hurricane Ida
Richwood, TX	\$140,461	11,437	Sep-Oct 2021	Removal and disposal of debris in response to Tropical Storm Nicholas
Thibodaux, LA	\$1,653,961	105,691	Aug – Nov 2021	Removal and disposal of debris following Hurricane Ida
Livingston Parish, LA	\$23,019,328	1,322,210	Aug 2021 – Jan 2022	Removal and disposal of debris following Hurricane Ida
Harris County, TX	\$398,476	Hourly + 3,932 CY	Mar – Apr 2021	Removal and disposal of debris in response to Winter Storm Uri.
Linn County, IA	\$89,353	3,284	June-Aug 2021	Removal of waterway debris following the 2020 Derecho in Iowa
Sabine River Auth., LA	\$5,560,812	119,572	Feb-May 2021	Removal of Hurricane Laura debris from levee systems
Pearland, TX	\$43,695	2,210	Feb-Mar 2021	Debris removal and disposal services as a result of Winter Storm Uri.
Nacogdoches, TX	\$243,58	Hourly	Mar – Apr 2021	Removal and disposal of debris generated by Winter Storm Uri.
Calumet, OK	\$99,755	9,509.60	Dec 2020	Ice storm debris removal within the City limits of Calumet.
Oklahoma City, OK	\$487,300	5000 Tons	Dec 2020 - Current	Removal and disposal of vegetative debris generated by the 2020 ice storm.
Piedmont, OK	\$453,242	40,573.70	Nov - Dec 2020	Vegetative debris removal as a result of the 2020 ice storm.
New Orleans, LA Zone 1	\$884,403	42,742	Nov - Dec 2020	Debris removal, processing, and disposal as a result of Hurricane Zeta.
New Orleans, LA Zone 3	\$534,109	20,244	Nov - Dec 2020	Debris removal, processing, and disposal as a result of Hurricane Zeta.
Kingfisher, OK	\$377,799	46,241.50	Nov - Dec 2020	Ice storm debris removal within the City limits of Kingfisher.

Owner & Location	Value	CY	Time Period	Description
El Reno, OK	\$1,381,052	98,408.50	Nov - Dec 2020	Vegetative debris removal as a result of the 2020 ice storm.
Lafourche Parish, LA	\$773,850	57,130	Nov 2020 - Jan 2021	Removal, reduction and disposal of debris generated by Hurricane Zeta.
Nederland, TX	\$296,976	36,155.87	Oct - Nov 2020	Debris removal as a result of Hurricane Delta.
Scott, LA	\$370,425	16,099.15	Oct - Nov 2020	Removal and disposal of debris generated from Hurricane Delta.
St. Martin Parish, LA	\$587,092	30,600.80	Oct - Nov 2020	Debris removal, reduction and disposal as a result of Hurricane Delta.
Allen Parish, LA	\$8,526,706	550,846.00	Sep - Dec 2020	Collection and disposal of debris generated from Hurricane Laura.
Escambia County School Board, FL	\$793,494	5,732.70	Sep - Oct 2020	Debris removal and disposal as a result of Hurricane Sally.
Santa Rosa County, FL	\$9,394,981	595,746	Sep 2020 – Feb 2021	Collection, reduction and disposal of debris generated from Hurricane Sally.
Vermilion Parish, LA	\$4,905,458	265,883.85	Sep 2020 - Jan 2021	Hurricane Laura debris removal and disposal.
Linn County, IA	\$9,476,677	681,998	Sep 2020 - Jan 2021	Removal and disposal of debris resulting from Aug derecho.
Pharr, TX	\$254,362	29,995.55	Aug – Sep 2020	Hurricane Hanna debris collection, reduction, and disposal.
Linn County, IA	\$6,662,897	479,167.52	Aug - Sep 2020	Removal and disposal of debris resulting from Aug derecho.
Hidalgo County, TX	\$1,489,567	187,135.05	Aug - Sep 2020	Hurricane Hanna debris collection and disposal.
Cameron Parish, LA	\$28,880,677	1,151,059	Aug 2020 – May 2021	Removal and disposal of debris generated from Hurricane Laura and Hurricane Delta.
City of Edinburg, TX	\$931,991	109,904.70	Aug – Sep 2020	Debris removal and disposal as a result of Hurricane Hanna.
Santa Rosa County, FL	\$618,321	47,518	May – June 2020	Debris removal and disposal as a result of severe weather in Apr 2020.
Jones County, MS	\$3,273,295	240,056.40	May – Aug 2020	Collection, reduction by air curtain incineration, and disposal following tornado
Hamilton County, TN	\$5,369,509	409,504.30	Apr – June 2020	Tornado debris collection, reduction, and disposal.
CalRecycle	\$246,156,950	768,458 tons; 3083 ROEs	Jan 2019 – May 2020	Wildfire Structure and Debris removal in Butte County, CA Camp Fire
USACE; Southwest GA, multiple counties	\$134,159,610	4,271,053	Oct 2018 – Mar 2019	Removal of debris and hauling following Hurricane Michael within 13 Southwest Georgia Counties.
USACE; Sacramento, CA	\$37,652,633	84,000 tons	Jan 2018- June 2018	Wildfire Structure and Debris Removal, Reduction, Hauling and Disposal in Lake, Mendocino, and Napa Counties, California
USACE – Virgin Islands	\$55,448,300	1,029,505	Oct 2017 – May 2019	Removal and reduction of debris resulting from Hurricanes Irma and Maria; site management and restoration
City of Albany, GA	\$4,541,937	340,779	Feb-May 2019	Removal of debris resulting from Hurricane Michael
Dougherty County GA	\$1,664,063	41,879	Feb-May 2019	Removal of debris resulting from Hurricane Michael

**Attachment 5  
REFERENCES/CLIENT LISTING**

The Proposer (Firm/Company) shall demonstrate a minimum of three (3) consecutive years' experience of providing DEBRIS MANAGEMENT/DISASTER RECOVERY services as the **prime contractor** and at least in one (1) event; the prime contractor in a jurisdiction of at least 50,000 people. Proposers shall demonstrate meeting this minimum qualification requirement in the reference section of the Response Form. Proposers shall provide ALL requested information in the Contact and Qualifications Form to demonstrate meeting this requirement. Proposer's not demonstrating minimum similar and acceptable experience may be deemed non-responsible. In the event the Proposer has performed work for the City of North Port, the City's experience shall be considered when evaluating references for determining a responsible Proposer.

The timeline for referenced projects is **January 2021 through December 2023**. The Proposer shall demonstrate a project with the earliest completion date in 2021 and the latest completion date in 2023. Attach additional sheets if necessary. [See attached for additional references listing clients that have returned completed questionnaires.](#)

1. Business/Customer Name: City of North Port, FL

Name of Contact Person/Title: Frank Lama, Solid Waste Manager

Telephone# (941) 240-8074 Fax N/A E-mail flama@northportfl.gov

Address 1100 North Chamberlain Blvd., North Port, FL 34286

Phone Number (941) 240-8074

Duration of Contract or business relationship Hurricane Ian Disaster Debris Removal Project: 10/2022 - 3/2023  
Hurricane Milton Disaster Debris Removal Project: 10/2024 - 12/2024

Type of Services Provided Disaster Debris Clearance and Removal Services - Removed, hauled, reduced, and disposed of 2,129,459 CY vegetative debris. Removed, hauled and disposed of 232,204 CY C&D. Trimmed and cut 29,255 hazardous trees.

2. Business/Customer Name: City of Cape Coral, FL

Name of Contact Person/Title: Terry B. Schweitzer, Solid Waste Manager

Telephone# (239) 573-3136 Fax N/A E-mail tschweitzer@capecoral.gov

Address P.O. Box 150027, Cape Coral, Florida 33915

Phone Number (239) 573-3136

Duration of Contract or business relationship Hurricane Ian Disaster Debris Removal Project: 9/2022 - 5/2023

Type of Services Provided Emergency Disaster Assistance and Debris Removal Services: Collected, hauled, processed, and disposed of 2,713,179 CY of debris that included over 750,000 CY of waterway debris. Cut and trimmed 8,259 hazardous trees.

**THIS PAGE MUST BE SUBMITTED WITH PROPOSAL**



3. Business/Customer Name: City of Houston, TX  
Name of Contact Person/Title: Helvia Quinones, Deputy Director South Operations, Solid Waste Management Department

Telephone# (832) 917-7514 Fax N/A E-mail helvia.quinones@houston.tx.gov

Address 611 Walker, 12th Floor, Houston, TX 77002

Phone Number (832) 917-7514

Duration of Contract or business relationship Hurricane Beryl Disaster Debris Removal Project: 7/2024 - 10/2024  
Disaster Debris Removal Services: Collected, removed, hauled, reduced, and disposed of 688,963 CY of debris. Cut and trimmed 13,626 hazardous trees. \*Note that Ceres was activated in Houston 10 days after other contractors, when the City realized they needed additional resources to manage the large volume of debris generated from the event.

4. Business/Customer Name: Glynn County, GA

Name of Contact Person/Title: Danny Smith, Public Works Director

Telephone# (912) 554-7746 Fax N/A E-mail Danny.Smith@glynncounty-ga.gov

Address 4145 Norwich Street Ext, Brunswick, GA 31520

Phone Number (912) 554-7746

Duration of Contract or business relationship Hurricane Helene Disaster Debris Removal Project: 10/2024 - 3/2025

Type of Services Provided Debris Removal and Disposal Services: Collected, hauled, reduced, and disposed of 81,744 CY of debris. Cut and trimmed 1,408 hazardous trees.

5. Business/Customer Name: City of Bradenton, FL

Name of Contact Person/Title: Jim McLellan, P.E., Public Works Director, Public Works & Utilities Department

Telephone# (941) 708-6300 Fax N/A E-mail jim.mclellan@cityofbradenton.com

Address 1411 9th Street West, Bradenton, FL 34205

Phone Number (941) 708-6300

Duration of Contract or business relationship Hurricane Milton Disaster Debris Removal Project: 10/2024 - 1/2025

Type of Services Provided Disaster Debris Removal and Disposal Services: Collected, hauled, reduced, and disposed of 204,957 CY of debris. Cut and trimmed 825 hazardous trees.

COMPANY NAME: Ceres Environmental Services, Inc.

SIGNATURE: 

THIS PAGE MUST BE SUBMITTED WITH PROPOSAL

### Additional Reference List

The following table contains additional references that completed and returned the reference questionnaire by the proposal due date. Ceres Environmental Services, Inc. has a long record of successful contract performance. Many of our customers have provided formal evaluations or letters of recommendation that attest to our strong performance and record of customer service and satisfaction. Additional references and letters of reference are available upon request.

Event	Contract Activity	Government Entity	Amount	Contract Period
Hurricane Beryl	Debris Management Services	Pearland, TX	\$3,153,688 195,471 CY	July – September 2024
	<b>Point of Contact:</b> Laurie Rodriguez, Environmental Services Superintendent; 3519 Liberty Dr., Pearland, TX 77581; Tel. (281) 652-1813; <a href="mailto:lrodriguez@pearlandtx.gov">lrodriguez@pearlandtx.gov</a>			
Hurricane Helene	Disaster Recovery Services	Longboat Key, FL	\$214,390 8,439 CY	November 2024 - January 2025
	<b>Point of Contact:</b> Mark Richardson, Street, Facilities, Parks & Recreation Manager; 501 Bay Isles Road, Longboat Key, FL 34228; (941) 316-6411; <a href="mailto:mrichardson@longboatkey.org">mrichardson@longboatkey.org</a>			
Hurricane Milton	Emergency Debris Hauling and Disposal Services	Mount Dora, FL	\$384,013 20,420 CY	October – December 2024
	<b>Point of Contact:</b> George Marek, Director of Public Works Department, 900 N Donnelly Street, Mount Dora, FL 32757, Tel: (352) 735-7151, <a href="mailto:marekg@cityofmounddora.com">marekg@cityofmounddora.com</a>			

ATTACHMENT 5

REFERENCE AND PERFORMANCE QUESTIONNAIRE VERIFICATION FORM

RFP 2025-01 EMERGENCY RESPONSE SERVICES, DEBRIS MANAGEMENT SERVICES, AND ANCILLARY  
PREPARATION/RECOVERY SERVICES

<b>1. Contractor Information (Proposer information)</b>
FIRM NAME: <u>Ceres Environmental Services, Inc.</u>
ADDRESS: <u>6371 Business Boulevard, Suite 100, Sarasota, FL 34240</u>
Telephone number#: <u>(800) 218-4424</u>
E-mail: <u>contact@ceresenv.com</u>
Point of Contact <u>Tia Laurie,</u> Contact Phone Number <u>(800) 218-4424</u> <u>Corporate Secretary</u>
2. Worked Performed as <input checked="" type="checkbox"/> Prime <input type="checkbox"/> Sub Contractor <input type="checkbox"/> Joint Venture <input type="checkbox"/> Other (Explain) Percent of project work performed <u>100%</u> If Subcontractor, who was the prime (Name/Phone #) <u>N/A</u>
<b>3. CONTACT INFORMATION</b>
Contract Number: <u>2022-17PW</u>
Contract Type: <input checked="" type="checkbox"/> Firm Fixed Price <input type="checkbox"/> Cost Reimbursement <input type="checkbox"/> Other (please specify): _____
Contract Title: <u>Disaster Debris Clearance and Removal Services</u>
Contract Location: <u>City of North Port, FL</u>
Award Date (mm/dd/yy) <u>9/29/2022 (Project start date)</u>
Actual Completion Date: <u>2/25/2023</u>
Original Contract Price (Award Amount): <u>N/A - Fixed Unit Pricing</u>
Final Contract Price (to include all modifications, if applicable): <u>\$42,031,396</u>
Explain the Difference: <u>N/A</u>
<b>4. PROJECT DESCRIPTION: Complexity of Work</b> <input checked="" type="checkbox"/> HIGH <input type="checkbox"/> MED <input type="checkbox"/> ROUTINE How is this project relevant to project submission? <u>Emergency debris removal following Hurricane Ian. Removed, hauled, reduced and disposed of 2,129,459 CY of vegetative debris. Removed hauled and disposed of 232,204 CY of C&amp;D, trimmed and cut 29,255 hazardous trees. North Port has a population of over 50,000 people.</u>



**5. CLIENT INFORMATION**

Name: Frank Lama Title: Solid Waste Manager  
 Name of Entity: City of North Port, FL  
 Phone Number: (941) 240-8074  
 E-Mail: flama@northportfl.gov

PERFORMANCE EVALUATION	(CHECK) "YES" OR "NO"
1. Was the scope of work performed similar in nature?	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> NO
2. Did this company have the proper resources and personnel by which to get the job done? If no, please describe: _____ _____	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> NO
3. Were any problems encountered with the company's work performance? If yes, please describe: _____ _____	<input type="checkbox"/> YES OR <input checked="" type="checkbox"/> NO
4. How long did the company/individual work for you?	Years: _____ Months: <u>6</u>
5. On a scale of 1 to 10, 10 being best, how would you rate the overall work performance, considering professionalism; final product; personnel; resources. Rate from 1 to 10. (10 being highest)	<u>10</u>
6. If the opportunity were to present itself, would you rehire this company? If no, please state why: _____	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> NO
7. Date Questionnaire completed	(mm/dd/yy) <u>3/19/25</u>

8. Please provide any additional comments pertinent to this company and the work performed for you (you may use additional pages): \_\_\_\_\_

— Grest Company!  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

— Frank Lama  
 Signature





**5. CLIENT INFORMATION**

Name: Frank Lama Title: Solid Waste Manager  
 Name of Entity: North Port, FL  
 Phone Number: (941) 240-8074  
 E-Mail: flama@northportfl.gov

PERFORMANCE EVALUATION	(CHECK) "YES" OR "NO"
1. Was the scope of work performed similar in nature?	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> NO
2. Did this company have the proper resources and personnel by which to get the job done? If no, please describe: _____ _____	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> NO
3. Were any problems encountered with the company's work performance? If yes, please describe: _____ _____	<input type="checkbox"/> YES OR <input checked="" type="checkbox"/> NO
4. How long did the company/individual work for you?	Years: _____ Months: <u>2</u>
5. On a scale of 1 to 10, 10 being best, how would you rate the overall work performance, considering professionalism; final product; personnel; resources. Rate from 1 to 10. (10 being highest)	<u>10</u>
6. If the opportunity were to present itself, would you rehire this company? If no, please state why: _____	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> NO
7. Date Questionnaire completed	(mm/dd/yy) <u>3/19/25</u>

8. Please provide any additional comments pertinent to this company and the work performed for you (you may use additional pages):

— Great Company!  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

— Frank Lama  
 Signature

ATTACHMENT 5

REFERENCE AND PERFORMANCE QUESTIONNAIRE VERIFICATION FORM

RFP 2025-01 EMERGENCY RESPONSE SERVICES, DEBRIS MANAGEMENT SERVICES, AND ANCILLARY  
PREPARATION/RECOVERY SERVICES

<b>1. Contractor Information (Proposer information)</b>
FIRM NAME: <u>Ceres Environmental Services, Inc.</u>
ADDRESS: <u>6371 Business Boulevard Suite 100, Sarasota, Florida 34240</u>
Telephone number#: <u>(800) 218-4424</u>
E-mail: <u>contact@ceresenv.com</u>
Point of Contact <u>Tia Laurie, Corporate Secretary</u> Contact Phone Number <u>(800) 218-4424</u>
2. Worked Performed as <input checked="" type="checkbox"/> Prime <input type="checkbox"/> Sub Contractor <input type="checkbox"/> Joint Venture <input type="checkbox"/> Other (Explain) Percent of project work performed <u>100 %</u> If Subcontractor, who was the prime (Name/Phone #) _____
<b>3. CONTACT INFORMATION</b> Contract Number: <u>CON-PW18-78MM/A</u>  Contract Type: <input checked="" type="checkbox"/> Firm Fixed Price <input type="checkbox"/> Cost Reimbursement <input type="checkbox"/> Other (please specify): _____  Contract Title: <u>Emergency Disaster Assistance and Debris Removal following Hurricane Ian</u>  Contract Location: <u>Cape Coral, FL</u>  Award Date (mm/dd/yy) <u>09/27/2022</u> (project start date)  Actual Completion Date: <u>May, 1 2023</u>  Original Contract Price (Award Amount): <u>\$15,000,000</u>  Final Contract Price (to include all modifications, if applicable): <u>\$64,888,996</u>  Explain the Difference: <u>Extended through modifications as additional work was added</u>
<b>4. PROJECT DESCRIPTION: Complexity of Work</b> <input checked="" type="checkbox"/> HIGH <input type="checkbox"/> MED <input type="checkbox"/> ROUTINE How is this project relevant to project submission? <u>Collecting, hauling, processing and disposal of 2,713,179 CY of Vegetative and C&amp;D debris this included over 750,000 CY of waterway debris. Cut and trimmed 8,259 hazardous trees. Cape Coral has a population of over 50,000 people.</u>



**5. CLIENT INFORMATION**

Name: Terry B. Schweitzer Title: Solid Waste Manager  
 Name of Entity: Cape Coral, FL  
 Phone Number: (239) 573-3136  
 E-Mail: tschweitzer@capecoral.gov

PERFORMANCE EVALUATION	(CHECK) "YES" OR "NO"
1. Was the scope of work performed similar in nature?	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> NO
2. Did this company have the proper resources and personnel by which to get the job done? If no, please describe: _____ _____	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> NO
3. Were any problems encountered with the company's work performance? If yes, please describe: _____ _____	<input type="checkbox"/> YES OR <input checked="" type="checkbox"/> NO
4. How long did the company/individual work for you?	Years: <u>6</u> Months: <u>2</u>
5. On a scale of 1 to 10, 10 being best, how would you rate the overall work performance, considering professionalism; final product; personnel; resources. Rate from 1 to 10. (10 being highest)	<u>10</u>
6. If the opportunity were to present itself, would you rehire this company? If no, please state why: _____	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> NO
7. Date Questionnaire completed	(mm/dd/yy) <u>03/20/2025</u>

8. Please provide any additional comments pertinent to this company and the work performed for you (you may use additional pages): SEE ATTACHED Reference letter

Signature \_\_\_\_\_



March 20, 2025

To whom it may concern:

I offer sincere appreciation for Ceres Environmental Services' rapid recovery services during one of the most powerful and destructive storms to ever hit the US. The project scope included over 127 square miles of land and 1,500 miles of roadway. Ever since we signed our contract, they have provided the highest quality of communications and responsiveness with even better customer service. Our deadlines were met earlier than expected, and they quickly resolved any issues that arose without reservation. Our recovery could not have been successful without them. The professional leadership of their field team to rapidly mobilize and ramp up with full-time personnel and numerous subcontractors is a testimony to the dedication of their staff and the positive relationship built with all levels of the City's government making them a reliable partner to us.

Immediately after the storm passed, Ceres mobilized with a large volume of equipment and personnel to begin vegetative debris removal. The Ceres team, and their subcontractor, were well equipped to, not only, meet the physical demand, but also extremely familiar with the tedious requirements related to federal funding. Key staff within the Ceres organization provided excellent customer service and addressed all citizen concerns with a sense of urgency and professionalism. While Cape Coral's debris removal activities were being well maintained by CERES, City of Cape Coral Public Works staff were able to focus on different infrastructure recovery efforts. At the 60-day mark of the declared disaster, Ceres had removed over 1,800,00 cubic yards of vegetation and C&D from city streets. At project completion, Ceres collected, chipped, and disposed of 1,510,773 cubic yards of vegetative debris and collected, staged, and disposed of 454,308 cubic yards of C&D in only four (4) months, this included two weeklong holiday breaks.

In addition to the right-of-way removal, a unique facet to the recovery was Ceres also planned and successfully conducted both land-based and water-based debris removal of vegetation knocked down by Ian and non-vegetative debris blown into the canal or damaged by the storm surge. The scope of this project included collecting, chipping, and disposing of 750,000 cubic yards of vegetative debris and collecting and disposing of 800 cubic yards of C&D in over 400 miles of both saltwater and freshwater canals while supporting the city's efforts in protecting waterfowl, wading birds, migrant songbirds, gopher tortoises, dolphins, and reptiles. The total removed for the post-hurricane debris removal project totaled over 2.7 million cubic yards of debris.



## CITY OF CAPE CORAL

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Given Ceres' dedication to the city and their incredible work, I am happy to supply this reference. I would recommend Ceres and their team for any disaster recovery and waterway debris removal project.

Sincerely,

Terry B. Schweitzer  
Solid Waste Manager  
City of Cape Coral  
239-573-3136  
[tschweitzer@capecoral.gov](mailto:tschweitzer@capecoral.gov)

TS/lm



**ATTACHMENT 5**

**REFERENCE AND PERFORMANCE QUESTIONNAIRE VERIFICATION FORM**

**RFP 2025-01 EMERGENCY RESPONSE SERVICES, DEBRIS MANAGEMENT SERVICES, AND ANCILLARY  
PREPARATION/RECOVERY SERVICES**

<b>1. Contractor Information (Proposer information)</b>
<b>FIRM NAME:</b> Ceres Environmental Services, Inc.
<b>ADDRESS:</b> 6371 Business Boulevard Suite 100, Sarasota, Florida 34240
<b>Telephone number#:</b> (800) 218-4424
<b>E-mail:</b> contact@ceresenv.com
<b>Point of Contact</b> Tia Laurie, Corporate Secretary <b>Contact Phone Number</b> (800) 218-4424
<b>2. Worked Performed as</b> <input checked="" type="checkbox"/> Prime <input type="checkbox"/> Sub Contractor <input type="checkbox"/> Joint Venture <input type="checkbox"/> Other (Explain) <b>Percent of project work performed</b> 100 % <b>If Subcontractor, who was the prime (Name/Phone #)</b>
<b>3. CONTACT INFORMATION</b> <b>Contract Number:</b> N/A  <b>Contract Type:</b> <input checked="" type="checkbox"/> Firm Fixed Price <input type="checkbox"/> Cost Reimbursement <input type="checkbox"/> Other (please specify):  <b>Contract Title:</b> Disaster Debris Removal following Hurricane Beryl.  <b>Contract Location:</b> Houston, TX  <b>Award Date (mm/dd/yy)</b> 7/18/2024 - project start date  <b>Actual Completion Date:</b> 10/2/2024  <b>Original Contract Price (Award Amount):</b> n/a - unit based price  <b>Final Contract Price (to include all modifications, if applicable):</b> \$10,997,239  <b>Explain the Difference:</b> n/a
<b>4. PROJECT DESCRIPTION: Complexity of Work</b> <input checked="" type="checkbox"/> HIGH <input type="checkbox"/> MED <input type="checkbox"/> ROUTINE <b>How is this project relevant to project submission?</b>  Removed, hauled, reduced and disposed of vegetative and C&D debris. Removed hazardous leaners and cut hazardous hanging limbs from 13,626 trees.

**CITY OF NORTH PORT**  
**REQUEST FOR PROPOSAL NO. 2025-01 EMERGENCY RESPONSE SERVICES, DEBRIS MANAGEMENT SERVICES, AND ANCILLARY PREPARATION/RECOVERY SERVICES**

**5. CLIENT INFORMATION**

Name: Helvia Quinones Title: Deputy Director South Operations  
 Name of Entity: Solid Waste Management Department; Houston, TX  
 Phone Number: (832) 917-7514  
 E-Mail: helvia.quinones@houstontx.gov

PERFORMANCE EVALUATION	(CHECK) "YES" OR "NO"
1. Was the scope of work performed similar in nature?	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> <u>NO</u>
2. Did this company have the proper resources and personnel by which to get the job done? If no, please describe: <u>Yes, CERES had all the proper equipment and personnel needed to complete the task.</u> <u>-</u>	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> <u>NO</u>
3. Were any problems encountered with the company's work performance? If yes, please describe: <u>There were no problems encounter with the company</u> <u>-</u>	<input type="checkbox"/> YES OR <input checked="" type="checkbox"/> <u>NO</u>
4. How long did the company/individual work for you?	Years: <u>0</u> Months: <u>3</u>
5. On a scale of 1 to 10, 10 being best, how would you rate the overall work performance, considering professionalism; final product; personnel; resources. Rate from 1 to 10. (10 being highest)	<u>10</u>
6. If the opportunity were to present itself, would you rehire this company? If no, please state why: _____	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> <u>NO</u>
7. Date Questionnaire completed	(mm/dd/yy) <u>3/17/2025</u>

8. Please provide any additional comments pertinent to this company and the work performed for you (you may use additional pages): The City of Houston, Solid Waste Department colabored with CERES Environmental in the aftermath of

Hurricane Beryl. During the responce period, CERES provided daily status reports and coordinated resources to effectively remove all debris caused by the storm. They also addressed complaints from citizens regarding property damage in a timely manner. Although CERES began operations 10 days after two other contractors, they were able to complete their tasks efficiently.

DocuSigned by:

Mark Wilfalk

Signature





# CITY OF HOUSTON

Department Name

**John Whitmire**

Mayor

Mark Wilfalk  
Director  
P.O. Box 1562  
Houston, Texas 77251-1562

T. 832-393-0454  
F. 832-393-0333  
[www.houstontx.gov](http://www.houstontx.gov)

Reference Letter – City of Houston

Ceres Environmental

Mr. Rob Smith

Director of Disaster Recovery

This letter expresses the City of Houston's support for Ceres Environmental Services. In the aftermath of Hurricane Beryl, which devastated Houston on July 8th, Ceres demonstrated exceptional efficiency and professionalism. They mobilized immediately upon receiving the go-ahead and successfully managed the removal and disposal of large quantities of debris, establishing multiple debris sites within the first week. Their dedication to safety and timely execution helped achieve early project completion, which was remarkable.

Ceres rapidly reached a high debris hauling capacity. By the third day of operations, they had achieved a daily production of 17,530 cubic yards, exceeding our expectations. They maintained this impressive performance for several weeks, deploying up to 62 trucks and consistently hauling between 20,000 and 25,000 cubic yards of debris each day. Their incredible efforts to remove debris from the rights-of-way as quickly and safely as possible assisted our residents in getting back on their feet.

Thousands of trees were affected by wind damage, requiring either hazard tree removal or the clearance of hazardous hangers to ensure public safety. In total, Ceres managed 13,511 trees and transported the resulting vegetative debris to the designated site for mulching and beneficial use.

I would like to commend the Ceres team's exceptional responsiveness and creativity throughout this disaster response project. Despite being engaged later than the other contractors, the Ceres project leadership team excelled with impressive dedication, organization, and efficiency. Their team implemented a well-structured approach, brought in the necessary equipment and manpower, kept us consistently informed, and ultimately completed their portion of the project ahead of schedule.

Ceres is a highly capable disaster management company. Their personnel are experts in this industry, and I genuinely appreciated their transparency and communication throughout all aspects of this project. I highly recommend Ceres for any disaster management initiative.

DocuSigned by:

*Mark Wilfalk*

Mark Wilfalk, Director

Solid Waste Management Department

ATTACHMENT 5

REFERENCE AND PERFORMANCE QUESTIONNAIRE VERIFICATION FORM

RFP 2025-01 EMERGENCY RESPONSE SERVICES, DEBRIS MANAGEMENT SERVICES, AND ANCILLARY  
PREPARATION/RECOVERY SERVICES

<b>1. Contractor Information (Proposer information)</b>	
FIRM NAME: <u>Ceres Environmental Services, Inc.</u>	
ADDRESS: <u>6371 Business Boulevard, Suite 100, Sarasota, FL 34240</u>	
Telephone number#: <u>(800) 218-4424</u>	
E-mail: <u>contact@ceresenv.com</u>	
Point of Contact <u>Tia Laurie,</u> Contact Phone Number <u>(800) 218-4424</u> <u>Corporate Secretary</u>	
2. Worked Performed as <input checked="" type="checkbox"/> Prime <input type="checkbox"/> Sub Contractor <input type="checkbox"/> Joint Venture <input type="checkbox"/> Other (Explain) Percent of project work performed <u>100%</u> If Subcontractor, who was the prime (Name/Phone #) <u>N/A</u>	
<b>3. CONTACT INFORMATION</b>	
Contract Number: <u>C-RFP 22039</u>	
Contract Type: <input checked="" type="checkbox"/> Firm Fixed Price <input type="checkbox"/> Cost Reimbursement <input type="checkbox"/> Other (please specify): _____	
Contract Title: <u>Debris Removal and Disposal Services - Hurricane Helene</u>	
Contract Location: <u>Glynn County, GA</u>	
Award Date (mm/dd/yy) <u>10/7/2024 (Project start date)</u>	
Actual Completion Date: <u>3/5/2025</u>	
Original Contract Price (Award Amount): <u>N/A - Unit Price contract</u>	
Final Contract Price (to include all modifications, if applicable): <u>\$4,658,469.31</u>	
Explain the Difference: <u>N/A</u>	
<b>4. PROJECT DESCRIPTION: Complexity of Work</b> <input checked="" type="checkbox"/> HIGH <input type="checkbox"/> MED <input type="checkbox"/> ROUTINE How is this project relevant to project submission? <u>Disaster debris removal, hauling, reduction and disposal of 81,774 Cy of debris. Trimming and cutting 1,408 hazardous trees. Glynn County has a population over 50,000 people.</u>	



**5. CLIENT INFORMATION**

Name: Danny Smith Title: Public Works Director  
 Name of Entity: Glynn County, GA  
 Phone Number: (912) 554-7746  
 E-Mail: Danny.Smith@glynncounty-ga.gov

PERFORMANCE EVALUATION	(CHECK) "YES" OR "NO"
1. Was the scope of work performed similar in nature?	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> NO
2. Did this company have the proper resources and personnel by which to get the job done? If no, please describe: _____ _____	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> NO
3. Were any problems encountered with the company's work performance? If yes, please describe: <u>NO issues or problems</u> <u>Very responsive</u>	<input type="checkbox"/> YES OR <input checked="" type="checkbox"/> NO
4. How long did the company/individual work for you?	Years: <u>4</u> Months: _____
5. On a scale of 1 to 10, 10 being best, how would you rate the overall work performance, considering professionalism; final product; personnel; resources. Rate from 1 to 10. (10 being highest)	<u>10</u>
6. If the opportunity were to present itself, would you rehire this company? If no, please state why: _____	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> NO
7. Date Questionnaire completed	(mm/dd/yy) <u>03/17/25</u>

8. Please provide any additional comments pertinent to this company and the work performed for you (you may use additional pages): \_\_\_\_\_

Ceres is a pleasure to work with,  
responsive and professional

Danny Smith  
 Signature

**ATTACHMENT 5**

**REFERENCE AND PERFORMANCE QUESTIONNAIRE VERIFICATION FORM**

**RFP 2025-01 EMERGENCY RESPONSE SERVICES, DEBRIS MANAGEMENT SERVICES, AND ANCILLARY  
PREPARATION/RECOVERY SERVICES**

<b>1. Contractor Information (Proposer information)</b>
<b>FIRM NAME:</b> Ceres Environmental Services, Inc.
<b>ADDRESS:</b> 6371 Business Boulevard Suite 100, Sarasota, Florida 34240
<b>Telephone number#:</b> (800) 218-4424
<b>E-mail:</b> contact@ceresenv.com
<b>Point of Contact</b> Tia Laurie, Corporate Secretary <b>Contact Phone Number</b> (800) 218-4424
<b>2. Worked Performed as</b> <input checked="" type="checkbox"/> Prime <input type="checkbox"/> Sub Contractor <input type="checkbox"/> Joint Venture <input type="checkbox"/> Other (Explain) <b>Percent of project work performed</b> 100 % <b>If Subcontractor, who was the prime (Name/Phone #)</b> _____
<b>3. CONTACT INFORMATION</b> <b>Contract Number:</b> RFP #22-031NT  <b>Contract Type:</b> <input checked="" type="checkbox"/> Firm Fixed Price <input type="checkbox"/> Cost Reimbursement <input type="checkbox"/> Other (please specify): _____  <b>Contract Title:</b> Disaster Debris Removal and Disposal Services following Hurricane Milton  <b>Contract Location:</b> Bradenton, FL  <b>Award Date (mm/dd/yy)</b> 10/11/2024 - project start date  <b>Actual Completion Date:</b> 1/30/2025  <b>Original Contract Price (Award Amount):</b> n/a - unit based price  <b>Final Contract Price (to include all modifications, if applicable):</b> \$2,299,665  <b>Explain the Difference:</b> n/a
<b>4. PROJECT DESCRIPTION: Complexity of Work</b> <input checked="" type="checkbox"/> HIGH <input type="checkbox"/> MED <input type="checkbox"/> ROUTINE <b>How is this project relevant to project submission?</b>  Removal, processing and disposal of 204,957 CY of debris. Cut and trimmed 825 hazardous trees. Bradenton has a population of over 50 people.

#### 5. CLIENT INFORMATION

Name: Irvin Lee Title: Public Works/Utilities Director  
 Name of Entity: Bradenton, FL  
 Phone Number: (941) 462 1989  
 E-Mail: irvin.lee@bradentonfl.gov

PERFORMANCE EVALUATION	(CHECK) "YES" OR "NO"
1. Was the scope of work performed similar in nature?	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> NO
2. Did this company have the proper resources and personnel by which to get the job done? If no, please describe: _____ _____ —	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> NO
3. Were any problems encountered with the company's work performance? If yes, please describe: _____ _____ —	<input type="checkbox"/> YES OR <input checked="" type="checkbox"/> NO
4. How long did the company/individual work for you?	Years: _____ Months: <u>4</u>
5. On a scale of 1 to 10, 10 being best, how would you rate the overall work performance, considering professionalism; final product; personnel; resources. Rate from 1 to 10. (10 being highest)	<u>10</u>
6. If the opportunity were to present itself, would you rehire this company? If no, please state why: _____	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> NO
7. Date Questionnaire completed	(mm/dd/yy) <u>3-19-25</u>

8. Please provide any additional comments pertinent to this company and the work performed for you (you may use additional

pages): Ceres was one of two contractors that provided exceptional support and advice through an unprecedented 2024 hurricane season. They were always professional and reflective of the values of the City of Bradenton.

\_\_\_\_\_  
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Irvin Lee

Digitally signed by Irvin Lee  
Date: 2025.03.19 16:35:15 -04'00'

Signature

**ATTACHMENT 5**

**REFERENCE AND PERFORMANCE QUESTIONNAIRE VERIFICATION FORM**

**RFP 2025-01 EMERGENCY RESPONSE SERVICES, DEBRIS MANAGEMENT SERVICES, AND ANCILLARY  
PREPARATION/RECOVERY SERVICES**

<b>1. Contractor Information (Proposer information)</b>
FIRM NAME: <u>Ceres Environmental Services, Inc.</u>
ADDRESS: <u>6371 Business Boulevard, Suite 100, Sarasota, FL 34240</u>
Telephone number#: <u>(800) 218-4424</u>
E-mail: <u>contact@ceresenv.com</u>
Point of Contact <u>Tia Laurie,</u> Contact Phone Number <u>(800) 218-4424</u> <u>Corporate Secretary</u>
2. Worked Performed as <input checked="" type="checkbox"/> Prime <input type="checkbox"/> Sub Contractor <input type="checkbox"/> Joint Venture <input type="checkbox"/> Other (Explain) Percent of project work performed <u>100%</u> If Subcontractor, who was the prime (Name/Phone #) <u>N/A</u>
<b>3. CONTACT INFORMATION</b> Contract Number: <u>N/A</u>  Contract Type: <input checked="" type="checkbox"/> Firm Fixed Price <input type="checkbox"/> Cost Reimbursement <input type="checkbox"/> Other (please specify): _____  Contract Title: <u>Debris Removal and Disposal Services</u>  Contract Location: <u>City of Pearland, TX</u>  Award Date (mm/dd/yy) <u>7/18/2024 (Project start date)</u>  Actual Completion Date: <u>9/17/2024</u>  Original Contract Price (Award Amount): <u>N/A Unit Price Contract</u>  Final Contract Price (to include all modifications, if applicable): <u>\$3,153,688</u>  Explain the Difference: <u>N/A</u>
<b>4. PROJECT DESCRIPTION: Complexity of Work</b> <input checked="" type="checkbox"/> HIGH <input type="checkbox"/> MED <input type="checkbox"/> ROUTINE How is this project relevant to project submission? <u>Emergency disaster debris removal following Hurricane Beryl in a city with a population over 50,000 people. Removed, hauled, reduced and disposed of 195,471 CY of debris and trimmed and cut 1,541 hazardous trees.</u>

# 5. CLIENT INFORMATION

Name: Laurie Rodriguez Title: Environmental Services Superintendent  
 Name of Entity: City of Pearland, TX  
 Phone Number: (281) 652-1813  
 E-Mail: lrodriguez@pearlandtx.gov

PERFORMANCE EVALUATION	(CHECK) "YES" OR "NO"
1. Was the scope of work performed similar in nature?	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> NO
2. Did this company have the proper resources and personnel by which to get the job done? If no, please describe: _____ _____ —	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> NO
3. Were any problems encountered with the company's work performance? If yes, please describe: _____ _____ —	<input type="checkbox"/> YES OR <input checked="" type="checkbox"/> NO
4. How long did the company/individual work for you?	Years: <u>7</u> Months: <u>8</u>
5. On a scale of 1 to 10, 10 being best, how would you rate the overall work performance, considering professionalism; final product; personnel; resources. Rate from 1 to 10. (10 being highest)	<u>10</u>
6. If the opportunity were to present itself, would you rehire this company? If no, please state why: _____	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> NO
7. Date Questionnaire completed	(mm/dd/yy) <u>03/17/25</u>

8. Please provide any additional comments pertinent to this company and the work performed for you (you may use additional pages): \_\_\_\_\_

— Ceres Environmental has always been a valuable partner in debris removal services. They continue to keep us posted throughout the year. As well, they have been very responsive to our requests for meetings and updates during recovery efforts. The team is very professional and we trust their experience and judgment for debris removal services.

Signature Laurie Rodriguez

ATTACHMENT 5

REFERENCE AND PERFORMANCE QUESTIONNAIRE VERIFICATION FORM

RFP 2025-01 EMERGENCY RESPONSE SERVICES, DEBRIS MANAGEMENT SERVICES, AND ANCILLARY  
PREPARATION/RECOVERY SERVICES

<b>1. Contractor Information (Proposer information)</b>	
FIRM NAME: Ceres Environmental Services, Inc.	
ADDRESS: 6371 Business Boulevard, Suite 100, Sarasota, FL 34240	
Telephone number#: (800) 218-4424	
E-mail: contact@ceresenv.com	
Point of Contact Tia Laurie, Corporate Secretary Contact Phone Number (800) 218-4424	
2. Worked Performed as <input checked="" type="checkbox"/> Prime <input type="checkbox"/> Sub Contractor <input type="checkbox"/> Joint Venture <input type="checkbox"/> Other (Explain) Percent of project work performed <u>100</u> % If Subcontractor, who was the prime (Name/Phone #) _____	
<b>3. CONTACT INFORMATION</b>	
Contract Number: <u>RFP 24-051</u>	
Contract Type: <input checked="" type="checkbox"/> Firm Fixed Price <input type="checkbox"/> Cost Reimbursement <input type="checkbox"/> Other (please specify): _____	
Contract Title: <u>Debris Removal Operations - following Hurricane Helene.</u>	
Contract Location: <u>Longboat Key, FL</u>	
Award Date (mm/dd/yy) <u>11/07/2024</u>	
Actual Completion Date: <u>01/11/2025</u>	
Original Contract Price (Award Amount): <u>N/A - Unit Based Pricing</u>	
Final Contract Price (to include all modifications, if applicable): <u>\$214,390</u>	
Explain the Difference: <u>N/A</u>	
<b>4. PROJECT DESCRIPTION: Complexity of Work</b> <input checked="" type="checkbox"/> HIGH <input type="checkbox"/> MED <input type="checkbox"/> ROUTINE How is this project relevant to project submission? <u>Emergency debris removal, reduction and disposal of 8,439CY of debris.</u>	

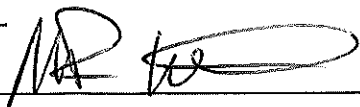


**5. CLIENT INFORMATION**

Name: Mark Richardson Title: Streets, Facilities, Parks & Recreation Manager  
 Name of Entity: Longboat Key, FL  
 Phone Number: (941) 361-6411  
 E-Mail: mrichardson@longboatkey.org

PERFORMANCE EVALUATION	(CHECK) "YES" OR "NO"
1. Was the scope of work performed similar in nature?	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> NO
2. Did this company have the proper resources and personnel by which to get the job done? If no, please describe: _____ _____	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> NO
3. Were any problems encountered with the company's work performance? If yes, please describe: _____ _____	<input type="checkbox"/> YES OR <input checked="" type="checkbox"/> NO
4. How long did the company/individual work for you?	Years: _____ Months: <u>2</u>
5. On a scale of 1 to 10, 10 being best, how would you rate the overall work performance, considering professionalism; final product; personnel; resources. Rate from 1 to 10. (10 being highest)	<u>10</u>
6. If the opportunity were to present itself, would you rehire this company? If no, please state why: _____	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> NO
7. Date Questionnaire completed	(mm/dd/yy) <u>3-18-25</u>

8. Please provide any additional comments pertinent to this company and the work performed for you (you may use additional pages): \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
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 \_\_\_\_\_

\_\_\_\_\_  
 Signature 




**5. CLIENT INFORMATION**

Name: George Marek Title: Director of Public Works Department  
 Name of Entity: Mt. Dora, FL  
 Phone Number: (352) 735-7151  
 E-Mail: marekg@cityofmounddora.com

PERFORMANCE EVALUATION	(CHECK) "YES" OR "NO"
1. Was the scope of work performed similar in nature?	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> NO
2. Did this company have the proper resources and personnel by which to get the job done? If no, please describe: _____ _____	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> NO
3. Were any problems encountered with the company's work performance? If yes, please describe: _____ _____	<input type="checkbox"/> YES OR <input checked="" type="checkbox"/> NO
4. How long did the company/individual work for you?	Years: <u>3</u> Months: _____
5. On a scale of 1 to 10, 10 being best, how would you rate the overall work performance, considering professionalism; final product; personnel; resources. Rate from 1 to 10. (10 being highest)	<u>10</u>
6. If the opportunity were to present itself, would you rehire this company? If no, please state why: _____	<input checked="" type="checkbox"/> YES OR <input type="checkbox"/> NO
7. Date Questionnaire completed	(mm/dd/yy) <u>3/17/2025</u>

8. Please provide any additional comments pertinent to this company and the work performed for you (you may use additional pages):

CRES Management communicates  
very well and is responsive in completing tasks  
we encounter throughout the debris cleanup  
process. Appreciate their help!

  
 Signature

2.3 Experience with North Port

Ceres has a history of working with the City of North Port and has come to know and understand how to work with and for the City. Ceres’ experience with North Port gives us unique insights into the needs of the City, and moving into this next contract, we seek to strengthen the partnership between the City and Ceres. Below is a description of the projects Ceres completed for North Port.

Hurricane Ian Debris Removal Project for the City of North Port

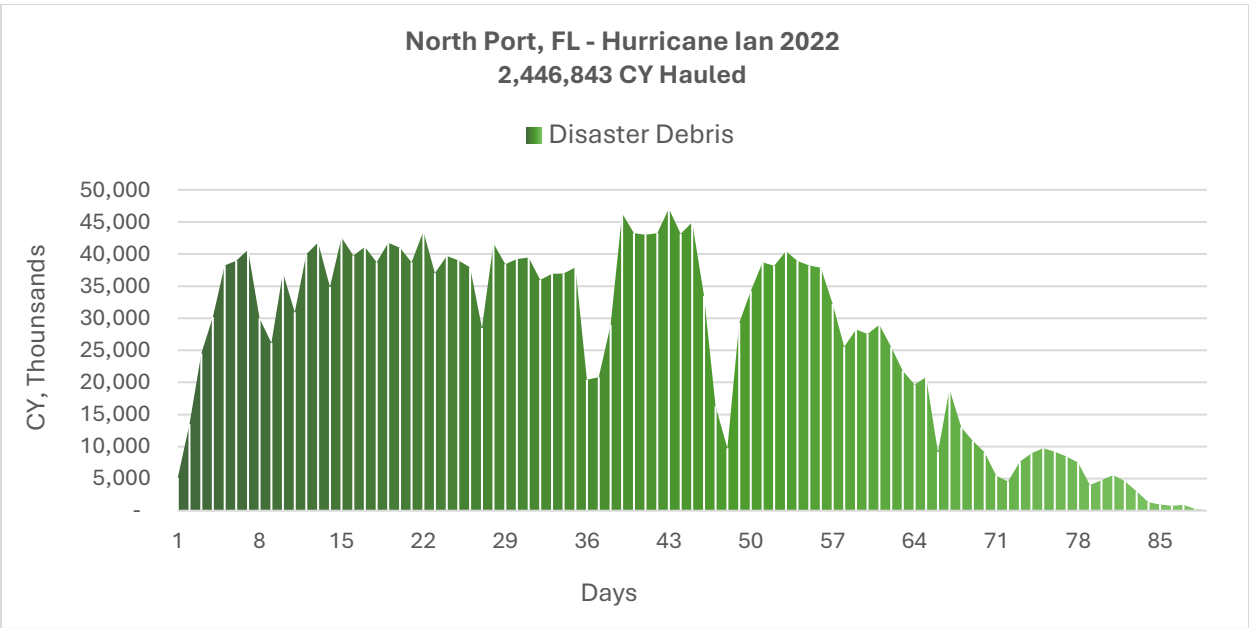
On September 28, 2022, Hurricane Ian made landfall near Fort Myers, Florida, with sustained winds of 150 mph and a storm surge of over 15 feet. Powerful winds caused extensive damage, leaving millions without electricity. The storm surge inundated coastal communities; flooding roads, homes, and businesses and washing away important infrastructure along with vegetation, white goods, and personal belongings.

North Port was hit particularly hard due to its location relative to the storm. Though not directly on the water, its westernmost city line is within 2.5 miles of the coast, and the Myakka, a major river, runs down the center of the City and feeds into the Gulf. Hurricane Ian’s eye ran just south of North Port, but the size and strength of the storm negates that fact. Along with massive amounts of downed and damaged trees due to the Category 4 winds, there was extensive flooding across the City. Within 48 hours of the Hurricane’s landfall, Ceres mobilized Senior personnel to meet with City staff, begin the debris assessment, and start emergency roadway clearance activities.

Ceres quickly reached high production rates and maintained them throughout the project, as shown below. One day production drops are indicative of weather days.

Key Project Successes:

- At the project’s peak, 47,000 cubic yards of debris was hauled in a single day
- North Port’s FEMA reimbursement was maximized due to Ceres’ quick response and expedited performance
- Ceres completed the debris clean up before the start of MLB Spring Training – a key goal of the City



Over the course of 5 months, Ceres hauled 2,446,843 cubic yards (CY) of debris and removed hangers from 20,712 trees and cut 8,543 leaners while coordinating 283 trucks. For this project, we managed 2,132,800 CY of vegetation, 314,051 CY of C&D, and 3,334 CY of waterway debris. Ceres averaged 151,765 cubic yards of debris hauling a week while maintaining more than 20 other projects across the State. We also self-performed the debris grinding work, reducing 2,132,800 CY of debris by grinding.



**Ceres successfully overcame project challenges such as:**

- National attention to the recovery process
- Mobilization to flooded areas
- Retaining effective equipment given the magnitude of the event
- Finding Debris Management Sites large enough to sustain the large amounts of debris
- Locating potable water

**Project Results**

Event	Debris Removed	Debris Reduced by Grinding	Cost of Services
Hurricane Ian 2022	2,446,843 cubic yards	2,132,800 cubic yards	\$ 42,031,396.28

**Hurricane Milton Debris Removal Project for the City of North Port**

Ceres most recently responded to the City of North Port following the landfall of Hurricane Milton. Milton made landfall near Siesta Key, FL, 30 miles north of North Port as a Category 3 storm. The City of North Port initially decided to self-perform debris removal. However, on October 1, 2024, the City executed a Notice to Proceed for Ceres to join in the debris removal and reduction to ensure completion within the 100% FEMA reimbursable period.

Ceres was assigned debris removal north of I-75 in The North Port Estates and performed debris removal for the City’s Homeowner Associations. We completed debris removal in our assigned areas on December 7, 2025, removing 11,700 cubic yards using self-performing crews and a local subcontractor.

Ceres utilized the City’s Yorkshire Debris Management Site (DMS) to reduce all vegetative debris from the event, which included not only the debris that we hauled, but also all debris picked up by City crews, and debris dropped off by citizens. The total debris reduced by grinding was 69,120 cubic yards, with the resulting 31,478 cubic yards of mulch hauled out to the final disposal site, Forestry Resources.

All tasks for the City of North Port were successfully completed within the **100% FEMA reimbursement** period.

**Ceres successfully overcame project challenges such as:**

- National attention to the recovery process
- Retaining effective equipment and personnel given the magnitude of the event
- Successfully completing all work in the City within the 100% FEMA reimbursement period while simultaneously managing 46 other jurisdictions in Florida and Georgia.

**Project Results**

Event	Debris Removed by Ceres	Debris Reduced by Grinding	Cost of Services
Hurricane Milton 2024-2025	11,700 cubic yards	69,120 cubic yards	\$ 722,259

Ceres has successfully completed 2 (two) disaster debris removal projects with the City of North Port. We have included the letter of recommendation that Ceres received from the City following Hurricane Ian, and the completed reference questionnaires from the City are included in **Section 2.2, Reference List and Questionnaires**.



**City of North Port**  
**DEPARTMENT OF PUBLIC WORKS**  
Office: 941.240.8050  
Fax: 941.240.8063



## **MEMORANDUM**

**TO:** Mike Beavers  
Karl Dix

**FROM:** Frank Lama, Solid Waste Manager

**SUBJECT:** Hurricane IAN Cleanup Recommendation Letter

**DATE:** April 21, 2023

---

Dear Mr. Beevers,

It is my pleasure to recommend Ceres Environmental Services, Inc. for their exceptional work in the City of North Port in the aftermath of Hurricane Ian. North Port was among the hardest-hit areas of Florida experiencing significant flooding and strong sustained winds for hours. The hurricane produced millions of cubic yards of vegetative and C&D debris. Your team at Ceres made the completion of this complex, large-scale debris removal project seem easy.

Ultimately, your team collected, hauled, processed, and disposed of over 2.4 million cubic yards of debris, which enabled a faster than anticipated restoration of the North Port community. At the project's peak, 47,000 cubic yards of debris was hauled in a single day. The City especially appreciated that Ceres owned all the reduction equipment mobilized to quickly reduce the incredible amounts of debris. This helped reduce the overall processing times and propel the project forward ahead of other jurisdictions in the area. Due to the quick response and the expedited project, the City was able to maximize FEMA reimbursement with the increased federal cost share granted by FEMA.

Ceres was also able to help us return an essential aspect of our economy back to normal. As you know, each year between February and March, tens of thousands of avid baseball fans visit North Port during MLB spring training to enjoy the weather and watch the Atlanta Braves play. Spring Training is a key economic driver for the City. Each year, Spring Training pumps millions of dollars into our City. Ceres set an ambitious goal to complete the debris cleanup process before the start of spring training, and I'm proud to say that this goal was successfully achieved.

I highly recommend Ceres Environmental Services, Inc. for any future disaster debris management projects. They are a reliable and professional company that exceeded our expectations during our disaster response efforts. Please, feel free to show this letter to potential clients. I would be happy to answer any questions or supply additional information.

Sincerely,

Frank Lama

City of North Port, FL

## 2.4 Florida Disaster Recovery Service Clients: Jan 2021 – Jan 2025

Ceres Environmental Services, Inc. has been working actively in the disaster recovery business since our founding in 1976, completing over 400 FEMA-reimbursed projects. Below is a list of government agency clients in Florida for which Ceres provided emergency debris recovery services in the period from Jan 2021 through Jan 2025. Ceres was the primary contractor on work performed unless otherwise noted, and there are no projects that were part of a joint venture.

Government Agency Name	Value	CY	Project Time Period	Contract Term	Description
North Port, FL	\$722,259	11,700 Hauled 69,120 Reduced by Grinding	Oct 2024 – Feb 2025	May 2019 - May 2025	Removal of debris following Hurricane Milton
North Port, FL	\$42,031,396	2,446,843	Oct 2022 – Mar 2023	May 2019 - May 2025	Removal of Debris Following Hurricane Ian
Cape Coral, FL	\$314,122	24,613	Oct 2024 – Feb 2025	Jan 2019 – Feb 2025	Removal of debris following Hurricane Milton
Daytona Beach, FL	\$944,547	57,822	Oct 2024 – Jan 2025	Sept 2023 – Sept 2026	Removal of debris following Hurricane Milton
DeBary, FL	\$322,112	17,969	Oct 2024 – Jan 2025	Feb 2022 – Feb 2027	Removal of debris following Hurricane Milton
Deltona, FL	\$754,457	49,888	Oct 2024 – Jan 2025	Nov 2022 – Nov 2025	Removal of debris following Hurricane Milton
Hardee County, FL	\$919,594	62,930	Oct 2024 – Feb 2025	Nov 2022 – Dec 2027	Removal of debris following Hurricane Milton
Holmes Beach, FL	\$1,744,948	104,128	Oct 2024 – Dec 2025	June 2020 – May 2025	Removal of debris following Hurricane Helene
Holmes Beach, FL	\$408,152	22,840	Oct 2024 – Jan 2025	June 2020 – May 2025	Removal of debris following Hurricane Milton
Indian River County, FL	\$1,029,653	52,105	Oct 2024 – Feb 2025	Apr 2020 – Apr 2026	Removal of debris following Hurricane Milton
Longwood, FL	\$157,196	8,030	Oct 2024 – Jan 2025	Aug 2024 – Aug 2027	Removal of debris following Hurricane Milton
Longboat Key, FL	\$214,390	8,439	Sept– Nov 2024	July 2024 – July 2029 Secondary	Removal of debris following Hurricane Helene.
Maitland, FL	\$139,639	5,434	Oct 2024 – Jan 2025	May 2024 – May 2027	Removal of debris following Hurricane Milton
Ocoee, FL	\$344,016	16,548	Nov 2024 – Feb 2025	Aug 2024 – Aug 2027	Removal of debris following Hurricane Milton
Palmetto, FL	\$14,757	820	Oct 2024	June 2023 – May 2026	Removal of debris following Hurricane Helene
Palmetto, FL	\$1,911,035	88,273	Nov – Dec 2024	June 2023 – May 2026	Removal of debris following Hurricane Milton
Pasco County, FL	\$3,548,185	101,811	Nov 2024 – Feb 2025	Nov 2024 – Feb 2025	Removal of debris following Hurricane Milton
Port Orange, FL	\$1,202,899	71,452	Oct 2024 – Jan 2025	Sept 2023 – Sept 2026	Removal of debris following Hurricane Milton
Sarasota, FL	\$48,366	T&M; 808	Oct 2024	Mar 2024 – Mar 2027	Removal of debris following Hurricane Helene
Sarasota, FL	\$2,987,184	100,827	Oct 2024 – Feb 2025	Mar 2024 – Mar 2027	Removal of debris following Hurricane Milton
Sumter County, FL	\$2,465,381	78,148	Oct2024 – Febr 2025	July 2022 – July 2025	Removal of debris following Hurricane Milton

Government Agency Name	Value	CY	Project Time Period	Contract Term	Description
Temple Terrace, FL	\$2,646,364	91,542	Oct 2024 – Feb 2025	June 2023 – Sept 2025	Removal of debris following Hurricane Milton
Hillsborough County, FL	\$23,172,248	792,531	Oct 2024 - Feb 2025	Oct 2024 – Feb 2025	Removal of debris following Hurricane Helene.
Bradenton, FL	\$2,299,665	204,957	Oct 2024 – Jan 2025	July 2022 – July 2025	Removal, reduction, and disposal of debris following Hurricane Milton.
Longboat Key, FL	\$214,390	8,439	Sept– Nov 2024	July 2024 – July 2029 Secondary	Removal of debris following Hurricane Helene.
Palm Bay, FL	\$434,580	21,101	Oct 2024 – Jan 2025	June 2022 – May 2025	Removal of debris following Hurricane Milton.
Sarasota County, FL	\$13,474,578	689,103	Oct 2024 – Feb 2025	May 2021 – May 2025	Removal, reduction, and disposal of debris following Hurricane Milton.
Tampa, FL	\$2,953,009	105,984	Oct 2024 – Jan 2025	Oct 2024 – Jan 2025	Removal of debris following Hurricane Milton. Removed hazardous hangers from 2500 trees.
The Villages, FL	\$260,736	12,467	Oct 2024 – Jan 2025	July 2018 – Jan 2025	Removal of debris following Hurricane Milton
Columbia County, FL	\$2,916,875	208,654	Oct – Dec 2024	Aug 2020 – Aug 2025	Emergency cut and push. Removal of debris following Hurricane Helene.
Gainesville, FL	\$937,813	55,596	Oct – Dec 2024	July 2018 – Sept 2025	Removal of debris following Hurricane Helene.
Tallahassee, FL	\$404,081	22,869	Oct – Dec 2024	Jan 2023 – Dec 2028	Removal of debris following Hurricane Helene.
FDOT, District 1 - Sarasota/Manatee Counties, FL	\$40,491	1,050	Oct 2024	Dec 2022 – June 2025	Removal and disposal of debris following Hurricane Helene. Clearing of storm drains - Vacuumed 27 Storm drains.
Mt. Dora, FL	\$384,013	20,420	Oct – Dec 2024	June 2024 – July 2029	Removal reduction and disposal of debris, hazardous leaners and hangers following Hurricane Milton.
Village of Wellington, FL	\$38,821	4,734	Oct 2024	June 2022 – May 2025	Removal and disposal of debris following Hurricane Milton.
Franklin County, FL	\$56,102	3,419	Oct, 2024	Sept 2024 – Sept 2027	Removal and disposal of debris following Hurricane Helene.
Columbia County, FL	\$330,528	26,223	Aug – Sept 2024	Aug 2020 – Aug 2025	Disaster Debris Removal following Hurricane Debby. Removed, hauled, and reduced (open burn) vegetative debris.

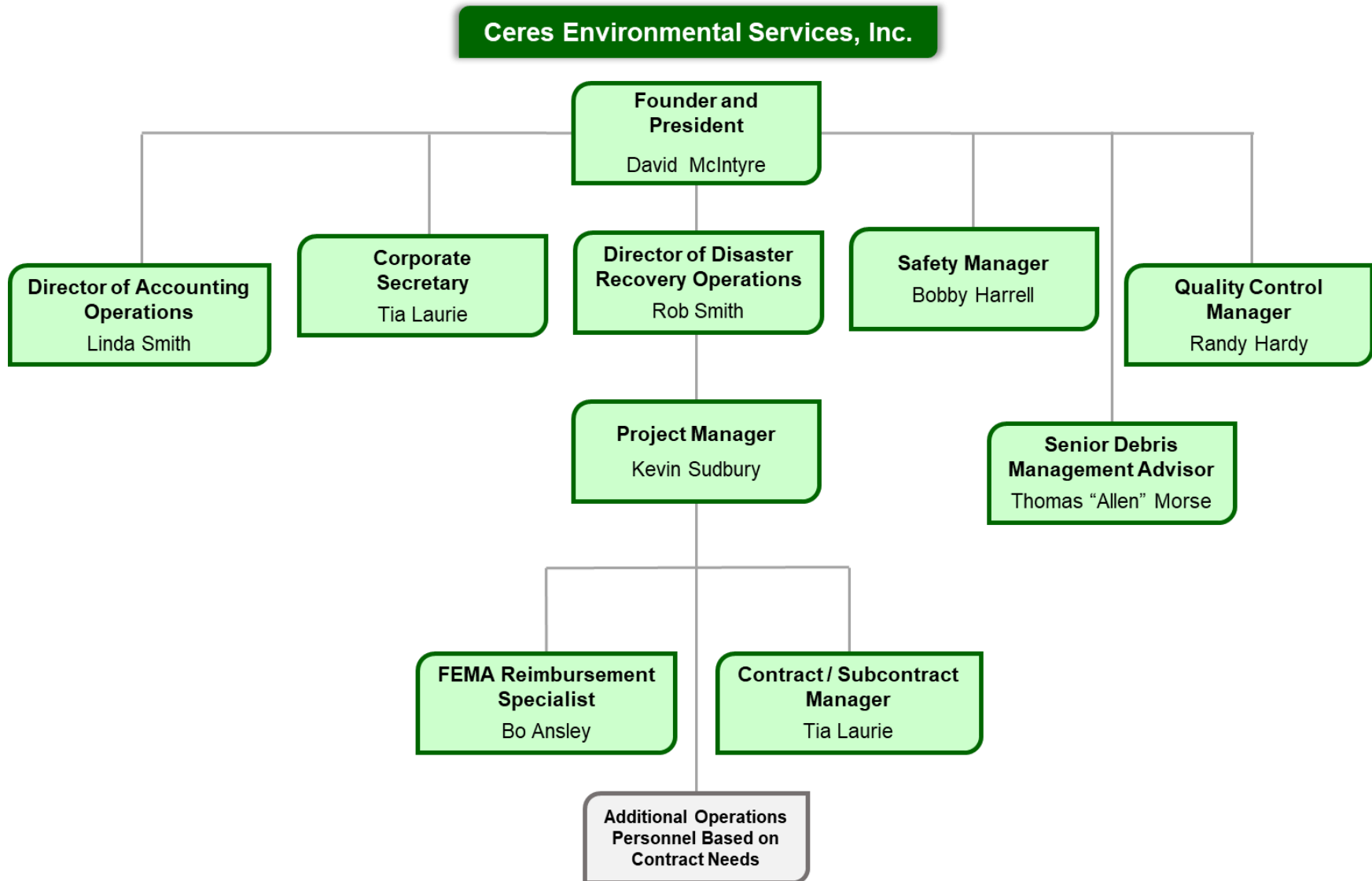


Government Agency Name	Value	CY	Project Time Period	Contract Term	Description
Sarasota, FL	\$28,737	1,863	Aug 2024	Mar 2024 – Mar 2027	Disaster Debris Removal following Hurricane Debby. Removed and hauled C&D debris to final disposal site.
Sarasota County, FL	\$169,259	11,271	Aug 2024	May 2021 – May 2025	Disaster Debris Removal following Hurricane Debby. Removed and hauled C&D and mixed debris to final disposal site.
Tallahassee, FL	\$7,422,563	456,086	May– Aug 2024	Jan 2023 – Dec 2028	Disaster debris removal, reduction and disposal following a May 2024 tornado. Removed, hauled, reduced and disposed of vegetative and C&D debris
FDOT District 2 – Taylor County	\$426,431	35,042	Feb – Mar 2024	Feb – Mar 2024	Debris removal and disposal from private roads following Hurricane Idalia
Cape Coral, FL	\$2,923,339.56	Time and Materials	Oct 2023 – Apr 2024	Jan 2019 – Feb 2025	Private Property Debris Removal from vacant lots following Hurricane Ian
FDOT District 2 – Taylor County, FL	\$30,991,644	1,752,129	Sept 2023 – Feb 2024	Sept – Feb 2024	Removal and reduction of Debris following Hurricane Idalia
Columbia County, FL	\$663,803	52,643	Sept – Nov 2023	Aug 2020 – Aug 2025	Removal and reduction of Debris following Hurricane Idalia
Taylor County, FL	\$365,308	23,614	Sept - Nov 2023	Aug 2023 – Aug 2025	Removal and reduction of Debris following Hurricane Idalia
City of Perry, FL	\$249,218	15,715	Sept - Oct 2023	Aug 2023 – Aug 2025	Removal and reduction of Debris following Hurricane Idalia
Arcadia, FL	\$1,400,512	97,379	Sept 2022 – Nov 2022	Aug 2022 – Aug 2025	Removal of Debris Following Hurricane Ian
Bradenton, FL	\$588,862	34,738	Sept – Nov 2022	July 2022 – July 2025	Removal of Debris Following Hurricane Ian
Cape Coral, FL	\$64,888,996	2,707,047	Sept 2022 – May 2023	Jan 2019 – Feb 2025	Removal of Debris Following Hurricane Ian
Deltona, FL	\$1,735,331	142,427	Oct 2022 – Feb 2023	Nov 2022 – Nov 2025	Removal of Debris Following Hurricane Ian
FDOT, District 1- Collier County	\$18,486	440 trees 240 CY	Dec 2022	Dec 2022	Removal of Debris Following Hurricane Ian
FDOT, District 1- Hendry County	\$17,259	1,218	Jan 2023	Jan 2023	Removal of Debris Following Hurricane Ian

Government Agency Name	Value	CY	Project Time Period	Contract Term	Description
FDOT, District 1- Lee County	\$820,572	45,262	Oct 2022 – Feb 2023	Oct – Feb 2023	Removal of Debris Following Hurricane Ian
FDOT, District 1- Manatee County	\$935,156	45,768	Oct 2022 – Feb 2023	Dec 2022 – June 2025	Removal of Debris Following Hurricane Ian
FDOT, District 1- Sarasota County	\$1,346,299	67,002	Oct 2022 – Feb 2023	Dec 2022 – June 2025	Removal of Debris Following Hurricane Ian
Hardee County, FL	\$2,712,465	170,673	Sept 2022 – Nov 2022	Sept 2022 – Nov 2022	Removal of Debris Following Hurricane Ian
Holmes Beach, FL	\$168,790	8,481	Oct – Nov 2022	June 2020 – May 2025	Removal of Debris Following Hurricane Ian
Indian River County, FL	\$138,002	9,952	Oct – Nov 2022	Apr 2020 – Apr 2026	Removal of Debris Following Hurricane Ian
Longwood, FL	\$236,358	14,485	Oct 2022 – Nov 2022	Sept 2018 – Sept 2023	Removal of Debris Following Hurricane Ian
Manatee County, FL	\$2,091,469	136,011	Oct 2022 – Dec 2022	Feb 2021 – Jan 2026 Secondary	Removal of Debris Following Hurricane Ian
Melbourne, FL	\$358,039	37,043	Oct 2022 – Dec 2022	Apr 2021 – May 2025	Removal of Debris Following Hurricanes Ian and Nicole
Mt. Dora, FL	\$112,132	8,774	Sept – Dec 2022	Apr 2018 – Dec 2023	Removal of Debris Following Hurricanes Ian and Nicole
Palmetto, FL	\$309,118	26,293	Oct 2022 – Nov 2022	Aug 2012 – May 2023	Removal of Debris Following Hurricane Ian
Sarasota County, FL	\$623,932	54,499	Sept 2022 – Jan 2023	May 2021 – May 2025	Removal of Debris Following Hurricane Ian
Sarasota, FL	\$2,405,850	114,340	Oct 2022 – Jan 2023	July 2018 – Dec 2023	Removal of Debris Following Hurricane Ian
Sebastian, FL	\$28,353	3,161	Oct 2022	June 2022 – May 2025	Removal of Debris Following Hurricane Ian
Seminole County, FL	\$2,573,750	182,533	Oct 2022 – Jan 2023	June 2022 – June 2025 Secondary	Removal of Debris Following Hurricane Ian
Village of Wellington, FL	\$39,052	3,387	Oct 2022	June 2022 – May 2025	Removal of Debris Following Hurricane Ian
Winter Park, FL	\$270,711	19,822	Oct – Nov 2022	Aug 2023 – Aug 2025	Removal of Debris Following Hurricane Ian

### 3 TEAM ORGANIZATION, MANAGEMENT AND GENERAL QUALIFICATIONS

#### 3.1 Organizational Chart




3.2 History of the Firm

Ceres Environmental Services, Inc. is one of the nation’s leading disaster recovery contractors, deploying from its disaster response facilities in California, Florida, Louisiana, Minnesota, Puerto Rico, Texas, the Virgin Islands and Christchurch, New Zealand. Since its founding in 1976, Ceres has been awarded over **\$2.5 billion in FEMA-funded disaster recovery projects** across the United States. While under contract for one billion dollars, Ceres was able to complete the work for about half that amount, saving hundreds of millions of dollars for the Government. The U.S. Army Corps of Engineers officially evaluated **Ceres’ overall performance during the Katrina cleanup as “Outstanding”, the highest rating available at that time.** Ceres was specifically noted for use of local contractors; quality, efficiency, and swiftness of performance; and cooperation while managing a changing and evolving work scope for the single largest geographic area of operation post Katrina.

Disaster Experience – Notable Events

Ceres responded to numerous disaster events, including hurricanes, tornados, floods, winter storms and fires. The following is a selection of major events that Ceres responded to in the past.



**Ceres Response to Hurricanes**


Hurricanes Beryl, Debby, Helene, and **Milton** (2024)  
Hurricane Idalia (2023)  
Hurricane **Ian** (2022)  
Hurricane Ida (2021)  
Hurricanes Delta, Hanna, Laura, Sally and Zeta (2020)  
Hurricanes Michael and Florence (2018)  
Hurricanes Harvey, Irma, and Maria (2017)  
Hurricanes Hermine and Matthew (2016)  
Hurricanes Sandy and Isaac (2012)  
Hurricane Irene (2011)  
Hurricane Ike (2009)  
Hurricanes Gustav and Dolly (2008)  
Hurricanes Katrina and Wilma (2005)

*Ceres removed 2,446,843 CY of debris in North Port following Hurricane Ian and 11,700 CY of debris following Hurricane Milton*




**Ceres Response to Winter Storms**

Winter Storm Mara (2023)  
Winter Storm Uri (2021)  
Oklahoma Ice Storm (2020)  
Kansas Snowstorm (2019)  
Winter Storm Goliath (2015)  
Georgia Ice Strom (2015)  
Winter Storm Pax (2014)  
NC Winter Storm (2014)  
Winter Storm Atlas (2013)  
Connecticut Winter Storm (2011)




**Ceres Response to Tornados and Strong Wind Events**

GA, FL, LA, TN, TX Wind Events/Tornados (2024)  
Mississippi Tornados (2023)  
Tornado following Hurricane Ian (2022)  
Iowa Derechos (2022 and 2020)  
April Tornados – TN and MS (2020)  
Macroburst in Connecticut (2018)  
January Tornado – GA and AL (2017)  
Spring Tornados – MS and AL (2014)



**Ceres Response to Floods**

California & Great Vermont Flood (2023)  
Louisiana Floods (2016)  
Bastrop County Floods (2016)  
Iowa Floods (2008)



**Ceres Response to Fires**

New Mexico Wildfires (2022)  
Cameron Peak Fire in Colorado (2020)  
Oregon Wildfires (2020)  
Camp Fire (2018)  
California Wildfires (2017)



**CERES HAS NEVER DEFAULTED ON A CONTRACT OR FAILED TO COMPLETE ANY WORK AWARDED.****Advantages of Ceres**

Feature	Benefit to the City of North Port	
Solid Experience and Consistent Performance	Low Risk of Poor Performance	Exemplary performance on over 400 FEMA-funded Emergency Debris Management contracts with an awarded value of over \$2.5 billion dollars for various government agencies.
Rapid Disaster Response and Mobilization	Improved Safety and Rapid Completion	<p>In October 2018, Hurricane Michael ripped through Georgia leaving damage and destruction in its path, with the hardest hit areas in Southwest Georgia. As a result, Ceres was activated by the U.S. Army Corps of Engineers (USACE) to remove debris in 13 Southwest Georgia counties. We mobilized staff and some equipment prior to the formal Notice to Proceed (NTP).</p> <p>Ceres collected a total of 4.2 million cubic yards of debris in the first 90 days. At the mission's peak, Ceres was able to haul 140,000 CYs – 3.3% of the total project – in a single day. The consistency of this type of significant progress allowed us to finish on schedule with the USACE staff drawdown plan. <b>Ceres received the highest possible quality rating for this work – Exceptional</b> – based in part on our high production rates despite numerous scope changes and severe weather.</p>
Long, Varied History of Disaster Recovery Experience	Maximum FEMA Reimbursement	Ceres' careful attention to documentation and strict quality control procedures will aid in the acceptance of a claim for reimbursement. Throughout Ceres' history, no client has been denied reimbursement for work Ceres has performed.
Large Number of Accredited Subcontractors	Faster Job Completion	Ceres' subcontractor database comprises 3,346 qualified individuals and companies certified to work in the U.S. These companies have more than 50,000 pieces of debris removal equipment immediately available for disaster recovery work.
Large Disaster Response Equipment Inventory	Faster Job Completion and Added Flexibility	The Ceres family of company owns one of the largest inventories of disaster recovery equipment in the U.S. Ceres Environmental Inc.'s current inventory includes 2,019 pieces of equipment.

Feature	Benefit to the City of North Port	
Large Scale Experience and Multiple Event Response	Successful Task Completion	<p>In 2024, Ceres responded to 88 jurisdictions across the U.S. Ceres was activated in 47 jurisdictions in Florida, Georgia, and North Carolina following Hurricanes Helene and Milton. Months earlier, we responded to 16 Texas jurisdictions following Hurricane Beryl, and 4 jurisdictions in Florida and Georgia in response to Hurricane Debby. In addition to hurricane responses, Ceres was activated in Louisiana, Tennessee, and Georgia following tornadoes and severe wind events. Ceres also worked in California completing the response to the Atmospheric River flooding, and in Florida completing private property debris removal from Hurricane Ian.</p> <p>In 2023, Ceres managed 24 activations spanning from the East Coast to the West Coast of the contiguous United States and in Puerto Rico. Ceres provided debris removal services in response to extensive flooding and mudslides in California following the Atmospheric River, wildfires in New Mexico, Winter Storm Mara in Texas, the Great Vermont Flood, and Hurricane Idalia in Georgia and Florida. Additionally, Ceres performed projects focused on waterway debris removal in Louisiana and Florida.</p> <p>In 2022, Ceres responded to 27 contract activations in Florida following the landfalls of Hurricanes Ian and Nicole. During this same period, Ceres continued work on a waterway debris removal project in Livingston Parish, LA and a debris removal project resulting from wildfires in New Mexico.</p> <p>In 2021, Ceres successfully completed over 30 projects resulting from numerous disasters affecting the United States. This includes Hurricane Ida in Louisiana, Winter Storm Uri, and Tropical Storm Nicholas in Texas, a derecho in Iowa, Red Tide in Florida, and the wildfires in Oregon and Colorado.</p> <p>In September of 2017, Ceres responded to 7 jurisdictions in Texas after Hurricane Harvey, and 35 jurisdictions in Florida and 2 jurisdictions in Georgia after Hurricane Irma. Additionally, Ceres worked under the U.S. Army Corps of Engineers (USACE) in Puerto Rico and the Virgin Islands, where both Hurricanes Irma and Maria caused severe damage and devastation. Ceres received an <b>Exceptional overall rating – the highest possible rating</b> for the work performed in the Virgin Islands by the U.S. Army Corps of Engineers. In August of the same year, Ceres had already begun recovery work in seven jurisdictions in Texas following Hurricane Harvey.</p>

Our mission is to serve units of Government with time-critical disaster recovery and heavy construction services. We have an enviable reputation for speedy deployment, excellent work, and experienced site management. After 48 years of doing demanding work in almost every U.S. state and territory, Ceres is still known for keeping its promises: **Ceres has never defaulted on a contract, failed to complete a contract, nor had any client denied reimbursement.** An evaluation from the Department of the Navy is typical: *“perhaps the finest contractor I have worked with....”* Ceres always adheres to the highest standards of quality, integrity, and safety.

The core competencies Ceres commits to every project are:

- Rapid Deployment
- Experienced Project Management
- Financial Stability
- Equipment, and
- Trusted Subcontractors

### Rapid Deployment

Over the years, we have developed and refined our ability for rapid response mobilizations. Following Hurricane Ian in 2022, Ceres mobilized 13 knuckleboom crews and 3 bucket truck crews within 24 hours of Notice to Proceed to Hardee County, FL. This was one of the very first debris removal projects in the state to start after the hurricane.

Following Hurricane Matthew in 2016, Ceres mobilized staff and equipment to Beaufort County, SC within 24 hours of the Notice to Proceed. Originally, Ceres was under contract to provide 10 emergency debris clearance crews, but when the County's needs changed, we were able to quickly increase the number of crews to 24. That was the largest number of push crews we had provided in 10 years. We set a record again in 2018, when Ceres provided push crews to Jackson County, FL following Hurricane Michael. Ceres received a Notice to Proceed and mobilized over 150 emergency debris clearance crews within 72 hours. Given the severity of the storm, Ceres continued emergency debris clearance for over 100 hours after initial impact maintaining detailed time and materials logs to ensure reimbursement of all eligible costs for Jackson County.

Ceres uses local "teaming partners" as well as strategically placed owned equipment staging and multiple office locations across the country. **Ceres can provide significant equipment and staffing within 24 hours of storm subsidence.**

### Experienced Project Management

**For the past 5 years, the company has more than 200 full-time professional and managerial staff** with disaster experience, many of whom hold degrees in areas such as: Business Administration, Structural and Civil Engineering, Forestry, Geology, Science and Accounting. As part of the Company's dedication to quality and safety, many of Ceres' management staff are U.S. Army Corps of Engineers-certified in Construction Quality Management; HAZWOPER certified; NIMS certified through FEMA's Emergency Management Institute; and have completed OSHA's 40-hour safety training course. Ceres' management is also experienced in a wide variety of geographic conditions. Their work histories include all U.S. states, Puerto Rico, Thule, Greenland, Ascension Island, Haiti, and New Zealand. Ceres maintains a network of highly qualified professionals who work as needed during the high demand periods. **As the company swelled to meet the demand of multiple projects simultaneously, Ceres averaged over 600 employees during busy seasons for the past 5 years.** This included project management personnel, quality control staff, equipment operators, mechanics project accounting employees, logistical support group, and most importantly, a dedicated safety team.

**Ceres' management has demonstrated its ability to respond to large-scale events.** In 2024 Following Hurricanes Helene and Milton, Ceres was activated in 47 jurisdictions across Florida, Georgia, and North Carolina. We responded to all jurisdictions and have removed over 11.3 million cubic yards to date. We expect the 4 remaining projects to be completed within the next 30 days.

Following Hurricanes Ian and Nicole in 2022, Ceres received 27 contract activations across Florida. We successfully responded to all our clients. Two of these projects exceeded 2 million cubic yards of debris each.



Ceres collected over 2.4 million cubic yards of Hurricane Ian debris in the City of North Port, FL alone

From October 2018 to March 2019, Ceres was activated in 13 Southwest Georgia Counties for the U.S Army Corps of Engineers following Hurricane Michael. Ceres collected and hauled a total of 4,236,363 cubic yards of debris, with a maximum haul of 140,330 cubic yards in a single day. This was accomplished by utilizing 1,628 hauling vehicles and managing 144 subcontractors. Ceres received an **Exceptional** – the highest possible rating – for quality of service in the face of enormous challenges caused by an increase in the magnitude of project scope and extreme weather conditions.

Between December 2017 and June 2018, Ceres actively worked in Lake, Mendocino, and Napa (LMN) Counties as part of the U.S. Army Corps of Engineers (USACE) Disaster Recovery effort after the President declared a federal State of Emergency as a result of the Northern California Wildfires. During Hurricane Irma and Maria response, Ceres was closing out 8 projects in Texas, 37 projects in FL, and other projects in Louisiana, Georgia, Puerto Rico and the USVI. Throughout the performance period, Ceres did not have a single loss time accident while the other two (2) prime contractors were plagued by safety issues. This was achieved through effective project management by over 50 project managers of more than 2,500 trucks and hundreds of subcontractors.

In all of 2017, Ceres received more than 50 major contract activations from cities, counties, and the U.S. Army, including an ACI activation in the U.S. Virgin Islands (USVI) for debris removal and off-island debris disposal. For that work, Ceres received the highest possible evaluation – **Exceptional overall rating for its pre- and post-Hurricanes Irma and Maria responses.**

Shortly after Hurricanes Katrina and Rita in 2005, the U.S. Army Corps of Engineers (USACE) awarded Ceres a \$1 billion contract for disaster response, including loading, hauling, reducing, and disposing of debris and white goods; trimming and removal of hazardous trees; demolition of storm damaged buildings; collection of household garbage; environmental sampling and monitoring of disposal sites; and life support services. This contract covered 11 Louisiana Parishes and required the operation of 54 reduction/disposal sites. Ceres achieved a record-setting mobilization, hauling more than 45,000 cubic yards of debris in its first day on the job (from Jefferson Parish, LA). Ceres rapidly achieved large-scale capacity, reaching a maximum production of 194,584 cubic yards per day and eventually hauling, reducing, and disposing over 13.4 million cubic yards of debris, over 315,000 units of white goods, while trimming or removing over 165,000 hazardous trees.

**Ceres has the resources and experience to handle multiple events and locations.** In 2023, Ceres successfully completed multiple projects in 8 different states plus Puerto Rico. This includes responses to Hurricane Idalia in Florida and Georgia, Winter Storm Mara in Texas, Mississippi Tornadoes, the Great Flood in Vermont, a severe Summer Storm in Atlanta, GA, a June Windstorm in Shreveport, LA, Red Tide cleanup in Sarasota, FL., and the Atmospheric River floods in California. Additionally, Ceres performed private property debris removal in Cape Coral, FL, utility line clearing in Puerto Rico and waterway debris removal in two (2) Parishes in Louisiana, including St. Tammany Parish.

In 2021, Ceres successfully completed numerous projects across 9 different states. This includes responses to Hurricane Ida in Louisiana, Winter Storm Uri in Texas and Oklahoma, Tropical Storm Nicholas in Texas, a derecho in Iowa, Red Tide in Florida, and the wildfires in Oregon and Colorado. Additionally, Ceres performed private property debris removal in Puerto Rico, waterway debris removal in Louisiana and assisted its Georgia clients with solid waste removal due to the Covid-19 related shortage of staff.

In 2018-2019, Ceres was activated by the U.S. Army Corps of Engineers in 13 counties located in southwest Georgia following Hurricane Michael, while also performing work for individual jurisdictions in Florida. In addition to this work, Ceres was still actively providing disaster recovery services throughout North and South Carolina as a result of Hurricane Florence. In 2016, Ceres was already working in Louisiana following heavy rains and flooding when Hurricanes Hermine and Matthew hit the U.S. coast within a month of each other. Ceres responded to several counties in Florida and Georgia after Hurricane Hermine and then to an additional 14 jurisdictions in Florida, Georgia, South Carolina and North Carolina after Hurricane Matthew.

Our successful experience in multiple response situations as well as our substantial resources and teaming relationships, assures that Ceres' performance on this project will be to the Client's utmost satisfaction.



**Ceres' management has demonstrated its commitment to safe operations.** In 2021, following Hurricane Ida, Ceres performed debris management and removal for much of Louisiana, including three zones in the City of New Orleans and the North and South Shore areas of Lake Pontchartrain. During this response, we had a total of 13 projects with self-performing crews and 75 subcontractors. Ceres worked 71,958 employee hours and incurred 1,706,789 truck miles while hauling 2,630,744 cubic yards of debris. **These projects saw zero recordable or lost time incidents.**

Ceres worked approximately **650,000 manhours without a single lost time injury** in Southwest Georgia in 2018-2019. Our use of equipment safety inspection stickers that were a part of the placarding process ensured that equipment was in good working order, and in total 1,628 vehicles were placarded. Ceres supervised an estimated 1,600 people on this job at its peak. Given the number of people and duration of the project, this is a strong demonstration of Ceres' commitment to safety.

**Ceres' management has demonstrated its commitment to superior performance and customer satisfaction.** In 2017-2019, Ceres worked in the U.S. Virgin Islands under the USACE contract. For that work, Ceres received **Exceptional** ratings for nearly all categories rated, meeting and exceeding contract requirements and achieving the highest ratings available for quality, customer satisfaction, management/personnel/labor, cost/financial management, and safety/security.

Following the devastation of two (2) separate landfalls by Hurricane Irma in Florida on September 10, 2017, all 67 counties and 412 incorporated municipalities in the State of Florida were declared Category A and Category B under the FEMA Public Assistance Program. During this time, Ceres was active in over 50 separate locations throughout the Southern United States. For Seminole County, FL, although Ceres was the secondary contractor, Ceres staff was engaged with the County staff prior to the storm and was activated in place of the primary contractor when they failed to participate in project kickoff procedures. Upon completion, Ceres had managed 786,619 cubic yards of debris, removing on average more than 9,000 cubic yards a day. We cut a total of 25,021 limbs, with a peak day count of 1,353 limbs on September 27.

When Winter Storm Pax struck the southeast in 2014, Ceres' pre-event debris management contract with Columbia County, GA was activated. Ceres responded immediately, mobilizing a work force capable of removing the more than 600,000 cubic yards of debris left behind by the late winter ice storm. During the project, Ceres not only provided the debris management necessary, but also assisted with FEMA documentation and provided zone maps of the County to keep the public informed. Columbia County, at the end of the project, said of Ceres, "From the first day to the last day of our project, they performed their work in an admirable and cooperative manner."

During 2005, Ceres' pre disaster event contracts with Terrebonne Parish, LA and Palm Beach Gardens, FL were activated in response to Hurricanes Katrina and Wilma. Ceres had management staff on the ground before either hurricane made landfall. Katrina and Rita work in other places already had Ceres fully mobilized and in the midst of moving millions of cubic yards of debris and installing thousands of temporary roofs in Mississippi and Florida. Nevertheless, the City of Palm Beach Gardens received such a high level of service that they evaluated Ceres' performance as "Exceptional."

**Ceres' management has demonstrated a high level of capability and adaptability.** In 2021, following Hurricane Ida in Louisiana, contractors faced shortages of fuel for vehicles and recovery equipment, electrical power outages, and unavailability of rental vehicles and lodging. Ceres promptly adapted to the scarcity of these resources by transporting bulk fuel from outside the affected area and staging onsite for use by company-owned and subcontractor-owned equipment; transporting and utilizing camper trailers for lodging project management and equipment operators; positioning company-owned generators to the Parish; and securing rental vehicles outside the affected area.

In 2018, when subcontractors became increasingly scarce for Hurricane Florence recovery in North Carolina after Hurricane Michael struck the Southeast U.S. in October of that same year. Ceres used its own equipment and

personnel to fulfill all our client commitments without an interruption in service, unlike many other prime contractors, despite extreme weather conditions that caused significant delays.

Ceres was active in Livingston Parish, LA in early 2017 following damages sustained by summer flooding in 2016. Ceres removed and disposed of approximately 1.35 million cubic yards of debris, including 400,000 pounds of putrid food and 20,000 units of white goods. In the middle of clean up, Hurricanes Hermine and Matthew hit the U.S. coast within a month of each other. Ceres extended its services to respond to the needs of more than 20 other jurisdictions while fulfilling all contractual obligations in the Parish. In the words of the Director of Parish Homeland Security, “[Ceres] showed extreme reliability and dedication in the midst of chaos... Organized and diligent, their team quickly adapted to meet our needs.”

Ceres’ personnel are trained in FEMA regulations and are schooled in the use of FEMA Public Assistance Debris Management Guide FEMA 325, as well as additional resource books Public Assistance Guide FEMA 322 and Public Assistance Policy Digest 321. Ceres personnel are also familiar with the Public Assistance Program and Policy Guide, as well as 2 CFR Part 200 Procurement Standards.

### Financial Stability

Ceres’ excellent financial stability means that it can provide performance and payments bonds from treasury-listed carriers in amounts **in excess of \$2 billion** per single project. With liquid working capital and additional credit lines in excess of \$200M available, a lack of financial resources is never an obstacle for Ceres. For more details, refer to proposal **Section 3.3, Financial Stability**.

### Equipment

Ceres and its family of companies own 2,019 pieces of disaster response equipment. Ceres invests heavily in owned equipment because it assures rapid response times and provides additional flexibility as well as direct management control. Because of its extensive fleet, Ceres can send equipment and personnel to respond to a disaster regardless of the availability of subcontractors.

Ceres has taken numerous steps to mitigate any recurrence of the equipment shortages that have plagued the disaster industry in recent years. We are confident in our ability to rapidly mobilize the magnitude of equipment and personnel necessary to manage the largest projects and we have demonstrated our ability to manage more than 50 government projects totaling approximately \$250M concurrently, providing a dedicated Project Manager for each individual project.

Ceres has access to all the life support equipment needed for supporting its own personnel including mobile living quarters, food supply, large potable water supply tanks, and large septic storage systems. These systems have saved valuable management time in responses to such higher category storms as Katrina. Ceres also has available life support systems for project-wide support and Government personnel. In Ceres’ Jefferson Parish, LA response following Katrina, for example, Ceres provided total life support for more than 400 people, and subcontractor fueling services for enough equipment to move 70,000 CY of debris per day.

Ceres owns four self-contained office trailers including satellite internet connections and satellite phones as well as additional loaner satellite cell phones for the customers’ management teams. Ceres regularly supplies rental satellite phone service to its clients.

### Trusted Subcontractors

Ceres maintains one of the industry’s largest networks of pre-screened and fully qualified subcontractors, including local vendors and preferred vendors. Our subcontractors are evaluated on many levels, including past performance, equipment and personnel availability,



mobilization timeframes, insurance, and cost. Ceres knows that a big part of local recovery is economic, so Ceres always strives to employ qualified local labor.

While Ceres' database of screened and qualified subcontractors consists of 3,346 firms from across the country, Ceres intends to draw from a more select list of regionally based subcontractors to provide the highest level of performance, including rapid mobilization. Other firms that have shown exemplary performance standards in previous disaster recovery efforts are included in this list.

All subcontractors have been screened through the Excluded Parties List System and only those shown to have no history on the list will be chosen for this project. Refer to **Section 5.1, Subcontractor List** and **Section 5.2, Subcontractor Plan** for additional details.

### FEMA Knowledge

Ceres has more than 30 years of successful FEMA-reimbursed disaster work. Ceres' management staff has a long tenure with strong expertise in FEMA requirements for documentation, eligibility, general rules compliance, and methodologies.

Ceres augments staff FEMA experience with certified FEMA training classes for its general management. Project Managers and Project Superintendents are required to take ICS courses through the FEMA's online Emergency Management Institute (EMI) to better understand NIMS structure and review debris eligibility. Ceres has also retained the former State Response and Recovery Directors, U.S. Army Corps of Engineers Subject Matter Experts, and the former U.S. Army Corps of Engineers Disaster Program Manager (also, co-author of the now superseded FEMA 325 Debris Management Guide). Our personnel are deeply experienced in FEMA's Public Assistance Program, and we continually train managers down to field staff in FEMA eligibility requirements.

Ceres has assisted numerous clients during the post-disaster reimbursement application process, and our clients have never been denied reimbursement for our work. For example, two years after one project was completed, FEMA conducted an audit of one city during which the city was unable to provide complete truck certification logs. FEMA indicated that due to the missing truck documentation, they intended to deobligate over \$1,000,000 from the city. When the city notified Ceres about this matter, Ceres was able to provide the missing information from its well-organized records; the city subsequently received all its eligible reimbursement without any deobligation. Refer to **Section 3.7, FEMA and State Reimbursement Success**, and **3.8, Federal/State Worksheet Experience** for additional details.

### Client Satisfaction

Ceres is in business to serve governmental agencies. We recognize that providing customer satisfaction is critical to our success. Our satisfied customers and the commendation letters and evaluations quoted below speak for themselves.

*I would like to officially express my gratitude and admiration for your leadership and expediency of action in providing the Corps of Engineers with logistical and operational support. I feel confident that with leaders like you the Corps of Engineers and the State of Louisiana will have little difficulty in continuing to succeed in the recovery mission.*

Wesley Todd, Mission Manager, U.S. Army Corps of Engineers

*My experience with this firm is that they are true professionals with a focus on the need of their customers and the community they serve regardless of the circumstances.*

Alberto Zamora, Sanitation Division Director, City of Miami Beach, FL

*...I would like to thank Ceres and all of its personnel for the services that you provided during this most trying of times. I thought that you and your staff handled yourselves in a most professional manner and it was a pleasure working with you.*

Don Brandon, P.E, County Engineer, Chambers County, Texas

*Perhaps the finest contractor we've worked with.*

Department of the Navy, Naval Facilities Engineering Command, El Centro CA.

*While many out of state contractors used this opportunity to take advantage of the situation, your organization rose above the rest with superior customer service...*

James A. Randolph, Asst. to the Town Manager, Town of Windsor, VA

*As communities seek to incorporate the benefit of a defined and organized emergency debris haul contract, we would promote and recommend that Ceres Environmental be at the forefront of consideration. The company is committed to purpose, responsive to action, and sets the standard of industry excellence.*

Joe Mercurio, Project Manager, Emergency Management, City of Port St. Lucie, FL

*Ceres has given us exemplary service. They have been responsive to the needs that are unique to our County, they have advised us of FEMA regulations, they have made suggestions to save the County money and most importantly they conducted their business in a professional manner....I have been most impressed by their thoroughness and flexibility.*

Donald M. Long, Director of Public Works, County of Isle of Wight, VA

*Ceres did an excellent job in the coordination and the removal of tree damage that occurred.... I would highly recommend them for any future cleanup because of the proficiency and timely manner in which they operated.*

Tim Stevens, Superintendent of State Highways, Kentucky State Highway Department

### 3.3 Financial Stability

Ceres Environmental Services, Inc. can provide performance and payment bonds from an 'A'-rated, treasury-listed carrier in amounts in excess of \$2 Billion per project. With liquid working capital and additional credit lines in excess of \$200 million available, a lack of financial resources is never an obstacle for Ceres.

Ceres has an established, solid 25-year banking relationship with 1<sup>st</sup> Source Bank as well as other financial institutions. Financial concerns such as short-term cash flow are not obstacles for Ceres. The company is able to perform work with its own funds and the timing of payments from customers is a non-issue for the corporation. During Hurricanes Harvey, Irma, Maria and NorCal wildfires in 2017-18, Ceres carried \$98 million in open invoices with no work stoppages or delay in subcontractor payments. On the Hurricane Katrina Project, Ceres had up to \$140 million in open invoices to the USACE, without an interruption in work performance or delays in payments to the subcontractors.

**Bank of Record (Letter Attached):**

1<sup>st</sup> Source  
Art Bayley  
Box 266  
Oconomowoc, WI 53066  
262-567-7057 telephone

**Surety Company Contact (Letter Attached in Tab 9):**

Ted Jorgensen  
Liberty Mutual Insurance Company  
150 S 5th Street, Ste. 2800  
Minneapolis, MN 55402  
612-349-2464 telephone

**Insurance Company Information (Insurance Certificate Attached in Tab 11.B, Letter Attached in Tab 9):**

Rob Dahlin  
Holmes Murphy  
225 South Sixth Street, Ste. 1900  
Minneapolis, MN 55402  
612-349-2420 telephone



Box 333  
Lannon, WI 53046  
262-488-3800

October 15, 2024

RE: Ceres Environmental Services, Inc.

Dear Sir/Madam:

1<sup>st</sup> Source Bank has had an excellent relationship with Ceres Environmental Services, Inc. for over 30 years. We provide Ceres a medium 8 figure revolving line of credit, a Medium 8 figure equipment finance line and they maintain a Medium 7 figure deposit account.

All accounts are handled ins a very satisfactory manner. Please contact me at the above address if you have any questions.

Sincerely,



Art Bayley  
Vice President

### 3.4 Technical and Construction Capabilities and Resources

Ceres Environmental Services, Inc. (Ceres) is an international professional services and general contracting firm specializing in the planning and execution of infrastructure construction, disaster recovery operations, demolition and deconstruction, environmental remediation, and materials recycling. As a company, Ceres has developed significant skills in landfill management; waste stream management; environmental remediation; disaster debris management; and heavy civil construction, including levees, pump stations, structural concrete, flood walls, industrial buildings and underground utilities. On one large project, we controlled the disposition of 13,439,358 cubic yards (CY) of waste while managing 1,018 subcontractors, 447 quality control officers, and 69 environmental and safety officers. This work required the simultaneous management of 54 debris management sites. Our performance during Hurricane Katrina debris efforts earned Ceres the Million Work Hour Safety Award from the National Safety Council (NSC) for one million hours of work without occupational injury or illness.

From site investigations to environmental remediation, Ceres has a long history of projects that include resolution of environmental issues. We have performed many challenging demolition and construction projects that include site investigations, sampling, and remediation. Our personnel are trained in handling hazardous waste and many of our field personnel hold HAZWOPER certifications.

#### Resources

Ceres employs professional and managerial staff with exceptional experience in the field. Our staff hold degrees in areas such as Structural and Civil Engineering, Business Administration, Forestry, Geology, Science, and Accounting. We own in excess of **\$108 million** of heavy equipment and have a database of 3,346 subcontractors to support our efforts. The company is financially secure, with a bonding capacity of more than **\$2 billion** per project. Ceres has permanent office locations in Florida, Louisiana, Minnesota, Texas, California, Puerto Rico and New Zealand and is strategically positioned to rapidly mobilize staff and equipment to projects across the globe.

Ceres has repeatedly had operations ongoing in multiple locations; for example, during recent work following Hurricanes Helene and Milton, Ceres performed disaster debris removal operations in 47 separate jurisdictions. In 2022 following Hurricanes Ian and Nicole, we were working in 25 Florida jurisdictions simultaneously. In 2018 we responded under USACE in 13 Georgia counties while also performing disaster recovery work in various Florida (Hurricane Michael, North Carolina, and South Carolina (Hurricane Florence) jurisdictions; wood recycling operations in Minnesota and Texas; additional operations in the U.S. Virgin Islands and Puerto Rico; and construction work for the USACE in Terrebonne Parish, Louisiana.

#### Civil Construction

Ceres has performed superbly in construction projects ranging from a large park in Puerto Rico with athletic fields and 30 structures, to levee repair work, to renovation of an underground park in Kentucky. This history exhibits the technical expertise that ensures that all our customers are pleased with their selection of Ceres.

Ceres has worked under extremely adverse conditions across the globe – from managing a landfill in Haiti to construction in a rain forest. No matter what the climate or conditions, our experienced management team is prepared to complete any project under the most extreme circumstances.



#### Terrebonne Parish, Louisiana Levees

Ceres is constructed multiple hurricane protection levees in Louisiana. These levees span nearly 6.5 miles and incorporate more than 2,000,000 CY of fill material. The levees help to protect Terrebonne and Lafourche Parish residents and the fragile marsh ecosystem from hurricane storm surges.

### **Regional Park, Cerillos Lake, Puerto Rico**

Under contract with the USACE, Ceres constructed two parks with athletic fields and 45 steel and concrete structures in a remote, mountainous area in Puerto Rico. Ceres self-performed 90% of the work, as qualified subcontractors were not available due to the remoteness of the area.

Work included building structures, site work, clearing excavation, grading, roads, gabions, water wells, sewer and water, electrical, sidewalks, fencing, ball fields and dock construction. Ceres also established irrigation systems and park appurtenances and built an internal road network connecting the structures, including the manufacture of road base materials. Ceres also provided turf and landscaping services.



### **Little Calumet River Flood Protection Project, Stage 7**

The Little Calumet River Stage 7 Flood Protection Project is located on the north and south banks of the Little Calumet River between Northcote and Columbia Avenues in Munster and Hammond, Indiana. The project involved constructing 10,400 feet of concrete wall; moving 90,000 CY of dirt; placing 8,000 tons of riprap; driving 150,000 square feet of steel sheet pile; and constructing storm drainage works. The project also involved construction of two gateway structures, four bridge closure structures, and a pump station structure.



Ceres expended over 12,000 hours of labor and 7,000 hours of equipment use to complete the project. In

addition, Ceres managed seven specialized subcontractors in completing the flood structures before the deadline. The close vicinity to a residential area, numerous underground utilities, and the requirement to maintain flood protection during times of high water made this project very challenging.

### **Parrot Recovery Aviary Complex**

Under contract with the U.S. Forest Service, Ceres constructed a parrot recovery aviary complex in the Caribbean National Rain Forest. Construction in a rain forest presents significant engineering challenges, including near-constant, heavy rainfall and a lack of subcontractor resources. Ceres built a main research building along with maintenance and storage facilities. All buildings were constructed with concrete and were designed to withstand hurricane-force winds. Work also included site work, clearing excavation, grading, roads, paving, sewer and water and electrical.

### **Road and Bridge Construction**

Often completed in connection with other civil works projects, Ceres performs both new road and bridge construction and refurbishment projects. With a large fleet of earth moving equipment, we also construct stabilized haul roads in remote areas such as Alaska and Puerto Rico. Many of Ceres' projects have involved road work; for example, Ceres constructed two parks with athletic fields and 45 steel and concrete structures in a remote, mountainous area in Puerto Rico. Ceres also built the internal road network connecting the structures. Ceres has also done road-specific work and constructed bridge closure structures and pump stations.

### 3.5 TRAINING AND EXPERIENCE

See the table below for our employees' certifications and training including NIMS, FEMA, OSHA, USACE and additional Certifications.

<b>Smith, Robert</b>
IS 27 – Orientation to FEMA Logistics
IS 42 – Social Media in Emergency Management
IS 100 - Introduction to the Incident Command System
IS 200.c – Basic Command System for Initial Response
IS 240 – Leadership and Influence
IS 393 – Introduction to Hazard Mitigation
IS 552 – The Public Works Role in Emergency Management
IS 632 – Intro to Debris Operations in FEMA's Public Assistance Program
OSHA 30
<b>Sudbury, Kevin</b>
IS 20 – Diversity Awareness Course
IS 21 – Civil Rights and FEMA Disaster Assistance
IS 33 – FEMA Initial Ethics Orientation
IS 100 - Introduction to the Incident Command System
IS 102 – Deployment Basics for FEMA Response Partners
IS 559 – Local Damage Assessment
IS 632 – Intro to Debris Operations in FEMA's Public Assistance Program
IS 633 – Debris Management Plan Development
IS 634 – Introduction to FEMA's Public Assistance Program
IS 700 – National Incident Management System (NIMS), An Introduction
IS 702 – NIMS Public Information Systems
USACE – Construction Quality Management for Contractors #784
OSHA 30
<b>Randall, Michael</b>
IS 5 – An Introduction of Hazardous Materials
IS 27 – Orientation to FEMA Logistics
IS 29 – Public Information Officer Awareness
IS 35 – FEMA Safety Orientation
IS 37 – Managerial Safety and Health
IS 42 – Social Media in Emergency Management
IS 100 - Introduction to the Incident Command System
IS 101 – Preparing for Federal Disaster Operation: FEMA
IS 102 – Deployment Basics for FEMA Response Partners
IS 111 – Livestock in Disasters
IS 200.c – Basic Command System for Initial Response
IS 212 – Introduction to Unified Hazard Mitigation Assistance (HMA)
IS 230 – Fundamentals of Emergency Management
IS 235 – Emergency Planning
IS 240 – Leadership and Influence
IS 241 – Decision Making and Problem Solving
IS 242 – Effective Communication
IS 253 – Overview of FEMA Environmental and Historic Preservation Review
IS 403 – Introduction to Individual Assistance (IA)



Randall, Michael			
IS 632 – Intro to Debris Operations in FEMA’s Public Assistance Program			
IS 633 – Debris Management Plan Development			
IS 700 – National Incident Management System (NIMS), An Introduction			
IS 703 – National Incident Management System Resource Management			
IS 800 – National Response Framework, An Introduction			
IS 815 – A-B-C’s of Temporary Emergency Power			
IS 822 – Fundamentals of Management and Support Coordination			
IS 841 – NEMIS HMGP System: Overview and Startup			
HAZWOPER 40		OSHA 30	
Harrell, Bobby			
USACE – Construction Quality Management for Contractors #784m			
Certified Safety and Health Official (CSHO)			
HAZWOPER 40		OSHA 500	
		OSHA 510	
Basic Life Support – BLS		Basic Life Support (BLS) Instructor Program	
Laurie, Tia			
IS 10 – Animals in Disaster, Awareness and Preparedness			
IS 18 – Equal Employment Opportunity (EEO) for Employees			
IS 100 - Introduction to the Incident Command System			
IS 102 – Deployment Basics for FEMA Response Partners			
IS 630 – Introduction to the Public Assistance Process			
IS 632 – Intro to Debris Operations in FEMA’s Public Assistance Program			
IS 700 – National Incident Management System (NIMS), An Introduction			
USACE – Construction Quality Management for Contractors #784			
Arroyo, Omar			
OSHA 30		HAZWOPER 40	
		First Aid/CPR	
		EM 385-1-1	
Bloodworth, Stanley			
IS 100 - Introduction to the Incident Command System			
IS 700 – National Incident Management System (NIMS), An Introduction			
Certified Flagger			
Bond, Everett			
IS 100 - Introduction to the Incident Command System			
IS 200.c – Basic Command System for Initial Response			
USACE – Construction Quality Management for Contractors #784			
OSHA 30		HAZWOPER 40	
Clay, Alonzo			
IS 35 – FEMA Safety Orientation			
IS 37 – Managerial Safety and Health			
IS 100 - Introduction to the Incident Command System			
IS 101 – Preparing for Federal Disaster Operation: FEMA			
IS 102 – Deployment Basics for FEMA Response Partners			
IS 200.c – Basic Command System for Initial Response			
IS 216 – An Overview of the Unified Federal Review Process			
IS 230 – Fundamentals of Emergency Management			
IS 235 – Emergency Planning			
IS 632 – Intro to Debris Operations in FEMA’s Public Assistance Program			
IS 700 – National Incident Management System (NIMS), An Introduction			

<b>Clay, Alonzo</b>	
IS 800 – National Response Framework, An Introduction	
USACE – Construction Quality Management for Contractors #784	
OSHA 30	
<b>DeVille Macey, Patricia</b>	
IS 42 – Social Media in Emergency Management	
IS 100 - Introduction to the Incident Command System	
IS 101 – Preparing for Federal Disaster Operation: FEMA	
IS 200.b – ICS for Single Resources and Initial Action Incident	
IS 230 – Fundamentals of Emergency Management	
IS 240 – Leadership and Influence	
IS 241 – Decision Making and Problem Solving	
IS 242 – Effective Communication	
IS 300 – Intermediate Incident Command System Course	
IS 400 – Advanced Incident Command System Course	
IS 630 – Introduction to the Public Assistance Process	
IS 632 – Intro to Debris Operations in FEMA’s Public Assistance Program	
IS 633 – Debris Management Plan Development	
IS 700 – National Incident Management System (NIMS), An Introduction	
IS 800 – National Response Framework, An Introduction	
Traffic Control Supervisor	OSHA 30
<b>Dorsey, Chad</b>	
IS 100 - Introduction to the Incident Command System	
IS 101 – Preparing for Federal Disaster Operation: FEMA	
IS 200.c – Basic Command System for Initial Response	
IS 230 – Fundamentals of Emergency Management	
IS 240 – Leadership and Influence	
IS 241 – Decision Making and Problem Solving	
IS 632 – Intro to Debris Operations in FEMA’s Public Assistance Program	
OSHA 30	HAZWOPER 40
<b>Fike, Bryan</b>	
IS 100 - Introduction to the Incident Command System	
IS 33 – FEMA Initial Ethics Orientation	
IS 35 – FEMA Safety Orientation	
IS 230 – Fundamentals of Emergency Management	
IS 242 – Effective Communication	
IS 632 – Intro to Debris Operations in FEMA’s Public Assistance Program	
IS 633 – Debris Management Plan Development	
IS 700 – National Incident Management System (NIMS), An Introduction	
IS 800 – National Response Framework, An Introduction	
<b>Gallicchio, John</b>	
IS 5 – An Introduction of Hazardous Materials	
IS 42 – Social Media in Emergency Management	
IS 200.c – Basic Command System for Initial Response	
IS 230 – Fundamentals of Emergency Management	
IS 302 – Modular Emergency Radiological Response Transportation Training	
IS 320 – Wildfire Mitigation Basics for Mitigation Staff	
IS 405 – Mass Care/Emergency Assistance Overview	

<b>Ginn, Joslyn</b>			
IS 100 - Introduction to the Incident Command System			
IS 200.c – Basic Command System for Initial Response			
<b>Gonzalez, Milagros</b>			
IS 100 - Introduction to the Incident Command System			
IS 200.b – ICS for Single Resources and Initial Action Incident			
<b>Hansen, Michael</b>			
IS 100 - Introduction to the Incident Command System			
IS 200.b – ICS for Single Resources and Initial Action Incident			
IS 300 – Intermediate Incident Command System Course			
IS 400 – Advanced Incident Command System Course			
IS 700 – National Incident Management System (NIMS), An Introduction			
OSHA 10			
<b>Hardy, Randy</b>			
Contractor Supervisor - Asbestos			
Licensed - All EPA Administered Lead-based Paint Activities Program			
OSHA 30			
<b>Hunt, Tammy</b>			
IS 100 - Introduction to the Incident Command System			
IS 10 – Animals in Disaster, Awareness and Preparedness			
IS 230 – Fundamentals of Emergency Management			
IS 632 – Intro to Debris Operations in FEMA’s Public Assistance Program			
IS 700 – National Incident Management System (NIMS), An Introduction			
IS 907 – Active Shooter: What You Can Do			
USACE – Construction Quality Management for Contractors #784			
OSHA 10		First Aid/CPR	
<b>Jusino, Alberto</b>			
OSHA 500	OSHA 510	HAZWOPER 40	First Aid/CPR
OSHA – Work Zone Traffic Safety		EM 385-1-1	
<b>Morales, Ricky</b>			
OSHA 30			
<b>Preus, David</b>			
IS 100 - Introduction to the Incident Command System			
Harvard Business School – General Management Program			
<b>Reuter, Karsten</b>			
Primavera P6 Professional Advanced			
Primavera P6 Professional Fundamentals			
OSHA 510			
<b>Sanchez, Michael</b>			
HAZWOPER 40		EM 385-1-1	
<b>Sharkey, Shannon</b>			
IS 1000 – Public Assistance Program and Eligibility			
<b>Smith, Linda</b>			
IS 100 - Introduction to the Incident Command System			
IS 240 – Leadership and Influence			
IS 324 – Community Hurricane Preparedness			
IS 700 – National Incident Management System (NIMS), An Introduction			
IS 800 – National Response Framework, An Introduction			










<b>Smith, Marcus</b>
IS 5 – An Introduction of Hazardous Materials
IS 10 – Animals in Disaster, Awareness and Preparedness
IS 11 – Animals in Disaster: Community Planning
IS 13 – EMI Conduct and Behavior
IS 15 – Special Events Contingency Planning for Public Safety Agencies
IS 27 – Orientation to FEMA Logistics
IS 35 – FEMA Safety Orientation
IS 37 – Managerial Safety and Health
IS 42 – Social Media in Emergency Management
IS 45 – Continuous Improvement (CI) Overview
IS 75 – Military Resources in Emergency Management
IS 100 - Introduction to the Incident Command System
IS 101 – Preparing for Federal Disaster Operation: FEMA
IS 102 – Deployment Basics for FEMA Response Partners
IS 107 – FEMA Travel Rules and Regulations
IS 111 – Livestock in Disasters
IS 120 – An Introduction to Exercises
IS 130 – How to be an Exercise Evaluator
IS 158 – Hazard Mitigation Flood Insurance Disaster Operations
IS 162 – Hazard Mitigation Floodplain Management in Disaster Operations
IS 200.c – Basic Command System for Initial Response
IS 212 – Introduction to Unified Hazard Mitigation Assistance (HMA)
IS 215 – Unified Federal Review Advisor Training
IS 216 – An Overview of the Unified Federal Review Process
IS 230 – Fundamentals of Emergency Management
IS 235 – Emergency Planning
IS 240 – Leadership and Influence
IS 241 – Decision Making and Problem Solving
IS 242 – Effective Communication
IS 244 – Developing and Managing Volunteers
IS 245 – Introduction to The Federal Priorities and Allocations
IS 253 – Overview of FEMA Environmental and Historic Preservation Review
IS 271 – Anticipating Hazardous Weather and Community Risk
IS 288 – The Role of Voluntary Organizations in Emergency Management
IS 317 – Introduction to Community Emergency Response Team
IS 318 – Mitigation Planning for Local and Tribal Communities
IS 322 – Flood Mitigation Basics for Mitigation Staff
IS 323 – Earthquake Mitigation Basics for Mitigation Staff
IS 325 – Earthquake Basics Science Risk and Mitigation
IS 326 – Community Tsunami Preparedness
IS 360 – Preparing for Mass Casualty Incidents
IS 362 – Multihazard Emergency Planning for Schools
IS 363 – Introduction to Emergency Management for Higher Education
IS 395 – FEMA Risk Assessment Database
IS 403 – Introduction to Individual Assistance (IA)
IS 405 – Mass Care/Emergency Assistance Overview
IS 453 – Introduction to Homeland Security Planning



<b>Smith, Marcus</b>	
IS 554 – Emergency Planning for Public Works	
IS 558 – Public Works and Disaster Recovery	
IS 559 – Local Damage Assessment	
IS 660 – Introduction to Public-Private Partnerships	
IS 662 – Improving Preparedness and Resilience Through Public-Private Partnerships	
IS 632 – Intro to Debris Operations in FEMA’s Public Assistance Program	
IS 633 – Debris Management Plan Development	
IS 700 – National Incident Management System (NIMS), An Introduction	
IS 703 – National Incident Management System Resource Management	
IS 706 – NIMS Intrastate Mutual Aid an Introduction	
IS 772 – Individual Assistance Preliminary Damage Assessment Orientation	
IS 800 – National Response Framework, An Introduction	
IS 822 – Fundamentals of Management and Support Coordination	
IS 908 – Emergency Management for Senior Officials	
IS 1300 – Introduction to Continuity of Operations	
IS 2000 – National Preparedness Goal and System Overview	
IS 2700 – National Mitigation Framework, An Introduction	
IS 2900 – National Disaster Recovery Framework Overview	
USACE – Construction Quality Management for Contractors #784	
OSHA 30	HAZWOPER 40
<b>Smith, Michael</b>	
IS 100 - Introduction to the Incident Command System	
IS 120 – An Introduction to Exercises	
IS 200.c – Basic Command System for Initial Response	
OSHA 30	HAZWOPER 40
<b>Whitten, Brent</b>	
IS 100 - Introduction to the Incident Command System	
IS 102 – Deployment Basics for FEMA Response Partners	
IS 276 – Benefit-Cost Analysis (BCA) Fundamentals	
IS 631 – Public Assistance Operation I	
IS 632 – Intro to Debris Operations in FEMA’s Public Assistance Program	
USACE – Construction Quality Management for Contractors #784	
ACEIII – Disaster Housing Inspector Training	
Decontamination Supervisor	OSHA 30
<b>Zulinke, Jay</b>	
IS 20 – Diversity Awareness Course	
IS 35 – FEMA Safety Orientation	
IS 42 – Social Media in Emergency Management	
IS 100 - Introduction to the Incident Command System	
IS 200.c – Basic Command System for Initial Response	
IS 633 – Debris Management Plan Development	
<b>Zulinke, Jay</b>	
IS 904 – Active Shooter Prevention: You Can Make a Difference	
IS 907 – Active Shooter: What You Can Do	
USACE – Construction Quality Management for Contractors #784	
OSHA 30	HAZWOPER 40

## Certifications

Smith, Robert	
 <p>30141295 SERIAL NUMBER</p> <p>1/10/2020 COMPLETION DATE</p> <p>30 HOURS COURSE DURATION</p> <p>Peter Rice TRAINER</p>	<h3>Emergency Management Institute</h3>  <h2>FEMA</h2> <p>This Certificate of Achievement is to acknowledge that</p> <p><b>ROBERT E SMITH JR.</b></p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p><b>IS-00200.c</b> <b>Basic Incident Command System for Initial Response</b></p> <p><i>Michael J. Sharon</i> Michael J. Sharon Deputy Superintendent Emergency Management Institute Federal Emergency Management Agency</p> <p>Issued this 29th Day of December, 2019</p>  <p>0.4 IACET CEU</p>
<h3>Emergency Management Institute</h3>  <h2>FEMA</h2> <p>This Certificate of Achievement is to acknowledge that</p> <p><b>ROBERT E SMITH JR.</b></p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p><b>IS-00632.a</b> <b>Introduction to Debris Operations</b></p> <p><i>Michael J. Sharon</i> Michael J. Sharon Deputy Superintendent Emergency Management Institute Federal Emergency Management Agency</p> <p>Issued this 5th Day of November, 2019</p>  <p>0.2 IACET CEU</p>	<h3>Emergency Management Institute</h3>  <h2>FEMA</h2> <p>This Certificate of Achievement is to acknowledge that</p> <p><b>ROBERT E SMITH JR.</b></p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p><b>IS-00240.b</b> <b>Leadership and Influence</b></p> <p><i>Michael J. Sharon</i> Michael J. Sharon Deputy Superintendent Emergency Management Institute Federal Emergency Management Agency</p> <p>Issued this 29th Day of December, 2019</p>  <p>0.3 IACET CEU</p>
<h3>Emergency Management Institute</h3>  <h2>FEMA</h2> <p>This Certificate of Achievement is to acknowledge that</p> <p><b>ROBERT E SMITH JR.</b></p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p><b>IS-00393.b</b> <b>Introduction to Hazard Mitigation</b></p> <p><i>Michael J. Sharon</i> Michael J. Sharon Deputy Superintendent Emergency Management Institute Federal Emergency Management Agency</p> <p>Issued this 15th Day of November, 2019</p>  <p>0.2 IACET CEU</p>	<h3>Emergency Management Institute</h3>  <h2>FEMA</h2> <p>This Certificate of Achievement is to acknowledge that</p> <p><b>ROBERT E SMITH JR.</b></p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p><b>IS-00552</b> <b>The Public Works Role in Emergency Management</b></p> <p><i>Michael J. Sharon</i> Michael J. Sharon Deputy Superintendent Emergency Management Institute Federal Emergency Management Agency</p> <p>Issued this 6th Day of November, 2019</p>  <p>0.2 IACET CEU</p>

Smith, Robert	
<div><div>Emergency Management Institute</div><div></div><div>FEMA</div><p>This Certificate of Achievement is to acknowledge that</p><p><b>ROBERT E SMITH JR.</b></p><p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p><p>IS-00100.c Introduction to Incident Command System, ICS-100</p><p>Issued this 20th Day of December, 2019</p><div><div>0.2 IACET CEU</div><div></div><div>Michael J. Sharon Deputy Superintendent Emergency Management Institute Federal Emergency Management Agency</div></div></div>	<div><div>Emergency Management Institute</div><div></div><div>FEMA</div><p>This Certificate of Achievement is to acknowledge that</p><p><b>ROBERT E SMITH JR.</b></p><p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p><p>IS-00042 Social Media in Emergency Management</p><p>Issued this 30th Day of December, 2019</p><div><div>0.3 IACET CEU</div><div></div><div>Michael J. Sharon Deputy Superintendent Emergency Management Institute Federal Emergency Management Agency</div></div></div>
<div><div>Emergency Management Institute</div><div></div><div>FEMA</div><p>This Certificate of Achievement is to acknowledge that</p><p><b>ROBERT E SMITH JR.</b></p><p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p><p>IS-00027 Orientation to FEMA Logistics</p><p>Issued this 27th Day of January, 2020</p><div><div>0.4 IACET CEU</div><div></div><div>Michael J. Sharon Deputy Superintendent Emergency Management Institute Federal Emergency Management Agency</div></div></div>	
Sudbury, Kevin	
<div><div></div><div>Congratulations!</div><p><b>Kevin Sudbury</b></p><p>You have successfully completed the online OSHA course</p><p>Date of Completion: 2/28/2019</p><p><b>ONLINE OSHA 30 HR CONSTRUCTION -</b></p><p>through Summit Training Source, Inc. with a final score of</p><p><b>100.00</b></p><p>As an OSHA Outreach trainer, I verify that I have conducted this OSHA Outreach training class in accordance with OSHA Outreach Training Program requirements. I will document this class to my OSHA Authorizing Training Organization. Upon successful review of my documentation, I will provide each student their completion card within 90 days of the end of the class.</p><p>OSHA Outreach Trainer: Scott Wallace</p><p>If you have any questions regarding this training, please contact us by phone at 1.800.842.0466.</p><p>Summit Training Source 4170 Embassy Dr. Grand Rapids, MI 49546</p></div>	<div><div>Emergency Management Institute</div><div></div><div>FEMA</div><p>This Certificate of Achievement is to acknowledge that</p><p><b>KEVIN SUDBURY</b></p><p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p><p>IS-00102.e Preparing for Federal Disaster Operations: FEMA Response Partners</p><p>Issued this 10th Day of April, 2019</p><div><div>0.1 IACET CEU</div><div></div><div>Michael J. Sharon Deputy Superintendent Emergency Management Institute Federal Emergency Management Agency</div></div></div>

**Sudbury, Kevin**

**Emergency Management Institute**



**FEMA**

This Certificate of Achievement is to acknowledge that

**KEVIN SUDBURY**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00700.b  
An Introduction to the National Incident Management System

Issued this 25th Day of April, 2019



0.4 IACET CEU

Michael J. Sharon  
Deputy Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

**Emergency Management Institute**



**FEMA**

This Certificate of Achievement is to acknowledge that

**KEVIN SUDBURY**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00100.c  
Introduction to Incident Command System, ICS-100

Issued this 10th Day of April, 2019



0.2 IACET CEU

Michael J. Sharon  
Deputy Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

**Emergency Management Institute**



**FEMA**

This Certificate of Achievement is to acknowledge that

**KEVIN SUDBURY**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00702.a  
NTMS Public Information Systems

Issued this 25th Day of April, 2019



0.2 IACET CEU

Michael J. Sharon  
Deputy Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

**Emergency Management Institute**



**FEMA**

This Certificate of Achievement is to acknowledge that

**KEVIN SUDBURY**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00632.a  
Introduction to Debris Operations

Issued this 22nd Day of April, 2019



0.2 IACET CEU

Michael J. Sharon  
Deputy Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

**Emergency Management Institute**



**FEMA**

This Certificate of Achievement is to acknowledge that

**KEVIN SUDBURY**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00033.19  
FEMA Initial Ethics Orientation 2019

Issued this 9th Day of April, 2019



0.1 IACET CEU

Michael J. Sharon  
Deputy Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

**Emergency Management Institute**



**FEMA**

This Certificate of Achievement is to acknowledge that

**KEVIN SUDBURY**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00021.19  
Civil Rights and FEMA Disaster Assistance 2019

Issued this 10th Day of April, 2019



0.1 IACET CEU

Michael J. Sharon  
Deputy Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency



**Sudbury, Kevin**

**Emergency Management Institute**



**FEMA**

This Certificate of Achievement is to acknowledge that

**KEVIN SUDBURY**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00020.19  
Diversity Awareness Course 2019**

Issued this 11th Day of April, 2019



0.1 IACET CEU

Michael J. Sharon  
Deputy Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

**Emergency Management Institute**



**FEMA**

This Certificate of Achievement is to acknowledge that

**KEVIN SUDBURY**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00559  
Local Damage Assessment**

Issued this 22nd Day of April, 2019



0.2 IACET CEU

Michael J. Sharon  
Deputy Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

**Emergency Management Institute**



**FEMA**

This Certificate of Achievement is to acknowledge that

**KEVIN SUDBURY**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00633  
Debris Management Plan Development**

Issued this 11th Day of April, 2019



0.6 IACET CEU

Michael J. Sharon  
Deputy Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

**Emergency Management Institute**



**FEMA**

This Certificate of Achievement is to acknowledge that

**KEVIN SUDBURY**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00634  
Introduction to FEMA's Public Assistance Program**

Issued this 22nd Day of April, 2019



0.4 IACET CEU

Michael J. Sharon  
Deputy Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency



USACE LEARNING CENTER  
HUNTSVILLE, ALABAMA



**CERTIFICATE**

**Kevin Sudbury**

SE9-10-20-00123

has completed the Corps of Engineers and Naval Facilities Engineering Command Training Course

**CONSTRUCTION QUALITY MANAGEMENT FOR CONTRACTORS - #784**

University of North Florida,  
Jacksonville, FL

Location

02/11/2020

Training Date(s)

NAVFAC SE

Instructional District/ NAVFAC

Thomas B. Tryon, P.E.  
NAVFAC SE CIS 904-542-6778

CQM-C Manager

Art Paquette

Facilitator/Instructor

arthur.paquette@navy.mil

Email

912-573-3146

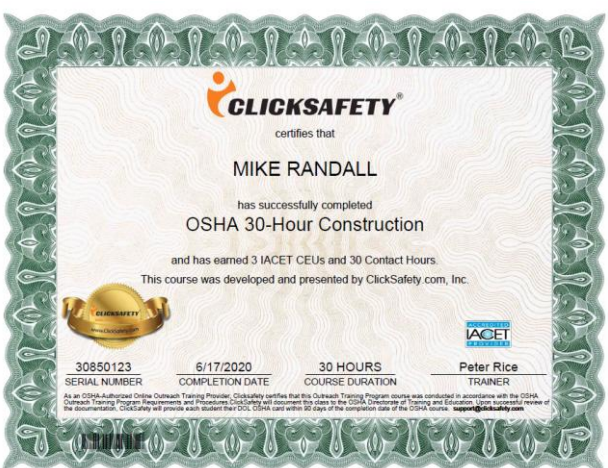
Telephone

Facilitator/Instructor Signature

THIS CERTIFICATE EXPIRES FIVE YEARS FROM DATE OF ISSUE

Jeffrey D. Dziedzic  
Chief, USACE Learning Center  
Jeffrey D. Dziedzic

Randall, Michael



Emergency Management Institute



This Certificate of Achievement is to acknowledge that  
**MICHAEL R RANDALL**  
has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:  
**IS-632.A:  
INTRODUCTION TO DEBRIS OPERATIONS**

Issued this 05th Day of August, 2022  
0.20 IACET CEU  
Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

Emergency Management Institute



This Certificate of Achievement is to acknowledge that  
**MICHAEL R RANDALL**  
has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:  
**IS-633:  
DEBRIS MANAGEMENT PLAN DEVELOPMENT**

Issued this 06th Day of August, 2022  
0.60 IACET CEU  
Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

Emergency Management Institute



This Certificate of Achievement is to acknowledge that  
**MICHAEL R RANDALL**  
has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:  
**IS-700.B:  
AN INTRODUCTION TO THE NATIONAL INCIDENT MANAGEMENT SYSTEM**

Issued this 10th Day of August, 2022  
0.40 IACET CEU  
Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

Emergency Management Institute



This Certificate of Achievement is to acknowledge that  
**MICHAEL R RANDALL**  
has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:  
**IS-703.B:  
NATIONAL INCIDENT MANAGEMENT SYSTEM RESOURCE MANAGEMENT**

Issued this 10th Day of August, 2022  
0.40 IACET CEU  
Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

**Randall, Michael**

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MICHAEL R RANDALL**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00100.c**  
**Introduction to Incident Command System, ICS-100**

*Issued this 4th Day of May, 2022*

0.2 IACET CEU



Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MICHAEL R RANDALL**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00101.c**  
**Preparing for Federal Disaster Operations: FEMA**

*Issued this 5th Day of May, 2022*

0.1 IACET CEU



Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MICHAEL R RANDALL**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-111.A:**  
**LIVESTOCK IN DISASTERS**

*Issued this 09th Day of July, 2022*

0.40 IACET CEU



Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MICHAEL R RANDALL**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00200.c**  
**Basic Incident Command System for Initial Response**  
**ICS-200**

*Issued this 29th Day of June, 2022*

0.4 IACET CEU



Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MICHAEL R RANDALL**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-212.B:**  
**INTRODUCTION TO UNIFIED HAZARD MITIGATION ASSISTANCE**  
**(HMA)**

*Issued this 02nd Day of September, 2022*

0.30 IACET CEU



Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MICHAEL R RANDALL**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-230.E:**  
**FUNDAMENTALS OF EMERGENCY MANAGEMENT**

*Issued this 16th Day of July, 2022*

0.60 IACET CEU



Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

**Randall, Michael**

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MICHAEL R RANDALL**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-235.C:  
EMERGENCY PLANNING**

Issued this 16th Day of July, 2022

*[Signature]*

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.50 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MICHAEL R RANDALL**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-240.C:  
LEADERSHIP AND INFLUENCE**

Issued this 16th Day of July, 2022

*[Signature]*

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.30 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MICHAEL R RANDALL**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-241.C:  
DECISION MAKING AND PROBLEM SOLVING**

Issued this 20th Day of July, 2022

*[Signature]*

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.20 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MICHAEL R RANDALL**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-242.C:  
EFFECTIVE COMMUNICATION**

Issued this 22nd Day of July, 2022

*[Signature]*

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.80 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MICHAEL R RANDALL**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-253.A:  
OVERVIEW OF FEMA ENVIRONMENTAL AND HISTORIC  
PRESERVATION REVIEW**

Issued this 23rd Day of July, 2022

*[Signature]*

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.40 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MICHAEL R RANDALL**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-27:  
ORIENTATION TO FEMA LOGISTICS**

Issued this 24th Day of August, 2022

*[Signature]*

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.40 IACET CEU





**Randall, Michael**

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MICHAEL R RANDALL**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00029.a  
Public Information Officer Awareness**

Issued this 1st Day of July, 2022



0.7 IACET CEU

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MICHAEL R RANDALL**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-35.22:  
FEMA SAFETY ORIENTATION 2022**

Issued this 24th Day of August, 2022



0.20 IACET CEU

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MICHAEL R RANDALL**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-37.22:  
MANAGERIAL SAFETY AND HEALTH**

Issued this 02nd Day of September, 2022



0.20 IACET CEU

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MICHAEL R RANDALL**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-403:  
INTRODUCTION TO INDIVIDUAL ASSISTANCE (IA) (DF-103)**

Issued this 23rd Day of July, 2022



0.10 IACET CEU

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MICHAEL R RANDALL**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00042.a  
Social Media in Emergency Management**

Issued this 3rd Day of July, 2022



0.3 IACET CEU

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MICHAEL R RANDALL**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-5.A:  
AN INTRODUCTION TO HAZARDOUS MATERIALS**

Issued this 07th Day of July, 2022

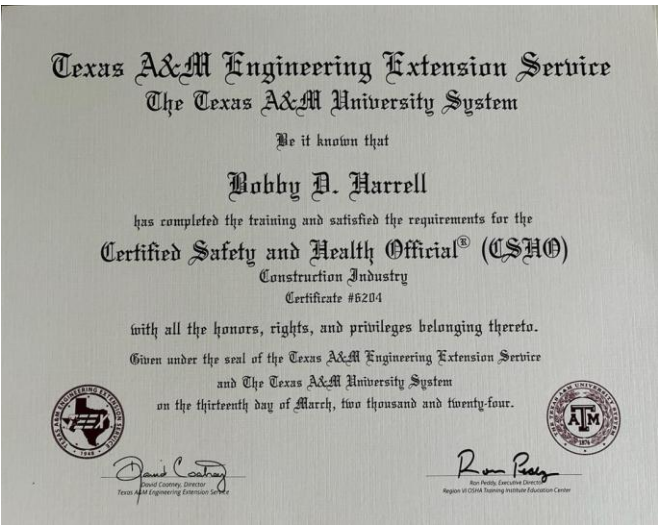
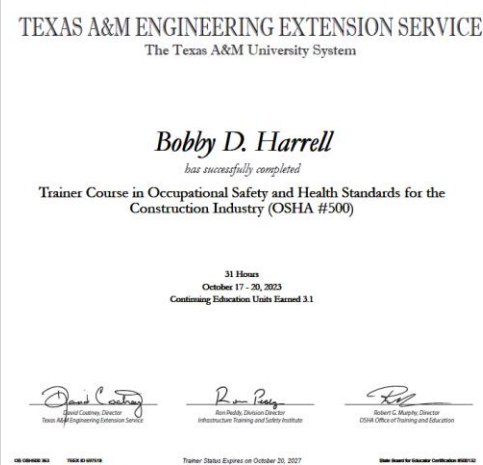
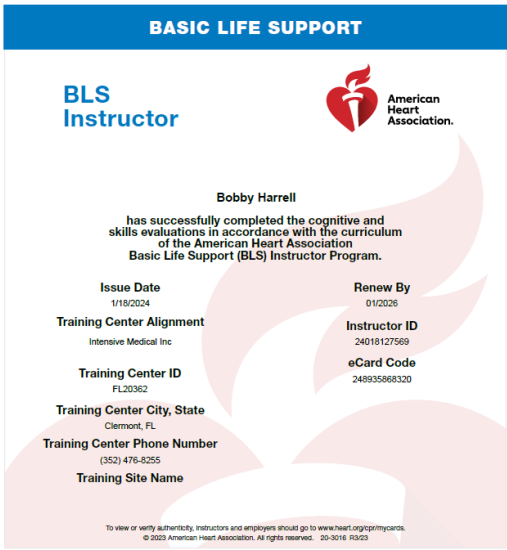


1.00 IACET CEU

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

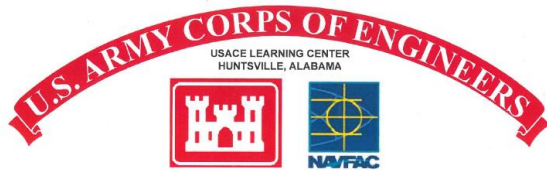
Randall, Michael	
<div><p><b>Emergency Management Institute</b></p><p><b>FEMA</b></p><p>This Certificate of Achievement is to acknowledge that</p><p><b>MICHAEL R RANDALL</b></p><p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</p><p><b>IS-800.D: NATIONAL RESPONSE FRAMEWORK, AN INTRODUCTION</b></p><p>Issued this 11th Day of August, 2022</p><p>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</p><p>0.30 IACET CEU</p></div>	<div><p><b>Emergency Management Institute</b></p><p><b>FEMA</b></p><p>This Certificate of Achievement is to acknowledge that</p><p><b>MICHAEL R RANDALL</b></p><p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</p><p><b>IS-815: A-B-C'S OF TEMPORARY EMERGENCY POWER</b></p><p>Issued this 11th Day of August, 2022</p><p>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</p><p>0.20 IACET CEU</p></div>
<div><p><b>Emergency Management Institute</b></p><p><b>FEMA</b></p><p>This Certificate of Achievement is to acknowledge that</p><p><b>MICHAEL R RANDALL</b></p><p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</p><p><b>IS-822: FUNDAMENTALS OF MANAGEMENT AND SUPPORT COORDINATION OF FEDERAL DISASTER OPERATIONS</b></p><p>Issued this 13th Day of August, 2022</p><p>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</p><p>0.40 IACET CEU</p></div>	<div><p><b>Emergency Management Institute</b></p><p><b>FEMA</b></p><p>This Certificate of Achievement is to acknowledge that</p><p><b>MICHAEL R RANDALL</b></p><p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</p><p><b>IS-841.A: NEMIS HMGP SYSTEM: OVERVIEW AND STARTUP</b></p><p>Issued this 13th Day of August, 2022</p><p>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</p><p>0.10 IACET CEU</p></div>
Harrell, Bobby	
<div><p>certifies that</p><p><b>Bobby Harrell</b></p><p>has successfully completed</p><p><b>HAZWOPER 2025 Refresher (8-Hour)</b></p><p>and 0.80 CEUs and 8.00 Contact Hours.</p><p>This course was developed and presented by ClickSafety.com, Inc.</p><p>1251169795 Serial Number</p><p>01/18/2025 Completion Date</p><p>8.00 Hours Course Duration</p><p>I confirm that I personally took the course listed above.</p><p>Student Signature</p></div>	<div><p><b>University of South Florida</b> an authorized <b>OSHA Training Institute Education Center</b></p><p>certifies that</p><p><i>Bobby Harrell</i></p><p>Has diligently and with merit completed training in <b>8510 Occupational Safety and Health Standards for the Construction Industry</b> Conducted on June 20 - June 23, 2023 by the USF OSHA Training Institute Education Center and is awarded 2.6 CEUs by the Office of Continuing Professional Development. ABIH 4.34 Safety CM Points (Approval 09-3378)</p><p>Robert Murphy Deputy Director Directorate of Training and Education To verify the authenticity of this certificate, please email usfoi@usf.edu or call 813-974-2294.</p><p>Mylene Kellerman Program Director USF OTI Education Center</p></div>

Harrell, Bobby





Laurie, Tia

**CERTIFICATE****Tia Laurie**

SE9-10-20-00103

has completed the Corps of Engineers and Naval Facilities Engineering Command Training Course

**CONSTRUCTION QUALITY MANAGEMENT FOR CONTRACTORS - #784**University of North Florida,  
Jacksonville, FL

Location

02/11/2020  
Training Date(s)

NAVFAC SE

Instructional District/ NAVFAC

Thomas B. Tryon, P.E.  
NAVFAC SE C15 904-542-6778

CQM-C Manager

Art Paquette

Facilitator/Instructor

arthur.paquette@navy.mil  
Email912-573-3145  
Telephone

Facilitator/Instructor Signature

THIS CERTIFICATE EXPIRES FIVE YEARS FROM DATE OF ISSUE

  
 Chief, USACE Learning Center  
 Jeffrey D. Dziedzic
**Emergency Management Institute****FEMA**

This Certificate of Achievement is to acknowledge that

**TIA N LAURIE**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00010****Animals in Disaster, Awareness and Preparedness**

Issued this 31st Day of December, 2008

1.0 CEU

  
 Cortez Layrence, PhD  
 Superintendent  
 Emergency Management Institute
**Emergency Management Institute****FEMA**

This Certificate of Achievement is to acknowledge that

**TIA LAURIE**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00018****Equal Employment Opportunity (EEO)  
for Employees**

Issued this 21st Day of December, 2009

0.1 IACET CEU


  
 Cortez Layrence, PhD  
 Superintendent  
 Emergency Management Institute
**Emergency Management Institute****FEMA**

This Certificate of Achievement is to acknowledge that

**TIA N LAURIE**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00100****Introduction to the Incident Command System,  
(ICS 100)**

Issued this 11th Day of August, 2008

0.3 CEU

  
 Cortez Layrence, PhD  
 Superintendent  
 Emergency Management Institute
**Emergency Management Institute****FEMA**

This Certificate of Achievement is to acknowledge that

**TIA LAURIE**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00102****Deployment Basics for FEMA Response Partners**

Issued this 2nd Day of January, 2009

0.1 CEU

  
 Cortez Layrence, PhD  
 Superintendent  
 Emergency Management Institute
**Emergency Management Institute****FEMA**

This Certificate of Achievement is to acknowledge that

**TIA LAURIE**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00630****Introduction to the Public Assistance Process**

Issued this 21st Day of December, 2009

0.2 IACET CEU


  
 Cortez Layrence, PhD  
 Superintendent  
 Emergency Management Institute

Laurie, Tia

Emergency Management Institute

FEMA

This Certificate of Achievement is to acknowledge that

TIA N LAURIE

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00632  
Intro to Debris Opers in FEMA's Public Assis. Prg

Issued this 8th Day of August, 2008

Cortez Layvence, PhD  
Superintendent  
Emergency Management Institute

0.5 CEU

Emergency Management Institute

FEMA

This Certificate of Achievement is to acknowledge that

TIA N LAURIE

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00700  
National Incident Management System  
(NIMS), An Introduction

Issued this 22nd Day of December, 2008

Cortez Layvence, PhD  
Superintendent  
Emergency Management Institute

0.3 CEU

Arroyo, Omar



**Bloodworth, Stanley**

**Emergency Management Institute**



**FEMA**

This Certificate of Achievement is to acknowledge that

**STANLEY BLOODWORTH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00100.c**

**Introduction to Incident Command System, ICS-100**

Issued this 18th Day of July, 2021



Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.2 IACET CEU

**Emergency Management Institute**



**FEMA**

This Certificate of Achievement is to acknowledge that

**STANLEY BLOODWORTH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00700.b**

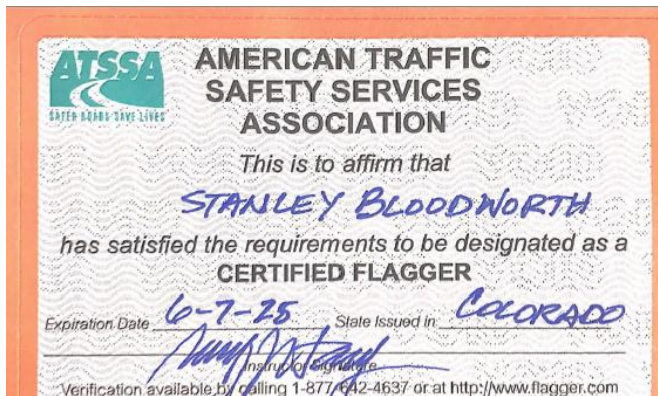
**An Introduction to the National Incident Management System**

Issued this 18th Day of July, 2021



Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.4 IACET CEU



**Bond, Everett**

**Emergency Management Institute**



**FEMA**

This Certificate of Achievement is to acknowledge that

**EVERETT J BOND**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-100.C:**

**INTRODUCTION TO INCIDENT COMMAND SYSTEM, ICS-100**

Issued this 02nd Day of August, 2022



Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.20 IACET CEU

**Emergency Management Institute**



**FEMA**

This Certificate of Achievement is to acknowledge that

**EVERETT J BOND**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-200.C:**

**BASIC INCIDENT COMMAND SYSTEM FOR INITIAL RESPONSE ICS-200**

Issued this 04th Day of August, 2022



Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.40 IACET CEU

Bond, Everett



**CERTIFICATE**  
Everett Bond  
MVN-01-23-00944  
has completed the Corps of Engineers and Naval Facility Engineering Command Training Course  
**CONSTRUCTION QUALITY MANAGEMENT FOR CONTRACTORS - #784**  
New Orleans, Louisiana 20-21 OCT 2022 New Orleans District - MVN Leslie Nuccio  
Location Training Date(s) Instructional District/ NAVFAC CQM-C Manager  
Jaime Wright (504) 862-2415 WRIGHT, JAIME LEROY, I. Digital Signature  
Facilitator/Instructor Email Telephone Facilitator/Instructor Signature  
THIS CERTIFICATE EXPIRES FIVE YEARS FROM DATE OF ISSUE  
CQM-C Recertification online course: <https://www.mvuln.net>  
Chief, USACE Learning Center  
Jeffrey D. Dziedzic

Clay, Alonzo



**Clay, Alonzo**

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**ALONZO CLAY**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-102.C:  
PREPARING FOR FEDERAL DISASTER OPERATIONS: FEMA  
RESPONSE PARTNERS**

Issued this 28th Day of July, 2022

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.10 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**ALONZO CLAY**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-200.C:  
BASIC INCIDENT COMMAND SYSTEM FOR INITIAL RESPONSE ICS-  
200**

Issued this 28th Day of July, 2022

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

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## Emergency Management Institute



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**IS-216:  
AN OVERVIEW OF THE UNIFIED FEDERAL REVIEW PROCESS:  
TRAINING FOR FEDERAL DISASTER RECOVERY LEADERSHIP**

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**IS-230.E:  
FUNDAMENTALS OF EMERGENCY MANAGEMENT**

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**IS-235.C:  
EMERGENCY PLANNING**

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**IS-632.A:  
INTRODUCTION TO DEBRIS OPERATIONS**

Issued this 08th Day of August, 2022

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Emergency Management Institute  
Federal Emergency Management Agency

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Clay, Alonzo

# Emergency Management Institute



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**IS-800.D:**

**NATIONAL RESPONSE FRAMEWORK, AN INTRODUCTION**

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**IS-700.B:**

**AN INTRODUCTION TO THE NATIONAL INCIDENT MANAGEMENT SYSTEM**

Issued this 09th Day of August, 2022

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**IS-35.22:**

**FEMA SAFETY ORIENTATION 2022**

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**IS-37.22:**

**MANAGERIAL SAFETY AND HEALTH**

Issued this 29th Day of July, 2022

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Emergency Management Institute  
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**Deville (Macey), Patricia**

## Emergency Management Institute



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has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00100.b**

**Introduction to Incident Command System  
ICS-100**

Issued this 19th Day of December, 2010



*Jeffrey D. Stern, Ph.D.*  
Superintendent  
Emergency Management Institute  
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**IS-101.C:**

**PREPARING FOR FEDERAL DISASTER OPERATIONS: FEMA**

Issued this 28th Day of July, 2022



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**IS-00200.b**

**ICS for Single Resources and  
Initial Action Incident, ICS-200**

Issued this 22nd Day of December, 2010



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**IS-230.E:**

**FUNDAMENTALS OF EMERGENCY MANAGEMENT**

Issued this 01st Day of August, 2022



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**IS-240.C:**

**LEADERSHIP AND INFLUENCE**

Issued this 02nd Day of August, 2022



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**IS-241.C:**

**DECISION MAKING AND PROBLEM SOLVING**

Issued this 08th Day of August, 2022



*Jeffrey D. Stern, Ph.D.*  
Superintendent  
Emergency Management Institute  
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**Deville (Macey), Patricia**

## Emergency Management Institute



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**IS-242.C:  
EFFECTIVE COMMUNICATION**

Issued this 26th Day of August, 2022

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**IS-00630  
Introduction to the Public Assistance Process**

Issued this 3rd Day of January, 2011

*[Signature]*

Vilnis Schifiglio Milmo  
Superintendent (Acting)  
Emergency Management Institute

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## Emergency Management Institute



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**IS-632.A:  
INTRODUCTION TO DEBRIS OPERATIONS**

Issued this 08th Day of August, 2022

*[Signature]*

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Emergency Management Institute  
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**IS-633:  
DEBRIS MANAGEMENT PLAN DEVELOPMENT**

Issued this 11th Day of August, 2022

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**IS-00700.a  
National Incident Management System (NIMS)  
An Introduction**

Issued this 12th Day of December, 2010

*[Signature]*

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Superintendent (Acting)  
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**IS-00800.b  
National Response Framework, An Introduction**

Issued this 23rd Day of December, 2010

*[Signature]*

Vilnis Schifiglio Milmo  
Superintendent (Acting)  
Emergency Management Institute

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**Deville (Macey), Patricia**



**Emergency Management Institute**



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**IS-42.A:  
SOCIAL MEDIA IN EMERGENCY MANAGEMENT**

Issued this 28th Day of July, 2022

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Jeffrey D. Stern, Ph.D.  
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Emergency Management Institute  
Federal Emergency Management Agency



**Dorsey, Chad**

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**IS-100.C:**

**INTRODUCTION TO INCIDENT COMMAND SYSTEM, ICS-100**

Issued this 03rd Day of August, 2022

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Emergency Management Institute  
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**IS-101.C:**

**PREPARING FOR FEDERAL DISASTER OPERATIONS: FEMA**

Issued this 04th Day of August, 2022

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Superintendent  
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**IS-200.C:**

**BASIC INCIDENT COMMAND SYSTEM FOR INITIAL RESPONSE ICS-200**

Issued this 05th Day of August, 2022

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**IS-230.E:**

**FUNDAMENTALS OF EMERGENCY MANAGEMENT**

Issued this 15th Day of August, 2022

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**IS-240.C:**

**LEADERSHIP AND INFLUENCE**

Issued this 16th Day of August, 2022

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**IS-241.C:**

**DECISION MAKING AND PROBLEM SOLVING**

Issued this 29th Day of August, 2022

Jeffrey D. Stern, Ph.D.  
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Emergency Management Institute  
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**Dorsey, Chad**

# Emergency Management Institute



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**IS-632.A:  
INTRODUCTION TO DEBRIS OPERATIONS**

Issued this 01st Day of September, 2022

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*[Signature]*

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Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency



**Fike, Bryan**

# Emergency Management Institute



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**IS-00100.pwb  
Introduction to the Incident Command System  
(ICS 100) for Public Works**

Issued this 17th Day of July, 2017

0.3 IACET CEU



*[Signature]*

Tony Russell  
Superintendent  
Emergency Management Institute

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**IS-00100.b  
Introduction to Incident Command System  
ICS-100**

Issued this 19th Day of June, 2017

0.3 IACET CEU



*[Signature]*

Tony Russell  
Superintendent  
Emergency Management Institute

# Emergency Management Institute



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**BRYAN S FIKE**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00700.a  
National Incident Management System (NIMS)  
An Introduction**

Issued this 17th Day of July, 2017

0.3 IACET CEU



*[Signature]*

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Superintendent  
Emergency Management Institute

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**IS-00632.a  
Introduction to Debris Operations**

Issued this 17th Day of July, 2017

0.2 IACET CEU



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Superintendent  
Emergency Management Institute

**Fike, Bryan**

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**IS-00800.b**

**National Response Framework, An Introduction**

Issued this 12th Day of June, 2017



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*Tony Russell*  
Tony Russell  
Superintendent  
Emergency Management Institute

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**IS-00033.16**

**FEMA Initial Ethics Orientation 2016**

Issued this 23rd Day of July, 2016



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Tony Russell  
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**IS-00035.21**

**FEMA Safety Orientation 2021**

Issued this 8th Day of June, 2021



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Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

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**IS-00230.d**

**Fundamentals of Emergency Management**

Issued this 21st Day of July, 2016



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**IS-00242.b**

**Effective Communication**

Issued this 20th Day of July, 2016



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**IS-00633**

**Debris Management Plan Development**

Issued this 3rd Day of July, 2017



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Superintendent  
Emergency Management Institute



**Gallicchio, John**

# Emergency Management Institute



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**IS-00005.a**  
**An Introduction to Hazardous Materials**

*Issued this 4th Day of June, 2021*



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Federal Emergency Management Agency

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**IS-00042**  
**Social Media in Emergency Management**

*Issued this 4th Day of June, 2021*



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**IS-00200.c**  
**Basic Incident Command System for Initial Response**

*Issued this 4th Day of June, 2021*



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Federal Emergency Management Agency

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**IS-00230.d**  
**Fundamentals of Emergency Management**

*Issued this 4th Day of June, 2021*



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Emergency Management Institute  
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**IS-00302**  
**Modular Emergency Radiological Response Transportation Training**

*Issued this 4th Day of June, 2021*



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**IS-00320**  
**Wildfire Mitigation Basics for Mitigation staff**

*Issued this 4th Day of June, 2021*



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Federal Emergency Management Agency

**Gallicchio, John**

**Emergency Management Institute**



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**IS-00405  
Mass Care/Emergency Assistance Overview**

*Issued this 4th Day of June, 2021*

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**Ginn, Joslyn**

**Emergency Management Institute**



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**IS-00100.c  
Introduction to Incident Command System, ICS-100**

*Issued this 20th Day of July, 2021*

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**IS-00200.c  
Basic Incident Command System for Initial Response**

*Issued this 29th Day of July, 2021*

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Emergency Management Institute  
Federal Emergency Management Agency

**Gonzalez, Milagros**

**Emergency Management Institute**



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This Certificate of Achievement is to acknowledge that

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**IS-00200.b  
ICS for Single Resources and  
Initial Action Incident, ICS-200**

*Issued this 11th Day of March, 2016*

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Superintendent  
Emergency Management Institute

**Emergency Management Institute**



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**IS-00100.b  
Introduction to Incident Command System  
ICS-100**

*Issued this 3rd Day of March, 2016*

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Tony Russell  
Superintendent  
Emergency Management Institute

## FEMA Form 16-11, October 0

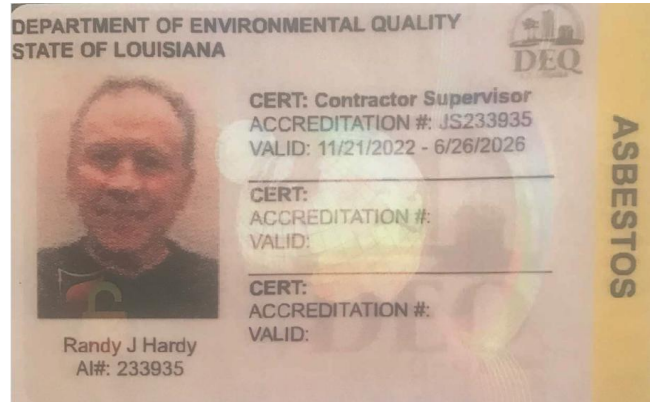
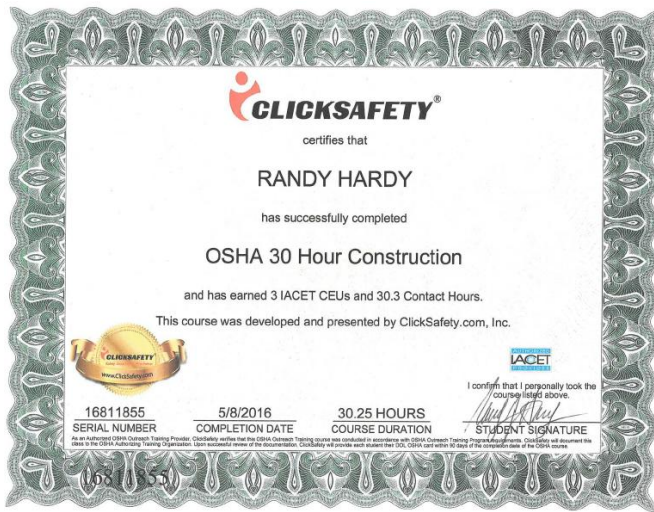
This Course meets the requirements for 12 hours of continuing education as recognized by the National Registry of Emergency Medical Technicians.

## FEMA Form 24-31, October 2010

This Course meets the requirements for 12 hours of continuing education as recognized by the National Registry of Emergency Medical Technicians

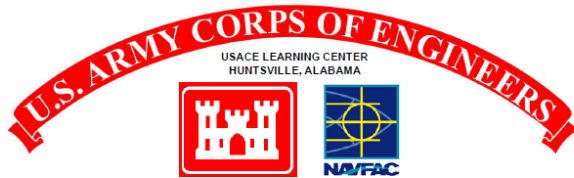
4.5.1999

## Hardy, Randy





Hunt, Tammy

**CERTIFICATE**

Tammy Lynn Hunt

SWT-33-23-00761

has completed the Corps of Engineers and Naval Facility Engineering Command Training Course

**CONSTRUCTION QUALITY MANAGEMENT FOR CONTRACTORS - #784**

Tulsa, Ok	Oct 10, 2023	Tulsa District	Walter Dean
Location	Training Date(s)	Instructional District/ NAVFAC	CQM-C Manager
Walter Dean	<a href="mailto:walter.a.dean@usace.army.mil">walter.a.dean@usace.army.mil</a>	918-669-7039	<i>Walter Dean</i>
Facilitator/Instructor	Email	Telephone	Facilitator/Instructor Signature

THIS CERTIFICATE EXPIRES FIVE YEARS FROM DATE OF ISSUE  
CQM-C Recertification online course: <https://www.mynln.net>

*Jeffrey D. Stern, Ph.D.*  
Chief, USACE Learning Center  
Jeffrey D. Dziedzic

**Emergency Management Institute****FEMA**

This Certificate of Achievement is to acknowledge that

**TAMMY L HUNT**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-100.C:****INTRODUCTION TO INCIDENT COMMAND SYSTEM, ICS-100**

Issued this 16th Day of November, 2020



0.20 IACET CEU

*Jeffrey D. Stern, Ph.D.*  
Superintendent  
Emergency Management Institute  
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**IS-230.D:****FUNDAMENTALS OF EMERGENCY MANAGEMENT**

Issued this 19th Day of November, 2020



0.60 IACET CEU

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Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

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**TAMMY L HUNT**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-230.E:****FUNDAMENTALS OF EMERGENCY MANAGEMENT**

Issued this 11th Day of September, 2022



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*Jeffrey D. Stern, Ph.D.*  
Superintendent  
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**IS-632.A:****INTRODUCTION TO DEBRIS OPERATIONS**

Issued this 25th Day of February, 2022



0.20 IACET CEU

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Emergency Management Institute  
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**IS-700.B:****AN INTRODUCTION TO THE NATIONAL INCIDENT MANAGEMENT SYSTEM**

Issued this 17th Day of November, 2020



0.40 IACET CEU

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Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

Hunt, Tammy

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**TAMMY L HUNT**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-907:  
ACTIVE SHOOTER: WHAT YOU CAN DO**

Issued this 17th Day of November, 2020

0.10 IACET CEU



*[Signature]*

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency



**American Red Cross**  
Training Services

### Certificate of Completion

**Tammy Hunt**

has successfully completed requirements for

**Adult First Aid/CPR/AED**

Date Completed: 4/25/2023

Validity Period: 2 Years

Conducted by: American Red Cross



To verify certificate, scan code or visit [redcross.org/digitalcertificate](https://redcross.org/digitalcertificate) and enter ID.

Learn and be inspired at [LifesavingAwards.org](https://LifesavingAwards.org)



019H2Q

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**TAMMY L HUNT**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-10.A:  
ANIMALS IN DISASTERS: AWARENESS AND PREPAREDNESS**

Issued this 07th Day of October, 2022

0.40 IACET CEU



*[Signature]*

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

Jusino, Alberto

**CLICKSAFETY**  
TRAINING. COMPLIANCE. YOUR FUTURE.

certifies that

**Alberto Jusino**

has successfully completed

**HAZWOPER 40-Hour for All Industries**

In accordance with the requirements of 29 CFR 1910.120(e) and has earned 4.00 IACET CEUs and 40.00 Contact Hours.

This course was developed and presented by ClickSafety.com, Inc.



I confirm that I personally took the course listed above.

1241096190  
Serial Number

11/05/2024  
Completion Date

40.00 Hours  
Course Duration

Student Signature

## Atlantic OSHA Training Center

Certificate of Completion

**Alberto Jusino Córdova**

has successfully completed the course

**OSHA # 500 "Trainer Course in Occupational Safety and Health Standards for the Construction Industry"**  
(30 hours contacts)

January 27-30 of 2025



UNIVERSIDAD ANA G. MÉNDEZ  
ACADEMIC DIVISION OF SCIENCE, TECHNOLOGY AND ENVIRONMENT  
INSTITUTE FOR ENVIRONMENTAL EDUCATION (INEDA)  
Highway 187, Center of Betancourt Street  
2nd Floor Building C, Bayamón, PR 00961



*[Signature]*  
Rafael A. Calabrese Torres, MSEM  
Director-INEDA

The Atlantic OSHA Training Center is a collaboration between the  
Centre for Public Health Workforce Development - Rutgers SPH • University of Puerto Rico Research Center • Universidad Ana G. Méndez

**Jusino, Alberto**

# Atlantic OSHA Training Center

Certificate of Completion

*Alberto Jusino Córdova*

has successfully completed the course

**OSHA #510 Occupational Safety and Health Standards for the Construction Industry**  
(30 hours)

October 7-10, 2024

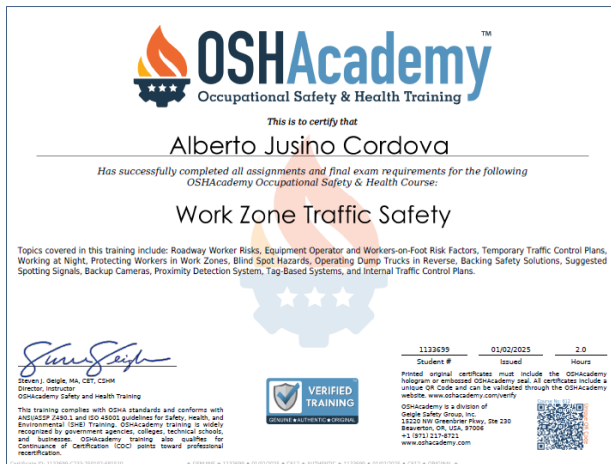
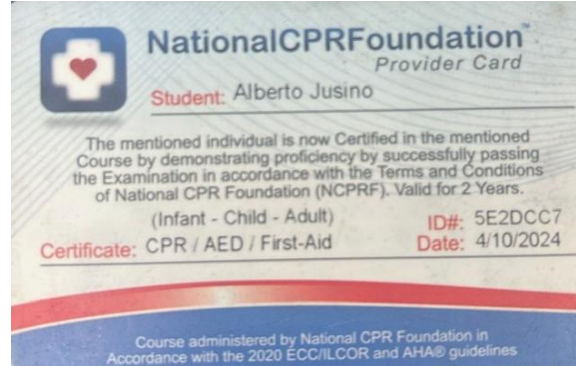


UNIVERSIDAD ANA G. MÉNDEZ  
ACADEMIC DIVISION OF SCIENCE, TECHNOLOGY AND ENVIRONMENT  
INSTITUTE FOR ENVIRONMENTAL EDUCATION (INEDA)  
Highway 167, Corner of Betances Street  
2nd Floor Building C, Bayamon, PR 00960



*Rafael A. Caballero Torres, MSEM*  
Director-INEDA

The Atlantic OSHA Training Center is a collaboration between the Center for Public Health Workforce Development - Rutgers SPH • University at Buffalo-Toxicology Research Center • Universidad Ana G. Méndez



**Morales, Ricky**

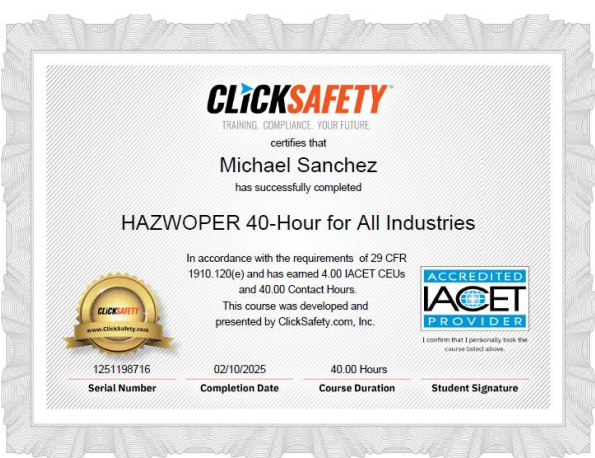




Preus, David	
<div><div>Emergency Management Institute</div><div><div>FEMA</div></div><div>This Certificate of Achievement is to acknowledge that</div><div>DAVID A PREUS</div><div>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</div><div>IS-00100.a</div><div>Introduction to the Incident Command System, ICS-100</div><div>Issued this 25th Day of May, 2009</div><div><div>0.3 IACET CEU</div></div><div><div>Cortez Lofgrence, PhD Superintendent Emergency Management Institute</div></div></div>	<div><div><div>HARVARD   BUSINESS   SCHOOL</div></div><div>David Andrew Preus</div><div>HAS SUCCESSFULLY COMPLETED THE 16<sup>TH</sup> SESSION OF THE</div><div>GENERAL MANAGEMENT PROGRAM</div><div>IN WITNESS WHEREOF THE OFFICIAL SIGNATURE AND SEAL ARE HERETO AFFIXED</div><div><div>David A. Preus Vice President, Public Safety</div></div></div>
Reuter, Karsten	
<div><div>GEORGIA INSTITUTE OF TECHNOLOGY</div><div>GEORGIA TECH OSHA TRAINING INSTITUTE EDUCATION CENTER</div><div>This is to certify that on</div><div>March 14, 2023</div><div>Karsten Reuter</div><div>has diligently and with merit completed training in the</div><div>OSHA 510</div><div>Occupational Safety and Health Standards for Construction Industry</div><div>CEUs earned 2.6</div><div><div>Georgia Tech OSHA Training Institute Education Center</div></div><div><div>Robert Murphy, Deputy Director Directorate of Training and Education</div></div><div><div>SEAL OF THE GEORGIA INSTITUTE OF TECHNOLOGY PROGRESS AND SERVICE 1885</div><div><div>Hilarie Warren, MPH, CH Director - Georgia Tech OTH Education Center</div></div></div></div>	<div><div></div><div>CERTIFICATION OF COMPLETION</div><div>Karsten Reuter</div><div>HAS SUCCESSFULLY COMPLETED</div><div>Primavera P6 Professional Advanced</div><div>A COMPREHENSIVE TRAINING DELIVERED BY PMOLINK, LLC - A REGISTERED ORACLE PARTNER</div><div>Course Hours - 6</div><div><div>Geoff Hingle Director of Training</div></div><div>2023-02-16</div><div>HTX-ADV-021623-01</div></div>
<div><div></div><div>CERTIFICATION OF COMPLETION</div><div>Karsten Reuter</div><div>HAS SUCCESSFULLY COMPLETED</div><div>Primavera P6 Professional Fundamentals</div><div>A COMPREHENSIVE TRAINING DELIVERED BY PMOLINK, LLC - A REGISTERED ORACLE PARTNER</div><div>Course Hours - 19</div><div><div>Geoff Hingle Director of Training</div></div><div>2023-02-15</div><div>HTX-F-021523-01</div></div>	



Sanchez, Michael



Sharkey, Shannon

Emergency Management Institute



This Certificate of Achievement is to acknowledge that  
**SHANNON N SHARKEY**  
has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-1000:  
Public Assistance Program and Eligibility**

Issued this 5th Day of August, 2024

0.80 IACET CEU



Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

Smith, Linda

Emergency Management Institute



This Certificate of Achievement is to acknowledge that  
**LINDA J SMITH**  
has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00100.c  
Introduction to Incident Command System, ICS-100**

Issued this 6th Day of August, 2018

0.2 IACET CEU



Michael J. Sharon  
Deputy Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

Emergency Management Institute



This Certificate of Achievement is to acknowledge that  
**LINDA J SMITH**  
has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-240.C:  
LEADERSHIP AND INFLUENCE**

Issued this 27th Day of July, 2022

0.30 IACET CEU



Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

Smith, Linda

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**LINDA J SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00324.a**  
**Community Hurricane Preparedness**

*Issued this 29th Day of April, 2022*



1.0 IACET CEU

*[Signature]*

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**LINDA J SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00700.b**  
**An Introduction to the National Incident Management System**

*Issued this 25th Day of April, 2022*



0.4 IACET CEU

*[Signature]*

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**LINDA J SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

**IS-00800.d**  
**National Response Framework, An Introduction**

*Issued this 27th Day of April, 2022*



0.3 IACET CEU

*[Signature]*

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

Smith, Marcus



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-200.C:**  
**BASIC INCIDENT COMMAND SYSTEM FOR INITIAL RESPONSE ICS-200**

*Issued this 22nd Day of July, 2022*



0.40 IACET CEU

*[Signature]*

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

Smith, Marcus

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-235.C:  
EMERGENCY PLANNING**

Issued this 29th Day of July, 2022



0.50 IACET CEU

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-632.A:  
INTRODUCTION TO DEBRIS OPERATIONS**

Issued this 26th Day of July, 2022



0.20 IACET CEU

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-633:  
DEBRIS MANAGEMENT PLAN DEVELOPMENT**

Issued this 29th Day of July, 2022



0.60 IACET CEU

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-100.C:  
INTRODUCTION TO INCIDENT COMMAND SYSTEM, ICS-100**

Issued this 19th Day of July, 2022



0.20 IACET CEU

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-5.A:  
AN INTRODUCTION TO HAZARDOUS MATERIALS**

Issued this 01st Day of September, 2022



1.00 IACET CEU

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-10.A:  
ANIMALS IN DISASTERS: AWARENESS AND PREPAREDNESS**

Issued this 16th Day of August, 2022



0.40 IACET CEU

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

**Smith, Marcus**

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-11.A:**

**ANIMALS IN DISASTERS: COMMUNITY PLANNING**

Issued this 24th Day of August, 2022

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.40 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-13:**

**EMI CONDUCT AND BEHAVIOR**

Issued this 07th Day of May, 2024

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.00 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-15.B:**

**SPECIAL EVENTS CONTINGENCY PLANNING FOR PUBLIC SAFETY AGENCIES**

Issued this 15th Day of September, 2022

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.40 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-21.23:**

**CIVIL RIGHTS AND FEMA DISASTER ASSISTANCE 2023**

Issued this 19th Day of April, 2023

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.10 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-27:**

**ORIENTATION TO FEMA LOGISTICS**

Issued this 13th Day of September, 2022

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.40 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-35.22:**

**FEMA SAFETY ORIENTATION 2022**

Issued this 01st Day of September, 2022

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.20 IACET CEU





Smith, Marcus

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-35.24:  
FEMA SAFETY ORIENTATION 2024**

Issued this 30th Day of April, 2024

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.20 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-37.24:  
MANAGERIAL SAFETY AND HEALTH 2024**

Issued this 30th Day of April, 2024

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.20 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-42.A:  
SOCIAL MEDIA IN EMERGENCY MANAGEMENT**

Issued this 10th Day of August, 2022

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.30 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-45:  
CONTINUOUS IMPROVEMENT (CI) OVERVIEW**

Issued this 15th Day of September, 2022

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.10 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-60.B:  
THE HOMELAND SECURITY GEOSPATIAL CONCEPT-OF-  
OPERATIONS (GEOCONOPS) FOR PLANNERS AND DECISION  
MAKERS**

Issued this 27th Day of March, 2023

Jeffrey D. Stern, Ph.D.  
Superintendent

0.10 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:




**IS-61.B:  
THE HOMELAND SECURITY GEOSPATIAL CONCEPT-OF-  
OPERATIONS (GEOCONOPS) IN DEPTH**

Issued this 27th Day of March, 2023

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.10 IACET CEU



Smith, Marcus	
<p><b>Emergency Management Institute</b></p>  <p><b>FEMA</b></p> <p>This Certificate of Achievement is to acknowledge that</p> <p><b>MARCUS SMITH</b></p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</p> <p><b>IS-62.B: THE HOMELAND SECURITY GEOSPATIAL CONCEPT-OF-OPERATIONS (GEOCONOPS) IN USE</b></p> <p>Issued this 30th Day of March, 2023</p>  <p>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</p> <p>0.10 IACET CEU</p> 	<p><b>Emergency Management Institute</b></p>  <p><b>FEMA</b></p> <p>This Certificate of Achievement is to acknowledge that</p> <p><b>MARCUS SMITH</b></p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</p> <p><b>IS-63.B: GEOSPATIAL INFORMATION INFRASTRUCTURE (GII)</b></p> <p>Issued this 30th Day of March, 2023</p>  <p>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</p> <p>0.10 IACET CEU</p> 
<p><b>Emergency Management Institute</b></p>  <p><b>FEMA</b></p> <p>This Certificate of Achievement is to acknowledge that</p> <p><b>MARCUS SMITH</b></p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</p> <p><b>IS-64.A: DHS COMMON OPERATING PICTURE APPLICATION</b></p> <p>Issued this 31st Day of March, 2023</p>  <p>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</p> <p>0.10 IACET CEU</p> 	<p><b>Emergency Management Institute</b></p>  <p><b>FEMA</b></p> <p>This Certificate of Achievement is to acknowledge that</p> <p><b>MARCUS SMITH</b></p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</p> <p><b>IS-66: PREPARING THE NATION FOR SPACE WEATHER EVENTS</b></p> <p>Issued this 16th Day of March, 2023</p>  <p>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</p> <p>0.20 IACET CEU</p> 
<p><b>Emergency Management Institute</b></p>  <p><b>FEMA</b></p> <p>This Certificate of Achievement is to acknowledge that</p> <p><b>MARCUS SMITH</b></p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</p> <p><b>IS-75: MILITARY RESOURCES IN EMERGENCY MANAGEMENT</b></p> <p>Issued this 16th Day of March, 2023</p>  <p>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</p> <p>0.20 IACET CEU</p> 	<p><b>Emergency Management Institute</b></p>  <p><b>FEMA</b></p> <p>This Certificate of Achievement is to acknowledge that</p> <p><b>MARCUS SMITH</b></p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</p> <p><b>IS-101.C: PREPARING FOR FEDERAL DISASTER OPERATIONS: FEMA</b></p> <p>Issued this 12th Day of August, 2022</p>  <p>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</p> <p>0.10 IACET CEU</p> 

Smith, Marcus

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-102.C:**

**PREPARING FOR FEDERAL DISASTER OPERATIONS: FEMA  
RESPONSE PARTNERS**

Issued this 24th Day of March, 2023

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.10 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-107.24:**

**FEMA TRAVEL RULES AND REGULATIONS 2024**

Issued this 07th Day of May, 2024

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.10 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-111.A:**

**LIVESTOCK IN DISASTERS**

Issued this 26th Day of August, 2022

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.40 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-120.C:**

**AN INTRODUCTION TO EXERCISES**

Issued this 31st Day of August, 2022

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.30 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-130.A:**

**HOW TO BE AN EXERCISE EVALUATOR**

Issued this 18th Day of April, 2023

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.30 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-158:**

**HAZARD MITIGATION FLOOD INSURANCE IN DISASTER  
OPERATIONS**

Issued this 18th Day of April, 2023

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.30 IACET CEU



Smith, Marcus

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-162:  
HAZARD MITIGATION FLOODPLAIN MANAGEMENT IN DISASTER  
OPERATIONS**

Issued this 12th Day of April, 2023

0.30 IACET CEU



Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-212.B:  
INTRODUCTION TO UNIFIED HAZARD MITIGATION ASSISTANCE  
(HMA)**

Issued this 22nd Day of September, 2022

0.30 IACET CEU



Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-215:  
UNIFIED FEDERAL REVIEW ADVISOR TRAINING: AN OVERVIEW OF  
THE UFR PROCESS**

Issued this 22nd Day of September, 2022

0.30 IACET CEU



Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-216:  
AN OVERVIEW OF THE UNIFIED FEDERAL REVIEW PROCESS:  
TRAINING FOR FEDERAL DISASTER RECOVERY LEADERSHIP**

Issued this 23rd Day of March, 2023

0.30 IACET CEU



Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-230.E:  
FUNDAMENTALS OF EMERGENCY MANAGEMENT**

Issued this 05th Day of August, 2022

0.60 IACET CEU



Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



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has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-240.C:  
LEADERSHIP AND INFLUENCE**

Issued this 16th Day of August, 2022

0.30 IACET CEU



Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency



**Smith, Marcus**

## Emergency Management Institute



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has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-241.C:**

**DECISION MAKING AND PROBLEM SOLVING**

Issued this 16th Day of August, 2022



0.20 IACET CEU

*[Signature]*

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



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has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-242.C:**

**EFFECTIVE COMMUNICATION**

Issued this 18th Day of August, 2022



0.80 IACET CEU

*[Signature]*

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



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has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-244.B:**

**DEVELOPING AND MANAGING VOLUNTEERS**

Issued this 17th Day of March, 2023



0.40 IACET CEU

*[Signature]*

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



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has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-245.B:**

**INTRODUCTION TO THE FEDERAL PRIORITIES AND ALLOCATIONS**

Issued this 14th Day of April, 2023



0.10 IACET CEU

*[Signature]*

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



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**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-253.A:**

**OVERVIEW OF FEMA ENVIRONMENTAL AND HISTORIC PRESERVATION REVIEW**

Issued this 14th Day of April, 2023



0.40 IACET CEU

*[Signature]*

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

## Emergency Management Institute



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**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-271.A:**

**ANTICIPATING HAZARDOUS WEATHER AND COMMUNITY RISK 2ND EDITION**

Issued this 10th Day of April, 2023



0.90 IACET CEU

*[Signature]*

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

Smith, Marcus	
<div><div>Emergency Management Institute</div><div><div>FEMA</div></div><div>This Certificate of Achievement is to acknowledge that</div><div>MARCUS SMITH</div><div>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</div><div>IS-288.A: THE ROLE OF VOLUNTARY ORGANIZATIONS IN EMERGENCY MANAGEMENT</div><div><div>Issued this 13th Day of April, 2023</div><div></div><div>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</div></div><div>0.10 IACET CEU</div><div></div></div>	<div><div>Emergency Management Institute</div><div><div>FEMA</div></div><div>This Certificate of Achievement is to acknowledge that</div><div>MARCUS SMITH</div><div>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</div><div>IS-317.A: INTRODUCTION TO COMMUNITY EMERGENCY RESPONSE TEAM (CERTS)</div><div><div>Issued this 24th Day of September, 2022</div><div></div><div>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</div></div><div>0.20 IACET CEU</div><div></div></div>
<div><div>Emergency Management Institute</div><div><div>FEMA</div></div><div>This Certificate of Achievement is to acknowledge that</div><div>MARCUS SMITH</div><div>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</div><div>IS-318: MITIGATION PLANNING FOR LOCAL AND TRIBAL COMMUNITIES</div><div><div>Issued this 21st Day of April, 2023</div><div></div><div>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</div></div><div>1.20 IACET CEU</div><div></div></div>	<div><div>Emergency Management Institute</div><div><div>FEMA</div></div><div>This Certificate of Achievement is to acknowledge that</div><div>MARCUS SMITH</div><div>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</div><div>IS-322: FLOOD MITIGATION BASICS FOR MITIGATION STAFF</div><div><div>Issued this 22nd Day of September, 2023</div><div></div><div>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</div></div><div>0.10 IACET CEU</div><div></div></div>
<div><div>Emergency Management Institute</div><div><div>FEMA</div></div><div>This Certificate of Achievement is to acknowledge that</div><div>MARCUS SMITH</div><div>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</div><div>IS-323: EARTHQUAKE MITIGATION BASICS FOR MITIGATION STAFF</div><div><div>Issued this 22nd Day of September, 2023</div><div></div><div>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</div></div><div>0.10 IACET CEU</div><div></div></div>	<div><div>Emergency Management Institute</div><div><div>FEMA</div></div><div>This Certificate of Achievement is to acknowledge that</div><div>MARCUS SMITH</div><div>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</div><div>IS-325: EARTHQUAKE BASICS SCIENCE RISK AND MITIGATION</div><div><div>Issued this 28th Day of September, 2023</div><div></div><div>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</div></div><div>0.10 IACET CEU</div><div></div></div>

**Smith, Marcus**

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-326:  
COMMUNITY TSUNAMI PREPAREDNESS**

Issued this 28th Day of September, 2023

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.60 IACET CEU



## Emergency Management Institute



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**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-360:  
PREPARING FOR MASS CASUALTY INCIDENTS: GUIDE FOR SCHOOLS,  
HIGHER EDUCATION, AND HOUSES OF WORSHIP**

Issued this 29th Day of September, 2023

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.30 IACET CEU



## Emergency Management Institute



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This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-362.A:  
MULTIHAZARD EMERGENCY PLANNING FOR SCHOOLS**

Issued this 29th Day of September, 2023

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.30 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-363:  
INTRODUCTION TO EMERGENCY MANAGEMENT FOR HIGHER  
EDUCATION**

Issued this 09th Day of August, 2022

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.30 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-395:  
FEMA RISK ASSESSMENT DATABASE**

Issued this 27th Day of August, 2022

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.20 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-403:  
INTRODUCTION TO INDIVIDUAL ASSISTANCE (IA) (DF-103)**

Issued this 18th Day of December, 2023


Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.10 IACET CEU



Smith, Marcus	
<div><div>Emergency Management Institute</div><div><div>FEMA</div></div><div>This Certificate of Achievement is to acknowledge that</div><div>MARCUS SMITH</div><div>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</div><div>IS-405: MASS CARE/EMERGENCY ASSISTANCE OVERVIEW</div><div><div>Issued this 19th Day of April, 2023</div><div></div><div><div>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</div><div></div></div><div>0.10 IACET CEU</div></div></div>	<div><div>Emergency Management Institute</div><div><div>FEMA</div></div><div>This Certificate of Achievement is to acknowledge that</div><div>MARCUS SMITH</div><div>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</div><div>IS-453: INTRODUCTION TO HOMELAND SECURITY PLANNING</div><div><div>Issued this 18th Day of December, 2023</div><div></div><div><div>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</div><div></div></div><div>0.25 IACET CEU</div></div></div>
<div><div>Emergency Management Institute</div><div><div>FEMA</div></div><div>This Certificate of Achievement is to acknowledge that</div><div>MARCUS SMITH</div><div>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</div><div>IS-505: RELIGIOUS AND CULTURAL LITERACY AND COMPETENCY IN DISASTER</div><div><div>Issued this 22nd Day of April, 2023</div><div></div><div><div>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</div><div></div></div><div>0.40 IACET CEU</div></div></div>	<div><div>Emergency Management Institute</div><div><div>FEMA</div></div><div>This Certificate of Achievement is to acknowledge that</div><div>MARCUS SMITH</div><div>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</div><div>IS-551: DEVOLUTION PLANNING</div><div><div>Issued this 30th Day of November, 2023</div><div></div><div><div>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</div><div></div></div><div>0.20 IACET CEU</div></div></div>
<div><div>Emergency Management Institute</div><div><div>FEMA</div></div><div>This Certificate of Achievement is to acknowledge that</div><div>MARCUS SMITH</div><div>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</div><div>IS-554: EMERGENCY PLANNING FOR PUBLIC WORKS</div><div><div>Issued this 30th Day of November, 2023</div><div></div><div><div>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</div><div></div></div><div>0.30 IACET CEU</div></div></div>	<div><div>Emergency Management Institute</div><div><div>FEMA</div></div><div>This Certificate of Achievement is to acknowledge that</div><div>MARCUS SMITH</div><div>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</div><div>IS-558: PUBLIC WORKS AND DISASTER RECOVERY</div><div><div>Issued this 23rd Day of August, 2022</div><div></div><div><div>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</div><div></div></div><div>0.30 IACET CEU</div></div></div>



Smith, Marcus	
<p><b>Emergency Management Institute</b></p>  <p><b>FEMA</b></p> <p>This Certificate of Achievement is to acknowledge that</p> <p><b>MARCUS SMITH</b></p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</p> <p><b>IS-559: LOCAL DAMAGE ASSESSMENT</b></p> <p>Issued this 13th Day of December, 2023</p>  <p>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</p> <p>0.20 IACET CEU</p> 	<p><b>Emergency Management Institute</b></p>  <p><b>FEMA</b></p> <p>This Certificate of Achievement is to acknowledge that</p> <p><b>MARCUS SMITH</b></p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</p> <p><b>IS-660: INTRODUCTION TO PUBLIC-PRIVATE PARTNERSHIPS</b></p> <p>Issued this 12th Day of December, 2023</p>  <p>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</p> <p>0.20 IACET CEU</p> 
<p><b>Emergency Management Institute</b></p>  <p><b>FEMA</b></p> <p>This Certificate of Achievement is to acknowledge that</p> <p><b>MARCUS SMITH</b></p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</p> <p><b>IS-662: IMPROVING PREPAREDNESS AND RESILIENCE THROUGH PUBLIC-PRIVATE PARTNERSHIPS</b></p> <p>Issued this 02nd Day of December, 2023</p>  <p>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</p> <p>0.20 IACET CEU</p> 	<p><b>Emergency Management Institute</b></p>  <p><b>FEMA</b></p> <p>This Certificate of Achievement is to acknowledge that</p> <p><b>MARCUS SMITH</b></p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</p> <p><b>IS-700.B: AN INTRODUCTION TO THE NATIONAL INCIDENT MANAGEMENT SYSTEM</b></p> <p>Issued this 10th Day of August, 2022</p>  <p>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</p> <p>0.40 IACET CEU</p> 
<p><b>Emergency Management Institute</b></p>  <p><b>FEMA</b></p> <p>This Certificate of Achievement is to acknowledge that</p> <p><b>MARCUS SMITH</b></p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</p> <p><b>IS-703.B: NATIONAL INCIDENT MANAGEMENT SYSTEM RESOURCE MANAGEMENT</b></p> <p>Issued this 17th Day of September, 2022</p>  <p>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</p> <p>0.40 IACET CEU</p> 	<p><b>Emergency Management Institute</b></p>  <p><b>FEMA</b></p> <p>This Certificate of Achievement is to acknowledge that</p> <p><b>MARCUS SMITH</b></p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</p> <p><b>IS-706: NIMS INTRASTATE MUTUAL AID AN INTRODUCTION</b></p> <p>Issued this 19th Day of September, 2022</p>  <p>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</p> <p>0.20 IACET CEU</p> 

Smith, Marcus

## Emergency Management Institute



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**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-772.A:  
INDIVIDUAL ASSISTANCE PRELIMINARY DAMAGE ASSESSMENT  
ORIENTATION**

Issued this 02nd Day of December, 2023

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

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## Emergency Management Institute



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**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-800.D:  
NATIONAL RESPONSE FRAMEWORK, AN INTRODUCTION**

Issued this 10th Day of August, 2022

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

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## Emergency Management Institute



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**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-822:  
FUNDAMENTALS OF MANAGEMENT AND SUPPORT COORDINATION  
OF FEDERAL DISASTER OPERATIONS**

Issued this 23rd Day of March, 2023

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.40 IACET CEU



## Emergency Management Institute



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**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-905:  
RESPONDING TO AN ACTIVE SHOOTER: YOU CAN MAKE A  
DIFFERENCE**

Issued this 22nd Day of March, 2023

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

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## Emergency Management Institute



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**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-906:  
BASIC WORKPLACE SECURITY AWARENESS**

Issued this 22nd Day of March, 2023

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

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## Emergency Management Institute



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**MARCUS SMITH**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-907:  
ACTIVE SHOOTER: WHAT YOU CAN DO**

Issued this 24th Day of August, 2022

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.10 IACET CEU



Smith, Marcus	
<div><div>Emergency Management Institute</div><div><div>FEMA</div></div><div><p>This Certificate of Achievement is to acknowledge that</p><p><b>MARCUS SMITH</b></p><p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</p><p><b>IS-908:</b> <b>EMERGENCY MANAGEMENT FOR SENIOR OFFICIALS</b></p><div><p>Issued this 22nd Day of March, 2023</p><div></div><div><p>0.10 IACET CEU</p></div><div><p>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</p></div></div></div></div>	<div><div>Emergency Management Institute</div><div><div>FEMA</div></div><div><p>This Certificate of Achievement is to acknowledge that</p><p><b>MARCUS SMITH</b></p><p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</p><p><b>IS-909:</b> <b>COMMUNITY PREPAREDNESS IMPLEMENTING SIMPLE ACTIVITIES FOR EVERYONE</b></p><div><p>Issued this 09th Day of August, 2022</p><div></div><div><p>0.10 IACET CEU</p></div><div><p>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</p></div></div></div></div>
<div><div>Emergency Management Institute</div><div><div>FEMA</div></div><div><p>This Certificate of Achievement is to acknowledge that</p><p><b>MARCUS SMITH</b></p><p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</p><p><b>IS-1151:</b> <b>BLUE CAMPAIGN DISASTER RESPONDER TRAINING</b></p><div><p>Issued this 31st Day of January, 2024</p><div></div><div><p>0.00 IACET CEU</p></div><div><p>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</p></div></div></div></div>	<div><div>Emergency Management Institute</div><div><div>FEMA</div></div><div><p>This Certificate of Achievement is to acknowledge that</p><p><b>MARCUS SMITH</b></p><p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</p><p><b>IS-1152:</b> <b>BLUE CAMPAIGN FIRST RESPONDER TRAINING</b></p><div><p>Issued this 31st Day of January, 2024</p><div></div><div><p>0.00 IACET CEU</p></div><div><p>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</p></div></div></div></div>
<div><div>Emergency Management Institute</div><div><div>FEMA</div></div><div><p>This Certificate of Achievement is to acknowledge that</p><p><b>MARCUS SMITH</b></p><p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</p><p><b>IS-1300:</b> <b>INTRODUCTION TO CONTINUITY OF OPERATIONS</b></p><div><p>Issued this 20th Day of September, 2023</p><div></div><div><p>0.10 IACET CEU</p></div><div><p>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</p></div></div></div></div>	<div><div>Emergency Management Institute</div><div><div>FEMA</div></div><div><p>This Certificate of Achievement is to acknowledge that</p><p><b>MARCUS SMITH</b></p><p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</p><p><b>IS-2000:</b> <b>NATIONAL PREPAREDNESS GOAL AND SYSTEM OVERVIEW</b></p><div><p>Issued this 15th Day of March, 2023</p><div></div><div><p>0.20 IACET CEU</p></div><div><p>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</p></div></div></div></div>

Smith, Marcus	
<div><div>Emergency Management Institute</div><div></div><div>FEMA</div><div><p>This Certificate of Achievement is to acknowledge that</p><p><b>MARCUS SMITH</b></p><p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</p><p><b>IS-2700: NATIONAL MITIGATION FRAMEWORK, AN INTRODUCTION</b></p><div><p>Issued this 18th Day of December, 2023</p></div><div><p>0.30 IACET CEU</p><p>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</p></div></div></div>	<div><div>Emergency Management Institute</div><div></div><div>FEMA</div><div><p>This Certificate of Achievement is to acknowledge that</p><p><b>MARCUS SMITH</b></p><p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:</p><p><b>IS-2900.A: NATIONAL DISASTER RECOVERY FRAMEWORK (NDRF) OVERVIEW</b></p><div><p>Issued this 15th Day of March, 2023</p></div><div><p>0.30 IACET CEU</p><p>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</p></div></div></div>
<div><div></div><div>CERTIFICATE OF COMPLETION</div><div><p>This certifies that</p><p><b>Marcus Smith</b></p><p>has successfully completed the course</p><p><b>HAZWOPER 8 hr Annual Refresher</b></p><div><p>Course Duration 8.0</p><p>Completion Date 02/03/2025</p></div><div><p>Samantha Montalbano, Chief Operating Officer</p></div><div><p>6504 Bridge Point Parkway, Suite 100   Austin, TX 78730   www.360training.com</p></div></div></div>	
Smith, Michael	
<div><div></div><div>certifies that</div><div><p><b>Michael Smith</b></p><p>has successfully completed</p><p><b>HAZWOPER 2024 Refresher (8-Hour)</b></p><div><p>and 0.80 CEUs and 8.00 Contact Hours. This course was developed and presented by ClickSafety.com, Inc.</p></div><div><p>1240991663 Serial Number</p><p>07/28/2024 Completion Date</p><p>8.00 Hours Course Duration</p><p> Student Signature</p></div></div></div>	<div><div>Emergency Management Institute</div><div></div><div>FEMA</div><div><p>This Certificate of Achievement is to acknowledge that</p><p><b>MICHAEL SMITH</b></p><p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p><p><b>IS-00100.e Introduction to Incident Command System, ICS-100</b></p><div><p>Issued this 7th Day of August, 2019</p></div><div><p>0.2 IACET CEU</p><p>Michael J. Sharon Deputy Superintendent Emergency Management Institute Federal Emergency Management Agency</p></div></div></div>



Smith, Michael													
<div><h3>Emergency Management Institute</h3><h2>FEMA</h2><p>This Certificate of Achievement is to acknowledge that</p><p><b>MICHAEL SMITH</b></p><p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p><p><b>IS-00120.c</b> <b>An Introduction to Exercises</b></p><p><i>Issued this 9th Day of December, 2021</i></p><p>0.3 IACET CEU</p><p>Jeffrey D. Stern, Ph.D. Superintendent Emergency Management Institute Federal Emergency Management Agency</p></div>	<div><h3>Emergency Management Institute</h3><h2>FEMA</h2><p>This Certificate of Achievement is to acknowledge that</p><p><b>MICHAEL SMITH</b></p><p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p><p><b>IS-00200.c</b> <b>Basic Incident Command System for Initial Response</b></p><p><i>Issued this 3rd Day of September, 2019</i></p><p>0.4 IACET CEU</p><p>Dr. Jeff Stern Superintendent Emergency Management Institute Federal Emergency Management Agency</p></div>												
Whitten, Brent													
<div><h3>CERTIFICATE</h3><p><b>BRENT WHITTEN</b></p><p>NAU-04-24-0643</p><p>has completed the Corps of Engineers and Naval Facilities Engineering Command Training Course:</p><p><b>CONSTRUCTION QUALITY MANAGEMENT FOR CONTRACTORS</b></p><table border="0"><tr><td>Europe District Virtual Location</td><td>April 18-19, 2024 Training Date(s)</td><td>Europe District Instructional District/</td><td>Jason R. Redeen, P.E.</td></tr><tr><td>Jason R. Redeen</td><td>Jason.R.Redeen@usace.army.mil</td><td>+49 611 9744 2511</td><td>District CQM Course Manager</td></tr><tr><td>Facilitator/Instructor</td><td>Email</td><td>Telephone</td><td>Facilitator/Instructor Signature</td></tr></table><p><b>THIS CERTIFICATE EXPIRES FIVE YEARS FROM DATE OF ISSUE</b></p></div>	Europe District Virtual Location	April 18-19, 2024 Training Date(s)	Europe District Instructional District/	Jason R. Redeen, P.E.	Jason R. Redeen	Jason.R.Redeen@usace.army.mil	+49 611 9744 2511	District CQM Course Manager	Facilitator/Instructor	Email	Telephone	Facilitator/Instructor Signature	<div><h3>Emergency Management Institute</h3><h2>FEMA</h2><p>This Certificate of Achievement is to acknowledge that</p><p><b>BRENT S WHITTEN</b></p><p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p><p><b>IS-00100.a</b> <b>Introduction to the Incident Command System, ICS-100</b></p><p><i>Issued this 13th Day of May, 2009</i></p><p>0.3 CEU</p><p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p></div>
Europe District Virtual Location	April 18-19, 2024 Training Date(s)	Europe District Instructional District/	Jason R. Redeen, P.E.										
Jason R. Redeen	Jason.R.Redeen@usace.army.mil	+49 611 9744 2511	District CQM Course Manager										
Facilitator/Instructor	Email	Telephone	Facilitator/Instructor Signature										
<div><h3>Emergency Management Institute</h3><h2>FEMA</h2><p>This Certificate of Achievement is to acknowledge that</p><p><b>BRENT S WHITTEN</b></p><p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p><p><b>IS-00102</b> <b>Deployment Basics for FEMA Response Partners</b></p><p><i>Issued this 13th Day of May, 2009</i></p><p>0.1 CEU</p><p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p></div>	<div><h3>Emergency Management Institute</h3><h2>FEMA</h2><p>This Certificate of Achievement is to acknowledge that</p><p><b>BRENT WHITTEN</b></p><p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p><p><b>IS-00276</b> <b>Benefit-Cost Analysis (BCA) Fundamentals</b></p><p><i>Issued this 8th Day of October, 2013</i></p><p>0.1 IACET CEU</p><p>Tony Russell Superintendent Emergency Management Institute</p></div>												

Whitten, Brent

## Emergency Management Institute



### FEMA

This Certificate of Achievement is to acknowledge that

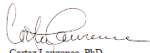
**BRENT S WHITTEN**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00631  
Public Assistance Operation I

Issued this 10th Day of February, 2008

0.7 CEU

  
Cortez Lawrence, PhD  
Superintendent  
Emergency Management Institute

## Emergency Management Institute



### FEMA

This Certificate of Achievement is to acknowledge that

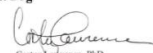
**BRENT WHITTEN**

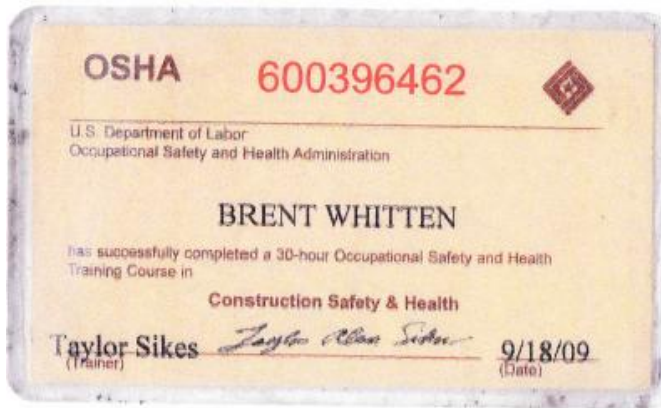
has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00632  
Intro to Debris Ops in FEMA's Public Assis. Prg

Issued this 14th Day of May, 2008

0.5 CEU

  
Cortez Lawrence, PhD  
Superintendent  
Emergency Management Institute



## Certificate of Completion

awarded to

**BRENT WHITTEN**

ACEIII-Initial

Disaster Housing Inspector Training

presented by



Partnership for Response and Recovery

a contractor for

  
Manager of Training and Recruiting



2/5/2008 12:00:00AM  
Training Date

 **EMILCOTT** Training Institute  
environmental, health & safety experts

This Certifies That

**Brent Whitten**

Has Successfully Completed

**Decontamination Supervisor**

Date: 03/30/2020

Location: Florham Park, NJ

  
Bruce D. Groves, CIH, President

**Zulinke, Jay**

## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**JAY M ZULINKE, II**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-100.C:  
INTRODUCTION TO INCIDENT COMMAND SYSTEM, ICS-100**

Issued this 19th Day of July, 2022

*[Signature]*

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.20 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**JAY M ZULINKE, II**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-200.C:  
BASIC INCIDENT COMMAND SYSTEM FOR INITIAL RESPONSE ICS-200**

Issued this 20th Day of July, 2022

*[Signature]*

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.40 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**JAY M ZULINKE, II**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-20.22:  
DIVERSITY AWARENESS COURSE 2022**

Issued this 26th Day of July, 2022

*[Signature]*

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.10 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**JAY M ZULINKE, II**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-35.22:  
FEMA SAFETY ORIENTATION 2022**

Issued this 21st Day of July, 2022

*[Signature]*

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.20 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**JAY M ZULINKE, II**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-42.A:  
SOCIAL MEDIA IN EMERGENCY MANAGEMENT**

Issued this 21st Day of July, 2022

*[Signature]*

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.30 IACET CEU



## Emergency Management Institute



**FEMA**

This Certificate of Achievement is to acknowledge that

**JAY M ZULINKE, II**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-633:  
DEBRIS MANAGEMENT PLAN DEVELOPMENT**

Issued this 22nd Day of July, 2022

*[Signature]*

Jeffrey D. Stern, Ph.D.  
Superintendent  
Emergency Management Institute  
Federal Emergency Management Agency

0.60 IACET CEU







### 3.6 Accomplishments

Founded in 1976 and incorporated in 1995, Ceres Environmental Services, Inc. has provided emergency management and other services for **48 years** to government entities throughout the United States.

- Ceres has **never defaulted on a contract or failed to complete any work awarded**.
- **No client of Ceres has been denied eligible reimbursement for work Ceres has performed.** Ceres' professional staff assists our clients, upon request, with the preparation and submission of project worksheets for FEMA and other agencies.
- **No Regulatory or License Agency Sanctions** have ever been imposed on Ceres or any of its principals.
- Ceres' policy and practice is to **utilize qualified local small and disadvantaged business enterprises** to the maximum extent practicable to further aid in the recovery of the community.
- Exemplary Performance on **over \$2.5 billion dollars** of Emergency Debris Management contracts awarded by various government agencies within the past 30 years on over 400 FEMA-funded contracts.
- In 2024, Ceres responded to **47 jurisdictions** in Florida, Georgia, and North Carolina following Hurricanes Helene and Milton, removing over **11 Million** cubic yards of debris.
- Following Hurricane Michael, Ceres was activated by the USACE in **13 counties in Southwest Georgia**. Ceres collected and hauled a total of 4,236,363 cubic yards (CY) of debris in 90 days, with a **maximum haul of 140,330 CYs in a single day**.
- In all of 2017, Ceres **received 54 major contract activations from cities, counties, and in the U.S. Virgin Islands (USVI)** for debris removal and off-island debris disposal. For the USVI work, Ceres received **the highest possible contract evaluation – Exceptional – in all categories for its pre- and post-Hurricanes Irma and Maria responses**.
- Ceres responded to Louisiana flooding in 2016, **removing over 1,000,000 cubic yards of debris** as well as damaged white goods and putrescent food.
- Following Hurricanes Hermine and Matthew, Ceres was activated on **20 contracts over four states**: Florida, Georgia, South Carolina, and North Carolina. Ceres successfully removed **more than 3,000,000 cubic yards** of hurricane debris resulting from Hermine and Matthew despite already working in Louisiana following the flooding.
- Ceres responded to the Midwestern flooding and Hurricanes Dolly, Gustav, and Ike during 2008 and **fulfilled all obligations for nine separate contracts**, seven of which were performed simultaneously.
- Performed **simultaneous Hurricanes Katrina, Rita, and Wilma recovery operations** in three states throughout 44 counties and parishes.
- During Hurricane Katrina recovery, 45,000 cubic yards of debris were hauled on the first day of operations and up to 200,000 cubic yards daily after that. In total, **more than 13 million cubic yards** were hauled and processed.
- Performed **over 40,000 Right of Entry (ROE) work orders for "Blue Roof" repairs** for the U.S. Army Corps of Engineers on five contracts, with concurrent operations in over 30 counties.
- Recipient of the **Million Work Hours Award** for our **superb safety record** on the Katrina Debris project for the U.S. Army Corps of Engineers.
- Ceres Environmental Services, Inc. has a long record of successful contract performance. Many of our customers have provided formal evaluations or letters of recommendation that attest to our strong performance and record of customer service and satisfaction. Refer to **Section 2.2, Reference List and Questionnaires**. Additional letters of reference are available upon request.



### 3.7 FEMA and State Reimbursement Success

From experience on over 400 FEMA-reimbursed projects, Ceres Environmental Services, Inc. knows that accurate and organized recordkeeping and reporting is vital to the successful completion of a project and full FEMA reimbursement. To meet this need, Ceres starts with training and education covering changes in FEMA rules, regulations and policies with follow-on topics including debris management planning and review. During the project, Ceres works to ensure debris eligibility and proper documentation for NTPs, work orders, debris site permits, truck certifications, load tickets, tree tickets, haul out tickets and final disposal locations. After the project is complete, Ceres assists in project closeouts with State and FEMA, supports clients through FEMA Requests for Information (RFIs), OIG audits and arbitration, attends post-project briefings, and provides lessons learned and recommendations for the next project. This careful attention to FEMA rules, regulations and policies, compliant documentation and strict internal quality control procedures serves to protect City of North Port's FEMA reimbursement and future budgets. **Throughout Ceres' history, no client has been denied reimbursement for eligible work Ceres has performed.**

Over the past ten years, all of Ceres' clients eligible for FEMA reimbursement have received the maximum amount for which their jurisdiction was eligible, **typically between 75% and 100%** based on FEMA regulations. One of the things that can greatly affect reimbursement is careful recordkeeping. Ceres will assist the City of North Port with record keeping ensuring maximum reimbursement. **Ceres will meet all program standards as provided for in the FEMA Public Assistance Program and Policy Guide.**

The following are some of the examples of our FEMA reimbursement experience.

Owner /Location	Total Cost of the Project	Time Period	Percentage of Fed and State Funds Received	Description
North Port	\$42,031,396	October 2022 – March 2023	100% Fed. for the first 60 days, outside 60 days: 90% Fed., 5% State, 5% Local	Removal of Debris Following Hurricane Ian
Cape Coral	\$64,888,996	September 2022 – May 2023	100% Fed. for the first 60 days, outside 60 days: 90% Fed., 5% State, 5% Local	Removal of Debris Following Hurricane Ian
Livingston Parish	\$24,632,444	August 2021 – January 2022	100% Fed. cost share reimbursement for the first 30 days of the disaster emergency declaration. 90% Fed. after the first 30 days	Removal and disposal of debris following Hurricane Ida
Cameron Parish	\$28,880,677	August 2020 – May 2021	100% Fed. for the costliest 30 days, outside costliest 30 days: 90% Fed., 5% State, 5% Local	Removal, reduction, and disposal of debris generated from Hurricane Laura
Linn County	\$9,476,677	August 2020 – January 2021	75% Fed., 12.5% State, 12.5% Local	Removal and disposal of debris resulting from August derecho.
USACE - 13 SW Georgia Counties	\$134,159,610	October 2018 – March 2019	100% Fed.	Removal of debris and hauling following Hurricane Michael within 13 Southwest Georgia Counties.
Seminole County, FL	\$13,151,655	September 2017 – January 2018	75% Fed., 12.5% State (90% Fed. for the first 30 days ending 10/18/17; 80% for 60 more days through 12/17/17)	Hauling debris resulting from Hurricane Irma

Owner /Location	Total Cost of the Project	Time Period	Percentage of Fed and State Funds Received	Description
Columbia County, GA	\$8,539,038	February – August 2014	85% Fed., 8.5% State	Removal, collection, reduction, and disposal of over 500,000 CY of vegetative debris

### 3.8 Federal/State Project Worksheet Experience

From experience on over 400 FEMA-reimbursed projects, Ceres Environmental Services, Inc. knows that accurate and organized recordkeeping and reporting is vital to successful completion of a project. To fulfill this need, Ceres provides support and assistance through every step of the project. After the project is completed, Ceres will attend post-project briefings and provide our lessons learned and recommendations for the next project to the City of North Port. Ceres' careful attention to documentation and strict quality control procedures will aid in the acceptance of a claim for reimbursement. **Throughout Ceres' history, no client has been denied reimbursement for work Ceres has performed.**

Ceres has FEMA reimbursement liaison officers on staff that provide expertise to Ceres and the City in order that all Project Worksheet activities and other reimbursement documentation are filed successfully.

Even long after Project Worksheet development, submittal and funding, Ceres supports its clients during the closeout and audit process. In 2020, Florida Division of Emergency Management's consultant, KPMG, requested additional information on two projects during closeout – Indian River County, Florida and Palm Beach County, Florida. Ceres was able to assist the client with detailed documentation that met KPMG's needs and resolved the outstanding closeout issues quickly. Similarly, in 2021 and 2022, Ceres assisted Vermillion Parish and Allen Parish with Hurricane Laura/Delta Project Worksheet development and closeout. Because we have great understanding and experience with the FEMA reimbursement process, we keep detailed records during and after the project. When clients like Vermillion Parish or Allen Parish request assistance, Ceres can quickly pull project records and provide them to the client to satisfy State and FEMA requests.

#### Training

Ceres is qualified and able to participate in pre-event training days. Available training related to technical aspects of disaster recovery involves FEMA worksheets, the available methods of recording project data from tickets and truck certifications onto electronic records and databases, field operations and other training as needed or requested.

The Ceres Pre-Event Training Program covers a wide array of disaster topics and is tailored to the City's needs and education. Topics focus on three different timelines to better understand the entire contract life cycle:

- What can we do today?
- How do we respond to the event?
- Where do we go from here?

These timelines allow Ceres to develop a Pre-Event Training Program based on the specific needs and education of each client. Clients with little or outdated debris experience may want to focus on debris planning or North Port-Ceres response immediately following an event. Conversely, clients with repeated experience from the recent hurricane seasons may want to focus on project documentation after a debris project is complete.

#### Reimbursement Assistance

Ceres has experienced personnel trained in providing the necessary documentation and assistance in the preparation of reimbursement claims for the City. If requested, Ceres will provide the City with turnkey services or guidance and technical assistance to ensure proper preparation and submittal of claims for reimbursement and other available funding. Our FEMA reimbursement liaisons have supervised and trained personnel on disaster response and relief efforts in New York following 9/11 and on subsequent events including Hurricanes



Ian, Ida, Laura, Delta, Sally, Michael, Irma, Maria and Florence. We can help a local government make certain that federal funding approvals are followed by timely reimbursement.

### Program Management Assistance

Ceres is experienced and trained to provide all the following services to the City:

- Developing Preliminary Damage Assessment (PDA) for Submittal to State and FEMA
- Emergency Work Definition and Application to North Port (Category A and Category B)
- Permanent Work Definition and Application to North Port (Categories C through G)
- Assistance with Applicant's Briefing
- Identifying Expenditures Eligible for Reimbursement
- Review of Scope of Work
- Recovery Process Documentation
- Recovery Process Oversight
- Force Account Labor Assistance
- Preparation of Project Worksheet (PW)
- Review of records system for applicability to State and Federal Requirements
- Orientation and training of client personnel on documentation requirements
- Assist in the establishment of the "Clerk of Records"
- Claim Documentation
- Public Service Announcements

### Documentation

Ceres has its own forms for truck certification, load tickets, force account labor and equipment, man-hours, and equipment supplied. Ceres is pleased to provide these, and any other forms needed for the City. **Refer to Section 6.11, Documentation and Invoicing** for additional details.

## 3.9 Experience and Expertise in Hazardous and Specialty Debris

Ceres Environmental Services, Inc. brings the City a wealth of experience in removing and disposing of specialty debris, demolition of structures, debris removal from private property and publicly owned property other than rights-of-way. The list of experience included in **Section 2.1, Past Projects Related to the Scope of Work**, includes many of these activities that require knowledge of proper environmental practices and their practical application.

### Hazardous Materials

Ceres does not anticipate the presence of any hazardous materials within the work area with the exception of those materials used and controlled by Ceres for the performance of the work. Any hazardous materials that are identified in the area will be removed by trained personnel and containerized or otherwise secured until appropriate means of disposal are arranged.

### Waste Management

We do not anticipate that this project will result in the generation of any regulated waste, and every effort will be made to minimize the generation of both regulated and non-regulated waste. In the event hazardous, special or other regulated wastes are generated, they will be containerized, labeled, handled and stored in accordance with federal, state and local requirements. A storage area will be established to provide secure storage and minimize the release of any accidental spills, leaks or ruptures.

Hazardous waste will be disposed of properly through a permitted treatment, storage and disposal (TSD) as soon as possible. The Contract Manager will be contacted prior to generation of hazardous wastes to determine labeling requirements for the storage of the material. Arrangements for disposal of the hazardous waste will be made prior to project completion. The Site Supervisor will ensure that appropriate documentation is available prior to shipment of any hazardous waste. Such documentation may include land disposal restriction documentation, analytical data, and proper shipping manifests. Only a transporter licensed to haul hazardous

waste will be used to ship the material from the designated storage area to the permitted TSD facility. Shipping manifests and analytical documentation will be provided to government personnel as required or requested.

#### **Training Documentation**

Personnel involved in the management of hazardous waste will be trained in proper handling and storage, personal protective equipment, spill response and notification, and transportation and disposal requirements. Untrained personnel are not permitted to add waste to containers or be otherwise involved in the management of hazardous waste.

#### **Recyclable Materials**

Recyclable materials include lead acid batteries and used oil. Such materials will be containerized, stored, transported, and recycled or disposed of in accordance with federal, state and local requirements. If no such requirements are applicable, the materials will be stored to protect against damage and exposure to precipitation. Used oil collected for recycling will meet the requirements of Title 40 CFR Part 279 and applicable state requirements. A written waste determination must be provided for each waste stream to ensure compliance with recycling or disposal requirements. Documentation is maintained regarding the amount and type of all materials recycled, method of transportation and recycling facility selected.

#### **Unforeseen Hazards/Materials**

If any unforeseen or unanticipated hazardous materials are identified inside the structure or at the work site, all work will immediately cease. The Project Manager must be notified immediately; the government determines whether the material is hazardous and whether it poses any danger. The government will then provide direction as to whether work may proceed without change.

#### **Documentation and Record Keeping**

All documentation relating to environmental issues regarding this project will be maintained on site in an Environmental Records binder. Ceres retains the original documents in accordance with company requirements regarding retention of environmental records and documentation.

#### **Household Hazardous Waste (HHW)**

HHW contains hazardous substances such as Oxidizers, Acids, Bases, Poisons, Flammables and RCRA listed wastes. Primary Recyclables include fuels, lead acid batteries and scrap steel.

Curbside collection and demolition decommissioning is the primary source for the HHW stream. Private citizen drop-offs at the TSDRs also contribute to the overall volumes. HHW products are identified by the product label or container type and managed by the DOT Waste Classifications for compatibility. Specific Regulatory programs also direct the flow of specific types of materials. In addition to DOT shipping requirements, there are special regulations for Universal Wastes (like mercury switches, lead acid batteries, fluorescent bulbs), Fuels, and Guns and Ammunition, for example. Medical Wastes include sharps and used bandages. Ammunition and Guns and explosives present special hazards, as well. It is essential that only specialized personnel manage these materials.

Unknowns are sampled and tested with a series of field screening procedures designed to characterize the materials into compatible classes based on chemical and physical properties. Once the chemical compatibility is determined, safer management of the materials can be applied.

Collection and staging areas at the TSDRs are established to eliminate release of chemicals and exposures resulting from the co-mingling of incompatibles. Special precautions are in place preventing chemical reactions within blending tanks. Standards from the National Fire Protection Association (NFPA) are employed. Spill Prevention Control and Countermeasures rules are applied, and containment areas are covered to minimize rainwater collection. RCRA contingency measures and evacuation procedures are prepared and practiced by facility personnel. Safety supplies are routinely inspected, and safety topics are discussed at daily safety meetings. After Hurricane Laura in 2020, we removed and disposed of 46,180 pounds of HHW in Cameron Parish, LA. In the U.S. Virgin Islands, we separated asbestos from the C & D waste stream, lead and fiberglass.

### Liquefied Petroleum Gas Tanks

Liquefied Petroleum Gas (LPG) tanks typically contain propane gas. LPG tanks may be found in many urban and rural environments such as motor homes, travel trailers, grills, camp stoves, lanterns, etc. LPG is stored under pressure. The gas will leak from any joint or connection which is not sealed properly.

Debris workers must be observant for LPG tanks. Basically, there are two types of tanks you will find, portable and bulk. Portable, consumer type tanks will be sized from 4 to 40 pounds, though the most common tank is the 20-pound tank. Bulk tanks are often 100 to several hundred pounds.

It is vital that LPG tanks can be re-located to a staging area for recertification, refurbishment or dismantling. Bulk tanks should not be moved except by properly trained personnel. Tanks measuring 25 gallons and larger, are supposed to be registered with local or state authorities. Orphan tanks can be identified, and the owners tracked down by their registration and serial numbers on the tanks.

### Small Motorized Engines (SMEs)

SMEs contain hazardous substances such as gasoline, oils and other motor fluids. Primary Recyclables include scrap steel, fuel and plastics. SMEs are comprised of materials like lawn mowers, lawn tractors, motorcycles, portable generators, edger's, power washers and blowers, trimmers, chain saws and other gasoline powered hand tools. The types of materials generated from this stream include oils, fuels, filters, and scrap steel. Special precautions are needed to be employed due to the gasoline and oils. Drip pans providing secondary containment are in place where waste extractions are performed, and bulk consolidation is made.

### White Goods

Ceres has handled white goods for many projects. White goods include refrigerant containing appliances such as freezers, refrigerators, and air conditioners; and other large appliances such as washers and dryers and small appliances like microwaves, depending on the recycler.

For example, following Hurricane Laura, while under contract with Cameron Parish LA, Ceres removed and disposed of **2,293 white goods**, many of which included freon. Refer to **Section 6.1, Debris Management Operations Plan** for additional details.

### Dead Animal Carcasses

When required, carcasses of dead livestock, poultry, and large animals can be removed by Ceres. FEMA reimbursement is contingent on the determination by the City that they represent an imminent and significant threat to public health and safety. The carcasses will be removed to the TDMS and/or a final disposition site approved by the City.

### Hazardous Stumps

We have the equipment and expertise required to remove hazardous stumps when required. Ceres has performed this work on previous storms with an excellent safety record and with an excellent damage record.

According to PAPPG the eligibility requirements for a hazardous stump are:

- The stump has 50% or more of the root ball exposed;
- The stump is 2 feet or larger in diameter measured 2 feet above the ground; and
- Extraction is required as part of the removal.

Once a stump has been defined as hazardous, and the City has requested removal of the stump Ceres will perform all steps necessary before safely removing the stump. These steps include:

- Contacting 811 – “Call Before You Dig” to request a survey of utility lines and pipes around the stump
- If the stump is in a known archaeologically significant or historical site, the National Historic Preservation Act (NHPA) requires that before disturbing the grounds you must first contact the State Historic Preservation Office (SHPO) and if Tribal Land is involved contact must also be made with the Tribal Historic Preservation Office (THPO). The coordinates of the stumps with the requested action of

extraction must be included with the request for information about the project site. SHPO's and THPO's often take 30 days to respond, so it is important to initiate this correspondence early in the project.

- Once the site has been marked by 811 and cleared by SHPO/THPO if necessary, stump removal will begin. The objective is to remove the stump with as little disturbance to the ground as possible. This can be accomplished by first cutting all roots seen above the ground. Then an excavator or specialty grapple truck may be used to extract the stump depending on the size and area. Special equipment may be used to break the stump into smaller pieces for easier extraction if deemed necessary.
- Once the stump has been safely extracted, approved dirt will be used to backfill the hole, and the stump will be hauled to the TDRS and reduced by grinding. The stump conversion table will be used to quantify the cubic yardage of each stump based on a specific formula.

Following Hurricanes Laura and Delta, Ceres removed **940 stumps** that were deemed to be hazardous.

### **3.10 Demolition of Structures, Debris Removal from Privately-Owned and Publicly Owned Property**

Ceres can operate beyond the public Right of Way (ROW) as directed by the City. Upon receipt of a Notice to Proceed, Ceres will retain a third-party inspection firm to survey the condemned structure(s) for hazardous materials (asbestos, lead, PCBs, white goods, mercury containing components, etc.). A copy of the inspection report will be provided to the City. At the same time, Ceres engineering staff will conduct a pre-demolition survey. Refer to **Section 6.1, Debris Management Operations Plan** for additional details.

Ceres demolition projects include work for the North Abaco Recovery Initiative in the Bahamas following Hurricane Dorian, and response to California wildfires in Butte, Lake, Mendocino, and Napa Counties, CA.

Ceres has conducted operations in New Zealand and in Haiti following earthquake events and is a leader in the reconstruction and upgrade of seismically damaged buildings repairs in Christchurch, New Zealand. Our 2016 New Zealand demolition project was shortlisted for the World Demolition Awards in London in 2017.

Ceres also worked for United States Air Force for an emergency demolition project at Thule Air Base, Greenland, 700 miles from the North Pole. This difficult demolition project consisted of a large, 158-foot, severely damaged building that was in imminent danger of collapsing on a critical Early Warning Radar station protecting the U.S. East Coast.



#### **Right of Entry (ROE) Private Property Debris Removal (PPDR)**

If requested by the City, Ceres can remove hazardous vegetative or C&D debris from private property, when said debris is the result of a declared disaster and when Ceres is tasked with the work by the City. Ceres can assist the City in requesting FEMA's assistance for such work in advance of performing it. Each property is assessed using digital camera/video recordings to document the pre and post condition of the property. Utility companies are notified, and all utilities are located and marked prior to any work being done. Once all proper documentation, access, and Right of Entry forms are completed, work may commence.

Ceres has extensive experience removing debris from private property. Following the Camp Fire **Ceres managed 3,083 rights-of entry** and removed over **768,000 cubic yards of debris**.

#### **Debris Removal from Publicly Owned Property (Other than ROW)**

If requested, Ceres can remove vegetative and C&D debris from publicly owned property other than the ROW's. From our experience, these properties normally include parks, schools, cemeteries, government buildings and recreation areas, as well as walking and biking trails. Once Ceres receives a list of the public areas involved, crews will be assigned to remove vegetative and C&D debris and hazardous limbs and trees as



requested by the City. When required, alternate methods, such as removing debris to a staging area by hand and using wheeled rather than tracked equipment will be used to avoid damage to the sites.

In Austin, Texas following Winter storm Mara Ceres performed assessments on the 213 park facilities in our assigned areas. Ceres mobilized additional personnel to the project and completed full surveys with seventy-two (72) hours of request. Ultimately, Ceres was tasked with providing tree hazard and debris removal services for over **one hundred (100)** of the most impacted facilities including the Zilker Metropolitan Park, a crown jewel of the City's famous park system.

### 3.11 Ability to Establish and Operate TDSR Sites

#### Temporary Debris Storage and Reduction Site (TDSR)

Ceres will utilize TDSR's (also known as Debris Management Sites - DMS) identified by the City. If additional sites are required, Ceres will work closely with the City to secure leasing agreements and permitting for these facilities. The state or local environmental authority would be notified, and the required information submitted by Ceres.

When a TDSR is established, a Site Plan will be developed for each site, and include, but not be limited to:

- A description of project operations
- Site layout
- Environmental factors
- Site photographs

#### Construction Timeline

Each designated Debris Site Manager will commence construction of their respective TDSR within 24 hours of notification. TDSRs will be fully operational within 48-72 hours of Notice to Proceed. The Project Logistics Manager is responsible for ensuring gravel for access and internal haul roads and dump pads, prefabricated inspection tower kits, erosion control materials such as silt fence, straw bales, coir fiber, and geo-membrane liners for hazardous waste containment areas are available on site within 24 hours of notification. Additionally, portable truck scales may also be requested at the direction of the City.

Ceres will provide sufficient equipment and personnel to process, by burning or grinding, a minimum of 210 and up to 500 cubic yards of debris per hour per crew. Ceres has a great deal of experience over many years of operating TDSR's. During the recent 2024 Helene/Milton activations, Ceres managed over 85 TDSR's in Florida and Georgia. In 2005 following Hurricane Katrina, Ceres operated 54 TDSR's over 11 Louisiana Parish's. For additional details refer to **Section 6.2, DMS Operations Plan**.

### 3.12 Community Relations Support

One of the most important support functions that Ceres Environmental Services, Inc. can provide the City in the event of a natural disaster is to help North Port officials engage in community relations. Ceres provides important resources for keeping residents informed on the progress of cleanup.

Announcements will be provided to the news media including newspapers, radio and television. Ceres will institute a "Hot Line" for toll-free calls to answer questions and to take requests for "Hot Spot" service for debris removal or other services or complaints. **Refer to Section 6.15, Public Announcements and Notices** for details.

#### Toll-Free Hotline and E-Mail Management

Large phone and e-mail traffic from concerned residents are a part of every natural disaster. Ceres maintains a toll-free Storm Hotline that is staffed and accessible 24 hours a day, 7 days a week to handle questions, concerns or complaints related to clean-up: **1-877-STORM12**. The number is prominently displayed on all Ceres equipment working the clean-up area. Ceres monitors call and e-mail volume and establishes additional toll-free numbers and enlists additional staff whenever greater capacity is required to ensure maximum community responsiveness.

Call center staff keep a log of incoming calls and e-mails, recording the address of the reported incident, resident's name, reported complaint, date and time of reported incident, and the truck number (if applicable). This group compiles incoming resident communications and organizes them into date/time of receipt and response priorities. Ceres sorts through messages to identify time-sensitive incidents such as broken water lines that need immediate attention. Each incident is investigated, and ultimately, we locate the crew responsible if fault is found. Reports from this database will be accessible daily or weekly and can be disbursed to North Port officials accordingly.

### Public Information Campaigns

Having been in business for 48 years and completed more than 400 disaster contracts, Ceres has participated in and developed a number of public information campaigns. Within the Ceres repository, we maintain debris separation diagrams and videos translated into multiple languages, radio advisories, door hangers, fact sheets, mailbox flyers and various other forms of media such as audio/visual presentations. The idea is that the City and Ceres must retrain residents to put out disaster debris, given that the residents are accustomed to placing trash out on a certain day of the week. The more we can educate the residents across multiple media types and reinforce the messaging, the faster Ceres can remove debris from the public ROW.



### Catastrophic Events with Loss of Electronic Communication Systems

North Port has a significant risk of an impact by a catastrophic or other major event in which traditional community messaging methods would be disrupted. Ceres is committed to ensuring that adequate information is available about the scheduling and progress of recovery operations. As every disaster situation is different, Ceres' plans use a combination of non-electric post-disaster information systems that include Disaster Recovery Centers; variable message boards; and/or a signage system like the message system used by highway crews.

Disaster Recovery Centers are statically placed in a disaster area to ensure an impacted community has a one-stop point of contact for recovery-related services. The Centers are initiated by the local emergency management agency and are supported by local, state, federal and nonprofit organizations that provide disaster recovery services. Posting debris curbside separation information, cleanup schedules and cleanup progress reports at these centers will provide anyone looking for disaster information in their community with access to the debris recovery process.

Variable message boards will be placed at the entrance of neighborhoods to alert the residence of when to expect the next debris collection pass. As citizens of North Port are likely accustomed to obtaining information from roadway median signs, information about cleanup can be posted in a similar manner.

## 3.13 Experience with Environmental Issues

Ceres Environmental Services, Inc. brings North Port a wealth of environmental experience and current environmental knowledge. The list of experience included in **Section 2.1, Past Projects Related to Scope of Work**, includes many activities that require knowledge of proper environmental practices and their practical application. Our wide experience with the U.S. Army Corps of Engineers and especially our "Outstanding" evaluation for work accomplished following Hurricane Katrina is our strongest environmental recommendation. The sections below describe aspects of our experience in specialized areas of disaster recovery.

From site investigations to environmental remediation, Ceres has a long history of projects that include resolution of environmental issues. We have performed many challenging demolition and construction projects that include site investigations, sampling, and remediation. Our personnel are trained in handling hazardous waste and many of our field personnel hold HAZWOPER certifications.

Below are some examples of our environmental experience:

- Ceres removed and disposed of 2,293 white goods, many of which included freon and 46,180 lbs. of household hazardous waste (HHW) in Cameron Parish following Hurricane Laura.
- Following Hurricanes Irma and Maria in 2017, Ceres mobilized to the U.S.V.I. In addition to the over 1 million CY of vegetative and C&D debris, Ceres removed and managed derelict vehicles and vessels. Ceres processed, in total, 396 derelict vessels including recycling POLs, ferrous and non-ferrous metals, lead keels, C&D, and Fiberglass. Debris slated for final disposal was shredded to accommodate off-island CONUS disposal. Fiberglass is a special waste in the USVI, therefore wet methods were employed to minimize dust emissions.
- During 2020, after the Camp Fire in Paradise, CA, Ceres removed 84,000 tons of hazardous debris which included RCRA 8 Metals, nuisance dust and silica. Additionally, we worked with the California Department of Toxic Substances Control (DTSC) to remove asbestos in accordance with worker safety statutes and regulations.
- During the wildfire recovery project in California, Ceres removed 155,983 CY of contaminated soil.

Our distribution of pre-event contracts across the United States gives us great opportunity to build relationships with various state environmental agencies. The Environmental Compliance Manager, along with his direct reports, verifies that Ceres and its personnel follow all Federal, State, and local regulations and that any incidents involving the environment are reported up the chain.

### 3.14 Requested Firm Information

Ceres Environmental Services, Inc. is submitting this proposal as a single firm with our Corporate office located in Sarasota, FL. Please see requested firm information below.

<b>Name of Firm</b>	Ceres Environmental Services, Inc.
<b>Corporate and Responsible Office Location</b>	6371 Business Boulevard Suite 100, Sarasota, Florida 34240
<b>Phone Number</b>	(800) 218-4424
<b>Fax Number</b>	(866) 228-5636
<b>Type of Business Entity</b>	Corporation
<b>Responsible Principal</b>	Tia Laurie, Corporate Secretary
<b>Responsible Principal Contact Information</b>	<a href="mailto:contact@ceresenv.com">contact@ceresenv.com</a> - (800) 218-4424

Refer to **Section 3.1, Organization Chart** for Ceres' management structure. The chart below identifies the management team, their roles, and their office locations. Refer to **Tab 4, Key Staff Qualifications** for additional information on project personnel. If for any reason key personnel named in this proposal are not available for a City of North Port event, these personnel would not be substituted without the express permission of the City.

Role	Name
President/Management Oversight	David McIntyre
Director – Disaster Recovery Operations	Robert Smith
Corporate Secretary and Contract/Subcontract Manager	Tia Laurie
Corporate Safety Manager	Martin Rodriguez, Sr.
Quality Control Manager	Randy Hardy
Director of Accounting Operations	Linda Smith
Equipment Director	Demetri Basil
Project Manager	Kevin Sudbury
FEMA Reimbursement Specialist	Hubert Russell "Bo" Ansley
Client Services Director	Bryan Fike

## 4 KEY STAFF QUALIFICATIONS

### 4.1 Key Personnel Working with the City

Ceres Environmental Services, Inc. has over 200 employees, many of whom are professional staff. Our staff hold degrees in areas such as Structural and Civil Engineering, Business Administration, Forestry, Geology, Science, and Accounting. As part of the Company's dedication to quality and safety, many of Ceres' management staff are U.S. Army Corps of Engineers-certified in Construction Quality Management; are FEMA-certified in NIMS; are Red Cross-certified in first aid; and have completed OSHA's 40-hour safety training course. Ceres' management has worked extensively on FEMA-reimbursed contracts and has demonstrated its ability to respond to large-scale events.

For the City of North Port, Ceres will provide exceptionally qualified personnel to lead the efforts for any event occurring for which our services are required. The following core team will be assigned to North Port for the life of the contract. Additional personnel will be assigned based on the size and severity of an event affecting North Port. Refer to **Section 3.1, Organizational Chart** as well as **Section 6.3, Incident Command System – Chain of Command** for company and project organizational charts. See **Section 3.5, Training and Experience** for key project personnel certifications.

Name	Title	Experience
David McIntyre	President	48 years of disaster recovery project management experience
Thomas "Allen" Morse	Senior Debris Management Advisor	35 years including 31 years in disaster response
Randy Hardy	Quality Control Manager	40 years of disaster recovery project management experience
Brian Fike	Client Services Manager	30+ years of experience in disaster response and client services management
Robert Smith	Director of Disaster Recovery Operations	33 years of management experience, 7 years of disaster recovery project management experience
Kevin Sudbury	Project Manager	18 years of disaster recovery project management experience
Michael Randall	Project Superintendent	7 years of disaster recovery project management experience
Bobby Harrell	Safety Manager	25+ years of safety experience, 5 years of disaster response experience
Bo Ansley	FEMA Reimbursement Specialist	33 years of experience in disaster operations and FEMA regulation and reimbursement.
Tia Laurie	Corporate Secretary Contract/Subcontract Manager	15 years of experience in disaster response and administrative oversight

**Mr. David McIntyre** is the **Founder and President** of Ceres Environmental Services Inc. Mr. McIntyre created the company in 1976 and has personally managed or supervised over 300 FEMA-reimbursed contracts, the majority of which were disaster debris-related projects. He has performed superbly in hiring, training, and supervising an excellent team of personnel, resulting in Ceres' extensive list of satisfied customers. Mr. McIntyre's history includes his on-the-ground, on-site management of debris contracts during Ceres' large-scale



response to several major disasters. The disaster debris projects include major projects for the USACE, including Ceres' 2018 ACI SAD Contract activation in the State of Georgia following Hurricane Michael; USACE work in response to the Northern California Wildfires in 2018; Alabama 2011 tornadoes response; 2008 Hurricane Ike USACE ACI response; 2005 Hurricane Katrina USACE and local jurisdiction debris management projects; and the Hurricane Georges USACE response in 1998. Mr. McIntyre has been Project Manager of many of the debris projects for Ceres and has been Operations Manager of many of them as outlined below. He has also presided over the performance of over 95 additional contracts with branches of the U.S. federal government regarding demolition, grinding, abatement, clearing, and other work. These government branches include the U.S. Army Corps of Engineers; U.S. Navy, Army, and Air Force; U.S. Department of the Interior; and the U.S. Department of Agriculture.

**Mr. Thomas "Allen" Morse** is our Senior Debris Management Advisor. Mr. Morse has worked for Ceres for 10 years providing technical, political, and professional advice at all operational levels of debris management operations. He has over 35 years of experience in damage assessment and debris management. Mr. Morse is retired from the U.S. Army Corps of Engineers (USACE), where he served for 15 years as the National Program Manager for all debris management programs. In this role, Mr. Morse was responsible for training USACE debris teams, as well as training FEMA's FCO cadre on debris management. During his career at the USACE, Mr. Morse provided his knowledge and management skills to some of our nation's most challenging responses. Mr. Morse worked with the USACE in the aftermath of the attack on the Twin towers on September 11. The USACE was tasked by FEMA to perform a forensic analysis of all ground zero debris and identify human remains and personal effects. This was the first time for the USACE to handle a large-scale debris operation as an evidence stream requiring extreme security. Mr. Morse also was the lead debris program manager for Hurricane Katrina in Alabama, Mississippi, and Louisiana. This was one of the nation's largest debris management responses requiring \$2.2 billion in FEMA funds allocated for debris removal operations. Mr. Morse is the author of the USACE Hurricane Debris Forecasting Model and the Points of Distribution Commodities planning model.

**Mr. Randy Hardy** is the **Quality Control Manager** assigned to the City of North Port. Mr. Hardy is a resourceful Civil Engineer, Certified Traffic Control Manager, ATSSA-ODOT Traffic Control Flagging Instructor, USACE Construction Quality Manager, EPA Certified Lead/Asbestos Abatement Supervisor with approximately 40 years of CQC Heavy Civil Construction and Disaster Project Management in addition to extensive CQC Planning experience. He has expertise in guiding a wide range of Heavy Civil Project Operations, including Roads/Bridges Construction/Reconstruction, Drainage, Erosion Control, Laboratory Material Testing, CQC Material Sampling, CQC Field Inspection Management and Traffic Control Plans/Management. Mr. Hardy is proficient in construction project layout, concrete/asphalt roadway operations, concrete construction management, elevation management, and electronic milestone tracking and filing systems/document control. He has a proven record of establishing productive relations with jurisdiction owners, engineering management, subcontractors, and regulatory officials, to drive a strong team with multiple trades. He maintains Classifications in reference to Class A General Engineering, C-31 Traffic Control, California Business & Law, and Hazardous Substance Removal.

**Mr. Robert Smith** is the **Director of Disaster Recovery Operations** for Ceres. He has a strong history of managing large, complex projects that involve multiple government agencies. He recently oversaw Ceres' successful response to 47 jurisdictions in Florida, Georgia and North Carolina following Hurricanes Helene and Milton as well as our response to 16 jurisdictions in Texas following Hurricane Beryl. His experience also includes overseeing all aspects of the CalOES/CAL Recycle Camp Fire Debris Removal and Hazardous Tree Removal projects in Butte County as Incident Commander. This was the largest debris removal mission in California in 100 years. Mr. Smith builds effective teams by focusing on customer needs, setting clear goals, and successfully executing project directives. Since joining Ceres in 2017, Mr. Smith has ensured successful project performance while maintaining safety compliance and a customer-oriented approach.

**Mr. Kevin Sudbury** is the **Project Manager** assigned to North Port. He has recent experience working in North Port following Hurricane Milton. Mr. Sudbury has a 25-year career that includes experience in planning, project

management, business administration, public speaking, and client support. Mr. Sudbury has a reputation for problem-solving techniques that lead to the restoration of smooth-flowing procedures and systems, developing innovative solutions to any challenge. He analyzes complex customer requirements and can execute simultaneous projects. Mr. Sudbury is an excellent communicator with exceptional interpersonal skills. These skills ensure project engagement and cohesion across diverse groups of staff, management, and clients.

**Mr. Michael Randall is the Project Superintendent** for North Port. Mr. Randall has worked on multiple multi-million-dollar contracts as a Project Manager and Project Superintendent. Mr. Randall demonstrates strong leadership skills, overseeing the management of Ceres employees and subcontractors, conducting meetings where he issues daily assignments, and troubleshooting operations to ensure continuity of work between all the different State, regulatory, and subcontracting groups working on our projects. Mr. Randall focuses on achieving jobs safely and on time.

**Mr. Bobby Harrell is the Safety Manager** assigned to the City. Mr. Harrell has more than 25 years of successful safety, fire, and medical project management leadership. Mr. Harrell holds multiple NWCG, FEMA, OSHA, Fire and Medical certifications. He started out his career with Ceres in the USACE ACI Debris Project covering 13 counties in Southwest Georgia following Hurricane Michael and has worked as a site safety officer for multiple projects in Florida and Georgia following Hurricanes Ian, Idalia, and Helene.

**Mr. Hubert Russell (Bo) Ansley** will be the **FEMA Reimbursement Specialist** assigned to North Port. Mr. Ansley worked with the U.S. Army Corps of Engineers (USACE) for 33 years. His experience includes Emergency Management; Technical Support to FEMA applicants, and sub-applicants to ensure FEMA eligibility, compliance with State regulations and adherence to contract specifications; review of FEMA eligibility and processing documentation for FEMA reimbursement; training sessions with clients; and development of new documentation systems. His experience runs deep both with Ceres and the US Army Corps of Engineers (USACE), where he served as a technical liaison to FEMA for Emergency Support Function 3 (ESF3) – Public Works and Engineering, and a Senior Level Debris Removal Subject Matter Expert (SME).

**Ms. Tia Laurie**, a West Point graduate, is our **Contract/Subcontractor Manager**. She is responsible for the overall administrative response to all disaster response and recovery missions, including contracting and subcontracting. Ms. Laurie provides a background in several fields including quality control, construction, logistics, management, and contracting. She is adept at ensuring that our subcontractors and equipment are in place and ready to work when needed. She keeps an extensive list of subcontracts, both local and throughout the country, in case specialty work is required. Ms. Laurie understands the importance of local recovery and knows that it means more than just clearing debris – it means providing jobs in the area. She is expert at finding qualified personnel in any area throughout the United States. Ms. Laurie also provides management in the areas of maintaining and upgrading the subcontractor database, registration process, and evaluation criteria, as well as creating and executing applicable training programs for subcontractors. Ms. Laurie will be immediately available to locate and check the credentials of all required subcontractors and to pre-stage necessary equipment, ensuring that City of North Port efforts are well under way within the time frames required.

Ceres' personnel are trained in FEMA regulations and are schooled in the use of FEMA Public Assistance Debris Management Guide FEMA 325, as well as additional resource books Public Assistance Guide FEMA 322 and Public Assistance Policy Digest 321.

For more extensive information on the qualifications of the Ceres project management team, please see their resumes within this proposal. Resumes of the additional key personnel that will be made available depending on the size and severity of the event are included as well.

If for any reason key personnel named in this proposal are not available for a City of North Port event, or are not acceptable to the City, personnel with equivalent or better backgrounds and skills will be made available and will be presented for approval.

## 4.2 Resumes (Not included in page count)

### Management Oversight

#### David A. McIntyre, Founder and President

David McIntyre is the founder and sole shareholder of Ceres Environmental Services, Inc. and affiliated companies. He created the company in 1976 and has personally managed or supervised over 300 FEMA-reimbursed contracts, including over 250 disaster debris-related projects. He has performed superbly in hiring, training, and supervising an excellent team of personnel, resulting in Ceres' extensive list of satisfied customers. Mr. McIntyre's history includes his on-the-ground, on-site management of debris contracts during Ceres' large-scale response to several major disasters. The disaster debris projects include major projects for the USACE, including Ceres' 2018 ACI SAD Contract activation in the State of Georgia following Hurricane Michael; USACE work in response to the Northern California Wildfires in 2018; Alabama 2011 tornadoes response; 2008 Hurricane Ike USACE ACI response; 2005 Hurricane Katrina USACE and local jurisdiction debris management projects; and the Hurricane Georges USACE response in 1998.

Mr. McIntyre has been the Project and Operations Manager for many of the projects outlined below. He has also presided over the performance of over 95 additional contracts with branches of the U.S. federal government regarding demolition, grinding, abatement, clearing, and other work. These government branches include the U.S. Army Corps of Engineers; U.S. Navy, Army, and Air Force; U.S. Department of the Interior; and the U.S. Department of Agriculture.

#### PROFESSIONAL EXPERIENCE

- **Hurricanes Helene and Milton 2024.** Management oversight for Ceres' response for activations in 47 Florida and Georgia jurisdictions following Hurricanes Helene and Milton.
- **Hurricane Beryl 2024.** Management oversight for Ceres' response to 16 jurisdictions in Texas following Hurricane Beryl.
- **Hurricane Debby 2024.** Management oversight for Ceres' responses in Florida and Georgia following Hurricane Debby.
- **Hurricane Idalia 2023.** Management oversight for debris removal in Florida and Georgia following a Hurricane Idalia. Over 1,800,000 cubic yards of debris were removed.
- **California Floods 2023.** Management oversight for flood debris removal services in Tulare County, CA and Merced, CA. 54,645 cubic yards of debris have been removed.
- **Texas Winter Storm Mara 2023.** Management oversight for debris removal in two Texas jurisdictions following a winter storm. 330,846 cubic yards of debris were removed.
- **State of Vermont Summer Flood 2023.** Management oversight for 5920 tons of debris removal in (sixteen) 16 jurisdictions across the State of Vermont
- **Hurricanes Ian and Nicole 2022.** Management oversight for 27 contract activations in Florida. Two of these projects surpassed 2 million cubic yards of debris each.
- **Hurricane Ida 2021.** Management oversight for debris removal in 14 Louisiana jurisdictions.
- **Oregon Wildfire Recovery 2020-2022.** Management Oversight for Oregon Department of Transportation providing Hazard Tree Removal Services for Operational Branch 1: Archie Creek Fire, Douglas County, Operational Branch 5: Thielson Fire, Douglas County and Operational Branch 6: Two Four Two Fire, Klamath County. 22,311 trees were removed.
- **Oklahoma Ice Storm 2020.** Management oversight for debris removal in 5 cities following an ice storm. Over 200,000 cubic yards of debris were removed.
- **Hurricanes Laura, Hanna, Sally, Delta, and Zeta 2020.** Provided management oversight for 13 individual contract activations across Louisiana, Texas, and Florida.
- **Linn County, IA Derecho 2020.** Management oversight for removal, reduction, and disposal of 681,998 cubic yards of derecho generated debris.
- **California Wildfires – Camp Fire, Butte County 2020 – 2021.** Project Manager for the CalRecycle removal of hazardous trees generated by the Camp Fire wildfire in North-Central California in 2017.

- **Hamilton County, TN Tornado 2020.** Provided management oversight for removal and disposal of tornado generated debris in Hamilton County. Over 409,500 cubic yards of debris were removed.
- **Jones County, MS Tornado 2020.** Provided management oversight for removal and disposal of over 240,000 cubic yards of tornado generated debris in Jones County.
- **California Wildfires – Camp Fire, Butte County 2019.** Project Manager for the CalRecycle clean-up project for hauling and disposal of debris generated by the Camp Fire wildfire in North-Central California in 2019, which is the largest debris mission in California in more than 100 years. 768,558 tons of debris were removed.
- **Northern California Wildfire Debris Removal 2018.** Provided management oversight for the USACE debris removal project in Lake, Mendocino and Napa Counties, CA following the fires between October and December of 2017.
- **Hurricane Michael USACE Response 2019.** Project Manager/Operations Manager for work in 13 Georgia Counties.
- **Hurricanes Michael and Florence 2018 – 2019.** Provided management oversight for 13 individual contract activations in jurisdictions across North Carolina, South Carolina, Florida and Georgia
- **Hurricanes Irma and Harvey 2017.** Provided management oversight for more than 45 disaster recovery projects in Florida and Texas.
- **Southeast Tornadoes 2017.** Provided management oversight for disaster recovery projects in Georgia and Louisiana following early tornadoes.
- **Hurricanes Hermine and Matthew 2016.** Provided management oversight for over 20 individual projects following Hurricane Hermine in September and Hurricane Matthew in October.
- **Louisiana Flooding 2016.** Provided management oversight for Ceres response to Louisiana floods in August following heavy rains.
- **Oklahoma Storms 2015.** Provided management oversight to Ceres response to Winter Storms Cara and Goliath. Ceres responded to six different jurisdictions in Oklahoma.
- **Livingston Parish Waterway Cleanup 2015.** Management oversight for Ceres response during the removal of vegetative, C&D and white goods debris removal in Louisiana.
- **Alabama Tornadoes 2014.** Management oversight for Ceres response in several Alabama cities damaged by May tornadoes. Ceres provided removal and disposal services for eligible debris.
- **Winter Storm Pax 2014.** Management oversight for Ceres response in Georgia and North Carolina. Ceres provided removal and disposal of storm-related debris in both states.
- **Winter Storm 2013.** Management oversight for early winter storm in October 2013. Ceres provided removal and disposal of disaster-related vegetative debris in South Dakota.
- **Upper Midwest Ice Storm 2013.** Management oversight for Ceres' response to spring ice storms in South Dakota and Minnesota, including work in rights of way, parks and waterways.
- **Hurricane Sandy 2012-2013.** Management oversight for Ceres response in New York and New Jersey. Ceres performed multiple projects in New York and New Jersey.
- **Hurricane Isaac 2012.** Management oversight of five separate contracts in response to Hurricane Isaac. Ceres provided recovery services to Jefferson Parish, Kenner, Livingston Parish, Denham Springs and St. Bernard Parish.
- **Winter Storm Alfred 2011.** Provided management oversight for response to unseasonal snowstorm in the Northeast. Ceres managed over 320,000 CY of debris in two locations.
- **North Dakota Flooding 2011.** Provided management oversight for emergency levee removal and repair projects after historic flooding in spring of 2011 near Minot, North Dakota. Ceres removed emergency levees and repaired damage to existing levees.
- **Hurricane Irene 2011.** Provided management oversight for response to Hurricane Irene's impact on the Atlantic coast. Ceres managed 120,000 CY of debris in two locations.



- **Alabama Tornadoes 2011.** Provided management oversight for response to record-setting tornadoes that hit the Southeast. Presided over four contracts in Alabama, including management of over 1 million CY of debris in Jefferson County.
- **New Zealand Earthquake 2011.** Oversight of response to Christchurch earthquake. Established a New Zealand branch office of Ceres to work in conjunction with the Canterbury Earthquake Recovery Authority (CERA) to provide extensive disaster response services including debris management, design-build seismic stabilization, demolition/deconstruction/implosion services and large-scale materials recycling operations. Working as a capital partner, developer and construction manager in the country to help salvage and repair damaged buildings.
- **Haiti 2010-2013.** Oversight of response to the devastating earthquake that hit Haiti in January 2010. Provided management oversight of a survey contract for the International Office on Migration, an \$11M landfill management and debris reduction site contract for the Haitian Ministry of Public Works and Communications (MTPTC) and The World Bank, environmental remediation projects for World Vision and new construction in the country.
- **Hurricane Ike 2008.** Presided over debris collection, transportation, and disposal on 11 different contract locations in Texas and Louisiana
- **Hurricane Gustav 2008.** Oversight of collection, transportation, processing, and disposal of over 1.9 million cubic yards of debris; Trimming and removal of hazardous trees in Louisiana
- **Hurricane Dolly 2008.** Provided oversight and management guidance in debris collection, transportation, recycling, and disposal in Texas
- **Hurricane Wilma & Rita 2005.** Directed debris collection, transportation, and disposal, Emergency temporary roofing installation in Florida
- **Hurricane Katrina 2005.** Lead Project Manager for collection, transportation, processing, and disposal of over 13 million cubic yards of debris; Trimming and removal of over 165,000 hazardous trees; Asbestos abatement and demolition of 916 buildings; Decontamination and disposal of over 315,000 white goods in 11 Louisiana Parishes; Emergency temporary roofing installation of over 21,000 buildings in 32 Mississippi counties
- **Hurricane Ivan 2004.** Project Manager in collection, transportation, and disposal of over 680,000 cubic yards of debris including the processing of over 505,000 cubic yards of debris in Florida
- **Hurricane Jeanne & Frances 2004.** Managed the collection, transportation, and disposal of over 404,000 cubic yards of debris in 13 Florida counties
- **Hurricane Charley 2004.** Directed Debris collection, transportation, and disposal; Emergency temporary roofing installation in 4 Florida counties
- **Hurricane Isabel 2003.** Project Management to debris removal and disposal in Virginia
- **Hurricane Floyd 1999.** Lead Project Manager to debris removal and disposal in North Carolina
- **Oklahoma City Tornadoes 1999.** Lead project manager for USACE contract providing debris removal, managing multiple debris sites, and demolishing damaged residential structures.
- **Hurricane Georges 1998.** Presided over collection and disposal of over 2.3 million cubic yards of debris; Management of 17 TDSR sites; Emergency temporary roofing installation on over 3,000 buildings in Puerto Rico.
- **Hurricane Fran 1996.** Project management for USACE contract providing debris removal, reduction and site management.
- **Hurricane Andrew 1992.** Lead Project Manager to debris collection, transportation, and disposal; Provided USACE with 25 new chippers/grinders with 48 hours in Florida

#### EDUCATION/CERTIFICATIONS

- Graduate coursework in Physics, Chemistry, and Mathematics from the University of Minnesota Institute of Technology and University of Minnesota
- Licensed Florida General Contractor
- Recognized as a Patriotic Employer by the Office of the Secretary of Defense

**Thomas “Allen” Morse, Senior Debris Management Advisor / Director of Business Development**

Mr. Morse has worked for Ceres for 10 years providing technical, political, and professional advice at all operational levels of debris management operations. He has over 35 years of experience in damage assessment and debris management. Mr. Morse is retired from the U.S. Army Corps of Engineers (USACE), where he served for 15 years as the National Program Manager for all debris management programs. In this role, Mr. Morse was responsible for training USACE debris teams, as well as training FEMA’s FCO cadre on debris management. During his career at the USACE, Mr. Morse provided his knowledge and management skills to some of our nation’s most challenging responses. Mr. Morse worked with the USACE in the aftermath of the attack on the Twin towers on September 11. The USACE was tasked by FEMA to perform a forensic analysis of all ground zero debris and identify human remains and personal effects. This was the first time for the USACE to handle a large-scale debris operation as an evidence stream requiring extreme security. Mr. Morse also was the lead debris program manager for Hurricane Katrina in Alabama, Mississippi and Louisiana. This was one of the nation’s largest debris management responses requiring \$2.2 billion in FEMA funds allocated for debris removal operations. Mr. Morse is the author of the USACE Hurricane Debris Forecasting Model and the Points of Distribution Commodities planning model.

**PROFESSIONAL EXPERIENCE**

- **Hurricanes Helene and Milton 2024 – Current.** Providing support to operations for activations in 47 jurisdictions in Florida and Georgia.
- **Hurricane Idalia 2023.** Provided support to operations in Florida and Georgia following Hurricane Idalia. Over 1,800,000 cubic yards of debris were removed.
- **Hurricane Ian 2022.** Project Consultant interfacing with the USACE during Ceres performance on 27 debris removal contracts in Florida.
- **Hurricane Ida 2021.** Project Consultant interfacing with the USACE during Ceres performance on 14 debris removal contracts in Louisiana
- **Hurricane Sally 2020.** Project Consultant interfacing with the USACE during Ceres performance in Texas following Hurricane Sally.
- **Hurricane Michael 2018.** Project Consultant to USACE for the USACE ACI Restricted SAD Region activation in 13 Georgia counties for the clean-up of debris generated by Hurricane Michael in October 2018.
- **Northern California Wildfire Debris Removal 2018.** Project Consultant for the USACE debris removal project in Lake, Mendocino and Napa Counties, CA following the fires between October and December of 2017. Over 84,000 tons of debris were removed.
- **Fire Island 2014.** Provided technical assistance to USACE for the highly specialized debris removal mission off the coast of Long Island, NY.
- **Alabama Tornadoes 2011.** Special advisor and liaison to state and Federal partners for the tornado clean up in Alabama and Joplin, MO.
- **Haiti Earthquake 2010.** Consultant to the World Bank on debris management, environmental assessments, and bidding documents for a World Bank sponsored debris project.
- **Eagle, Alaska 2009.** Authored plans/specifications for debris clean up following ice flow damage.
- **Hurricane Rita 2007.** USACE Debris Task Force Leader.
- **Hurricane Katrina 2005.** USACE Senior debris manager/coordinator for \$2.5 billion in debris contracts in Alabama, Mississippi, and Louisiana
- **Florida Hurricanes 2004.** Lead ESF#3 representing USACE
- **Weapons of Mass Destruction Debris Management Guide 2001-2004.** PM and contributing author of the FEMA-sponsored “Weapons of Mass Destruction Debris Management Guide.”
- **World Trade Center 2001.** Senior Project Manager over disposal operations for USACE following a terrorist attack.
- **Suriname South America 1993.** Managed the design and construction of a base camp for 2,500 occupants.

- **Hurricane Andrew 1992.** Debris team leader for USACE
- **Kuwait 1991.** Reconstruction team for rebuilding of infrastructure.

**EDUCATION/CERTIFICATIONS**

- B.S. degree in Civil Engineering from University of South Alabama
- FEMA/ICS certified 100, 200, 700 and 800

**Randy Hardy, Quality Control Manager**

Mr. Hardy is a resourceful Civil Engineer, Certified Traffic Control Manager, ATSSA-ODOT Traffic Control Flagging Instructor, USACE Construction Quality Manager, EPA Certified Lead/Asbestos Abatement Supervisor with approximately 40 years of CQC Heavy Civil Construction and Disaster Project Management in addition to extensive CQC Planning experience. He has expertise in guiding a wide range of Heavy Civil Project Operations, including Roads/Bridges Construction/Reconstruction, Drainage, Erosion Control, Laboratory Material Testing, CQC Material Sampling, CQC Field Inspection Management and Traffic Control Plans/Management. Mr. Hardy is proficient in construction project layout, concrete/asphalt roadway operations, concrete construction management, elevation management, and electronic milestone tracking and filing systems/document control. He has a proven record of establishing productive relations with jurisdiction owners, engineering management, subcontractors, and regulatory officials, to drive a strong team with multiple trades. He maintains a professional acquaintance towards CSLB with Classifications in reference to Class A General Engineering, C-31 Traffic Control, California Business & Law, and Hazardous Substance Removal in respect to several licenses.

**PROFESSIONAL EXPERIENCE**

- **Hurricanes Helene and Milton, 2024 – Current.** Providing quality control management for Ceres' responses for activations in 47 jurisdictions in Florida and Georgia.
- **Florida Hurricane Idalia \_ County Debris Clean-Up Project October 2023 – November 2023.** Quality Control Manager for work provided on the 1.7 million Disaster Debris Response in 3 Florida Counties to include hurricane generated vegetative debris collection, transportation and disposal services and hazard (leaner and hanger) tree removal and trimming. Ensured quality control personnel and subcontractors met the required qualifications of the project contract. Trained all Ceres Area, Sector and QC management and operations personnel, subcontractors in the debris mission operational, documentation and eligibility requirements. Provided FDOT - ATSSA Traffic Control Flagging training in a classroom setting to Ceres flaggers, operations personnel and sub-contractor operation crews.
- **Ceres Caribe \_ Luma Vegetation Clearing Service Contract June 2022 – July 2023.** Provided continuous support on purchasing project equipment and traffic control devices. Maintained equipment inventory on project assets. Generated Traffic Control Plans on various logistic locations due to roadway orientation. ATSSA Traffic Control Flagging Training for all Ceres and Subcontractor personnel.
- **New Mexico Department of Transportation Soil Debris and Hazard Tree Removal May 2022 – July 2023.** NM Department of Transportation Hazard Tree Removal and Soil Disposal Project for Mora County and San Miguel County. Removed 22,318 hazard trees using conventional logging and specialized tree removal methods to include Heli-logging, low ground pressure and low impact mechanical and hand techniques in culturally ecological sensitive riparian and wetland environments along New Mexico Highway Corridors. Coordinated the processing of merchantable timber and slash in USFS, BLM, OR Department of Parks and private properties. Generated traffic control plans and ATSSA traffic control flagger training for all Ceres and Subcontractor personnel. Daily Management of QC inspection and addressing Quality Control Plan (QC Plan) issues.
- **Florida Hurricane Ian \_ County Debris Clean-Up Project October 2022 – March 2023.** Quality Control Manager for work provided on the 2.3 million Disaster Debris Response in 7 Florida Counties to include hurricane generated vegetative debris collection, transportation and disposal services and hazard (leaner and hanger) tree removal and trimming. Ensured quality control personnel and subcontractors met the required qualifications of the project contract. Trained all Ceres Area, Sector and QC management and operations personnel, subcontractors in the debris mission operational, documentation and eligibility requirements. Provided FDOT - ATSSA traffic control flagger training in a classroom setting to Ceres flaggers, operations personnel and sub-contractor operation crews.
- **Oregon \_ Wildfire Recovery 2021 – 2022.** Quality Control Manager (CQCM) for Oregon Department of Transportation Hazard Tree Removal and Disposal Project for Archie Creek, Thielsen Fire, Two Four Two and South Obenchain Fires. Removed 22,318 hazard trees using conventional logging and specialized tree removal methods to include Heli-logging, low ground pressure and low impact mechanical and hand



techniques in culturally and ecological sensitive riparian and wetland environments along ODOT Hwy Corridors. Processed merchantable timber and slash in USFS, BLM, OR Department of Parks and private properties. Generated traffic control plans and ATSSA traffic control flagger training for all Ceres and Subcontractor personnel. Daily

Management of QC inspection and addressing Quality Control Plan (QC Plan) issues.

- **California Wildfires – Camp Fire, Butte County 2020 – 2021.** Contractor Quality Control Manager (CQCM) for the Cal Recycle Hazardous Tree Removal and Disposal Project resulting from the Camp Fire in California in 2017. Removed 59,000 hazard trees along 2,500 rights-of-way (ROW) and rights of entry (ROE) properties to include steep slope terrain operations and sensitive areas. Monitored the multidisciplinary execution to ensure that biological and archaeological resources were protected. Extensive cultural and environmental resources in Concow and Honey Run required intensive coordination and specialized operations. Generated traffic control plans and ATSSA traffic control flagger training for all Ceres and Subcontractor personnel.
- **Kuykendahl, Glen Forest and Aldine Westfield Detention Basin 2015 – 2019.** Contractor Quality Control Manager (CQCM) managing QC inspection in reference to complex features conflicting with engineering designs, for Kuykendahl, Glen Forest and Aldine Westfield stormwater detention basins in Houston, TX. Performing submittals and permitting in support to the \$39 million Kuykendahl Detention Basin Project incorporated 4500 CY Concrete, 3.6 million CY Soil Excavation, 5060 Lin Ft Concrete Pipe and 100 Acres Tree Removal. The \$25 million Glen Forest Project entailed 2500 CY Concrete, 2.2 million CY Soil Excavation, 2400 Lin Ft Concrete Pipe and 130 Acres Tree Removal. The \$7.1 million Aldine Westfield Detention Basin utilized 1850 CY Concrete, 700,000 CY Soil Excavation, 10,000 Lin Ft Concrete Pipe, and 38 Acres Tree Removal. In addition to maintaining monthly pay request, performing daily management of QC inspection, CQC construction material submitting/environmental permitting, generating traffic control plans, ATSSA traffic control flagger training was achieved, to assure Quality Assurance (QA).
- **California Wildfires-Camp Fire, Butte County 2018 - 2019** Wildfire Structure and Debris removal in Butte County, CA Camp Fire. Quality Control Manager for the 1.4 million CY Cal Recycle/Cal OES clean-up project for removal, transportation, and disposal of asbestos and structural debris on 3,100 properties generated by Camp Fire in 2018.
- **Hurricane Michael 2018 - 2019.** Quality Control Manager for work provided on the 4.9 million CY USACE Disaster Debris Response (SAD) in 13 Southwest Georgia counties to include hurricane generated vegetative debris collection, transportation and disposal services and hazard (leaner and hanger) tree removal and trimming. Ensured quality control personnel and subcontractors met the required qualifications of the project contract. Trained all Ceres Area, Sector and QC management and operations personnel, subcontractors in the debris mission operational, documentation and eligibility requirements. Provided ATSSA traffic control flagger training in a classroom setting to Ceres flaggers, operations personnel and sub-contractor operation crews. Developed project-specific quality control plans; ensuring all quality control inspections are performed and documented in accordance with the testing plan and making sure all results are being reviewed for conformance with requirements with all documentation including records, photographs, and logbooks for the USACE project closeout requirements.
- **Morganza Hurricane Levee Project 2015.** Quality Control Manager (CQCM) responsible for the planning, scheduling, conducting, and coordinating detailed phases of the engineering for a \$58 million Hurricane Coastal Levee Protection Project in Terrebonne Parish, LA. Supervised and coordinated the work with engineers, draft persons, plan reviews, as-built, specifications and CQC material testing frequencies in addition to Quality Assurance (QA) Testing.
- **Glendo Wyoming Reservoir Rehabilitation 2015.** Operations Planner – Responsible for the continuation of production and maintenance of quality. Reviewed project traffic control plans in reference to field operation. Created and assisted in weekly meeting agenda. Assisted in managing environmental permits and regulations. Managed underground utility notifications. Quality Control Manager – responsible for

the planning, scheduling, conducting, and coordinating detailed phases of the engineering for a \$10 million Concrete Reservoir. Supervised and coordinated the work with engineers, draft persons, plan reviews, as-built, specifications and QC material testing frequencies to develop an accurate cost proposal.

#### **EDUCATION/CERTIFICATIONS**

- Bachelor of Science – Civil Engineer from the University of Louisiana at Lafayette.
- USACE Construction Quality Management for Contractors Certificate
- LADOTD Asphaltic Concrete Roadway
- LADOTD Embankment and Base Course Certification
- LADOTD Portland Cement Concrete Paving Certification
- LADOTD Portland Cement Concrete Structural Certification
- LADOTD Authorized Density Tester
- ATSSA Traffic Control Supervisor
- ATSSA Certified Traffic Control Supervisor
- ATSSA Certified Flagger
- ATSSA Certified Traffic Control Flagger Instructor
- ODOT Traffic Control Supervisor
- ODOT Certified Flagger
- ODOT Certified Traffic Control Flagger Instructor
- CSLB C31 Traffic Control Classification
- CSLB Business/Law Classification
- CSLB General Engineering Class A Classification
- OSHA 30 for Construction Certificate
- Radiation Safety Officer APNGA Certification
- Radiation Safety Officer NORM Certificate
- Heavy Bid Training Certificate
- South Carolina Pesticide Applicators Core Standards Certificate
- South Carolina General Structural Pest Management Certificate
- Georgia Lead Supervisor Initial Certificate
- EPA Lead Supervisor Training Certificate
- Puerto Rico Lead Supervisor Certificate
- Louisiana DEQ Lead Supervisor Certificate
- New Mexico EPA Lead Supervisor Certificate
- California Lead Supervisor Initial Course Completion
- Texas Lead Supervisor Refresher Certificate
- Puerto Rico Asbestos Supervisor Certificate
- Florida Asbestos Respiratory Protection Certificate
- Florida Asbestos Supervisor Initial Certificate
- California Asbestos Supervisor Initial Certificate
- Texas Asbestos Supervisor Initial Certificate
- Louisiana Arborist/Utility Arborist License

### Bryan S. Fike, National Client Services Manager

Mr. Fike possesses more than 30 years of disaster response, recovery, incident command, and command center operations experience, including as a first responder during Hurricane Andrew's devastating impact on South Florida in 1992. His life of public service began as a firefighter in 1984 and was followed by a career in law enforcement from which he retired in 2004. Over the past 19 years, Mr. Fike has managed recovery efforts for many of the largest and most destructive events to ever impact the United States, by coordinating and overseeing large scale disaster debris removal/recovery operations, supervising debris monitoring programs, and spearheading specialized debris programs, as well as short- and long-term recovery programs for impacted communities across the country.

#### PROFESSIONAL EXPERIENCE

- **Hurricanes Helene and Milton 2024.** Providing senior oversight/administration coordinating with clients for disaster debris removal projects in Florida jurisdictions following Hurricanes Helene and Milton.
- **Hurricane Debby 2024.** Provided senior oversight/administration and coordinated with clients for debris removal projects in Florida and Georgia following Hurricane Debby.
- **Hurricane Beryl 2024.** Provided senior oversight/administration and coordinated with clients for debris removal projects in Texas following Hurricane Beryl.
- **Hurricane Idalia 2023.** Provided senior oversight/administration over debris removal in Florida and Georgia following Hurricane Idalia. Over 1,800,000 cubic yards of debris were removed.
- **Hurricane Ian 2022.** Provided senior oversight/administration over multiple jurisdiction debris removal and disaster recovery activations in Southwest and South-Central Florida.
- **Hurricane Sally 2020.** Provided senior oversight/administration over disaster recovery programs in Northwest Florida and Southeast Alabama
- **Hurricanes Irma, Harvey, Maria 2017-2018.** Served in client services/senior operations oversight role, taking part in every facet of these historic response and recovery programs, which spanned multiple states, and the Caribbean Islands.
- **Hurricanes Matthew and Hermine 2016-2017** - Managed multiple jurisdiction debris removal contract activations on the eastern and western coasts of Florida.
- **South Carolina Ice Storms 2014** - Debris removal program leadership and guidance provided.
- **Hurricane Isaac 2012** – Provided senior project management and leadership in jurisdictions in and around New Orleans and the Louisiana Gulf Coast
- **Winter Storm Alfred 2011** – Provided management and leadership on a 22 City debris removal activation throughout the State of Connecticut
- **Hurricane Irene 2011** - Provided management and leadership on a multi-jurisdictional debris removal activation throughout the States of Virginia and North Carolina
- **Gulf Coast BP Oil Spill Recovery Programs 2010** – Program leadership and development.
- **State of Arkansas 2010** – Senior debris removal/recovery management and leadership following historic ice event statewide.
- **Washington Floods, 2009.** Program Management. Designed one of a kind local resident disposal program.
- **Oklahoma Ice Storms 2008** – Led debris removal recovery programs as operational lead in east central Oklahoma.
- **Georgia Tornado 2008** – Provided debris removal and leadership in Macon, GA
- **Iowa Flooding 2008** – Provided debris removal management in the wake of this historic event. 4,000 homes/3,000 businesses destroyed.
- **Hurricane Ike 2008-2009.** Houston- Galveston Theatre of Operations – Provided senior leadership and client services to 37 Cities & Counties in the wake of this historic hurricane.
- **Hurricane Gustav 2008** – Led disaster debris recovery mission in southeast Louisiana in the wake of this large-scale event.

- **Missouri/Oklahoma Ice Storms 2007** – Managed debris programs in Springfield, MO/Tulsa, Muskogee, and Checotah, OK.
- **Hurricane Katrina 2005/2006** – Served as senior project manager for debris removal operations on the Mississippi gulf coast for more than a year in the wake of this catastrophic event.
- **Hurricane Wilma 2005** – Served as debris recovery operations lead in Southwest Florida
- **Hurricanes Charley, Frances, Ivan, Jean 2004** – Served in a variety of roles from entry level to operations lead throughout this year of unprecedented storm activity.

#### **EDUCATION/CERTIFICATIONS**

- Bachelor of Science – Political Science, University of North Florida 1990
- State of Florida Certified – Law Enforcement Officer / Firefighter / EMT
- State of Florida, Incident Command Center Operations and Communication
- IS630 - Introduction to the Public Assistance Process
- IS631 - Public Assistance I & II
- IS632 - Debris Operations in FEMA's PA Program
- IS393 - Introduction to Hazard Mitigation
- IS547 - Continuity of Operations
- IS325 - Earthquake Basics: Science, Risk, and Mitigation
- IS0253 - Environment & Historic Preservation
- IS0022 - Citizen Preparedness
- NIMS IS-700 - National Incident Management System
- NIMS IS-800 - National Response Framework
- Asbestos Disposal Training: Type 1, 2, 3

#### **AWARDED MEDALS FOR:**

- Meritorious Service
- Lifesaving on two occasions
- Outstanding Scholastic Achievement in the Police Academy



## Key Project Team

### Robert Smith, Director of Disaster Recovery Operations

Mr. Smith is the Director of Ceres' Disaster Recovery Division. He has a strong history of managing large, complex projects that involve multiple government agencies. His experience includes overseeing all aspects of the CalOES/CAL Recycle Camp Fire Debris Removal and Hazardous Tree Removal projects in Butte County as Incident Commander. Mr. Smith also managed Ceres' response for the USACE USVI project following Hurricanes Irma and Maria. Mr. Smith builds effective teams by focusing on customer needs, setting clear goals, and successfully executing project directives. Since joining Ceres in 2017, Mr. Smith has ensured successful project performance while maintaining safety compliance and a customer-oriented approach.

#### PROFESSIONAL EXPERIENCE

- **Hurricanes Helene and Milton 2024.** Director of Storm Operations for Ceres' activations in 47 Florida and Georgia jurisdictions following Hurricanes Helene and Milton, including North Port.
- **Hurricane Debby 2024.** Director of Storm Operations for Ceres' responses in Florida and Georgia following Hurricane Debby.
- **Hurricane Beryl July 2024 – September 2024.** Director of Storm Operations overseeing responses to 16 jurisdictions in Texas. Project scopes include disaster debris removal, hauling, reduction, DMS management, hazard tree removal and final disposal of debris resulting from Hurricane Beryl.
- **Wildfire Fuel Reduction (WFR) Vegetation and Tree Removal Services - Orange County, CA March 2024 – Current– Caltrans.** Director of Operations overseeing all phases of the contract. Scoped work includes Wildfire Fuel Reduction, vegetation and tree removal within Caltrans ROW within District 12. Additional scopes include monitoring and working around cultural and environmentally sensitive areas. Responsibilities include preparatory phase oversight, subcontracts/contracts, project coordination & scheduling, daily & weekly project-specific documentation, Fuel Reduction Action Plan (FRAP) implementation to include management of prescription-based treatments, permitting/environmental certs, Invoicing & closeout.
- **Sacramento River Tree Removal – January – February 2024 – USACE.** Director of Operations. Provided oversight for the felling and removal of various tree species in environmentally sensitive and public areas and biological monitoring along the Sacramento River. These shoreline areas stem from the Interstate 50 Bridge and Garcia Bend Park specifically reaching 2, 3, and 6. Responsibilities included the development of pre-work submittals, partnering with the Army Corps and two other contractors working within these reaches, developing, and enforcing daily production and resource reporting, cost controls, invoicing, and managing schedules.
- **Folsom Dam Tree Removal, 2023 – USACE.** Director of Operations. Provided oversight for successfully removing 210 trees within public and environmentally sensitive areas. Responsibilities included the development of pre-work submittals, partnering with the Army Corps on Bureau of Reclamation (BOR) permitting, developing, and enforcing daily production and resource reporting, successful interagency coordination (BOR, USACE, State Park), cost controls, invoicing, and schedules. Due to weather restrictions, the project was delayed, and the team still completed this project two months ahead of schedule.
- **ODOT Hazard Tree Removal, Jackson and Douglas Counties 2021 – 2022.** Director of Operations overseeing the removal of Right-of-Way (ROW) trees along Oregon highways. This included the removal of over 25,000 US Forest Service (USFS) and Bureau of Land Management (BLM) tree hazards. This process encompassed the removal and transportation of both timber and slash to log decks and reduction sites.
- **Hazard Tree Removal Project for the Campfire in Butte County -- 2020 to 2021.** Incident Commander. Roles and responsibilities included management of the overall incident, safety, and liaison between all project partners and the prime contractor. We operated 12 crews conducting tree removal and hauling for approximately 2,200 properties containing just under 60,000 eligible trees. Tracking of project quantities daily and in total. Worked closely with the Monitoring Company and Project Owner Incident

Management Team on strategy and tactical short-term and long-range plans to ensure the success of the contract. Project totaled \$104,369,789.

- **Oklahoma Ice Storm 2020.** Project Manager overseeing three projects: City of El Reno, City of Kingfisher, and the City of Piedmont. The work performed consisted of leaner and hanger removal, ROW vegetative removal, DMS operations, and the reduction of vegetative debris.
- **Hurricane Hanna 2020.** Project Manager overseeing three separate projects: Hidalgo County, the City of Pharr, and the City of Edinburg. Conducted ROW collection, disposal of vegetative debris and construction and demolition debris with all three clients. Also collected and disposed of white goods, household hazardous waste and electronic waste. Over 327,000 cubic yards of debris were removed.
- **Camp Fire, Butte County 2018 – 2019.** Incident Commander with overall responsibility for the demolition, transportation, and disposal of debris generated by the Camp Fire wildfire in North-Central California in 2018 and directed the removal of more than 750,000 tons of hazardous debris while treating more than 3,100 private parcels. In full operational mode, we operated 45 to 50 demolition crews supported by 650 to 1,000 hauling units per day. Project totaled \$246,156,950.
- **Hurricane Irma and Maria 2017.** Project Manager for vegetative, construction and demolition, and metal debris removal from local municipality ROW and other eligible public property in the U.S Virgin Islands for USACE ACI project following Hurricanes Irma and Maria. Work also included site preparation, debris reduction - chipping/mulching/grinding, and debris disposal.
- **Evergro Organic Recycling 2016-2017.** Vice President of Operations researching and acquiring a track of land that meets all TCEQ criteria to construct a biosolid composting facility. Focused on site operating plans and providing a permit application along with drawings drafted by a local project engineer.
- **New Earth Soils and Compost 2010-2016.** Vice President of Operations overseeing over 35 teams within two facilities, new constructions, and existing biosolid composting operations.
- **The Garick Corporation**
  - **Vice President of Operations 2007-2009.** overseeing six facilities and 250 associates in five different states, ensuring EPA/DEP and OSHA compliance practices, plant staffing, daily productions goals, payroll management, and inventory control.
  - **General Manager 2006-2007.** Responsible for the safety and productivity of a large group during peak season, including environmental compliance, profitability, and leadership development. Drafted and implemented operational procedure manual for companywide plant and safety operations.
- **United States Army 1991-2000.** Airborne Ranger as Scout Team Leader for the 25th Infantry Division in Oahu, Hawaii, a Pathfinder for the 101<sup>st</sup> Pathfinder detachment and a U.S. Army Ranger Instructor at the Mountain Phase of Ranger School. Responsible for assisting the squad leader to ensure squad combat readiness, including planning and supervision of soldier training. Assisted with tactical employment and continuous surveillance of the enemy while being responsible for daily training and safety of 600 rangers annually in mountaineering and combat missions.

#### EDUCATION

- Austin Peay State University, Clarksville, TN 2000

#### CERTIFICATIONS

- IS-00027 FEMA Logistics
- IS-00393.b Hazard Mitigation
- IS-00632.a Debris Operations
- ICS-100 Incident Command System
- IS-00200.c Initial Response
- IS-00042 Social Media, Emergency Management
- IS-00240.b Leadership and Influence
- IS-00552 Public Works Role, Emergency Management
- OSHA 30 Construction

**Kevin Sudbury, Project Manager**

Kevin Sudbury has a 25-year career that includes experience in planning, project management, business administration, public speaking, and client support. He thrives in fast-paced, high-pressure environments. Mr. Sudbury has a reputation for applying advanced problem-solving techniques that lead to the restoration of smooth-flowing procedures and systems, developing innovative solutions to any challenge. He analyzes complex customer requirements and can execute simultaneous projects. Mr. Sudbury is an excellent communicator with exceptional interpersonal skills. These skills ensure project engagement and cohesion across diverse groups of staff, management, and clients.

**PROFESSIONAL EXPERIENCE**

- **Hurricanes Helene and Milton 2024.** Operations/Area Manager responsible for oversight of Ceres' emergency disaster debris removal responses to multiple Florida jurisdictions, including the City of North Port.
- **Hurricane Debby 2024. Area Manager.** Responsible for the management of five (5) emergency debris removal and disposal activations in Florida and Georgia following Hurricane Debby.
- **Hurricane Beryl 2024.** Area Manager. Responsible for the management of 16 emergency debris removal and disposal activations in Texas.
- **Hurricane Idalia 2023.** Project Manager. Responsible for the management of Hurricane Idalia generated debris in Glynn County, GA. 25,440 cubic yards of debris were removed.
- **Red Tide Cleanup 2023.** Project Manager. Responsible for managing all aspects of Red Tide Cleanup in Sarasota, FL.
- **State of Vermont Summer Flood 2023.** State Manager. Responsible for managing 16 debris removal projects across the State. Services included ROW C&D debris haul in, ROW vegetation debris haul in, site restoration and hazardous materials handling.
- **Central Texas Winter Storm Mara Debris 2023.** Area Manager. Responsible for managing four (4) debris removal projects across two (2) counties. Services provided to clients included ROW debris haul in, park facilities clean-up, reduction, debris haul-out, and site restoration. 330,846 cubic yards of debris were removed.
- **West Central Florida Hurricane Ian Debris 2022.** Area Manager. Responsible for managing 11 debris removal projects across five (5) counties. Services provided to clients included cut/push, ROW debris haul in, specialized debris removal, reduction, debris haul-out, site restoration, street sweeping, and catch basin cleanout. Clients served include cities, counties and FDOT.
- **Terrebonne Parish School District, LA Hurricane Ida Debris 2022.** Project Manager. Responsible for managing all aspects of debris removal across 45 facilities heavily impacted by Hurricane Ida. Developed a specialized operations plan that accounted for working on active campuses to protect all children, staff, visitors, and facilities.
- **City of Covington, LA Hurricane Ida 2021.** Project Manager. Responsible for all recovery components including push, debris collection and final disposal. Push started on Day 1 after the event and completed it in less than 4 days, which was the quickest completion of a significantly impacted City on the North Shore. According to the electric company this allowed them to refocus assets from other areas to Covington resulting in the restoration of 84% of the City's grid in 6 days. Debris collection and disposal was completed ahead of the projected schedule.
- **Sabine River Authority, LA Hurricane Laura/Delta Debris 2021.** Project Manager. Responsible for managing all aspects of debris removal along 40 miles of canal including 80 miles of levee and over 35 entrance ways/ramps in 92 working days. Debris streams included vegetative, C&D and leaners/hangers.
- **Vermilion Parish, LA Hurricane Delta Debris 2020.** Project Superintendent. Responsible for managing all aspects of debris removal across a 1,200 sq mile parish divided into 14 districts.
- **Escambia County School District Hurricane Sally Debris 2020.** Project Superintendent. Responsible for scheduling, managing, and ensuring quality control for the removal of debris and hangers/leaners from

60 facilities. Brought the 28 facilities initially assigned to a safe and operationally ready status in four (4) days so that the District could reopen the entire school system. All operations were completed in less than four (4) weeks.

- **City of Edinburg, TX Hurricane Hanna Debris 2020.** Project Superintendent. Responsible for scheduling, managing, and ensuring quality control for both subcontractors and self-performing debris removal trucks.
- **Hamilton County Tennessee Tornado Debris 2020.** Subcontractor Manager. Responsible for the acquisition, scheduling and management of multiple subcontractors executing ROW Vegetative and C&D Haul-in and Mulch Haul-out. Over 409,500 cubic yards of debris were removed.
- **Butte County California Fire Debris 2019.** Logistics Chief/Subcontractor Manager. Responsible for project-wide and self-performing crew logistics support including resource forecasting, equipment acquisition, materials selection, competitive pricing evaluation, personnel housing, and asset management. Secured required local permits for laydown yard. Refocused subcontractor haul-out operations including a review of the existing haul-out operations, vetting, and negotiating with new subcontractors, and provided subsequent operational oversight which led to a project savings of over \$426K.
- **SW Georgia Hurricane Michael Debris 2018.** Operations Manager/ Subcontractor Manager. Responsible for the direct management of over 120 ROW debris haulers and haul-out subcontractors (1,000+ containers) across 13 counties. Duties include operational planning, subcontractor management, overall project management and daily coordination with USACE.
- **City of Coral Gables Hurricane Mitigation Grant Program 2018.** Senior Project Manager/Funding Specialist. Developed 4 HMGP successfully funded applications for disaster mitigation projects in response to Hurricane Irma.
- **Apex Oil Terminal Improvements 2017.** Senior Project Manager. Responsible for developing procurement policies, ensuring Good Faith Efforts were followed and documented to maximize DBE participation, pre-construction planning, project management, federal compliance (Davis Bacon, American Iron and Steel, EEO), financial reconciliation and close-out of a 7-month, FEMA funded \$1,500,000 fuel terminal improvements project which spanned 3 sites each in a different state with concurrent procurement and construction activities.
- **City of Miami Wagner Creek/Seybold Canal Stormwater Improvements 2017.** Senior Project Manager. Responsible for funding, project management, federal compliance (Davis Bacon, American Iron and Steel, EEO), financial reconciliation and close-out of an 18-month, \$21,000,000 sediment removal project that included 1 prime contractor and 4 subcontractors. Project was awarded the 2018 WEDA Environmental Excellence Award.
- **US Virgin Islands Gordon A. Finch Marine Terminal 2016.** Senior Project Manager. Responsible for preparing a federal TIGER grant application, award acceptance, procurement, and project management of a \$13,000,000 project to demolish and replace the existing Roll-On/Roll-Off pier as well as construction of horizontal and vertical site improvements.
- **City of Marco Island Septic Tank Replacement Program 2015.** Senior Project Manager. Responsible for the planning, funding, procurement, project management, federal compliance (MBE/WBE participation, Davis Bacon, Buy American, EEO), financial reconciliation and close-out of a 6-year, FDEP/EPA funded \$63,000,000 program that included 8 prime contractors and over 24 subcontractors.
- **Collier County Wastewater System Improvements Program 2014.** Senior Project Manager. Responsible for the planning, funding, procurement, project management, federal compliance (Davis Bacon, EEO), financial reconciliation and close-out of a 8-year, FDEP funded \$140,000,000 program that included the construction and/upgrade of 3 wastewater treatment facilities with a combined capacity of over 55 MGD and 16 miles of collection mains.



**EDUCATION/CERTIFICATIONS**

- BA, Business Administration-Finance, Keiser University, Sarasota, FL
- AS, Computer Network Administration, Keiser University, Sarasota, FL
- OSHA 30/HAZWOPER
- US Army Corps of Engineers (USACE) – CQM-C
- FEMA IS20, IS21, IS33, IS102, IS559, IS632, IS 633, IS634, IS700, IS702, ICS100
- FDOT Resident Compliance Specialist – Local Agency Program

**SPEAKING ENGAGEMENTS/PROFESSIONAL ACKNOWLEDGEMENTS**

- Florida Department of Transportation – “Simplifying Davis Bacon”
- American Water Works Association – “SRF: A Local Government Perspective”
- Florida Department of Transportation – Disadvantaged Business Enterprise SME
- Florida Department of Environmental Protection – Davis

### **Michael (Mike) Randall, Project Manager**

Mr. Mike Randall has worked on multiple multi-million-dollar contracts as a Project Manager and Project Superintendent. Mr. Randall works closely with government officials and the Army Corps of Engineers by conducting daily meetings while working on projects. Mr. Randall demonstrates strong leadership and management skills by overseeing the management of Ceres employees and subcontractors, conducting meetings where he issues daily assignments, and troubleshooting operations to ensure continuity of work between all the different State, environmental, archeological, subs and cultural groups working on our projects. Mr. Randall focuses on achieving jobs safely and on time.

#### **PROFESSIONAL EXPERIENCE**

- **Hurricane Helene 2024 – Current.** Project Manager responsible for emergency debris removal, reduction and disposal in Lincoln County, GA and Atlanta, GA.
- **NMDOT Hermits Peak/Calf Canyon Flood, Straight Line Wind and Wildfire Recovery. September 2022-September 2024.** Project Superintendent for hazard tree, flood, and fire debris removal. Over 90,000 tons of sediment and debris. 18,000 hazard trees and hazardous materials removed from private residences.
- **Hurricane Nicole 2022.** Project Manager for debris removal Melbourne, FL.
- **Hurricane Ian 2022.** Project Manager for disaster recovery services in Wellington, FL.
- **Oregon Wildfire Recovery 2020.** Area Branch Manager providing hazard tree removal for the Oregon Department of Transportation.
- **California Wildfire – Camp Fire, Butte County 2019-2020.** Area Manager for the campfire project in Paradise, CA. Responsible for managing 8 to 10 division supervisors and over 40 plus working crews.
- **Hurricane Michael 2018.** Project Supervisor for Jackson County, FL and Project Manager for Mitchell County, GA for emergency debris removal.
- **California Wildfires 2018.** Quality Control Manager for Napa County, CA and Redwood Valley, CA for a USACE debris removal project following the California Wildfires.
- **Hurricane Irma 2017.** Project Manager in Tampa, FL and USACE – Virgin Islands for debris removal.
- **North American Senior Benefits 2015 – 2017.** Insurance Broker responsible for scheduling sales leads and preparing and presenting presentations to clients based on their needs.
- **One Main Financial / Citi Group 2007-2015.** Branch Account Manager responsible for planning and directing the activities of workers, networking, reviewing reports, establishing relationships with clients, and providing customer service.
- **Chestatee Counseling Center 2003-2007.** Parent Aide responsible for assisting clients in completing case plans, facilitating parenting lessons, substance abuse counseling, and anger management to clients, and served as a liaison between the Department of Family and Children Services and the DFCS clients.

#### **EDUCATION/CERTIFICATIONS**

- Piedmont University, Bachelor of Arts – Major in Sociology and Minor in Business.
- U.S. Army Corp of Engineering construction quality management for contractors.
- OSHA 30-hour construction safety training.
- HAZWOPER 40-hour certificate
- Completion of numerous ICS courses (incident command system).

**Bobby Harrell, Safety Manager**

Mr. Harrell has more than 25 years of successful safety, fire, and medical project management leadership. Mr. Harrell holds multiple NWCG, FEMA, OSHA, Fire and Medical certifications. He started out his career with Ceres in the USACE ACI Debris Project covering 13 counties in Southwest Georgia following Hurricane Michael, and has worked as a site safety officer for multiple projects in Florida and Georgia following Hurricanes Ian, Idalia, and Helene.

**PROFESSIONAL EXPERIENCE**

- **Ceres Environmental Services, Inc. 2022 – Current.**
  - **Hurricane Helene 2024 – Current.** Project Safety Manager for multiple emergency debris removal projects in Georgia.
  - **Hurricane Idalia 2023.** Project Safety Manager for emergency debris operations in Taylor County, FL.
  - **Hurricane Ian 2022.** Project Safety Manager for emergency debris operations for FDOT in Charlotte County, Collier County, Hendry County, Lee County, Manatee County, and Sarasota County, FL.
- **Department of Homeland Security 2021 – 2022.** Transportation Security Officer.
- **Compliance Solutions 2019 – 2021.** Instructor providing accredited safety training such as: HAZWOPER 40, 24, & 8; OSHA 10, 30; Confined Space; DOT Hazardous Materials; EPA Hazardous Waste Management; Emergency Response 1, 2, & 3; and Emergency Incident Commander.
- **Ceres Environmental Services, Inc. 2018 – 2019.** Chief Safety Manager for 13 counties in Georgia on the Hurricane Michael USACE ACI Debris Project.
- **Liberty Lift Solutions.** Corporate Safety Manager- administered OSHA and DOT compliance programs, conducted safety audits, incident investigation and drug & alcohol testing, conducted all safety training across the organization, Managed EHS data for ISNetworld, Avetta, PEC SSQ Systems.
- **InnoSpec Oil Field Services 2017 – 2018.** Frac Assistant/Safety Collection and management of all chemical data and safety audits.
- **Transwood Inc. 2017.** Safety/Sand Coordinator- Ensured safety & DOT compliance, all employee safety training. Incident investigation and drug and alcohol testing.
- **Lehoski Welding 2015 – 2016.** Safety Manager / PEC Instructor-Conducted all new hire orientation, PEC and field safety training, composed safety policies and procedures, Conducted safety audits, incident investigation and drug & alcohol testing, Managed EHS data for ISNetworld.
- **L&P Pipeline and Construction 2014 – 2015.** Safety Coordinator /Safety & PEC Instructor-In charge of all new hire orientation including drug testing, DOT, field safety audits, Incident investigation.
- **Big Star Crude 2013 – 2014.** Safety Adviser / Asst. Terminal Manager- All new hire orientation, drug testing, DOT, field safety audits, managed all billing of the clients and drivers, all DOT inspections, Performed accident, injury investigations and safety audits.
- **Safety Medics 2012 – 2013.** Safety Inspector-Safety audits of large oil field construction sites, pipeline construction and drilling rigs. Performed accident and injury investigations.
- **Sierra Industries 2011 – 2012.** Fire Chief / Safety / Training-Army UC-35 project in charge of DCMA audits airport safety and training including all fire calls and emergency issues, New hire orientations training for employees, drug testing and wrote all safety policy and procedures for company-wide programs.
- **Pinkerton Government Services 2010 – 2011.** Shift Fire Captain- In charge of all fire and medical calls on shift at Sikorsky Helicopter Facility.
- **Smirfit Stone Paper Mill 2007-2010.** Safety and Medic Cared for all employees' injuries, Performed safety audits in the mill.
- **Gulf Coast State College 2004-2008.** Adjunct Instructor Courses for Fire, Paramedic, Emergency Medical Technicians and Hazardous Materials.
- **Bay Medical Center 2001-2009.** EMT, Paramedic – Took emergency calls county wide transported to hospital.

- **Bay County Fire Rescue 1994-2009.** Battalion Captain EMT-P- Supervised 40 Officers and fighters, All fleet maintenance, Fire Department Training, Safety Officer, Hazardous Materials Officer and Medical Officer.

#### **EDUCATION/CERTIFICATIONS**

- **Certified Occupational Safety and Health Officer (CSHO I & II)** – TEEX Estimated Date: Dec 2019
- **NWCG** qualified S-131, S-190, S-205, S-215
- **FEMA** certified ICS-100, ICS-200, ICS-300, IS-00005.a, IS-00035.18, IS-100, IS-200, IS-244, IS-315, IS-317, IS-340, IS-346, IS-700, IS-800, IS-804, IS-907, IS-1900
- **OSHA-** 501,511, 2055, 2225, 3015, 3115, 7205, 7505
- OSHA Outreach Instructor
- Medic First Aid CPT Instructor



### Hubert Russell (Bo) Ansley, FEMA Reimbursement Specialist

Mr. Ansley worked with the U.S. Army Corps of Engineers (USACE) for 33 years. His experience includes Emergency Management; Technical Support to FEMA applicants, and sub-applicants to ensure FEMA eligibility, compliance with State regulations and adherence to contract specifications; review of FEMA eligibility and processing documentation for FEMA reimbursement; training sessions with clients; and development of new documentation systems. His experience runs deep both with Ceres and the US Army Corps of Engineers (USACE), where he served as a technical liaison to FEMA for Emergency Support Function 3 (ESF3) – Public Works and Engineering, and a Senior Level Debris Removal Subject Matter Expert (SME).

#### PROFESSIONAL EXPERIENCE

- **Hurricane Helene 2024.** Provided operational oversight and FEMA reimbursement assistance to Florida and Georgia jurisdictions affected by Hurricane Helene.
- **Hurricane Debby, 2024.** Provided operational oversight and FEMA reimbursement assistance for debris removal projects in Georgia following Hurricane Debby.
- **Hurricane Beryl 2024.** Provided operational oversight and FEMA reimbursement assistance to 16 jurisdictions in Texas following Hurricane Beryl.
- **Hurricane Idalia 2023.** Provided operational oversight and FEMA reimbursement assistance for debris removal in Georgia following Hurricane Idalia.
- **Hurricanes Ian and Nicole 2022.** Operations Area Manager and Client Services Liaison for 8 contract activations in Florida.
- **Yellowstone River Floods 2021.** Senior USACE Debris Removal SME and FEMA Liaison. Provided a comprehensive assessment of flooding impacts and waterway debris for the State of Montana.
- **Hurricanes Laura, Sally, and Zeta 2020.** Senior USACE SME and FEMA Liaison. Provided Technical Support to FEMA as well as multiple applicants in Louisiana, Alabama, and Florida. Provided supervisory oversight for 21 Federal Technical Monitors.
- **Southeast Tennessee Tornadoes 2020.** Senior USACE Debris Removal SME and FEMA Liaison for 3 local activations in the Chattanooga, TN area.
- **Hurricane Michael 2018.** Lead USACE Debris Removal SME and FEMA Liaison for 6 Florida Counties and 13 Georgia Counties. Served as Contracting Officers Representative for USACE Advanced Contract Initiative (ACI) in Georgia.
- **Hurricane Irma 2017.** Lead USACE ESF3 Liaison to FEMA Region 2. Prepositioned with Forward Team to VITEMA prior, during and after landfall. Supported Recovery Field Office and assisting in activating the Debris ACI for USACE.
- **Hurricane Maria 2017.** Supported recovery efforts in Puerto Rico as Emergency Management Chief, Mobile District. Managed USACE Recovery Field Office for multiple FEMA missions including power restoration, temporary roofing, debris removal and repair of critical public facilities.
- **Southeast Tornadoes 2017.** Lead USACE Debris Removal SME and FEMA Liaison for multiple activations near the City of Albany, GA.
- **Hurricane Matthew 2016.** Lead USACE Debris Removal SME. Provided technical assessment of storm impacts along the Florida Coast from St. Augustine to Melbourne.
- **Hurricane Hermine 2016.** Lead ESF3 Representative to FEMA in Florida. Developed debris volume estimate and debris removal cost estimate.
- **Pacific Ocean Storms 2015.** Served as USACE ESF3 forward for Guam (Typhoon Dalphin) and Saipan (Typhoon Soudler). Provided impact assessments for FEMA.
- **Oso, WA Landslide 2014.** Assistant ESF3 Team Lead and Debris SME supporting FEMA. Provided preliminary report and debris removal estimate.
- **Hurricane Sandy 2012-2013.** Lead Debris SME and Contracting Officers Representative – Suffolk County, NY. Oversaw Debris Removal Operation for Fire Island, NY.

- **Alabama Tornadoes 2011.** Supported recovery efforts as Emergency Management Chief, Mobile District. Managed USACE Recovery Field Office for multiple FEMA missions including temporary power, debris removal and repair of critical public facilities.
- **Hurricane Ike 2008.** USACE liaison to Texas and ESF3 lead in support of FEMA Region 6.
- **Hurricane Katrina 2005-2006.** Debris SME for Alabama recovery.

#### **EDUCATION/CERTIFICATIONS**

- Bachelor of Landscape Architecture, University of Georgia
- Graduate Certificate, Homeland Security and Emergency Management, George Washington University
- FEMA ICS 100, 200, 300, 400, 700, 800

**Tia Laurie, Contract/Subcontract Manager, Corporate Secretary**

Tia Laurie provides a background in several fields including quality control, construction, logistics, management, and contracting. Ms. Laurie serves as Qualifying Agent, holding General Contractors Licenses on behalf of Ceres in many states including California, Louisiana, Alabama, Tennessee, Mississippi, Oregon, and South Carolina. Certified in Construction Quality Management by USACE, Ms. Laurie has served in supporting roles on several missions for more than ten (10) years. Additionally, Ms. Laurie is responsible for the overall administrative response to all disaster response and recovery missions, including contracting and subcontracting. She manages the overall development and maintenance of relationships with subcontractors specifically in local areas of pre-event contracts and competitive pricing. Ms. Laurie also provides management in the areas of maintaining and upgrading the database, registration process, and evaluation criteria for subcontractor, as well as creating and executing their training programs.

**PROFESSIONAL EXPERIENCE**

- **Hurricanes Helene and Milton 2024.** Director of Administration including subcontracting and contract management for debris removal for activations in 47 Florida and Georgia jurisdictions following Hurricanes Helene and Milton.
- **Hurricane Debby, 2024.** Director of Administration including subcontracting and contract management for debris removal projects in Florida and Georgia following Hurricane Debby.
- **Hurricane Beryl 2024.** Director of Administration including subcontracting and contract management for debris removal in 16 jurisdictions in Texas following Hurricane Beryl.
- **Hurricane Idalia 2023.** Director of Administration including subcontracting and contract management for debris removal in Florida and Georgia following Hurricane Idalia. Over 1,800,000 cubic yards of debris were removed.
- **California Floods 2023.** Director of Administration including subcontracting and contract management for flood debris removal services in Tulare County, CA and Merced, CA.
- **Texas Winter Storm Mara 2023.** Director of Administration including subcontracting and contract management for debris removal in 2 Texas jurisdictions following a winter storm. 330,846 cubic yards of debris were removed.
- **State of Vermont Summer Flood 2023.** Director of Administration including subcontracting and contract management for 5920 tons of debris removal in (sixteen) 16 jurisdictions across the State of Vermont
- **Hurricanes Ian and Nicole 2022.** Director of Administration including subcontracting and contract management for 27 contract activations in Florida. Two of these contract surpassed 2 million cubic yards of debris each.
- **Hurricane Ida 2021.** Director of Administration including subcontracting and contract management for Ceres projects in Louisiana.
- **Oregon Wildfire Recovery 2020 – 2022.** Director of Administration including subcontracting and contract management for Oregon Department of Transportation Hazard Tree Removal Project. 22,311 trees were removed.
- **Oklahoma Ice Storm 2020.** Director of Administration including subcontracting, and management of 5 contract activations as a result of the Oklahoma Ice Storm. Over 200,000 cubic yards of debris were removed.
- **Hurricanes Hanna, Laura, Sally, Delta and Zeta 2020.** Director of Administration including subcontracting. Managed over 30 subcontractors providing debris collection, reduction, and disposal. While working contract administration on over 13 contract activations.
- **Linn County, IA 2020.** Director of Administration including subcontracting and managing 4 subcontractors and working contract administration. Over 1 million cubic yards of debris were removed.
- **Hamilton County, TN and Jones County, MS Tornadoes 2020.** Director of Administration including subcontracting. Managed 6 subcontractors providing debris collection, reduction, and disposal. Over 600,000 cubic yards of debris were removed.

- **Bulk Waste Removal 2020.** Director of Administration including subcontracting. Managed 6 subcontractors providing bulk waste removal to the City of Atlanta and Macon-Bibb County, GA as a result of limited staff due to COVID-19. 5,966 tons of waste were removed.
- **Paradise and Butte County, CA Fire 2019.** Director of Administration including subcontracting and managing over 23 subcontractors and working contract administration with CalRecycle. 768,558 tons of debris were removed.
- **Hurricanes Florence and Michael 2018.** Director of Administration for storm operations in a wide geographic area.
- **North Carolina Department of Agriculture 2018.** Director of Administration and Subcontracting Manager for hauling vegetative material for NC farms after Hurricane Florence.
- **Northern California Wildfire Debris Removal 2018.** Subcontractor Manager responsible for hiring all subcontractors for the USACE debris removal project in Lake, Mendocino and Napa Counties, CA following the fires between October and December of 2017.
- **Hurricanes Harvey, Irma, and Matthew 2017.** Director of Administration and Subcontracting Manager for over 50 storm and civil construction projects.
- **Hurricanes Hermine and Matthew 2016.** Subcontractor Manager for over 20 contracts in Florida, Georgia, South Carolina, and North Carolina following two hurricanes in September and October.
- **Louisiana Floods 2016.** Subcontractor Manager for Ceres response to August floods in Louisiana.
- **Winter Storm Cara and Goliath 2015.** Subcontractor Manager for debris removal and disposal projects in Oklahoma following winter storms.
- **Alabama and Mississippi Tornadoes 2014.** Subcontractor Manager for four separate tornado recovery projects in Kimberly, Adamsville, and Graysville, Alabama as well as Lee County, MS. 185,758 cubic yards of debris were removed.
- **Winter Storm Pax and Ulysses 2014.** Subcontractor Manager for Columbia County, GA and NC DOT ice storm recovery; Recruited and subcontracted companies for hauling, tree work, and grinding.
- **Hurricane Sandy 2012-2013.** Subcontractor Manager recruiting local subcontractors and vendors for Ceres response in New York and New Jersey.
- **Hurricane Isaac 2012.** Subcontractor manager for five separate contracts in response to Hurricane Isaac. Ceres provided recovery services to Jefferson Parish, Kenner, Livingston Parish, Denham Springs and St. Bernard Parish.
- **Winter Storm Alfred 2011.** Subcontractor Manager for response to unseasonal snowstorm in the Northeast. Ceres managed over 320,000 CY of debris in two locations.
- **Hurricane Irene 2011:** Subcontractor Manager for Greenville, NC response and recovery efforts.
- **Alabama Tornadoes 2011.** Subcontractor Liaison: recruited local and specialty subcontractors and vendors to provide services for tornado cleanup.
- **Haiti Earthquake 2010.** Subcontractor Liaison identifying specialist organizations & sea transport.
- **Ice Storms 2009.** Subcontractor Liaison identifying and coordinating qualified subcontractors for debris removal from county rights-of-ways in Kentucky.
- **Hurricanes Dolly, Gustav and Ike 2008.** Subcontractor Liaison screening and coordinating qualified subcontractors for debris removal, processing, and disposal operations.
- **Floods 2008.** Subcontractor Liaison identifying and coordinating qualified subcontractors for debris removal due to Cedar River flooding in Iowa.
- **Military Stars, Orion International 2007-2008.** Account Executive researching, identifying, and capturing of new clients providing opportunity for hiring of transitioning military personnel.
- **U.S. Army Corps of Engineers, Captain 1999-2005.** Battalion Logistics/Supply Officer, Detachment Commander, Company Executive Officer, and Topographic Platoon; awarded Bronze Star Medal for her bravery and meritorious service with USACE.



**EDUCATION/CERTIFICATIONS**

- Master's degree, Engineering Management, University of Missouri (Rolla)
- Bachelor's degree, Engineering Management, U.S. Military Academy, West Point, New York
- Engineer-In-Training (EIT/FE): Registered in New York, 1999
- FEMA certified IS-10, ICS-200, IS-102, IS-632, NIMS IS-700
- USACE CQM certified
- Red Cross Disaster Services certified

## Personnel (Alphabetically by Last Name)

### Omar Arroyo, EHS Manager

Mr. Arroyo has more than 22 years of professional experience in safety management. He has worked in various fields including debris management, civil construction, new construction, and oil, dealing with all aspects of Environmental Health and Safety Management and Training.

#### PROFESSIONAL EXPERIENCE

- **Ceres Environmental Services 2017 – Present.**
  - Safety and Health Officer for projects in Florida and Georgia following Hurricanes Helene and Milton.
  - Safety and Health officer for LUMA Island Wide Vegetation Clearance in Puerto Rico.
  - Safety and Health Officer for NMDOT Hermits Peak/Calf Canyon Flood, Straight Line Wind and Wildfire Recovery in 2022-2023.
  - Safety and Health Officer for Taylor County, FDOT following Hurricane Idalia. Over 1,703,000 cubic yards of debris have been removed.
  - Safety and Health Officer for the Luma Vegetation Clearing Service Contract in 2022 and 2023 in Puerto Rico.
  - Safety Officer for Wildfire recovery for the Oregon Department of Transportation in 2020-2022. 22,311 trees were removed.
  - Safety Officer for the Wildfire clean up and logging operations for California, Colorado, and Oregon.
  - Safety and Health Officer. Vegetative, construction and demolition, and metal debris removal from local municipality Rights-of-Way (ROW) and other eligible public property in the U.S Virgin Islands for the USACE ACI project following Hurricanes Irma and Maria. Work also included site preparation, debris reduction - chipping/mulching/grinding, and debris disposal.
- **PES Performance Energy Services 2015-2016.** HSSE Site Safety Supervisor in Beaumont, Texas conducting daily equipment inspections, confine space audits, air sampling for confined space, confined space rescue procedures, daily mass safety toolbox meetings, Air Liquide safety and production meetings, safety record keeping, first aid, incident investigations, daily safety audits, inspection and control of safety equipment, fire watch training, confine space training, lockout/tag-out training and new hire orientations.
- **Saxon Constructions PES 2015.** HSSE Site Safety Manager for Williams Station 520 Pipeline project in Jersey Shore, Pennsylvania and Devon/E-Link Terminal project in Cuero, Texas. Responsible for daily audits of work being performed, daily field equipment inspections, equipment training, PRE-TASK ANALYSIS (PTA) audit and training, held the daily all employee's safety meeting, met with the client HSSE for any concerns and correction, job specific overview, employee orientation, incident reporting, near miss reporting, record keeping, and continue to strive for a zero incident and accident-free workplace for all employees.
- **Titan 360 Industrial Services 2014-2015.** HSSE Site Safety Manager coordinating a project at Trunk line in Lake Charles, Louisiana overseeing 85 employees. My duty and responsibility was to conduct daily safety meetings within the company and the client, daily safety audits on employee behavior, permits, and company (JSA), daily equipment inspection, record keeping, first aid case management, attend and participate in client turnaround safety progress, monitor and conduct SCBA breathing air equipment inspection and proper function prior to job task, and incident reporting/investigation.
- **Total Safety 2014.** HSSE in Busan, Korea working as a third-party safety representative for Nobel and Shell at a shipyard reconstructing the Nobel Discoverer ship oil driller. Duties and responsibilities were to be part of the Shell and Nobel safety HSE team to contribute as a third-party safety representative in the daily work activities such as safety daily audits and inspections on hot work activities, confine space,

permit and JSA audits, evacuation drills. Conducted safety meetings, record keeping, and daily inspection on equipment, tools, and safety equipment.

- **KBR Kellogg Brown & Root 2012-2013. HSSE Site Safety Manager.** Conducted safety audits and meetings, performed daily equipment and apparatus inspections, first aid case management and related record-keeping.
- **BP 2010-2012 HSSE Site Safety Turnaround Manager.** Managed and oversaw safety field turnaround for several units. Conducted weekly mass safety meetings, daily audits, and inspections, reporting for near miss and first aid, and performed relevant recordkeeping.
- **STARCON International, Inc. 2001-2010 HSE Safety Supervisor.** Performed daily audits and inspections, permit training, oil rig basket training, SCBA training and fire watch training. Maintained company and refinery compliance and recordkeeping, supervising various units for turnaround work and implementing company site standards. Performed unit orientations for new hired team members for the turnaround, equipment inspection and purchasing, daily toolbox team safety meetings. Conducted daily permit and JHA audits for compliance, JHA training, recordkeeping, and conducted near miss and incident investigations.

## EDUCATION/CERTIFICATIONS

- San Jacinto College Central Campus Two Years, Courses Studied:
  - EPCT- Introduction to Environmental/Health
  - EPCT- Principals of Industrial Hygiene
  - OSH- Safety Program Management
  - OSH- Physical Hazards Control
  - OSH- Accident Prevention, Inspection, and Investigation
  - OSH- OSHA Regulation General Industry
- College of the Mainland (Conducting Safety Audits)
- OSHA 30 Hour Construction
- OSHA 500
- OSHA 502
- BASIC Arborist Training Certification
- Construction Site Safety Technician CSST Certification
- Construction Site Safety Technology CSST Certification
- Construction Site Field Safety CSST Certification
- Construction Site Safety Supervisor CSST Certification
- Industrial Toxicology Certification
- GHS and OSHA Hazardous Communications Certificate
- Introduction to Safety Accountability-OSHA Academy
- Emergency Action and Fire Prevention-OSHA Academy
- Conducting a Job Hazard Analysis (JHA)- OSHA Academy
- Personal Protective Equipment-OSHA Academy
- Introduction to Safety Recognition- OSHA Academy
- Introduction to OSHA-OSHA Academy
- Introduction to Hazard Control- OSHA Academy
- Electrical Safety for Employees- OSHA Academy
- Introduction to Safety Training- OSHA Academy
- Personal Protective Equipment- OSHA Academy
- Introduction to Safety Supervision- OSHA Academy
- Hazard Communication- OSHA Academy
- Effective Accident Investigation- OSHA Academy
- Introduction to Safety Leadership- OSHA Academy
- Walking-Working Surfaces and Fall Protection-OSHA Academy

- Introduction to Job Hazard Analysis- OSHA Academy
- Supervisor 201 Training-LEAD Leadership, Excellence, and Development-Houston Area Safety Council
- EM 385-1-1 8 Hour Awareness- US Army Core of Engineers
- First Aid-CPR-AED Certification 1377463
- American Red Cross (CPR-Adult)
- AMERICAN Red Cross (Standard First Aid)
- TWIC Transportation Worker Identification Credential
- Houston Area Safety Council (Basic Plus)
- Baytown, TX Safety Council
- HAZWOPER, OSHA 30 FR, OSHA 500,



### Demetri Bassil, Equipment Director

Mr. Demetri Bassil is responsible for overseeing Ceres' \$108 million equipment division, comprising of over 30 employees and over 2,019 pieces of equipment. Demetri's responsibilities include maximizing the effectiveness of Ceres' assets while providing leadership to the equipment division. He is responsible for supporting Ceres' operations by optimizing the methods and materials required for each mission.

#### PROFESSIONAL EXPERIENCE

- **Ceres Environmental Services Inc. April 2024 – Present.** Equipment Director. Oversees the equipment division with 30+ full-time employees; a fleet of 2,019 pieces of equipment and commercial trucks/trailers with an acquisition value approaching \$110 million.
- **Alleyton Resource (Summit Materials) 2015 – 2024.** Vice President of Equipment. Alleyton Resource / Summit Materials (NYSE: SUM) is an integrated aggregate and ready-mix concrete company based in Denver Co.
- **Chicago Bridge & Iron 2010 – 2015.** Manager Batch Plant Operations / Superintendent 4. CB&I (NYSE: CBI) is the most complete energy infrastructure focused company in the world and a major provider of government services. Responsibilities included managing site preparation, erection of batch plant and facilities, fixed and mobile equipment maintenance, along with assisting in actual placement and civil activities.
- **Lafarge Corporation 1991 – 2009.**
  - **Southeast Division 2008 – 2009.** North Georgia Equipment and Maintenance Manager. Equipment and Maintenance Manager, responsibilities included: full accountability for divisional maintenance costs, leading a team of supervisors and support staff responsible for the maintenance and repair of 720 mobile units and 57 RM production sites from 2 maintenance facilities.
  - **Southeast Region 2004 – 2008.** General Manager Downtown Atlanta Market. The Downtown Atlanta Market was the largest market in the Division with 425K cubic yards produced, 2 permanent production facilities, 2 portable production facilities, \$40M+ in expenses and 75 employees. As General Manager, responsibilities included: full cost accountability, quality, productivity, capital expenditures, environmental management, community relations, labor relations, and safety.
  - **Southeast Region 2002 – 2008.** Southeast Regional Director Transportation and Maintenance. The Transportation, Maintenance and Construction Department managed and maintained 1,440 mobile units (ready mix trucks, loaders, excavators, dozers, passenger vehicles, tractors, and trailers) and 90 production facilities. As Director of Transportation and Maintenance, responsibilities included: leading a team of 12 salaried and 85 hourly employees with fixed facilities and mobile crews, managed \$34M in expenses, developed and implemented capital projects, continued to improve maintenance practices and safety.
  - **Lafarge Corporate Business Performance Group 2000 – 2002.** North America TMT Manager. Responsibilities included: development and implementation of the process to utilize the technology tool to reduce operating expenses and improve equipment utilization and life across the NA operations.
  - **Louisiana Division 1991 – 2000.** Equipment Manager/Divisional TMT Coordinator. The Lafarge Louisiana Ready-Mix Concrete Division is the largest producer in the New Orleans Metro Market. As Equipment Manager, responsibilities included: full cost responsibility for the divisional mobile maintenance department, leadership of 3 mobile maintenance facilities with 12 employees and 200 mobile units, along with full implementation of TMT, a maintenance information system.

**EDUCATION/CERTIFICATIONS**

- AEMP – CEM (Certified Equipment Manager) Certification
- Strayer University
- Southeastern Louisiana University
- Delgado JR College
- Southeastern Louisiana University
- 1988 Gretna Police Training Academy

### Everett Bond, Project Superintendent

Mr. Bond has managed projects since 2016 supervising and managing storm debris removal teams for major disaster recovery projects with Ceres. Mr. Bond's responsibilities were maintaining contract schedules and detailed agreements, communicating with senior project management and lead superintendents to make sure any foreseen issues, opportunities and company change orders and conducted superior oversight of site and subcontractor performance.

#### PROFESSIONAL EXPERIENCE

- **Hurricanes Helene and Milton 2024 – Current.** Project Superintendent responsible for disaster debris removal, reduction and disposal in Gainesville, FL and Pasco County, FL.
- **May 2024 Tornado 2024.** Project Manager responsible for debris removal, reduction and disposal in Maury County, TN.
- **Mississippi Tornado 2023.** Project Superintendent overseeing the cleanup of 32,500 cubic yards of tornado generated debris in Carroll County, MS.
- **Hurricane Ian 2022.** Project Superintendent overseeing debris management and removal in Longwood, FL, and Hardy County, FL.
- **Hurricane Ida 2021.** Quality Control Manager and Supervisor in New Orleans, LA for the clean-up of storm debris. Over 280,000 cubic yards of debris were hauled during this project.
- **Hurricanes Laura and Delta – 2020.** Quality Control Manager and Supervisor for Allen Parish, LA for the clean-up of over 550,000 cubic yards of storm debris.
- **California Wildfires – Camp Fire, Butte County 2020 – 2021.** Project Superintendent for the CalRecycle removal of hazardous trees generated by the Camp Fire wildfire in North-Central California in 2017.
- **Deatrick Engineering Associates, Orlando, FL 2019 – 2020.** Inspector responsible for performing various asphalt, earthwork, concrete, masonry, cement, and aggregate testing, both in the field and the laboratory. Ensure jobsite tests and inspections are performed as required or requested by a contractor, architect or engineer as well as being performed per AASHTO, ASTM, ACI, FDOT or other required methods and specifications while working closely with the Laboratory Manager in supervising lab technicians and lab testing.
- **Camp Fire, Butte County 2019.** Divisional Supervisor for the campfire project in Paradise, CA leading 45 individuals during wildfire debris cleanup effort.
- **Hurricane Michael 2018.** Senior Quality Control Manager and Supervisor in Georgia for the cleanup of debris in October of 2018.
- **Hurricane Florence 2018.** Senior Quality Control Manager and Supervisor for North and South Carolina, managing multiple city and county contracts for clean-up of storm and flood debris in September 2018.
- **Kablelink 2016 – 2018.** Cable Installation Technician installing entertainment, networking, and security systems and responding to repair calls while keeping customer satisfaction.
- **Broadband Interactive 2001 – 2016.** Disconnection Technician communicating with customers and companies to resolve and uninstall cables.

#### EDUCATION

- Bachelor of Science in Sport and Fitness, University of Central Florida 2011
- Associates of Art, Valencia Community College, 2008

#### CERTIFICATIONS

- OSHA 30 Construction
- OSHA 40 HAZWOPER
- Flagger
- Jones NCTI

### Alonzo Clay, Project Superintendent

Mr. Clay has experience of multiple aspects of emergency response in the past six (6) years. He has served as project manager, superintendent and quality control on projects including hurricanes, tornadoes, ice storms and fires. Mr. Clay is an experienced field manager with excellent communication skills and excels in coordinating and managing multiple crews, ordering materials, tracking costs, scheduling equipment and keeping good relations with clients. He is certified in Hazardous Waste Operations and Emergency Response (HAZWOPER)

#### PROFESSIONAL EXPERIENCE

- **Hurricanes Helene and Milton October 2024 – March 2025.** Area Manager responsible for emergency debris removal, reduction and disposal in Franklin County, FL, Hillsborough County, FL and Temple Terrace, FL.
- **Atmospheric River Flood Event, July 2023 - March 2024.** Project Manager responsible for all aspects of emergency debris removal in Merced County, CA.
- **Severe Windstorm, July 2023.** Project Superintendent for removal of debris following a severe June windstorm in Harris County, TX.
- **March Tornadoes, April 2023 – July 2023** - Project Manager for removal and disposal of debris as a result of the March tornadoes in Carroll County, MS.
- **Winter Storm Mara, February 2023** - Project Superintendent for removal and disposal of debris in Austin, TX.
- **Hurricane Ian, October 2022 – January 2023** – Project Superintendent for the Florida Department of Transportation debris removal in Manatee County, FL.
- **Bulk Waste Removal 2020 – September 2022.** Project Superintendent providing bulk waste removal to the City of Atlanta, GA resulting from limited staff due to COVID-19.
- **Tornado 2020.** DMS Site Manager for removal and disposal of tornado debris generated in the City of Chattanooga, TN.
- **Camp Fire Butte County, CA 2019.** Division Supervisor for the CalRecycle cleanup project for hauling and disposal of debris in North-Central California in 2017.
- **Aldine Westfield Detention Basin 2019.** Ticket Taker Supervisor for the Aldine Westfield detention basin in Houston, TX.
- **Hurricane Michael 2018.** Sector Manager in Albany, GA for the clean-up of debris generated by Hurricane Michael in October of 2018.
- **Hurricane Florence 2018.** Quality Control for debris clean-up projects in North Carolina.
- **Hurricane Irma – Tampa, FL 2017** Project Superintendent overseeing debris clean-up, reduction and haul out.
- **Lott Farms February – August 2017.** Operations Manager who oversaw and managed multiple jobs and tasks. Mr. Clay oversaw all shop and mechanic work ensuring all tools and equipment were carefully handled, operated various pieces of equipment, created weekly schedules and tasked lead mechanic and lead foremen while maintaining a clean and safe workplace for all employees and the health of the animals. Mr. Clay also represented Lott Farms by responding to emails, calls and performed in meetings on behalf of the company.

#### EDUCATION/CERTIFICATIONS

- Mississippi Delta Community College
- Northwest Community College
- 40 Hour HAZWOPER
- NFPA 70E Electrical Safety



**Huey Deville, Project Manager, Quality Control Manager**

With more than 35 years of construction management and quality control experience, Mr. Deville is an experienced supervisor and field manager capable of concurrently supervising multiple crews and projects. He is an experienced equipment operator, project estimator, manager, and surveyor with construction experience in commercial, residential and disaster recovery areas of specialty. He is responsible for project planning and execution; project equipment maintenance; crew supervision; project production; workmanship quality, safety, and reporting; and recordkeeping. Mr. Deville's vast experience allows Ceres to apply his expertise in a variety of critical roles including disaster response and recovery mission management, demolition and construction project management. His broad experience, commitment to quality and safety, technical expertise, and natural leadership skills make Mr. Deville an asset to our Supervisory team.

**PROFESSIONAL EXPERIENCE**

- **Hurricane Helene 2024 – Current.** Project Manager for emergency disaster debris removal for FDOT Division II, Taylor County, FL.
- **New Mexico DOT Fire and Flood Recovery 2023.** Project Manager for New Mexico Department of Transportation providing Hazardous Debris Removal and Remediation oversight. Over 18,000 Hazardous trees were removed, and 101,210 tons of debris was managed by Ceres.
- **Oregon Wildfire Recovery 2021 – 2022.** Quality Control for Oregon Department of Transportation providing Hazard Tree Removal Services for Operational Branch 1: Archie Creek Fire, Douglas County, Operational Branch 5: Thielson Fire, Douglas County and Operational Branch 6: Two Four Two Fire, Klamath County. 22,311 trees were removed.
- **California Wildfires – Camp Fire, Butte County 2020.** Quality Control for the CalRecycle removal of hazardous trees generated by the Camp Fire wildfire in North-Central California in 2017.
- **Houston, TX 2019 – 2020.** General Superintendent/Manager overseeing the construction of multiple detention/retention ponds. Responsible for coordinating and managing subs, ordering materials, tracking costs, scheduling equipment and keeping good relations with clients.
- **Louisiana Civil Construction 2017 – 2019.** General Superintendent/Manager overseeing multiple projects ranging from DOTD work installing median cable barriers, new streets, pedestrian bridges, street improvements, highway improvements, new building sites and parking lots for the cities within LA.
- **Miami-Dade County, FL C-111 Detention Pond 2016 – 2017.** General Superintendent/Manager responsible for coordinating and managing subs, ordering materials, tracking cost, scheduling equipment and keeping good relations with clients.
- **Louisiana Levee Construction 2013 – 2016.** General Superintendent for Terrebonne levee projects, overseeing five levee projects over \$45 million – responsible for coordinating managing subs, ordering materials, tracking cost, scheduling equipment and quality control.
- **Hurricane Isaac 2012.** Area Manager for ROE and PPDR projects in St. Bernard Parish, LA.
- **Mountrail County, ND April – October 2012.** Project Manager for Palermo Road grading, aggregate surfacing, signing and incidentals.
- **Minot, North Dakota Flood Recovery 2011.** Project Superintendent/Manager: supervised Levee breach repair - responsible for coordinating with USACE, scheduling work, resourcing labor and equipment.
- **Minot, North Dakota Flood Recovery 2011.** Project Superintendent/Manager: supervised Emergency levee removal in Minot, Sawyer, and Burlington - responsible for lining sub-contractors up, made sure they complied. Finished job ahead of schedule.
- **Alabama Tornadoes 2011.** Quality Control for USACE ROE Debris Removal project in Lawrence and Limestone Counties, Alabama.
- **Alabama Tornadoes 2011.** Project Superintendent for Jefferson County, Alabama. Assisted with management of removal and reduction of over 1 million cubic yards of tornado debris.
- **Birdland Park Levee Improvements.** Surveyor, Des Moines Iowa, Survey site, built 3D tin surfaces for the Project, set up GPS equipment

- **Little Calumet River Flood Prevention Project.** Surveyor/Superintendent, Indiana, Survey site, set up GPS equipment, built 3D tin surfaces for project and supervised the construction of the concrete retaining wall
- **Puerto Rico Rio Fajardo Flood Control Project.** Surveyor. Responsible for layouts, constructing jobs from data input, building 3D surface tins, designing a 60-acre Mitigation flood plain for Mangrove Trees, and Cross section with quantity reports.
- **Nassau Drive Subdivision and Drainage Work.** Supervised layout and grade control.
- **Hurricane Katrina 2005 – 2007.** Private Property Debris Removal project, New Orleans LA: Field Supervisor. Responsibilities included crew supervision, production and quality, scheduling and crew assignments, PPDR site inspections, enforcement of safety and quality standards, and documentation and record keeping. Levee reconstruction projects in Plaquemines Parish, LA: Site Superintendent. Responsible for crew supervision, compliance with project and USACE safety requirements, production quality, and equipment operations and maintenance, daily reports and inspections, and oversight of survey teams. Emergency levee repair project, St. Bernard Parish, LA: Site Superintendent. Site Superintendent, Lafreniere Park Restoration project, Metairie, LA Site Superintendent, Caminada Restoration Project, Grand Isle LA. Restoration included proper capping of the entire site to meet local landfill requirements. Demolition Project, Hurricane Katrina response mission: Field Supervisor. Responsible for management of demolition crews, including subcontract crews, and conformance to strict company and USACE protocol specific to emergency demolition operations.

#### EDUCATION/CERTIFICATIONS

- OSHA 10-hour safety training
- CPR First Aid Certified

**Patricia Deville, Project Superintendent**

Ms. Deville has over 20 years of supervisory experience in the construction field including personnel and subcontractor management, agricultural recycling operations, debris management, yard waste processing, landfill restoration/cover, and new civil construction. Ms. Deville also has experience operating heavy equipment, logging, and grinding equipment. Her management duties as a Site Superintendent include supervision of material receipts, production and sales; maintenance scheduling; crew and production scheduling; production operations; cost control and reduction; and enforcement of site safety requirements. Her experience managing debris removal operations for Hurricanes Frances, Jeanne, Katrina, Ike, Gustav, the Ice Storm of 2009 in Kentucky and several Civil Construction Projects makes Ms. Deville an invaluable resource to Ceres in performance of contract and emergency debris removal operations and civil construction.

**PROFESSIONAL EXPERIENCE**

- **Hurricanes Helene and Milton 2024 – February 2025.** Project Superintendent responsible for emergency disaster debris removal, reduction and disposal in Sarasota County, FL.
- **New Mexico DOT Fire and Flood Recovery 2023.** Superintendent for New Mexico Department of Transportation providing Hazardous Debris Removal and Remediation oversight. Over 18,000 Hazardous trees were removed, and 101,210 tons of debris was managed by Ceres.
- **Hurricane Laura 2020 – 2021.** Project Manager in Cameron Parish, LA for the collection, reduction, and disposal of Hurricane Laura generated debris. Over 1,150,000 cubic yards of debris were removed.
- **HCFC Aldine-Westfield Stormwater Detention Basin 2019.** Project Superintendent and QC for building substantial drainage systems and excavating a flood control basin in Harris County, TX.
- **Hurricane Maria St. Croix, VI- 2018 – 2019.** Project Superintendent for Debris Management Site segregating debris for proper recycling and removal.
- **USACE - Central Everglades Reservoir Project 2017 – 2018.** Project Superintendent and QC building reservoir levees in the Everglades of Florida.
- **Hurricane Matthew 2016.** Project Superintendent for Indian River County, FL for contract activation. Ceres removed nearly 100,000 CY of vegetative debris from the County rights-of-way. Worked with local officials and managed all debris removal and recycling of storm related debris.
- **Morganza to the Gulf Levee System 2013 – 2017.** Project Superintendent and QC for Levee's Reach F, Reach E, and Supervised 5 Excavation Pits for 5 Levees total excavating roughly 4 million CY dirt between all projects.
- **Hurricane Isaac 2012.** Project Superintendent for the City of Kenner. Ceres removed almost 54,000 CY of vegetative and C&D debris, including bagged mixed debris, from the City rights-of-way in three weeks.
- **Haiti Earthquake 2010 – 2012.** Acting as Project Superintendent for Truitier Landfill Debris Site Management Project in Port-au-Prince, Haiti for the Haitian Ministry of Public Works.
- **Ice Storms 2009.** Debris Removal Project Superintendent - worked with local officials and managed subcontractors for the 2009 Ice Storm in Hardin County, KY.
- **Hurricane Gustav 2008.** Debris Removal Project Superintendent - worked with local officials and managed subcontractors in East Baton Rouge, LA.
- **Hurricane Ike 2008.** Debris Removal Project Superintendent - worked in coordination with the USACE for TXDOT Emergency Road Clearance in the City of Kemah and Chambers County, TX.
- **Hurricane Katrina 2005 – 2007.** Field Supervisor in coordination with the U.S. Army Corps of Engineers in Livingston and Jefferson Parish, LA.
- **Hurricanes Frances and Jeanne 2004 – 2005.** Field Supervisor for SWA debris removal in Palm Beach County, FL.
- **Site Supervisor 2002 – 2006.** Supervision of receipt of recyclable materials, heavy equipment operations, grinder operation, researching and allocating future revenues, soil testing and compliance with outside agencies, maintaining product quality and overseeing proper ratios of soil mix recipe's, contaminant identification and segregation, and supervision of production and sales. Duties also included scheduling and completion of preventative maintenance for equipment; managing site personnel and scheduling

work tasks; provision of weekly safety training for site personnel and enforcement of site safety requirements; and daily production reporting.

- **Assistant Manager 1999 – 2002.** Supervision of receipt of recyclable materials, contaminant identification and segregation, heavy equipment operator, scheduling and dispatching outgoing mulch sales, inventory and ordering supplies, documentation of equipment maintenance, parts, fuel usage, and daily sales. Performed land-clearing operations including operation of CAT 330 and 320 excavators, D6 dozer, IT-38-wheel loader/grapple with root rake, and log skidder equipment. Responsible for operating various equipment to clear sites in preparation for dirt construction, reading blueprints and determining which trees were to be felled and burned, chipped, or logged based on contract and print requirements, assisted heavy hauler driver in loading and unloading various types of heavy equipment onto a low boy. Responsible for the operation and maintenance of a horizontal grinder at a grinding site. Maintained and operated equipment, managed quality of material receipts and identified/removed contaminants, managed production rates and finished product quality.

#### **CERTIFICATIONS/TRAINING**

- Hazardous Materials Awareness (8-hour course)
- 40 Hour HAZWOPER Certification
- FEMA certified NIMS IS-100, IS-200, ICS 300, ICS 400, & IS-700
- OSHA 10
- CPR/First Aid
- Fire Prevention and Protection, Emergency Response
- Ceres Authorized Equipment Operator (all); Grinder Operator (horizontal and tub)
- ATTSA Traffic Control Supervisor – CA Specific
- ATTSA Traffic Control Technician – CA Specific



### **Chad Dorsey, Project Superintendent/Planning Chief**

Mr. Dorsey is a self-motivated, results-driven individual who seeks opportunities for growth and knowledge. He joined the Ceres team working in quality control and quickly worked his way to becoming a Project Superintendent/Planning Chief. Prior to working at Ceres, Mr. Dorsey was a reliable police officer for over 20 years which helped sharpen his leadership and communication skills. Mr. Dorsey demonstrates those skills daily and one of his roles included training others. Mr. Dorsey's other responsibilities include, but are not limited to, preparing daily progress reports, creating and coordinating work schedules, communicating with current clients, ordering the appropriate tools and materials, and resolving any issues that may arise.

#### **PROFESSIONAL EXPERIENCE**

- **Hurricanes Helene and Milton, 2024 – January 2025.** Project Superintendent responsible for emergency debris removal, reduction and disposal in Holmes Beach, FL.
- **NMDOT Hermits Peak/Calf Canyon Flood, Straight Line Wind and Wildfire Recovery. September 2022-November 2023.** Project Superintendent/Planning Chief in San Miguel County and Mora County for hazard tree, flood, and fire debris removal. Over 90,000 tons of sediment and debris, 18,000 hazard trees and hazardous materials removed from private residences.
- **Hurricane Ian 2022.** Project Superintendent/Planning Chief in Cape Coral, FL and Arcadia, FL for emergency debris removal following a 2022 hurricane.
- **Cedar Rapids, IA Derecho 2022.** Project Superintendent/Planning Chief overseeing operations for collection, reduction, and disposal of debris.
- **Hurricane Ida 2021.** Project Superintendent/Planning Chief for debris removal in Mandeville, LA.
- **Winter Storm Uri 2021.** Project Superintendent/Planning Chief in Pearland, TX and Nacogdoches, TX for debris removal operations following an ice storm.
- **Oklahoma Ice Storm 2020.** Project Superintendent in El Reno, OK for the collection, reduction, and disposal of ice storm generated debris.
- **Hurricanes Laura and Delta 2020.** Project Superintendent/Planning Chief in Allen Parish, LA and St. Martins Parish, LA following Hurricanes Laura and Delta.
- **Hurricane Hanna 2020.** Truck boss in Edinburg TX following a hurricane.
- **Laurel, Mississippi 2020.** Truck boss following a tornado.
- **Hamilton County, TN Tornado 2020.** Truck boss following a Tennessee tornado in 2020.
- **Bahamas September 2019-2020.** Project Superintendent for debris removal following Hurricane Dorian.
- **Hurricane Michael 2019.** Started work in quality control and was later promoted to truck boss.
- **Law Enforcement 1998 – 2018.** Maintained a clear understanding of and enforce the laws of the State of Georgia. Responsibilities and skills included conflict resolution/de-escalation, courtroom testimony, investigations, emergency vehicles operations and control.

#### **EDUCATION/CERTIFICATIONS**

- Certified Police Officer, Investigations, Interviews and, Supervision, Georgia Public Safety Training Center
- OSHA 30 and HAZWOPER certified
- Class A CDL

### **Domenick Fazio, Project Superintendent**

Mr. Domenick Fazio has over 10 years of direct disaster response and management experience. Since 2013, he has been actively involved in responding to major storm and disaster events across the United States, including in Georgia, Texas, Florida, Vermont, and the U.S. Virgin Islands. In his role as Project Superintendent for Ceres, Mr. Fazio oversees and coordinates storm debris removal and disposal crews for large-scale recovery projects. His responsibilities include maintaining contract schedules, dispatching subcontractors, enforcing safety protocols on-site, and serving as a key liaison between clients and monitoring agencies.

#### **PROFESSIONAL EXPERIENCE**

##### **Ceres Environmental Services, Inc. 2016 - Current**

- **Hurricane Helene 2024.** Superintendent for Augusta-Richmond, GA, responsible for emergency debris removal, reduction, and disposal.
- **Texas Tornado 2024.** Project Superintendent for the debris collection and disposal for Morgan's Point Resort following a tornado.
- **Winter Storm Mara 2023.** Project Superintendent for debris removal and disposal in Williamson County, TX following Winter Storm Mara.
- **Hurricane Ian – Vacant Lot Removal 2023.** Project Superintendent for debris removal and disposal in Cape Coral, FL. Specifically oversaw the private property debris removal from vacant lots from October 2023 to April 2024.
- **Great Vermont Flood 2023.** Project Superintendent in the State of Vermont for the collection, reduction, and disposal of flood debris.
- **Hurricane Ian 2022.** Project Superintendent on multiple Florida projects following Hurricane Ian.
- **Hurricane Ida 2021.** Project Superintendent on multiple Louisiana projects following Hurricane Ida.
- **Hurricane Michael 2018.** Project Superintendent for Glynn County, GA following Hurricane Michael. Over 440,000 CY of storm debris was managed.
- **Hurricanes Irma and Maria 2017.** Project Superintendent for all 3 main islands in the US Virgin Islands following Hurricanes Irma and Maria. Over 1,000,000 CY of storm debris was managed.
- **Hurricane Matthew 2016.** Project Superintendent for Beaufort County, SC following Hurricane Matthew. Over 1.6 Million CY of debris was removed, hauled, reduced, and disposed of.

##### **D&J Wholesale 2013 - 2015**

Owned and operated a grinding company. Performed debris reduction for regular and emergency work.

##### **Mountain Mulch 2009 – 2013**

Worked as a grinder for Mountain Mulch. Daily activities included machine set up, machines feeding (woody materials), monitored operations, maintained and repaired equipment, and managed the grinder output.

### John Gallicchio, Project Superintendent

Mr. Gallicchio has twenty-six years of experience as a Project Superintendent with Ceres Environmental Services, Inc., overseeing and managing disaster recovery, demolition, and construction projects. Mr. Gallicchio's professional work ranged from management oversight and coordinating projects to communicating with the U.S. Army Corps of Engineers.

#### PROFESSIONAL EXPERIENCE

- **Hurricane Milton 2024 – January 2025** Project Superintendent responsible for emergency debris removal, reduction, and disposal in the cities of Daytona Beach and Port Orange, FL.
- **Hurricane Ian 2023.** Project Superintendent responsible for overseeing the clearing of vegetative debris generated from 2022 Hurricane Ian on vacant lots in Cape Coral, FL.
- **Oregon Wildfire Response 2021-2022** Oversight of multiple Debris Management Sites in remote locations, managing traffic control and segregation of debris.
- **Hurricane Sally 2020.** Project Superintendent for Ceres response in Santa Rosa County, FL. 595,746 cubic yards of debris were removed.
- **Hurricanes Michael and Florence 2018 – 2019.** Provided management oversight for 13 individual contract activations in jurisdictions across North Carolina, South Carolina, Florida, and Georgia
- **Hurricanes Irma and Harvey 2017.** Provided management oversight for disaster recovery projects in Florida and Texas.
- **Southeast Tornadoes 2017.** Project Superintendent for disaster recovery projects in Georgia and Louisiana following early tornadoes.
- **Louisiana Levee Construction 2013 – 2016.** Project Superintendent for Terrebonne levee projects.
- **Moore, OK Tornado 2013.** Senior Project Superintendent responding to the City of Moore, Oklahoma following an EF5 tornado.
- **Hurricane Sandy 2012 – 2013.** Project Superintendent for Ceres response in Point Pleasant Beach, NJ.
- **Hurricane Isaac 2012.** Project Superintendent for five separate contracts in response to Hurricane Isaac.
- **North Dakota Flooding 2011.** Operator for emergency levee removal and repair projects after historic flooding in spring of 2011 near Minot, North Dakota.
- **Hurricane Ike 2008.** Project Superintendent debris removal in Texas and Louisiana.
- **Hurricane Gustav 2008.** Project Superintendent for the debris removal and disposal and trimming and removal of hazardous trees in Louisiana.
- **Hurricane Katrina 2005 – 2007.** Project Manager/Operator for the cleanup and Restoration of Lafreniere Park damaged by hurricane and storm surge in Grand Isle, Louisiana and demolition of approximately 50 damaged homes in Metairie, Louisiana.
- **Hurricane Katrina 2005 – 2006.** Project Manager for debris removal in the City of Biloxi, MS.
- **U.S. Army Corps of Engineers; Louisiana 2005 – 2007.** Superintendent Oversight of crews operating directly with Parish presidents, FEMA personnel and Representatives with USACE
- **Hurricane Jeanne and Frances 2004.** Superintendent overseeing the debris removal and disposal in Palm Beach, FL.
- **Fort Knox Building Demolition.** Superintendent involved in the demolition of a variety of buildings.
- **Hurricane Isabel 2003.** Project Superintendent for the debris removal and disposal in Virginia.
- **Hurricane Floyd 1999.** Project Superintendent for debris removal in North Carolina.
- **Oklahoma City Tornadoes 1999.** Project Superintendent providing debris management
- **Hurricane Fran 1996.** Project Superintendent for USACE

#### EDUCATION/CERTIFICATIONS

- First Responder
- First Aid CPR, AED, BLS
- ACLS Medical (Advanced Cardiovascular Life Support)
- Certified heavy equipment operator/Instructor 20+ years

- Certified Flagger 10+ years
- OSHA 40 HAZWOPER
- USACE Construction Quality Management for Construction
- Rigger Level 1

### **Millie Gonzalez, Finance Chief**

Millie Gonzalez has been the lead project accountant on multiple disaster recovery projects. She participated in the accounting for large-scale projects including the USACE Blue Roof Mission in Puerto Rico, USACE Wildfire Debris Removal Mission in Northern California, USACE Southwest Georgia contract and CalRecycle Camp Fire contract. Ms. Gonzalez is experienced in accounting systems and possesses exceptional knowledge of accounting procedures, regulations, and source documents. This includes expenditure, revenue, general ledger and related accounting procedures, the interrelationship of internal and external recordkeeping systems, general bookkeeping, accounting and audit methodology, terminology, and standards.

#### **PROFESSIONAL EXPERIENCE**

- **Ceres Environmental Services, Inc., Senior Project Accountant**  
**November 2017 – Present**
  - Supervises and manages all accounting and financial activities relating to the development, implementation, reporting and close out of contracts projects.
  - Submits invoices to Project Manager on the project specific date for approval.
  - Provides high level of support to the Company Vice President and the Director of Accounting, along with other division managers.
  - Ensures timely payment to subcontractors after approval is received and all paperwork has been submitted.
  - Ensures all monthly project invoices are prepared and provided to the Accounts Receivable department on a timely basis.
  - Ensures all financial activities and requirements relating to project close-outs are carried out in a timely manner.
  - Provides any supplemental reports/documentation as may be required by Owner.
- **Plaquemines Parish Government – Belle Chasse, LA Senior Accountant**  
**July 2013 – September 2017.**
  - Coordinated and processed information to ensure completion of assigned projects or duties within specified timelines; monitors compliance with laws, rules and regulations related to area of assignment and related fiscal activities.
  - Prepared, maintained, and/or verified a variety of complex and comprehensive accounting, financial, and statistical records, ledgers, logs, and files.
  - Prepared a variety of comprehensive financial, accounting, and statistical statements, analyses, documents, and reports; assists other staff in the preparation of reports and recommendations including gathering, organizing, and analyzing data.
  - Utilized various computer programs and applications; enters and maintains data; generates reports from a database or in-house system; creates spreadsheets and generates reports using spreadsheet software.
  - Answered questions and provided information and assistance to other staff and the public in a courteous manner; interpreted and explained City ordinance or administrative policies.
  - Trained employees in their areas of work including proper methods, procedures, and techniques; verified the work of assigned employees for accuracy.
- **Riverside County Regional Park and Open-Space District- Riverside, California, Senior Accounting Assistant**  
**November 2011 – April 2013**
  - Accounts Payable
    - Established new department record for volume of vouchers processed for payment within two months of being given the task.
    - Created purchase orders using PeopleSoft Financials 8.8.



- Received, sorted, analyzed, and prioritized a variety of invoices and billings from vendors, contractors, and consultants.
- Worked closely with field staff, supervisors, and managers to obtain required purchase approvals and documentation.
- Created payment vouchers using PeopleSoft Financials 8.8, assembled accounts payable documents for review and approval.
- Reconciled monthly vendor statements, followed up on past-due items, and resolved billing discrepancies.
- Payroll
  - Wrote step-by-step procedure manual for entire payroll process.
  - Collected, reviewed, and processed timesheets for approximately 250 employees.
  - Entered detailed time and labor data using PeopleSoft HRMS Financials 9.0.
  - Created reports for payroll using Dazel Reports.
  - Designed formats for reporting and retaining data and physical files.
  - Trained other professional accounting staff on the payroll process.
  - Knowledge of payroll practices and procedures including FLSA (Fair Labor Standard Act) requirements using PeopleSoft HRMS Financials 9.0.
- **Macro Mix, Inc. – Hormigueros, Puerto Rico, Business Manager**  
**January 2000 - April 2010**
  - Compiled, monitored, and researched data for reports and budget projections.
  - Anticipated, identified, and resolved problems in accounting operations.
  - Assisted other staff in solving difficult and unusual problems relating to payroll, accounts receivable, and accounts payable.
  - Answered questions that involve searching for and abstracting technical data to explain laws, policies, and procedures.
  - Performed a variety of complex accounting duties requiring interpretation of multiple guidelines, policies, or procedures.
  - Act as technical lead and full supervisor for a small number of lower-level Accounting Assistants or clerical support staff.

#### **EDUCATION/CERTIFICATIONS**

- MBA, University of Phoenix – Murrieta, California, August 2012
- MBA, Finance- University of Puerto Rico – Mayaguez Campus, May 1987
- BSBA, Industrial Management University of Puerto Rico- Mayaguez Campus May 1984
- Low Value Purchase Order Certificate Program
- The Price of Government: Budgeting for Outcomes
- How to Master Success in your Personal and Professional Life
- Crucial Conversations
- Myers-Briggs Temperament Indicator Assessment
- Strong Interest Inventory Assessment
- Strength Finder 2.0 Training
- Simpler 3.0 Training for Queries
- FEMA-ICS 100 Training
- FEMA-ICS 200 Training
- Community Emergency Response Team Basic Training

#### **AWARDS**

- Employee of the Month – Riverside County Park & Open-Space District, Riverside, California November 2012
- Certified PeopleSoft HRMS 9.0 query writer February 2013

### **Rick Good, Project Manager**

Mr. Good has more than 20 years of experience in management and operations coordination. He has full knowledge of State and Federal Environmental codes and regulations and has overseen operational aspects of disaster response projects. In past positions, he has provided clients with consulting and management services regarding hazardous and non-hazardous waste. Mr. Good has also coordinated provisions for clients, including both services and subcontractors after an emergency event.

#### **PROFESSIONAL EXPERIENCE**

- **Hurricane Helene October 2024 – December 2024** Project Manager responsible for emergency debris removal, reduction and disposal in Columbia County, FL.
- **Hurricane Idalia 2023.** Project Superintendent in Columbia County, FL and Perry, FL for debris removal following Hurricane Idalia. Over 68,000 cubic yards of debris were removed.
- **Hurricane Ian 2022.** Project Superintendent for the removal of over 100,000 cubic yards of debris in Sarasota, FL following Hurricane Ian.
- **Hurricane Ida 2021.** Project Manager for debris removal in Kenner, LA. 239,906 cubic yards of debris were removed.
- **Oklahoma Ice Storm 2020.** Senior Project Manager in Oklahoma City, El Reno, and Piedmont for collection, reduction, and disposal of ice storm generated debris. Over 140,000 cubic yards of debris were removed.
- **Hurricanes Laura and Delta 2020.** Senior Project Manager in Scott, LA and Houston, TX for hurricane debris removal and disposal.
- **Tornado: El Reno, OK 2019.** Project Manager with one Ceres' self-loading truck debris removal and disposal. Just under 100,000 cubic yards of debris were removed.
- **Hurricane: Michael – USACE Southwest GA 2018.** Operations Planner assisting in the debris removal cleanup after Hurricane Michael in the southwest Georgia area.
- **Hurricane: Florence (NC Dept of Ag) 2018.** Project planning and management for confidential project for supply of carbon material to facilitate composting. Role included responsibility for meeting with agricultural department officials and state senators, official planning, managing acquisition of carbon source material, transportation, and logistics in southeastern NC.
- **Hurricane: Irma, (Miami, South Florida.) 2017.** Area Manager for South Florida until Puerto Rico deployment; role entailed planning, acquisition, set-up, management, and supervision of multiple DMS sites, coordinating with multiple municipalities, planning, coordinating assets and resources
- **Hurricane: Maria (Puerto Rico) 2017.** Blue Roof Operations Planner; GM Ceres Caribe; Role included planning and coordinating with both USACE senior and field management multiple times per day on operations as well as safety and environmental compliance.
- **Hurricane: Matthew, Savannah, GA 2016.** Project Manager, role included meeting with Head of Sanitation/DPW disposal facility/landfill management, coordinating and planning collection operations and personnel, third-party haul out planning and coordination, coordination with sub-contractors for curbside pickup, haul, DMS coordination vis a vis the grinding function, All aspects lease negotiation, curbside pickup, processing, final disposal. Negotiations with city for use of a subset of its landfill for our DMS. Material was staged and processed at the landfill. Secured secondary DMS in town via planning and negotiating with US Army Reserves for use of its property, led all communications, planning between Ceres and the municipal command office in downtown Savannah.
- **Flood: City of Denham Springs, LA 2016;** Start-up PM; role included the planning and coordination with city and subcontractors of all curbside collection, transport via direct haul to final disposal landfill. No reduction of waste prior to disposal at Waste Management landfill.
- **Rubicon Global, LLC. Atlanta, GA. 2015 - 2016,** Regional subcontractor relationship manager responsible for prospecting, bidding, planning, contracting and managing services provided to client base. Direct management of approx. 7,000 haulers servicing over 16,000 customers.

- **ECO Systems, Inc. Atlanta, GA 2012 – 2015.** Professional Consultant, International and domestic environmental consulting in the field of hazardous and non-hazardous waste management, as well as Emergency Management Services in Disaster Response. Both of these service areas include program development/design/planning, training and overall project management. Service areas included the Continental US, Venezuela, Dominican Republic, Mexico and the island of Guam.
- **Asplundh Environmental Services, Inc. Atlanta, GA 2003 – 2012.**  
Senior manager responsible for overall project management for all emergency response efforts supplied by the company to state, federal, municipal and private sector clients. These services include but are not limited to logistical and infrastructure support for remediation, transportation, disposal and recovery. These project missions, focusing primarily on disaster response generated revenues of \$100+ million per year.

#### **EDUCATION/CERTIFICATIONS**

- Bilingual in English and Spanish

### Michael Hansen, Resources Manager

Mr. Hansen brings over 25 years of resources management to Ceres. Mr. Hansen has been instrumental in debris and construction projects, providing support in operations, logistics, safety, heavy equipment, ground equipment and purchasing. In addition to logistics and resources management to emergency response projects, he oversees the day-to-day management and maintenance of office equipment, safety equipment, mechanical equipment, heavy equipment, electronic equipment, and fleet vehicles.

#### PROFESSIONAL EXPERIENCE

- **Hurricanes Beryl, Debby, Helene and Milton 2024.** Operations and Logistics Manager for shipping supplies and equipment for debris removal in Texas, Florida and Georgia following the 2024 Hurricanes.
- **Hurricane Idalia 2023.** Operations and Logistics Manager for shipping supplies and equipment for debris removal in Florida and Georgia following Hurricane Idalia. Over 1,800,000 cubic yards of debris were removed.
- **Hurricanes Ian and Nicole 2022.** Operations and Logistics Manager for shipping supplies and equipment over 20 Florida jurisdictions.
- **Hurricane Ida 2021** Operations and Logistics Manager for shipping supplies and equipment to 14 Louisiana jurisdictions.
- **Bahamas 2020.** Operations and Logistics Manager for shipping supplies and equipment for debris removal from public and private property.
- **California Wildfires and Camp Fire, Butte County 2018-2019,** Operations and Logistics Manager for CalRecycle clean-up project for hauling and disposal of debris generated by the Camp Fire in 2018 and the USACE Northern California Wildfires project in 2017.
- **Hurricanes Michael and Florence 2018 – 2019,** Operations and Logistics Manager for shipping supplies and equipment for disaster recovery in over 13 Georgia Counties, North and South Carolina and Florida.
- **Hurricane Harvey, Irma, and Maria 2017.** Operations and Logistics Manager for shipping supplies and equipment for three project recovery projects.
- **Sink Hole, Land O Lakes, FL 2017,** Operations and Logistics Manager for shipping supplies and equipment for Pasco County. 150,734 cubic yards of debris were removed.
- **Hurricanes Hermine and Matthew 2016.** Operations and Logistics Manager for shipping supplies and equipment.
- **Livingston Parish Waterway Cleanup 2015,** Operations and Logistics Manager for response during the removal of vegetative, C&D and white goods debris removal in Louisiana.
- **Hurricane Sandy, Isaac; Winter Storm Pax and Alfred 2011 – 2014,** Operations and Logistics Manager for shipping supplies and equipment for major disaster recovery projects.
- **North Dakota Flood Recovery 2011,** Operations and Logistics Manager for shipping supplies and equipment for three flood recovery projects.
- **Hurricane Irene 2011,** Operations and Logistics Manager for shipping supplies and equipment for two hurricane recovery projects.
- **Alabama and Mississippi Tornadoes April 2011,** Operations and Logistics Manager for shipping supplies and equipment to and between four projects.
- **New Zealand Earthquake 2011 – 2012,** Logistics Manager in charge for shipping supplies and equipment for operations in New Zealand.
- **Haiti Earthquake 2010 - 2013,** Logistics Manager in charge of shipping supplies and equipment for operations in Haiti.
- **Ice Storm 2009,** Operations and Logistics Management and support for debris removal and disposal from county rights-of-ways in Kentucky
- **Hurricane Ike 2008,** Operations and Resources Management for debris removal and disposal for 11 different locations; Logistics management of positioning, establishing and set up of field offices in Texas
- **Hurricane Gustav 2008, Resources and Operations Management** for debris removal and disposal in Louisiana; Positioned, located, and set up of field offices including maintenance

- **Hurricane Dolly 2008**, Operations, Logistics, and Resources Management and support providing critical resources such as equipment, personnel, office equipment, and networks to debris removal and disposal in Texas
- **Iowa Flood 2008**, Project Administrative and Operations support for debris removal due to Cedar River flooding in Iowa
- **Flood Control, Rio Puerto Nuevo, Rio Fajardo 2007**, Operations, Logistics and Resources management to Floodway Control project in Puerto Rico including shipping and receiving equipment
- **Ice Storm 2007**, Operations and Resources Management to debris removal in response to Winter Ice Storm in Oklahoma
- **Hurricane Katrina 2005**, Operations and Logistics Management support to debris removal, processing, and disposal operations of over 13 million cubic yards of storm debris in Louisiana
- **U.S. Coast Guard**, Auxiliary Service Engineer, EMT, Fuel/Oil & Water Engineer, and Machinery Technician. Responsibility of mechanical engineer on station and watercraft providing oversight to engines, boilers, generators, propulsion units, HVAC units, watercraft and aircraft refueling

#### **EDUCATION/CERTIFICATIONS**

- Forestry, Biology, and Business Management, Northland College, Wisconsin.
- FEMA certified ICS-100, ICS-200, IS-300, IS-400, IS-700
- USACE CQM certified
- OSHA 10 Hour Construction Safety & Health
- First Aid/CPR certified



### Tammy Hunt, Project Superintendent

Tammy Hunt comes from a diverse background with experience in multiple fields, including health, safety and environmental management, quality control, logistics, hazardous material remediation management, training management, resource procurement, risk management, technical writing, EPA/Coast Guard/DOT/OSHA compliance management, disaster debris monitoring, and disaster debris response management. Ms. Hunt has experience in multiple disaster debris disposal projects. Her responsibilities included but were not limited to scheduling, dispatch of subcontractors, and liaising with clients and monitoring agencies.

#### PROFESSIONAL EXPERIENCE

- **Cameron Parish PPDR Program 2022.** Project Superintendent for private property debris removal.
- **Hurricane Ida 2021.** Superintendent for New Orleans disaster debris removal as well as the removal of municipal solid waste resulting from Hurricane Ida. Identified opportunities and resources required to meet project goals and deadlines. Achieved project deadlines by coordinating with subcontractors and the monitoring firm. Scheduled daily work for each subcontractor and communicated that work to all required parties to ensure a smooth and efficient workflow. Drove team success through shared vision and recognition of quality performance.
- **California Wildfires – Camp Fire, Butte County 2020 – 2021.** Division Supervisor for the CalRecycle removal of hazardous trees generated by the Camp Fire wildfire in North-Central California in 2017. Duties included coordinating with CALFire, CalRecycle, multiple subcontractors and the monitoring firm to successfully locate, cut and dispose of hazardous trees that were damaged in the Paradise fire. Worked within the Incident Command System to communicate goals, achievements and opportunities for improvement. Conducted safe operations in highly hazardous terrain and conditions.
- **Hurricane Zeta 2020.** Assistant Superintendent for the disaster debris removal for the City of New Orleans following Hurricane Zeta. Over 60,000 cubic yards of debris were removed.
- **Hurricanes Laura and Delta 2020.** Debris monitoring technician in Allen Parish, LA. Duties included monitoring and documenting the cutting, collection, and disposal of debris according to FEMA guidelines. Over 550,000 cubic yards of debris were removed.
- **Safety Manager of Central Crude, LA Tank and CC-Utica 2014-2020.** Responsible for all aspects of safety, training, DOT, EPA, Coast Guard and OSHA compliance for these companies whose services included the drilling, storage, gathering, and transportation of crude oil and natural gas across the southern united states. Created and implemented Health and Safety Plan as well as DOT required equipment maintenance plans. Participated in annual and unannounced Coast Guard drills, as well as OSHA, Workforce Commission and EPA audits. Maintained Class A CDL with HAZMAT license as well as TWIC Certification.
- **Safety, Health, Environmental and Security (SHES) Manager of Aqua Drill International 2013-2014.** Assigned to the Barzan Onshore Project in Ras Laffan, Qatar during the pre-planning and project initiation stages for the new GTL plant. Duties included composing safety plan and procedures for the 12-month,10-million-dollar project, developing and implementing a comprehensive training plan for all incoming international employees and communicated with a multi-national site management team regarding all health and safety issues. Successes included a completed Readiness Review Audit and the closing of all gaps from the resulting Gap Analysis review, as well as 12 months with no lost time injuries. Ms. Hunt received a Letter of Commendation from JGC site management for creating an incident and injury free safety culture.
- **Project Manager of Conco Industrial Services 2010-2013.** Provided operations leadership for the organization, managing job planning, field supervision, equipment procurement and maintenance as well as quality control. Analyzed future job sites to identify and mitigate areas of concern for employee safety. Supervised crews at large-scale turnarounds in chemical and oil plants, completing critical path units ahead of schedule to satisfy customer requirements. Successes included reorganizing pre-job planning and equipment preparation and maintenance resulting in a significant increase in job success and

customer satisfaction and retention, as well as organizing on the job training and safety meetings to promote a shift in the safety culture, resulting in zero lost time injuries for two straight years.

- **Operator/Emergency Response/Industrial Firefighter/ESH Specialist for Solutia Chemical Plant 1999-2009.** Served as the Operator/Safety Specialist in methionine and acrylonitrile production units. Responsibilities of this job included maintenance, job safety analysis, permitting (lockout-tagout, hot work, confined space, excavation and working from heights), leak detection and repair, and hazardous materials prevention and control. Job duties also included being a Certified Industrial Firefighter with annual training at the CERTC training facility at Texas A&M University in College Station, Texas as well as maintaining certifications as a Nationally Registered EMT-Intermediate, HAZMAT Technician, high angle and confined space rescue and CPR/First Aid certifications.

#### **EDUCATION/CERTIFICATIONS**

- Emergency Management Institute
  - FEMA IS -0230.d Fundamentals of Emergency Management
  - FEMA IS -00632.a Introduction to Debris Operations
  - FEMA Introduction to the National Incident Command System
    - IS-00100.c
    - IS-00700.b
  - FEMA IS -00907 Active Shooter: What Can You Do
  - FEMA IS 10.A Animals in Disasters: Awareness and Preparedness
- OSHA General Industry-30 Hour
- OSHA General Industry- 10 Hour
- Red Cross First Aid/CPR/AED Certified
- HAZWOPER 40 Hour with 8-hour Refresher
- Current Class A CDL with HAZMAT Endorsement
- Pro-Board-Certified Industrial Firefighter-Advanced Exterior-Texas A&M College Station
- COSS-Certified Occupational Safety Specialist
- National Association of Safety Specialists-Environmental, Health and Safety Specialist
- NCCER-CSST-Construction Site Safety Technician
- NCCER-Construction Site Safety Supervisor
- NCCER- Field Safety Technician
- PEC-SafeLand USA 2015-Current
- SHE&S (Safety, Health, Environmental & Security) Supervisor Leadership Skills Program
- OSHAcademy 900-Oil and Gas Safety Management Certificate
- OSHAcademy 904-Oil and Gas Well Inspection Certificate
- U.S. Army 5<sup>th</sup> Infantry Division – Signal Corps – Honorably Discharged
- US Army Corps of Engineers (USACE) – CQM Certified
- APMP Bid and Proposal Writing Certified

### **Ricardo “Ricky” Morales, Project Manager/Operations Manager**

Mr. Morales has sixteen (16) years of experience that includes disaster debris management as well as marine debris/vessel removal. His experience includes responses to Hurricanes Ian, Ida, Maria, Irma and Matthew; as well as the Camp Fire debris removal project in Butte County. Mr. Morales’ skills include team management, field operations, material handling expertise, production management, and managing safety standards.

#### **PROFESSIONAL EXPERIENCE**

- **Hurricane Helene 2024 – Current.** Operations Manager for debris management projects in Georgia following Hurricane Helene.
- **Hurricane Beryl 2024.** Operational planning and oversight for the debris management for 16 clients across Texas.
- **Hurricane Idalia 2023.** Provided logistical and operational oversight for debris removal in Florida and Georgia following a Hurricane Idalia. Over 1,800,000 cubic yards of debris were removed.
- **Hurricane Ian 2022.** DMS Manager and Operational Planner for the City of North Port debris removal project. Grinding of over 2 million cubic yards of vegetative debris.
- **Hurricane Ida 2021.** Operational planning and oversight for 14 contracts in Louisiana.
- **Tropical Storm Nicholas 2021.** Supervised management of vegetative debris in Lake Jackson, TX.
- **Routine Grinding and Mulching 2020-Current.** Manager of Operations at The Ground Up, LLC (TGU), an affiliate of Ceres Environmental Services, Inc, and a Houston-based green waste recycling company focusing on yard waste disposal, grinding and mulching operations.
- **Camp Fire Butte County, CA 2019.** Superintendent overseeing all operations for self-performing debris removal team. Debris removal includes all vehicles, metal, ash, concrete and contaminated soil on residential properties affected by the fire.
- **Hurricane Maria 2017-2019.** Operational Planner for disaster debris removal operations in St. Croix, U.S. Virgin Islands. The project included vessel recovery and off island disposal, vegetative debris removal and grinding, C&D debris grinding, and management of debris for STEP program.
- **Hurricane Irma 2017.** Superintendent overseeing debris clean-up in Florida
- **Hurricane Matthew 2016.** DMS Manager for vegetative debris reduction of 650,000 cubic yards of debris following Hurricane Matthew in Beaufort County, SC
- **Production Superintendent, Riverside Citrus Harvesting, LLC, 2008-2017.** Managed human resources and production activities for timely project execution. Investigated potential improvements to quality, productivity and cost reduction and implemented favorable ideas.

#### **EDUCATION**

Nashville Auto Diesel College

#### **CERTIFICATIONS**

- OSHA 30 General Construction Certificate
- OSHA Excavation Certificate
- OSHA 40 HAZWOPER
- OSHA HAZWOPER Supervisor for Construction
- Workplace Harassment Prevention for Managers
- First Aid CPR AED

## **Dan Selenak, Grinding Operations Manager**

Mr. Selenak has over 25 years' experience in all aspects of grinder operations. He oversees the operations of all grinders, grinder support equipment, and associated personnel on a day-to-day basis. He has experience managing large-scale grinding operations, including projects that involve over 1 million cubic yards of vegetative material. Mr. Selenak ensures optimal grinding operations for all projects, including in challenging and remote situations, while maintaining quality control procedures and ensuring a safe work environment. Mr. Selenak also conducts training for Ceres' current and prospective grinder operators.

### **PROFESSIONAL EXPERIENCE**

- **Ceres Environmental Services, Grinder Operations Manager, May 2022 – Current**
  - **Hurricanes Helene and Milton 2024 – Current.** Grinding Operations Manager
    - City of Tallahassee, FL
    - Columbia County, GA
    - City of Augusta, GA
  - **Hurricane Beryl 2024.** Grinding Operations Manager in the City of Houston, TX. 644,210 CY of debris reduced by grinding.
  - **TN Tornado 2024.** Grinding Operations Manager in Maury County, TN. 54,120 CY debris reduced by grinding.
  - **GA Tornado 2024.** Grinding Manager in Rockdale County, GA. 30,606 CY of debris reduced by grinding.
  - **Hurricane Idalia 2023.**
    - FDOT District 2 – Taylor County. 1,717,950 CY of debris reduced by grinding.
    - Columbia County, FL. 52,643 CY of debris reduced by grinding.
    - Glynn County, FL. 20,028 CY of debris reduced by grinding.
  - **Shreveport June Windstorm 2023.** Managed grinding operations for Shreveport, LA. 195,220 CY debris reduced by grinding.
  - **Winter Storm Mara 2023.**
    - Williamson County, TX. 96,650 CY debris reduced by grinding
    - Austin, TX. 156,861 CY debris reduced by grinding.
  - **Hurricane Ian 2022.**
    - City of Winter Park, FL. 19,772 CY debris reduced by grinding.
    - Indian River County, FL. 9,770 CY debris reduced by grinding.
    - Manatee County, FL. 134,908 CY debris reduced by grinding.
    - Seminole County, FL. 178,135 CY debris reduced by grinding.
    - Arcadia, FL. 89,965 CY debris reduced by grinding.
    - Bradenton, FL. 34,737 CY debris reduced by grinding.
    - Cape Coral, FL. 2,133,799 CY debris reduced by grinding.
    - Deltona, FL. 30,614 CY debris reduced by grinding.
    - Hardee County, FL. 137,146 CY debris reduced by grinding.
    - Longwood, FL. 13,347 CY debris reduced by grinding.
    - North Port, FL. 2,132,800 CY debris reduced by grinding.
    - Palmetto, FL. 26,159 CY debris reduced by grinding.
    - Sarasota County, FL. 37,417 CY debris reduced by grinding.
    - Sarasota, FL. 110,097 CY debris reduced by grinding.
- **Ceres Environmental Services, Grinder Operations Foreman, Feb 2021 – May 2022**
  - **Winter Storm Uri.** Grinding Operations foreman for Nacogdoches, TX. 1,364 hours of grinding took place.
  - **Hurricane Sally.** Grinding Operations Foreman for Santa Rosa County, FL. 375,039 CY debris reduced by grinding.

- **Ceres Environmental Services, Grinder Operator, Feb 2019 – Feb 2021**
  - **2020 Derecho.** Grinding Operator for Linn County, IA. 479,167 CY debris reduced by grinding.
- **SMSC Organic Recycling Facility, May 2011- February 2019**
  - Responsible for scheduling, operating, and managing offsite grinding and screening operations, tracking, and documenting offsite grinding and screening expenses and revenue, coordinating weekly staff and safety meetings, overseeing daily 24/7 operations and more.
- **RW Farms LLC, March 2009 – May 2011**
  - Responsible for managing multiple compost processing facilities and mobile grinding operations, utilized screeners, grinders, and front-end loaders to process waste to be used for composting, and operated equipment used to process material such as, skid loaders, front end loaders, trommel screeners, desk screeners, horizontal grinding, tub grinders and excavators.



### **Linda Smith, Director of Accounting Operations**

Ms. Smith has over 30 years of experience in leading accounting teams in day-to-day activities while providing owners, shareholders, and executives with the financial information and guidance required to make informed business decisions. Ms. Smith is a specialist in coordinating with the City's monitoring firm, assuring a smooth billing and reconciliation process.

#### **PROFESSIONAL EXPERIENCE**

- **Ceres Environmental Services, Inc.** Director of Accounting Operations. In coordination with the accounting team, responsible for the day-to-day functions of the entire storm accounting department and assisting the field operations to establish internal protocols.
  - **Hurricanes Beryl, Debby, Helene and Milton 2024**
  - **Hurricane Idalia – 2023**
  - **California Floods – 2023**
  - **Texas Winter Storm Mara – 2023**
  - **State of Vermont Summer Flood – 2023**
  - **Hurricanes Ian and Nicole, FL – 2022**
  - **New Mexico DOT Fire and Flood Debris – 2022**
  - **Hurricane Ida, LA – 2021-2022**
  - **Oregon Wildfire Recovery 2020 – 2022.**
  - **California Wildfires – Camp Fire, Butte County Hazardous Tree 2020-2021**
  - **Oklahoma Ice Storm 2020 (5 jurisdictions)**
  - **Hurricanes Laura, Hanna, Sally, Delta, and Zeta 2020 (13 jurisdictions)**
  - **Linn County, IA – Derecho 2020**
  - **City of Atlanta, GA and Macon-Bibb County, GA – Bulk Waste 2020**
  - **Hamilton County, TN – Tornado 2020**
  - **Jones County, MS – Tornado 2020**
  - **Santa Rosa County, FL – Wind Event 2020**
  - **California Wildfires – Camp Fire, Butte County Debris Removal 2019**
  - **Northern California Wildfires 2018 (USACE)**
  - **Hurricane Michael 2018**
  - **Hurricane Irma 2017**
- **Resort Funding, LLC. 1997 – 2017.** Senior Accountant. Analyzed financial statements and created reports for monthly corporate reporting. Generated financial statements in accordance with GAAP and facilitated account closing procedures for multiple companies monthly. Created strong internal controls and accounting processes that reduced the financial statement close from 10 days to 3 days, which led to completion of 17 clean audits. Assisted other departments in identifying problems and finding solutions to correct, assisted IT in implementation of new systems and the controller in projects regularly.

#### **EDUCATION**

- Bachelor of Science, Accounting 1989
- Minor in Economics, State University of New York at Oswego

#### **CERTIFICATIONS**

- IS-100 Introduction to Incident Command System
- IS-700 National Incident Management System (NIMS) Introduction
- IS-800 National Response Framework, An Introduction
- IS-102, Deployment Basics for FEMA Response Partners
- IS-240- Leadership and Influence

**Michael Smith, Project Manager, Planning Chief**

Mr. Smith is a dynamic leader with extensive experience in Safety constructions, maintaining standards in manufactured products by testing a sample of the output against the specification. Delivers excellent on and offsite program management for locations around the world while ensuring compliance with laws and regulations within guidelines. Creates industry-leading programs that deliver significant cost savings and efficiency gains while minimizing risk and liability exposure in Heavy Industrial setting. Excels in training, developing, and coaching staff in the US and globally.

**PROFESSIONAL EXPERIENCE**

- **Hurricanes Helene and Milton, October 2024 – March 2025.** Area Manager overseeing all aspects of emergency debris removal, reduction and disposal in seven Florida jurisdictions, including Debarry FL, Deltona FL, Lake County, FL, Longwood FL, Maitland FL, Mount Dora FL, and Ocoee FL.
- **Wildfire Fuel Reduction (WFR) Vegetation and Tree Removal Services - Orange County, CA – Caltrans 2023** Project Manager overseeing all phases of the contract. Scoped work includes Wildfire Fuel Reduction vegetation and tree removal within Caltrans ROW District 12. Additional scopes include monitoring and avoidance of cultural and environmentally sensitive areas. Responsibilities include preparatory phase oversight, subcontracts / contracts, project coordination & scheduling, daily & weekly project specific documentation, FRAP implementation to include oversight of prescription-based treatments, permitting/environmental certs, Invoicing & closeout.
- **Sacramento River Tree Removal – USACE 2023** Project Manager overseeing the felling and removal of various tree species in environmentally sensitive and public areas, and Biological monitoring, along the Sacramento River. These areas of shoreline stem from the Interstate 50 Bridge and Garcia Bend Park, specifically reaches 2, 3, and 6. Responsibilities include the development of pre-work submittals, partner with the Army Corps and two other contractors working within these reaches, developing and enforcing daily production and resource reporting, cost controls, invoicing, and managing schedules.
- **Folsom Dam Tree Removal, 2023 – USACE.** Project Manager over the successful removal of 210 trees within public and environmentally sensitive areas. Responsibilities included the development of pre-work submittals, partner with the Army Corps on BOR permitting, developed and enforced daily production and resource reporting, was successful with interagency coordination (BOR, USACE, State Park), cost controls, invoicing, and schedules.
- **Hurricane Ian 2022.** Project Manager for debris management and removal in Cape Coral, FL.
- **Hazard Tree Removal Project for the Campfire in Butte County -- 2020 to 2021.** Planning Section Chief. Roles and Responsibilities included and were not limited to the daily dispatching and scheduling of tree removal and hauling crews for approximately 2,200 properties, containing just below 60,000 eligible trees. Developing crew schedules, work packages & runways. Tracking of project quantities daily and in total. The contract value exceeded \$100,000,000.00 worth of work.
- **Hurricane Laura 2020.** Project Manager in Santa Rosa County, FL for debris cleanup. The project included removal of over 1,000,000 CY of Vegetative and Construction & Demolition Debris, reduction by Grinding and ACI of 500,000 CY and removal of approximately 20,000 hangers and leaners. Oversaw 4 section supervisors and over 150 hauling units and bucket trucks operators.
- **Hurricane Hannah 2020.** Superintendent for the City of Edinburg & Hidalgo County; Precincts 1, 3, & 4 Debris Cleanup & Reduction. Responsible for field supervision, traffic control labor and upwards of 50 hauling unit operators.
- **Puerto Rico Sheltering and Temporary Essential Power Program (STEP) 2019.** Project Manager for the PR STEP providing temporary repairs to single family dwellings with a monetary cap of \$20,000.00 per dwelling. The scope of work entailed numerous pre and post inspections, database creation/data management, applicant interaction/customer service, and the contracting and coordination of skilled tradesmen to provide electrical, HVAC, potable water and gas to a safe, secure and weatherproof dwelling.

- **Hurricane Maria 2017 – 2018.** Senior Quality Control Manager/Superintendent for the ACI Emergency Temporary Roofing in Puerto Rico. Mr. Smith implemented systems of distribution, logistics, document controls/flow, work order and production tracking, inventory and material coordination for the construction of the roofs.
- **Hurricane Irma 2017.** Project Manager for the debris clean-up in Highland and Okeechobee Counties, FL.
- **Morganza Hurricane Levee Project 2015.** Senior Quality Control System Manager/Project Manager for a massive levee system located just south of Houma, LA. These segments of levee make up approximately 9 miles of newly constructed earthen levee through the marsh.
- **Aquamen, LLC, 2009-2014, Vice-President / Co-Owner.**  
The company performed certified residential & commercial mold inspections, sampling for indoor air-quality, day-to-day monitoring, and post-clearance. Responsibilities included project estimating, project management, procurement, manage/coordinate subcontractors, manage/coordinate inspections, manage/coordinate invoicing and draw requests.

#### EDUCATION/CERTIFICATIONS

- |   |   |
|---|---|
| ▪ USACE Construction QC Management  | ▪ GHS & OSHA Hazardous Communication  |
| ▪ OSHA Certification: 30 HR Construction Safety                                     | ▪ FEMA EMI – ICS-100, Exercises 120, 200 ICS/NIMS                                   |
| ▪ OSHA Certification: 10 HR Construction Safety                                     | ▪ HCSS Heavy Bid/Heavy Job Certified (2014)   |
| ▪ OSHA Refinery Safety Courses – CSE Attendant/Entrant, Fire Prevention, Haz. Gases | ▪ Home Inspection Certification for the State of Ohio                               |
| ▪ LOTD, First Aid/CPR and refinery safety standards                                 | ▪ Mold remediation & inspection Certification (Commercial and Residential) for Ohio |
| ▪ HAZWOPER Certification  |   |

**John Ulschmid, Senior Vice President**

Mr. Ulschmid has more than 35 years of experience with Ceres Environmental Services, Inc., including project management of multiple FEMA-reimbursed contracts. Mr. Ulschmid manages the company's Construction and Demolition Division as well as various operational aspects of the Emergency Management Services Division, concurrently with the company's Public Affairs and Logistics Management. Mr. Ulschmid has also worked on a variety of other emergency response projects including emergency building demolitions due to floods, Emergency Bank Stabilization of the Mississippi River Lock and Dam 8, and multiple floodway and water control and mitigation construction projects. He has provided project management, supervision, and administration to several federal government clients including the U.S. Army Corps of Engineers, U.S. Air Force, U.S. Navy, U.S. Army, CAL OES, LA DOTD, and TX DOT along with multiple projects with cities, counties, municipalities, and other public agencies with revenues totaling in excess of \$1 Billion. Mr. Ulschmid attended the University of Minnesota, Carlson School of Management where he holds a bachelor's degree in management information systems.

**PROFESSIONAL EXPERIENCE**

- **Hurricanes Helene and Milton 2024.** Management oversight for Ceres' response for activations in 47 Florida and Georgia jurisdictions following Hurricanes Helene and Milton.
- **Hurricane Debby 2024.** Management oversight for Ceres' responses in Florida and Georgia following Hurricane Debby.
- **Hurricane Beryl 2024.** Management oversight for Ceres' response to 16 jurisdictions in Texas following Hurricane Beryl.
- **Hurricane Idalia 2023.** Management oversight for Ceres' response to Hurricane Idalia. Over 1,800,000 cubic yards of debris were removed.
- **Archie Creek Fire Tree Removal 2020 – 2022.** Senior Director for the Oregon Department of Transportation hazardous tree removal project following the Archie Creek Fire in Oregon.
- **California Wildfires – Camp Fire, Butte County 2019-2020.** Senior Director for the CalRecycle clean-up project for hauling and disposal of debris generated by the Camp Fire wildfire in North-Central California in 2018, which is the largest debris mission in California in more than 100 years. 768,558 tons of debris were removed.
- **Hurricane Michael- SW Georgia 2018.** Deputy Operations Manager for USACE debris removal operation in 13 SW Georgia counties.
- **U. S. Virgin Islands Hurricane Recovery 2017-2019.** Project Manager for response to Hurricanes Irma and Maria on St. Croix, St. Thomas and St. John for debris removal and processing, marine vessel processing, and off-island disposal of 600K CY. C&D Debris was disposed of in CONUS requiring federal and state approvals and permitting.
- **Alabama Tornadoes 2011.** Management oversight for response to record-setting tornadoes that hit the Southeast, including management of over 1 million CY of debris in Jefferson County.
- **Emergency Levee Removal- Minot ND 2011.** Project Manager for emergency levee removal post Souris River flooding (a greater than 100-year flood event).
- **Hurricane Ike 2008.** Project management, logistics management, and contract administration of operations in Texas.
- **Hurricane Gustav 2008.** Supervision and contract administration of company operations for debris removal and disposal; Project Manager of HVAC project and LA DOTD roadway drainage repairs and improvements project in Louisiana
- **Hurricane Rita 2005.** Project management for debris removal and disposal of over 4.5 million cubic yards; Reduction of over 1.1 million cubic yards of debris; Removal and disposal of e-waste; demolition of approximately 253 storm damaged buildings in Terrebonne and Calcasieu Parishes, Louisiana

- **Hurricane Katrina 2005.** Project Manager for debris removal operations including 13 million cubic yards of hurricane debris in 11 Louisiana parishes; trimming and removal of over 165,000 hazardous trees; supervised over 12 miles of emergency levee repair & stabilization projects in St. Bernard and Plaquemines Parishes, Louisiana
- **Hurricanes Jeanne & Frances 2004.** Operations Manager in the collection and disposal of over 404,000 cubic yards of debris in Florida

#### **CERTIFICATIONS/TRAINING**

- USACE CQM certified



**Brent Whitten, Project Manager**

Mr. Whitten has over 20 years of experience in debris management and disaster recovery services, specializing in large-scale waterway clearing projects and having experience with private property debris removal. As a subject matter expert, he has successfully managed some of the most complex waterway debris removal projects, including one in Livingston Parish LA, which involved clearing over 3 million linear feet of waterways. The project was funded by NRCS as part of the Emergency Watershed Protection Program. For this and other waterway debris removal projects, Mr. Whitten obtained various permits such as Section 404 permits, Louisiana Department of Environmental Quality (LDEQ) debris site authorizations, and Right of Entry (ROE) agreements to gain access in remote areas. He ensured compliance with USACE, LDEQ, FEMA, and NRCS requirements, maintaining strict adherence to environmental and operational standards. His performance has been commended by both LDEQ and NRCS.

His other work has ranged from demolition of residential and commercial sites after Hurricane Katrina to quality control for the U.S. Army Corps of Engineers to debris removal projects following major disasters such as Hurricane Irma and Ida. He holds a Construction Quality Management (CQM) certification and is FEMA-certified in Debris Operations and the Incident Command System. He is also a FEMA-certified Disaster Housing Inspector. His responsibilities include direct supervision of projects and ensuring compliance with all safety and quality control regulations. Mr. Whitten brings strong organizational skills and the ability to motivate to any job.

**PROFESSIONAL EXPERIENCE**

- **Hurricane Helene November 2024 – Current.** Project Manager in Augusta, GA responsible for removal of debris from Augusta Canal. This project was unique and required strict compliance measures to preserve water quality, as the Augusta Canal serves as a source of drinking water for the residents of the City. Another important aspect was the preservation of the integrity of the Augusta levee and its intake system. Unique methods of waterway debris removal, including the use of winches, were employed.
- **Hurricane Helene October 2024.** Project Manager responsible for emergency disaster debris removal in Effingham County, GA.
- **Severe Wind Event May - July 2024.** Project Manager for emergency debris removal operations in East Feliciana Parish and St. Martin Parish LA. The project for East Feliciana Parish included clearing of 70,819 linear feet of canals.
- **Livingston Parish NRCS Emergency Watershed Protection Program 2018 – 2023.** Project Manager in Louisiana for clearing of 3,554,683 linear feet of waterways. This project required utilization of various amphibious equipment such as barges and marsh buggies. Mr. Whitten's responsibilities included coordinating and interacting with LDEQ, USACE, NRCS, and FEMA, as well as implementing project policies and procedures. Mr. Whitten managed scheduling, task assignment for crews, financial reporting, and tracking/reporting of daily footage and production rates. Mr. Whitten also assisted with securing various permits, including Section 404 authorizations, LDEQ debris site approvals, and ROE agreements to access remote areas. Identifying and securing points of access (POAs) was a critical factor in the project's success. Proper access points ensured compliance with environmental regulations and minimized delays and travel times for equipment.
- **St. Tammany Parish Waterway Debris Removal Project 2022 - 2023.** Project Manager in Louisiana for clearing of 381,333 linear feet of the waterways within the National Wild and Scenic Rivers System. Mr. Whitten coordinated and communicated with various agencies as well as implemented policies and procedures for this project. He was able to overcome various challenges such as varying depth and width of the waterways, the limited availability of access points, and the presence of obstacles in the waterways.
- **Hurricane Ida 2021.** Project Superintendent for Livingston Parish, LA, responsible for recovery operations as a result of Hurricane Ida. 1,322,210 cubic yards of debris were removed.

- **USACE Northern California Wildfire Debris Removal 2018. Quality Control Manager** for the USACE ACI debris removal project in Lake, Mendocino and Napa Counties, CA following the fires between October and December of 2017. This position required verification of relevant experience by the USACE, which Mr. Whitten successfully passed, in addition to being a CQM-certified professional. He implemented and directed the Quality Control Program for all counties under this project. Conducted QC meetings to ensure the project teams were adhering to QC requirements. Maintained the project submittal log and all other project-specific quality control reports. This project involved removal of 84,000 tons of debris from private property.
- **Hurricane Irma 2017.** Project Manager in Pinellas County, FL for the Disaster Debris Collection and Removal of 123,916 cubic yards of debris generated by Hurricane Irma.
- **Hurricane Irma 2017.** Project Manager for the hauling for final disposal of previously compacted and/or ground debris in Miami, FL. 455,554 cubic yards of debris were removed.
- **Hurricane Irma 2017.** Project Manager for Gulfport City, FL for the clean-up of debris generated by Hurricane Irma.
- **Southeast Tornadoes 2017.** Provided direct supervision on post-tornado debris management project for Dougherty County. The project involved collection, removal and processing of over 650,000 cubic yards of debris.
- **Linfield Hunter & Junius Inc., USACE New Orleans District, 2014-2016.** Quality Assurance Representative for USACE Construction Division. Responsible for conferring with the Construction Division in clarifying inadequacies in plans, impractical specifications and unworkable schedules.
- **SMC Buildings, Design/Build New Commissary, Fort Polk, LA, May – October 2014.** Quality Control Manager for design/build project. Responsible for maintaining the project submittal log and all other project specific quality control reports. Assembled project closeout documents that include O&M manuals, as-builts, and warranties.
- **Hurricane Isaac, CTEH/Providence Engineer and Environmental, 2012.** Conducted environmental sampling and data collection. Assisted in conducting research performing investigations for the purpose of identifying, abating, or eliminating sources of pollutants or hazards. Conducted air, water and/or soil sampling, meteorological monitoring.
- **Infinity Construction, St. Charles Parish, LA, February – September 2012.** Responsible for managing, implementing and enforcing the Accident Prevention Plan and the 385-1-1. Responsible for managing and implementing the QC Plan.
- **Benetech, LLC, New Orleans, LA, 2010-2012.** Safety Manager and Quality Control Manager for projects under Benetech. Responsible for overseeing and enforcing Benetech's safety program for various USACE construction jobs ranging from \$7,000,000 to \$25,000,000.
- **AquaTerra Contracting, New Orleans, LA, 2008-2010.** Safety Manager and Quality Control Manager on USACE job sites. Ensured proper safety was being followed per 385-1-1 and company safety policy. Prepared site specific AHA's. Implemented Accident Prevention Plan. Trained all employees in safety procedures. Conducted weekly safety meetings.
- **Hurricane Ike 2008.** Area Manager overseeing debris removal from DOT roads and Right-of-Entry removal of stumps and logs, hiring subcontractors, and project planning by quadrant. Conducted daily safety meetings and provided daily reporting on contractor progress and performance.
- **Hurricane Gustav 2008.** Area Manager overseeing debris removal from DOT roads and Right-of-Entry removal of stumps and logs, hiring subcontractors, and project planning by quadrant. Conducted daily safety meetings and provided daily reporting on contractor progress and performance.
- **Environmental Chemical Corp., New Orleans, LA, 2006-2008.** Supervised the decommissioning, demolition, and disposal of private properties in accordance with applicable federal, state, and local requirements. Supervised the demolition of over 200 homes and commercial structures destroyed by Hurricane Katrina.

- **Post Buckley Schuh & Jernigan, Inc., 2004-2006.** Demolition Environmental Inspector and Evacuation Plan Writer following Hurricanes Wilma, Katrina, Charley, Frances, and Jean. Conducted oversight monitoring for RACM and C&D throughout Louisiana.

#### **EDUCATION/CERTIFICATIONS**

- BS, Wilberforce University.
- FEMA IS-102 FEMA Response Partners
- FEMA IS-632 Debris Operations
- OSHA 40 Hour HAZWOPER Training
- FEMA IS-00035.15 Safety Orientation
- FEMA Disaster Housing Inspector (PARR)
- E-QIP # 3943088
- First Aid/CPR/AED
- FEMA IS-100 ICS
- FEMA IS-631 Public Assistance
- OSHA 30 Hour Construction Safety
- USACE Training Safety & Health EM 385-1-1
- U.S. Army Corps of Engineers QCS/RMS
- U.S. Army Corps of Engineers Construction Quality Management

## Ed Ziegler, Project Manager

Mr. Ziegler has been in environmental services for 28 years, starting in building demolition, slab and foundation removal, restoration and asbestos abatement then moving to disaster recovery response while working on snow removal in the early 1990s. Since 2012, Mr. Ziegler has been directly involved in disaster debris management with Ceres, beginning with the management of demolition and soil remediation following the Christchurch, NZ earthquake. In 2021, he managed the Larimer County, CO hazard tree removal project following the Cameron Peak Fire. Mr. Ziegler has proven his ability to manage large-scale and complicated projects while maintaining consistent and positive customer communication.

### PROFESSIONAL EXPERIENCE

- **Hurricane Helene 2024 – March 2025.** Project Manager for disaster debris removal, reduction and disposal in Effingham County, GA and Thunderbolt, Ga.
- **MN Mulch/Snow 2022 – Current.** Project Manager for routine debris related tasks during the winter season.
- **Hurricane Ian 2022.** Project Superintendent in Indian River County, Mt. Dora, Winter Park, Seminole County, and Deltona, FL for debris management and removal following Hurricane Ian. **Hurricane Ida 2021.** Project Manager in Gonzales, LA. 106,041 cubic yards of debris were removed.
- **Cameron Peak Wildfire 2021.** Project Manager in Larimer County, CO. over 14,000 trees were removed.
- **Hurricane Laura 2020.** Project Superintendent in Vermillion Parish and City of Scott, LA for debris clean-up after Hurricane Laura in September 2020. Over 265,000 cubic yards of debris were removed.
- **Hurricane Michael 2018.** Project Manager for the U.S. Army Corps of Engineers ACI SAD activation in 13 Georgia counties to perform debris clean-up after Hurricane Michael made landfall in October 2018.
- **Hurricane Matthew 2016.** Project Manager for the debris removal and disposal projects on all 40 TDR sites, City of Albany and Dougherty County following Hurricane Matthew in October.
- **Christchurch, New Zealand Demolition 2012 – 2013.** Project Manager for the demolition and soil remediation.
- **Hard Drives Construction 2003 – 2005.** Grade Foreman and Operator responsible for construction of roads and buildings.
- **Landwehr Construction 2001 – 2003.** Grade Foreman
- **El Centro California Naval Air Base 2000.** Project Manager for the demolition of a 1,393 M2 Cold Storage Facility. The project included building demolition, slab and foundation removal, asbestos abatement, lead based paint abatement, pcb ballast, and restoration.
- **Oklahoma City Tornadoes 1999.** Lead project manager for USACE contract providing debris removal, managing multiple debris sites, and demolishing damaged residential structures.
- **Fort Knox, Kentucky Demolition 1996.** Project Manager for the demolition of various building projects. Work included demolition of approximately 8,825 m2 of one-, two- and three-story wood frame or concrete/brick buildings.
- **Fort Benning, Georgia Demolition 1995.** Project Manager for demolition and recycling of various buildings. Demolition of 13,372 m2 from 39 buildings, 6-story power plant and 60-meter stack, asbestos abatement, lead abatement, removal of utility lines, foundations, pavements, and drainage structures, temporary sedimentation and erosion control, environmental protection, grading, and site restoration
- **Fort McCoy, Wisconsin Demolition 1994.** Project Manager for the demolition of WWII wood frame buildings with concrete foundations project.
- **Wood Waste Recycling 1992 – 2020.** Grinder Superintendent for the Libertyville Navel Training Facility in Minnesota and Texas.
- **Seasonal Snow Removal 1992 – 2020.** Performing 28 years of snow removal for Ceres during the winter season. Clearing areas of snow accumulation and removing to off-site storage

### EDUCATION/CERTIFICATIONS

- OSHA Standard 1910.178

### Jay Martin Zulinke, Project Superintendent

Jay Martin Zulinke has over 20 years of experience with debris removal, construction, utilities, and environmental operations. In his role as a superintendent, Mr. Zulinke promotes a safety-first mindset, and a culture centered around productivity and profitability. His skills include strong leadership, problem solving, and analytical thinking.

#### PROFESSIONAL EXPERIENCE

- **Ceres Environmental Services, Inc., Superintendent 2020 – Present**
  - **Hermits Peak, Calf Canyon Fires October 2024 – Current.** Project Superintendent for the State of New Mexico Energy, Minerals and Natural Resources Department – Forestry Division Private Property Debris Removal Project.
  - **NMDOT Hermits Peak/Calf Canyon Flood, Straight Line Wind and Wildfire Recovery. September 2022-November 2023.** Superintendent in San Miguel and Mora County, New Mexico following Hermits Peak & Calf Canyon Fire. Mr. Zulinke's roles included supervising daily crew operations, leading quality control personnel, and facilitating daily meetings with traffic control crews, monitors, environmental and archeological personnel.
  - **Oregon Wildfire Recovery. Archie Creek Fire 2021 - 2022.** Superintendent in Douglas County, OR and Glide, OR. following Archie Creek Wildfire. Mr. Zulinke's roles included evaluating job sites to determine all trees in need of removal for ROW., recording and tracking all trees for invoicing, reviewing operations and crew completed assignments to ensure compliance with all state and contract policies, and overseeing daily operations of machinery and tree fallers for tree removal, slash removal, and log removal.
  - **Tropical Storm Nicholas 2021.** Superintendent in Richwood, TX for vegetative debris removal following Tropical Storm Nicolas.
  - **Hurricane Ida 2021.** Superintendent in Thibodaux, LA for the removal and disposal of debris following Hurricane Ian. Over 100,000 cubic yards of debris were removed.
  - **California Wildfire – Camp Fire, Butte County 2019-2020.** Superintendent in Butte County, CA. His roles included managing personnel and equipment, leading quality control of hazard trees to ensure all processes were executed according to protocol, reconciling invoices to eliminate errors, and overseeing maintenance of all tools and equipment. (Over 3000 ROEs managed; 768,458 tons of debris removed)
  - **Obenchain Fire 2020.** Superintendent in Jackson County, Oregon following the Obenchain Fire. Mr. Zulinke's roles included overseeing tree removal operations, creating layout plans for correct placement of equipment and materials, verifying safety procedures and policies among crews, facilitating daily meetings, directing operations for chipping of slash and logs, and creating layout plans.
- **Northeast Foods, Sanitation Supervisor 2022-2020.** Led a team of technicians to mairres w met for FDA, OSHA Safety, HAZMAT, and GMP.
- **Ameritech Utilities, DROP Construction Manager 2008-2011.** Trained subcontractors on OSHA safety standards and troubleshot machinal repairs for constriction equipment.
- **Vermeer Northeast, Territory Technical Sales Manager 2006-2008.** Obtained factory certifications as Underground Specialist and Waste Reduction Specialist and sold industrial equipment to DOT, municipalities, and statewide programs.
- **Bryd Brothers, LLC, Project Manager – Emergency Department 2004 -2005.** Directed crew members in Volusia County following the 2004 Hurricane Season.
- **Mitchell Distribution Company, Manufacturer's Representative 2000-2003.** Sold heavy construction equipment.



- **U.S Army (Honorable Discharge).** Assembled over 100 steel bridges for use in military training in Germany in 3 years. Received commendations for representing 8th Infantry Division as part of the U.S. Army Ski Team. Served as a Truck Driver and Heavy Equipment Operator.

#### **EDUCATION/CERTIFICATIONS**

- Johnson Community College – Welding Program
- Alfred State College – HVAC Certificate
- Erie Community College – Basic Carpentry
- Construction Safety & Health (30-Hour) | OSHA
- OSHA 40-Hour HAZWOPER
- OSHA Academy – Introduction to Job Hazard Analysis
  - Conducting a Job Hazard Analysis
  - Introduction to Safety Supervision
  - Safety Supervision and Leadership
  - Introduction to Safety Management
- Emergency Management Institute
  - Introduction to Debris Operations
  - Debris Management Plan Development
  - FEMA Safety Orientation

## 5 PARTICIPATING SUBCONTRACTORS

### 5.1 Subcontractor List

It is important for Ceres to provide opportunities for local companies and their employees to work on any project resulting from this contract. Additionally, Ceres may directly employ individuals on a project. Ceres has a very well-developed subcontracting plan and a stellar record of implementing our plan and making payments to local subcontractors on past projects performed when Ceres is the prime contractor. Below are the potential subcontractors for the City of North Port. Ceres typically subcontracts at least 35-40% of the work. **The actual percentage of work subcontracted will be based on the size and severity of an event.**

Ceres Environmental Services, Inc. has identified the following potential subcontractors for North Port, FL. Ceres has made Good Faith Efforts in accordance with 2 CFR §200.321 to contact Small and Minority Businesses, Women's Business Enterprises, and Labor Surplus area firms that are certified subcontractors that perform the services in the scope of work of this RFP. References and letters of intent are available upon request due to page limitations.

#### Proposed Local & Florida State Subcontractors for North Port, FL

Company Name/Location	Scope of Work	Experience
Knotts Excavating, LLC, North Port, FL	Debris Removal, Emergency Road Clearance, Tree Trimming & Removal, Stump Removal, Mulch Haul Out	17 years
Rino Services, LLC, North Port, FL	Debris Removal, Emergency Road Clearance, Tree Trimming & Removal, Mulch Haul Out.	4 years
Barrera Logistics, Inc., Punta Gorda, FL	Debris Removal, Tree Trimming & Removal, Stump Removal, Demolition.	21 years
Barracuda Landscaping & Curbing Punta Gorda, FL	Debris Removal, Tree Trimming & Removal, Stump Removal, Emergency Road Service.	2 years
Ecological Construction Services, Inc, Punta Gorda, FL	Debris Removal, Marine Debris, Demolition.	5 years
Beccera Construction of Central FL, Inc., Port Charlotte, FL	Debris Removal	10 years
Suncoast Builders Group, LLC, Port Charlotte, FL	Debris Removal, Stump Removal	6 years
Apex Tree and Landscape Myakka City, FL	Debris Removal, Emergency Road Clearance, Tree and Stump Removal, Grinding, Demolition.	15 years
My Piece of Florida, Englewood, FL	Debris Removal	3 years
Banyan Landscaping LLC, North Fort Myers, FL	Emergency Road Clearance, Debris Removal, Tree Trimming and Removal, Stump Removal, HHW Removal	2 years
Burnt Store Recycling, LLC Fort Myers, FL	Debris Removal, HHW Removal, Mulch Haul Out	10 years
Silva Brothers Construction, LLC Fort Myers, FL	Debris Removal, Emergency Road Clearance, HHW Removal	3 years
M&J Grapple Truck Service Cape Coral, FL	Debris Removal, Tree Trimming & Removal, Stump Removal	3 years
The Great Indoorz, Cape Coral, FL	Debris Removal	5 years
T&M Trucking of SWFL, LLC North Fort Myers, FL	Debris Removal, Tree Trimming & Removal, Mulch Haul Out	4 years
Andrew Sitework, LLC, Fort Myers, FL	Debris Removal, Tree Trimming & Removal, Stump Removal, Emergency Road Clearance, HHW Removal.	4 years
Waterzway Work Boats, LLC Bokeelia, FL	Marine Debris Removal	5 years

Company Name/Location	Scope of Work	Experience
Newson Construction & Consulting, Cape Coral, FL	Debris Removal, Mulch Haul Out	3 years
TreeDaddy, LLC, Sarasota, FL	Debris Removal, Tree Trimming, Stump Removal, Mulch Haul Out	5 years
Optimal Recovery, LLC Dade City, FL	Emergency Road Clearance, Tree Trimming & Removal, Stump Removal, Marine Debris, HHW Removal, Mulch	18 years
Larios Trucking Inc., Belle Glade, FL	Debris Removal	24 years
A&J Transport, Inc., Miami, FL	Debris Removal, Tree Trimming & Hauling, Blue Roof, HHW Removal	23 years.
All Florida Tree & Landscapes, Inc West Palm Beach, FL	Debris Removal, Tree Trimming & Removal, Stump Removal, Mulch Haul Out, Emergency Road Clearance	20 years
Isla Maritime, Inc., Trinity, FL	Marine Salvage and Diving	27 years
Siles & Sons , Orlando, FL	Debris Removal, Tree Trimming & Removal, Hauling, Emergency Road Clearance	8 years
Bennett Restoration Services, LLC Orlando, FL	Debris Removal, Mulch Haul Out	1 year
Streamlined Logistics, A Tampa, FL	Debris Hauling	2 years
Big Dog Express of South Florida, Inc., Pahokee, FL	Debris Removal, Tree Trimming & Removal, Stump Removal, Mulch Haul Out, Grinding	22 years
Renew Construction Services, LLC Gibsonton, FL	Debris Removal, Tree Trimming & Removal, Stump Removal, Grinding	6 years
Strategic Investments, LLC Jacksonville, FL	Debris Removal, Tree Trimming & Removal, Stump Removal, HHW Removal, Mulch Haul Out	11 years

#### Additional Major Subcontractors for North Port, FL

Company Name/Owner	Scope of Work	Experience
Highland Trucking & Equipment, Inc., Perkinston, MS	Debris Removal, Emergency Road Clearance, Tree Trimming & Hauling, Stump Removal, Mulch Haul Out	15 years
WRC, Bark River, MI	Debris Removal, Tree Trimming & Removal, Stump Removal	24 years
Mullins Enterprises, Pikeville, KY	Debris Removal, Mulch Haul Out	28 years
Specialized Services, LLC, Opelika, AL Brent Gladden	Debris Removal	10 years
LZ Logistics, LLC, Mountain Grove, MO	Debris Removal, Tree and Stump Removal, Emergency Push, Marine Debris, HHW, Mulch Haul Out, Grinding	7 years
Cole Field Services, LLC Bulverde, TX	Debris Removal, Tree Trimming & Removal, Stump Removal, Emergency Road Clearance.	12 years
Tri State Timber Land Memphis, MO	Disaster Debris Removal, Tree Trimming & Removal, Stump Removal, Grinding, Mulch Haul Out	6 years
Trees R Us, Ingleside, IL	Debris Removal, Tree Trimming & Removal, Stump Removal, Mulch Haul Out, Emergency Road Clearance	10 years

## 5.2 Subcontracting Plan

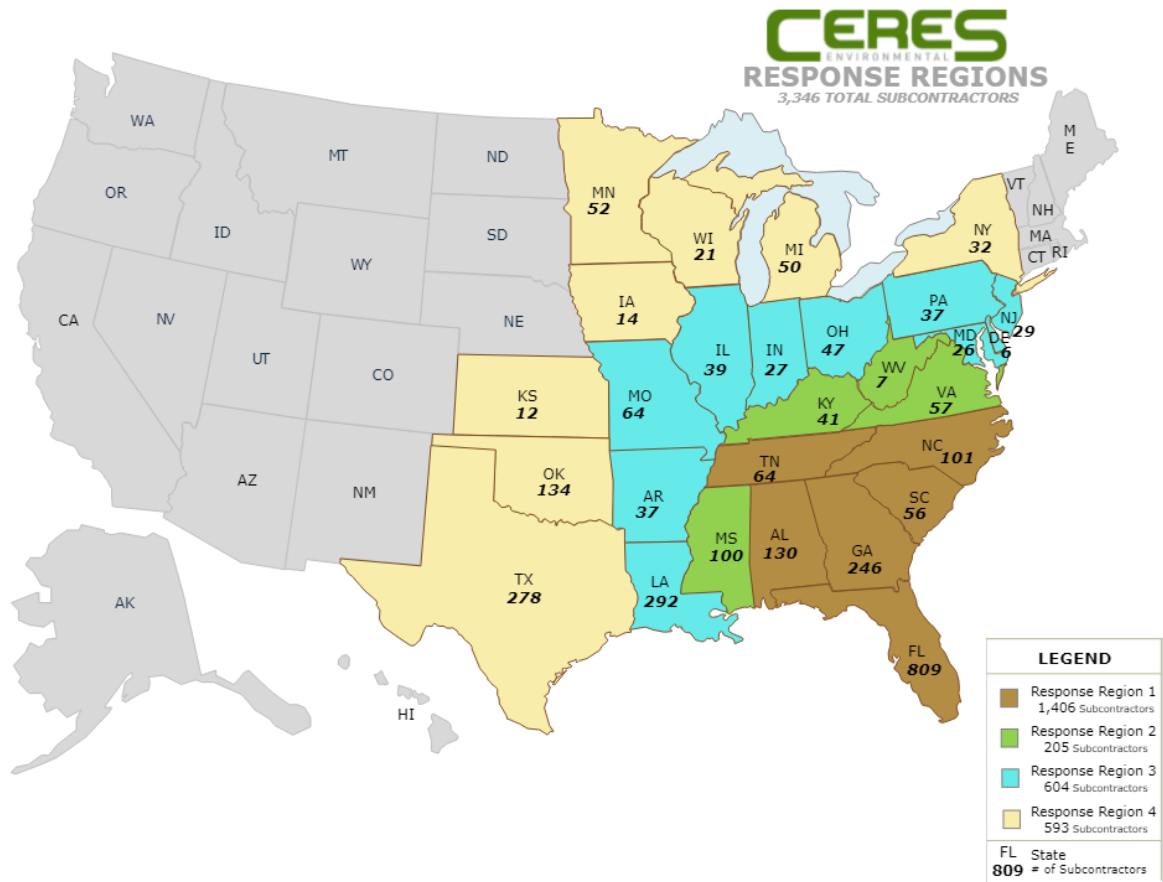
Our objective at Ceres Environmental Services, Inc. is to perform all work associated with this contract in an efficient and safe manner through the effective administration and management of our equipment, personnel, subcontractors, and suppliers. In accordance with Ceres' policies and programs, the work plan for this contract will be developed and executed assisting, counseling, advising, and utilizing, to the maximum extent possible and to the extent consistent with City of North Port's interest, Local and other Small Businesses (SB) as well as

Small Disadvantaged Businesses (SDB) such as HUBZone, Veteran-owned (VO), Service Disabled Veteran-Owned (SDVO), Woman-Owned (WOSB) for the provision of equipment, labor, services and supplies.

It is important for Ceres to provide opportunities for local companies and their employees to work on any project that may result from this contract. Additionally, Ceres may directly employ individuals to work for Ceres on a project. Ceres has a very well-developed subcontracting plan, and Ceres also has a stellar record of implementing our plan and making payments to local subcontractors on past projects performed when Ceres is the prime contractor.

**Response Regions**

The response regions are based on relative distance from your area and use straight-line miles and/or drive time to establish which region each state of potential subcontractors belongs in



**Details on Advertising/Marketing and Utilization of Local Subcontractors**

It is the intention, policy and practice of Ceres to utilize **local** subcontract services in the performance of the proposed contract to the maximum extent possible as consistent, within the requirements of **the Stafford Act**, Sec. 307, Use of Local Firms and Individuals (42 U.S.C. 5150), the prime contract and sound business practices and management policies. In General - In the expenditure of Federal funds for debris clearance, distribution of supplies, reconstruction, and other major disaster or emergency assistance activities which may be carried out by contract or agreement with private organizations, firms, or individuals, preference will be given, to the extent feasible and practicable, to those organizations, firms, and individuals residing or doing business primarily in the area affected by such major disaster or emergency. We recognize the advantages obtainable by utilizing other responsible and experienced firms who are capable of furnishing specialty services and products of high quality. Priority will be given to those subcontractors who are from or do business in the surrounding area.

A separate program will be included for local contractors that do not necessarily have goals established under the contract requirements. Ceres’ internal subcontractor databases, on-line databases, online local business

directories, and local government offices will be used to identify contractors in the immediate area. This is the process used quite successfully by Ceres on previous projects. The search and identification will validate the speed and performance level to mobilize contractors on site and begin the physical work. Our internal subcontractor database includes subcontractors who have expressed an interest in or assisted our firm in the successful completion of emergency response contracts. All efforts will be made to also procure supplies, materials, and labor from local vendors.

Ceres has and will continue to communicate with local authorities, elected officials, and community organizations, its desire to hire local and small business enterprises and subcategory businesses to meet the requirements of FAR 19.704(a) and 52.219-9(d), DFARS Subpart 219.5, 219.704(a)(1), 219.705 and 252.219-7003 and meet specified goals for hiring SBs, SDBs, WOSBs, VOs, SDVOs, and HUBZones. Copies of the contract will be sent to Plan Rooms servicing the region in addition to our office in the project area. The contract will also be posted to a web site and potential subcontractor registration will also be available via web, FAX, direct contact (1-877-STORM12). A dedicated toll-free telephone service will be established specifically for subcontractors interested in contracting with Ceres. Ceres has made as many resources available to subcontractors as possible to initiate and facilitate communication.

The Manager of Administration and the Subcontract Manager will notify regionally based subcontractors of the issuance of a notice to proceed. Ceres' subcontractor database currently contains more than 3,346 disaster debris management prospective subcontractors who have contacted Ceres with an interest in subcontracting. More than 1,100 of these subcontractors have worked on Ceres' disaster projects, providing, along with Ceres' owned fleet, more than 7,000 pieces of loading and hauling equipment. While our database of qualified subcontractors is very large, it is our intention to select from a more regionally based group and have established for North Port four unique response regions. These are based on relative distance from your area and use straight-line miles and/or drive time to establish which region each state of potential subcontractors belongs in.

A list of prospective subcontractors is included in proposal **Section 5.1, Subcontractor List**. Should you desire a listing of the Region 1-4 subcontractors by name and location; Ceres can provide such a list upon request.

#### **Ceres Subcontract Manager and Duties**

The Ceres Subcontract Manager is: Tia Laurie, Subcontract Manager, Ceres Environmental Services, Inc.

6371 Business Boulevard, Suite 100, Sarasota, FL 34240

(800) 218-4424

[tia.laurie@ceresenv.com](mailto:tia.laurie@ceresenv.com)

Ms. Laurie's responsibilities include:

- Identification, development, and maintenance of source lists of small, small disadvantaged, and women-owned small business concerns. Verifying the list of subcontract entities, or database, is properly maintained.
- Develop outreach programs through advertising; broadcast fax solicitations; networking with local and national organizations such as SBA, applicable trade unions, Chambers of Commerce etc.
- Ensuring the inclusion of targeted business concerns in all solicitations and ensuring that all solicitations are structured to permit the maximum possible participation by targeted concerns.
- Ensuring that certain solicitations or sources sought are restricted to SDB concerns (competitive basis).
- Ensuring the establishment and maintenance of records of all subcontract awards to ensure appropriate documentation of non-selection of bids submitted by targeted enterprises.
- Ensuring the preparation and submittal of all compliance reports.
- Maintaining records and measuring performance against established goals.
- Advise, train, and foster project management personnel on the purposes of the SB Subcontracting Program.
- To ensure any provided study or reports are formatted in a manner compliant with the contract or otherwise acceptable to the City.



- Encouraging all employees and subcontractors to attend off-site training courses offered by public and private entities in small business development and small business program goals. Arranging for the conduct of training for purchasing personnel regarding the intent and impact of Public Law Public Law 99-661, Section 1207 and Public Law 100-180, Section 806 on purchasing procedures.
- Participate in voluntary federal programs which encourage the private sector to utilize SDBs, SBs, WOSBs, VOs, SDVOs, and HUBZone subcontractors.
- Identification of other SB concerns when the number of prospective sources is not adequate using the internet or other mass media as a resource.
- Maintaining requirements of the prime contract in subcontract agreements. Verification that subcontract agreements contain flowdown clauses.
- Prepare and submit semi-annual and annual subcontracting reports.
- Reporting progress in achieving goals under this program to senior level management.

#### **Methods Utilized to Develop and Achieve Subcontracting Goals and Comply with 2 CFR §200.321**

Ceres will utilize a minimum of one subcontract manager and/or specialists in the execution of this contract. All personnel are familiar with and recognize Ceres' commitment to Public Law 99-661, Section 1207 and Public Law 100-180, Section 806 and the Robert T. Stafford Disaster Relief and Emergency Assistance Act, PL 100-707 and Public Law. Ceres will conduct internal training seminars and workshops to assure staff compliance with requirements of FAR 19.704(a) and 52.219-9(d), DFARS Subpart 219.5, 219.704(a)(1), 219.705 and 252.219-7003 and meet specified goals for hiring SBs, SDBs, WOSBs, VOs, SDVOs, and HUBZone subcontractors.

In addition to technical and field work subcontracted in association with this contract, buyers will make every effort to identify and utilize SBs & SDBs for supplies and services including but not limited to the following: Office and temporary housing service, Cleaning and supplies, Housekeeping Services, Laboratory Supplies and Services, Safeguarding and Security Services, and other supplies and services not typically identified for subcontract opportunities to targeted firms. Additionally, large business subcontractors will be counseled on the identification, evaluation, solicitation, and utilization of targeted businesses within their scope of services.

Through the application of Ceres' proven capabilities relative to technical performance and contract administration, it is our intent that the Owner be provided with the highest level of performance while still achieving our participation goals and capturing opportunities for these businesses while acquiring an expanded base of qualified small businesses; obtaining more competitive pricing on procurement opportunities resulting in cost savings; and achieving an increase in small business program goal accomplishments. Achievement of these goals will be realized through the application of the following functions and activities:

- Identification and maintenance of a qualified potential Internal Subcontractor Database, which includes business status within each level of government.
- Developing and maintaining bidder's lists for each new project of SBs, SDBs, WOSBs, VOs, SDVOs, and HUBZones from all possible resources to include but certainly not limited to the Internal Database.
- Identification of all federal, state, and local government and private associations/coalitions for targeted businesses.
- Solicit, counsel, and discuss subcontracting opportunities with representatives of targeted business firms, and encourage certification of these firms prior to commencement of work.
- Provide assistance to business concerns by arranging solicitations, time for the preparation of bids, quantities, specifications, and delivery schedules to facilitate the participation by such concerns. Ensuring that procurement packages are designed to permit the maximum possible participation.
- Ensure that SBs, SDBs, WOSBs, VOs, SDVOs, and HUBZone concerns have an equitable opportunity to compete for subcontracts, and that other subcontracts and services are identified that will be restricted to competitive SDB bids. Identification of subcontracts for restricted competitive bid should consider all services/supplies and not only those traditionally awarded to SB or SDB firms. See DFARS 219.705-4(d).
- Provide internal motivational training to encourage purchasing and contract administration personnel to meet or exceed these goals.
- Provide assistance to potential subcontractors in completing the System of Award Management (SAM)

- Provide notice to subcontractors concerning penalties and remedies for misrepresentations of business status for the purpose of obtaining a subcontract intended to be included as part or all a goal contained within this subcontracting plan.
- Conduct reviews of subcontractor performance, providing feedback to SB and SDB firms relative to competency, abilities, experience, and capacity and provide technical assistance to any firm as appropriate, based on the outcome of the review. Reviews may not be conducted for those firms with whom Ceres has had a prior working relationship and who have already demonstrated appropriate competency, ability, and capacity. Ceres also makes every effort to establish long-term working relationships with SBs and SDBs to include long-range project plans (e.g. teaming agreements, etc.).
- Submit the required documentation of all efforts used to identify and solicit targeted business concerns.
- Participate and cooperate in studies or surveys that may be requested by the Owner or other agencies.

#### **Utilization of Small Business Concerns and Small Disadvantaged Business Concerns**

It is the policy of Ceres and its agents, hereinafter referred to as “contractor” or “contractor plan,” to hire small business concerns and small business concerns owned and controlled by socially and economically disadvantaged individuals. Ceres agrees to carry out this policy in awarding subcontractors, to the fullest extent possible, consistent with the efficient performance of this agreement and its options. Ceres agrees to cooperate in any studies or surveys that may be conducted by the City as may be necessary to determine the extent of Ceres’ compliance with this clause.

As used in this plan, the term “small business concern” (SB) will mean a small business as defined pursuant to Section 3 of the Small Business Act and relevant regulations. The term “small business concern owned and controlled by socially and economically disadvantaged individuals” (SDB) will mean a business concern:

- (1) Which is at least 51 percent owned by one or more socially and economically disadvantaged individuals; or in the case of any publicly owned business, at least 51 percent of the stock of which is owned by one or more socially or economically disadvantaged individuals; and
- (2) Whose management and daily business operations are controlled by one or more such individuals.

Ceres will presume that socially and economically disadvantaged individuals include Black-Americans, Hispanic Americans, Native Americans, Asian-Pacific Americans, Asian-Indian Americans and other minorities, or any individual found to be disadvantaged by the Administration pursuant to 8(a) of the Small Business Act.

#### **Utilization of Service Disabled-Veteran, Veteran-Owned and Women-Owned Small Business Concerns**

It is the policy of Ceres to hire small business concerns and small business concerns owned and controlled by service-disabled veterans, veterans, and women. Service-disabled veteran and women owned, as used in this clause, means businesses that are at least 51 percent owned by veterans, service-disabled veterans or women who are United States citizens and who control and operate the business. Ceres agrees to use its best efforts to give veteran, service-disabled veteran, and women-owned small businesses the maximum practical opportunity to fully participate in subcontract awards consistent with the efficient performance of this contract plan.

#### **Utilization of HUBZone Small Business Concerns**

It is the policy of Ceres to hire HUBZone small business concerns. HUBZone small business concern means a small business concern that appears on the List of Qualified HUBZone Small Business Concerns Maintained by the SBA.

#### **Description of Efforts to Ensure That SBs, Service-Disabled Veteran Businesses, Woman-Owned Businesses, HUBZone Businesses, and SDBs Have an Equitable Opportunity to Participate in the Acquisition**

Ceres agrees to use its best efforts to give targeted business the maximum practical opportunity to fully participate in subcontract awards consistent with the efficient performance of this contract plan. Ceres will assist small business and small disadvantaged concerns by arranging solicitations, time for the preparation of bids, quantities, specifications, and delivery schedules to facilitate the participation by such concerns. Payment schedules will be adjusted to allow for participation of all firms with cash flow concerns. Materials, Supplies, Equipment and Services will be identified and discussed with these concerns. These items include POL products, Parts and Equipment, and Services (Equipment rental, equipment subcontracting, etc.).

### Records and Source Documents

The types of records maintained, and procedures adopted to demonstrate compliance with the requirements and goals of the Small Business Subcontracting Plan include the following:

1. Source Lists (The following source lists for targeted firms are representative and are not intended to be construed as sole sources of this information. Ceres is making every effort to identify, log, and procure the necessary contractor data to allow for fair and equitable participation in this contract. The following listings are provided as an immediate source of contractors that qualify as SBs, SDBs, WOSBs, VOs, SDVOs, and HUBZones:

- SBA Dynamic Small Business Search
- List of Federally Registered Contractors for Contractor Compliance
- American Business Information Business USA
- List of Minority Businesses Councils
- Business Development Agencies
- [DOD Subcontracting Directory](#)
- [Department of the Treasury, Small Business Subcontracting Opportunities](#)
- [Small Business Administration, Subcontracting Opportunities Directory](#)
- State and Regional Small Business Administration (SBA) Resources
- National Minority Purchasing Council Vendor Information Service
- Research and Information Division of the Minority Business Development Agency in the Department of Commerce
- Trade Associations for SB, VO, SDVO, HUBZone SB, SDB, and WOSB Concerns.
- Dun and Bradstreet Procurement Planning Directory
- Participation in various local, regional, and national SB trade associations and conferences
- Membership in SB organizations, development organizations, and various government organizations
- SBA Commercial Market Representative (CMR)

Additionally, Ceres has contacted city, county, and municipal minority business development offices as additional resources to identify SB and SDB firms.

2. For each subcontract solicitation resulting in an award of more than \$ 10,000.00, Ceres will retain documentation to indicate:

- Whether small business concerns were solicited and if not, why not
- Whether small, disadvantaged business concerns were solicited and if not, why not
- Whether women owned small business concerns were solicited and if not, why not
- The reason award was not made to a small business concern
- Records of outreach efforts to contact:
  - Trade Associations
  - Business Development Organizations
  - Conferences and Trade Fairs
  - Records of Internal Guidance
  - Records of Subcontractors Award Data

3. Ceres Subcontractor Database Management

Ceres' existing subcontractor database has been developed through out-reach efforts including, but not limited to advertising; broadcast fax solicitations; networking with local and national organizations such as the AGC, applicable trade unions, and Chambers of Commerce, etc. This database contains thousands of subcontractors who have registered with us on-line at [www.ceresenvironmental.com](http://www.ceresenvironmental.com). This registration process requires potential subcontractors to indicate their small business subcategory status. The database is continually updated and used by Ceres in recruiting and hiring appropriate subcontractors to meet the requirements of FAR 19.704(a) and 52.219-9(d), DFARS Subpart 219.5, 219.704(a)(1), 219.705 and 252.219-7003 and meet specified goals for hiring SDBs, SBs, WOSBs, VOs, SDVOs, and HUBZone subcontractors.

At present, Ceres' subcontractor database includes SBs, SDBs, WOSBs, VOs, SDVOs, and HUBZones utilized by Ceres on past projects totaling in excess of 500 Million Dollars, those who have responded to a solicitation by Ceres by means of a letter of interest inquiry executed by a company representative having signatory authority, and those who have been otherwise identified as a potential subcontractor by the Subcontract Manager through various means mentioned herein.

In addition, Ceres modified the corporate website ([www.ceresenvironmental.com](http://www.ceresenvironmental.com)) to include an electronic means of subcontractor registration with our firm. It provides potential subcontractors with the opportunity to register with Ceres their pertinent company information, current business status, and capabilities. This information is linked to upload into our database facilitating more ready access by means of database inquiry to locate specific types of contractors, specific types of business concerns, and/or specific locations. Information provided by the subcontractors in the registration includes the following: Contractor Name, Address, Phone/Fax Number, Email Address, Business Type (SBs, SDBs, WOSBs, VOs, SDVOs, and HUBZones), Ownership Information, Years in Business, Insurance Information, Equipment Available (type and quantity).

All potential vendors and subcontractors will be integrated into the Ceres Subcontractor Database modified specifically for this project. This database retains basic subcontractor information, types of equipment or services provided, any pricing agreement, and business status. In addition, this system tracks work or services provided by each organization, amounts invoiced, and goals. This active vendor base will continue to be broadened throughout the performance of this contract as additional potential vendors and subcontractors are identified and/or as additional needs/solicitations arise. Efforts to broaden this vendor database will also be in conformance to those requirements of FAR 19.704(a) and 52.219-9(d), DFARS Subpart 219.5, 219.704(a)(1), 219.705 and 252.219-7003. The provision of certain services or materials sought in support of this contract may be restricted to competitive bids received from only SDBs. Such restrictions will be identified by the Project Manager and communicated to the appropriate buyer(s) or contract administrator.

Ceres is able to utilize the information in this database, then, to contact potential subcontractors who may be interested and capable of providing specific services to our company. By identifying any parameters, such as service type or business location, Ceres can quickly generate an extensive list of potential subcontractors, meeting the criteria of a disadvantaged business as discussed in this plan, for the purposes of soliciting a competitive bid for such services.

Award to any given subcontractor will be contingent upon the provision of basic company information, current licensing, as required, and the verification of current insurance information (general liability, automobile, and workers compensation). Other factors may include capacity, capability, experience, and abilities of the firm. The Subcontract Manager can provide direction and assistance to any such firms not readily meeting all the required or desired business elements to assist the firm in overcoming such obstacles.

4. Records of internal guidance and encouragement provided to acquisition personnel through workshops, seminars, training programs, incentive awards, and monitoring compliance with the program's requirements.

#### **Past Performance**

In 2018, Ceres responded to the USACE Debris Mission in the U.S. Virgin Islands. Ceres was very successful in subcontracting with local companies, with 72% of the money spent to complete the contract staying within the U.S. Virgin Islands; 100% of the subcontractors used on this project were small businesses. Ceres responded to the USACE, Lake, Mendocino, and Napa County Fire project in 2018 as well. More than half of the subcontractors were considered small businesses and all the subcontractors were from California. Ceres made a huge effort to involve as many Native American tribes from the fire affected areas. Additionally, on USACE projects performed in Louisiana in response to Hurricanes Katrina and Rita in 2005-2006, 59.5% of subcontracted dollars went to local businesses and 76.1% of the dollars subcontracted to small business went to local small businesses.

Based on our historically successful contract performance and utilization goals, Ceres anticipates that the completion of work under this contract for City of North Port will also be successful in meeting, minimally, the stated goals contained within this plan.

## Ceres Environmental, Inc. Master Subcontract Agreement

This Master Subcontract Agreement ("Subcontract") between CERES ENVIRONMENTAL, INC. doing business as Ceres Environmental Operations ("Contractor" or "CEO"), a Florida corporation, whose principal office is located at 6371 Business Boulevard, Suite 100, Sarasota, FL 34240 and ("Subcontractor"), \_\_\_\_\_, whose principal office is located at \_\_\_\_\_,

collectively, the "Parties," is made and entered into as of the date of Contractor's execution hereof (the "Effective Date").

PRIME CONTRACTOR: CERES ENVIRONMENTAL SERVICES, INC.

PROJECT: Disaster Recovery 2025-2027

The Authorized Contractor Representatives for all purposes contemplated in this Subcontract are David McIntyre, Tia Laurie, and the properly authorized individual who executes this Subcontract on behalf of Contractor. Only Authorized Contractor Representatives shall have authority to amend the terms of this Subcontract on behalf of Contractor. If someone other than David McIntyre or Tia Laurie executes this Subcontract, then the Ceres Board of Directors Resolution authorizing this person to sign this Subcontract shall be attached. This Subcontract is not effective unless and until this Resolution is attached.

For and in consideration of the Subcontract Amount (as defined in Article 5 herein) and other good and valuable considerations, the receipt and sufficiency of which are hereby acknowledged, the Contractor and the Subcontractor agree to the following:

### ARTICLE 1 – SCOPE OF WORK

1.1 Subcontractor shall perform and furnish all labor, supervision, materials, equipment, transportation, storage, permits, licenses and all other things necessary to execute and complete the Work identified and described in Exhibit A attached hereto (the "Work"). Subcontractor shall perform the Work in a good and workmanlike manner strictly in accordance with the Subcontract and the Contract Documents defined in Article 2.

Contractor shall have no obligation to compensate Subcontractor for any work not reflected within Exhibit A and/or agreed to in advance and in writing pursuant to Article 9. All work will be directed by Contractor and no payments shall be made except for work performed as directed by Contractor. Contractor may, at its own discretion, provide a Project Manager and one or more additional persons (safety, quality control) who will administer the Contract and Subcontract for the Contractor's sole benefit.

1.2 Subcontractor will furnish at its sole cost and expense all shop drawings, erection drawings, field use drawings, permits, samples, reports and any other services necessary to perform and fully complete the Work. Subcontractor will obtain at its sole cost and expense all necessary work permits from all authorities having jurisdiction over the Project and obtain final inspection for the Work as required by such authorities.

1.3 Contractor will decide, in its own discretion, the amount of work assigned to Subcontractor. Except as otherwise provided in Article 9, Subcontractor shall not be entitled to any additional work beyond the Work referenced in Exhibit A.

### ARTICLE 2 – DOCUMENTS GOVERNING SUBCONTRACTOR'S OBLIGATIONS

2.1 The Subcontractor shall be bound by the Subcontract and the Contract Documents (collectively "Subcontract Documents"), as those terms are defined in this Article 2. The Subcontract consists of this Master Subcontract Agreement, Ceres Subcontract Agreement with Ceres Environmental Services, Inc., the Contract with Owner, and the following attached Exhibits which are incorporated into this Subcontract by reference:

Exhibit A:	Subcontractor's Scope of Work and Pricing	Exhibit B: Plans & Specifications (if applicable)
Exhibit C:	Waivers for Progress & Final Payments	
Exhibit D:	Performance Schedule (if applicable)	
Exhibit E:	[Reserved]	

2.2 The Contract Documents shall include the following:

- The prime contract between the Owner and Prime Contractor (hereinafter the "Prime Contract");
- All Project plans and specifications issued by or on behalf of the Owner including, but not limited to, general, special and supplemental conditions as detailed in Exhibit B; and
- All subsequently and duly issued addenda and modifications to such Contract Documents.

The Contract Documents are available for examination and/or copying by Subcontractor at all reasonable times at the office of Prime Contractor. By executing this Subcontract, Subcontractor represents and agrees that it adequately investigated the nature and conditions of the Project site and locality; has familiarized itself with labor availability and conditions affecting the difficulty of the Work; and has entered into this Subcontract based on its own examination, investigation and evaluation and not in reliance upon any opinions or oral representations of Contractor. With respect to the Work, Subcontractor agrees to be bound to the Contractor by the terms and conditions of the Contract Documents and this Subcontract and hereby assumes toward the Contractor all of the duties, obligations and responsibilities that Prime Contractor has, by the Contract Documents, assumed toward the Owner.



2.3 Any subsequent modifications to the Subcontract and Contract Documents which are incorporated pursuant to Article 9 shall be incorporated herein to the same extent as set forth above.

2.4 The Subcontract and Contract Documents set forth in Sections 2.1 and 2.2 are complimentary. In the event of any irreconcilable difference between the Subcontract and any other of the Contract Documents, this Subcontract shall control. Specific provisions shall govern over the general provisions. Any ancillary work that may reasonably be inferred from the Subcontract and Contract Documents as being required to perform and complete the Work for which Subcontractor undertakes herein shall be supplied, whether or not it is specifically listed or otherwise required.

2.5 The Subcontractor is in all respects an independent contractor. Subcontractor shall have no authority to bind the Contractor or Ceres Environmental Services, Inc. ("Prime Contractor") by any statement, representation, or promise of any kind. The Subcontractor shall not interfere with the Prime Contractor's relationship with the Owner nor any other entity or person, and the Subcontractor shall not deal directly with the Owner without prior written authorization from the Prime Contractor. Subcontractor's ability to perform Work under this Subcontract is expressly conditioned upon Owner's approval and acceptance of Subcontractor. If Owner fails to approve the Subcontract or Subcontractor, then this Subcontract shall be voided.

#### ARTICLE 3 - OBLIGATIONS OF CONTRACTOR

3.1 Contractor shall in good faith undertake to fulfill all obligations of Contractor to Subcontractor in a manner consistent with the Subcontract Documents.

3.2 The Contractor shall transmit to the Subcontractor, with reasonable promptness, all submittals, transmittals, and written approvals relative to the Subcontractor's Work.

3.3 The Contractor shall manage the Project logistics to permit Subcontractor access to the Project in accordance with the Subcontractor's Schedule (as defined in Section 4.3 herein), if any.

3.4 The Contractor shall expeditiously pursue conflict resolutions so as to minimize, to the extent possible, the impact on Subcontractor's performance of its obligations.

3.5 The Subcontractor is entitled to request through the Contractor any information or services required for the Subcontractor's performance of the Work which is under the Owner's control. The Contractor, however, does not warrant the accuracy or completeness of the information provided by the Owner.

#### ARTICLE 4 - OBLIGATIONS OF SUBCONTRACTOR

4.1 Subcontractor agrees to commence the Work when directed by Contractor and to diligently and continuously prosecute such Work and to coordinate the Work with other work performed on the Project so that Contractor shall not be delayed in completion of the Project by any act or omission of Subcontractor performing and completing its Work within the time(s) specified in the Performance Schedule, Contract Documents, or Schedule referenced in Section 4.3, as applicable.

4.2 Prior to commencing Work, Subcontractor shall provide Contractor with a list of all subcontractors, suppliers or other entities (collectively "Sub-subcontractors") Subcontractor has retained, or intends to retain, to assist in Subcontractor's performance of the Work. Subcontractor shall promptly notify Contractor of additional Sub-subcontractors retained during the course of the Project. Subcontractor understands and agrees that Contractor shall have the right to reject any Sub-subcontractor, either before or during the performance of Subcontractor's Work. Upon receipt of written notice of Contractor's rejection, Subcontractor shall immediately remove Sub-subcontractor from the Project and shall have no entitlement to payment for Sub-subcontractor's work after the date of such written notice. This provision is a material provision of this Subcontract and Contractor shall have the right to withhold monies until Subcontractor has fully complied with this provision.

4.3 In addition to Subcontractor's obligations under Section 4.2 and Section 6.9, Subcontractor shall not assign responsibility for the performance of its Work or Subcontract obligations to any third party without obtaining written consent of an Authorized Contractor Representative. Subcontractor agrees that this Subcontract shall be freely assignable by the Contractor and agrees to perform or continue to perform Subcontractor's obligations for the assignee subject to assignee's fulfillment of all Contractor's obligations hereunder.

4.4 Time is of the essence of this Subcontract and Subcontractor, in agreeing to complete the Work within the times and sequences herein mentioned, has taken into consideration and made allowances for all the hindrances and delays incident to the Work, including but not limited to inclement weather.

4.5 If requested by Contractor, Subcontractor shall develop a schedule (the "Schedule") that conforms to the overall Project Performance Schedule and Project completion date. Subcontractor shall participate and cooperate in scheduling the times and sequences required in performing Subcontractor's Work and shall perform its Work in accordance with the Schedule including all amendments thereto. Subcontractor shall continuously monitor its Schedule and advise Contractor of the status of Subcontractor's progress on a regular basis, including information on the status of shop drawings, samples, submittals and materials or equipment which may be in the course of preparation or manufacture. In the event that critical path method or any other project planning and control technique is used, Subcontractor shall comply with all requirements resulting from use of the technique as to start, completion and phasing of Work on the Project. Subcontractor is responsible for making all changes to the schedule as required by the Contractor and Owners.

4.6 Subcontractor shall immediately (within twenty-hour hours) notify Contractor of any circumstances that may affect

times and sequences in the Schedule, and shall immediately make all requests for extensions of time, in writing to Contractor.

4.7 If Subcontractor is responsible for any Project delays, Subcontractor shall pay Contractor for all costs and damages suffered by Contractor as a result of such delays, including, without limitation, any liquidated damages assessed by the Owner.

4.8 In the event that Subcontractor's performance of the Work is delayed, impacted or interfered with, for any reason and for any period of time, by acts or omissions of Owner, Contractor or other subcontractors, Subcontractor may request an extension of time for performance of the Work, if such request is presented, in writing, no later than ten (10) business days from the date of the delaying event. Subcontractor shall not be entitled to any increase in the Subcontract Amount or to damages or additional compensation as a consequence of such delays, impacts or interferences contemplated in this Section 4.8, except to the extent that Contractor is entitled to compensation for such delays, impacts or interference and then only to the extent of any amounts that Contractor may, on behalf of Subcontractor, actually recover from Owner.

4.9 Any time Subcontractor is behind Schedule in its Work as a result of acts or omissions by Subcontractor or as a result of delays for which Subcontractor is not entitled to an extension (including, without limitation, delays for which Subcontractor has failed to notify Contractor in accordance with Section 4.8), Subcontractor shall, upon request, provide Contractor with a recovery schedule and supply additional labor, supervision and equipment, perform overtime work, and do everything necessary to bring its Work back on Schedule pursuant to such recovery schedule and at Subcontractor's sole expense.

4.10 Subcontractor shall ensure that all employees, Sub-subcontractors and other individuals retained to work on the Subcontractor's behalf shall physically report to Subcontractor's designated on-site Project supervisor or foreman each day prior to commencing any Work. The purpose of such daily reporting shall be to ensure that all on-site personnel receive any Project updates including but not limited to those involving Project scheduling or scope changes and site safety. Daily work report forms shall be completed by Subcontractor and turned in at the Contractor's Project office at the end of each work day. Subcontractor's Project supervisor or foreman shall attend meetings as scheduled by Contractor's Project superintendent for the purpose of coordinating and scheduling all activities on the Project.

4.11 Subcontractor acknowledges that the Project will be constructed, and work performed, utilizing many other employers, suppliers and vendors providing supplies and materials, who may or who may not, be party to, or signatory to, collective bargaining agreement(s).

4.11.1 Subcontractor represents and warrants that, if it is party to collective bargaining agreements(s), such agreement(s) contain "no strike" clauses, or affirmatively provide that hiring, termination and actions of employers other than Subcontractor do not provide a basis to strike, for a labor dispute, or for slowdown or work stoppage by Subcontractor's employees.

4.11.2 If Subcontractor is a party to any collective bargaining agreement(s), Subcontractor shall deliver copies of such agreement(s) to Contractor's Project office within twenty-four (24) hours of receipt of such written request.

4.11.3 Subcontractor represents and warrants that it has no reason to believe that the execution of this Subcontract and its working on this Project will, or could, give rise to any work stoppage, slowdown, strike or labor dispute on the Project.

4.11.4 Subcontractor shall at all times take all legal action necessary to prevent and avoid all work stoppages, slowdowns, strikes or labor disputes by its employees. In an event of any work stoppage or slowdown by Subcontractor's employees, Subcontractor shall within twenty-four

(24) hours or as soon as legally permissible, take all legal action permitted by collective bargaining agreements or by law to expedite complete resumption the of Work on the Project.

4.11.5 In the event of any strike, picket, sympathy strike, work stoppage or other form of labor dispute at the Project, no matter at whom directed, Subcontractor agrees to diligently and continuously prosecute its Work under this Subcontract without stoppage, hindrance, delay, interruption, or slowdown, whatsoever. In the event Subcontractor fails to diligently continue its Work, without interruption or delay, due to any of such events, the Contractor, in addition to damages and all other rights it has under this Subcontract and at law, may terminate this Subcontract after giving Subcontractor forty-eight (48) hours written notice of its intent to do so for failure to properly staff the Project and violation of this provision.

4.12 Subcontractor agrees at its own expense: (1) to take all necessary precautions to protect the work of other trades from any damage caused by Subcontractor's operations; and (2) to watch over, care for and protect from damage or injury, by any cause whatsoever, all of Subcontractor's Work, complete or otherwise, and all of its materials, supplies, tools and equipment at or near the Project. Subcontractor agrees, without loss or damage to Contractor, to make good any loss or damage to any and all such Work, materials, supplies, tools, and equipment up to the final acceptance of the entire Project by the Owner.

4.13 Subcontractor shall be responsible for the safety of its operations and its employees and shall take all reasonable safety precautions with respect to its Work. Subcontractor shall comply with all safety policies and procedures initiated by Contractor for the Project, including Contractor's policy regarding drugs, alcohol and controlled substances and shall comply with all applicable laws, ordinances, rules, regulations and orders of any public authority for the safety of persons or property, including, but not limited to, the Federal Occupational Safety and Health Act (OSHA). Subcontractor shall immediately notify Contractor of any injury to any of the Subcontractor's employees. Subcontractor shall require its personnel to attend any safety meetings Contractor might conduct and direct Subcontractor to attend.

4.13.1 Subcontractor agrees that in performing its Work, it will not create, use or dispose of any hazardous chemicals or substances in an unlawful or hazardous manner and shall be solely responsible for the lawful, proper and safe handling, storage

and removal of all hazardous wastes, chemicals and substances which are introduced to the Project, or removed from the Project, by Subcontractor's operations. The term "hazardous waste, chemicals or substances" shall mean those materials and substances prohibited, proscribed, or the use of which is controlled, by any agency of the federal government or the applicable state or local agency having jurisdiction of such matters. Subcontractor shall comply with all federal, state and local regulations dealing with the use, storage or disposal of all hazardous wastes, chemicals and substances. Subcontractor shall be responsible for any and all claims and damages resulting from the use, handling and storage and removal and disposal of such hazardous wastes, chemicals or substances from the Project, and will defend and hold Contractor harmless, in accordance with Article 12 herein, from any and all liability associated with such use, handling, storage, removal and disposal including all associated attorneys' fees and costs of all clean-up operations wherever and whenever required by any governmental authority or Contractor.

4.13.2 To the extent applicable to Subcontractor's Work, Subcontractor shall be responsible for managing and controlling any storm water runoff or soil disturbances that result from the performance of the Work at the Project site.

4.14 Subcontractor shall make timely payment to all employees, Sub-subcontractors and other individuals retained to work on the Subcontractor's behalf for all labor, services, supplies and equipment relating in any way to Subcontractor's Work. If, at any time, the Contractor shall have cause to believe that Subcontractor has failed to make payments as provided herein, Contractor may, in its sole discretion, pay the Sub-subcontractors and any employees working on the Project either directly and deduct such payment(s) from amounts owed to Subcontractor or, alternatively, pay Sub-subcontractors by joint check with Subcontractor. In such instance, Contractor will pay for all work properly performed, documented and invoiced by the Subcontractor. Subcontractor is responsible for verification, and submission to the Contractor, of the invoices for the work of its Sub-subcontractors as well as its payrolls. This provision creates no rights in Third Parties and is for the sole and exclusive benefit of Contractor and any Surety of Contractor.

4.15 Subcontractor warrants that all materials and equipment utilized in the performance of the Work on the Project shall be in good working order and in compliance with all local, state and federal safety requirements. All loads shall be covered with tarps at Subcontractor's sole cost and expense. These warranties shall be in addition to and not a limitation of any other warranty or remedy provided by law or by this Subcontract. Subcontractor hereby agrees to provide all warranties and guarantees to Owner for its Work required by the Owner under its agreement with the Contractor.

4.16 Subcontractor shall give all notices and comply with all codes, laws, ordinances, rules, regulations and orders of any public authority bearing on the performance of the Work. Subcontractor shall secure and pay for all costs and expenses to perform the Work including, without limitation, bond premiums, permits, fees and licenses necessary for the execution of the Work, and all federal, state and local taxes in connection with the Work, and Subcontractor agrees that all costs thereof are included in the Subcontract Amount. When required by Contractor, Subcontractor will furnish satisfactory evidence showing that all such payments have been made. Subcontractor shall promptly review the Subcontract Documents and report in writing to Contractor any variance with codes, laws, ordinances, rules and regulations, and without having given such notice to the Contractor, Subcontractor shall assume full responsibility therefore, and shall bear all costs and damages attributable thereto.

4.17 Subcontractor shall comply with federal, state and local tax and labor laws, Social Security acts, Unemployment compensation acts and Workers' Compensation acts, insofar as applicable to the performance of the Work including, but not limited to, the Fair Labor Standards Act, the Service Contract Act and the Davis Bacon Act to the extent that these laws apply to the Work. Subcontractor acknowledges and confirms that Subcontractor and all of its lower tier subcontractors have received and will abide by any wage determinations applicable to the Project, as well as any labor provisions in Prime Contractor's contract with the Owner which are applicable to Subcontractor's Work. Subcontractor shall comply with all procedures rules and regulations with regard to nondiscrimination issued or to be issued by any federal, state or local government or agency, including the Equal Employment Opportunity Commission, insofar as they may apply to the Work. If either the Davis Bacon Act, Service Contract or other minimum wage law applies to the Work, the Subcontractor shall submit certified payrolls to the contractor by the Wednesday of the following week to the Contractor. Submission of these payrolls is a precondition to payment.

4.17.1 Subcontractor shall comply with all equal employment opportunity and affirmative action requirements promulgated by any governmental authority, including, without limitation, the requirements of the Civil Rights Act of 1964, as amended; Presidential Executive Orders No. 11246 as amended, 11478 as amended, and 13496, as may be amended; the Americans with Disabilities Act of 1990, as amended; and the Family and Medical Leave Act of 1993. Subcontractor must comply with all applicable Laws governing employment, including, but not limited to, all Fair Labor Standards Act provisions applying to the Work.

4.17.2 Subcontractor shall fully indemnify, hold harmless and defend Contractor against any and all penalties, fines and any other form of reprimand for any violation(s) of Subcontractor's (or Subcontractor's lower tier subcontractors') obligations under federal and state labor laws. At its sole option, Contractor shall be entitled to withhold Progress Payments or Final Payment otherwise due under Articles 6 and 7 in amounts necessary to off-set any and all costs incurred by Contractor as a result of Subcontractor's (or Subcontractor's lower tier subcontractors') violation(s) of federal and state labor laws.

4.18 Subcontractor hereby represents and acknowledges that it has reviewed and inspected all of the documents incorporated into this Subcontract as set forth in Section 1.1. and has identified no issues that might impact Subcontractor's ability to perform the Work as required in such documents. Subcontractor has investigated and satisfied itself as to the conditions affecting the Work including, but not restricted to, those bearing upon transportation, disposal, handling and storage of materials, availability of labor, water, electric power, roads, the type of equipment and facilities needed to perform the Work, and seasonal weather conditions,

variances in river stages and/or tides, and similar physical and natural conditions at the Project, as well as an labor requirements to include any local area practices. Subcontractor has further satisfied itself as to the surface and subsurface conditions of the Project from an inspection of the Project including any exploratory work done by the Owner and Contractor, as well as from information presented by the plans, drawings and specifications made a part of this Subcontract. Any failure by Subcontractor to acquaint itself with the available information will not relieve it from responsibility for estimating properly the difficulty or cost of successfully performing the Work and will not relieve it from responsibility for performing the Work unclassified. Subcontractor acknowledges that it has conducted a site visit and viewed first-hand the project conditions. Contractor assumes no responsibility for any conclusions or interpretations made by Subcontractor on the basis of any information made available by the Owner or Contractor.

4.18.1 If the Subcontractor determines that any conditions to which its Work is to be applied or affixed is unsatisfactory or unsuitable, or that could adversely affect the Work, written notification of said condition shall be given to Contractor prior to the conditions being disturbed. In the absence of written notification to Contractor, the Subcontractor shall be deemed to have accepted the Project conditions for all purposes.

4.19 To the extent permitted by the laws of the state in which the Project is located, Subcontractor waives all rights related to and will save and keep the Project and the lands upon which it is situated free from all mechanic's liens and all other liens by reason of the Work or any labor, materials or other things used on the Project. If Subcontractor fails to remove any lien by bonding it or otherwise, Contractor may retain sufficient funds, out of the Subcontract Amount, to pay the same and all costs incurred by reason thereof, including, without limitation, attorneys' fees.

4.20 Subcontractor will clean up all debris occasioned by the Work performed hereunder and will at all times keep the Project premises clean. Any trash, debris, or liquid that poses a possible threat of fire or safety shall be removed from the premises immediately. If, after twenty-four (24) hours' notice by Contractor to Subcontractor, Subcontractor has not diligently proceeded with the clean-up as outlined in this section, then Contractor has the right to proceed with the clean-up work at Subcontractor's cost and expense.

4.21 Subcontractor shall cooperate with Contractor and other subcontractors whose work or responsibilities might interfere with Subcontractor's Work, and shall participate in the preparation of the Schedule and shall coordinate his operations in areas of congestion, specifically advising Contractor of any such interference.

4.22 All of Subcontractor's workmanship, materials, submissions, and samples shall be subject to the approval of Owner, Owner's Agent and Contractor.

4.23 Subcontractor understands that it has no exclusive right to any zones, work areas or other portions of the Project. Subcontractor understands that it is not entitled to any payment for mobilization or demobilization of its resources. Work areas may not be exclusive as determined in the sole discretion of Contractor. The Subcontractor shall not move from one designated work area until completed to the full satisfaction of Contractor.

4.24 Subcontractor shall be responsible for its layout and for the protection and preservation of all installed engineering data and layout points and shall take all necessary precautions to insure that said data is not damaged, destroyed, altered or changed. Re-engineering, if required, shall be performed at the Subcontractor's expense.

4.25 Subcontractor at its sole cost and expense shall be responsible for all repairs of damaged curbs, sidewalks, driveways, utilities, buildings, improvements, other constructions, electric transmission lines, water/sewer lines, lawn and landscape, roadways, and rights-of-way, whether public or private, damaged as a result of Subcontractor's Work. Subcontractor is solely responsible for any damage caused by its employees or lower tier subcontractors. In addition to any other remedies provided to herein, Contractor may, in its sole discretion, repair any such damage and back charge the subcontractor the cost of the repair from any Progress or Final Payment.

4.26 Subcontractor shall require any and all of lower tier subcontractors to assume all obligations and responsibilities under the Subcontract Documents. Subcontractor shall provide Contractor with copies of all lower tier subcontracts.

4.27 Subcontractor shall furnish to Contractor in a timely fashion all information necessary for the preparation and submission by Contractor of any and all reports required by Owner for the Work.

4.28 If any design, device, material, or process covered by letters, of patent, or copyright is used by the Subcontractor, whether required or not, it shall provide for such use by suitable legal agreement with the owner of the patent or copyright, protecting the Contractor from and against all claims for infringement, and shall include the cost of such agreement in the Subcontract Amount. It shall be the duty of the Subcontractor, if so demanded by the Contractor, to furnish the Contractor with a copy of the legal agreement with the owner of the patent or copyright, and if such copy is not furnished when demanded, then Owner may, if it so elects, withhold any and all payments due to the Subcontractor until said legal agreement is furnished. The Subcontractor shall pay all royalties and license fees. The Subcontractor shall defend suits or claims for infringement of patent rights and shall hold the Contractor harmless from loss on account thereof, but shall not be responsible for such defense or loss when a particular design, process or product of a particular manufacturer or manufacturers is required by the Subcontract Documents. If, however, the Subcontractor has reason to believe that the required design, process or product is an infringement of a patent, the Subcontractor shall be responsible for such loss unless such information is promptly furnished to the Contractor.

## ARTICLE 5 - THE SUBCONTRACT AMOUNT

5.1 Subject to the provisions of this Subcontract and as full consideration for complete performance of the Work and of all Subcontractor's obligations and representations under the Subcontract Documents, the Subcontract Amount is as set forth below.

⑤ See Pricing Schedule (Exhibit A), hereinafter "Subcontract Amount".

As set forth in more detail in Article 2, the Subcontractor's scope of Work shall be limited to these contract line items unless otherwise agreed in advance in writing.

5.2 This Subcontract Amount shall be the total amount to which Subcontractor is entitled, except as may be amended by written Change Order or other provisions as set forth herein. Contractor may provide full-time personnel as Project Manager/Quality Control Manager, in a reasonable quantity acceptable to contractor. This/these personnel is/are provided solely for Contractor's benefit as Subcontractor is solely responsible for managing its Work and performing the quality control and safety required for that Work to insure that the Work complies with all the requirements of the Subcontract Documents.

5.3 The Contractor agrees to pay to the Subcontractor the stated consideration for Work under this Subcontract. The Contractor shall retain 10% of each progress payment requested and approved by Contractor. All the money is to be paid, subject to the condition precedent ("suspensive condition") stated below, in current funds ten days after the contractor has received funds from the Prime Contractor. Notwithstanding the above and below, it shall be an absolute condition precedent (i.e. "suspensive condition") to any liability of the Contractor to the Subcontractor for progress or final payments for any Work performed by the Subcontractor on the Project that the Contractor be in receipt of payment by the Owner for such Work. If the Owner has not paid the Contractor, for whatever reason (including, but not limited to, the Owner's inability to pay, insolvency, bankruptcy or other financial problems) the Subcontractor agrees that the Contractor shall not be obligated to, liable to, or indebted to, the Subcontractor on account of such Work. The Subcontractor accepts the risk that it will not be paid for Work performed by the Subcontractor in the event that the Contractor, for whatever reason, is not paid by the Prime Contractor and the Prime Contractor is not paid by the Owner for such Work, and the Subcontractor states that he relies entirely for payment for Work performed on the credit of the Owner, and not of the Contractor.

The Subcontractor acknowledges it understands and agrees to the terms and conditions of the payments as outlined in this Section 5.3. The Subcontractor agrees that the liability of the surety on Contractor's payment bond, if any, for payment to the Subcontractor, is subject to the same conditions precedent or suspensive conditions as are applicable to the Contractor's liability to the Subcontractor.

#### ARTICLE 6 - PROGRESS PAYMENTS

6.1 [Reserved]

6.2 Subcontractor shall submit to Contractor on weekly basis an Application for Payment (hereinafter "Application for Payment") in triplicate, complete with required breakdown data to permit verification and approval, in a form acceptable to Contractor. The amount of the Application for Payment will be equal to Ninety Percent (90%) (Ten Percent (10%) to be held as retainage) of the value of labor incorporated by Subcontractor in the Work since the previous weekly Application for Payment. Subject to the conditions precedent outlined in Section 5.3 and Section 7.2, Subcontractor will be paid the 10% retainage held on its Applications for Payment, including the application for Final Payment, within sixty (60) days of Subcontractor satisfactorily completing all of its Work and all of its obligations under this Subcontract.

6.3 In addition to any other requirements of the Subcontract, each progress payment (hereinafter "Progress Payment") in amounts consistent with the approved Application for Payment, shall not be due unless and until the following conditions precedent to each such Progress Payment have been satisfied: (1) approval and acceptance of Subcontractor's Work by Owner, Prime Contractor and Contractor; (2) receipt of payment, in accordance with the approved Subcontractor's Application for Payment, by Contractor from Prime Contractor; (3) furnishing to Contractor satisfactory evidence by Subcontractor that all labor and material accounts incurred by Subcontractor in connection with its Work have been paid in full; (4) furnishing to Contractor by Subcontractor a partial waiver of lien in the form attached as Exhibit C; (5) furnishing to Contractor payment and performance bonds as called for in Article 8; (6) furnishing to Contractor proof of required insurance coverages in accordance with Article 11; (7) furnishing Contractor applicable permit, business license and sales tax numbers; and, (8) furnishing Contractor all certified payrolls if applicable.

6.4 The amount of each Progress Payment to Subcontractor, if due, shall not exceed the amount approved by Owner and Prime Contractor, and paid to the Contractor by Prime Contractor, for the Work of Subcontractor.

6.5 Progress Payments, if due in accordance with Sections 5.3 and 6.3 above, will be made within 10 days of when Contractor receives payment from the Prime Contractor for Subcontractor's Work. Contractor's obligation to make such payment is expressly conditioned upon those conditions set forth elsewhere in this agreement, including but not limited to those conditions set forth in Section 5.3 above.

6.6 Payments otherwise due, either Progress Payments, if any, or final payment under Article 7 herein, may be withheld by Contractor on account of: (1) defective Work not remedied, claims filed, reasonable evidence indicating probability of filing claims; or (2) failure of Subcontractor to make payment properly to Sub-subcontractors (including any employees) for material or labor, or applicable taxes, fees, and fringe benefits; or (3) reasonable doubt that the Work can be completed for the balance of the Subcontract Amount then unpaid; or (4) any other breach of the Subcontract. If these deficiencies are not remedied, Contractor may rectify the same at Subcontractor's expense. Contractor may offset against the Subcontract Amount any liquidated or unliquidated obligations of Subcontractor to Contractor, whether or not arising out of the Subcontract or the Project.

6.7 No payment to Subcontractor, either Progress Payments or Final Payment under Article 7 herein, shall operate as an approval of the Work or any part thereof, or Subcontractor's obligations under the Subcontract Documents.

6.8 Acceptance by the Subcontractor of any payment made after the receipt by Contractor of its Final Payment, or any part thereof, from the Prime Contractor, shall be and shall operate as a release to the Contractor of all claims and liability by the



Subcontractor for all things done or furnished or relating to the Work and for every act or alleged neglect of the Contractor arising out of the Subcontract except for claims for retained percentages withheld by the Contractor in accordance with this Subcontract and except as to such claims for Changed Work as provided for in Article 9.

6.9 Limitations on Assignment or Factoring of Payments for Work. Subcontractor shall not assign, factor or transfer Subcontractor's right to any payments, progress or final, for Work performed under this Subcontract without the written consent of one of the Authorized Contractor Representatives. Any assignment, factoring or transfer of Subcontractor's payment rights without first obtaining such written consent from Contractor shall constitute a material breach of this Subcontract. Upon obtaining Contractor's consent to assignment of Subcontractor's payment rights,

Subcontractor shall flow down or make applicable all the obligations of this Subcontract to any entity with whom Subcontractor assigns its payment rights, including but not limited to all conditions precedent applicable to payment. Subcontractor shall fully indemnify, defend and hold harmless Contractor against any claim by an assignee resulting from Subcontractor's failure to satisfy its obligations under this Section 6.9. Any violation of this provision shall make the person signing this Agreement personally and individually liable for breach of the provision. Additionally, any factor or other person taking an interest in this Subcontract or Subcontract Payments, shall only take such interest subject to all the Subcontractor obligations under this Subcontract.

7.1 Subcontractor's final Application for Payment shall be submitted in the same form specified in Article 6 and no later than thirty (30) days following the final completion of the Work required by the Subcontract Documents.

7.2 In addition to any other requirement of this Subcontract, payment of Subcontractor's final Application for Payment ("Final Payment") shall not be due unless and until the following conditions precedent to final payment have been satisfied: (1) approval and acceptance of Subcontractor's Work by Owner, Prime Contractor and Contractor, including "punch-list" work and other work required to bring the Work into compliance with this Subcontract; (2) delivery to Contractor of all manuals, "as-built," guarantees and warranties, including those for material and equipment furnished by Subcontractor, and any other documents required by federal, state or local laws or regulations; (3) receipt of final payment for Subcontractor's Work by Contractor from Prime Contractor; (4) furnishing to Contractor satisfactory evidence by Subcontractor that all labor and material accounts incurred by Subcontractor in connection with its Work have been paid in full; (5) furnishing to Contractor a complete general release and a final waiver of lien in the form attached as Exhibit C; (6) furnishing to Contractor the written consent to surety to final payment; and (7) furnishing of certified payrolls if applicable.

7.3 The Final Payment amount, if due, will be the difference between the Subcontract Amount, as modified and adjusted in accordance with the Subcontract Documents, and the aggregate sum of the amounts previously paid under the Subcontract, if any.

#### ARTICLE 8 - PAYMENT AND PERFORMANCE BONDS

① If checked, the below Payment and Performance Bonds requirements of this Article 8 shall apply to Subcontractor's Work for the Project.

8.1 Subcontractor shall provide payment and performance bonds from a Treasury listed surety. The beneficiaries of the bonds shall be the Contractor, Prime Contractor and Owner. The Contractor may waive any requirement for a bond in Contractor's sole discretion.

8.2 The premiums for these bonds shall be paid by Subcontractor and the cost thereof is included in Subcontract Amount.

8.3 Subcontractor shall include the cost of any increase in bond premium in any Change Order Requests as defined in Article 9 herein Submitted to Contractor, and shall pay the increased premium applicable to an approved Change Order as defined in Article 9 herein.

8.4 Any material breach as defined in Section 15.1 of this Subcontract shall entitle Contractor to declare Subcontractor in default of this Subcontract and request the surety to perform under the payment and performance bonds.

#### ARTICLE 9 - CHANGES

9.1 A "Change Order Request" is a detailed cost estimate submitted by the Subcontractor to the Contractor outlining a change in the Work and costs associated with the change, including detailed documentation justifying any proposed adjustment in time. This estimate shall be computed using costs for labor and materials at prevailing rates in the Project area. A "Change Order" is a written order from Contractor, executed by an Authorized Contractor Representative accepting a Change Order Request, or directing a modification, alteration, addition or deletion to the Work ("Changed Work"). Any Change Order(s) not executed by one of the Authorized Contractor Representatives shall be void and unenforceable.

9.2 The Work to be performed under this Subcontract may be modified by changes required by Owner, Prime Contractor, or Contractor and the Subcontract Amount as set forth in Article 5 shall be adjusted by written Change Order in accordance with the terms and conditions of the Subcontract. Subcontractor shall have no duty to perform any Changed Work and no right to payment for any Changed Work that, prior to the performance thereof, has not been authorized by Contractor through the issuance of a Change Order executed by one of the Authorized Contractor Representatives.

9.3 No alteration, addition or deletion shall be made to the Work as shown or described by the Subcontract Documents except by Change Order, and when so made, the value of the alteration, addition or deletion shall be computed and determined in accordance with this Subcontract, subject to the written approval and acceptance by Contractor, and the amount so determined shall be added or deducted from the Subcontract Amount. Subcontractor shall have no claim for Changed Work unless such work has been done in pursuance of a Change Order from Contractor. Any Changed Work performed without such Change Order will be at

Subcontractor's expenses.

9.4 For changes in the Work that affect the Subcontract Amount or construction time, Subcontractor shall notify Contractor of the scope of any change in cost or time within five (5) calendar days after first knowledge of the proposed change and shall submit the Change Order Request within ten calendar(10) days. The estimate procedure shall be accordance with the terms of this Subcontract, and the costs of labor and materials shall be in accordance with appropriate provisions of this Subcontract.

9.5 If Owner, Prime Contractor or Contractor disputes the validity or amount of a Change Order Request submitted by Subcontractor, but instructs Subcontractor to proceed with the Work pending resolution of the dispute, Subcontractor shall promptly commence such disputed work and expeditiously complete it. Contractor solely reserves the right to pursue a claim. To the extent permitted by applicable law, Subcontractor agrees to permit Contractor to decide whether to pursue a claim and Subcontractor shall be bound by Contractor's decision.

#### ARTICLE 10 - TEMPORARY FACILITIES AND SERVICES

10.1 Subcontractor shall be responsible for unloading and hoisting all of its materials, supplies, tools and equipment in order to ensure the timely completion of Subcontractor's Work.

10.2 After obtaining Contractor's approval, Subcontractor shall have free use of any temporary roadways, equipment pads and scaffolding provided by Contractor whenever these temporary facilities are necessary and available for performance of the Work.

10.3 The Subcontractor will comply with and perform all obligations required by the employee parking arrangement, if such arrangement is mandated by the Contractor.

#### ARTICLE 11 – INSURANCE

11.1 Specified Coverage and Minimum Limits. Subcontractor shall maintain in effect at all times throughout the duration of the Subcontract and for such extended term as required, and require each of its sub-subcontractors to maintain, the coverage and minimum limits of insurance in this Article 11. If any Prime Contract or higher tier Subcontract imposes additional or more onerous requirements, then Subcontractor shall meet or exceed those additional or more onerous requirements in complying with this clause. In any case of conflict between provisions required in these contracts, Subcontractor shall comply with the more stringent, onerous or broader requirements, limits or coverages. The coverage and limits set forth and required by this clause are the minimum acceptable to Contractor. In specifying minimum insurance requirements, Contractor does not represent that coverage and minimum limits are adequate to protect Subcontractor from loss, damage, or liability arising from the Work and/or Project, and such coverage and limits shall not be deemed as a limitation on Subcontractor's liability under the indemnities granted in the Subcontract.

11.2 Workers' Compensation and Employer's Liability. Subcontractor shall maintain Workers' Compensation coverage with statutory limits as required by applicable law and Employer's Liability with limits of not less than the following:

Bodily Injury by Accident – Each Accident:	\$1,000,000
Bodily Injury by Disease – Each Employee:	\$500,000
Bodily Injury by Disease – Policy Limits:	\$1,000,000

A. Employees Not Subject to Statute. Subcontractor shall voluntarily provide Workers' Compensation coverage for proprietors, partners, or others not statutorily required to maintain Workers' Compensation insurance. This requirement may only be waived by Contractor's written consent.

B. Self-Insured Programs and Leased Employees. Programs underwritten by any self- insured group is expressly prohibited without Contractor's written consent. Use of leased employees, through an employment management company, professional employer organization, or other such company ("Leasing Company"), by Subcontractor is expressly prohibited without Contractor's written consent. If permitted by Contractor, Subcontractor shall (a) provide Contractor with a complete copy of its contract with the Leasing Company; (b) require that Leasing Company provide Workers' Compensation, Employer's Liability, and CGL with coverage limits in amounts no less than Subcontractor's insurance requirements for the same coverages; (c) require that Leasing Company provide an Alternate Employer/Leased Employer endorsement naming Subcontractor as alternate employer on Leasing Company's Workers' Compensation policy; (d) require that Leasing Company add Contractor, Prime Contractor, Owner, and their agents, officers, directors, and employees as Additional Insureds on its CGL insurance subject to the same terms as Subcontractor's insurance requirements; (e) require that Leasing Company provide a waiver of subrogation in favor of Contractor, Prime Contractor and Owner on Leasing Company's Workers' Compensation, Employer's Liability, and CGL insurance policies, and (f) provide Contractor with a copy of the Leasing Company's certificate of insurance, with endorsements, evidencing the required coverage.

C. Stop Gap (Employer's Liability) Endorsement. If Subcontractor has operations in monopolistic states (North Dakota, Ohio, Washington, and Wyoming) applicable to the Work, Subcontractor shall provide Stop Gap coverage equivalent to Employer's Liability Endorsement (WC 00 03 03 C) [or Endorsement (WC 34 03 01 C) for Ohio operations]. This requirement shall *not* be applicable if Subcontractor's *only* activities within an applicable monopolistic state are necessary and incidental to Subcontractor's operations in a non-monopolistic state for which Employer's Liability coverage is provided.

D. Maritime Coverage. If the Work or its location constitutes an exposure to Subcontractor's employees under the U.S. Longshore and Harbor Workers Compensation Act, the Jones Act, or under laws, regulations, or statutes applicable to maritime employees, Subcontractor shall procure and maintain applicable coverage.

E. Waiver of Subrogation. Subcontractor waives all rights, including the right of subrogation, against Contractor, Prime Contractor, Owner and their agents, officers, directors, and employees for recovery of damages to the extent these damages are covered by Workers' Compensation and/or Employer's Liability obtained by Subcontractor. Subcontractor shall obtain an endorsement equivalent to WC 00 03 13 to affect this waiver.

11.3. Commercial General Liability Insurance. Subcontractor shall maintain Commercial General Liability ("CGL") insurance with limits of not less than the following:

Each Occurrence:	\$1,000,000
Personal and Advertising Injury Limit:	\$1,000,000
General Aggregate:	\$2,000,000
Products / Completed Operations Aggregate:	\$2,000,000

A. Occurrence Form. Coverage shall be provided on an "occurrence" basis and shall be written on a form providing coverage at least as broad as ISO form CG 00 01 (04 13) and shall cover liability arising from premises, operations, products-completed operations, independent contractors, X, C, and U hazards, and contractual liability (including the tort liability of another assumed in Subcontract). If Subcontractor's CGL policy does not contain the standard ISO separation of insureds condition, or a substantially similar clause, the policy shall be endorsed to provide cross-liability coverage.

B. Endorsement or Modification. There shall be no endorsement or modification of the CGL limiting the scope of coverage for liability assumed under a contract, for liability arising from pollution, explosion, collapse, underground property damage, employment-related practices, damage to the insured's work, and/or work performed on behalf of the insured by a subcontractor of any tier.

C. Completed Operations Period. Subcontractor shall maintain CGL insurance applicable to liability arising out of the Subcontractor's completed operations for two (2) years following completion of the Project (the "Completed Operations Period").

D. Additional Insured Coverage. Subcontractor, and any lower-tier subcontractors, shall endorse its CGL policy (and Umbrella/Excess liability insurance policy, if any) to add Contractor, Prime Contractor, Owner, and their agents, officers, directors, and employees (referred to individually as "Additional Insured" and collectively as "Additional Insureds"). Additional Insured status shall be provided using ISO additional insured endorsement form CG 20 10 07 04 (ongoing operations) and form CG 20 37 07 04 (completed operations), or substitute form providing coverage at least as broad. Additional Insured coverage shall apply on a primary and non-contributing basis before any other insurance or self-insurance, including any deductible, maintained by, or provided to, the Additional Insureds applies, and shall remain in effect for the duration of the contract, including the Completed Operations Period.

E. Waiver of Subrogation. Subcontractor waives, and shall require (by endorsement or otherwise) all its insurers to waive, all rights, including the right of subrogation, against Contractor, Prime Contractor, Owner, and their agents, officers, directors, and employees for recovery of damages to the extent these damages are covered by CGL insurance maintained by Subcontractor and/or its sub-subcontractors.

11.4 Commercial Auto Liability Insurance. Contractor shall maintain Commercial Auto liability with limits of not less than the following:

Each Accident (combined single limit)	\$1,000,000
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A. Commercial Auto Form. Commercial Auto coverage shall be written on ISO form CA 00 01 or a substitute form at least as broad. If necessary, the policy shall be endorsed to provide contractual liability coverage equivalent to that provided in the 1990 and later editions of CA 00

01. Such insurance shall cover liability arising out of any auto (including all owned, non-owned, and hired automobiles, trucks, and trailers).

B. Hazardous Materials. If the Subcontract calls for the removal and/or hauling of any hazardous waste from the Project site, or if the Work involves such similar environmental exposure, Subcontractor shall provide pollution liability coverage equivalent to that provided under ISO form Pollution Liability-Broadened Coverage for Covered Autos endorsement CA 99 48. If Subcontractor is subject to the Motor Carrier Act of 1980, Subcontractor shall further provide the Motor Carrier Act endorsement on ISO form MCS 90 with the primary limits identified above.

C. Waiver of Subrogation. Subcontractor waives, and shall require (by endorsement or otherwise) all its insurers to waive, all rights, including the right of subrogation, against Contractor, Owner, and their agents, officers, directors, and employees for recovery of damages to the extent these damages are covered by the Commercial Auto liability insurance maintained by Subcontractor.

11.5 Umbrella or Excess Liability.

A. Subcontract Value Less than \$5M. If the Subcontract value, as amended, is less than \$5,000,000, Subcontractor shall maintain excess and/or umbrella liability insurance over and above the primary CGL with limits of not

less than the following:

Each Occurrence / Personal and Advertising Injury Limit:	\$4,000,000 General
Aggregate - Products / Completed Operations Aggregate:	\$4,000,000

B. Subcontract Value Greater than \$5M. If the Subcontract value, as amended, is greater than \$5,000,000, Subcontractor shall maintain excess and/or umbrella liability insurance over and above the primary CGL with limits of not less than the following:

Each Occurrence / Personal and Advertising Injury Limit:	\$5,000,000 General
Aggregate - Products / Completed Operations Aggregate:	\$5,000,000

C. Coverage shall be written as follow form or alternatively with a form providing coverage at least as broad as the primary insurance policies in accordance with the general liability requirements herein. The completed operations coverage should be maintained for the applicable Completed Operations Period.

D. Subcontractor may achieve the required limits and coverage for CGL through a combination of primary and/or excess and/or umbrella liability insurance, provided such primary and excess or umbrella insurance policies result in the same or greater coverage as the coverages required, and in no event shall any excess or umbrella liability insurance provide narrower coverage than the primary policy.

E. If Subcontractor maintains Umbrella/Excess Liability insurance to cover the minimum insurance limits of the underlying Employer's Liability, CGL, and Commercial Auto insurance set forth above, Umbrella/Excess Liability insurance shall provide coverage on a following form basis to the underlying insurance and shall include as broad as primary endorsement. Umbrella/Excess Liability insurance shall contain wording to the effect that, in the event of the exhaustion of any underlying insurance due to the payment of claims, the Umbrella/Excess Liability policy shall "drop down" to apply as primary insurance to all required Additional Insureds and/or with respect to any other insurance or self-insurance programs afforded to, or maintained by, any Additional Insured.

F. Waiver of Subrogation. Subcontractor waives and shall require (by endorsement or otherwise) all its insurers to waive, all rights, including the right of subrogation, against Contractor, Owner, and their agents, officers, directors, and employees for recovery of damages to the extent these damages are covered by the excess and/or umbrella liability insurance maintained by Subcontractor.

#### 11.6 General Provisions.

A. Acceptance by Contractor. The required insurance shall be subject to the approval of Contractor. Such insurance shall be maintained under forms of policies and from companies satisfactory to Contractor, Prime Contractor and Owner. The required insurance shall be placed with insurers with a financial rating of at least A-VIII as defined by A.M. Best Company and must be authorized to transact business in the state where the Work is being performed.

B. Evidence of Insurance. Subcontractor shall furnish certificates of insurance evidencing compliance with all insurance requirements, and attach all required policy endorsements providing Additional Insured coverage and permitting waiver of subrogation (1) before commencing any Work on the Project, (2) at the time of final application for payment, (3) upon renewal or replacement of such insurance until the expiration of the time period for which such insurance must be maintained, and (4) within ten (10) calendar days of a request by Contractor. If requested by Contractor, Subcontractor shall provide copies of policies, including all endorsements, within ten (10) days of Contractor's request.

C. Notice of Cancellation. All certificates of insurance shall provide for thirty (30) calendar days written notice to Contractor prior to the cancellation or material change of any insurance referred to therein. Notwithstanding the above, Subcontractor shall immediately notify Contractor in writing after receiving a notice of cancellation of any insurance policy applicable to this Subcontract. Failure of the Subcontractor to provide timely notice of pending cancellation shall be considered a material breach of this Subcontract. Subcontractor shall, prior to the effective expiration or cancellation date, furnish Contractor with evidence of renewal or replacement of the policy. Payment may be withheld or Work suspended until withdrawal of cancellation or reinstatement of the canceled policy. No extension of time shall be allowed to Subcontractor in the event of any such suspension. At a minimum, insurances shall remain in effect until such time as the expiration of any applicable statute of limitation or repose for any claim or occurrence arising from Subcontractor's Work.

D. Failure to Maintain Insurance. Contractor shall have the right, but not the obligation, of prohibiting Subcontractor or any sub-subcontractor from entering the Project site until such certificates of insurance or other evidence that insurance has been placed in complete compliance with these requirements is received and approved by Contractor. Failure to maintain the required insurance may result in termination of this Subcontract at Contractor's option. If Subcontractor fails to provide or maintain insurance as required in this Article 11 or elsewhere in the Contract Documents, Contractor shall have the right to provide and maintain such insurance and give evidence thereof to Subcontractor. The cost of such policies, administration of policies, overhead and profit shall be deducted from the cost of the Work. Subcontractor's minimum limits of insurance shall be increased to the extent, and in the amount of, any deficiency in its sub-subcontractor's minimum limits of insurance.

E. No Waiver of Enforceability. Any acceptance of certificates of insurance by Contractor shall in no way limit Subcontractor's duties and responsibilities under this Subcontract, including the duty to indemnify Contractor and Owner. Failure of Contractor to demand such certificates or failure of Contractor to identify a deficiency in such certificates or otherwise demand other evidence of full compliance with the insurance requirements shall not be construed as a waiver of Subcontractor's obligation to maintain such insurance, nor act as a waiver to enforcement of any of these provisions at a later date. Failure to provide acceptable or timely evidence that all required insurance is in place shall be considered a material breach of this Subcontract, and payment may be withheld

or Work suspended, at the option of Contractor, until acceptable evidence of compliance has been provided. Policies or certificates of insurance submitted to Contractor shall not be subject to limitations, conditions, exclusions or restrictions inconsistent with the intent of any insurance requirement of this Subcontract.

#### ARTICLE 12 – INDEMNIFICATION

12.1 To the fullest extent permitted by law, Subcontractor agrees to indemnify, defend and hold harmless Contractor, Prime Contractor, Owner, and their agents, officers, directors, and employees (the “Indemnified Parties”) from any and all loss, cost, damage, injury, liability, claim, cause of action, demand, penalty, or expense (including attorneys’ fees, whether incurred as a result of a third party claim or allegation or arising out of enforcing this Subcontract) directly or indirectly arising out of, resulting from, or related to (1) the Work performed hereunder, (2) the Subcontract, (3) the act or omission, including but not limited to the violation of any law, of Subcontractor, its sub-subcontractor or anyone directly or indirectly employed by them or anyone for whose acts they may be liable, (4) personal injury, sickness, disease or death, including, without limitation, to any employees of the Subcontractor, or (5) injury to or destruction of tangible property, including the loss of use resulting therefrom (excluding property damage to the Work itself to the extent that compensation is provided by builder’s risk insurance), whether or not caused in whole or in part by the Subcontractor. The foregoing indemnity agreement shall not apply to any claims, damages, losses, liabilities and expenses solely attributable to an indemnified party’s gross negligence or willful misconduct.

12.2 In any and all claims against the Indemnified Parties by any employee of the Subcontractor, its sub-subcontractors, or anyone directly or indirectly employed by the them or anyone for whose acts or omissions any of them may be liable, the indemnification obligation under this Subcontract shall not be diminished or limited in any way by any limitation on the amount or type of costs, damages (including any consequential damages, waiver or other limitation of liability), compensation, or benefits payable by or for Subcontractor or its sub-subcontractors under the Subcontract or under any workers’ compensation, disability benefit or other employee benefit act.

12.3 Subcontractor shall promptly advise Contractor in writing of any action, administrative or legal proceeding or investigation as to which this indemnification may apply, and Subcontractor, at Subcontractor’s expense, shall assume on behalf of Contractor the defense thereof with counsel satisfactory to Contractor. In the event of failure by Subcontractor to fully perform in accordance with this indemnification paragraph, Contractor, at its option, and without relieving Subcontractor of its obligations hereunder, may so perform, but all costs and expenses so incurred by Contractor in that event shall be reimbursed by Subcontractor to Contractor, together with interest on the same from the date any such expense was paid by Contractor until reimbursed by Subcontractor, at the rate of interest provided to be paid on judgments, by the law of the jurisdiction to which the interpretation of the Subcontract is subject.

12.4 Subcontractor’s indemnification obligation shall (a) survive termination of this Subcontract, (b) extend to claims occurring after termination of this Subcontract or completion of the Project, and (c) not be limited in any manner by Subcontractor’s insurance coverage under this Subcontract.

#### ARTICLE 13 - SUSPENSION OF WORK

13.1 Contractor shall have the authority to suspend the Work wholly or in part, for such period of time as it may deem necessary, due to conditions unfavorable for the satisfactory prosecution of the Work, or conditions which in its opinion warrant such action. No additional compensation will be paid to the Subcontractor for any costs caused by such suspensions for weather conditions, utility adjustments, or work by other contractors on or near the Work covered by the Subcontract Documents. If it becomes necessary to stop Work for an indefinite period of time, the Subcontractor shall store all materials in such manner that they will not obstruct or impede the traveling public unnecessarily or become damaged in any way, take every precaution to prevent damage or deterioration of the Work performed, provide suitable drainage of the Site, and erect temporary structures where necessary.

13.2 In the event of an indefinite suspension by the Owner, Subcontractor may, upon providing three (3) calendar days advance written notice to Contractor, demobilize from the Project site to mitigate its stand-by costs. Subcontractor shall remobilize on the Project site within ten (10) calendar days of written notice from Contractor of a planned resumption of Project operations.

13.3 The Subcontractor shall not suspend Work for any reason including, without limitation, disputes or disagreements with the Contractor, without written authority from Contractor.

13.4 When the Contractor suspends the Work, the completion date for the Work shall be extended by a time period equal to the time period of suspension, provided such suspension is not a result of the Subcontractor’s failure to comply with the provisions of the Subcontract Documents.

#### ARTICLE 14 - DISPUTE RESOLUTION

14.1 Subcontractor hereby agrees to seek arbitration, as its sole and exclusive remedy to resolve any dispute, controversy or claim arising out of or relating to this Agreement, or the breach thereof, and judgment upon the award rendered by the arbitrator may be entered in any court having jurisdiction thereof. Arbitration of any dispute shall be at the sole discretion of the Contractor and subject to the Contractor’s provision of written consent. The arbitration shall be conducted in Sarasota, Florida, in accordance with the



Construction Industry Arbitration Rules of the American Arbitration Association ("AAA"), provided, however, that: If for any reason, the law applicable to this contract prohibits Florida as the arbitration venue, then the arbitration venue shall be the Project location. In any resulting arbitration, Subcontractor shall be solely responsible for the filing fee and then all subsequent fees shall be borne equally by the parties.

14.1.1 The claim shall be decided by one arbitrator who shall be selected by mutual agreement of the parties. If the parties cannot agree, such arbitrator shall be selected by AAA in Sarasota, Florida or the closest AAA office to the Project location (wherever the arbitration is venued), or if such selection cannot be made, then in accordance with the Construction Industry Dispute Resolution Procedures of the AAA.

14.1.2 In any arbitration initiated pursuant to this Subcontract, the parties agree that written discovery shall be limited to no more than thirty (30) document production requests per party and no more than twenty (20) interrogatories, with subparts, per party. Unless otherwise agreed by the parties, each party shall be limited to two (2) depositions, including experts, during any arbitration proceeding.

14.1.3 No provision of, or the exercise of any rights under, this Section 14.1 shall limit a party's right to obtain provisional or ancillary remedies, including, without limitation, injunctive relief, attachment, the appointment of a receiver, or enforcement of this arbitration provision from a court having jurisdiction before, during or after the pendency of any arbitration.

14.2 If the Contractor does not consent to arbitration, as provided in Section 14.1, any claim or lawsuit instituted by Subcontractor against Contractor must be instituted in either the state courts of Sarasota County, Sarasota, Florida, or the United States District Court for the District of Florida in Sarasota. Subcontractor hereby consents irrevocably to the jurisdiction of the Florida courts (including the U.S. District Court sitting in Sarasota, Florida) over his person in the event that Contractor elects to institute litigation against Subcontractor in Florida. In such event, service of process may be made upon Subcontractor as provided by Florida or federal law, or shall be considered effective if sent by certified or registered mail, return receipt requested, postage prepaid.

#### ARTICLE 15 - DEFAULT AND TERMINATION

15.1 If the Subcontractor: (1) fails to begin the Work under the Subcontract Documents within the time specified; or (2) fails to perform the Work with sufficient supervision, labor, equipment or materials to ensure the completion of said Work within the specified time; or (3) neglects or refuses to remove materials or correct unsuitable Work; or (4) discontinues the prosecution of the Work; or (5) breaches any obligation or representation in the Subcontract Documents; or (6) becomes insolvent or is declared bankrupt, or commits an act of bankruptcy, or insolvency, or makes an assignment for the benefit of creditors; or (7) for any other cause whatsoever, does not carry on the Work in accordance with the Subcontract Documents, the Schedule or as directed in writing by the Contractor, the Contractor shall give notice in writing to the Subcontractor of such deficiency, and require Subcontractor to cure the deficiency and to specify how the deficiency shall be cured. Any of the above enumerated occurrences shall be considered a material breach of the Subcontract Documents.

15.1.1 If the Subcontractor within a period of forty-eight (48) hours after receipt of said notice from Contractor does not cure the above deficiencies, Contractor shall have the right to any one or any combination of the following remedies: (1) supply the quantity of material, equipment or labor as the Contractor deems advisable to complete the Work and charge the cost thereof, together with all reasonable expenses and attorneys' fees to the Subcontractor;

(2) terminate this Subcontract or any part thereof and the Subcontractor shall be entitled to no monies of any kind, but, shall nevertheless remain liable for any damages and attorneys' fees that the Contractor has suffered or may suffer; (3) re-let the Work covered under this Subcontract to any other persons by one or more contracts, and any associated costs plus reasonable expenses and overhead of the Contractor and Contractor's attorneys' fees shall be charged against the Subcontractor; (4) declare the Subcontractor in default and to call upon the surety to undertake and perform the obligations of the Subcontractor in accordance with the payment and performance bonds provided in Article 8; (5) immediately suspend performance of all the Contractor's obligations under this Subcontract; and (6) seek any and all relief available at law or in equity.

15.1.2 Upon termination, the Contractor shall have the right to enter upon the Project and take possession of all materials, appliances and equipment in the possession of Subcontractor and to arrange for the performance of Subcontractor's obligations. The Contractor's expenses arising from such termination shall include, in addition to the expense of arranging for the performance of Subcontractor's obligations, all of Contractor's additional expenses, consequential damages flowing from the default and attorneys' fees. Such expenses of the Contractor shall be the responsibility of the Subcontractor or its surety, and to the extent such expenses exceed the unpaid Subcontract balance, the Contractor shall have the right to make claim against Subcontractor or its surety for the excess.

15.1.3 If the Contractor terminates this Subcontract for default, and it is later determined that Subcontractor was not in default, or that the default was excusable, then, in such event, the termination shall be deemed a termination for convenience, and the rights of Subcontractor shall be as set forth in Section 15.2.

15.2 Contractor may, at its discretion, without prejudice to any other right or remedy, and upon giving written or verbal notice to the Subcontractor, immediately terminate Subcontractor's employment under the Subcontract Documents for Contractor's convenience or good cause, in whole or in part, and finish the terminated Work by whatever method Contractor may deem expedient. On receipt of such notice, Subcontractor, except as and to the extent directed, immediately shall discontinue the services and the placing of subcontractor or supplier orders for materials, facilities, and supplies in connection with the performance of the Work, and if requested,

shall make every reasonable effort to procure termination of existing lower tier subcontracts upon terms satisfactory to Contractor. In the event of a termination for Contractor's convenience, the Contractor shall pay the Subcontractor for the actual quantity of Work completed as of the date of termination stated in the notice of termination. However, the Contractor shall not be liable to the Subcontractor for any other costs, including prospective profits on Work not performed. Subcontractor further releases Contractor from any liability, including, without limitation, lost profits or incidental, consequential or special damages of any kind, in connection with such termination.

15.3 Upon completion of the Work, as accepted by Contractor, or upon receipt of the notice of termination, Subcontractor shall deliver within thirty (30) calendar days to Contractor the following:

(i) All Drawings, documents, reports, supplies and other material relating in any way to any portion of the Work. All Work and all drawings, documents, reports and other material related thereto remain the property of Contractor and may not be used by the Subcontractor, except by written agreement of Contractor on any other project or for any other person, firm or corporation.

(ii) Executed Release of Liens and Claims, in an acceptable form, stating that all bills have been paid and no claims exist against Contractor.

(iii) Final itemized invoice for payment. Subcontractor shall be paid for Work performed in accordance with the Subcontract Documents to the date of termination.

15.4 Termination of the Subcontractor's employment, as stated above, will not relieve the Subcontractor or its surety of the responsibility of replacing defective Work or other responsibilities as required by the Subcontract Documents.

#### ARTICLE 16 - MISCELLANEOUS PROVISIONS

16.1 Notice. All written notices provided for in this Subcontract shall be deemed given to Contractor if delivered personally, or if sent by certified U.S. mail with return receipt requested, to an Authorized Contractor's Representative at the Florida address specified in the introductory paragraph of this Subcontract. All written notices provided for in this Subcontract shall be deemed given to Subcontractor if delivered personally, or if sent by certified U.S. mail with return receipt requested, to the authorized representative who executes this Subcontract below at the address specified in the introductory paragraph of this Subcontract.

16.2 The caption, titles and section headings used in this Subcontract are inserted only as a matter of convenience and for reference and in no way define, limit or describe the scope or intent of this Subcontract or any section, article or provision herein.

16.3 This Subcontract, inclusive of all documents incorporated by reference, contains the entire agreement between the parties. No prior oral statement or promise not set forth herein is enforceable. Any executory agreement hereafter made shall be ineffective to change, modify or discharge it in whole or in part, unless such executory agreement is in writing and signed by both Contractor and Subcontractor. All negotiations and agreements prior to the date of this Subcontract not included herein are hereby voided.

16.4 Any provision or part of the Subcontract Documents held to be void or unenforceable under any law or regulation shall be deemed stricken, and all remaining provisions shall continue to be valid and binding upon Contractor and Subcontractor, who agree that the Subcontract Documents shall be reformed to replace such stricken provision or part thereof with a valid and enforceable provision that comes as close as possible to expressing the intention of the stricken provision.

16.5 The rights of the parties under this services contract shall be construed in accordance with the laws of the state in which the Project is located.

16.6 Subcontractor hereby releases Contractor from liability, and releases all claims against Contractor for lost profits or incidental, under-absorbed overhead, delay damages, attorneys' fees, consequential or special damages of any kind in connection with or related to the Subcontract or any alleged breach thereof. This Subcontract creates no rights, enforceable or otherwise, in any Third Party except as may be provided above, but only for the Owner and Prime Contractor. IN WITNESS WHEREOF, the parties have executed this Subcontract this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

SUBCONTRACTOR:

CONTRACTOR:

Ceres Environmental, Inc.

SIGNATURE

Title: \_\_\_\_\_

Title: \_\_\_\_\_

Print Name: \_\_\_\_\_

Print Name: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

State License # \_\_\_\_\_

Expires 12-31-2027

## 6 PROJECT APPROACH

### 6.1 Debris Management Operations Plan including Ancillary Services

#### Understanding of the Scope of Services

The following is a discussion of Ceres Environmental Services, Inc.'s technical approach and understanding of the scope of services. It includes a timetable for response and recovery based on past Ceres experience and our standing disaster response plans. The overall plan for contract execution is described in detail in a section below titled "Contract Performance Phases". Finally, we present seven scenarios based on different disaster events that may impact your jurisdiction to illustrate our response to increasingly severe storms.

Ceres has a history of working with the City of North Port performing emergency response and debris management services. This experience gives us unique insights into the needs of the City. Ceres removed over **2.4 million** cubic yards in the City following Hurricane Ian in 2022, and recently assisted the City following Hurricane Milton, removing 11,700 CY of debris and grinding and disposing of this debris plus an additional 57,420 CY of debris collected by the City. Refer to **Section 2.3, Experience with North Port** for additional details.

#### Our Response to You

Our record demonstrates that we stand ready to perform tasks of any size. To keep that record intact our preplanning is already underway for North Port. As part of its response, Ceres has identified our office in Sarasota, Florida as a mobilization headquarters. Ceres' mobilization planning and localized subcontracting efforts are implemented to minimize lead times during an event and to keep subcontracting dollars local. Our approach to subcontracting is to work from the inside out. This means we are implementing pre-storm agreements with local resources first, to use them first. When the project expands or the need arises, Ceres adds other resources that are also under contract to us.

#### Outline of Anticipated Tasks

The following describes the typical workflow between Ceres and North Port once a contract award has been received until FEMA reimbursement.

Projected Storm Preparation and Response Table	
Today	We are at work at Ceres so that we can respond rapidly and successfully to an event in North Port. We are zone mapping, doing localized resourcing, and negotiating subcontractor agreements. Ceres has letters of intent from local subcontractors and is pursuing additional pre-arranged agreements with more local subcontractors and vendors. Being proactive in our pre-event planning allows us to give maximum attention to North Port when the day comes for a disaster response.
Contract Award	Upon contract award and at the City's request, we schedule a personal visit by a Ceres Project Manager. The purpose of this visit is the personal introduction of the key members of each party's team, discussion of the planning, training, and disaster response preparedness needs of the City. During an event, a Project Manager will be assigned only to North Port and will be available to the City 24 hours per day, 7 days per week.
Planning and Training	If included in the contract, Ceres will provide training to designated City personnel as agreed. The company also continues its Pre-Event planning as it reviews local subcontracts, makes plan changes as necessary and keeps an eye on the weather. Ceres monitors the National Weather Service forecasts and several subscription services to keep us aware of tropical storms and hurricanes.
Pre-Storm Mobilization	When a storm in your area is imminent, Ceres acts quickly so that road clearance and debris removal operations can begin as soon as the storm subsides. At your request, if conditions permit, your Ceres Project Manager, or other Ceres professional, will join North Port personnel in the EOC and help prepare for storm impact and recovery.

Landfall	Once the immediate threats have passed, the on-site Project Manager will work directly with City officials as we begin our disaster response efforts. Our pre-arranged subcontractors will begin readying equipment for registration.
Cut and Push	The Ceres Project Manager will ensure that City needs are being met in order of priority. Local subcontractors and equipment will begin any necessary road clearance operations and will begin staging efforts for right-of-way debris removal.
FEMA Records and Data Mgmt	Ceres will assist North Port on an as-requested, as-needed basis to ensure that records are kept and maintained to provide maximum allowable reimbursement to the City.
Fully Operational	The necessary trucks will be in place to continue debris removal in an orderly fashion. Local subcontractors will be deployed to the maximum extent possible, and the Ceres debris removal operation will be fully operational on this day.
First Pass Complete	At the end of the first pass of debris removal time would be allowed for residents to bring additional debris to the curbside. Crews would begin ramping up to start the second pass. Additional tasks, such as hazardous tree removal, hazardous stump removal, and other similar scopes of work may be implemented.
Second Pass Complete	Debris removal operations would be well in hand. Hot spot crews would continue to clean up any debris that has time or safety constraints. The vast majority of storm debris would be cleaned from the rights-of-way. The Ceres Project Manager would begin focusing on project completion procedures.
Final Pass Complete	Debris removal operations would be 100% complete. The Ceres Project Manager would remain in constant contact with North Port personnel.
Site Reclamation	After debris hauling activities have ceased, all debris on any Debris Management Sites (DMS) will be processed and/or removed. The sites will then be graded and restored, usually by seeding with grass.
Ticket Reconciliation	Ceres performs ongoing ticket reconciliation with subcontractors and North Port so that databases of debris hauled match as closely as possible. After all debris has been hauled, all truck ticket databases are reconciled to close out the financial records of the project.
Invoicing	Following reconciliation of the truck records, a final invoice will be delivered.
FEMA Reimbursement	Ceres will work with the City following the completion of the field work, on an as-requested, as-needed basis to ensure maximum allowable reimbursement.

### Contract Performance Phases

To successfully respond to a disaster, natural or otherwise, planning and preparation are of the utmost importance. Ceres adheres to a series of carefully drawn plans for each step of its response beginning from the time we prepare our response to your RFP until planning begins for the event after next. The following information outlines a generic plan for responding to debris-generating emergencies. Please note that this general summary is not specific to a particular type of disaster event.

### Post Award Phase

Upon contract award and at North Port request, a personal visit by a Ceres Project Manager can be scheduled. The purpose of this visit is to introduce the key members of each party's team, discuss the planning, training, and disaster response preparedness needs of the City from their own perspective, and review the Ceres Debris Management Plan, from mobilization to the Final Report. Tours of each of the sites identified for the following uses will be jointly conducted:

- Equipment Staging
- Debris Management Site(s)
- Local Landfills Authorized for Final Disposal
- City Public Works Offices
- City Administration

It is expected that this meeting will require the better part of a normal workday. Discussion will loosely follow a prepared agenda designed to address the critical elements of resource requirements and knowledge base known to significantly enhance the City's level of disaster response preparedness.

This is step one in the strategic pre-positioning of the interpersonal knowledge of each of our (both parties) teammates. Getting to know each other prior to an event is very important in maintaining a seamless transition during an actual disaster recovery.

### Planning and Training Phase

Planning and training are available each year of the contract and may include some of the following planning and training topics:

- The FEMA Paperwork Process: From IDA to PW and All Points In Between
- Continued Growth: Changes in FEMA Policy and Recent Legislative Changes
- Know Where to Look: Additional Funding Mechanisms for Debris
- Tipping Point: Determining Your Force Account Capabilities or When Will I Need Help
- Document, Document, Document: Debris Monitoring

For additional FEMA Training information, please refer to proposal **Section.6.10, Other Unique Services.**

### Alert Phase

Selected Ceres team members are subscribed to special weather advisories from several different sources. We are aware of the weather.

#### Alert 1: Category I & II Hurricanes

When a Category I or II Hurricane's "Cone of Influence" of Projected Impact Area associated with the **3-day** forecast, begins to touch the coastline, the Project Manager assigned to the contract will commence Alert 1 activities.

Alert 1 activity includes, but is not limited to:

- Calling the previously identified representatives of North Port and exchanging the most up-to-date contact information each has with the other. **Ceres will contact the City Manager or designee ninety-six, forty-eight, AND 24 hours prior to an emergency event anticipated by the City.**
- Activating Ceres notification procedures for all subcontractors – operations and administrative services.
- Contacting and overseeing preparations to make the Project Advance Team ready to deploy.
- Assigning a Project Logistics Coordinator to make use of all services possible: including, but not limited to hotels/motels, gasoline and diesel fuel, catering/restaurants, laundry services, emergency medical services, vehicle and equipment repair shops, and other disaster response and life support services.
- Confirming the availability of emergency road clearing crews and equipment, and as local conditions dictate, dispatch them to a secure, pre-positioning site near or within the City's boundaries.

#### Alert 2: Category III, IV, or V Hurricane

The same functions are performed as during Alert 1 activity, but they start when the **5-day** "Cone of Influence" of Projected Impact Area begins to focus on the City's geographic area.

#### Alert 3: All Other Sudden Impact Events

Sudden Impact Events include earthquakes, ice storms, tornados, man-made, technological events, and terrorist activities. These events do not allow for a forecast or pre-positioning the Project Advance Team. Ceres pledges to the City to have a representative physically present **within 6 hours** of notification to respond to Sudden Impact Events.

### Mobilization Phase

Ceres is expert at rapidly mobilizing its team and its equipment as well as key subcontractors to provide the City with the necessary resources as quickly as possible. Ceres recognizes that to minimize the financial damage to a community, cleanup activities must begin rapidly and proceed without delay. Ceres will meet or exceed the City's mobilization requirements.



### Pre-Landfall Activities

**Ceres Representative (Early Rep):** Ceres will provide, at the City's request, a representative prior to hurricane landfall. When a disaster threatens, Ceres is pleased to provide to North Port one or more representatives to be present at the Emergency Operations Center prior to landfall. The Early Rep will interface with City personnel and provide Ceres management with on-the-ground reports regarding local conditions.

**Equipment pre-staging:** Prior to landfall, Ceres equipment will be pre-staged at the closest mobilization point and contract administration headquarters. Our principal subcontractors will have equipment available in or near the City's location. In this manner, Ceres will have sufficient equipment to immediately start the initial push when weather permits and have sufficient equipment to begin the load and haul as soon as possible.

**Subcontractor Liaison:** As detailed elsewhere in this submission, Ceres has a large number of subcontractors available. During the pre-landfall phase, our subcontractors will be contacted and put on alert in order that they can arrive as soon as safety permits. Ceres already has advance master contracts signed with many subcontractors, so we have already ascertained that they are properly insured.

### Project Advance Team

The project team, consisting of the Project Manager and selected Project Administrative Staff and Field Management personnel, will be on-site within **6 hours** following notification by the City prior to, or immediately following, storm impact. The project staff may include management representatives from health and safety, quality control, accounting, subcontract administration, logistics, and field management, depending on the size of the event. As soon as practicable, the advance team will compile an initial damage assessment. Personnel sufficient to round out the project administrative staff, its support function, and operations management, will arrive within 24 hours of notification. Once on-site, the Project Manager will be physically capable of responding to the City Representative within one (1) hour of notification.

If requested by the City, the logistics support team will provide and distribute ice, water, food, temporary utilities, sanitary facilities, temporary housing, and any additional services as specified in the agreement between Ceres and the City. During the Preparation/Planning Phase, vendors within and adjacent to the region will be identified and contingency contracts established for the provision of gasoline and diesel fuel, ice, water, food, sanitation, temporary housing, and other services. If during the Preparation/Planning Phase, local vendors are not available, Ceres will arrange to provide the services from other qualified and registered sources.

### Life Support and Fuel Supplies

Ceres comes to the project self-sufficient and ready to help in many ways, including the provision of basic necessities. Due to the uncertain nature of room and board, Ceres mobilizes with life support for our crews and for some subcontractors. Additionally, if North Port seeks assistance in provision of basic needs of water, food, shelter, and ice, Ceres can supply these services, as we have done in the past in other locations.

### Debris Management Sites (DMS)

When a DMS is established, a Site Plan will be developed for each site, and include, but not be limited to:

- A description of project operations
- Site layout
- Environmental factors
- Site photographs

Additional sub-plans that may be incorporated as necessary in the Site Plan include Environmental Protection Plan, Dust Control Plan, Traffic Control Plan, Site Safety Plan, Fire Prevention Plan, Production Plan

Other plans may include Truck Routes and Access; Site Staffing and Assigned Duties; Debris Separation and Hazardous Waste Handling plans.



A water truck sprinkling to control dust on an access road.

### DMS Construction Timeline

Each designated Debris Site Manager will commence construction of their respective DMS within 24 hours of notification. DMSs will be fully operational within 48-72 hours of Notice to Proceed. The Project Logistics Manager is responsible for ensuring gravel for access and internal haul roads and dump pads, prefabricated inspection tower kits, erosion control materials such as silt fence, straw bales, coir fiber, and geo-membrane liners for hazardous waste containment areas are available on site within 24 hours of notification. Additionally, portable truck scales may also be requested at the direction of the City.

### Ancillary Services

Ceres can supply the City with the required immediate need services as listed below and detailed on the pricing sheet. Ceres maintains operational processes that enable us to execute logistical deployments as needed to accomplish life support requirements. Our approach is embedded in proactive monitoring and reporting, with qualified and experienced site personnel dedicated to customer service and delivering all project requirements. Refer to **Section 7.1, Guaranteed Response Times** for details on mobilization timelines. For details on these services, please see the portion of this section of the proposal titled **Provision of Ancillary Services**. These services include:

<b>Emergency power generators</b>	<b>Demolition of structures</b>
<b>Temporary satellite communications</b>	<b>Emergency temporary dry-in of facilities</b>
<b>Temporary sanitary facilities</b>	<b>Temporary security</b>
<b>Reefer and refrigerator container with ice delivery</b>	<b>Temporary lighting</b>
<b>Potable water truck and bottled water</b>	<b>Emergency cleaning of stormwater catch basins</b>
<b>Mobile fleet repair facilities, technicians and mechanics</b>	<b>Temporary fueling sites and dispensing</b>
<b>Traffic Control and Signage</b>	<b>Rental of various equipment with operators</b>
<b>Canteen</b>	<b>Temporary fencing</b>
<b>Fire Suppression Support</b>	<b>Materials</b>

### Emergency Roadway Clearance and Debris Removal Phase

The following information outlines a generic plan for responding to debris-generating emergencies. Please note that this general summary is not specific to a particular type of disaster event. This phase encompasses the majority of the physical work of the project. It also generates the most records including load tickets and logs of various kinds. This is also the phase where careful planning pays huge dividends.

### Emergency Road Clearing-Cutting and Pushing Public Right of Ways

When emergency road clearing is required, separate crews will be allocated and will be available within hours following an event, starting no later than **12 hours** following Notice to Proceed. Ceres typically mobilizes this equipment pre-event based on weather forecasts. Cut and Push Crews will be prepared to work 24-hour shifts (with rotating personnel).

Cut and Push Crew typical configuration is:

- One front-end loader 4/1 bucket (or equivalent) with experienced and qualified operator
- Up to two transport trucks approximately 30 cubic yards with operator(s)
- Two laborers with chain saws and rakes
- Two flag persons
- One Bucket Truck with an experienced operator or climber (optional based on need)
- One Foreman with cell phone and pickup

The number of Cut and Push Crews will be determined by the City. Ceres owns eight (8) wheel loaders (with appropriate grapple attachments) and has additional subcontractor supplied pushing equipment.

Ground personnel will be supplied with sufficient types and quantities of tools and materials to effectively push the debris to the roadside to clear routes for emergency traffic. In the event debris cannot be pushed aside, it will be loaded in trucks and transported to nearby off-street locations for temporary dumping, to be picked up

later by the normal debris clearing crews. When each assignment is complete, Ceres' crews will contact the City's dispatcher to obtain authorization to proceed to the next assignment.

### Debris Collection

Crews will be dispatched to begin work and debris removal operations will be fully operational within 72 hours following the day of the disaster, and according to the City's priorities and the removal schedule adopted in coordination with the City representative. At the direction of the Ceres field supervisor each assigned debris removal crew will service each assigned road or right of way. Daily meetings will be conducted at 7:00 AM between the City and Ceres. Zones and Sections will be identified and prioritized. Progress will be updated and reported to the City at the close of business each day. Additional passes will be conducted prior to project completion in agreement with the City or per contractual requirements, to ensure adequate time has been scheduled for residents to move their debris into the right of way.



A Ceres self-loader with a trailer making pickups from the ROW.

A typical crew will be comprised of:

- One Knuckleboom Loader (or one 4-cubic yard wheel loader with grapple)
- One Bobcat with grapple
- Two laborers with chain saws and rakes
- Two flag persons
- One Foreman with cell phone and pickup truck (one foreman/ three crews)
- GPS Tracking and Navigation Aids
- Three hauling trucks or trailers (30 - 50 cubic yards). Additional/large capacity trucks may be added for longer hauls.

First preference will be given to hauling vehicles best suited to local conditions. Knuckleboom self-loaders are efficient, but in areas with narrow streets or limited overhead clearance, they are too large to be effective. In tight areas, pickup trucks with dumping trailers minimize traffic disruption and potential damage. Crew and overall debris collection production will be monitored daily. The Project Manager will alter crew composition and overall number of crews as necessary. Self-Loaders may work singly or in conjunction with dump trucks. In accordance with FEMA guidelines, hand-loading will not be allowed or tolerated in any circumstance. Ceres owns 13 Self Loaders (Knucklebooms) and has access to many more through our subcontractors. Following Hurricane Irma, Ceres bought additional knucklebooms to ensure immediate response to our clients.

A minimum of one **Hot Spot Crew** will be assembled for each zone during this project. The crew(s) will commence operations within 24 hours of the notice to proceed.

The typical crew will consist of:

- One Knuckleboom or self-loader
- Three Laborers (one sawyer and two Flagmen)

Work zones will move as the debris is cleaned up from the streets and boulevards. When the work zone is located on or near a heavily traveled roadway, it will require additional flag persons, additional signage, and/or assistance from local law enforcement agencies. The crew foreman will monitor the work zone and all other aspects of crew operation.

### Construction and Demolition (C&D) Debris

C&D debris may contain hazardous substances such as HHW, Medical Wastes, Guns & Ammo, Oxygen cylinders, and industrial quantities of chemicals. In a wind-based event, mobile homes comprise a fairly large quantity of

the overall C&D waste stream. Storms with heavy rainfall increase the amount of construction and demolition debris when compared to vegetation.

For large-scale Right-of-Way debris removal, Ceres has developed sophisticated routing protocols and procedures using state-of-the-art scheduling, separation, tracking and ticketing technologies. Appropriately trained Quality Control personnel help to ensure that materials are managed safely and in accordance with protocols and with state and local requirements and regulations.

Waste separation crews have the training appropriate to detect hazards and to perform waste identifications. Separation of the different types of debris is best accomplished at curbside where accessibility to the debris piles is achieved. Precision extraction can be accomplished with skilled operators of specialized mechanical equipment resulting in safe and efficient collection.

### **Mixed Debris**

All efforts will be made to separate mixed debris into separate waste streams. Remaining mixed debris will be hauled with they will be hauled to the site designated for construction and demolition debris.

### **Vegetative Debris**

Eligible vegetative debris consists of whole trees, tree stumps, tree branches, tree trunks and other leafy material. Vegetative debris will largely consist of mounds of tree limbs and branches piled along the public ROW. Vegetative debris is typically hauled to a temporary debris staging and reduction or debris management site to be reduced by grinding or air curtain incineration.

The preferred method in North Port during the past storms was reduction by grinding. Ceres has decades of experience in waste wood reduction, mulch production and composting. Storm-generated vegetative debris that cannot be fed into waste-to-energy streams can be recycled and re-used in many ways. Following reduction and processing, these wastes can be used as landscape and nursery mulches, bio-filters, animal bedding, or composted for garden soils and blended with manure(s) for potting soil mixes. The mulch is also hauled to landfills to be used as cover.

### **White Goods**

White goods include refrigerant containing appliances such as freezers, refrigerators, and air conditioners; and other large appliances such as washers and dryers and small appliances like microwaves, depending on the recycler. White Goods are segregated at the curb and during demolition decommissioning activities. When tasked, Ceres implements staging, cleaning and recycling operations of white goods. Recyclables include Refrigerant Freon, compressor oils and scrap steel.

White goods containing putrescible wastes are routed through a cleaning area to remove the biological/vegetative debris. This debris is captured into bags or other suitable containers and shipped to an appropriate landfill or composter. Volumes are tracked and counted.

**Freon** is a regulated substance requiring extraction and recycling by an EPA registered provider. The extraction procedure is documented on EPA authorized forms. It is important to thoroughly understand the regulatory aspects of this operation.

Under Section 608 of the CAA, EPA has established regulations (40 CFR Part 82, Subpart F) that:

- Require service practices that maximize recycling of ozone-depleting compounds (both chlorofluorocarbons [CFCs] and hydrochlorofluorocarbons [HCFCs] and their blends) during the servicing and disposal of air-conditioning and refrigeration equipment.
- Set certification requirements for recycling and recovery equipment, technicians, and reclaimers.
- Restrict the sale of refrigerant to certified technicians.
- Require persons servicing or disposing of air-conditioning and refrigeration equipment to certify to EPA that they have acquired recycling or recovery equipment and are complying with the requirements of the rule.

Establish safe disposal requirements to ensure removal of refrigerants from goods that enter the waste stream with the charge intact (e.g., motor vehicle air conditioners, home refrigerators, and room air conditioners).

### **Tires**

Waste tires are managed independently of all other debris types. Tires are generally regulated by local or state ordinances requiring tracking and penalties for mismanagement. Ceres makes every attempt to track the location and source of the tires and works within the established structure of the community recycling programs. However, during a Debris Recovery Mission, tires are very prolific as indicated by the numbers, variety and wide distribution and can very easily overwhelm the community programs. When this is the case, Ceres has alternatives in which to assist community managers. Responsible reduction options include collection, grinding, shredding, palletizing, and transporting to company authorized commercial recyclers.

### **Dead Animal Carcasses**

When required, carcasses of dead livestock, poultry, and large animals can be removed by Ceres. FEMA reimbursement is contingent on the determination by the City that they represent an imminent and significant threat to public health and safety. The carcasses will be removed to the TDMS and/or a final disposition site approved by the City.

### **Hazardous Tree, Limb, and Stump Removal**

Ceres employs crews with professional tree climbers and aerial equipment such as bucket trucks to remove hazardous hanging branches, leaning trees (“hangers” and “leaners”) and eligible hazardous stumps. Ceres has performed this work on previous storms with an excellent safety record and with an excellent damage record. In response to North Port following Hurricane Ian, Ceres trimmed and cut 29,245 hazardous trees. Refer to **Section 3.9, Experience and Expertise in Hazardous and Specialty Debris** for additional information.

### **Waterway Debris Removal**

Ceres has extensive experience removing debris from waterways. Following Hurricane Ian in North Port, Ceres removed 3,334 CY of waterway debris. In 2022-2023, Ceres removed vegetative and non-vegetative debris from the City of Cape Coral canals. The scope of this project included collecting, chipping, and disposing of 750,000 cubic yards of vegetative debris and collecting and disposing of 800 cubic yards of C&D, covering over 400 miles of both saltwater and freshwater canals.

We use specialty equipment and are able to perform land-based and water-based debris removal from waterways. For additional details, refer to **Section 6.10, other Unique Services**.

### **Clean as You Go Policy**

Ceres follows a clean as you go policy during debris removal. As crews are assigned zones, they will move methodically from street to street, removing all debris for the waste stream being loaded at that time. This reduces the need for crews to revisit the same area multiple times during the same pass, and ensures more efficient removal of debris.

### **Hazardous Tree, Limb, and Stump Removal**

Ceres employs crews with professional tree climbers and aerial equipment such as bucket trucks to remove hazardous hanging branches, leaning trees (“hangers” and “leaners”) and eligible hazardous stumps. Ceres has performed this work on previous storms with an excellent safety record and with an excellent damage record. In response to North Port following Hurricane Ian, Ceres trimmed and cut 29,245 hazardous trees.

### **Flooding**

Ceres expects flood recovery work when a client has significant land area in a 100-year flood zone, and when rivers and other waterways pass through the area to be cleaned, such as North Port. Flood recovery work generally requires specialty equipment, such as long-reach excavators, floating excavators, and a greater amount of tracked skid steers. Wheel loaders with buckets and grapples are often used to remove debris that may fall apart if picked up by a knuckleboom loader.



Although some of the same types of debris are removed in flood and non-flood disaster recovery, typically storms with heavy rainfall increase the amount of construction and demolition debris when compared to vegetation. Also, the timeline is longer in flood situations because standing water takes time to recede. The debris removal may also be more complex as it can involve partial or full demolition of structures.. After removal, the debris may be left on the right-of-way in loose piles. These piles will probably present more difficulty in loading than vegetative debris, or a pile of wind-blown privacy fence, because the waterlogged debris may have no structural integrity and will fall into pieces when picked up. For this reason, the types of equipment may be different in flood situations, with wheel loaders and dump trucks more prevalent and self-loading knucklebooms less prevalent than in a non-flood storm. Ceres owns nearly all types of equipment used in flood recovery, and we have subcontractors who specialize in flood disaster recovery.



Flood debris from 2016 Louisiana Floods

Flood situations may also generate other types of task orders, such as pumping water or clearing catch basins. Ceres is ready for these sorts of eventualities in the City. If a storm leads to flooding, we are prepared to transfer our debris management sites and equipment staging sites to higher ground using identified alternative transportation routes if necessary. Ceres also has several barges, dredging, and water salvage companies on hand as subcontractors if the need arises.

#### Certification of Maximum Volume Capacity of Hauling Trucks/Trailers

Prior to initial use, authorized Ceres personnel and North Port representatives will inspect hauling trucks. Only pre-approved trucks will be received at the DMS. Approval will include documentation of truck identification and insurance, safety requirements, and measured cubic yardage capacity. A unique approval number will be assigned to the truck and posted on the truck along with measured capacity. All units hauling debris are required to be “measured in” prior to commencement of work. The hauling unit/truck/trailer certification procedure is mandatory and will be administered by quality control representatives of Ceres and the City. A Truck Certification Log Sheet will be created for each hauling unit/truck/trailer. Unit specific information along with Year, Make, Model, Address, Photograph, License Plate information, Driver Name, and signatures will be recorded on the log. At this time, a unique identifier will be assigned to the unit. Truck Certification Logs will be maintained by Quality Control Staff. The log will be maintained and available to DMS inspection personnel regarding truck approvals, approval number, capacity, and other pertinent information.



Placarding a truck.

The unique truck/trailer identification number and its maximum carrying capacity are written with permanent marker on Ceres placards that are mounted on both sides of the truck/trailer. Ceres uses pre-printed labels with our name and blocks for the assigned identification number and measured volume. These labels cannot be removed without destroying the label. All equipment is subject to further inspection by the City at any time during the project.

#### Work Locations

Dispatch records will be maintained for the duration of the project. Records will include date and time of dispatch, crew and unit identifier, and status of assigned section (In Progress, Completed). Typically, one contractor will be assigned to a given section. Sections may be comprised of individual developments or combinations thereof. Accurate and thorough Dispatch Logs enable the identification of any potential issues and the responsible party.

Prior to the assignment of sections to crews, each section/subdivision will be inspected by Ceres Field Personnel to ascertain the optimal crew configuration/type (Self Loader, Wheeled Loader with Dump Trucks, High-Capacity Trailers, or other combinations of equipment). Classification of sections maximizes production and minimizes potential damage to property. Additionally, all supervisors will conduct weekly toolbox meetings and develop activity hazard analyses in compliance with the corporate Health and Safety Plan.

### Field Management

Regular and effective communications are critical to the rapid dissemination of appropriate and accurate data to both the City Management Team and the Ceres Management Team. As the project progresses, the needs of the City may change and resource requirements may need to be reassessed. The original plan, therefore, may need to be modified. To ensure effective and efficient execution of all fieldwork, the Ceres team, from Site Managers up to the Project Manager, will meet on a daily basis. The Project Manager is responsible for coordinating the daily scheduling and dispatch of cleanup crews with the City and will meet with the designated representative daily. The Site Manager is responsible for management and operation of a reduction site, loading sites or any other work site. The Site Managers report directly to the Sector Manager, who reports to an Area Manager, who reports to a Project Superintendent, who reports to the Project Manager. Depending on the scale of a disaster, the number of managers assigned to the Ceres Team will vary depending on local conditions. Foremen at the reduction site(s) and for the collection and hauling activities are responsible for crew supervision and report to the Site Manager. For additional details, refer to **Section 6.8, Communication Plan**.

### Scheduling Control Debris Collection

During post-award preparation the Project Manager obtains maps detailed enough to provide individual debris collection crews address block information. Maps will be divided and identified according to Districts, Sections, and Developments or Address Blocks. The Master Debris Management Map will be located in the Emergency Response Mobile Command Center. Individual developments or address block maps will be reproduced on 8.5" x 11" paper for use in crew dispatching. Each Site Manager will be provided with a binder containing all the development/address block maps for the event's entire area.

The Project Manager will be responsible for the assignment of Districts, Sections, and Developments or Address blocks to subcontractors and their respective crews. A written master assignment file will be maintained in the Emergency Mobile Command Center and will be updated as changes or additions are made. The dispatcher will be responsible for dispatching crews to their assigned areas utilizing the master assignment file. Subcontractors and their respective crews will not be permitted to have more than two open assigned areas. Communication between the subcontractors, their respective crews and the dispatcher will be via radio or telephone. Upon completion or near completion of an assignment, it is the responsibility of the crew leader or subcontractor to request an inspection. The dispatcher will forward this request to the debris collection superintendent or area manager for action. The debris collection superintendent or area manager will coordinate an inspection with a City designated representative.

Once an assignment has been completed and inspected, a new area will be given to the subcontractor. Depending on the size of the subcontractor and/or crew, areas may be as small as address blocks or developments up to portions or even entire Sections. Crews will not be permitted to leave their assigned area and move to another work area until all work is completed as required and the area inspected, and authorization received from the Site Manager. The dispatcher is responsible for continually updating crew locations. At the end of each shift, the dispatcher will provide the field managers with a list of crews and their current locations. Subcontractors and crews are prohibited from collecting debris from outside of their assigned areas. The City field representatives will be provided with updated crew assignments daily.

### Project Manager

The Project Manager (PM) will serve as the principal point of contact between Ceres and the City Operations Manager. The assigned PM will be knowledgeable about all facets of Ceres' assigned tasks and will have executive project responsibilities. The PM will have written authority to sign for the corporation in matters relating to this project and the City. For additional information refer to **Section 6.8, Communication Plan**.

### Field Supervisors/Crew Leaders

Ceres Site Managers are responsible for ensuring safe and healthy work environments exist during all operational phases. The Site Manager's specific daily Health and Safety and Operations responsibilities include:

- Monitoring and Inspecting Heavy Equipment Operators, Truck Drivers, and Traffic Controllers in the safe operation of their specific area of responsibility using the proper tools and in accordance with the safety procedures and guidelines outlined in EM 385-1-1 and CFR 29 Par 1929 and 1910. It is important to note that a debris clean-up operation exposes the general public to the numerous hazards involved in debris collection and removal.
- Enforcing the use of proper guards, controls, and work practices. Monitoring each feature of work for human, situational, and environmental factors that could cause accidents.
- Locating compiling contact information for area medical facilities. Crew Leaders will be equipped with a pager and a cellular phone in case of emergency.
- Supervising and evaluating overall worker performance, including safety.

### Description of a Typical Workday

It will be the responsibility of the Sector Manager to schedule and coordinate the location of a particular crew and equipment necessary for its job function to its location through direction to the Field Supervisors. This will take place through schedule planning from the previous day. The Field Supervisor will notify members of the crew of the start time, specific job function, and location where he/she is to report. At the beginning of the day each field employee will sign in a daily time sheet, the location according to zone (if the zone changes during the course of the day the employee will document the new location), the phase of work he/she is performing, and the unit number and beginning hours of the piece of equipment that he/she is operating (if applicable). The employee responsible for loading trucks and truck drivers will keep a running tally of the loads they complete from each particular zone over the course of the day. It is then the responsibility of the field employee to perform an inspection of the piece of equipment and inform the crew Foreman so corrective actions may be taken. The inspection will be documented on a punch-list that is supplied on the employees' daily report. After inspections and documentation are complete, the crew will begin removing the debris from their zone assigned.

Two flagmen will be placed on each end of the work perimeter to meter the flow of traffic into the work perimeter. If debris is to be moved across the roadway, the flagmen will stop all traffic. When the loading of a truck is completed, the flagmen will also stop traffic while the truck moves out of the controlled area. During the work, the flagmen will be equipped with two-way radios to coordinate the direction of traffic. Additional trucks staged for loading will all be stationed to the side of the roadway from which they will be loaded so they will not obstruct incoming traffic to the work perimeter. When loading is completed, the truck will leave the work area.

The trucks will be placed in single file to the rear of the Knuckleboom loader. As each truck in the queue is loaded and departs for the dumpsite, the next truck in line backs up to the loading perimeter. The Knuckleboom loader will load from piles that are staged by two front-end loaders working ahead of the Knuckleboom loader to limit the amount of movement of the Knuckleboom loader during the course of the day. When self-loading trucks (self-loaders) are in use, those trucks will be directed to an appropriate location within the work perimeter where they can begin loading immediately.



The front-end loaders will stage the material from the area between the sidewalks and the street into staging areas on the side of the street. If the crew is working in a high traffic area, then this method will not be incorporated – rather the staging will be done completely on one side then staged completely on the other side. When the Knuckleboom loader encounters material difficult to handle (such as chunk wood), the Front-end loader will assist in performing the loading.



Two laborers trained in the use of chain saws will assist the Knuckleboom loader. They will rake and clean up the area of the pile. When oversized material is encountered, the laborers will use chainsaws to reduce their size. The laborers will also assist the truck operators in staging for the Knuckleboom loader, notifying when loading is completed and for obstructions to and from the loading area.

### Geographic Area Management

Every area has its own unique geographic characteristics that define the parameters of the response. An urban area, smaller municipalities, and rural areas offers different challenges to the successful completion of a disaster recovery mission. Traffic is always an issue that must be addressed, especially when working in and around waterways. Bridges are natural bottlenecks, and our experience has taught us, the less they are used during the transportation of the debris, the better. Ceres is always aware that our disaster recovery work is not the only thing utilizing the transportation system. Through the selection of strategically located DMS, our haul trucks should have minimal impact on these areas, as the haul zones are designed to keep the trucks working close to each DMS. In the successful completion of our Hurricane Katrina disaster recovery operation in Louisiana, we worked with all these geographical characteristics and traffic never became an issue because the zone design and DMS locations worked together as intended. All impact sensitive areas, such as waterways, parks, forest land, and reserves will be dealt with in an environmentally appropriate manner.

### Debris Management Sites (DMS)

Ceres will utilize the DMS identified by the City. If additional sites are required, Ceres will work closely with the City to secure leasing agreements and permitting for additional facilities. The state or local environmental authority would be notified, and the required information submitted by Ceres. Refer to **Section 6.2, DMS Operations Plan** and **Section 3.11, Ability to Establish and Operate TDSR Sites**.

### Inspection

DMSs will be the point of inspection and load volume estimation by the City or their designated representative. Inspection towers will be used to observe and record all trucks entering and leaving the DMS and document their loads. The tower will be 10 feet above the existing ground elevation, with a wooden handrail and steps to provide access and constructed of pressure treated lumber. The floor area will be 8'x8', constructed of 2'x8' joists, 16" O.C. with ¾" plywood supported by four 6"x6" posts. The perimeter of the floor area will be protected by a 4' high wall constructed of 2'x4" studs and ¾" plywood. The entire floor area will be covered with a corrugated tin roof. The roof will provide minimum 6' 6" headroom below the support beams. The inspection tower will be large enough to adequately accommodate a minimum of three people simultaneously.



The entire floor area will be covered with a corrugated tin roof. The roof will provide minimum 6' 6" headroom below the support beams. The inspection tower will be large enough to adequately accommodate a minimum of three people simultaneously.

City Monitors/Inspectors will inspect each load to verify that:

- The truck has been pre-approved and measured.
- The load is eligible.
- The 'percentage filled to' figure is determined and noted on each individual load ticket.

The Monitor will determine the capacity of the truck and estimated load volume (percent capacity) and evaluate the load for contaminants requiring separation. The Monitor will instruct the driver regarding the appropriate dump location at the site and will verify the truck is completely empty following dumping. The Monitor will complete the load ticket presented for each load delivered to the site.

After inspection, the material will be forwarded to the tipping area supported by a wheel loader with rake and laborers. The laborers will inspect the debris and remove any contaminants. Contaminants that are hazardous will be handled by the Hazardous Toxic Waste Specialist, staged in the Hazmat containment area, and disposed of in accordance with federal, state, and local requirements. Other contaminants, such as metal, will be separated accordingly.

### Load Tickets and Reporting

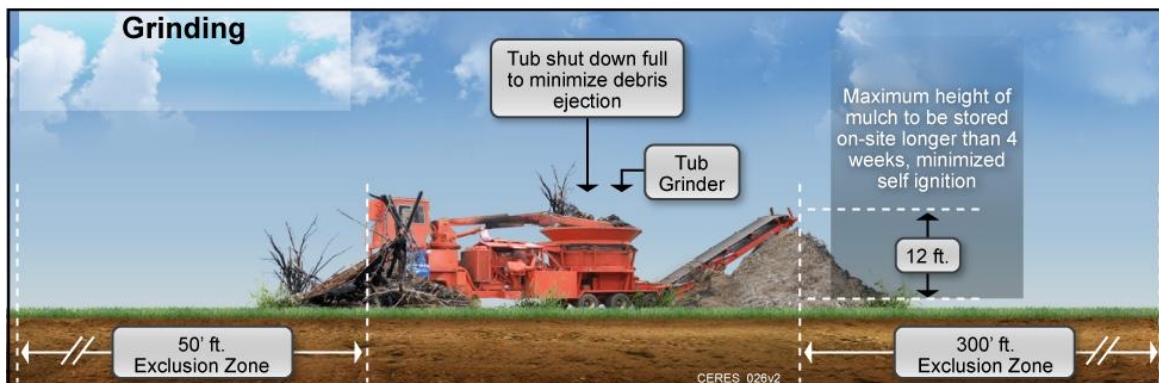
Ceres uses preprinted, five-part carbonless, color-coded load tickets. The tickets are available for use on this project if approved by the City. Refer to **Section 6.2, DMS Operations Plan** for additional details.

### Material Separation

Due to the nature of these operations, material separation is required to properly and efficiently process debris. Refer to **Section 6.2, DMS Operations Plan** for additional details.

### Volume Reduction by Grinding

The wheel loader with rake will push material designated for reduction to the grinder. Great care should be taken to keep the debris free of dirt before processing with a grinder/chipper; this both maintains the value of the product and reduces the cost of grinding. If the mulch produced from grinding is to remain on site for more than four weeks, the mulch piles will then be stacked no higher than 12 feet to minimize the potential for spontaneous combustion.



Horizontal grinders, having a predominately closed grinding chamber, can operate with a minimal exclusion zone projecting out at a 45-degree angle at a distance of 250 feet from each corner of the in-feed conveyor. Tub grinders, if used, will operate with an exclusion zone of 300 feet on the "kick" side of the grinder and 50 feet on the "non-kick" side. Grinders will be shut down in a full tub condition to minimize debris ejection. The Dust Control plan will be implemented to ensure dust from the grinder does not impact the adjacent properties. Lockout/tagout procedures will be used on grinders and strictly enforced. All equipment in the vicinity of the grinders will be equipped with fully enclosed cabs.

### Volume Reduction by Burning

The loader/rake will push clean debris in the direction of the burn pit, taking great care to keep the debris free of dirt. Once the debris is piled in the vicinity of the burn pit area, the backhoe with thumb will feed the Air Curtain Incinerator in such a manner as to promote complete combustion. The backhoe will also set aside any material that would process more efficiently in a chipper/grinder, such as large diameter logs or stumps.





The Air Curtain will be operated at least 100 feet from any stockpile of debris and at least 1,000 feet from any occupied structure. Prior to removal of ash debris from the air curtain incinerator pit, the material will be wetted. Ash stockpiles will be at least 100 feet away from any debris stockpiles.

### Final Disposition

Separated, processed non-grindables will be recycled to the maximum extent possible and practicable. Metals and concrete will be baled, crushed, or otherwise processed for transport to recycling facilities. Documentation will be retained regarding total type and amount of materials recycled and each recycling destination.

Clean woody materials will be processed to generate mulch. Live bottom trucks loaded with a rollout bucket-equipped wheel loader will be used to haul mulch to the final disposal site. Mulch hauling will be performed simultaneously with grinding. Mulch will be applied or disposed of at a site(s) approved by the City, as appropriate. The handling of Incinerator Ash Material will comply with all federal, state, and local requirements and the Incinerator Ash Material Management Plan.

### Work Hours

Collection crews will typically work up to 12 hours per day, seven days per week unless otherwise specified or limited by contractual requirements. For safety reasons, collection crews will work during daylight hours only. Debris processing sites typically operate 24 hours per day, seven days per week if sufficient lighting is provided during evening hours, unless restricted by the contract.

### Traffic Control

As discussed in other sections, Ceres requires and will provide certified traffic control personnel for debris collection, transportation, and processing operations. Competent and qualified personnel will be trained in traffic control procedures and will be provided necessary safety equipment and communication devices. Traffic control personnel will generally be placed at either end of a work zone to properly control the flow of traffic into and out of the work zone.

### Site Restoration

The Site Restoration and Environmental Survey Plan will ensure that restoration of the site will meet the owner's requirements and local regulations. In addition to site cleanup and removal of all debris, the Restoration Plan will include requirements for achieving ground cover through topsoil and seeding specifications. Other requirements may be mandated by the Erosion Control Plan, such as maintenance of straw bales, retention ponds, or erosion control fencing until ground cover is established. An outside independent party may be employed to conduct a post utilization environmental survey to ensure satisfactory site conditions. Site closure is normally accomplished within 30 days of receipt of the last load of disaster related debris.

### Demobilization Phase

The PM prepares a demobilization checklist that includes a punch list of items to be completed by staff. The Punch List may include items such as arrangement for future maintenance of erosion control measures. The PM and staff are also responsible for the final report to the City which includes lessons learned and results of operations.

Documentation

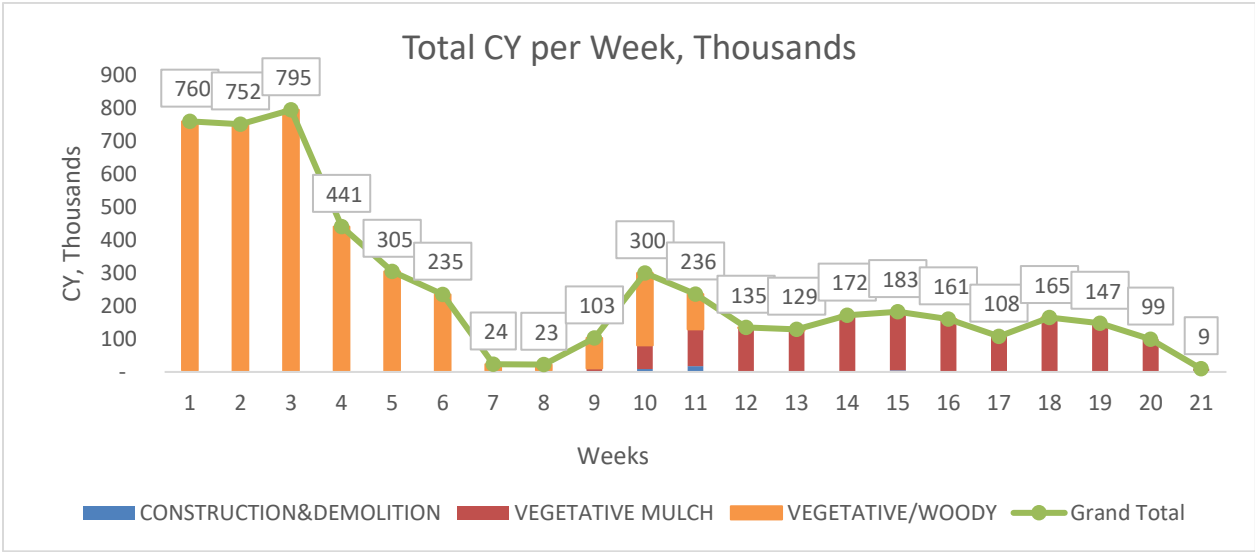
From experience on over 400 FEMA-reimbursed projects, Ceres Environmental Services, Inc. knows that accurate and organized recordkeeping and reporting is vital to the successful completion of a project and full FEMA reimbursement. This careful attention to FEMA rules, regulations and policies, compliant documentation and strict internal quality control procedures serves to protect the City of North Port’s FEMA reimbursement and future budgets. **Throughout Ceres’ history, no client has been denied reimbursement for eligible work Ceres has performed.** For details related to documentation, please refer to proposal **Section 6.9, Documentation, Invoicing and Ability to Track and Record Work.**

Potential Scenarios

Ceres is expert in quick-response service, as evidenced in a letter from the Superintendent of Public Works of Elizabethtown, Kentucky following a storm debris removal project:

“...Your representatives and employees were cooperative and responsive to our suggestions and requests regarding the progress of the cleanup. **Our town was cleaned up in an amazingly short time and our residents were very thankful.**”

Ceres is also expert in high-volume projects, as shown by our 2018 Hurricane Michael response in Southwest Georgia, where Ceres was activated by the U.S. Army Corps of Engineers (USACE). At the mission’s peak, Ceres was able to haul 140,000 CYs – 3.3% of the total project – in a single day. This was accomplished by utilizing 1,628 hauling vehicles and managing 144 subcontracts. The consistency of this type of significant progress allowed us to finish on schedule with the USACE staff drawdown plan. Ceres loaded, hauled and disposed of a total of 4.2 million cubic yards of debris.



Ceres Production Curve: Total CY Average per Week

Ceres is accomplished in all aspects of the work described in the RFP. Some of those tasks are performed in every project, while other activities are performed only in worst case scenarios. Whether Ceres is tasked with the smallest event or the most catastrophic, Ceres has experience, and no task is too small nor too large.

As the severity of an event increases, the physical scope of work of a project will grow. A major event will require a wider variety of services, and it will also require a more complex response with a corresponding higher level of management attention. All projects, from an Event Type 1: Spot Job – Localized, or large such as Event Type 7: Catastrophic Event – Total Management –City-wide will require some basic services including debris loading and hauling. The physical actions of loading debris, cutting trees, hauling debris, reducing debris, managing, and closing out a site are similar on small and large events. The larger events also may require additional services including life support (water, ice, food), and as mentioned, the logistics and management abilities required on a

larger event are at a higher level. Ceres is qualified to handle all events, large and small, as shown by our successful operations in each of the over 400 FEMA-reimbursed projects we have managed, whether Ceres handled over 13 million cubic yards of debris or less than 10,000 cubic yards of debris.

The estimated cubic yards listed below are general estimates. Likewise, **projected mobilization times and equipment usage given are general estimates.** Graphical displays of approximated past performance on similar sized projects are given as a reference.

The following pages describe 7 projected scenarios and detail projected quantities and production rates. Graphs of hauling production in cubic yards on previous projects performed by Ceres illustrate Ceres' ability to perform each scope of work in each scenario. The graphs are rough illustrations of vegetative and construction and demolition debris and may use rounded numbers. The graphs generally do not include stumps, white goods, and other types of materials. Severe one-day drops in production usually indicate a "weather day" of zero hauling for safety reasons.

It is important to note that production rates vary for several reasons. In many cases, the rate of hauling is determined by how quickly citizens bring debris from private property to the curbside. In some cases, such as in Kansas City, the city preferred very quick production. In other cases, the local government wanted Ceres' hauling crews to stay on the job for an extended time even though production was low, because the citizenry needed time to bring debris to the curbside.

Production rates in an event in North Port will vary depending on the actual storm event and physical conditions, and also depending on the City's wishes, which may relate to how quickly residents can bring material out of their yards to the curbside. Generally, Ceres has the capacity to perform more rapidly than is preferred by the local government.

#### **Event Type: 1**

#### **Spot Jobs – Localized**

**Ceres Headquarters Office Location:** Sarasota, Florida permanent office with mobile North Port office

**Number of TDSR Sites:** Maximum of 1, no reduction

**Location of TDSR Sites:** To be determined

**Size of TDSR Sites:** 1 acre or more

**Type of Hauling Equipment:** Knuckleboom self-loading trucks, dump trucks/trailers

**Total Expected Cubic Yards of Debris:** less than 10,000 CY

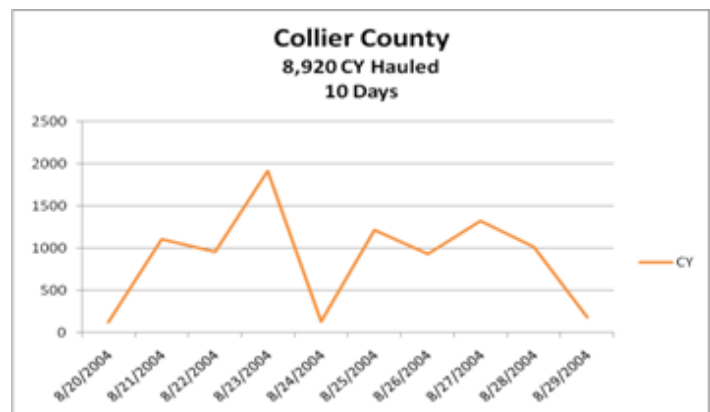
**Quantity of Hauling Equipment:** Ten trucks or less

**Time elapsed from Notice to Proceed to complete mobilization:** 100% in 24 hours

**Expected Management and Supervision Staff:** 1 project manager, 1 or 2 foremen, 1 project accountant

**Methodology for Scheduling and Routing the Removal of Debris:** Ceres would provide one or more crews consisting of a chain saw crew with flaggers and self-loading knuckleboom trucks. A bobcat type loader may also be used. The crew would be supervised by a foreman who would interface with the City field representative, and a Ceres project manager would supervise the foreman and interface with the City administrators to assist with FEMA reimbursement including writing the Project Worksheet. Ceres' expert FEMA reimbursement staff would be available to assist further with FEMA reimbursement issues.

Ceres will haul the debris to a TDSR site where it will be reduced by compaction ("walking" on the debris with tracked heavy equipment) and then transfer it to a recycling yard for grinding and conversion to mulch for recycling, or other method acceptable to the City.



**Administration:** All trucks would be placarded and certified by Ceres and City personnel, and each load would be ticketed by a City-authorized monitor. All loads will pass under an inspection tower and will be “scaled” or “called” by a City-authorized monitor and the load call will be recorded on the load ticket. Ceres will use its proprietary load ticket software that has been successfully used for twelve years on FEMA-reimbursed projects.

Daily reports will be issued by Ceres stating the amounts of debris hauled the types of debris, and the zones from which the debris originated. Additional information will be provided by Ceres as requested by the City. Ceres, with the City’s prior approval, will make available updates to citizens through internet access, including information on which areas have been cleared, and the proposed schedule for future clearing of debris.

## Event Type: 2

### Small Event – Widespread or City-wide

**Ceres Headquarters Office Location:** Sarasota, Florida permanent office with mobile North Port office

**Number of TDSR Sites:** up to 1

**Location of TDSR Sites:** To be determined

**Size of TDSR Sites:** 5 to 10 acres

**Type of Hauling Equipment:** Self-loading knuckleboom trucks, dump trucks/trailers

**Total Expected Cubic Yards of Debris:** up to 30,000 CY

**Quantity of Hauling Equipment:** up to 3 crews with a total of up to 12 trucks and 2 bobcats

**Time elapsed from Notice to Proceed to complete mobilization:** 100% in 24 hours

**Expected Management and Supervision Staff:** 1 project manager, 1 superintendent, 1 foreman, 1 project accountant

### Methodology for Scheduling and Routing the

**Removal of Debris:** Ceres would provide two or three crews consisting of self-loading knuckleboom trucks with flaggers and chain saw operators. Bobcat type loaders would likely be used to forward material into larger piles for efficient pickup by self-loading knuckleboom trucks. Each crew would be supervised by a lead man, and all crews would be supervised by a superintendent who would interface with the City field representative. A Debris Management Site (DMS) will be established, a Ceres site manager will

be installed who will manage the site operations, which would likely include a dozer, an excavator with grapple, a tub grinder or air curtain incinerator and dump trucks to haul out reduced debris (ash or wood chips). A Ceres project manager would supervise the superintendent and DMS site manager and will supervise site restoration. The Ceres project manager will also interface with the City administrators to assist with FEMA reimbursement including writing the Project Worksheet. Ceres’ expert FEMA reimbursement staff would be available to assist further with FEMA reimbursement issues.

Ceres will haul the debris to a TDSR site where it will be reduced by grinding and then transferred by “live floor” or “walking floor” trucks with approximately 90 cubic yard capacity to a recycling yard for grinding and conversion to mulch for recycling, or other method acceptable to the City.

**Administration:** See event Type 1.

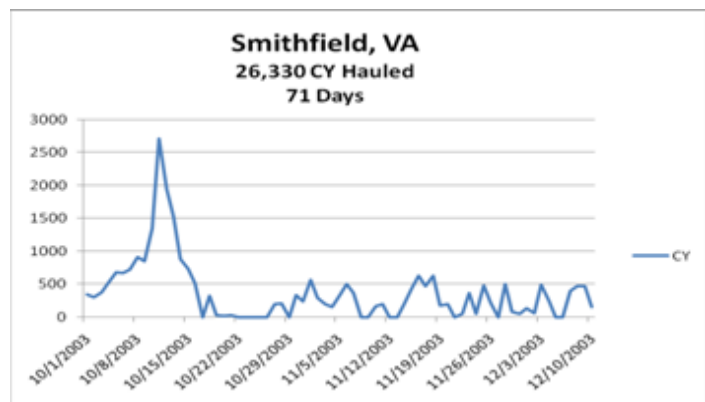
## Event Type: 3

### Significant Event – Removal, Reduction, Hauling – Woody Debris Only – Widespread or City-wide

**Ceres Headquarters Office Location:** Sarasota, Florida permanent office with mobile North Port office

**Number of TDSR Sites:** 2 or 3

**Location of TDSR Sites:** To be determined



**Size of TDSR Sites:** 5 to 15 acres

**Type of Hauling Equipment:** Self-loading knuckleboom trucks, dump trucks/trailers, other

**Total Expected Cubic Yards of Debris:** up to 400,000 CY

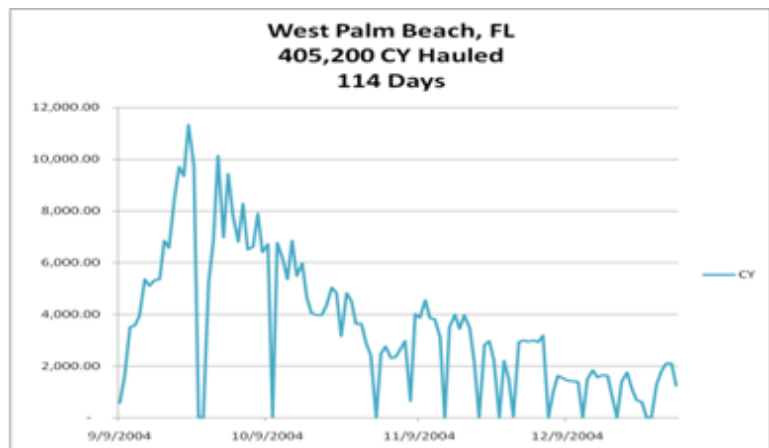
**Quantity of Hauling Equipment:** Self-loading knuckleboom trucks, dump trucks/trailers, approximately 8 crews with approximately 46 trucks total.

**Time elapsed from Notice to Proceed to complete mobilization:** 50% in 24 hours, 100% in 48 hours

**Expected Management and Supervision Staff: General Management:** 1 project manager, 1 site superintendent, 1 project superintendent, 2 foremen, 1 quality control officer, 1 administrator, 1 clerk, 1 subcontracting officer, 1 safety and health officer; plus Expected Personnel per TDSR Site: 1 TDSR Site Manager, 1 foreman with truck and cell phone, 1 assistant foreman, 5 to 8 heavy equipment operators, 2 to 4 flaggers for traffic control, 1 to 5 additional laborers for separation and other material handling

#### **Methodology for Scheduling and Routing the Removal of Debris:**

Ceres would provide several crews consisting of trucks, loaders, chain saw operators, and flaggers. Trucks and loading equipment would be provided with each crew, including self-loading knuckleboom trucks and other loading and hauling equipment. Bobcat type loaders would likely be used to forward material into larger piles for efficient pickup by self-loading knuckleboom trucks. Each crew would be supervised by a lead man, and each crew would be supervised by a foreman who would report to the Ceres superintendent who would interface with the City field representative. A Ceres site manager will be installed who will manage the TDSR site operations, which would likely include a tub grinder or air curtain incinerator, a dozer, an excavator with grapple and dump trucks to load out. A Ceres project manager would supervise the superintendent and DMS site manager and will supervise site restoration. The Ceres project manager will also interface with the City administrators to assist with FEMA reimbursement including writing the Project Worksheet. Ceres' expert FEMA reimbursement staff would be available to assist further with FEMA reimbursement issues.



**Administration:** See Event Type 1.

#### **Event Type: 4**

**Significant Event – Removal, Reduction, Hauling, and Separating – Mixed Debris – Widespread or City-wide**

**Ceres Headquarters Office Location:** Sarasota, Florida permanent office with mobile North Port office

**Number of TDSR Sites:** 3 to 5

**Location of TDSR Sites:** To be determined

**Size of TDSR Sites:** 5 to 20 acres

**Type of Hauling Equipment:** Self-loading knuckleboom trucks, dump trucks/trailers

**Total Expected Cubic Yards of Debris:** up to 775,000 CY

**Quantity of Hauling Equipment:** Self-loading knuckleboom trucks, dump trucks/trailers, approximately 12 crews with approximately 63 trucks

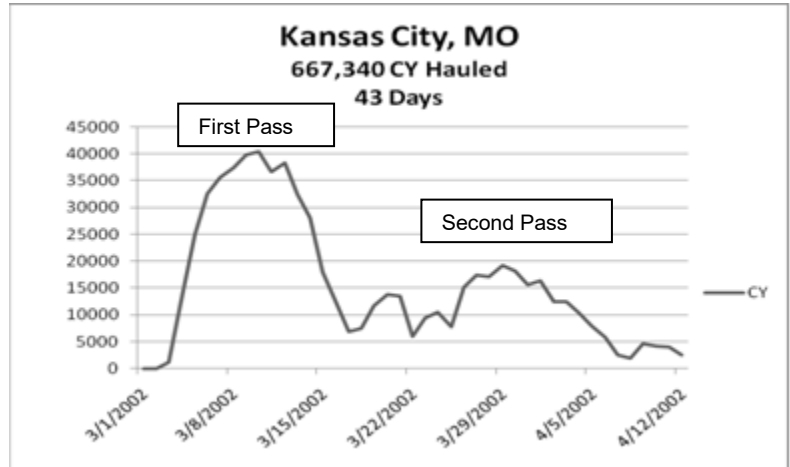
**Time elapsed from Notice to Proceed to complete mobilization:** 50% in 24 hours, 100% in 48 hours

**Expected Management and Supervision Staff: General Management:** 1 project manager, 1 site superintendent(s), 1 project superintendent, 3 zone managers, 5 foremen, 1 administrator, 1 accountant, 1 quality control officer, 1 clerk, 1 subcontracting officer, 1 safety and health officer, 1 public relations officer; **plus**



**Expected Personnel per TDSR Site:** 1 TDSR Site Manager, 1 foreman with truck and cell phone, 1 assistant foreman, 5 to 8 heavy equipment operators, 2 to 4 flaggers for traffic control, 1 to 5 additional laborers for separation and other material handling

**Methodology for Scheduling and Routing the Removal of Debris:** Ceres would provide several crews consisting of trucks, loaders, chain saw operators, and flaggers. Trucks and loading equipment would be provided with each crew, including self-loading knuckleboom trucks and other loading and hauling equipment. Bobcat type loaders would likely be used to forward material into larger piles for efficient pickup by knuckleboom self-loading trucks. Each crew would be supervised by a lead man, and each crew would be supervised by a foreman who would report to the Ceres superintendent who would interface with the City field representative. A Ceres site manager will be installed who will manage the TDSR site operations, which would likely include a tub grinder or air curtain incinerator, a dozer, an excavator with grapple and dump trucks to load out. A Ceres project manager would supervise the superintendent and DMS site manager and will supervise site restoration. The Ceres project manager will also interface with the City administrators to assist with FEMA reimbursement including writing the Project Worksheet. Ceres' expert FEMA reimbursement staff would be available to assist further with FEMA reimbursement issues.



The project manager together with the project superintendent would interface daily with City representatives to review the previous day's progress and would assign streets and geographic territories to crews based on previous progress and input from City representatives.

**Administration:** See Event Type 1

#### Event Type: 5

**Catastrophic Event – Removal, Reduction, Hauling, and Separating – Mixed Debris –City-wide**

**Ceres Headquarters Office Location:** Sarasota, Florida permanent office with mobile North Port office

**Number of TDSR Sites:** 4 to 6

**Location of TDSR Sites:** To be determined

**Size of TDSR Sites:** 5 to 20 acres

**Type of Hauling Equipment:** Self-loading knuckleboom trucks, dump trucks/trailers

**Total Expected Cubic Yards of Debris:** up to 1,500,000 CY

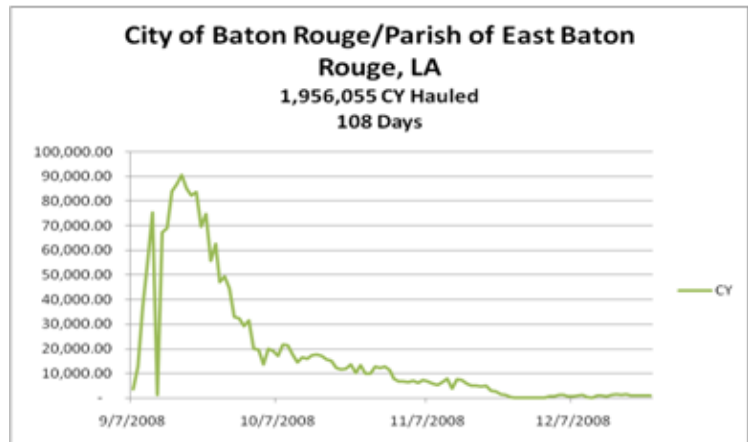
**Quantity of Hauling Equipment:** Self-loading knuckleboom trucks, dump trucks/trailers, approximately 32 crews with approximately 87 trucks

**Time elapsed from Notice to Proceed to complete mobilization:** 25% in 24 h, 50% in 48 h, 100% in 72 h

**Expected Management and Supervision Staff: General Management:** 1 project manager, 1 project superintendent, 4 site superintendents/zone managers, 10 foreman, 1 FEMA/City liaison, 1 quality control officer, 1 administrator with 3 clerks, 1 subcontracting officer, 1 safety and health officer, 1 accountant; **plus Expected Personnel per TDSR Site:** 1 TDSR Site Manager, 1 foreman with truck and cell phone, 1 assistant foreman, 5 to 8 heavy equipment operators, 2 to 4 flaggers for traffic control, 1 to 5 additional laborers for separation and other material handling

**Methodology for Scheduling and Routing the Removal of Debris:** Ceres would provide crews consisting of trucks, loaders, chain saw operators, and flaggers. Trucks and loading equipment would be provided with each crew, including self-loading knuckleboom trucks and other loading and hauling equipment. Bobcat type loaders would likely be used to forward material into larger piles for efficient pickup by self-loading knuckleboom trucks.

Each crew would be supervised by a lead man, and each crew would be supervised by a foreman who would report to the Ceres superintendent who would interface with the City field representative. A Ceres site manager will be installed who will manage the TDSR site operations, which would likely include a tub grinder or air curtain incinerator, a dozer, an excavator with grapple and dump trucks to load out. A Ceres project manager would supervise the superintendent and DMS site manager and will supervise site restoration. The Ceres project manager will also interface with the City administrators to assist with FEMA reimbursement including writing the Project Worksheet. Ceres' expert FEMA reimbursement staff would be available to assist further with FEMA reimbursement issues.



The project manager together with the project superintendent would interface daily with City representatives to review the previous day's progress and would assign streets and geographic territories to crews based on previous progress and input from City representatives.

**Administration:** See Event Type 1.

#### **Event Type: 6**

#### **Catastrophic Event – Site Management – City-wide**

**Ceres Headquarters Office Location:** Sarasota, Florida permanent office with mobile North Port office

**Number of TDSR Sites:** 4 to 6

**Location of TDSR Sites:** To be determined

**Size of TDSR Sites:** 5 to 20+ acres (possible site layout illustrated below)

**Total expected cubic yards of debris to process and document:** up to 1,300,000

**Time elapsed from Notice to Proceed to complete mobilization:** 25% in 24 hours, 50% in 48 hours, 75% in 72 hours, 100% in 96 hours

**Expected Management and Supervision Staff: General Management personnel:** 1 project manager, 1 assistant project manager, 1 project superintendent, 1 assistant project superintendent, 1 FEMA/City liaison, 1 quality control officer, 1 administrator with 1 clerk, 1 subcontracting officer, 1 safety and health officer, 1 accountant with 2 clerks and data entry personnel as required; **Expected personnel per TDSR Site:** 1 TDSR Site Manager, 1 foreman with truck and cell phone, 1 assistant foreman, 7 or 8 heavy equipment operators, 2 to 4 flaggers for traffic control, 3 to 5 additional laborers for separation and other material handling

**Quantity of equipment per site:** 1 grinder, 2 excavators and/or backhoes with grapples, 1 dozer, 1-wheel loader with rake, 1-wheel loader with bucket, 1 maintenance truck, 1 water truck for fire suppression, 1 to 2 inspection towers, 1 hazardous materials containment area.

**Methodology for accepting and measuring of debris:** Inspection – From the constructed tower, the City's designated monitor will determine the capacity of the truck and estimated load volume (percent capacity) and evaluate the load for contaminants requiring separation. The monitor will instruct the driver regarding the appropriate dump location at the site and will verify the truck is completely empty following dumping. The monitor will complete the load ticket presented for each load delivered to the site.

**Unloading -** After inspection, the material will be forwarded to the tipping area supported by a wheel loader with rake and laborers. The laborers will inspect the debris and remove any contaminants. Contaminants that are hazardous will be handled by the hazardous toxic waste specialist, staged in the hazmat containment area, and disposed of in accordance with federal, state, and local requirements. Other contaminants, such as metal, will be separated accordingly.

**Separation** - Collection crews will separate grindable (vegetative) debris from non-grindable debris to the maximum extent possible during collection and loading operations. These loads, which may contain debris ranging from white goods, household hazardous waste (HHW), e-waste, and other materials, will be separated and sorted either manually or mechanically to remove the contaminants and then moved to the appropriately lined/fenced areas at the DMS.

**Reduction** - A wheel loader with rake will push material to the excavators and backhoes for loading material into the grinder. If the mulch produced from grinding is to remain on site for more than four weeks, the mulch piles will then be stacked no higher than 12 feet to minimize the potential for spontaneous combustion. Grinders will operate a safe distance from all other areas of the site to eliminate risk of injury from projectile debris from the grinder. The Dust Control plan will be implemented to ensure dust from the grinder does not impact the adjacent properties. All equipment in the vicinity of the grinders will be equipped with fully enclosed cabs. If burning is allowed, the debris, once piled in the vicinity of the burn pit area, will be fed into the Air Curtain Incinerator in such a manner as to promote complete combustion. The backhoe will also set aside for forwarding any material that would process more efficiently in a chipper/grinder, such as large diameter logs or stumps. The Air Curtain will be operated at least 100 feet from any stockpile of debris and at least 1,000 feet from any occupied structure.

**Final Disposal** – Once debris measurement and processing operations are complete, the separated non-grindables will be recycled to the maximum extent possible. Metals and concrete will be baled, crushed, or otherwise processed for transport to recycling facilities. Clean that has been processed into mulch will be loaded into live bottom or similar hauling vehicles for delivery to the final disposal location. Mulch will be applied or disposed of at a site(s) approved by the City, as appropriate. The handling of incinerator ash material will comply with all federal, state, and local laws and regulations.

**Site Closure** - The Site Restoration and Environmental Survey Plan will ensure that restoration of the site will meet the owner's requirements and local regulations. In addition to site cleanup and removal of all debris, the site will be returned to its pre-storm condition or better via providing sufficient ground cover, grading, and seeding as necessary. An outside independent party may be employed to conduct a post utilization environmental survey in order to ensure satisfactory site conditions. Site closure is normally accomplished within 30 days of receipt of the last load of disaster related debris.

**Administration:** See Event Type 1.

**Event Type: 7**

**Catastrophic Event – Total Management – City-wide**

**Ceres Headquarters Office Location:** Sarasota, Florida permanent office with mobile North Port office

Total management would effectively combine the two above Catastrophic Event Types: 5 – Removal, reduction, hauling, and separating mixed debris along with 6 – Site Management

**Number of TDSR Sites:** 6 to 8

**Location of TDSR Sites:** To be determined

**Size of TDSR Sites:** 5 to 20+ acres

**Type of Equipment:** Self-loading knuckleboom trucks, dump trucks/trailers for the ROW/ROE loading and hauling to the temporary sites; and grinders, excavators and/or backhoes with grapples, wheel loader with rake, wheel loader with bucket, maintenance truck, water truck for fire suppression, debris inspection towers, and hazardous materials containment area for site management

**Total Expected Cubic Yards of Debris:** up to 2,300,000 CY

**Quantity of Hauling Equipment:** Self-loading knuckleboom trucks, dump trucks/trailers, approximately 75 crews with approximately 209 trucks

**Expected Management and Supervision Staff: General Management:** Citywide (per site personnel listed separately below): 1 project manager, 1 assistant project manager, 6 to 8 site superintendent(s), 1 project superintendent, 1 assistant project superintendent, 12 to 18 foreman, 1 FEMA/City liaison, 1 administrator with 4 clerks, 1 quality control officer, 1 safety and health officer, 1 public relations officer, 1 accountant with 1 clerk;

**For each TDSR Site, listed as follows:** 1 site manager, 1 assistant site manager, 2 foremen, 1 lead man, 5 to 8

heavy equipment operators, 3 to 6 flaggers for traffic control, 3 to 5 additional laborers for separation and other material handling per each TDSR site.

**Methodology for Scheduling and Routing the Removal of Debris:** Ceres would provide crews consisting of trucks, loaders, chain saw operators, and flaggers. Trucks and loading equipment would be provided with each crew, including self-loading knuckleboom trucks and other loading and hauling equipment. Bobcat type loaders would likely be used to forward material into larger piles for efficient pickup by knuckleboom self-loading trucks. Each crew would be supervised by a lead man, and each crew would be supervised by a foreman who would report to the Ceres superintendent who would interface with the City field representative. A Ceres site manager will be installed who will manage the TDSR site operations. Operations at the various TDSR sites would be congruent with the method of operations as listed above, from site inception, preparation, debris acceptance, separation, processing, haul out, and site closure. A Ceres project manager would supervise the superintendent and DMS site manager and will supervise site restoration. The Ceres project manager will also interface with the City administrators to assist with FEMA reimbursement including writing the Project Worksheet. Ceres' expert FEMA reimbursement staff would be available to assist further with FEMA reimbursement issues.

The project manager together with the project superintendent would interface daily with City representatives to review the previous day's progress and would assign streets and geographic territories to crews based on previous progress and input from City representatives.

**Administration:** See Event Type 1.

### Provision of Ancillary Services

#### Emergency Power Generation

Through agreements with various suppliers, Ceres can provide many options for temporary power generation. Both gas and diesel generators ranging from 5kw up to 1,600kw can be onsite, available for use in short order.

#### Temporary Satellite Communications

We maintain an account with a satellite communications company and maintain satellite handsets for our managers and to provide to our customers as "loaner phones" until standard cell phone service is back online. Ceres also has the capability to utilize various satellite communications systems, which when wired together provide high-speed internet access roughly equivalent to a T-1 line. When powered by a portable generator, our management and our Mobile Command Center users have local and world-wide communication tools to support our high service level.

In the U.S. Virgin Islands after Hurricane Irma and Maria, the telecommunications network on the islands were destroyed. Ceres deployed mobile satellite dishes at each debris management to maintain connectivity for the USACE and Ceres to review real-time production data. Similarly, in 2018 after Hurricane Michael, Ceres deployed mobile satellite dishes to remote debris management sites in very rural counties with limited cell service.

#### FirstNet

Ceres also participates in FirstNet, the First Responder Network program developed by AT&T. This gives us the ability to prioritize cellular and internet communications during an emergency. We can request equipment and resources from FirstNet to improve cellular communications and services during an incident.

#### Temporary Sanitary Facilities

If sewer and water utilities are unavailable, Ceres can supply a range of temporary restrooms, hand washing systems and shower facilities. These include single stall, standardized port-a-johns, multiple-stall comfort stations, completely containerized shower facilities, and assembled corral-type showers. Ceres works with City personnel to identify specific needs and arrange to have sufficient facilities in place to accommodate every need.

#### Reefer and Refrigerator Container with Ice Delivery

Ceres will supply the City with appropriate potable water, ice, and also necessary refrigeration and freezer units to store food, water and ice if required. Ceres can quickly provide a minimum of one reefer container with four pallets of bagged cube ice made from potable water and one refrigerated container.

### **Potable Water Truck and Bottled Water**

Ceres maintains the capabilities to manage and deliver potable water to base camps and staging areas on a regular basis or as needed. Potable water is supplied via 1,500 to 8,000 gallon certified tanks or tankers, or connected to an onsite potable water system with pressure pumps to ensure suitable operating pressure is maintained at all times during use. Potable water is ensured to be safe via initial testing of potentially potable water sources on-site or off-site fill points. This ensures that site connections are safe for use by camp residents.

Ceres can also provide bottled water to the City. The bottles will be plastic, and the size of container will be no greater than 24 ounces but not less than 16 ounces.

### **Mobile Fleet Repair Facilities, Technicians, and Mechanics**

Ceres can rapidly provide temporary fleet maintenance services by deploying mechanics/technicians, facilities, and equipment. Our teams are equipped with the necessary tools, to ensure uninterrupted vehicle maintenance and repair services. Ceres employs over 30 mechanics/technicians.

### **Traffic Control and Signage**

Ceres can provide the required number of Safety Case Type II Barricades with flashing lights, DOT Black Base 36" traffic cones with two each reflective bands, Diamond Grade 8-gauge Aluminum 36" x 36" Stop signs, A-Frame stands for 36" signs and other signs to the City. Ceres will maintain all equipment and replace the barricade batteries as needed.

### **Canteen**

Ceres can provide a canteen area and meals to the City. We can provide a mobile kitchen supported by a reefer container that is capable of feeding 250-1000 personnel three basic meals per day. We can supply more elaborate meals if desired. Ceres can provide meals as directed by the City either through a mobile kitchen or in a variety of ready-to-eat formats upon issuance of a City task order. Breakfast and lunch will include both hot and cold options. Dinner will include hot options. Ceres will assist the City by tracking disaster workers via a sign-in sheet at the register or upon delivery.

Our team has established supply chains in place from numerous previous contracts. We have two types of suppliers we utilize to execute our projects: national vendors country-wide who provide quality supplies at reasonable prices and proven local vendors in markets where we conduct operations. All suppliers have a proven performance record with food service projects and have provided the dedicated support and service necessary for continual success.

### **Fire Suppression Support**

Ceres can provide filled water trucks of a minimum capacity of 1,500 gallons and equipped with outlet valves compatible with fire hose connections meeting national standards of the National Fire Protection Association.

### **Demolition of Structures**

The Demolition crew is expected to consist of the following.

- One to three Semi-Tractor(s) with Trailer(s)
- One Hydraulic Excavator with Bucket and Hydraulic Thumb
- One Wheeled Loader

Ceres can operate beyond the public Right of Way (ROW) as directed by the City. Upon receipt of a Notice to Proceed, Ceres will retain a third-party inspection firm to survey the condemned structure(s) for hazardous materials (asbestos, lead, PCBs, white goods, mercury containing components, etc.). A copy of the inspection report will be provided to the City. At the same time, Ceres engineering staff will conduct a pre-demolition survey which will consider the following:

- Structural integrity of the building
- Utilities
- Shoring requirements
- Hazardous materials



- Protective structures
- Protection of the public
- Waste management

Asbestos Abatement/Demolition Notifications will be submitted to the appropriate governmental and local agencies. All required permits will also be obtained.

#### **Emergency Temporary Dry-In of Facilities**

Ceres can provide emergency temporary dry-in of facilities, to include services for roofs, overhead doors, man doors and windows. Materials will be transported to the designated DMSs. Ceres is well versed in temporary roofing operations and has been successfully installing temporary dry-in on facilities since our response to Hurricane Georges in 1998. Roofing materials would vary depending on the size of repair and severity of damage; however, most common repairs would be completed with high quality plastic sheeting, furring strips and nails.

#### **Temporary Security Personnel**

Ceres can provide Class D licensed security guard personnel to oversee the security of designated facilities

#### **Temporary Lighting**

Ceres will provide full camp lighting and exterior area light towers. Our typical loadout requested is a four-lamp tower with 1,000-watt flood lights, but this can vary depending on the project requirements. Portable diesel or solar powered towers are available upon request. Ceres provides all maintenance and support for light towers, including daily refueling and maintenance, as appropriate. Light towers are serviced by the same personnel and run concurrently with on-site generators

#### **Emergency Cleaning of Stormwater Catch Basins**

Ceres will use vacuum trucks or similar equipment to extract accumulated debris, sediment and standing water from catch basins. The process will include the disposal of the water at the City's Public Works facility or the City's Wastewater Treatment Plant(s). Debris collected from storm water appurtenances will be hauled to a disposal facility

#### **Temporary Fueling Sites and Dispensing**

Ceres can provide temporary fueling sites and dispensing equipment at designated facilities. The equipment will dispense unleaded and on road diesel fuel. The units will be double contained. Electrical supply resources will be provided.

#### **Rental of Various Equipment with Operators**

Ceres can provide equipment with operators to the City. We maintain a ready-to-deploy fleet and trained personnel to ensure operational readiness in the event of a disaster.

#### **Temporary Fencing**

Ceres can provide temporary fencing at designated facilities and areas. Ceres will install, maintain, and remove temporary fencing used to secure areas such as work zones, staging areas, or hazardous sites.

#### **Temporary Housing - Base Camps and Bunkhouses**

Ceres can provide the City with a wide variety of emergency housing options. Fully containerized bunkhouses can be trailered to a City location, or more long-term solutions can be built such as large housing tents and hard wall constructions.

#### **Contractor Mobile Command Center**

Annual heavy equipment hauling permits are maintained for Ceres' eight heavy equipment haulers consisting of semi tractors with lowboy trailers, enabling a quick response. The temporary facilities and Ceres-owned disaster response equipment is expected to arrive within 12 hours of notice to proceed by the City.

The Emergency Operations Temporary Project Office comes equipped with general support equipment such as telecommunications (satellite telephone, radio, cellular phone, or land lines), fax copier, computer network, file cabinets, and general office supplies. The Emergency Operations Temporary Project Office will be of sufficient

size to provide support to the Project Manager, project administrative and support staff, and debris collection and site managers. A separate 10' x 20' office within the same facility equipped with general support equipment can be provided to the City.

#### **Government Temporary Trailer Installation**

If required, Ceres will provide crews to install government supplied housing (travel trailers). We have performed installations ranging from simply setting and securing the trailer to full installations including routing sewer lines, water taps, power poles, and building ramps/steps for easy access.

#### **Mobile Office Command Center**

Ceres has a number of containerized offices that can be used mobile command centers. These can be moved to the disaster zone via low bed trailers and semi tractors. We also have access to additional units through our partnering relationships. These mobile offices can be onsite, equipped with satellite communications and internet, and fully operational within hours.

### **6.2 DMS Operations Plan**

Ceres will utilize the DMSs identified by the City. If additional sites are required, Ceres will work closely with the City to secure leasing agreements and permitting for additional facilities. The state or local environmental authority would be notified and the required information submitted by Ceres.

Ceres will provide sufficient equipment and personnel to process, by burning or grinding, a minimum of 210 and up to 500 cubic yards of debris per hour per crew. Each DMS would generally include the following equipment:

- One Grinder, either horizontal or tub (depending upon needs/specs), and/or Air Curtain Incinerator
- Two Backhoes with grapples
- One Wheel Loader with rake
- One Wheel Loader with a light materials bucket for loading mulch
- One Maintenance Truck
- One Water Truck
- One Road Grader (optional)
- One Inspection Tower
- One Hazardous Materials Containment Area
- One Foreman with cell phone
- Four walking floor trucks (120 cubic yards) for hauling mulch
- Additional Equipment as determined by the Contract and Site Manager

One operator will be assigned site maintenance duties and will operate the Motor Grader, Water Truck, and Low-bed Trailer. This operator's primary duty is to ensure use of the roads by the dump trucks and maintain dust and fire control. The Loader with blade will have intermittent general site maintenance duties and will keep areas around the burn pits, ash storage, and grinding areas clean.

Ceres will construct a hazardous materials containment area at each DMS measuring approximately 30' x 30'. Typically, the perimeter will be lined with hay bales and staked in place. The area will be lined with heavy gauge plastic (10 mil or greater) to provide a waterproof barrier. A plastic cover (10 mil or greater) will be used to prevent rain from entering the containment area. Site run-off is redirected away from the containment area by site grading. Hazardous materials that are encountered during cleanup operations will be staged in this area. Such materials will be properly disposed of in a timely manner.

#### **Equipment Inspections/Certifications**

Prior to the initial use of any piece of heavy equipment, the operator and Site Superintendent will perform a thorough inspection. Any deficiencies noted at the time of this inspection must be addressed prior to allowing the equipment to be placed in service. Repairs or maintenance of company equipment should be reported to the Equipment Manager of Ceres and recorded in the company daily reports. Each inspection checklist is maintained on site and made available for review by government or company representatives.

Prior to use each day, the operator will perform an inspection of the equipment to ensure major components are properly functioning and that the equipment has sufficient oil and fuel. Any deficiencies are reported immediately to the Site Superintendent for a determination of corrective measures. A copy of the deficiency will be retained in a file marked "Follow Up Safety Inspections" to ensure re-inspection of the item occurs on or prior to the expected date of corrective action completion. The follow up inspection will specifically address the deficiency and whether the corrective action taken is complete and satisfactory.

### Load Tickets and Reporting

Ceres uses preprinted, five-part carbonless, color-coded load tickets. The tickets are available for use on this project if approved by the City. Each ticket has a unique serial number and ample space to record information such as: contractor, date, truck number, load size, driver, and type of material, origination, dumpsite, time, GPS Location, and inspector. Ceres uses a custom Access database program to record ticket information. The entry screen follows the format of the load ticket which greatly speeds up data entry. Tickets are easily verified and combined with a truck inspection table contained in the same database. One data entry clerk with minimal training can enter 700 load tickets (the equivalent of about 21,000 cubic yards) per day. Access also contains powerful report features that aid in ticket reconciliation and truck verification. Data is easily converted between Excel and Access for reporting purposes.

### Material Separation

Due to the nature of these operations, material separation is required to properly and efficiently process debris. Collection crews will segregate non-grindable debris to the maximum extent possible during collection and loading operations. The inspection tower will also assume responsibility for the separation of loads containing contaminants or non-grindables. Those loads, which may contain debris ranging from white goods, household hazardous waste (HHW), e-waste, and other materials, will be segregated and sorted either manually or mechanically to remove the contaminants and then dumped in designated and appropriately lined/fenced areas at the DMS until final disposal.

Metal contaminants will be segregated and baled or otherwise processed for recycling. Concrete will be segregated and transported to a recycling facility and may be crushed prior to transport. Glass, plastic, and other materials will similarly be segregated and recycled to the maximum extent possible. Debris that cannot be processed or otherwise recycled will be disposed of at an approved and lawfully permitted construction and demolition final disposal site.

### Recycling

While vegetative debris is the most common debris type, other debris types have alternative disposal options that help mitigate the unavailability of disposal sites, as shown in the following table.

Alternative Disposal Options for Common Types of Debris	
Debris Type	Use
Unprocessed Woody Debris	Unprocessed Woody Debris can be used as marine habitat enhancements in parks and wildlife refuges in addition to developing large debris into crib walling for wetlands restoration and protection.
Metals	Metals shall be separated into ferrous and non-ferrous metals using electromagnets, metal maulers and shredders and sold to metal recycling firms. During the Lake, Mendocino and Napa Debris Mission following the NorCal wildfires, Ceres segregated metals out from the debris stream and transported to a recycling facility. Similarly, Ceres is recycling all metals from the current Camp Fire debris removal project in Paradise, CA.
Rubble	Rubble identified as concrete, bricks, cinder blocks and certain types of tile; rubble can be crushed and sieved for use as aggregate. Often utilized as a substitute for concrete aggregate in nonstructural applications, the rubble aggregate can be reformed into concrete for riprap erosion control. Ceres recycled rubble in Haiti following the 2010 earthquake and again in Christchurch, New Zealand, following the 2011 earthquake.

Alternative Disposal Options for Common Types of Debris	
Debris Type	Use
Glass	Glass can be directly recycled into fiberglass or used in place of sand in paving material.
Asphalt Shingles	Asphalt shingles can be recycled and given to varying local government for asphalt paving and pothole repair.
White Goods and Gasoline Powered Tools	White Goods and gasoline-powered tools communities oftentimes have not-for-profit, Goodwill, or State-owned organizations which employ workers to repair and recycle goods. In many states, following the removal of CFC refrigerants and oil/gas, the white goods and powered tools can be recycled for scrap metal.
e-Waste	e-Waste OEM manufacturer supported programs and other local recyclers that recycle e-Waste focusing on the electronic circuits, metals and plastics.
Tires	Tires can be recycled for use in asphalt, floor tiles, hoses, landscaping material, playground material and school tracks.
Soil	Utilizing screens while grinding vegetative debris, soil can be removed from vegetation and stored onsite for backfilling stump holes and ruts generated by mechanized equipment. Any remaining soil can be used in the TDSRS restoration.

### DMS Traffic Control

Traffic control will be provided near the entrance to the staging area of this site. Traffic control personnel will be trained in the hazards and requirements of their duties and safety requirements and precautions. Compliance with the safety requirements of Ceres Accident Prevention Plan and EM 385-1-1 is mandatory; Personal protective equipment must be worn and traffic control (Stop/Slow) paddles used. Signage (per DOT and Uniform Traffic Control Devices) will be posted at distances of 500 and 1000 feet from the entrance to the site to warn other traffic in the presence of trucks and traffic control personnel. The speed limit on the approach road to this site will be 10 mph, with a speed limit on the site haul road of 5 mph. Traffic control personnel will be responsible for directing traffic into and out of the site and for assisting haulers as needed to safely back trucks in for dumping in the debris staging area. Trucks WILL NOT back up to dump until so instructed by an assisting flag person and will not otherwise back up unless SPECIFICALLY instructed to do so by an operator. Trucks will space themselves at the dump location to allow sufficient space between trucks to facilitate safe dumping and maintain a safe zone around the truck of at least 20 feet. All equipment will be equipped with an operating backup alarm; equipment that does not have a functional alarm will be decommissioned until the necessary repairs are completed.



An Aerial view of a DMS used by Ceres in the past and its site layout plan.

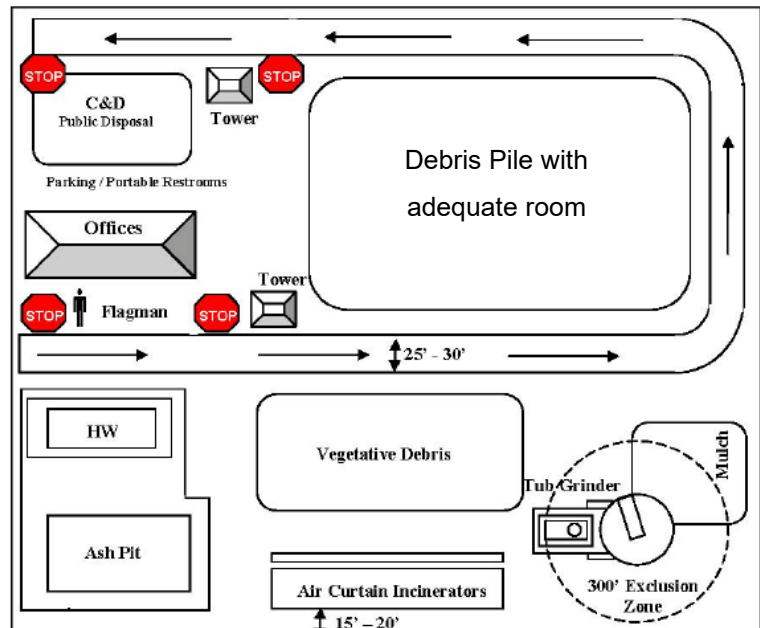
A DMS site map will indicate the following items: Access Roads, Haul Road Directions, Location of Tower, Location of Reduction equipment/exclusion zones, Location of Staging Piles, Location of HTW (Hazardous and Toxic Waste) Pit, Location of Flammable Materials Storage, Location of Recyclables, Non-recyclable Staging Area,

Topography and Storm Runoff Patterns, Nearest Receiving Waters (creeks, rivers, ditch, etc.), Location of Wetlands, Location of any Utilities and Location of Sanitation Units.

### Collection and Reduction of Debris

The following steps will be taken to collect and haul storm debris to the designated DMSs:

- Ceres will collect, load and haul all debris from the municipalities and transport it to the reduction site. There will be a minimum of two passes through each of the collection sites. Collection routes will be the same as the routes that were utilized before household collections.
- Ceres will separate the debris at the reduction sites, to the extent that is feasible, into recyclables, non-recyclables, non-hazardous and hazardous household waste.
- Ceres will reduce, recycle and/or dispose of all debris according to all local and federal regulations.
- Ceres will be responsible for the control and management of the reduction site, working in accordance with regulations of the Environmental Quality Board as well as any other local or federal applicable regulation.
- At some reduction sites there will be debris disposed for processing by trucks other than those under Ceres contract.



Typical setup of a DMS used by Ceres.

### Method of Debris Disposal

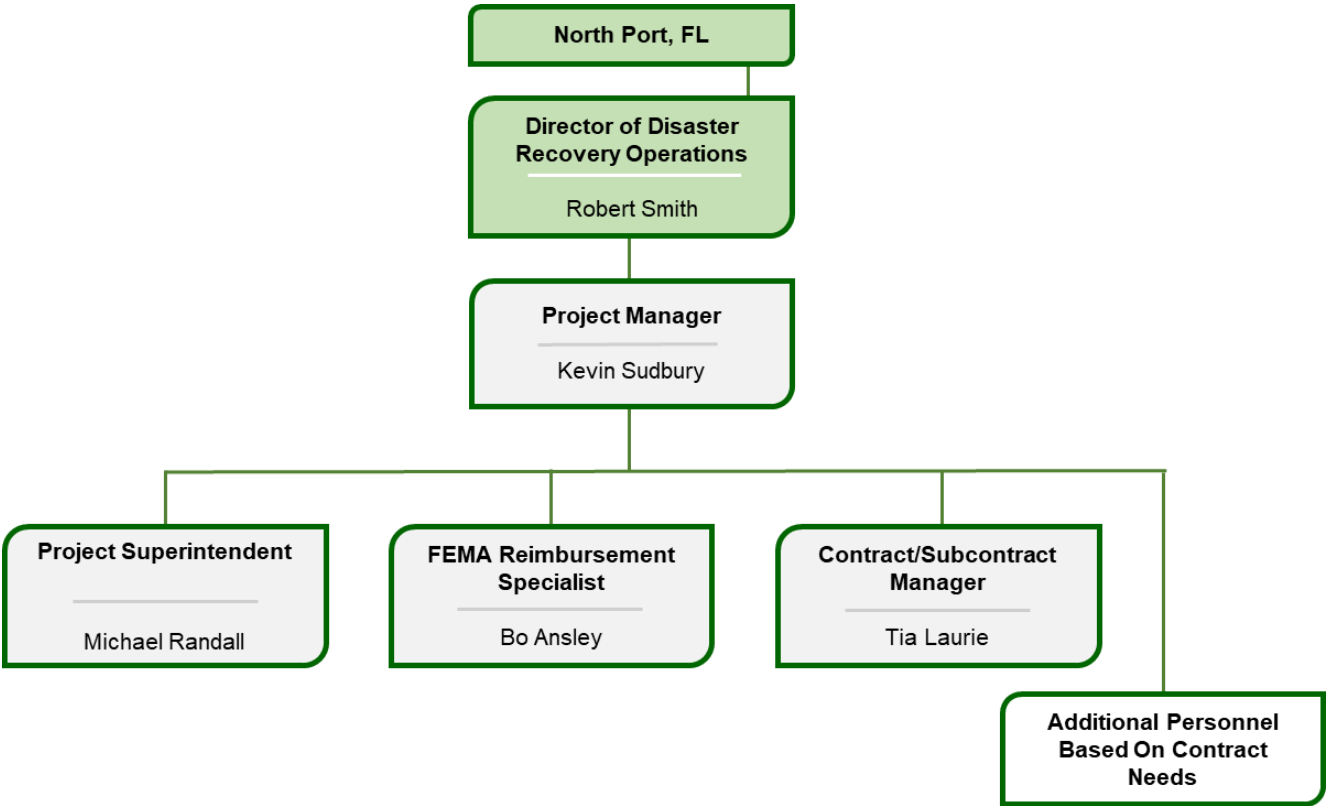
The following steps will be taken to dispose of storm debris when it is taken to the DMS:

- Materials will be recycled unless it is determined not to be economically feasible to North Port.
- Any debris that qualifies for land filling will be reduced and transported to a nearby authorized landfill for proper disposition by Ceres, in coordination with the landfill administrator.
- Household hazardous material and waste will be separated at the reduction site and maintained in a designated area to be processed. Medical waste will also be stored in hazardous waste area for processing by Ceres.
- Freon will be removed and recovered from the discarded refrigerators, air conditioners and/or any discarded appliance known to have or that may have Freon.
- Chipping/grinding is allowed for all lumber, treated and untreated.



6.3 Incident Command System – Chain of Command

Below is the organizational chart for the project key personnel assigned to North Port. Refer to **Section 3.1, Organizational Chart** for our larger corporate organizational chart.

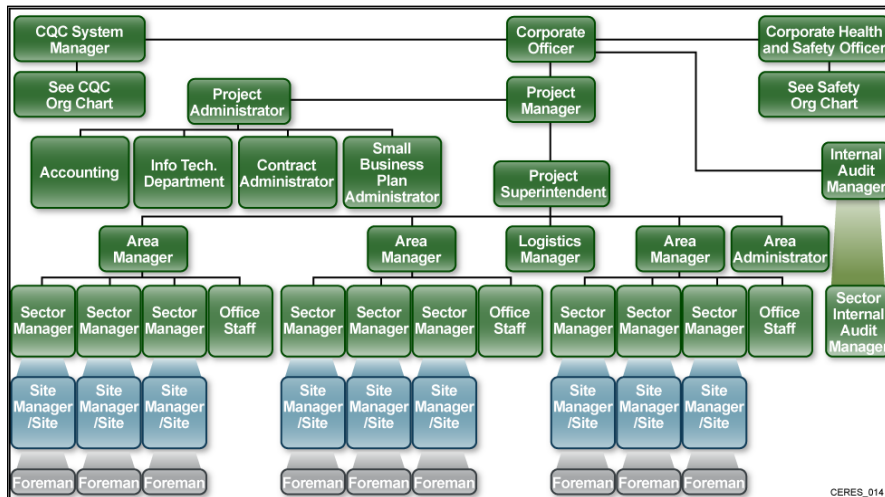


Ceres Environmental Services, Inc. is a privately held company owned and operated by its President, David McIntyre. The mobilization and contract administration headquarters for this contract will be our Sarasota, Florida office, with other offices, equipment facilities, staging sites, and recycling centers in Texas, Louisiana, Minnesota, and California.

Ceres is structured so that one or two of the corporate officers can be absent from headquarters for extended periods of time to manage projects from the field. There are always one or two remaining at headquarters to ensure continuity of management. This proved very useful when Ceres was awarded a \$1 billion contract by the U.S. Army Corps of Engineers to perform a disaster debris contract following Hurricanes Katrina and Rita, in which two of Ceres’ officers were in the field in Louisiana for over six months.

Project Management

In Ceres experience, disaster recovery is project-based. It is best managed using the principles of formal project management that are also embedded in the National Incident Management System and its Incident Command System (ICS). Therefore, Ceres has organized its disaster response work in a manner that relies heavily on a Project Manager (PM) whose position is analogous to the Incident Commander under the ICS. The PM oversees of all field production and supervises a Project Administrator who oversees administrative functions on a project basis. The PM also supervises the Project Superintendent and several Area Managers (whose quantity depends on the size of the project), who supervise Sector Managers, who supervise Site Managers. The Site Managers supervise a physical location, which may be a TDSR site, a debris loading site, or a demolition site, and the personnel they supervise are generally foremen or people physically performing the work.



Ceres Project Management organization can be adjusted to fit the size of the project and the area of coverage by changing the number of Area, Sector and Site Managers.

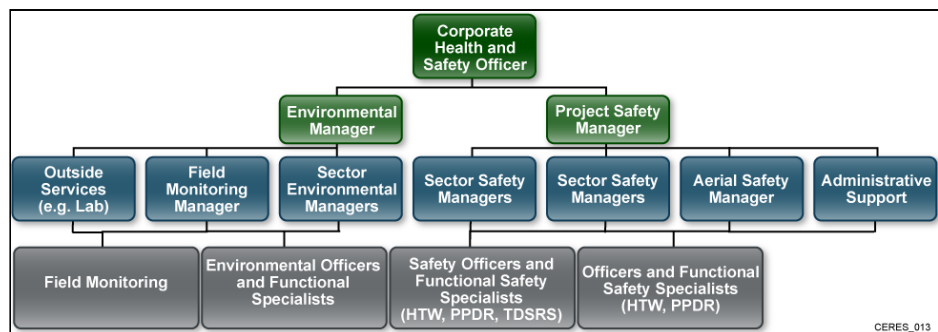
provides support for the line managers and supervisors in the field on the jobsite. The Small Business Plan Administrator locates contracts with and administers relations with subcontractors. On large projects, the Small Business Plan Administrator may have clerical help, and will provide technical support for our subcontractors, such as assistance in preparing certified payrolls if required. The Information Technology (IT) department is responsible for tracking all types of data on the project, record keeping, and database management, and the accounting staff provides onsite support for Ceres personnel.

### Internal Audit

The Internal Audit department is a critical component of the Ceres management team. During the work on Hurricane Katrina recovery, especially during the private property debris removal activities, Ceres' management noticed that the quantity of quality control personnel was very high compared with the quantity of traditional production personnel. To ensure that projects are proceeding as they should, and that personnel in all aspects of the project are performing as they should, Ceres has instituted the position of Internal Audit Manager, who supervises Audit Managers. These individuals review activities in the field as well as files in the office to be sure that all Ceres employees are doing their work as specified in the contract. The rigors of a Six Sigma program are not planned, but Ceres senior management believes that this addition to our organization will help us strengthen our performance.

### Project Safety

Ceres maintains a Corporate Health and Safety Officer to whom the Environmental Manager and a Project Safety Manager report for each project underway. Sector Managers report to the Environmental Manager and Project Safety Manager, and functional specialists work in the field with specialized training to fill specific needs such as asbestos inspections.

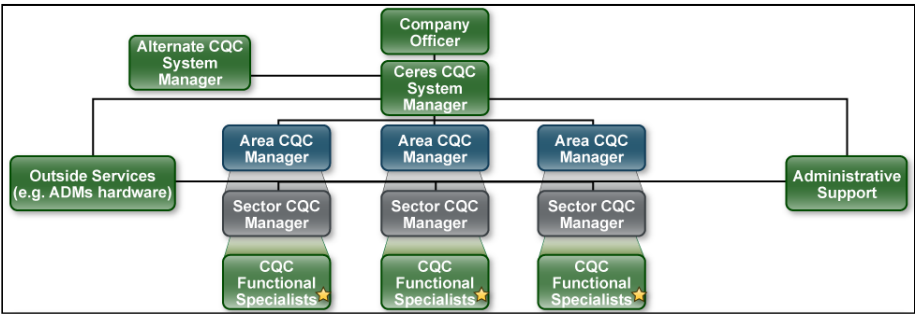


Additional Safety Officers, Functional Safety Specialists and Sector Safety Managers can be added as needed for coverage and to keep spans of control between three and five.

The Project Safety Manager in the field is responsible to the Corporate Health and Safety Officer for monitoring safety conditions and developing measures for ensuring the safety of all assigned personnel.

**Project Contractor Quality Control**

The Contractor Quality Control (CQC) System Manager reports directly to the Company President in accordance with best corporate practice. Depending on the size of the event, the organization can be readily expanded by adding additional Area and Sector Managers and Functional Specialists. This allows us to maintain coverage and keep spans of control within the ideal three to seven direct reports.



Having the Quality Manager report directly to a company officer means that quality issues get visibility at the highest levels in the company.

**Company and Project Leadership**

Ceres will assign personnel resources to an event based on the size and scope of the disaster. The personnel resumes included in a separate section of this proposal represent the full spectrum of personnel immediately available to Ceres. They are assigned at a seniority level and in numbers commensurate with the event. This is in accordance with the principles of the FEMA Incident Command System.

**6.4 Ability to Supervise Multiple Crews**

**Ensuring Quality of the Work Performed by Subcontractors**

Ceres Environmental Services, Inc. has the ability to respond to large-scale events as well as multiple events and locations simultaneously. Ceres has managed projects of up to \$1 billion in value and has more than 48 of experience in managing large projects with numerous debris crews and subcontractors.

Subcontractors, although directly responsible for providing sufficient supervision to safely and effectively perform their own work, will be managed by Ceres to ensure all work conforms to the mission-specific Task Order, SOW, and contract requirements. Ceres will maintain sufficient Quality Control personnel to place one Quality Control Supervisor with each subcontractor crew to accomplish and oversee all facets of the subcontractor’s work. Daily reports will provide additional information regarding subcontractor use, use of outside services and organizations, and their respective conformance to the QC Plan requirements.

Through Ceres’ flow-down provisions of our subcontract agreements, all subcontractors and their personnel will be held accountable to the same standard of safety performance as our own personnel. Disciplinary actions may include a verbal warning to the subcontractor for the first offense, a written warning letter to the subcontractor for a second offense, and possible termination of the agreement for breach of contract.

All subcontractors and suppliers are required to maintain compliance with the requirements of the contract and all related plans and procedures associated with this project. The subcontractor shall utilize only trained and skilled personnel in accordance with Federal and Territorial requirements and shall provide documentation, upon request, regarding employee training and experience.

Appropriate training must be provided by the subcontractor to their personnel, prior to the initiation of site work activities to ensure familiarity and compliance with contractual requirements. Documentation of this initial training session must be provided to Ceres. Where subcontractors elect to submit their project safety for review and approval by Ceres, both the Operations Manager and Corporate Health and Safety Officer will review and comment, reject, or approve the plan in its entirety. Time permitting, rejected plans may be amended and resubmitted to Ceres for reconsideration. Subcontractor representatives will be required to meet with Ceres

personnel prior to project start up to review the subcontractor safety plan, if approved, or the Ceres safety plan and site requirements.

### Experience Supervising Multiple Crews and Subcontractors

In 2024, at the height of activity in the aftermath of Hurricanes Helene and Milton, Ceres was performing disaster debris removal in 47 separate jurisdictions, **managing 155 subcontractors** and 85 debris management sites. To date, Ceres has removed more than 11.3 million cubic yards of debris.

In 2022, Ceres responded to 25 activations in Florida following Hurricane Ian. In North Port alone, Ceres' self-performing crews and subcontractors collected and hauled over 2.4 million cubic yards of debris with **over 280 trucks**.

In 2021, Ceres performed debris management and removal for much of Louisiana, including three (3) zones in the City of New Orleans and the North and South Shore areas of Lake Pontchartrain. During this response, we had a total of 13 projects with self-performing crews and **75 subcontractors**. Ceres worked 71,958 employee hours and incurred 1,706,789 truck miles while hauling 2,630,744 cubic yards of debris. All projects were completed successfully and saw zero recordable or lost time incidents.

In 2018, Ceres collected a total of 4.2 million cubic yards of debris in Southwest Georgia. At the mission's peak, Ceres was able to haul 140,000 CYs – 3.3% of the total project – in a single day. The consistency of this type of significant progress allowed us to finish on schedule with the USACE staff drawdown plan. **Ceres managed 144 subcontractors for haul-in and haul-out**; Ceres also self-performed in both haul phases.

During progress meetings, Ceres QC staff updated graphic charts designed to closely monitor progress by area and site closures. Our use of equipment safety inspection stickers that were a part of the placarding process ensured that equipment was in good working order, and in total **1,628 vehicles were placarded**. Our peak day of equipment use was November 28, 2018 – 784 placarded containers were used for haul-in. Ceres supervised an estimated **1,600 people on this job at its peak**. Ceres worked approximately 650,000 manhours without a lost time injury in Southwest Georgia. Given the number of people and duration of the project, this is a strong demonstration of Ceres commitment to safety. Our environmental record is very solid as well.

Shortly after Hurricanes Katrina and Rita in 2005, the U.S. Army Corps of Engineers (USACE) awarded Ceres a \$1 billion contract for disaster response, including loading, hauling, reducing, and disposing of debris and white goods; trimming and removal of hazardous trees; demolition of storm-damaged buildings; collection of household garbage; environmental sampling and monitoring of disposal sites; and life support services. This contract covered **11 Louisiana Parishes** and required the operation of **54 reduction/disposal sites**. Ceres achieved a record-setting mobilization, hauling more than 45,000 cubic yards of debris in its first day on the job (from Jefferson Parish, LA). Ceres rapidly achieved large-scale capacity, reaching a maximum production of 194,584 cubic yards per day and eventually hauling, reducing, and disposing over 13.4 million cubic yards of debris, over 315,000 units of white goods, while trimming or removing over 165,000 hazardous trees.

Ceres successfully managed more than 1,018 subcontractors and their 18,000 employees during the Katrina Disaster recovery program. We used 7,847 placarded vehicles for the project.

Along with the major USACE contract, Ceres was also the prime contractor on several other projects connected with Hurricane Katrina. Ceres was awarded a \$60 million contract to implement the "Blue Roof" project housing repair following Hurricane Katrina and an additional contract the same season for housing repair following Hurricane Wilma. This effort mobilized **1,100 workers, using 54 tier-one and 65 tier-two subcontractors** to install temporary roofs on 23,000 damaged homes in three months.

The U.S. Army Corps of Engineers officially evaluated Ceres' overall performance during the Katrina cleanup as **"Outstanding"**. Ceres was specifically noted for the use of local contractors; quality, efficiency and swiftness of performance; and cooperation while managing a changing and evolving work scope.

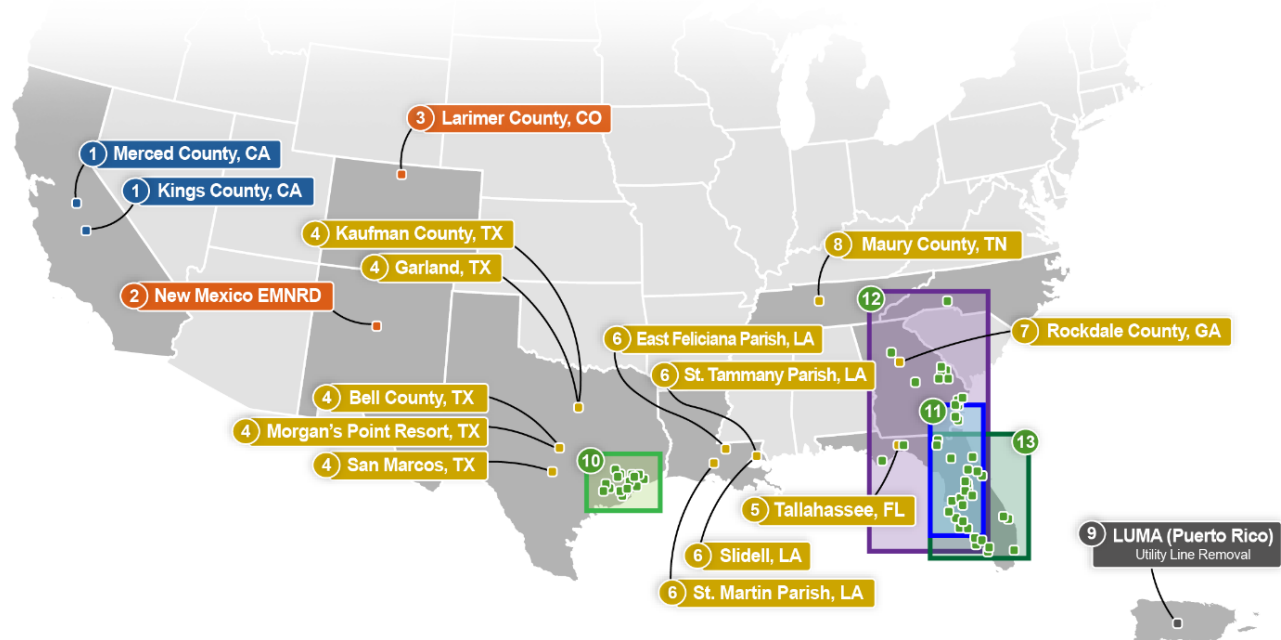
## 6.5 Capacity to Manage Multiple Contracts

Due to the nature of disaster relief work, it is difficult to project workload; **however, Ceres has the proven resources and experience to handle multiple events and locations.** Our successful experience in multiple response situations as well as our substantial resources and teaming relationships ensures that Ceres' performance on this contract will be to the City's utmost satisfaction.

### 2024 U.S Event Responses and Projects

In September and October of 2024 Ceres was activated by 47 jurisdictions across Florida and Georgia following the landfalls of Hurricanes Helene and Milton. Just months before, in July, Hurricane Beryl struck Texas, and Ceres was responded to 16 Texas jurisdictions.

During 2024 Ceres also responded to multiple tornadoes and severe wind events in Texas, Louisiana, Tennessee and Georgia while maintaining our ongoing project from the Atmospheric Flooding in Merced County, California.



- 1 Atmospheric River and Flooding
- 2 Calf Canyon/Hermits Peak Fire
- 3 Wildfire
- 4 Severe Wind Event
- 5 Florida Tornado & Wind Event
- 6 Louisiana Tornado & Wind Event
- 7 Georgia Tornado
- 8 Tennessee Tornado
- 9 Ongoing/Routine Projects

#### 10 Hurricane Beryl

Danbury, TX  
El Campo, TX  
El Lago, TX  
Houston, TX  
Katy, TX  
Kemah, TX  
La Porte, TX  
Matagorda County, TX  
Morgan's Point, TX  
Palacios, TX  
Pearland, TX  
Richwood, TX  
Seabrook, TX  
Sugar Land, TX  
Surfside Beach, TX  
West University Place, TX

#### 11 Hurricane Debby

Columbia County, FL  
Glynn County, GA  
Sarasota County, FL  
Sarasota, FL

#### 12 Hurricane Helene

Atlanta, GA  
Augusta-Richmond County, GA  
Bessemer, NC  
Brunswick, GA  
Bryan County, GA  
Columbia County, FL  
Columbia County, GA  
Effingham County, GA  
FDOT, District 1 - Manatee County  
FDOT, District 1 - Sarasota County  
FDOT District 2 - Taylor County  
Franklin County, FL  
Gainesville, FL  
Glynn County, GA  
Grovetown, GA  
Harlem, GA  
Holmes Beach, FL  
Lincoln County, GA  
Longboat Key, FL  
Macon-Bibb County, GA  
Palmetto, FL  
Pembroke, GA  
Sarasota County, FL  
Sarasota, FL  
Tallahassee, FL  
Tattnall County, GA  
Thunderbolt, GA  
Washington, GA

#### 13 Hurricane Milton

Bradenton, FL  
Cape Coral, FL  
Daytona Beach, FL  
DeBary, FL  
Deltona, FL  
Hardee County, FL  
Hillborough, FL  
Holmes Beach, FL  
Indian River County, FL  
Lake City, FL  
Lake County, FL  
Longwood, FL  
Maitland, FL  
Mt. Dora, FL  
North Port, FL  
Ocoee, FL  
Palm Bay, FL  
Palmetto, FL  
Pasco County, FL  
Port Orange, FL  
Sarasota County, FL  
Sarasota, FL  
Sumter County, FL  
Tampa, FL  
Temple Terrace, FL  
The Villages, FL  
Village of Wellington, FL



### 2023 U.S. Event Responses and Projects

In 2023, Ceres responded to events across the U.S. In the spring, Ceres was activated to Merced and Tulare Counties in California following the destructive Atmospheric River that caused extensive flooding, mudslides, and general debris displacement. At the same time, strong winter storms impacted parts of Texas. Ceres mobilized to the City of Austin and Williamson County to remove debris caused by high winds and harsh winter elements.

In the summer, the State of Vermont activated Ceres following the Great Vermont Flood, one of the worst natural disaster events to impact Vermont this century. Major cities and towns were completely inundated, where hundreds of structures were damaged or destroyed.

As Ceres forces were at work in Vermont, Hurricane Idalia made landfall just south of Perry, FL as a Category 3 storm. Many communities throughout Northern Florida and Georgia were impacted by heavy winds and rain. Ceres worked alongside the City of Perry, FL, Taylor County, FL, Glynn County, GA, Columbia County, GA, and FDOT to remove the debris that caused disruption for thousands of citizens.

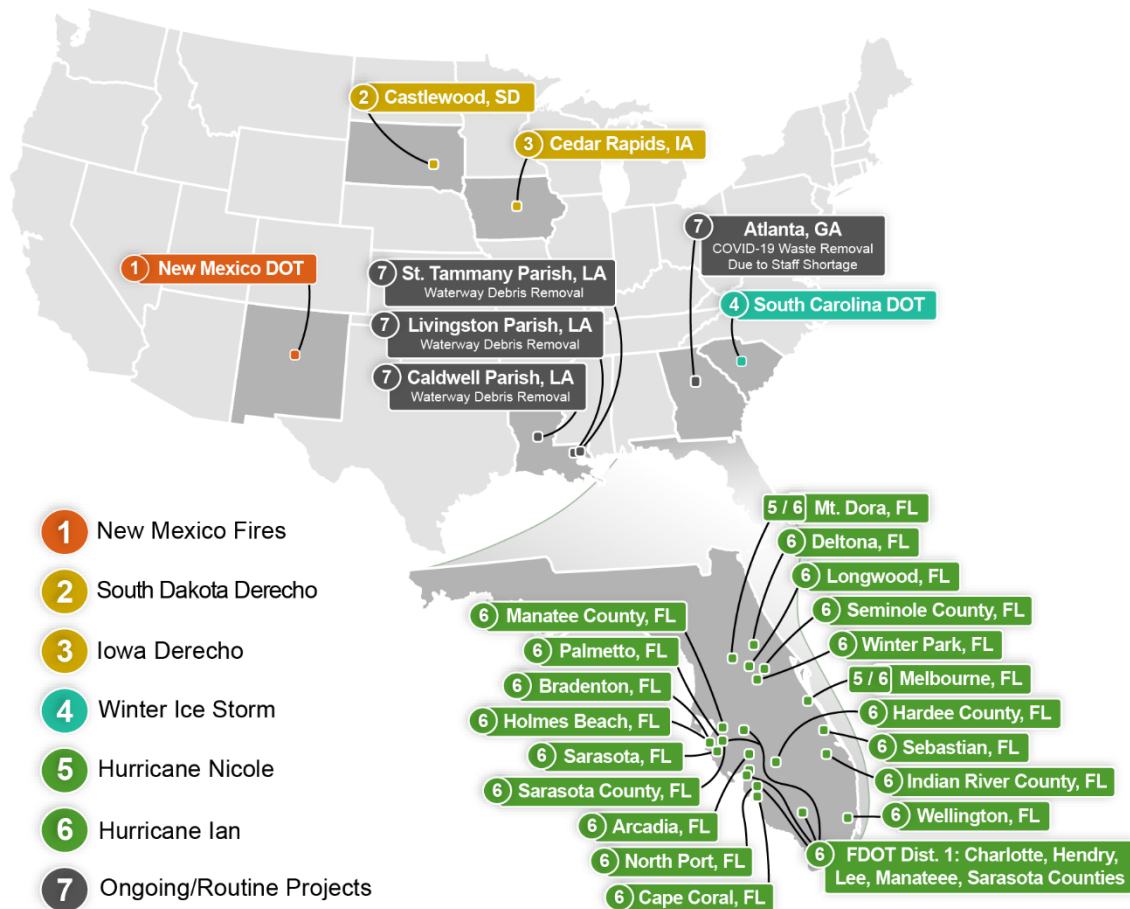
Throughout the year, Ceres performed routine work and continued to execute ongoing projects.



## 2022 U.S. Event Responses and Projects

In September 2022, Hurricane Ian impacted Florida as a Category 4 Storm. As a result, Ceres received 25 contract activations across the state. Two of these contracts got activated again when Hurricane Nicole affected Florida a month and a half later.

That same year, Ceres also responded to the South Carolina DOT following a winter storm, removed fire debris in New Mexico, and worked in Louisiana, Iowa, and South Dakota to clear debris from waterways. Additionally, Ceres helped the City of Atlanta, GA with routine debris removal when the City experienced shortage of staff due to COVID-19.



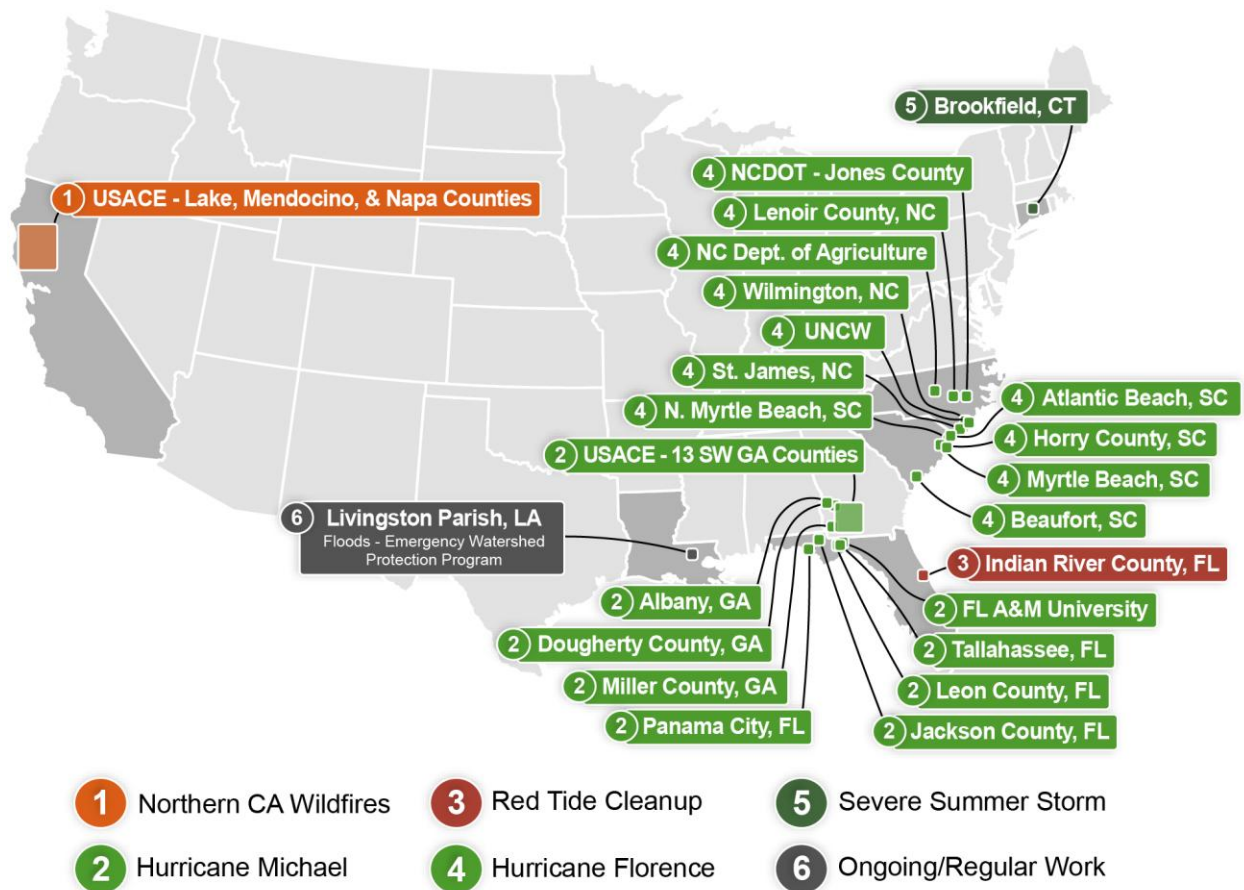
### 2018 U.S. Event Responses and Projects

From January to June 2018, Ceres actively worked in Lake, Mendocino, and Napa (LMN) Counties as part of the U.S. Army Corps of Engineers (USACE) Disaster Recovery effort after the President declared a federal State of Emergency as a result of the Northern California Wildfires.

From May to November 2018, Ceres worked in Livingston Parish, LA to remove vegetative debris from waterways. The project was aimed at reducing flooding and improving navigation along the Tickfaw River, Natalbany River and West Collyell Creek.

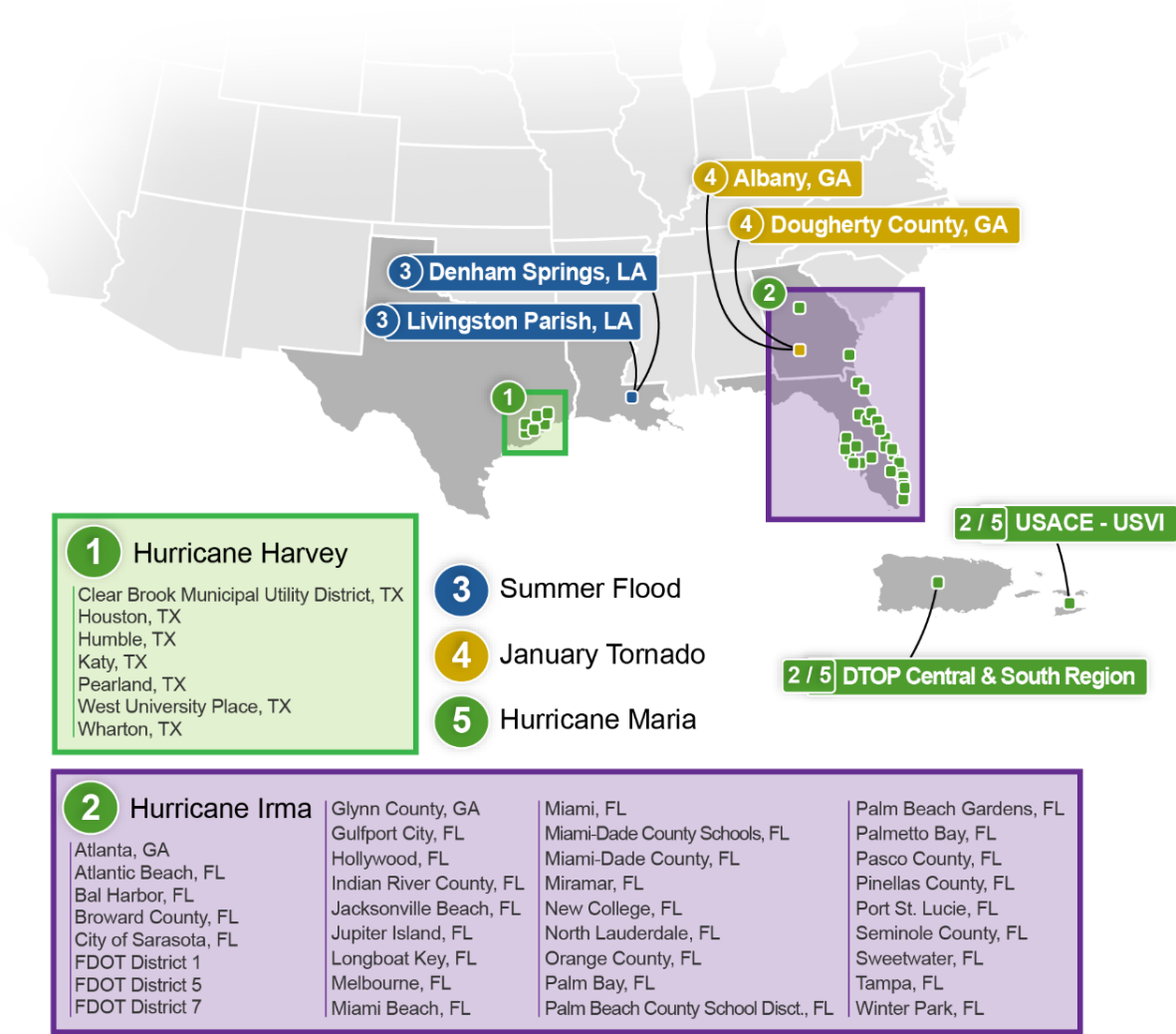
In September of 2018, Ceres responded to 12 different jurisdictions in North and South Carolina after they were struck by Hurricane Florence. A few weeks later, Hurricane Michael struck the Florida panhandle, making it the first Category 4 hurricane ever to make landfall in that area. As it moved inland, it decreased in intensity to become a Category 3 storm – the first to ever strike the State of Georgia. Following that storm, Ceres was activated by the USACE under the ACI SAD Restricted contract in 13 Georgia counties, while we were also actively working in additional jurisdictions in both Florida and Georgia.

Additionally, Ceres operated two year-round green waste reduction yards in Texas and Minnesota, producing mulch and compost for sale back to the general public.



2017 U.S. Event Responses and Projects

In August 2017, Ceres responded to seven jurisdictions in Texas following Hurricane Harvey. Within the next several weeks, Ceres responded to 35 jurisdictions in Florida and performed two emergency contracts in Georgia after Hurricane Irma. Additionally, Ceres worked under the U.S. Army Corps of Engineers (USACE) in Puerto Rico and the Virgin Islands, where both Hurricanes Irma and Maria caused severe damage and devastation.



6.6 Problem Resolution

From experience, Ceres knows that establishing an accurate, efficient process for tracking truck tickets, truck certifications, and additional load and haul data is critical for a successful debris project. Ceres also knows that project structure is important because it provides the foundation for success, and we know that a strategy is only as good as its execution. Ceres seeks to emphasize not only the form of managing the project, but we also pay special attention to the people that are performing the overall management of the project. The table that follows addresses issues we have encountered and resolved during our many years in disaster debris management:

Potential Problem	Explanation	Proposed Solution
<b>Inaccurate prediction of production rates</b>	The production rate at the beginning of a job can be misleading, because the more debris-laden areas are often the first areas to be worked. This causes a forecasting error in the required ratio of number of crews available to the quantity of outstanding work.	Proper use of mapping techniques and monitoring zones allows for the comparison of expected debris quantities and actual quantities. This type of tracking allows for a more accurate job completion prediction.
<b>Lack of specialized training for supervisors in advance of events</b>	In a disaster response, communications between field operations and corporate headquarters can be challenging and supervisory personnel may be forced to make decisions without a lot of time to conference with superiors.	Because staffing is of paramount importance, Ceres has addressed this problem with multiple solutions, including locating and training adequate quantities of supervisory personnel in advance of an event. Ceres has non-disaster business units whose supervisors have been trained in disaster operations. Ceres has scheduled the non-disaster workload in a manner that allows the disaster business unit to "commandeer" personnel from sister business units and thus grow instantly to a large operation. Additionally, Ceres has an ongoing interviewing and hiring process and maintains a file of prospective employees who can be called in when an event generates the need for more staff.
<b>Inadequate material supplies</b>	A successful debris mission needs more than simply trucks, loaders and fuel. The project also requires management and data tracking. To perform properly, critical items such as truck placards and truck certification forms are required. The shortage of these simple items could cause a tremendous logjam.	An ample supply of these items will be shipped immediately to the field and made available at the local office.
<b>Insufficient communications</b>	At the beginning of most projects, there are meetings between the Client and Ceres daily, but as jobs start slowing down, those meetings typically go from daily to weekly.	Communication should remain frequent throughout the project. This is the best way to ensure that data close-out goes smoothly.
<b>Community complaints</b>	Ceres is always concerned about the impact of our services on the community. We strive to resolve complaints quickly and effectively.	Ceres maintains a toll-free Storm Hotline that will be staffed and accessible 24 hours a day, 7 days a week to handle questions, concerns or complaints related to clean-up: <b>1-877-STORM12</b> . The number will be prominently displayed on all equipment working the clean-up area.
<b>Damage claims</b>	Ceres account executives sort through messages and identify time-sensitive incidents such as broken water lines, which would receive immediate attention. Each account executive identifies all the pertinent information, investigates the reported incident, and ultimately locates the crew responsible if fault is found.	Subcontractors will be given a 48-hour period to settle their damages. If the sub fails to repair the damage, Ceres will immediately make the repairs and back-charge the respective sub. The sub may also be subject to temporary shutdown of their crews and/or termination of the subcontract. Ceres uses customized forms to track and resolve damage claims.
<b>Imbalanced completion of work</b>	The geographic area of a project is generally split into several zones that are managed as separate areas. If one zone gets a lot of attention and other zones appear to receive less equipment and personnel, political problems can arise.	Ceres monitors the progress daily in the various zones and seeks to maintain approximate equality of work completion in the various zones. This approach satisfies all parties: the citizen population, political leadership, and the Government's project management team.



## 6.7 Quality Control Plan

### Introduction and Project Overview

Ceres Environmental Services, Inc. has developed this Quality Control Plan with the intent of describing the elements of anticipated work and methods to establish and maintain an inspection system that will ensure performance of the work in conformance to the requirements of the contract. Prior to the development of any project-specific Quality Control (QC) System, the contract specifications will be carefully reviewed to ensure the QC system implemented will meet related requirements. Fundamental to the Plan is our understanding that:

- Authorized agency personnel have the right, at periodic intervals, to inspect and test all services called for by the contract to determine performance quality and contractual compliance.
- Ceres must provide agency representatives with reasonable facilities and assistance for the safe and convenient performance of such inspections, and
- If Ceres does not promptly perform services and/or take necessary actions to conform to contract requirements, the agency may perform said services and charge Ceres or terminate the contract for default.

### Quality Control Organization

The Quality Control Manager (QCM) will implement, control and maintain the Quality Control program. The QCM will ensure all QC Supervisors and Officers are adequately trained to perform the functions of their assigned duties, and that daily documentation is prepared by each QC Officer relative to production and quality of work performed. The QC Manager will monitor the progress and quality of work, stop work where non-conformances are found and initiate appropriate corrective measures, and ensure each new task order is reviewed prior to start of work to ensure work plans conform to contract requirements. The QC Manager will also ensure the preparation of Daily Progress and Production Reports with timely submittal to the agency in accordance with contract specifications.

### QC Staff Qualifications and Responsibilities

#### QC Manager

A qualified and experienced Quality Control Manager (QCM) will be assigned to this project and will be responsible for implementation and overall management of the project QC program. The QCM will have experience in the fields of engineering, project management, construction quality control, and inspection and supervision of residential and commercial construction.

#### QC Area Supervisor(s)

According to the nature of the storm and resulting damage, an appropriate number of Area Supervisors will be appointed to coordinate QC activities under the supervision of the QCM. The Area Supervisors will be experienced in field administration of CQC programs as well as crew management.

#### QC Sector Supervisor(s) and Qualifications

Reporting to the QC Area Supervisor will be QC Sector Supervisors. These Sector Supervisors will be responsible for administering the QC Program for their sector and for the daily work activities and performance of the Quality Control officers.

### Definable Features of Work

The following list includes those tasks that have been identified as “definable features” relative to work performed under this project. A definable feature of work is a task that is separate and distinct from other tasks and that requires separate quality control requirements.

Mobilization	Ceres personnel and equipment; subcontractor personnel and equipment assignments and mobilization to work area; simultaneously prepare contract-specific Operations Plans, QC Plan and Site Health and Safety Plan.
TDSR: Set-Up and Management	Conduct baseline environmental survey, set up tower, portable toilets and sanitation stations, HHW pit, roads/signs

Debris Collection, Loading and Hauling	Segregate, collect and transport debris from ROW properties. QCs to use paper load tickets until ADMS operational, then QCs will use HHU and Smart Cards to generate load information.
White Goods	Determine condition: Freon-containing units must go to processing location for recovery of refrigerant. Units with food waste will be secured during transport to processing center where waste can be properly removed and disposed. All other units may be transported to recycling location.
HHW	Segregate, transport and stage at designated location in TSDR site prior to final shipment to designated incineration site. Crews must have Hazwoper certification; QCs subject to training course prior to monitoring HHW collection.
E-Wastes	E-waste will be transported to designated location for proper recycling or disposal.
C&D	C&D will be transported to the designated landfill.
Reduction: ACI or Grinding, Recycling	Debris reduced by grinding (vegetative) or incineration; repackaging for efficient transport to final disposal site.
Reduced Debris Disposal	Hauling of non-burnable debris to designated landfills (C&D, wood mulch, concrete and brick).
Site Restoration	Perform environmental sampling as appropriate, other cleanup and restoration activities
Site Closeout	Remove tower, portable toilet and sanitation station, final punch-list items

### Safety Requirements

Information pertaining to specific safety requirements is maintained in the project Accident Prevention Plan (APP), the Activity Hazard Analysis (AHAs), the current version of the USACE EM 385-1-1, and task-specific operations procedures. At a minimum, the APP addresses worker protection, equipment safety, trimming loads, flaggers, work zone safety, and traffic control.

### Training Requirements

Prior to start of work, QC personnel complete an indoctrination training course that reviews QC procedures applicable to the project as well as specific health and safety practices and procedures. This introductory course provides an overview of the project objectives; introductions to key personnel; information regarding the QC's authority and responsibility related to enforcement of health and safety requirements; and QC monitoring requirements, procedures and documentation requirements. In addition, this course reviews the AHA for the project; emergency response and accident reporting information; personal protective equipment requirements; load preparation requirements; traffic control requirements; flagger training and use requirements; and general work zone safety policies and practices.

### Submittal Control

#### Use of the Submittal Register

Submittals required by specifications and/or requested by the City will comply with the procedures discussed in the contract specifications. Each submittal will be complete and in sufficient detail to allow ready determination of compliance with contract requirements. Prior to submittal, an internal team that includes the Operations Manager and the QC Manager will review all documents requiring submittal.

#### Submittal Control Officer

The Submittal Control Officer will be responsible for the preparation, documentation and tracking of each transmittal.

### Deficiency Tracking

Deficiency tracking procedures will be in place through all aspects of the project specifications. The key areas where deficiencies may occur include all definable features. As the work progresses, continuous inspections will be performed by QC Officers and Supervisors to ensure the work conforms to contract specifications. Where non-conformances are identified, the QCM will ensure they are recorded on a Rework Item List, which will

remain under the control of the QCM. This list will include recommendations for corrective measures and dates and responsibilities for completion of the corrective measures.

### Subcontractors and Outside Organizations

Ceres intends to use local subcontractors and small, woman-owned, and disadvantaged business enterprises to the maximum extent practicable.

### Reports and Forms

Ceres uses various forms to ensure proper documentation of critical items. These forms will be used to document monitoring and inspections completed by the QC Manager, Field Superintendents, and other responsible managers as identified by the QC Manager or Operations Manager. Daily production and quality control reports are typically prepared and submitted to the City representative by 7:00 a.m. on the following workday.

For each contract task, specific documentation procedures will be developed to ensure critical data is captured and documented. The documentation process, for example, for PPDR activities performed for this project will include:

- Weekly PPDR plan with crew assignments
- Route Inspection documentation to detail quality and safety compliance
- HHW inventory documentation in coordination with collection schedules
- E-waste and white goods documentation in coordination with respective collection schedules
- Concrete collection documentation in coordination with PPDR collection crew schedules
- SME, ACM and similar unique materials will be inventoried on specific documentation in coordination with collection schedules
- Photographic and GPS documentation of each property prior to and following debris removal activities
- Daily QC reports to document crew information, equipment usage, man-hours and general work performance

## 6.8 Communication and Customer Service Plan

### Communication Plan

Regular and effective communications are critical to the rapid dissemination of appropriate and accurate data to both the North Port Management Team, their Debris Management Consultant, and the Ceres Management Team. As the project progresses, the needs of the City may change, and resource requirements may need to be reassessed. The original plan, therefore, may need to be modified. To ensure effective and efficient execution of all fieldwork, the Ceres team, from Site Managers up to the Project Manager, will meet daily. The Project Manager is responsible for coordinating the daily scheduling and dispatch of cleanup crews with the City and will meet with the designated representative daily.

The Project Manager (PM) will serve as the principal point of contact between Ceres and the City Operations Manager/Debris Management Consultant. The assigned PM is knowledgeable about all facets of Ceres' assigned tasks and will have executive project responsibilities. The PM will have written authority to sign for the corporation in matters relating to this project and the City.

Upon receipt of a Notice to Proceed, the PM will be on call 24 hours per day, seven days per week, and will have electronic linkage capability for transmitting and receiving relevant contractual information. This linkage will provide immediate contact availability via cell phone and fax machine and have Internet capabilities. The PM will participate in daily After-Action Reviews and disaster exercises, functioning as a source to provide essential element information. The PM will report to the City Operations Manager on an "on call basis" and be capable of responding within one hour of notification.



The PM will ensure that all North Port event goals and priorities are met and will have the authority to make executive decisions regarding the project. The PM will work out of Ceres local disaster office and will meet with his support staff and crew leaders at the end of each day to review progress and set goals and priorities for the following day.

Daily records submitted up the chain of command to the Project Manager will include:

- Sub-contractor/Employee Name
- Equipment Number
- Type of Equipment
- Hourly equipment documentation, downtime, lost time, and sick time

Ceres also has procedures in place to keep the City and the Debris Management Consultant informed of daily progress on a project. At the end of every daily shift, crew employees will complete their time sheet by entering in the time the shift ended, the ending hours on the equipment they utilized and the number of loads they either hauled or loaded. They will deliver this timesheet to the Foreman before leaving the shift. The Foreman will compile the labor information to a daily worksheet, along with Purchase Orders, trucking that was utilized and number of loads hauled, equipment utilization, and a briefing of the course of the day describing any problems that arose, and solutions implemented, and areas worked. The Foreman will then turn in the reports for the day.

The following topics will be discussed with the management team:

- Changes in time for completion
- Changes in cost objectives for the project
- Changes in operating policy
- Changes in the technical specifications for the projects
- Changes in methods
- Changes in needs
- Revised activity plan estimates
- Failure of suppliers or contractors to deliver on time
- Reassessment of resource requirements on individual activities
- Inability to utilize resources as planned
- Unexpected technical difficulties
- Unexpected environmental conditions
- Scheduling needs
- Performance of work per zone or region
- Unplanned costs
- Any problems or future problems pertaining to the project

After the meeting is adjourned, the Project Manager (PM) will collect all the data. The next business day the data received, and the daily reports will be entered into a computerized database. These reports will be evaluated by the Operations Manager and discussed with the CEO and the PM. The data will be used in weekly reports that itemize costs per region and code and weigh them towards the projected costs and schedules of the project. These reports will be submitted weekly to corresponding company divisions along with reports submitted to the City and their Debris Management Consultant. It will be the responsibility of the PM to utilize the minutes of the daily meeting and the information from the reports to make daily assessments of the schedules of each individual crew.

### Customer Service Plan

Large phone and e-mail traffic from concerned residents are a part of every natural disaster. Ceres maintains a toll-free Storm Hotline that is staffed and accessible 24 hours a day, 7 days a week to handle questions, concerns or complaints related to clean-up: **1-877-STORM12**. The number will be prominently displayed on all equipment working the clean-up area. Ceres monitors call and e-mail volume and establishes additional toll-free numbers and enlists additional staff whenever greater capacity is required to ensure maximum community responsiveness.

The Call Center keeps a log of incoming calls and e-mails and records the address of reported incidents, resident names, reported complaints, dates and times of reported incidents, and the truck numbers (if applicable).

Ceres then compiles resident communications and organizes them into date/time of receipt and response priorities. Trained account executives sort through messages and identify time-sensitive incidents such as broken water lines, which would receive immediate attention. Each account representative identifies all pertinent information, investigates the reported incident, and ultimately locates the crew responsible if fault is found. Reports will be accessible daily or weekly and can be disbursed to City officials.

Subcontractors will be given 48 hours to settle their damages. If the sub fails to repair the damage, Ceres will immediately make the repairs and back-charge the respective sub. The sub may also be subject to temporary shutdown of their crews and/or termination of the subcontract.

Ceres Environmental Services, Inc. will repair any damage caused by equipment or personnel in the performance of RFP NO. 2025-01 Emergency Response Services, Debris Management Services, and Ancillary Preparation/Recovery Services for the City of North Port. Work areas will be returned to their original condition.

## **6.9 Documentation, Invoicing and Ability to Track and Record Work**

From experience on over 400 FEMA-reimbursed projects, Ceres Environmental Services, Inc. knows that accurate and organized recordkeeping and reporting is vital to the successful completion of a project and full FEMA reimbursement. This careful attention to FEMA rules, regulations and policies, compliant documentation and strict internal quality control procedures serves to protect the City of North Port's FEMA reimbursement and future budgets. **Throughout Ceres' history, no client has been denied reimbursement for eligible work Ceres has performed.**

### **Documentation – Field Operations**

Ceres has its own forms for truck certification, load tickets, force account labor and equipment, man-hours, and equipment supplied. Ceres is pleased to provide these, and any other forms needed for the City. **Sample reports and daily worksheets are available upon request.**

Ceres often provides these forms to clients during disaster response projects. For example, Ceres performed debris removal for Indian River County following back-to-back hurricanes Matthew and Irma in 2016 and 2017. Since the County performed its own monitoring, Ceres brought its own truck certifications, load tickets, and other required forms for the County monitors' use. During the project closeout, Ceres scanned all truck certification and load tickets and provided back to the County for recordkeeping. Lastly, Ceres has transitioned its time and materials logs for emergency debris clearance to mirror an ICS Form 214 more closely. This is the standard ICS form used in emergency management to log activities performed by various ESFs. By mirroring this form in our own activities, Ceres can more seamlessly assimilate into City of North Port's emergency response functions and quicken PW development and cost tracking.

In addition to its proprietary forms, Ceres is also familiar with the sample forms included in the 2021 version of the Public Assistance Debris Monitoring Guide and the guidance provided by the Public Assistance Program and Policy Guide (PAPPG v4). These FEMA publications provide guidelines for debris management from preparation to concluding response and offer multiple sample forms for use during monitoring, including load tickets and truck certifications.

Ceres is also intimately familiar with PAPPG, Title 2 of the Code of Federal Regulations (CFR) Part 200 Procurement Standards, the Procurement Disaster Assistance Team Field Manual (2019 version) and other pertinent FEMA policy guides, fact sheets, and disaster specific guidance. Ceres maintains this information in a



central repository to quickly compare policy guide revisions and distribute it to clients. When FEMA transitioned from 44 C.F.R. 13.36 to 2 C.F.R. 200, Ceres and its attorney wrote a crosswalk article highlighting the changes from one set of regulations to the other (The Construction Lawyer, Volume 36, Number 4, Fall 2016, Emergency Contracting: Avoiding a Disaster After the Disaster). In short, Ceres has access to and understands the various rules, regulations and policies required to meet FEMA reimbursement guidelines.


Ceres has recently expanded its field operations reporting with the latest ESRI GIS software suite, ArcGIS 10.7TM. Ceres can create sector, zone and subzone maps to augment completion of PDA Forms, provide better estimates of debris quantities/types, track the progress of debris collection operations and help closeout zones/subzones. In totality, ArcGIS helps create a common operating picture between Ceres, its various department and the City. ArcGIS has become an integral part of Ceres' overall operations and is developing a common operating picture within Ceres and among our partners.

To highlight the importance of ArcGIS, Ceres recently implemented the software suite during Ceres' completion of CalRecycle's Camp Fire debris removal project, as well as for ongoing operations in Abaco, Bahamas from Hurricane Dorian. Ceres can tailor forms and reports with each project to capture required information and help create an administrative record to protect the City FEMA reimbursement. A screenshot of a sample report is provided above; complete copies are available upon request.

### Documentation – Administrative

Tickets and Truck Certification Forms are the foundation of the major expenses on most projects. Tickets are designed in several versions depending on what information is required. Tickets may track debris by cubic yard, tons, each, or load. The debris stream may also influence the ticket form that is selected for any project phase. Truck Certification forms are also critical documentation that must be accurately and carefully recorded. These forms are carefully structured to ensure that all necessary information, as required by FEMA, is recorded. FEMA requires signed truck certification forms for every vehicle hauling on the project and a signed dump ticket for every load. Ceres supplies these 5-part carbonless forms if the City wishes.

Ceres has developed a powerful custom database that links key components of documentation including the truck certification database, ticket database, and the database containing all the images of each individual ticket and the truck certifications. Ceres' ticket database has been in use for more than 10 years and is easily modified to meet the varying needs of our clients. The database is also designed to make data entry easy. One data entry person, with minimal training, can enter over 700 tickets per day. Drop down selections, short cuts and static information retrieval make data entry fast and accurate. The system does not allow entry of duplicate tickets thus preventing duplicate billing and duplicate payments. The system does not allow a ticket to be entered with an amount that exceeds the certified load amount of the truck. Additional features of this custom software make it flexible enough to record data that is known to be required for a particular circumstance or project. Ceres maintains separate databases for each project to ensure that data integrity is maintained.




**Quality Control Form**

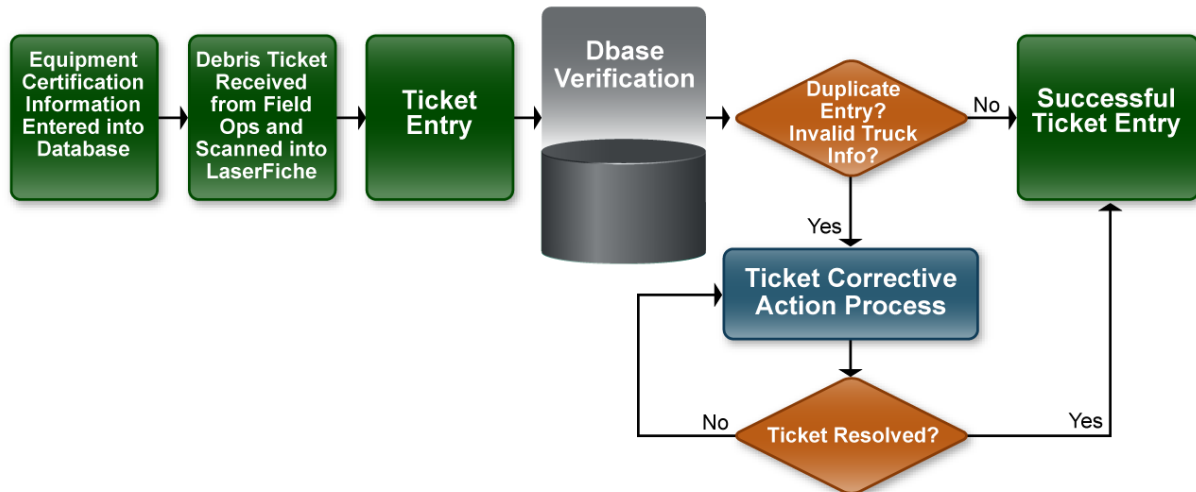
Debris Removal

Submitted Time: 10/05/2019 7:01 AM

APN: 058-520-009-000

Address: 058-520-009 BARDEES BAR RD

QC Name	Mike Randall	
SUB	P31	
TF	9	
Weather Conditions	Weather Class	Class A
	Min Temperature	45
	Max Temperature	70
	Precipitation	0
Unique Features	Yes, Steep rutted driveway to top site	
Access	Poor up top, bottom is good.	
Rock	Yes, 3 loads on driveway	
Proximity to Stream or Watershed	Neither	
Walls or Chimney	No	
Multiple Outbuildings	No	
Vehicles	Yes, 1 pick up truck	
Pool	No	
Fencing	No	
Property Progress	Start: 60, End: PFI	
Picture #1		



Ceres 00

This flow chart illustrates the data flow and system logic for handling completed load tickets. The system will check for a non-duplicate ticket number, a valid truck number and that the load does not exceed the verified capacity of the truck before information will be saved in the data base.

Each completed truck certification form and each load ticket are electronically scanned at the field office and then transmitted to an imaging database located on a secure Ceres server outside the disaster area. The scanned information is then retrieved by our data entry staff and entered into the appropriate project database under normal office conditions. Database rules require that first the truck owner (Ceres or one of its subcontractors) and then the individual truck be established in the database before the system will accept any load ticket information for that truck

Ceres has taken great care to develop both policies and procedures that can be consistently applied to every project. The Ceres “Data Entry/Accounting Procedures” manual is used to provide guidance to our data entry personnel, so all data is entered in a consistent manner to ensure data integrity. This extra planning makes the implementation of a project easier and faster. Additionally, the use of advanced communication technologies, such as wireless and satellite internet connections; cell phones with voice, data and text; and electronic imaging of paper documents, allow Ceres to simultaneously manage multiple projects, in multiple states. All reimbursable activities under a particular contract, for example, stump removal, operation of hourly rate equipment, and personnel hours, are recorded by our operations staff.

At any time, Ceres’ image databases (images include both tickets and truck logs) are available to all our governmental customers as password protected read only files on the internet. The data has been used for audits by such Federal agencies as the U.S. Army Corps of Engineers.

Ceres audits the database for inconsistencies, data entry error and data integrity daily. This ensures that records of all potentially reimbursable activities are acceptable and auditable by FEMA.

Both standard and custom reports can be generated from Ceres databases. These reports are used to invoice work performed to the Client, to pay subcontractors, and to provide management/field operations with production reports. This information is readily shared in a variety of formats.

### Invoicing

Ceres can invoice the City on a weekly, bi-weekly or monthly basis and in any format the client or a client’s representative requires. Each invoice is submitted with appropriate documentation relating to the services provided. Documentation shall meet or exceed City and federal requirements for funding and reimbursement purposes. Ceres will provide technical assistance to the City in the completion of claims filed to FEMA or other agencies for funding and reimbursement. A documentation team will be assembled from representatives of quality control and accounting. This team will assist the City throughout the invoicing and reimbursement

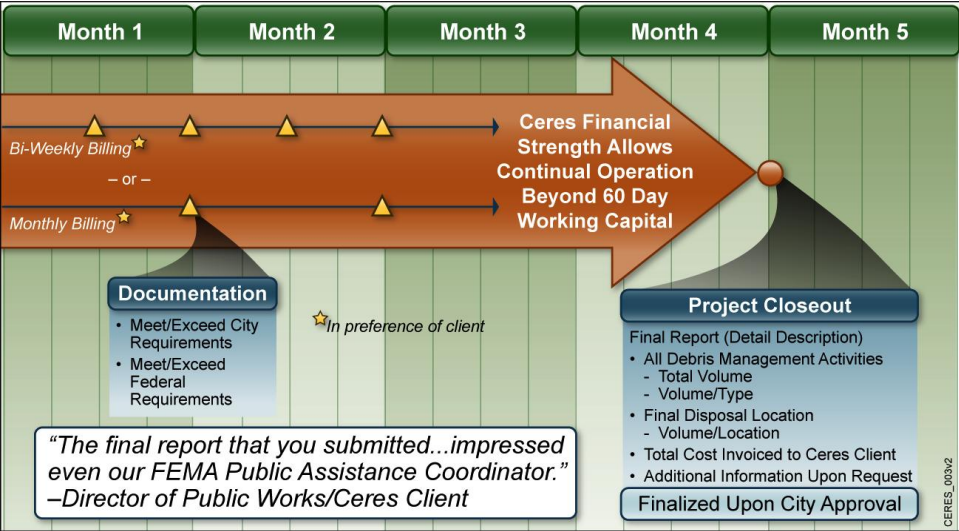
process long after the work has been completed. Ceres' financial strength enables Ceres to operate within the working capital requirement of the contract.

**Internal Audit**

Ceres regularly conducts internal audits of the debris data to ensure foul play is not occurring on the project. For example, a Project Accountant will run reports on the average load calls, number of hauls per day, and total cubic yards hauled per day. That information is then compared for every truck to determine if someone falls outside the expected range. If a truck is below or above the expected range, the Project Manager or QC team will review the work of the individual truck and generate a report to document the discrepancy. Additionally, our GIS team may map all the collection locations across the City. One area seems to have tens of loads originating from the same or close by location. Similarly, the Project Manager or QC team will review the work and generate a report to document the discrepancy.

**Production Reporting**

Ceres has developed specific procedures to ensure proper and thorough documentation of daily project activities and adherence to strict quality control requirements. Daily documentation required for each debris management project will meet or exceed contractual, FEMA or other agency requirements. Ceres has developed project-tracking forms to ensure accurate reporting. In addition to the forms already mentioned, other forms include truck certification logs, production logs, shift inspection checklists, safety meeting report forms, daily crew reports, and various equipment usage reports. From this information, Ceres can provide daily, weekly, monthly and quarterly reports as requested by the client. A few reports generated for clients in the past 5 years include Diversity Plan Monthly Status Reports, Paid Summary Reports, and Utilization and Data Monthly Reports. Ceres strong and accurate field administration feeds the production reporting developed and submitted by the accounting staff.



Invoices are generated as contractually agreed with all necessary supporting documentation. Project closeout is expedited by automated controls on truck identification, load sizes and ticket number validity.

Documentation
<ul style="list-style-type: none"><li>• The zone, Section number, and street where debris removal operations were conducted and/or completed.</li><li>• The total number of personnel engaged in debris management and position or activity</li><li>• Daily and aggregated man-hours</li><li>• Then number of loaders and debris hauling vehicles in operation</li><li>• Hours of use of trucks and equipment</li><li>• The daily and aggregate volumes of debris, by type, removed and processed</li><li>• The number, name and location of each debris management site in operation to include numbers and types of reduction equipment in use</li><li>• Mulching machines in operation</li><li>• The percent completion of the project</li><li>• The estimated completion date</li><li>• Any inspections conducted by federal, state or local government agencies</li><li>• Any testing performed and/or test results</li><li>• Quality control phases implemented, as applicable</li><li>• Any corrective actions implemented</li><li>• Any damage to private property caused by contractor operations</li><li>• Any reports of damage or claims made by citizens</li><li>• Other information as may be required to fully and completely describe the contractor's daily operations</li><li>• A weekly summary of the information from the daily reports</li><li>• A final project summary report to describe all debris management activities conducted and conformance to contract specifications</li><li>• Additional information or reports as necessary to adequately document the conduct of debris management operations.</li></ul>

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## 6.10 Other Unique Services

### Waterway Debris Removal

Debris removal can be accomplished with long reach excavators in some instances, and where required, floating cranes and other amphibious equipment would be mobilized. Several of Ceres' subcontractors are specialists in waterway activity including debris removal. Wet soil conditions and mud will cause problems for wheeled vehicles, making low ground pressure equipment a necessity. Allocation of equipment is always important, but special care must be taken to deploy equipment that will not easily become stuck when cleaning logjams and waterways.

Ceres has also performed emergency levee repair. We own most of the heavy equipment necessary for this work and we have experienced operators available to operate the equipment.

Heavy rainfall, especially following high wind conditions, may cause waterways and canals to become clogged with vegetative and other debris. Logjams must be removed so that future rainfall does not contribute to more flooding, and to promote unimpeded water drainage of any existing flood situation. Existing debris piles near waterways and canals should be removed on a priority basis, so that if additional rain occurs the debris will not float into the drainage system and cause further problems.

#### **Water-based, three feet or less of water depth**

Depending on the characteristics of the waterway, temporary bypass pumping, cofferdams, or other means to control the flow of water may be used to enable operation in the waterway.

Depending on the ability to control the flow of water, various methodologies would be used. These methods could include a combination of the following:

- Hydraulic Long Reach excavators operated from shore
- Willow draft work platforms with Hydraulic Excavators and Grapples
- Winch Truck
- 17-foot utility work boats with 25hp out-board motor.
- Cable Skidders or Tractor Dozers with Winches- laborers would be used to attach the cables to the debris in the waterway, creek, or tributary.

#### **Water-based, greater than three feet of water depth**

The removal of vegetative, construction, and demolition debris, hazardous material, and recyclable material in greater than three feet of water will be accomplished primarily with floating plants equipped with spuds supporting hydraulic excavators with long booms equipped with material grapples and materials barges, although a combination of approaches previously detailed may be used. A flexi-barge will be used along with a winch truck as well as a utility work boat with motor. Exact methods are dependent on local conditions and geography.

**Ceres has extensive experience removing debris from waterways.** Ceres cleared rivers, streams, waterways, and canals following such disasters as the 2016 Louisiana Floods and Hurricane Katrina. Our team successfully completed debris removal projects nationwide, serving clients such as Livingston Parish, St. Tammany Parish, the City of Savannah, GA; Merced County, CA; Linn County, IA, among others.

In 2023, Ceres worked in St. Tammany Parish, LA, clearing 381,333 linear feet of waterway within the National Wild and Scenic Rivers System. This project was funded by NRCS.

In 2022-2023, Ceres removed vegetative and non-vegetative debris from the City of Cape Coral canals. The scope of this project included collecting, chipping, and disposing of 750,000 cubic yards of vegetative debris and collecting and disposing of 800 cubic yards of C&D, covering over 400 miles of both saltwater and freshwater canals. Following Hurricane Ian we also performed waterway debris removal in North Port.



In 2018-2023, Ceres provided Livingston Parish, LA stream debris removal services for waterways in an effort to mitigate local flood risks and enhance scenic waterways and wildlife under the NRCS Emergency Watershed Protection Program. Ceres completed 3,554,683 linear feet of waterways, reducing flooding and removing obstructions from over 600 miles of bayous, creeks, rivers, and ditches.

During the project, Ceres regularly met with Livingston Parish, NRCS and USACE partners to conduct site visits of ongoing work. Ceres project management staff also met weekly with superintendents and foreman to discuss the USACE permits including the drawings and specifications within the permits. All permits and ROE information are provided to the superintendents and permits using DropBox accounts for ease of reference and sorted by lateral.

With this experience, Ceres understands how to work with federal, state and local agencies to include U.S. Army Corps of Engineers, The Natural Resource Conservation Service and The United States Fish and Wildlife Agency. Ceres knows how to work with NRCS and the U.S. Corps of Engineers to secure Section 404 permits.



Ceres collected over 750,000 CY of waterway debris for the City of Cape Coral

### Specialized Equipment

In addition to traditional waterway debris removal equipment, Ceres owns advanced material handlers, Sennebogens, which can be particularly effective for waterway debris removal projects. Sennebogen tree & material handlers are low pressure ground pieces of equipment with grapple saws that allow to remove debris safely and efficiently. These versatile machines are essential for lifting, cutting, and sorting large storm-damaged materials, such as fallen trees and tangled vegetation, that may obstruct natural water flow. With 68 feet of down slope reach, the grapple saw allows the operator to safely and precisely cut through large logs and branches in difficult-to-access areas, such as steep embankments and flood zones. The combination of lifting power and cutting precision ensures efficient debris removal.

### Abandoned Vehicles and Vessel Removal

Abandoned cars make up a large percentage of recyclable scrap steel. Vehicles brought in for processing will be tagged, inventoried in by license plate, make, model, color and VIN. Vehicles will be staged, and site tagged for easy retrieval. Site operators will forward vehicle data to the Department of Insurance for dissemination to insurers. Local governments will be responsible for the proper notification of vehicle owners. Vehicles will remain at the staging area until inspected by appropriate authorities. Any unclaimed abandoned vehicles will be considered for recycling. Scrap vehicles will be dismantled and recycled after proper recovery of gasoline, diesel fuels, refrigerants, lubricating oils, mercury ABS switches, mercury convenience switches, lead acid batteries, brake and transmission fluids, antifreeze and tires. Propane tanks and large appliances in recreational vehicles should be removed.

Similar procedures will be employed for boats and vessels. Boats brought to the storage areas should be site tagged, inventoried in by Department of Wildlife and Fisheries registration or other appropriate state agency. The make, model, color and serial number will be recorded and provided to the agency. The boats will be staged, and site tagged for easy retrieval. Site operators will compare boat data with FEMA database registered boats. Site Operators will forward boat data to the Department of Insurance for dissemination to insurers. Local governments will be responsible for the proper notification of boat owners. Boats will remain at the staging area



until inspected by appropriate authorities. Boats deemed for scrap will be crushed to reduce volume for easier handling and management, shredded and properly recycled when possible. The following materials must be recovered: gasoline and diesel fuels, refrigerants, lubricating oils, mercury bilge switches, propane tanks, large appliances, lead acid batteries, transmission fluid and electronics, such as radar sets, radios, GPS units and depth finders.

### **Sunken Vessel Removal**

Ceres will lease appropriate equipment and/or will locate qualified subcontractors to remove sunken vessels and dispose of them in an acceptable manner. These actions will be made following consultation with the City and will be subject to the City's advance approval of Ceres' work plan to be developed following contract award.

### **Water Based Operations (Typical Crew) – 1.5- 2 Feet Minimum Draft**

- 15-25 Ton Hydraulic Excavator with Material Handling Grapple Capable of 35' Reach
- Work Barge with Spuds-Rented/Leased
- Materials Deck Barges-Rented/Leased
- Pusher Boat-Rented/Leased
- Work Boat
- Heavy Equipment Operator Hydraulic Excavator
- Pusher Boat Operator
- Work Boat Operator
- Deck Hands
- Tractor Trailer Heavy Hauler
- Foreman

### **Land Based Transfer Crew (Typical Crew)**

- Wheeled Loader
- 2-5 Trucks
- Heavy Equipment Operator Wheeled Loader
- Truck Drivers

Upon inspection of the site(s) and performance period requirements established by the City, the number of crews will be determined. Ceres has the capacity to operate a minimum of eight water-based crews each with their own land-based transfer crew component.

### **FEMA Training**

The Ceres Pre-Event Training Program covers a wide array of disaster topics and is tailored specifically to the City's needs and education. This service is provided at no additional cost to the City.

Topics focus on three different timelines to better understand the entire contract life cycle:

- What can we do today?
- How do we respond to the event?
- Where do we go from here?

These timelines allow Ceres to develop a Pre-Event Training Program based on the specific needs and education of each client. Clients with little or outdated debris experience may want to focus on debris planning or the City and Ceres response immediately following an event. Conversely, clients with repeated experience from the recent hurricane seasons may want to focus on project documentation after a debris project is complete. Below, we break down each of the three timelines to expand on the Ceres Pre-Event Training Program.

### **What can we do today?**

Ceres routinely works with clients on what can be done today in clear skies. The topics are:

- **Disaster Debris Management Planning**
  - Review of existing Emergency Operations Plan and Disaster Debris Management Plan – Using FEMA's Debris Management Plan Job Aid, Ceres reviews existing debris management plans for the 10 basic

elements of a comprehensive plan. Further still, Ceres offers internal lessons learned from past projects to bolster the effectiveness of the plan and uses other Federal and State guidance as an additional check, including U.S. EPA's *Planning for Natural Disaster Debris*.

- Draft a Disaster Debris Management Plan – Ceres personnel have written many disaster debris management plans for local governments, State governments and the U.S. Army Corps of Engineers. In 2019, following Hurricane Dorian, Ceres wrote the disaster debris management plan for the Commonwealth of the Bahamas which was also adopted by the United Nations Developmental Programme, Caribbean Region.
- Disaster Debris Management Plan Workshop – Ceres provides a classroom-style training covering the various planning considerations for the emergency push operations, debris estimating/preliminary damage assessments (PDAs), debris collection strategies, locating and identifying temporary debris sites, pros/cons of different debris reduction methods, final disposal options, debris monitoring, OSHA compliance and safety, environmental protection, historical preservation (Section 106 compliance) and countless others.
- **Changes in Federal and State Guidance**
  - Continued Growth: Changes in FEMA Policy – Ceres provides classroom-style training to highlight changes, or considered changes, in FEMA rules, regulations and policies. During past trainings, Ceres has focused on changes in FEMA procurement policies, introduction of the PAPPG and recent Disaster Specific Guidance from hurricanes Harvey, Irma, Maria, Florence and Michael.
  - Recent State Legislative Changes – As States gather more experience, their response mechanisms often change. Recently, Ceres gave a presentation to the American Public Work Association, Texas Chapter regarding the recent State legislative changes and the implementation of the State's new Catastrophic Debris Management Annex.
  - Know Where to Look: Additional Funding Mechanisms for Debris – Ceres expands on little known or understood alternative Federal grant programs that offer additional funding for debris through NRCS, FHWA, USACE, USDA, USDOL and HUD.

### How do we respond to the event?

The Ceres goal with each client is to develop a partnership that seamlessly integrates two diverse teams to realize a quick and organized debris management project. To achieve this goal, we say how do we respond in an event? The topics are:

- **Tabletop Exercises** – Ceres offers and/or participates in disaster exercises with clients to better understand the client's disaster response mechanisms. When developing exercises for a client, Ceres addresses the highest client-specific disaster risk, i.e. hurricanes or tornadoes. The exercises include pre-event activities leading up to disaster impact, immediate response following the aftermath of the disaster and subsequent transition to long-term debris operations. Throughout the process, Ceres uses sealed manila envelopes to surprise participants with various debris related issues, such as damage to a curb stop by a debris hauler, debris site is full and require an additional site, etc.
- **Tricks of Trade: Tough Lessons Learned from 45+ Years of Experience** – Just over the past 4 years, Ceres has responded to 100+ federal-funded contracts, performed over \$500mil in projects, and worked in 3 distinct islands groups in the Caribbean and across the U.S. With those experiences, Ceres has learned a lot. This classroom like training covers those experiences and how we currently adapt the lessons learned into our ongoing and future operations. Two such topics include private property debris removal requests and commercial debris removal requests, both of which Ceres has extensive experience assisting local FEMA funding.
- **Communication with a Displaced Population: How Can We Do It?** – This is a classroom-style training with breakouts into teams to develop catch phrase and different ways to communicate to the City's residents. Ceres focuses on different methods of communication with shelter-in-place, evacuated and displaced residents while developing content that expedites debris removal and fits City's recovery timeline. During

the training, Ceres provides sample videos, radio advisories, newspaper articles, door hangers, mail inserts, social media posts, etc.

- **Document, Document, Document: Debris Monitoring** – Accurate and compliant documentation is critical to FEMA reimbursement. In this classroom-style training, Ceres discusses debris monitoring in each phase of a debris management project and what information is critical to FEMA reimbursement. We look at technological advances in debris monitoring like automated debris management systems and discuss critical elements of a 214 Activity Log, truck certification, load ticket and tree ticket.
- **Back to the Basics: Debris Management 101** – This is a classroom style training focused on providing inexperienced client personnel with an introduction to debris management operations.
- **Keeping It Between the Lines: Working with Regulatory Agencies for Debris** – Numerous State and Federal agencies and departments have a role to play in a debris removal project. This classroom style training focuses on various debris guidance from OSHA, EPA, EHP
- **Behind the Curtain: Becoming a Ceres Project Manager** – In short, this is the training Ceres offers to incoming and returning project managers. This helps client personnel understand the considerations Ceres uses when establishing zones, assigning, and dispatching trucks, selecting and constructing temporary debris management sites, closing out zones, remediating damage and wrapping up a project.

#### Where do we go from here?

The topics are:

- **After Action Reports/Meetings** – Ceres is a very big proponent of after-action reports and meetings. What did we do well? What did we do poorly? Ceres brings an honest and introspective view to Ceres operations and the debris project as a whole. Since 2016, Ceres has expanded different elements of internal operations based on action items from these meetings. For example, following hurricanes Harvey, Irma and Maria, Ceres invested in more knucklebooms and grinders to insulate the company from subcontractor no shows and skip outs – unless your name is on the side of the truck, you cannot guarantee a response time. Ceres name is on the side of those trucks.
- **Avoiding the Disaster After the Disaster: Your FEMA Reimbursement** – Ceres focuses heavily on ensuring our clients are reimbursed for all disaster debris work performed. Topics vary depending on the audience (Finance vs. Procurement vs Public Works) and the knowledge level but can include the following.
  - Procurement Conducted Under Exigent of Emergency Circumstances (FEMA Fact Sheet)
  - Elements of a Project Worksheet (FEMA Fact Sheet 9580.5) – Ceres discusses various elements of Project Worksheet and focuses largely on damage description, scope of work, cost estimate, contract documentation and materials back up documentation.
  - Closing out debris projects with the State – Ceres helps package critical and frequently requested debris documentation in a usable and easily retrievable format.
  - Preparing for an OIG Audit – Ceres reviews past FEMA OIG entrance questionnaires and pulls recent OIG reports to better understand debris issues and pitfalls to local government responses.
  - Responding to FEMA RFIs – Ceres routinely helps clients gather documents and develop responses to FEMA Requests for Information.
  - Ready for Arbitration – On a few occasions, Ceres clients have run the course with FEMA RFIs and opted to head into arbitration. Ceres assists clients and their legal representation in developing arguments to successfully win arbitration hearings.



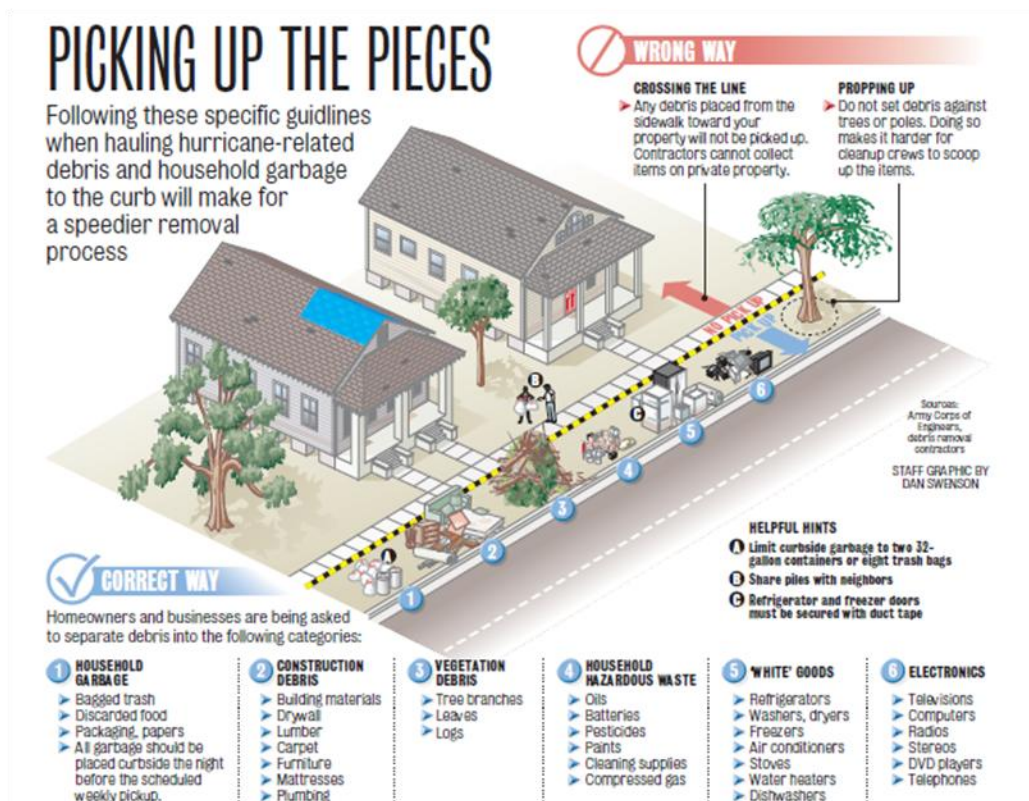
## 6.12 Public Announcements and Notices

Public announcements and notices will be provided to news media including newspapers, radio and television. Ceres will institute a “Hot Line” for toll-free calls to answer questions and to take requests for “Hot Spot” service for debris removal or other services or complaints.

A series of announcements to citizens may follow this progression of themes and estimated timeframes:

- |  |              |
|--|--------------|
| 1. Separate your debris by type and place it in the right of way (curbside)                              | NTP* + 1 day |
| 2. Work crews have begun debris pickup and will arrive in your neighborhood shortly for the first pass   | NTP + 2 days |
| 3. First pass is nearing completion; place debris on the right of way in preparation for the second pass | NTP + TBD    |
| 4. Second pass is underway   | NTP + TBD    |
| 5. Project is nearing completion, be sure to place debris on right of way                                | NTP + TBD    |
| 6. Debris cleanup will be complete in one week   | NTP + TBD    |

\*NTP = Notice To Proceed





## 7 RESPONSE TIME REQUIREMENTS/EVENT LOCATION

### 7.1 Guaranteed Response Times

The following response times to North Port are guaranteed, as requested in the RFP:

#### EMERGENCY EVENT OPERATIONS

6 Hours after Event	Contractor Staff would report to the City's EOC.
6 Hours after Event	Contractor ready to assist the City with truck certification.
12 Hours after Event	Contractor to have equipment or crews ready to begin debris removal operations.

These rapid response times reflect the advantage of hiring a local Sarasota County debris management firm. The following table contains additional typical response times. Response times may vary according to storm intensity. For additional information on mobilization refer to **Section 6.3, Debris Operations Mobilization and Operations Plan**.

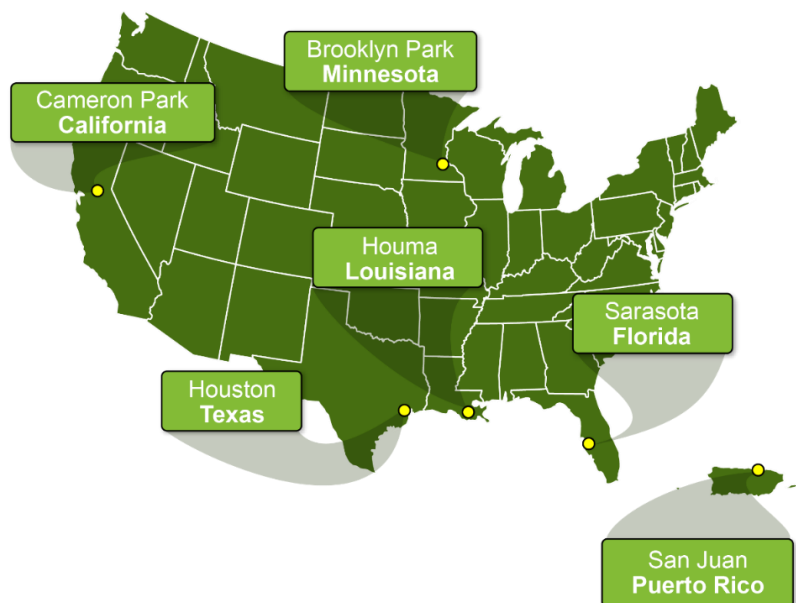
Service	Response Time to Mobilize	Service	Response Time to Mobilize
Emergency Road Clearance	12 Hours	Emergency Power Generators	12 Hours
Temporary Satellite Systems	12 Hours	Portable Sanitary Facilities	12 Hours
Reefer/Refrigerator Containers/Ice	12 Hours	Potable Water Trucks/Bottled Water	12 Hours
Temporary Mobile Fleet Repair Facility	12 Hours	Temporary Signage/Traffic Control	12 Hours
Canteen & Operation	12 Hours	Right of Way Debris Management	12 Hours
Tree/Tree Stump/Limb Removal	12 Hours	Right of Entry Debris Management	24 Hours
Demolition of Structures	24 Hours	Temporary Lighting	12 Hours
Rental of Equipment	12 Hours	Temporary Fueling Facilities	24 Hours
Portable Housing Facilities	24 Hours	Temporary Fencing	24 Hours

### 7.2 Primary Mobilization Office

The primary mobilization office for an event in the City of North Port is Ceres' corporate headquarters and disaster recovery division office in Sarasota, FL. Our Sarasota office is **less than 40 miles** from North Port, ensuring an immediate response to any emergency event. Equipment and additional personnel will be mobilized from Ceres' other locations as required.

Ceres multiple locations ensure that even if an event affects our Sarasota location, other offices will swiftly take over to meet the needs of the City.

Ceres also has servers storing documents in multiple locations throughout the country. If one server is lost in an event the data will not be lost and will not prevent Ceres from performing any work for any of its clients.



**8      PRICES**

The pricing Excel spreadsheet has been included on the USB drive in Excel format and has not been included in the submittal as a PDF per RFP instructions.

## 9 Litigation and Insurance

### Litigation

1) Have you been involved in litigation in the last five (5) years? If so, describe circumstances and outcome.

Check One: ☒ The undersigned firm has had no litigation and/or judgments entered against it by any local, state or federal entity and has had no litigation and/or judgments entered against such entities during the past five (5) years.

☐ The undersigned firm, by attachment to this form, submits a summary and disposition of individual cases of litigation and/or judgments entered by or against any local, state or federal entity, by any state or federal court, during the past five (5) years.

The Proposer must disclose any litigation or judgments which exceed \$100,000 by any party, not just local, state, or federal entities. **See litigation summary below.**

Below is a list of Ceres' litigation, claims(s) or contract dispute(s) filed by or against the offeror in the past five (5) years related to the services that Ceres provides in the regular course of business:

### Pending

1. *Dana Heimdahl Chernault v. Ceres Environmental Services, Inc.*

Filed June 2, 2023, plaintiff, former Ceres employee Dana Chernault Heimdahl Chernault alleges Ceres Environmental Services, Inc breached its' contract with her regarding compensation for her role within the company as Safety Director. This case is still open and pending.

2. *Ceres Environmental Services, Inc. vs. Florida Power & Light Company.*

Filed on October 18, 2024, plaintiff, Ceres Environmental Services sued FPL after a Florida Power and Light transformer exploded, causing a fire that destroyed a specialized boat that Ceres owned. After numerous attempts to resolve the matter, Ceres brought suit against FPL for the cost of the boat, lost revenues, and rental costs incurred to perform work on active contracts. The matter is pending in Florida and is currently in discovery.

3. *Mark Shaffer, Personal Representative of the Estate of Susan Shaffer v. DEH Disaster Recovery, LLC; Ceres Environmental Services, Inc.; Beaufort County; Ryan Colter Stoltz; Matt T. Dotson; Tim Tod Dotson; Brandi Dotson; Spencer A. Olson Trucking, LLC; Buyers Products, Co.; and TruckPro, LLC*

Following Hurricane Matthew 2016, Beaufort County engaged Ceres Environmental Services, Inc. as the prime contractor for the post-hurricane storm-debris cleanup project. Ceres entered into a subcontract with Spencer Olson Trucking, and Olson entered into its own subcontract agreement with DEH Disaster Recovery, LLC. On May 17, 2017, while DEH's employee Ryan Stoltz was driving a truck owned by DEH, the trailer hitch failed, and the trailer collided with Susan Shaffer's vehicle, resulting in the fatality which is the subject matter of this lawsuit.

The Circuit Judge granted summary judgment in favor of Ceres and Beaufort County, and the Plaintiff appealed that ruling. The South Carolina Court of Appeals reversed that summary judgment order, and Ceres and Beaufort County are presently petitioning the South Carolina Supreme Court to review the Court of Appeals' decision. The case is stayed during this appeal.

### Insurance

Please see attached required ACCORD Insurance Certificate and letters from our insurer and bonding agent in response to the insurance requirements and capacity and ability to meet the City's bonding requirements. **Refer to Section 11.B Insurance Certificate** for the complete insurance document.



# CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

3/3/2025

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).

<b>PRODUCER</b> Holmes Murphy & Associates LLC 2727 Grand Prairie Parkway Waukegan IA 50263	<b>CONTACT NAME:</b> Jeffrey Whitworth <b>PHONE (A/C, No, Ext):</b> 801-532-5976 <b>FAX (A/C, No):</b> <b>E-MAIL ADDRESS:</b> jwhitworth@holmesmurphy.com
<b>INSURED</b> Ceres Environmental Services Inc. 6371 Business Boulevard Suite 100 Sarasota, FL 34240	<b>INSURER(S) AFFORDING COVERAGE</b> <b>INSURER A:</b> Zurich American Insurance Company <b>INSURER B:</b> Westchester Fire Insurance Company <b>INSURER C:</b> Indian Harbor Insurance Company <b>INSURER D:</b> SiriusPoint Specialty Insurance Corp <b>INSURER E:</b> <b>INSURER F:</b>

**COVERAGES****CERTIFICATE NUMBER:** 635426358**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	<input checked="" type="checkbox"/> <b>COMMERCIAL GENERAL LIABILITY</b> <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> Contr Liab Per <input checked="" type="checkbox"/> Policy Form/XCU GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input checked="" type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC <input type="checkbox"/> OTHER:			GLO183855305	9/1/2024	9/1/2025	EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 2,000,000 MED EXP (Any one person) \$ 300,000 PERSONAL & ADV INJURY \$ 10,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ 4,000,000 \$
A	<input checked="" type="checkbox"/> <b>AUTOMOBILE LIABILITY</b> <input checked="" type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> NON-OWNED AUTOS ONLY			BAP184004605	9/1/2024	9/1/2025	COMBINED SINGLE LIMIT (Ea accident) \$ 2,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ Hired Auto Phy Damage \$ ACV less Ded.
B D	<input checked="" type="checkbox"/> <b>UMBRELLA LIAB</b> <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> <b>EXCESS LIAB</b> <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> DED <input checked="" type="checkbox"/> RETENTION \$ 0			G46808848008 TSX00106824	9/1/2024 9/1/2024	9/1/2025 9/1/2025	EACH OCCURRENCE \$ 10,000,000 AGGREGATE \$ 10,000,000 (Cumulative Limits) \$
A	<input checked="" type="checkbox"/> <b>WORKERS COMPENSATION AND EMPLOYERS' LIABILITY</b> ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? <input type="checkbox"/> Y <input checked="" type="checkbox"/> N (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below		N/A	WC183855405	9/1/2024	9/1/2025	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000
A C	Instl Fldr - Completed Value Professional Liability and Contractors Pollution Liability			CPP250784006 PEC005744404	9/1/2024 9/1/2024	9/1/2025 9/1/2025	Special Form ea Claim/Occ & Agg.: Retro date: 8/18/14 \$2,000,000 \$10,000,000

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

RFP No. 2025-01: Emergency Response Services, Debris Management Services, and Disaster Logistical Support Items.

Additional Insured only if required by written contract with respect to General Liability, Automobile Liability, Umbrella/Excess Liability and Pollution Liability applies on a Primary basis and the insurance of the Additional Insured shall be Non-Contributory: The City of North Port, its commissioners, officers, agents, employees, and volunteers; and Others as required by written contract, per policy terms and conditions. • Waiver of Subrogation only if required by written contract with respect to General Liability, Automobile Liability, Workers Compensation, Umbrella/Excess Liability and Pollution Liability applies in favor of: the Additional Insured entities as required by written contract, per policy terms and conditions. • Named Insured has the following liability deductibles: Auto Liability: \$100,000 / Workers' Compensation: \$500,000 / General Liability: \$750,000 except in CA \$2,000,000.

General Liability, Automobile & Workers Compensation policies include a provision that a 30-day notice of cancellation will be furnished to the certificate holder.

**CERTIFICATE HOLDER****CANCELLATION**

City of North Port 4970 City Hall Boulevard, Suite 337 North Port FL 34286	<b>SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.</b>  <b>AUTHORIZED REPRESENTATIVE</b> 
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3/3/2025

To Whom It May Concern

We are writing as the broker for Ceres Environmental Services Inc. in connection with the insurance placement on a contract or bid with our insured. We understand that the current insurance requirements for the contract require, that the deductibles and self-insured retentions be no greater than 10% of the policy limit.

Given the nature of the general liability insurance program, it's our opinion that the deductible amount should not be a material consideration in assessing the adequacy of insurance coverage purchased from Zurich. Under Zurich's general liability deductible program, Zurich will pay covered claims from "dollar one" without regard to the deductible amount. Even covered claims within the deductible layer are paid by Zurich directly to the claimant.

We are happy to provide you with a copy of the standard general liability Deductible Endorsement for your review. We point you to Paragraph A., How the Deductible Amount Applies. It provides that the Named Insured "will reimburse us for the Deductible Amount(s) shown in the Deductible Schedule." If the Named Insured is unable, due to financial distress or otherwise, to reimburse Zurich for amounts within the deductible, it is Zurich that bears the risk. The inability of the insured to reimburse Zurich for the deductible does not relieve Zurich from paying covered claims under the policy.

Based on the foregoing, we respectfully ask that you reconsider your position with respect to the deductible requirement.

Sincerely,

Holmes Murphy & Associates, LLC

Jeffrey Whitworth, CCIP, CISR, CLIC  
Client Service Specialist





Liberty Mutual Surety

March 3, 2025

**City of North Port**  
**4970 City Hall Blvd., Ste. 337**  
**North Port, FL 34286**

**Re: Surety Bond Commitment**

**Ceres Environmental Services, Inc. (6371 Business Blvd., Suite 100., Sarasota, FL 34240)**  
**RFP#: 2025-01, Emergency Response Service, Debris Management Services, and Disaster Logistical Support Items**

To Whom It May Concern:

Liberty Mutual Insurance Company has approved the issuance of performance and payment bonds for the benefit of **City of North Port, FL** per the requirements set forth in **RFP#: 2025-01, Emergency Response Service, Debris Management Services, and Disaster Logistical Support Items**. This performance and payment bond will be for the successful contract completion of the work set forth in **RFP #: 2025-01, Emergency Response Service, Debris Management Services, and Disaster Logistical Support Items**. Ceres Environmental Services, Inc. is approved to provide bonds for single projects up to \$2,000,000,000 (Two Billion).

Liberty Mutual Insurance Company is a surety or insurance company currently listed on the U.S. Department of the Treasury Financial Management Service list of approved bonding companies which is published annually in the Federal Register, with an A rating, financial size category of XV in the latest printing of the A.M. Best's Key Rating guide to write individual bonds up to ten (10) percent of policyholders' surplus as shown in the A.M. Best's key rating guide and is licensed to issue surety bonds in the State of **Florida**.

Please note that the decision to issue performance and payment bonds is a matter between Ceres and Liberty Mutual Insurance Company and will be subject to standard underwriting at the time of the final bond request, which will include but not be limited to the acceptability of the contract documents, bond forms and financing. We assume no liability to third parties or to you if for any reason we do not execute said bonds.

Sincerely,

Ted Jorgensen,  
Attorney-in-Fact  
612-349-2400  
Liberty Mutual Insurance  
2854 Highway 55, Suite #250  
Eagan, MN 55121

**Member of Liberty Mutual Group**



This Power of Attorney limits the acts of those named herein, and they have no authority to bind the Company except in the manner and to the extent herein stated.

Liberty Mutual Insurance Company  
The Ohio Casualty Insurance Company  
West American Insurance Company

Certificate No: 8212952 - 190054

## POWER OF ATTORNEY

**KNOWN ALL PERSONS BY THESE PRESENTS:** That The Ohio Casualty Insurance Company is a corporation duly organized under the laws of the State of New Hampshire, that Liberty Mutual Insurance Company is a corporation duly organized under the laws of the State of Massachusetts, and West American Insurance Company is a corporation duly organized under the laws of the State of Indiana (herein collectively called the "Companies"), pursuant to and by authority herein set forth, does hereby name, constitute and appoint, Austin Muehlschlegel, Brian J. Oestreich, Colby White, Joseph Cardinal, Joshua R. Loftis, Kristine M Becks, Melinda C. Blodgett, Michelle Morrison, Nathan Weaver, Nicole Stillings, R. C. Bowman, R. W. Frank, Ross S. Squires, Ryan - Olivia E Lundy, Sandra M. Enstrum, Sarah Dragt, Ted Jorgensen, Tina Domask

all of the city of St. Louis Park state of MN each individually if there be more than one named, its true and lawful attorney-in-fact to make, execute, seal, acknowledge and deliver, for and on its behalf as surety and as its act and deed, any and all undertakings, bonds, recognizances and other surety obligations, in pursuance of these presents and shall be as binding upon the Companies as if they have been duly signed by the president and attested by the secretary of the Companies in their own proper persons.

**IN WITNESS WHEREOF**, this Power of Attorney has been subscribed by an authorized officer or official of the Companies and the corporate seals of the Companies have been affixed thereto this 9th day of January, 2024.



Liberty Mutual Insurance Company  
The Ohio Casualty Insurance Company  
West American Insurance Company

By: Nathan J. Zangerle  
Nathan J. Zangerle, Assistant Secretary

State of PENNSYLVANIA ss  
County of MONTGOMERY

On this 9th day of January, 2024 before me personally appeared Nathan J. Zangerle, who acknowledged himself to be the Assistant Secretary of Liberty Mutual Insurance Company, The Ohio Casualty Company, and West American Insurance Company, and that he, as such, being authorized so to do, execute the foregoing instrument for the purposes therein contained by signing on behalf of the corporations by himself as a duly authorized officer.

**IN WITNESS WHEREOF**, I have hereunto subscribed my name and affixed my notarial seal at Plymouth Meeting, Pennsylvania, on the day and year first above written.



Commonwealth of Pennsylvania - Notary Seal  
Teresa Pastella, Notary Public  
Montgomery County  
My commission expires March 28, 2025  
Commission number 1126044  
Member, Pennsylvania Association of Notaries

By: Teresa Pastella  
Teresa Pastella, Notary Public

This Power of Attorney is made and executed pursuant to and by authority of the following By-laws and Authorizations of The Ohio Casualty Insurance Company, Liberty Mutual Insurance Company, and West American Insurance Company which resolutions are now in full force and effect reading as follows:

### ARTICLE IV – OFFICERS: Section 12. Power of Attorney.

Any officer or other official of the Corporation authorized for that purpose in writing by the Chairman or the President, and subject to such limitation as the Chairman or the President may prescribe, shall appoint such attorneys-in-fact, as may be necessary to act in behalf of the Corporation to make, execute, seal, acknowledge and deliver as surety any and all undertakings, bonds, recognizances and other surety obligations. Such attorneys-in-fact, subject to the limitations set forth in their respective powers of attorney, shall have full power to bind the Corporation by their signature and execution of any such instruments and to attach thereto the seal of the Corporation. When so executed, such instruments shall be as binding as if signed by the President and attested to by the Secretary. Any power or authority granted to any representative or attorney-in-fact under the provisions of this article may be revoked at any time by the Board, the Chairman, the President or by the officer or officers granting such power or authority.

### ARTICLE XIII – Execution of Contracts: Section 5. Surety Bonds and Undertakings.

Any officer of the Company authorized for that purpose in writing by the chairman or the president, and subject to such limitations as the chairman or the president may prescribe, shall appoint such attorneys-in-fact, as may be necessary to act in behalf of the Company to make, execute, seal, acknowledge and deliver as surety any and all undertakings, bonds, recognizances and other surety obligations. Such attorneys-in-fact subject to the limitations set forth in their respective powers of attorney, shall have full power to bind the Company by their signature and execution of any such instruments and to attach thereto the seal of the Company. When so executed such instruments shall be as binding as if signed by the president and attested by the secretary.

**Certificate of Designation** – The President of the Company, acting pursuant to the Bylaws of the Company, authorizes Nathan J. Zangerle, Assistant Secretary to appoint such attorneys-in-fact as may be necessary to act on behalf of the Company to make, execute, seal, acknowledge and deliver as surety any and all undertakings, bonds, recognizances and other surety obligations.

**Authorization** – By unanimous consent of the Company's Board of Directors, the Company consents that facsimile or mechanically reproduced signature of any assistant secretary of the Company, wherever appearing upon a certified copy of any power of attorney issued by the Company in connection with surety bonds, shall be valid and binding upon the Company with the same force and effect as though manually affixed.

I, Renee C. Llewellyn, the undersigned, Assistant Secretary, The Ohio Casualty Insurance Company, Liberty Mutual Insurance Company, and West American Insurance Company do hereby certify that the original power of attorney of which the foregoing is a full, true and correct copy of the Power of Attorney executed by said Companies, is in full force and effect and has not been revoked.

**IN TESTIMONY WHEREOF**, I have hereunto set my hand and affixed the seals of said Companies this 3rd day of March, 2025.



By: Renee C. Llewellyn  
Renee C. Llewellyn, Assistant Secretary

## 10 Additional Information

### Why Ceres?

Throughout our proposal, we have highlighted the experience and capabilities that make us an excellent choice to support the City of North Port in the event of a disaster. Ceres has 48 years of experience in disaster recovery and employs professional and managerial staff with exceptional experience in the field. Ceres and its family of companies own 2,019 pieces of equipment. Additionally, we have a database of 3,346 subcontractors to support our disaster relief efforts. The company is financially secure, with a bonding capacity of more than \$2 billion per project.

We know that the City of North Port will receive proposals from several other qualified disaster relief firms. Why choose Ceres above the others? Beyond our experience and capabilities is our reputation: we always get the job done. Some of the highlights of our reputation include:

- **Ceres Environmental Services, Inc. has never defaulted on a contract or failed to complete any work awarded**

Throughout exemplary performance on over \$2.5 billion dollars of Emergency Debris Management contracts awarded by various government agencies within the past 30 years on over 400 FEMA-funded contracts, Ceres has **never** defaulted or failed to complete a contract.

Ceres has, on more than one occasion, stepped in when other prime contractors could not complete the work they were obligated to perform and has taken over as prime contractor. For example, when a devastating hurricane hit Isle of Wight County in Virginia, the prime contractor could not perform due to other contractual commitments. Ceres stepped in and performed as prime, earning a Letter of Recommendation and appreciation from the County Director of Public Works which reads, in part:

*"Through this very trying and difficult period Ceres has given us exemplary service. They have been responsive in the needs that are unique to our County, they have advised us of FEMA regulations, they have made suggestions to save the County money and most importantly they conducted their business in a professional manner.*

*I have been most impressed by their thoroughness and flexibility. As one may well expect, during such a disaster as this hurricane, plans often go down the drain. They have in many instances put planned duties aside to respond to emergency requests without sacrificing the overall goal."*

- **No client of Ceres has been denied reimbursement for work Ceres has performed**

Ceres' personnel are trained in FEMA regulations and are schooled in the use of FEMA Public Assistance Program and Policy Guide (latest version), pertinent FEMA Fact Sheets, and the Stafford Act. Ceres personnel are also familiar with FEMA 325 Debris Management Guide (co-authored by Allen Morse who works for Ceres) as well as FEMA's Public Assistance Debris Monitoring Guide, FEMA 322 Public Assistance Guide, and FEMA 321 Public Assistance Policy Digest. Ceres always assists its clients eligible for FEMA reimbursement receive the maximum amount for which their jurisdiction was eligible. Ceres personnel have successfully assisted clients in Project Worksheet development, FDEM audits, and FEMA OIG audits.

- **Ceres has the proven capacity to handle multiple response situations simultaneously without sacrificing schedules or quality**

In 2022, Ceres received 27 contract activations across the state following Hurricanes Ian and Nicole. That same year, Ceres also responded to the South Carolina DOT following a winter storm, removed fire debris in New Mexico, and worked in Louisiana, Iowa and South Dakota to clear debris from waterways. Additionally, Ceres helped the City of Atlanta, GA with routine debris removal when the City experienced shortage of staff.

In 2018-2019, Ceres was activated by the U.S. Army Corps of Engineers in 13 counties located in southwest Georgia following Hurricane Michael while also performing work for individual jurisdictions in Florida. In

addition to this work, Ceres was still actively providing disaster recovery services throughout North and South Carolina as a result of Hurricane Florence.

In 2017, Ceres received 54 major contract activations from cities, counties, and the U.S. Army, including an ACI activation in the U.S. Virgin Islands (USVI) for debris removal and off-island debris disposal. For that work, Ceres received an **Exceptional overall rating – the highest possible contract evaluation** for its Hurricanes Irma and Maria response.

Our successful experience in multiple response situations as well as our substantial resources and teaming relationships, assures that Ceres performance on this contract will be to the City's utmost satisfaction.

- **Ceres is Operations, not Marketing, based**

Ceres employs a full staff of Project Managers, Project Superintendents, Quality and Safety Managers and other debris management experts to ensure that we are always ready and able to self-perform. Our Sarasota office location ensures that we will arrive swiftly before or during an event.

- **Ceres' multiple locations ensure that, even if an event affects Ceres' Florida locations, other offices will swiftly take over to meet the needs of the City**

Ceres maintains offices in Sarasota, FL, Houma, LA, Houston, TX, Brooklyn Park, MN, and Cameron Park, CA. To mitigate the risks of an event impacting the primary responding office, Ceres maintains robust continuity of operations plans to quickly step in and assume responsibility for disaster response. This includes either opening a local office within City of North Port or mobilizing one of Ceres Debris Unified Command trailers. In 2017, Ceres activated its continuity of operations plan as Hurricane Irma impacted Sarasota and damaged our primary office. Ceres Minnesota office assumed responsibility for the disaster response to Ceres' clients in Florida as our Houston office continued response to Hurricane Harvey clients in Texas.

Ceres also has servers storing company documents in multiple locations throughout the country. If one server is lost in an event the data will not be lost and will not prevent Ceres from performing any work for any of its clients.

- **Ceres is completely self-sufficient**

Ceres has a number of containerized offices that can be used as mobile command centers. These can be moved to the disaster zone via low bed trailers and semi tractors. These mobile offices can be onsite, equipped with satellite communications and internet, and fully operational within hours. Ceres can also provide a wide variety of emergency housing options, including fully containerized bunkhouses that can be trailered to a North Port location.

- **Ceres' Corporate Officers are in the field ensuring the job gets done**

Ceres is structured so that one or two of the corporate officers can be absent from headquarters for extended periods of time to manage projects from the field. There are always one or two remaining at the headquarters to ensure continuity of management. This proved very useful when Ceres was awarded a \$1 billion contract by the U.S. Army Corps of Engineers to perform a disaster debris contract following Hurricanes Katrina and Rita in which two of Ceres' corporate officers were in the field in Louisiana for over six months.

Ceres' management is also experienced in a wide variety of geographic conditions. Their work histories include all the U.S. Gulf states, Hawaii, Alaska, Puerto Rico, Thule, Greenland, Ascension Island, Haiti and New Zealand.

- **Ceres' excellent financial stability means that it can provide performance and payments bonds from treasury-listed carriers in amounts in excess of \$2 billion per single project**

With liquid working capital and additional credit lines in excess of \$200M available, a lack of financial resources is never an obstacle for Ceres. During Hurricanes Harvey, Irma and Maria, and NorCal wildfires in 2017-18, Ceres carried \$98 million in open invoices with no work stoppages or delay in subcontractor

payments. Ceres was able to maintain a steady pace in all the recovery projects by ensuring that personnel were provided for, equipment was maintained, and subcontractors received prompt payments.

- **Ceres Environmental Services, Inc. is located less than an hour from North Port and has worked for the City following Hurricane Ian in 2022 and Hurricane Milton in 2024**

Ceres Environmental Services, Inc. is located in Sarasota, which is home to our Headquarters and Disaster Recovery Division. Some of our employees live in North Port. Our office located less than an hour from North Port is responsible for administering all debris removal projects across the country and is the responding office for any activation in the City. For us at Ceres, projects like this take on a new meaning – help our employees, our neighbors, and our friends.

After 48 years of doing demanding work in almost every U.S. state and territory, Ceres is still known for keeping its promises: **Ceres has never defaulted on a contract, failed to complete a contract, nor had any client denied reimbursement.** An evaluation from the Department of the Navy is typical: *“perhaps the finest contractor I have worked with....”* Ceres always adheres to the highest standards of quality, integrity and safety, and that's a promise we do not hesitate to make to the City of North Port.



## PART IV – RULES, INSTRUCTIONS AND FORMS FOR PREPARING PROPOSALS

1. **RULES FOR PROPOSALS** The purpose of this section of the Solicitation Document is to identify the requirements for Proposers to submit a **complete AND correct** Proposal Package, which shall cover:

A. The proposal must name all persons or entities interested in the proposals as principals of the Project Team. The proposal must declare that it is made without collusion with any other person or entity submitting a proposal pursuant to this RFP.

B. Any questions regarding a project or submittal shall be **directed to Purchasing**. There shall not be any contact between a Proposer and any member of the selection committee or negotiating committee or any member of the City Commission regarding the project or proposal submitted by any Proposer. Any Proposer contacting any committee member or member of the City Commission regarding a submitted proposal is subject to sanctions up to and including having the City disqualify that Consultant's submittal.

C. The Proposal Forms shall be used when submitting a Proposal. Use of any other forms shall result in the Proposer's submittal being deemed "Non-Responsive."

D. The Proposal will either be typed or completed legibly in **blue ink**. The Proposer's authorized agent will sign the Proposal Forms in blue ink, and all corrections made by the Proposer shall be initialed in ink by the authorized agent. The use of pencil or erasable ink or failure to comply with any of the foregoing may result in the rejection of the Proposal.

E. Proposer Registration with either the City or Demandstar is **not** required. The City utilizes [www.Demandstar.com](http://www.Demandstar.com) for their vendor database system: planholder list, and notification availability (ie. Addenda, Sign-In Sheets, Notice of Intent, etc.). Registration with Demandstar is **not** required to submit a Proposal. The City does **not** require the Proposer to complete a registration application with Demandstar to be recommended for the award of any Agreement. Demandstar is the City's sole method of notification for formal solicitations including but not limited to, addenda, sign-in, plans, tabsheets, Notice of Intent and any other related documents. Registration with Demandstar is optional, at the sole discretion of the Proposer. Proposers may register on-line at [www.Demandstar.com](http://www.Demandstar.com) or by requesting a faxed registration form by calling (800) 711-1712. **If you are interested in receiving free notification(s) solely for the City of North Port's solicitation documents, please contact DemandStar directly at 1-800-711-1712 with your request. If you are already registered with DemandStar for either the City of North Port, you do NOT need to register again.**

### 2. PROPOSAL FORMAT/REQUIREMENTS

Proposers shall include the following information in their written proposal document and should use the following format when compiling their responses. Sections should be tabbed and labeled; pages should be sequentially numbered at the bottom of the page.

**TITLE PAGE:** Title Page shall show the request for proposal's subject, title and proposal number; the firm's legal name; the contact name, address, telephone number and e-mail; and the date of the proposal.

**TABLE OF CONTENTS:** The Table of Contents shall provide a listing of all major topics, their associated section number, and starting page.

**TAB 1 TRANSMITTAL LETTER:** Provide an informative, narrative letter pertinent to your firm's Scope of Service response. The response shall contain a cover letter **signed in blue ink** by an authorized person who can bind the firm.

**TAB 2 REFERENCES AND PERFORMANCE QUESTIONNAIRE VERIFICATION:**

- Provide information indicative of experience in other past projects directly related to the scope of work and of similar complexity with debris monitoring services to government entities.
- A reference list for the Proposer, which are DIRECTLY related to similar projects detailed herein are required. Proposer SHALL provide the firm/company name, contact name, e-mail address, telephone and fax numbers for each reference.
- In the event the Proposer has performed work for the City of North Port, the City's experience shall be considered when evaluating references for determining a responsible Proposer.
- Provide a list of all government agencies in Florida for which the Proposer provided full time, year-round emergency debris recovery services documenting the previous, immediate three (3) years' experience, which is defined as January 2021 through December 2023. Proposer should note whether it was part of a joint venture and, if so, whether they were the primary or secondary Contractor. Proposer shall provide the following information for each agency: government agency name, project/event title; contract term, and brief description of the work completed.

**REFERENCES INSTRUCTIONS:**

PROPOSER WILL SEND THIS FORM TO EACH REFERENCED CLIENT LISTED ON ATTACHMENT 3. THE CLIENT IS TO COMPLETE THIS FORM AND RETURN DIRECTLY BACK TO THE PROPOSER. THE PROPOSER WILL SUBMIT THE COMPLETED FORM WITH THEIR PROPOSAL. IT IS THE PROPOSER'S RESPONSIBILITY TO OBTAIN AND SUBMIT ALL COMPLETED FORMS WITH THEIR PROPOSAL PACKAGE.

IF THERE ARE UNFORESEEN CIRCUMSTANCES AND THE CLIENT CANNOT RETURN COMPLETED FORM DIRECTLY TO THE PROPOSER, COMPLETED FORMS MAY BE DIRECTLY SUBMITTED TO: [PURCHASING@NORTHPORTFL.GOV](mailto:PURCHASING@NORTHPORTFL.GOV) REFERENCING THE RFP #: 2025-01.

**THE CITY RESERVES THE RIGHT TO VERIFY ANY AND ALL INFORMATION ON THIS FORM.**

**NOTE: IF COMPLETED REFERENCES ARE NOT RETURNED TO PURCHASING, IT MAY AFFECT THE EVALUATION RATING**

**TAB 3 TEAM ORGANIZATION, MANAGEMENT AND GENERAL QUALIFICATIONS:** Detailed description of the Proposer's experience, which shall include the following topics, IN THE BELOW ORDER:

- Organizational Chart
- Number years providing debris management and disaster recovery services
  - Financial Stability – Proposer shall certify and provide a statement that it is financially stable and has the necessary resources, human and financial, to provide the services at the level required by the City. Provide clear and sufficient information that will document the financial qualifications, fitness and stability of Proposer.
- Information describing company's technical and construction capabilities and resources.
- Training and experience (list all certifications) – A hard copy of all certifications shall accompany your response (more than one certification may be placed on a single page).
- Accomplishments



- Success in filing and receiving federal (FEMA, FHWA, etc.) and state reimbursements for disaster recovery work
  - Experience in preparing and submitting federal/state project work sheets, and compliance with public policy.
- Expertise and experience in assessing, removing and disposing of specialty debris including hazardous materials, dead animals and Hazardous Stumps.
- Expertise and experience in demolition of structures, and debris removal from private property (right-of-entry programs) and publicly owned property (other than rights-of-way).
- Expertise and experience in assisting governmental entities in providing community relations including the company's ability to create audio/visual presentations and fact sheets.

Single firms, multiple firm, or joint venture teams shall clearly be identified and shall include the roles, responsibilities and office location of the proposed participants. Proposed team personnel and project management structure shall be documented. Identify the principal within the firm responsible for the project and a statement presented that those persons would not be substituted without the express permission of the City.

**TAB 4 KEY STAFF QUALIFICATIONS:** List of the name, title or position, and project duties of those persons who will have a management or senior position working with the City if awarded this Contract. For each individual, include a resume or summary of qualifications and experience that demonstrates the person's knowledge and understanding of the types of services to be performed and of federal, state and local laws and regulations governing this type of work, as well as the person's familiarity with representatives of FEMA or other federal, state or local agencies.

Identify the lead person(s) proposed for the project team and provide their qualifications and certifications. Submit the resumes of the team personnel to be involved in the contract.

**TAB 5 PARTICIPATING SUBCONTRACTORS:** PROVIDE A LIST OF ALL CURRENT SUBCONTRACTORS WHICH THE PROPOSER HAS CURRENT CONTRACTS FOR PROVIDING SERVICES. THE LIST SHALL INCLUDE THE SUBCONTRACTOR NAME, LOCATION, NUMBER OF YEARS' EXPERIENCE IN DEBRIS MANAGEMENT/DISASTER RECOVERY.

- SUB-CONTRACTING PLAN THAT PROVIDES A CLEAR DESCRIPTION OF THE SCOPE AND PERCENTAGE OF WORK THE CONTRACTOR MAY SUBCONTRACT OUT AND LIMITING USE OF SUBCONTRACTORS TO ONLY THOSE APPROVED BY THE CITY.
- PLAN SHALL INCLUDE DETAILS ON ADVERTISING/MARKETING FOR LOCAL SUBCONTRACTORS
- SAMPLE OF SUB-CONTRACTING CONTRACTS
- POLICY OR PROCEDURE FOR COMPLIANCE WITH 2 CFR §200.321 NOTICING OPPORTUNITIES AND CONTRACTING WITH MBE/DBE/WBE BUSINESSES

**TAB 6 PROJECT APPROACH:** DEMONSTRATE THE PROPOSER'S UNDERSTANDING OF THE SCOPE OF SERVICES REQUIRED FOR EMERGENCY DEBRIS MANAGEMENT SERVICE ASSISTANCE. SUBMIT AN OUTLINE DESCRIPTION OF ANTICIPATED TASKS IN SEQUENCE. IDENTIFY ANTICIPATED DELIVERABLES TO DEMONSTRATE THE REPORTING AND RECORDING PRACTICES. SAMPLE REPORTS, DAILY WORK SHEETS, POLICIES AT A MINIMUM, THE PROPOSER SHALL PROVIDE SUPPORTING DOCUMENTS OR DETAILS FOR THE FOLLOWING TOPICS:

- PROPOSER'S THOROUGH UNDERSTANDING OF THE ELEMENTS AFFECTING REMOVAL AND PROCESSING OF VEGETATIVE DEBRIS AND MIXED DEBRIS FOLLOWING A DISASTER EVENT.
- MOBILIZATION/OPERATION PLAN THAT OUTLINES THE PROPOSER'S MOBILIZATION/OPERATION PROCEDURES FOLLOWING A DISASTER EVENT. THIS OUTLINE SHALL INCLUDE A BREAKDOWN OF THE TIME REQUIRED TO PERFORM EACH TASK INCLUDING GUARANTEED TIMES TO MOBILIZE THE PROPOSER'S FORCES, TO ESTABLISH AN ONSITE EMERGENCY RESPONSE AND COMMUNICATION CENTER, TO MOBILIZE RECOVERY EQUIPMENT, TO ESTABLISH DMS, AND TO MOBILIZE SUBCONTRACTORS. THE MOBILIZATION/OPERATION PLAN SHOULD INCLUDE A BREAKDOWN OF THE MANPOWER (POSITION TITLES AND NUMBER OF SUPPORT PERSONNEL) AND EQUIPMENT THAT WILL BE ASSEMBLED DURING EACH PHASE OF THE PROPOSER'S RESPONSE.
- DESCRIPTION OF THE PROPOSER'S "CLEAN AS YOU GO" POLICY.
- OPERATION PLAN FOR DMS THAT DESCRIBES THE OPERATIONS EXPECTED INCLUDING MATERIALS HANDLING, REDUCTION, STORAGE, RECYCLING, EQUIPMENT MAINTENANCE, ETC.
- PROPOSER'S ORGANIZATIONAL CHART AND "CHAIN OF COMMAND" OF THE PROPOSER'S RESPONSE TEAM. THE PROPOSER'S PROJECT MANAGEMENT METHODS SHOULD BE EXPLAINED, INCLUDING PROTOCOLS FOR TEAM WORK ASSIGNMENTS, DATA MANAGEMENT, PROJECT TRACKING, AND ANY OTHER APPROPRIATE MANAGEMENT CONSIDERATIONS. THIS DISCUSSION SHOULD DEMONSTRATE THE PROPOSER'S ABILITY TO SUPERVISE MULTIPLE CLEAN-UP CREWS, TO MANAGE MULTIPLE TASKS SIMULTANEOUSLY AND EXPEDITIOUSLY, AND TO RESOLVE PROBLEMS. IT SHOULD ALSO EXPLAIN THE PROPOSER'S APPROACH TO ENSURING THE QUALITY OF THE WORK BEING PERFORMED BY ITS CREWS AND SUBCONTRACTORS.
- COMMUNICATION PLAN, WHICH SHALL INCLUDE COMMUNICATION METHODS WITH THE CITY.
- COMPREHENSIVE DESCRIPTION OF THE PROPOSED QUALITY CONTROL PLAN. THIS DESCRIPTION SHOULD INCLUDE, AT A MINIMUM, THE PROPOSER'S QUALITY CONTROL ORGANIZATION, OVERVIEW OF TASKS TO BE INSPECTED, REPORTS, AND METHODS OF INSPECTIONS.
- DESCRIPTION OF THE PROPOSER'S CUSTOMER SERVICE PLAN TO RESPOND TO CITY COMPLAINTS.
- ABILITY TO TRACK AND RECORD ALL WORK FOR INVOICES AND AUDITING PURPOSES
- OTHER UNIQUE SERVICES YOUR COMPANY CAN PROVIDE
- CONSTRUCTION DRAWINGS FOR TEMPORARY INSPECTION TOWERS
- PUBLIC ANNOUNCEMENTS/NOTICES, INCLUDING SPECIFIC DATE ON PROPOSED VENUES.

**DETAILED LIST OF ANY OTHER SERVICES THE PROPOSER IS ABLE TO PROVIDE AND HOW THESE SERVICES WILL BE ACCOMPLISHED.**

**TAB 7 RESPONSE TIME REQUIREMENTS/EVENT LOCATION:**

**NOTE: THIS SECTION MUST BE COMPLETED AND SUBMITTED WITH YOUR PROPOSAL.**

Provide a **GUARANTEED** response time, for each service proposed to mobilize to the City in the event of a disaster.

**EMERGENCY EVENT OPERATIONS**

6 Hours after Event: Contractor Staff would report to the City's EOC.

6 Hours after Event: Contractor ready to assist the City with truck certification.

12 Hours after Event: Contractor to have monitors ready to begin debris removal operations.

Provide information on the location(s) that will be deemed the primary mobilization office for immediate response to a disaster event

**TAB 8 PRICES:** Proposers are **strongly encouraged to review and verify their proposed prices.**

- **PROPOSAL MAY BE REJECTED IF ANY PRICING ITEM IS NOT PROVIDED/LEFT BLANK**
- **PROPOSAL WILL BE REJECTED IF ANY MODIFICATION IS MADE TO THE SCHEDULE FORMS (ie. adding line items or recreating the schedule). Must use the forms provided.**
- **PRICE SCHEDULE IS NOT INCLUDED IN THE PAGE COUNT. THIS IS CONSIDERED A CITY REQUIRED FORM.**
- **PROPOSAL MUST HAVE THE EXCEL SPREADSHEET IN EXCEL FORMAT ON THE USB DRIVE INCLUDED WITH SUBMITTAL PACKAGE, NOT IN PDF FORMAT.**

**TAB 10 LITIGATION AND INSURANCE –**

- 1) Have you been involved in litigation in the last five (5) years? If so, describe circumstances and outcome.

Check One: X The undersigned firm has had no litigation and/or judgments entered against it by any local, state or federal entity and has had no litigation and/or judgments entered against such entities during the past five (5) years.

         The undersigned firm, by attachment to this form, submits a summary and disposition of individual cases of litigation and/or judgments entered by or against any local, state or federal entity, by any state or federal court, during the past five (5) years.

The Proposer must disclose any litigation or judgments which exceed \$100,000 by any party, not just local, state, or federal entities. [Refer to Tab 9, Litigation and Insurance](#)

- 2) Provide letter from insurer: [Refer to Tab 9, Litigation and Insurance](#)



- A. Evidencing the Proposer's ability to obtain the insurance requirements of General Liability of not less than \$1,000,000.00, Commercial Auto Liability Policy of not less than \$1,000,000.00 and Worker Compensation Insurance covering all employees meeting Statutory Limits.
  - B. Stating deductibles for each required policy. No deductibles shall be greater than 10% of the individual insurance policy.
- 3) Provide letter from an authorized agent of Florida admitted bonding company stating:
- i. Maximum bonding capacity of the Contractor
  - ii. Bonding Company and Contractor are capable of fulfilling all bonding requirements set forth in this solicitation.
- Refer to Tab 9, Litigation and Insurance
- 4) Provide evidence of the Proposer's ability to meet time requirements of producing performance and payment bonds (72 HOURS); and
- i. Surety evidencing bonding capacity to handle the potential debris management operations of at least \$1,000,000 annually.

Refer to Tab 9, Litigation and Insurance

**TAB 10 ADDITIONAL INFORMATION:** Any other pertinent information the proposer chooses to provide.

**TAB 11 CHECKLIST AND CITY REQUIRED FORMS (THIS CHECKLIST WILL BE THE FIRST ITEM IN TAB 12):**

This checklist is provided to assist each Proposer in the preparation of their response. Included in this checklist are important requirements, which is the responsibility of each Proposer to submit with their response in order to make their response fully compliant. This checklist is a guideline which is to be executed and submitted with the required forms. It is the responsibility of each Proposer to read and comply with the solicitation in its entirety.

**A. STATE OF FLORIDA REGISTRATION:** Proposer shall be registered with the State of Florida to perform the services required for this Request for Proposal. A copy of Registration must be included with submission.

- ☒ Attached  
☐ Other (explain): \_\_\_\_\_

**B. MBE/WBE/VBE:** If Proposer (primary not subcontractors) is claiming MBE/WBE/VBE a copy of the certificate from Department of Management Services must be included with submission (if not applicable, state N/A).

- ☐ Certificate Attached from Department of Management Services  
☒ Not Applicable

**C. CITY REQUIRED FORMS:**

- ☒ 1.1 Insurance
- ☒ 2. Proposal Submittal Signature Form
- ☒ 4. Statement of Organization
- ☒ 5. References
- ☒ 6. Non-Collusive Affidavit
- ☒ 7. Conflict of Interest
- ☒ 8. Public Entity Crime
- ☒ 9. Drug-Free Workplace (If Applicable)
- ☒ N/A 10. Statement of Compliance with the Florida Trench Safety Act form (Complete if Applicable)

- ☒ 11. Scrutinized Company Certification
- ☒ 12. E-verify
- ☒ 13. Lobby Certification
- ☒ 15. Purchase Orders
- ☒ 16. Sanctions
- ☒ 17. Termination
- ☒ 23. Human Trafficking
- ☒ 25. Foreign Entities

**D. FEDERAL REQUIRED FORMS:**

- ☒ 14. Certification by Bidder – Executive Order 11246
- ☒ 18. Minimum Qualifications Requirements
- ☒ 19. Federal Non-Collusion/Lobbying
- ☒ 20. Certification Regarding Debarment, Suspension, and Other Responsibility Matters Primary Covered Transactions
- ☒ 21. Acknowledgement of Terms, Conditions, and Grant Clauses
- ☒ 22. Certifications and Representations -Grant Funds
- ☒ 26. Schedule of subcontracting and affidavit
- ☒ 27. Schedule of subcontracting and
- ☒ 28. Certification of nonsegregated facilities
- ☒ 29. Certification of nondiscriminatory labor practices

- E. CREDIT CARDS** Does your company accept Credit Card Payments? ☐ YES ☒ NO  
Credit card payments will be processed upon the City's inspection and acceptance of goods/services and receipt of invoice for payment. The City will not pay fees for credit card transactions.

- F: LETTER OF BONDABILITY (ATTACHED)** ☒ YES ☐ NO  
A Letter of Bondability from their Surety Company (not the surety agent) showing their capacity which shall not be less than \$1,000,000.00. Any issuer of a Letter of Bondability must be licensed to transact a fidelity and surety business in the State of Florida, with an A.M. Best rating of A- (Excellent) or better.

- G:** Contractor shall submit an example load ticket with their response. [Attached](#).

**CHECKLIST – CONTINUED**

**H. SUBMITTAL PACKAGE REQUIREMENTS**

☒ **NUMBER OF PAGES-** the proposal shall not exceed 100 pages (one-sided) or 50 pages (two-sided) in length. (Tab 12, *The Title Page, Table of Contents, City Required Forms, resumes, and tabs do not count towards the TOTAL NUMBER OF PAGES*).

☒ When compiling a response, sections should be tabbed and labeled; pages should be sequentially numbered at the bottom of the page; proposals should be bound to allow flat stacking for easy storage; DO NOT USE THREE RING BINDERS OF ANY KIND; and sections should be compiled in the sequence list above. Maximum number of pages shall be 100 pages (one-sided). *The Title Page, Table of Contents, City Required Forms, resumes, and tabs do not count towards the TOTAL NUMBER OF PAGES*).

☒ Place proposal with all the required items in a sealed envelope clearly marked for specification number, project name, name of proposer, and due date and time.

☒ PAPER/FONT SIZE: 8.5"x11"/Font Calibri 11, PDF FORMAT.

☒ NUMBER OF ORIGINAL PROPOSALS: ONE (1) original hard-copy UNBOUND (marked "ORIGINAL") and signed in blue ink.


☒ NUMBER OF COPIES: THREE (3) hard-copies BOUND (marked "COPY").

☒ USB Flash Drive: One (1) electronic version in Portable Document Format (PDF) or Flash Drive containing the entire submittal. Submit the Excel Price Schedule Spreadsheet in Excel format only.

**DO NOT USE THREE RING BINDERS OF ANY KIND**

**THE REMAINDER OF THIS PAGE IS LEFT BLANK INTENTIONALLY**


COMPANY: Ceres Environmental Services, Inc.

SIGNATURE: 

**THIS PAGE MUST BE SUBMITTED WITH PROPOSAL**

Sample Load Ticket

Ceres uses preprinted, five-part carbonless, color-coded load tickets. The tickets are available for use on this project if approved by the City. Refer to **Section 6.2, DMS Operations Plan** for additional details.

LOAD TICKET		
TICKET NO.		
CONTRACT NO.		
CONTRACTOR		
DATE		
DEBRIS QUANTITY		
Truck No.	Capacity (CY)	
Load Size (CY)	Tons	
Truck Driver		
DEBRIS CLASSIFICATION		
	Burnable	
	Non-Burnable	
	Mixed	
	Other	
LOCATION		
Zone/Section	Dumpsite	
	Time	Inspector
Loading		
Dumping		
21		
22		
<div><div>Original : Contract Owner Yellow : Driver Pink : Ceres Gold : Other Green : Customer</div></div>		



# *State of Florida*

## *Department of State*

I certify from the records of this office that CERES ENVIRONMENTAL SERVICES, INC. is a corporation organized under the laws of the State of Florida, filed on November 6, 2020, effective July 31, 1995.

The document number of this corporation is P20000086640.

I further certify that said corporation has paid all fees due this office through December 31, 2025 and that its status is active.

I further certify that said corporation has not filed Articles of Dissolution.

*Given under my hand and the  
Great Seal of the State of Florida  
at Tallahassee, the Capital, this  
the Twenty-eighth day of January,  
2025*



  
*Secretary of State*

Tracking Number: 5842135010CC

To authenticate this certificate, visit the following site, enter this number, and then follow the instructions displayed.

<https://services.sunbiz.org/Filings/CertificateOfStatus/CertificateAuthentication>



# State of Florida



## Department of State

I certify the attached is a true and correct copy of the Articles of Conversion and Articles of Incorporation, filed on November 6, 2020, with an organizational date deemed effective July 31, 1995, for CERES ENVIRONMENTAL SERVICES, INC., the resulting Florida corporation, as shown by the records of this office.

The document number of this entity is P20000086640.



Given under my hand and the  
Great Seal of the State of Florida  
at Tallahassee, the Capital, this the  
Eighteenth day of November, 2021

*Laurel M. Lee*

Laurel M. Lee

Secretary of State

**2025 FLORIDA PROFIT CORPORATION ANNUAL REPORT**

DOCUMENT# P20000086640

**Entity Name:** CERES ENVIRONMENTAL SERVICES, INC.

**Current Principal Place of Business:**

6371 BUSINESS BLVD.  
SUITE 100  
SARASOTA, FL 34240

**Current Mailing Address:**

6371 BUSINESS BLVD.  
SUITE 100  
SARASOTA, FL 34240 US

**FEI Number:** 41-1816075

**Certificate of Status Desired:** Yes

**Name and Address of Current Registered Agent:**

CORPORATION SERVICE COMPANY  
1201 HAYS STREET  
TALLAHASSEE, FL 32301-2525 US

*The above named entity submits this statement for the purpose of changing its registered office or registered agent, or both, in the State of Florida.*

**SIGNATURE:**

Electronic Signature of Registered Agent

Date

**Officer/Director Detail :**

Title            PRESIDENT  
Name            MCINTYRE, DAVID  
Address        6371 BUSINESS BLVD  
                 SUITE 100  
City-State-Zip: SARASOTA FL 34240

Title            SECRETARY  
Name            LAURIE, TIA  
Address        6371 BUSINESS BLVD.  
                 SUITE 100  
City-State-Zip: SARASOTA FL 34240

Title            VP  
Name            ULSCHMID, JOHN  
Address        6371 BUSINESS BLVD  
                 SUITE 100  
City-State-Zip: SARASOTA FL 34240

*I hereby certify that the information indicated on this report or supplemental report is true and accurate and that my electronic signature shall have the same legal effect as if made under oath; that I am an officer or director of the corporation or the receiver or trustee empowered to execute this report as required by Chapter 607, Florida Statutes; and that my name appears above, or on an attachment with all other like empowered.*

**SIGNATURE:** TIA LAURIE

**SECRETARY**

**01/28/2025**

Electronic Signature of Signing Officer/Director Detail

Date



[Department of State](#) / [Division of Corporations](#) / [Search Records](#) / [Search by Entity Name](#) /

## Detail by Entity Name

Florida Profit Corporation

CERES ENVIRONMENTAL SERVICES, INC.

### Filing Information

**Document Number** P20000086640

**FEI/EIN Number** 41-1816075

**Date Filed** 11/06/2020

**Effective Date** 07/31/1995

**State** FL

**Status** ACTIVE

**Last Event** CONVERSION

**Event Date Filed** 11/06/2020

**Event Effective Date** NONE

### Principal Address

6371 Business Blvd.  
Suite 100  
SARASOTA, FL 34240

Changed: 01/28/2025

### Mailing Address

6371 Business Blvd.  
Suite 100  
SARASOTA, FL 34240

Changed: 02/03/2024

### Registered Agent Name & Address

CORPORATION SERVICE COMPANY  
1201 HAYS STREET  
TALLAHASSEE, FL 32301-2525

Name Changed: 10/09/2023

Address Changed: 10/09/2023

### Officer/Director Detail

#### **Name & Address**

Title President

McIntyre, David  
6371 Business Blvd  
Suite 100  
SARASOTA, FL 34240

Title Secretary

Laurie, Tia  
6371 Business Blvd.  
Suite 100  
SARASOTA, FL 34240

Title VP

Ulschmid, John  
6371 Business Blvd  
Suite 100  
SARASOTA, FL 34240

Annual Reports

Report Year	Filed Date
2023	01/24/2023
2024	02/03/2024
2025	01/28/2025

Document Images

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<a href="#">01/26/2021 -- ANNUAL REPORT</a>	View image in PDF format
<a href="#">11/06/2020 -- Domestic Profit</a>	View image in PDF format

**JOINT WRITTEN ACTION OF THE BOARD OF DIRECTORS AND SHAREHOLDERS OF CERES ENVIRONMENTAL SERVICES, INC.**

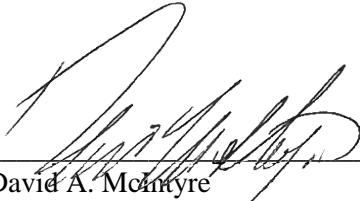
The undersigned, being the sole member of the Board of Directors and the sole shareholder of Ceres Environmental Services, Inc., a Florida corporation (the "Corporation"), does hereby adopt the following resolution in writing pursuant to Florida Statutes effective as of the 13th day of October 2021:

**WHEREAS**, the Corporation desires to prepare and execute contract documents including but not limited to addendums, change orders, notices to proceed and task orders, and the Corporation desires to grant the authority to the Corporate Secretary, Tia Laurie, to sign and execute such contractual documents on behalf of the Corporation,

**NOW, THEREFORE, IN CONSIDERATION OF THE FOREGOING, BE IT:**

**RESOLVED**, that Ceres Environmental Services, Inc. grants Tia Laurie, Corporate Secretary, the authority to sign and bind the Corporation in matters related to the execution of contractual documents.

**IN WITNESS WHEREOF**, the undersigned Board of Directors and Shareholders have set their hands effective as of the day first written above.

  
\_\_\_\_\_  
David A. Monkyre  
President and Sole Director/Shareholder





Ron DeSantis, Governor

Melanie S. Griffin, Secretary



**STATE OF FLORIDA**  
**DEPARTMENT OF BUSINESS AND PROFESSIONAL REGULATION**

**CONSTRUCTION INDUSTRY LICENSING BOARD**

THE GENERAL CONTRACTOR HEREIN IS CERTIFIED UNDER THE  
PROVISIONS OF CHAPTER 489, FLORIDA STATUTES

**MCINTYRE, DAVID A**

CERES ENVIRONMENTAL SERVICES INC  
6371 BUSINESS BLVD.  
SUITE 100  
FL  
SARASOTA FL 34240

**LICENSE NUMBER: CGC1508764**

**EXPIRATION DATE: AUGUST 31, 2026**

Always verify licenses online at [MyFloridaLicense.com](https://myfloridalicense.com)

ISSUED: 07/08/2024

Do not alter this document in any form.

This is your license. It is unlawful for anyone other than the licensee to use this document.







# CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

3/3/2025

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).

<b>PRODUCER</b> Holmes Murphy & Associates LLC 2727 Grand Prairie Parkway Waukegan IA 50263	<b>CONTACT NAME:</b> Jeffrey Whitworth <b>PHONE (A/C, No, Ext):</b> 801-532-5976 <b>FAX (A/C, No):</b> <b>E-MAIL ADDRESS:</b> jwhitworth@holmesmurphy.com
<b>INSURED</b> Ceres Environmental Services Inc. 6371 Business Boulevard Suite 100 Sarasota, FL 34240	<b>INSURER(S) AFFORDING COVERAGE</b> <b>INSURER A:</b> Zurich American Insurance Company <b>INSURER B:</b> Westchester Fire Insurance Company <b>INSURER C:</b> Indian Harbor Insurance Company <b>INSURER D:</b> SiriusPoint Specialty Insurance Corp <b>INSURER E:</b> <b>INSURER F:</b>

**COVERAGES****CERTIFICATE NUMBER:** 635426358**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	<input checked="" type="checkbox"/> <b>COMMERCIAL GENERAL LIABILITY</b> <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> Contr Liab Per <input checked="" type="checkbox"/> Policy Form/XCU GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input checked="" type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC <input type="checkbox"/> OTHER:			GLO183855305	9/1/2024	9/1/2025	EACH OCCURRENCE \$2,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$300,000 MED EXP (Any one person) \$10,000 PERSONAL & ADV INJURY \$2,000,000 GENERAL AGGREGATE \$4,000,000 PRODUCTS - COMP/OP AGG \$4,000,000 \$
A	<input checked="" type="checkbox"/> <b>AUTOMOBILE LIABILITY</b> <input checked="" type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> NON-OWNED AUTOS ONLY			BAP184004605	9/1/2024	9/1/2025	COMBINED SINGLE LIMIT (Ea accident) \$2,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ Hired Auto Phy Damage \$ACV less Ded.
B D	<input checked="" type="checkbox"/> <b>UMBRELLA LIAB</b> <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> DED <input checked="" type="checkbox"/> RETENTION \$0			G46808848008 TSX00106824	9/1/2024 9/1/2024	9/1/2025 9/1/2025	EACH OCCURRENCE \$10,000,000 AGGREGATE \$10,000,000 (Cumulative Limits) \$
A	<input checked="" type="checkbox"/> <b>WORKERS COMPENSATION AND EMPLOYERS' LIABILITY</b> ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? <input type="checkbox"/> Y <input checked="" type="checkbox"/> N (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below		N/A	WC183855405	9/1/2024	9/1/2025	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$1,000,000 E.L. DISEASE - EA EMPLOYEE \$1,000,000 E.L. DISEASE - POLICY LIMIT \$1,000,000
A C	Instl Fitr - Completed Value Professional Liability and Contractors Pollution Liability			CPP250784006 PEC005744404	9/1/2024 9/1/2024	9/1/2025 9/1/2025	Special Form ea Claim/Occ & Agg.: Retro date: 8/18/14 \$2,000,000 \$10,000,000

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

RFP No. 2025-01: Emergency Response Services, Debris Management Services, and Disaster Logistical Support Items.

Additional Insured only if required by written contract with respect to General Liability, Automobile Liability, Umbrella/Excess Liability and Pollution Liability applies on a Primary basis and the insurance of the Additional Insured shall be Non-Contributory: The City of North Port, its commissioners, officers, agents, employees, and volunteers; and Others as required by written contract, per policy terms and conditions. • Waiver of Subrogation only if required by written contract with respect to General Liability, Automobile Liability, Workers Compensation, Umbrella/Excess Liability and Pollution Liability applies in favor of: the Additional Insured entities as required by written contract, per policy terms and conditions. • Named Insured has the following liability deductibles: Auto Liability: \$100,000 / Workers' Compensation: \$500,000 / General Liability: \$750,000 except in CA \$2,000,000.

General Liability, Automobile & Workers Compensation policies include a provision that a 30-day notice of cancellation will be furnished to the certificate holder.

**CERTIFICATE HOLDER****CANCELLATION**City of North Port  
4970 City Hall Boulevard, Suite 337  
North Port FL 34286

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

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# PROFESSIONAL AND POLLUTION LEGAL LIABILITY POLICY FOR THE CONSTRUCTION AND ENVIRONMENTAL SERVICE INDUSTRIES

Certain coverages are “claims-made and reported” and have different reporting requirements from other sections of this Policy. In the event of a **Claim**, this Policy may require that a **Claim** be first made during the **Policy Period** and reported to us, in writing, during the **Policy Period**, within ninety (90) days of the end of the **Policy Period**, or, where applicable, the Optional Extended Reporting Period. Please read this Policy carefully, including the Declarations and all Endorsements.

This Policy contains provisions that limit the amount of **Legal Expense** we are responsible to pay.

Throughout this Policy, the words “we”, “us”, and “our” mean the Company stated in the Declarations. The words “you” and “your” mean the **Insured**.

Words that are **bolded**, except for caption headings, have the meaning set forth in SECTION III – DEFINITIONS, whether expressed in singular or plural throughout this Policy.

In consideration of the payment of premium, in reliance upon the Application and subject to the Declarations and the terms and conditions of this Policy, we agree with you as follows:

## SECTION I - INSURING AGREEMENTS

### A. Professional Coverages

#### 1. Professional Liability Coverage

We will pay on your behalf for **Professional Loss** that you become legally obligated to pay because of a **Claim** resulting from an actual or alleged negligent act, error or omission in **Professional Services**, provided that:

- a. the **Professional Services** are rendered on or after the **Retroactive Date** and prior to the end of the **Policy Period**; and
- b. the **Claim** is first made during the **Policy Period** and reported to us, in writing, during the **Policy Period**, within ninety (90) days of the end of the **Policy Period**, or, where applicable, the Optional Extended Reporting Period.

#### 2. Rectification Expense Coverage

We will pay on your behalf for **Rectification Expense** to avoid or reduce a **Claim** covered under this Policy, provided that:

- a. all **Professional Services** giving rise to actual or potential damages are rendered on or after the **Retroactive Date** and prior to the end of the **Policy Period**;
- b. during the **Policy Period**, you provide us with immediate notice of the negligent act, error or omission and of the proposed corrective action, if any, along with all supporting documentation, in writing prior to incurring any **Rectification Expense**;
- c. you establish and we determine that your proposed **Rectification Expense** is reasonable and necessary in light of the actual liability for a **Claim** covered under this Policy that can be avoided or reduced by incurring the **Rectification Expense**; and
- d. all **Rectification Expense** must be approved by us, in writing, prior to being incurred by you.

If following the payment of **Rectification Expense**, a **Claim** is made against you, our total payment, including any payments previously paid by us, will not exceed the Limits of Liability shown in Item (3) and Item (4) of the Declarations.

If, in order to prevent **Bodily Injury or Property Damage**, you take immediate action that results in **Rectification Expense**, but you are not reasonably able to obtain prior approval from us in writing, we will indemnify you for such expense incurred over a period not exceeding ten (10) business days, beginning from the time the immediate action was taken, provided you can reasonably prove to us that such immediate action reduced the amount of the **Bodily Injury or Property Damage** that would otherwise have been paid under this Policy in the absence of such immediate action.

### 3. **Protective Loss Coverage**

We will indemnify the **Named Insured** for **Protective Loss**:

- a. in excess of all applicable **Design Professional's Insurance**, or
- b. for all amounts not covered by the **Design Professional's Insurance** pursuant to a valid coverage denial or limitation that is not contested by the **Design Professional**,

resulting from an actual or alleged negligent act, error or omission in **Design Professional Services** performed by a **Design Professional**, provided that:

- (i) the **Design Professional Services** are rendered on or after the **Retroactive Date** and prior to the end of the **Policy Period**;
- (ii) the **Protective Claim** is first made by you against the **Design Professional** and reported by you to us, in writing, during the **Policy Period**, within ninety (90) days of the end of the **Policy Period**, or, where applicable, the Optional Extended Reporting Period; and
- (iii) you have taken all steps necessary to pursue the **Protective Claim** and obtain recovery of all **Protective Loss** from the **Design Professional** and, where legally permissible, the **Design Professional's Insurance**.

## B. **Pollution Coverages**

### 1. **Job Site Coverage - Occurrence**

We will pay on your behalf for **Pollution Loss** that you become legally obligated to pay as a result of a **Claim** arising from a **Pollution Condition** on, at, under or migrating from a **Job Site**, provided that:

- a. the **Bodily Injury, Property Damage or Environmental Damage** occurs during the **Policy Period**;
- b. the **Pollution Condition** results from **Contracting Services** or **Completed Operations**; and
- c. the **Pollution Condition** results in a **Claim**.

### 2. **Transportation Coverage**

We will pay on your behalf for **Pollution Loss** as a result of a **Pollution Condition** that first commences and finally ends during the course of **Transportation**, provided that:

- a. the **Transportation** takes place during the **Policy Period**; and
- b. the **Pollution Condition** is first discovered by you during the **Policy Period** and reported to us, in writing, during the **Policy Period** or within ninety (90) days of the end of the **Policy Period**; or
- c. (i) the **Pollution Condition** results in a **Claim**; (ii) the **Claim** is for **Pollution Loss** that you become legally obligated to pay; and (iii) the **Claim** is first made during the **Policy Period** and reported to us, in writing, during the **Policy Period**, within ninety (90) days of the end of the **Policy Period**, or, where applicable, the Optional Extended Reporting Period.

### 3. **Emergency Remediation Expense Coverage**

We will indemnify you for **Emergency Remediation Expense** incurred by you, provided that:

- a. the **Pollution Condition** and notice of the **Emergency Remediation Expense** are reported to us, in writing, during the **Policy Period**, but in no event later than fourteen (14) days from the discovery of the **Pollution Condition**, or the end of the **Policy Period**, whichever occurs first, and
- b. the **Pollution Condition** results from **Contracting Services** at a **Job Site**, or **Transportation**, rendered during the **Policy Period**.

### 4. **Pollution Protective Loss Coverage**

We will indemnify you for **Pollution Protective Loss**:

- a. in excess of all applicable **Subcontractor's Insurance**, or
- b. for all amounts not covered by the **Subcontractor's Insurance** pursuant to a valid coverage denial or limitation that is not contested by the **Subcontractor**,

resulting from a **Pollution Condition** on, at, under or migrating from a **Job Site** or a **Pollution Condition** in the course of **Transportation**, provided that:

- (i) the **Bodily Injury, Property Damage** or **Environmental Damage** occurs during the **Policy Period**;
- (ii) the **Pollution Condition** results from **Subcontractor Services** or **Completed Operations** of the **Subcontractor**;
- (iii) the **Pollution Protective Claim** is first made by you against the **Subcontractor**; and
- (iv) you have taken all steps necessary to pursue the **Pollution Protective Claim** and obtain recovery of all **Pollution Protective Loss** from the **Subcontractor** and, where legally permissible, the **Subcontractor's Insurance**.

### 5. **Non-Owned Disposal Site Coverage**

We will pay on your behalf for **Pollution Loss** that you become legally obligated to pay as a result of a **Pollution Condition** on, at, under or migrating from a **Non-Owned Disposal Site**, provided that:

- a. the **Pollution Condition** first commences on or after the **Retroactive Date** and prior to the end of the **Policy Period**;



- b. the **Pollution Condition** arises from waste or material generated by **Contracting Services** performed at a **Job Site** or originates from **Your Location**;
- c. the **Pollution Condition** results in a **Claim**; and
- d. (i) the **Pollution Condition** results in a **Claim**; (ii) the **Claim** is for **Pollution Loss** that you become legally obligated to pay; and (iii) the **Claim** is first made during the **Policy Period** and reported to us, in writing, during the **Policy Period**, within ninety (90) days of the end of the **Policy Period**, or, where applicable, the Optional Extended Reporting Period.

## 6. **Your Location Coverage**

We will pay on your behalf for **Pollution Loss** as a result of a **Pollution Condition** on, at, under or migrating from **Your Location**, provided that:

- a. the **Pollution Condition** originates from **Your Location**; and
- b. the **Pollution Condition** is sudden and accidental and first commences during the **Policy Period** and finally ends within ten (10) consecutive days from its first commencement; and
- c. the **Pollution Condition** is first discovered by you during the **Policy Period** and reported to us, in writing, during the **Policy Period** or within ninety (90) days of the end of the **Policy Period**; or
- d. (i) the **Pollution Condition** results in a **Claim** against you; (ii) the **Claim** is for **Pollution Loss** that you become legally obligated to pay; and (iii) the **Claim** is first made against you during the **Policy Period** and reported to us, in writing, during the **Policy Period**, within ninety (90) days of the end of the **Policy Period**, or, where applicable, the Optional Extended Reporting Period.

## SECTION II - SUPPLEMENTAL COVERAGES

The following Supplemental Coverages are afforded under this Policy. Any amounts paid under these coverages do not qualify as **Professional Loss**, **Rectification Expense**, **Protective Loss**, **Pollution Loss**, **Emergency Remediation Expense** or **Protective Pollution Loss**. In no event will we pay more than the Limits of Liability specified below. The Limits of Liability for each of the following Supplemental Coverages are separate from the Limits of Liability for the coverages in SECTION I - INSURING AGREEMENTS of this Policy, and payments made under these Supplemental Coverages do not erode the Aggregate Limits of Liability of this Policy. No Self-Insured Retention Amount applies to these Supplemental Coverages.

### A. **Disaster Response Expense Coverage**

We will pay on your behalf up to an aggregate limit of liability of \$250,000 for any reasonable and necessary expenses incurred by you, with our prior written consent, for a public relations or crisis management firm hired by you, and approved by us, to minimize potential harm to your reputation by maintaining or restoring public confidence in you resulting from a negligent act, error or omission in **Professional Services**, or a **Pollution Condition** resulting from **Contracting Services** or **Transportation**, that has or is likely to result in a **Media Event**. This limit of liability is the most we will pay regardless of the number of acts, errors or omissions, **Pollution Condition(s)** or **Media Event(s)**.

### B. **Green Building Materials Expense Coverage**

We will pay on your behalf up to an aggregate limit of liability of \$250,000 for any reasonable and necessary expenses incurred by you in the use of **Green Building Materials**, even when the use of such materials is not necessary, as part of **Restoration Costs** when otherwise covered under this Policy. This limit of liability is the most we will pay regardless of the number of **Pollution Condition(s)**.

**C. Protective Loss/Pollution Protective Loss Bankruptcy Litigation Expense Coverage**

We will indemnify you up to an aggregate limit of liability of \$25,000 for the reasonable and necessary fees and expenses incurred by you for retaining bankruptcy counsel in the making of a **Protective Claim** or a **Pollution Protective Claim** that qualifies for coverage under this Policy against a **Design Professional** or **Subcontractor**, as applicable, who has filed for or has been placed into bankruptcy under the United States Bankruptcy Code, provided that the **Protective Claim** or **Pollution Protective Claim** results in a judgment for you against the **Design Professional** or **Subcontractor** that is final and no longer subject to appeal. This limit of liability is the most we will pay regardless of the number of **Claim(s)**.

**D. Litigation Expense Coverage**

We will indemnify you up to an aggregate limit of liability of \$25,000 for the actual loss of earnings and reasonable and necessary expenses incurred by you for attendance at depositions, hearings, arbitrations, **Mediation** or trials at our written request, for **Claim(s)** covered under this Policy. This limit of liability is the most we will pay regardless of the number of **Claim(s)**, events or persons attending.

**E. Subpoena Expense Coverage**

We will pay on your behalf up to an aggregate limit of liability of \$25,000 for reasonable and necessary fees and costs of counsel retained by us to advise you regarding the production of subpoenaed documents or to represent you while preparing for or giving testimony in response to a subpoena that is both served on you during the **Policy Period** and reported by you to us, in writing, during the **Policy Period**, within ninety (90) days of the end of the **Policy Period**, or, where applicable, the Optional Extended Reporting Period, and arises from **Professional Services** or **Pollution Conditions** that are within the scope of coverage under this Policy. This limit of liability is the most we will pay regardless of the number of subpoenas served.

**F. Disciplinary Proceeding Expense Coverage**

We will pay on your behalf up to an aggregate limit of liability of \$25,000 for **Legal Expense** from a disciplinary proceeding against you before a design professional or contractor licensing board, provided that the disciplinary proceeding arises out of a negligent act, error or omission in **Professional Services**, or a **Pollution Condition** caused by **Contracting Services**, rendered on or after the **Retroactive Date** and before the end of the **Policy Period**, if the disciplinary proceeding is brought against you during the **Policy Period** and reported to us, in writing, by you, during the **Policy Period**, within ninety (90) days of the end of the **Policy Period**, or, where applicable, the Optional Extended Reporting Period. This limit of liability is the most we will pay regardless of the number of proceedings.

**G. Americans with Disabilities Act and Fair Housing Act Expense Coverage**

We will pay on your behalf up to an aggregate limit of liability of \$25,000 for **Legal Expense** from the investigation of or response to a regulatory or administrative action from a governmental agency under the Americans with Disabilities Act of 1990 (ADA), as amended, or the Fair Housing Act (FHA), as amended, alleging a negligent act, error or omission in **Professional Services** rendered on or after the **Retroactive Date** and before the end of the **Policy Period**, if the regulatory or administrative action is brought against you during the **Policy Period** and reported to us, in writing, by you, during the **Policy Period**, within ninety (90) days of the end of the **Policy Period**, or, where applicable, the Optional Extended Reporting Period. This limit of liability is the most we will pay regardless of the number of investigations or actions.

**H. Building Information Modeling Expense Coverage**

We will indemnify you up to an aggregate limit of liability of \$25,000 for reasonable and necessary additional expenses payable to a third-party software consulting company, that are not otherwise recoverable from any warranty or guarantee, arising from loss of or damage to information due to a malfunction of software used in connection with a Building Information Modeling (BIM) system purchased from a third-party vendor that was not modified by you or on your behalf, including erroneous calculations or modeling, provided that the malfunction is first discovered during the **Policy Period** and after the system has been put to its intended

use in the course of construction in support of **Professional Services** or **Contracting Services** and is reported to us, in writing, by you, during the **Policy Period**, within ninety (90) days of the end of the **Policy Period**, or, where applicable, the Optional Extended Reporting Period. This limit of liability is the most we will pay regardless of the number of consulting companies, systems purchased or malfunctions.

### SECTION III - DEFINITIONS

**A. Bodily Injury** means:

1. physical injury, sickness or disease, sustained by any person, including death resulting therefrom, and any accompanying medical or environmental monitoring; or
2. mental anguish, emotional distress or shock, sustained by any person.

**B. Claim** means any monetary demand, notice, or assertion of a legal right, alleging liability or responsibility on your part, and includes, but is not limited to, a lawsuit, petition, order or government or regulatory action commenced against you.

**C. Client** means the person or entity that directly hires the **Named Insured**, by written agreement signed by the **Named Insured**, to render **Contracting Services** and for whom the **Named Insured** renders such services.

**D. Completed Operations** means **Contracting Services** that are completed.

**Completed Operations** does not include **Contracting Services** that have been abandoned.

**Contracting Services** will be deemed completed at the earliest of the following times:

1. when all **Contracting Services** to be performed under a contract have been completed; or
2. when all **Contracting Services** to be performed at the **Job Site** have been completed; or
3. when that part of the **Contracting Services** performed at the **Job Site** has been put to its intended use by any person or entity other than another contractor or subcontractor working on the same project.

**Contracting Services** that may require further service, maintenance, correction, repair or replacement, but are otherwise complete, shall be deemed completed.

**E. Contracting Services** means any construction or environmental activity that is performed by or on behalf of the **Named Insured**.

**Contracting Services** also includes **Completed Operations**.

**F. Design Professional** means any person or entity that is qualified, certified or licensed to perform professional services that are covered by **Design Professional's Insurance**, including any **Subcontractors** and subconsultants.

**G. Design Professional's Insurance** means any liability insurance issued to a **Design Professional**.

**H. Design Professional Services** means professional services that any **Design Professional**:

1. agreed to perform pursuant to a written agreement with you or a **Design Professional**; retained by you or on your behalf; and
2. are included within the **Professional Services** that you agreed to perform in your written agreement with a **Client**.


- I. **Emergency Remediation Expense** means **Remediation Expense** incurred by you on an emergency basis that we determine was reasonable and necessary to mitigate the immediate effects of the **Pollution Condition** in light of the liability covered under this Policy that can be avoided or reduced by such mitigation.
- J. **Environmental Damage** means physical damage into or upon land or structures thereupon, the atmosphere or any watercourse or body of water, including groundwater, caused by a **Pollution Condition** and resulting in **Remediation Expense**.

**Environmental Damage** does not include **Property Damage**.

- K. **First Named Insured** means the person or entity stated in Item (1) of the Declarations.
- L. **Green Building Materials** means building products or materials that are recognized by The Leadership in Energy and Environmental Design (LEED®), Green Globes Assessment and Rating System, International Green Construction Code or Energy Star as:
1. being environmentally preferable or sustainable; or
  2. providing enhanced energy efficiency.

**M. Insured means each of the following:**

1. the **First Named Insured**;
2. the **Named Insured**;
3. the **Named Insured's** current and former directors, partners, principals, members, officers, stockholders, or trustees, but solely while acting within the course and scope of their duties as such;
4. the **Named Insured's** current and former employees, including **Leased Worker**, but solely within the course and scope of their employment or lease agreement;
5. the **Named Insured's** heirs, executors, administrators, assigns or legal representatives in the event of death, incapacity or bankruptcy, but only with respect to the liability of the **Named Insured** otherwise insured herein;
6. any **Predecessor in Interest**;
7. any entity newly formed or acquired by the **Named Insured** during the **Policy Period** where the **Named Insured** has greater than fifty percent (50%) ownership, control, or beneficial interest, provided that:
  - a. coverage shall be provided only for **Professional Loss** and **Protective Loss** arising out of **Professional Services** or **Design Professional Services** or **Pollution Loss** and **Pollution Protective Loss** arising out of **Contracting Services** or **Subcontractor Services**, for services performed on or after the date of formation or acquisition, subject to the **Retroactive Date**; and
  - b. this coverage shall expire at the end of the **Policy Period** or within ninety (90) days of such formation or acquisition of the entity, whichever is earlier, unless you submit written notice to us providing detailed information concerning the newly formed or acquired entity and we agree to accept coverage and issue an endorsement confirming coverage;
8. the **Named Insured** to the extent of its participation in a legal entity including a limited liability company or joint venture, but only to the extent of the **Named Insured's** legal liability for its rendering or failure to render **Professional Services** or **Contracting Services** under the respective legal entity.



9. Solely with regard to SECTION I - INSURING AGREEMENTS, B.1. Job Site Coverage - Occurrence, B.2. Transportation Coverage and B.5. Non-Owned Disposal Site Coverage, any person or entity, including a **Client**, as required by a written agreement, but only for:

- a. a **Pollution Condition** caused by **Contracting Services**; and
- b. the liability of the person or entity that results from the performance of the **Named Insured's Contracting Services**,

provided that such written agreement is signed prior to the commencement of the **Pollution Condition**.

Any insurance afforded under the terms and conditions of this Policy shall be limited to the scope of coverage required by such agreement and shall be limited to the lesser of the amount of the limits of liability required by such written agreement or the Limits of Liability under this Policy. In no event shall we be liable for any amounts in excess of the Limits of Liability shown in Item (3) and Item (4) B. Pollution Coverages of the Declarations.

N. **Insured Contract** means that part of any written agreement under which, the **Named Insured** assumes the tort liability of another party to pay compensatory damages for **Bodily Injury, Property Damage** or **Environmental Damage**, to a third-person or entity, provided that such written agreement is signed by the **Named Insured** prior to the **Bodily Injury, Property Damage** or **Environmental Damage**. Tort liability means a liability that would be imposed by law in the absence of any agreement.

O. **Job Site** means the location where **Contracting Services** are rendered.

**Job Site** does not include:

1. any location that is owned, rented, leased, used, or occupied by you except for:
  - a. a location owned, rented, leased, or occupied by the **Client**; or
  - b. a location that is rented, leased, or occupied (but not owned) by the **Named Insured** and is used on a temporary basis by you for a single project only, during the course of providing **Contracting Services** for such single project.
2. a **Non-Owned Disposal Site** or **Your Location**.

P. **Leased Worker** means a person leased to the **Named Insured**, by a labor leasing firm under an agreement between you and the labor leasing firm, to perform duties related to the conduct of your business.

Q. **Legal Expense** means legal costs, charges and expenses incurred by you or on your behalf in the investigation or defense of a **Claim** arising from **Professional Services** or **Contracting Services**, and includes any necessary expert fees paid to experts retained by defense counsel.

**Legal Expense** does not include any of the following:

1. the time and expense incurred by you assisting us in the investigation or resolution of a **Claim** or in connection with **Remediation Expense**, including, but not limited to, the costs of your in-house counsel, salary charges of your regular employees or officials, and fees and expenses of counsel retained by you.
2. salary charges of our employees.
3. legal cost, charges and expenses incurred in connection with **Rectification Expense, Emergency Remediation Expense** or to any legal costs or expenses incurred by you in the investigation,



prosecution, pursuit, adjustment, making or appeal of a **Protective Claim** or a **Pollution Protective Claim**, except as provided by SECTION II - SUPPLEMENTAL COVERAGES, C. Protective Loss/Pollution Protective Loss Bankruptcy Litigation Expense Coverage.

- R. Low-Level Radioactive Waste and Material** means waste or material that when disposed is acceptable for disposal in a near-surface disposal facility or a land disposal facility as defined in 10 CFR 61.2.
- S. Media Event** means a spontaneous event that results in coverage by any television news or newspapers, in either print or internet editions.
- Coverage in e-mails, blogs, vlogs or other private or not for profit media does not constitute a **Media Event**.
- T. Mediation** means an informal and non-binding dispute settlement process run by a neutral third-party approved by us.
- U. Mold Matter** means mold, mildew or any type or form of fungus, including mycotoxins, spores or by-products produced or released by fungi.
- V. Named Insured** means:
1. the **First Named Insured**; and
  2. any person or entity designated as a **Named Insured** by endorsement to this Policy.
- W. Natural Resource Damage** means physical injury to, or destruction of, as well as the assessment of such injury or destruction, including the resulting loss of use of the land or resources to the general public, fish, wildlife, biota, air, water, groundwater, drinking water supplies, and other such resources belonging to, or managed by, held in trust by, appertaining to, or otherwise controlled by the United States including the resources of the fishery conservation zone established by the Magnuson-Stevens Fishery Conservation and Management Act 16 U.S.C. 1801 et. seq.), any State, Local or Provincial government, any foreign government, any Native American tribe or, if such resources are subject to a trust restriction on alienation, any member of a Native American tribe. The terms Natural Resource Damage and Natural Resource Damage Assessments are as further defined by statute [CERCLA §§101(6); 107(a)(4)(C); OPA §§1001(5); 1002(b)(2)] and regulation [43 CFR Part 11; 15 CFR Part 990].
- X. Non-Owned Disposal Site** means a location used by you for the treatment, storage or disposal of waste or material, provided that:
1. the **Non-Owned Disposal Site** is not managed, operated, owned or leased by you or your affiliate;
  2. the **Non-Owned Disposal Site** is permitted or licensed by the applicable Federal, State, Local or Provincial authorities to accept such waste or material as of the date the waste or material is treated, stored or disposed at the **Non-Owned Disposal Site**; and
  3. the **Non-Owned Disposal Site** is not listed on a proposed or final Federal National Priorities List or any State or Provincial equivalent National Priority List, Superfund or Hazardous Waste List prior to the treatment, storage or disposal of the waste or material at the **Non-Owned Disposal Site**.
- Y. Policy Period** means the period listed in Item (2) of the Declarations or any shorter period resulting from cancellation.
- Z. Pollutants** means any solid, liquid, gaseous or thermal irritant or contaminant including, but not limited to, acids, alkalis, electromagnetic fields, fumes, hazardous substances, bacteria, **Low-Level Radioactive Waste and Material**, **Mold Matter**, odors, smoke, soot, toxic chemicals, vapors and waste materials, including medical, infectious and pathological wastes.

**AA. Pollution Condition** means:

1. the discharge, dispersal, release, seepage, migration or escape of **Pollutants** into or upon land or structures thereupon, the atmosphere or any watercourse or body of water, including groundwater; the continued discharge, dispersal, release, seepage, migration or escape of such **Pollutants** comprises a single **Pollution Condition**; and
2. the presence of **Mold Matter** in or on buildings or structures.

**BB. Pollution Loss** means each of the following that results from a **Pollution Condition**:

1. a monetary judgment, award or settlement of compensatory damages that is entered into with our prior written consent (such consent shall not be unreasonably withheld), for:
  - a. **Bodily Injury or Property Damage**; or
  - b. **Remediation Expense**;
2. with regard to SECTION I - INSURING AGREEMENTS, B.2. Transportation Coverage and B.6. Your Location Coverage, **Remediation Expense** that is incurred with our prior written consent (such consent shall not be unreasonably withheld);
3. civil fines and penalties assessed against a **Client** that the **Named Insured** is legally liable for, but only where insurance coverage for such fines and penalties is allowable by law;
4. civil fines and penalties assessed against you, but only where insurance coverage for such fines and penalties is allowable by law;
5. punitive, exemplary or multiplied damages that you are legally liable for, but only where insurance coverage for such damages is allowable by law; or
6. **Legal Expense** associated with Subsections BB.1. through BB.5 referenced directly above, that is incurred with our prior written consent (such consent shall not be unreasonably withheld);
7. **Restoration Costs** that are incurred with our prior written consent (such consent shall not be unreasonably withheld); and
8. the value of any reasonable and necessary services rendered, pursuant to any resolution that we have approved in advance in writing, by you to mitigate a **Pollution Condition** resulting from **Contracting Services**.

**Pollution Loss** does not include:

- a. injunctive or equitable relief;
- b. the return of fees or charges for services rendered;
- c. salaries of your employees or any **Leased Worker**; or
- d. your profit, overhead or mark-up.

**CC. Pollution Protective Claim** means a written demand made or lawsuit commenced by you against a **Subcontractor** alleging liability or responsibility on the part of the **Subcontractor** for **Pollution Protective Loss** based upon or arising out of the **Subcontractor's** rendering or failure to render **Subcontractor Services**.

**DD. Pollution Protective Loss** means the amount you are legally entitled to recover from a **Subcontractor**, as

determined by:

1. a final monetary judgment by a court of competent jurisdiction;
2. a final monetary award resulting from an arbitration or other dispute resolution proceeding that you participate in with our prior written consent; or
3. a settlement that we agree to in advance, in writing.

**EE. Predecessor in Interest** means any entity whose assets have been acquired by the **Named Insured** or whose partners, principals or shareholders have joined the **Named Insured** and whose name has been stated in the Application, submitted for this Policy and executed by the **Named Insured**, and for whose insurance the **Named Insured** is responsible by written agreement.

**FF. Professional Loss** means:

1. a monetary judgment, award or settlement of compensatory damages that is entered into with our prior written consent (such consent shall not be unreasonably withheld);
2. civil fines and penalties assessed against a third-party other than you that you are legally liable for, but only where insurance coverage for such fines and penalties is allowable by law;
3. civil fines and penalties assessed against you, but only where insurance coverage for such fines and penalties is allowable by law;
4. punitive, exemplary or multiplied damages that you are legally liable for, but only where insurance coverage for such damages is allowable by law;
5. liquidated damages assessed against you, or a settlement of liquidated damages that is entered into with our prior written consent (such consent shall not be unreasonably withheld), but only to the extent you would be legally liable in the absence of a contractual agreement; or
6. **Legal Expense** associated with Subsections FF.1. through FF.5. referenced directly above, that is incurred with our prior written consent (such consent shall not be unreasonably withheld); and
7. the value of any services rendered by you or on your behalf, pursuant to any resolution approved by us in writing, prior to the services being rendered, to correct a negligent act, error or omission in the performance of **Professional Services**.

**Professional Loss** does not include:

- a. injunctive or equitable relief;
- b. the return of fees or charges for services rendered;
- c. salaries of your employees or any **Leased Worker**; or
- d. your profit, overhead or mark-up.

**GG. Professional Services** means those activities listed in Item (5) of the Declarations that are rendered by or on behalf of the **Named Insured**.

**HH. Property Damage** means each of the following caused by a **Pollution Condition**:

1. physical injury to or destruction of tangible property, including the resulting loss of use thereof;
2. loss of use of tangible property that has not been physically injured or destroyed;

3. diminished third-party property value, but only where there is physical injury to or the destruction of such tangible property; or

4. **Natural Resource Damage.**

**Property Damage** does not include **Environmental Damage**.

II. **Protective Claim** means a written demand made or lawsuit commenced by you against a **Design Professional** alleging liability or responsibility on the part of the **Design Professional** for **Protective Loss** based upon or arising out of the **Design Professional's** rendering or failure to render **Design Professional Services**.

JJ. **Protective Loss** means the amount you are legally entitled to recover from the **Design Professional**, as determined by:

1. a final monetary judgment by a court of competent jurisdiction;
2. a final monetary award resulting from an arbitration or other dispute resolution proceeding, that you participate in with our prior written consent; or
3. a settlement that we agree to in advance, in writing.

KK. **Rectification Expense** means direct costs and expenses to correct actual damages or prevent potential damages resulting from a negligent act, error or omission in your **Professional Services**.

**Rectification Expense** does not include any of your profit, overhead, mark-up; or any betterment to a project that **Rectification Expense** applies.

LL. **Remediation Expense** means reasonable and necessary expenses resulting from **Environmental Damage** caused by a **Pollution Condition** and incurred to investigate, assess, remove, dispose of, treat, abate, contain or neutralize a **Pollution Condition**, including any associated monitoring and testing costs.

MM. **Responsible Insured** means any of your officers, directors, partners, members, managers, supervisors or foreman, or any of your employees that have responsibility, in whole or in part, for risk control, risk management, health and safety or environmental affairs, control or compliance, and any manager of **Your Location**.

NN. **Restoration Costs** means reasonable and necessary costs incurred by you to restore, repair or replace real or personal property to substantially the same condition it was in prior to being damaged during work performed in the course of incurring **Remediation Expense**. **Restoration Costs** include the use of **Green Building Materials**, but only as set forth in SECTION II - SUPPLEMENTAL COVERAGES, B. Green Building Materials Expense Coverage.

However, these costs shall not exceed the Actual Cash Value of such real or personal property immediately prior to incurring the **Remediation Expense** or include costs associated with improvements or betterments, except for **Green Building Materials**. Actual Cash Value is defined as the cost to replace such real or personal property, immediately prior to incurring the **Remediation Expense**, minus the accumulated depreciation of the real or personal property.

OO. **Retroactive Date** means the date listed in Item (4) of the Declarations for each applicable coverage that is specified, if any, or any **Retroactive Date** listed on an endorsement to this Policy.

PP. **Subcontract** means a written agreement, purchase order or any such legal instrument issued under your written agreement for the performance of **Contracting Services** or **Transportation**.

QQ. **Subcontractor** means any person or entity that enters into a **Subcontract** that assumes some or all of your

obligation(s) to the **Client**.

**RR. Subcontractor Services** means **Contracting Services** or **Transportation** that are rendered by or on behalf of the **Subcontractor**.

**SS. Subcontractor's Insurance** means any liability insurance under which, the **Subcontractor** qualifies as an insured.

**TT. Transportation** means the movement of waste or material by land motor vehicle, trailer, semi-trailer, mobile equipment or watercraft, including the loading and unloading of such waste or material from the point of origin until the waste or material has arrived at its final destination, provided that:

1. the **Pollution Condition** occurs while in support of **Contracting Services**;
2. the **Pollution Condition** occurs at a location other than the **Job Site** or **Your Location**; and
3. the person or entity transporting the waste or material is properly licensed to transport such waste or material by the means utilized.

**UU. Underground Storage Tank** means any stationary container or vessel, which is ten percent (10%) or more beneath the surface of the ground and includes the associated underground piping, underground ancillary equipment and containment system(s) connected thereto, and is:

1. constructed primarily of non-earthen materials; and
2. designated to contain any substance.

For purposes of this definition, associated underground piping means piping leading to and away from the **Underground Storage Tank** until such piping is above ground or terminates in another **Underground Storage Tank**, receptacle, dispenser, or manufacturing process.

**VV. Your Location** means a location owned, rented to or leased by the **Named Insured**, provided that such location is listed in the Your Location Schedule endorsed onto this Policy.

**Your Location** does not include a **Job Site** or **Non-Owned Disposal Site**.

#### SECTION IV - EXCLUSIONS

**A.** The following exclusions apply to SECTION I - INSURING AGREEMENTS, A. Professional Coverages and B. Pollution Coverages:

This Policy does not apply to any **Claim**, negligent act, error or omission in **Professional Services**, **Professional Loss**, **Rectification Expense**, **Protective Loss**, **Pollution Condition**, **Pollution Loss**, **Emergency Remediation Expense**, **Pollution Protective Loss**, or any other coverage afforded under this Policy, including SECTION II – SUPPLEMENTAL COVERAGES, directly or indirectly for or based upon or arising out of:

1. **Contractual Liability**  
your:

- a. assumption of liability in a contract or agreement; or
- b. breach of contract or agreement.

This exclusion does not apply to:



- (i) liability that you would have in the absence of a contract or agreement; or
- (ii) solely with regard to SECTION I – INSURING AGREEMENTS, B.1. Job Site Coverage - Occurrence and B.2. Transportation Coverage, liability assumed by the **Named Insured** in an **Insured Contract**.

**2. Employer's Liability**

any injury to:

- a. any of your employees, including any **Leased Workers**, directors, partners, principals, members, officers, stockholders or trustees, but solely within the course and scope of their employment or lease agreement and only if such injury arises in the course of:
  - (i) employment by you; or
  - (ii) performing duties related to the conduct of your business; or
- b. the spouse, domestic partner, child, parent, brother or sister of anyone set forth in Subsection 2.a. directly above, as a consequence of any injury to any of the persons described in Subsection 2.a. directly above.

This exclusion applies whether you may be liable as an employer or in any other capacity and to any obligation to share damages with or repay someone else who must pay damages because of the injury.

This exclusion does not apply to liability the **Named Insured** assumed under an **Insured Contract**.

**3. Express Warranty and Guaranty**

any express warranty or guaranty.

This exclusion does not apply to liability you would have in the absence of such express warranty or guaranty.

**4. Your Faulty Workmanship**

solely with regard to SECTION I - INSURING AGREEMENTS, B. Pollution Coverages, the cost to repair or replace faulty workmanship, construction, fabrication, installation, assembly, erecting, manufacture or remediation, if such faulty workmanship, construction, fabrication, installation, assembly, erecting, manufacture or remediation was performed, in whole or in part, by you.

**5. Fiduciary Liability**

any involvement by you:

- a. as a director, partner, principal, member, officer, stockholder, trustee, or employee of a business enterprise not stated in Item (1) of the Declarations or of any charitable organization, or pension, welfare, profit sharing, mutual or investment fund or trust; or
- b. as a fiduciary under the Employee Retirement Income Security Act of 1974, as amended, or any regulation or order issued pursuant thereto or under any other employee benefit plan.

**6. Hostile Acts**

any consequence, whether direct or indirect, of war, invasion, act of foreign enemy, hostilities (whether war be declared or not), civil war, rebellion, revolution, insurrection or military or usurped power, strike, riot, or civil commotion.

**7. Insurance and Suretyship**

the requiring, obtaining, maintaining, advising as to, or the failure to require, obtain, maintain or advise as to any form of insurance, suretyship or bond, either with respect to any **Insured** or any

other person or entity.

**8. Insured versus Insured**

any **Claim** made by an **Insured** against any other **Insured**.

This exclusion does not apply to a **Claim** by any person or entity, including a **Client**, that meets the definition of an **Insured** in SECTION III – DEFINITIONS, M. **Insured**, Subsection 9.

**9. Intentional and Dishonest Acts**

- a. intentional disregard of, or non-compliance with, any statute, regulation, ordinance, law or order, by or at your direction or your agent's direction; or
- b. actual or alleged fraudulent, dishonest, malicious or intentionally or inherently harmful conduct by you.

This exclusion does not apply to any **Insured** that did not allegedly commit or allegedly participate in committing any of the foregoing conduct described above.

**10. Known Circumstances or Conditions**

- a. a **Claim**, negligent act, error or omission in **Professional Services, Professional Loss, Rectification Expense, Protective Claim, Protective Loss, Pollution Condition, Pollution Loss, Emergency Remediation Expense, Pollution Protective Claim or Pollution Protective Loss** reported to or known by a **Responsible Insured** prior to the inception of the **Policy Period**; or
- b. a circumstance or condition known by a **Responsible Insured** prior to the inception of the **Policy Period**, which is not identified by you in the statements, declarations and information contained in the Application for this Policy, where the **Responsible Insured** should have reasonably foreseen that a **Claim**, negligent act, error or omission in **Professional Services, Professional Loss, Protective Claim, Protective Loss, Pollution Condition, Pollution Loss, Pollution Protective Claim, or Pollution Protective Loss** would result, or **Rectification Expense or Emergency Remediation Expense** would be incurred.

However, in the event that during the **Policy Period** you exacerbate a **Pollution Condition** caused by others, coverage is not excluded for that portion of the **Pollution Loss, Emergency Remediation Expense or Pollution Protective Loss** that would not exist but for your exacerbation of the **Pollution Condition**.

**11. Notices to Previous Insurers**

any **Claim**, negligent act, error or omission in **Professional Services, Rectification Expense, Protective Claim, Pollution Condition, Emergency Remediation Expense, Pollution Protective Claim** or other circumstance reported by you in part or in whole under any prior policy.

**12. Products Liability**

any goods, materials or products designed, manufactured, sold, handled, distributed or supplied by you, a **Design Professional**, a **Subcontractor** or by others under license or trade name from you, a **Design Professional** or **Subcontractor**.

This exclusion does not apply to:

- a. the design of a good or product that has been specifically designed or otherwise provided to accommodate the specifications of a particular project or multiple projects for a specific customer. This exception does not apply to any subsequently manufactured goods or products using the same design, without alteration, as any previously customized good or product;
- b. computer software or programs specifically developed for a third-party that is not available

for general sale and distribution, and is provided in conjunction with **Professional Services**, **Design Professional Services**, **Contracting Services** or **Subcontractor Services**; or

- c. the fabrication, assembly or installation of goods, materials or products provided in connection with the performance of **Contracting Services**.

**13. Property**

- a. damage to any real property owned, rented or leased by you, except for **Your Location** or real property owned or leased by, or in the care, custody or control of, the **Client**; or
- b. for the repair, replacement or restoration of any personal property you own or lease, except for personal property owned or leased by, or in the care, custody or control of, the **Client**.

**14. Radioactive / Nuclear Material**

- a. material or waste that if disposed must be placed in a geologic repository as defined in 10 CFR 60 or 10 CFR 63 or any other existing or planned disposal facility for waste that would not otherwise qualify as **Low-Level Radioactive Waste and Material**;
- b. radioactive waste or material for which, you have coverage under any nuclear insurance policy or have received indemnity from any United States or international government authority or statute, including but not limited to the United States Price Anderson Act (Public Law 100-408) or the United States National Defense Contracts Act (Public Law 85-804);
- c. tailings, milling wastes, or products produced by the extraction of uranium or thorium from any ore processed for its source material;
- d. any nuclear weapon, engineered assembly, or component thereof designed to cause the release of radiological material or any hazardous substance onto a chosen target or to generate a nuclear detonation; and
- e. the existence, required removal or abatement of naturally occurring radioactive materials or technologically enhanced naturally occurring radioactive materials, including but not limited to radon,

including, but not limited to the actual, alleged or threatened exposure of any person(s) or property to any such matter.

**15. Related Entities and Individuals**

a **Claim** by an entity or individual:

- a. that wholly or partially owns, operates or manages you;
- b. that you have a direct or indirect ownership interest of twenty-five percent (25%) or more;
- c. that is controlled, operated or managed by you; or
- d. that is an affiliate of you.

**16. Workers' Compensation and Similar Laws**

your obligation under a workers' compensation, unemployment compensation, or disability benefits law or any similar law.

**B.** The following exclusions apply only to SECTION I - INSURING AGREEMENTS, A.3. Protective Loss Coverage and B.4. Pollution Protective Loss Coverage:

We shall not be liable to make any payment or indemnify you for any **Protective Loss** or **Pollution Protective Loss** directly or indirectly for or based upon or arising out of:

1. **Default Judgment**

a default judgment, monetary award or any liability imposed where the **Design Professional** or **Subcontractor** failed to appear, respond, answer, defend or otherwise plead in connection with the **Protective Claim** or **Pollution Protective Claim**.

This exclusion does not apply if you establish that you would have recovered, from the **Design Professional** or **Subcontractor** in the absence of a default judgment, a monetary award or had any liability imposed where the **Design Professional** or **Subcontractor** failed to appear, respond, answer, defend or otherwise plead in connection with the **Protective Claim** or **Pollution Protective Claim**.

2. **Project-Specific Policy**

a **Protective Claim** or **Pollution Protective Claim** for which, insurance is available to you under a project specific policy, or would have been available but for the exhaustion of limits of liability under such policy.

C. The following exclusions apply only to SECTION I - INSURING AGREEMENTS, B.6. Your Location Coverage:

We shall not be liable to make any payment for any **Pollution Loss** directly or indirectly for or based upon or arising out of:

1. **Asbestos and Lead-Based Paint**

the existence of, required removal or abatement of lead-based paint or asbestos, in any form, in or on any building or structure on or at **Your Location**, including, but not limited to products containing asbestos, asbestos fibers, asbestos dust, and asbestos containing materials.

2. **Divested Location**

any **Pollution Condition** on, at, under or migrating from **Your Location**, where the actual discharge, dispersal, release, seepage, migration or escape of **Pollutants** commenced subsequent to the time **Your Location** was sold, given away, no longer used or leased by you, abandoned by you, or condemned.

3. **Material Change in Use**

a material change in the use of, or operations at, **Your Location** from the use or operations identified by you in the statements and information contained in the Application for this Policy including any other supplemental materials submitted to us prior to the inception of the **Policy Period** or prior to **Your Location** being endorsed onto this Policy.

4. **Underground Storage Tank**

the existence of any **Underground Storage Tank** on, at or under **Your Location**.

This exclusion does not apply to:

- a. an **Underground Storage Tank** that is closed, abandoned in place or removed prior to the inception of the **Policy Period**, in accordance with all applicable Federal, State, Local or Provincial regulations;
- b. an **Underground Storage Tank** that is identified in the Your Location Schedule endorsed onto this Policy;
- c. an **Underground Storage Tank**, the existence of which, is unknown by a **Responsible Insured** as of the inception of the **Policy Period**;
- d. any flow-through process tank, including oil/water separator; or

- e. storage tank(s) situated in a man-made underground area (such as a basement, cellar, mine shaft or tunnel) if the storage tank is situated upon or above the surface of the floor.

## SECTION V - LIMITS OF LIABILITY AND SELF-INSURED RETENTION AMOUNT

### A. Aggregate Limits of Liability

1. The Policy Aggregate Limit of Liability set forth in Item (3) of the Declarations is the most we shall pay for the sum of all **Professional Loss, Rectification Expense, Protective Loss, Pollution Loss, Emergency Remediation Expense, Pollution Protective Loss**, and any other amounts for which insurance is afforded under SECTION I - INSURING AGREEMENTS of this Policy, regardless of the number of **Claim(s)**.
2. The Aggregate Limit of Liability for A. Professional Coverages, set forth in Item (4) A. Professional Coverages of the Declarations is the most we shall pay for the sum of all **Professional Loss, Rectification Expense, Protective Loss**, and any other amounts for which insurance is afforded under SECTION I - INSURING AGREEMENTS, A. Professional Coverages of this Policy, regardless of the number of **Claim(s)**.
3. The Aggregate Limit of Liability for B. Pollution Coverages, set forth in Item (4) B. Pollution Coverages of the Declarations is the most we shall pay for the sum of all **Pollution Loss, Emergency Remediation Expense, Pollution Protective Loss**, and any other amounts for which insurance is afforded under SECTION I - INSURING AGREEMENTS, B. Pollution Coverages of this Policy, regardless of the number of **Pollution Condition(s) or Claim(s)**.

### B. Limits of Liability

1. Subject to the Aggregate Limit of Liability for A. Professional Coverages, set forth in Item (4) A. Professional Coverages of the Declarations, the Limit of Liability for each negligent act, error or omission for each coverage set forth in Item (4) A. Professional Coverages of the Declarations is the most we shall pay for all **Professional Loss, Rectification Expense and Protective Loss** based upon or arising out of a single negligent act, error or omission for which, insurance is afforded under SECTION I - INSURING AGREEMENTS, A. Professional Coverages of this Policy.
2. Subject to the Aggregate Limit of Liability for B. Pollution Coverages, set forth in Item (4) B. Pollution Coverages of the Declarations, the Limit of Liability for each **Pollution Condition** for each coverage set forth in Item (4) B. Pollution Coverages of the Declarations is the most we shall pay for all **Pollution Loss, Emergency Remediation Expense and Pollution Protective Loss** based upon or arising out of the same, related, repeated or continuous **Pollution Condition** for which, insurance is afforded under SECTION I - INSURING AGREEMENTS, B. Pollution Coverages of this Policy.

### C. Legal Expense in Addition to the Limits of Liability

#### 1. Professional Liability

Solely with respect to SECTION I - INSURING AGREEMENTS, A.1. Professional Liability Coverage, once the applicable Self-Insured Retention Amount has been satisfied, **Legal Expense** shall not begin to reduce the Limits of Liability set forth in Item (3) or Item (4) A. Professional Coverages Aggregate Limit of Liability of the Declarations, until we have incurred, on behalf of one or more **Insureds**, the **Legal Expense** Aggregate Limit of Liability, if any, set forth in Item (4) A. of the Declarations. Once we have incurred the Item (4) A. **Legal Expense** Aggregate Limit of Liability, **Legal Expense** applies to and reduces each applicable Limit of Liability set forth in Item (3) and Item (4) A. Professional Coverages Aggregate Limit of Liability of the Declarations.

#### 2. Pollution Liability



Solely with respect to SECTION I - INSURING AGREEMENTS, B.1. Job Site Coverage, B.2. Transportation Coverage, B.5. Non-Owned Disposal Site Coverage and B.6. Your Location Coverage, once the applicable Self-Insured Retention Amount has been satisfied, **Legal Expense** shall not begin to reduce the Limits of Liability set forth in Item (3) and Item (4) B. Pollution Coverages Aggregate Limit of Liability of the Declarations until we have incurred, on behalf of one or more **Insureds**, the **Legal Expense** Aggregate Limit of Liability, if any, set forth in Item (4) B. of the Declarations. Once we have incurred the Item (4) B. **Legal Expense** Aggregate Limit of Liability, **Legal Expense** applies to and reduces each applicable Limit of Liability set forth in Item (3) and Item (4) B. Pollution Coverages Aggregate Limit of Liability of the Declarations.

#### D. Self-Insured Retention Amount

1. The Self-Insured Retention Amount must first be satisfied by payments by you that have been made with our prior written consent (such consent shall not be unreasonable withheld), or by covered **Emergency Remediation Expense**, before we have any obligation to pay any amounts under this Policy. The Self-Insured Retention Amount must be paid by you and be uninsured and cannot be satisfied by payments made under another insurance policy. In the event that you or the person or entity designated by the **First Named Insured** does not satisfy the Self-Insured Retention Amount, the **First Named Insured** is responsible for the Self-Insured Retention Amount obligation.
2. Subject to the Limits of Liability set forth in Item (3) and Item (4) A. Professional Coverages of the Declarations, we are liable only for that portion of **Professional Loss** and **Rectification Expense** under SECTION I - INSURING AGREEMENTS, A. Professional Coverages, of this Policy in excess of the Self-Insured Retention Amount for each negligent act, error or omission, if any, set forth in Item (4) A. Professional Coverages of the Declarations for each such coverage.
3. Subject to the Limits of Liability set forth in Item (3) and Item (4) B. Pollution Coverages of the Declarations, we are liable only for that portion of **Pollution Loss** and **Emergency Remediation Expense** under SECTION I - INSURING AGREEMENTS, B. Pollution Coverages, of this Policy in excess of the Self-Insured Retention Amount for each Pollution Condition, if any, set forth in Item (4) B. Pollution Coverages of the Declarations for each such coverage.
4. **Legal Expense** applies to and reduces each applicable Self-Insured Retention Amount set forth in Item (4) A. Professional Coverages and Item (4) B. Pollution Coverages, and the **Legal Expense** Aggregate Limit of Liability, if any, set forth in Item (4) A. and Item (4) B. of the Declarations.
5. When a written agreement executed prior to the negligent act, error or omission in **Professional Services** or discovery of a **Pollution Condition**, specifies a Self-Insured Retention Amount less than the Self-Insured Retention Amount for the applicable coverage(s) stated in Item (4) of the Declarations, then the Self-Insured Retention Amount applicable to such coverage shall be the lesser amount required by that written agreement, provided that:
  - a. you promptly reimburse us for the amount of the difference between the Self-Insured Retention Amount required by written agreement and the Self-Insured Retention Amount for the applicable coverage(s) stated in Item (4) of the Declarations; and
  - b. you indemnify us for any loss, cost, expense or attorney's fees and costs incurred by us in enforcing our rights herein.
6. If you mutually agree with us to use **Mediation** to resolve a **Claim** and the **Claim** is subsequently resolved as a direct consequence of **Mediation**, the Self-Insured Retention Amount applicable to said **Claim** shall be reduced by fifty percent (50%), subject to a maximum reduction of no more than \$25,000. In the event you owe any portion of the Self-Insured Retention Amount, it shall be paid to us within thirty (30) days following receipt of the executed, full and final release of the **Claim**.

#### E. Multiple Insureds and Multiple Related Claims

1. The number of **Insureds** covered by this Policy shall not operate to increase either any Limits of Liability or **Legal Expense** set forth in Item (3) or Item (4) of the Declarations, or as set forth in SECTION II - SUPPLEMENTAL COVERAGES, notwithstanding any other provisions of this Policy.
2. Multiple **Claim(s)** against one or multiple **Insureds**, **Rectification Expense** indemnified for one or multiple **Insureds**, or **Protective Claim(s)** made by one or multiple **Insureds**, for **Professional Loss**, **Rectification Expense** or **Protective Loss**, incurred over one or more **Policy Period(s)** and based upon or arising out of the same, related, repeated or continuous negligent act, error or omission shall be treated as a single **Claim**, subject to:
  - a. a single Limit of Liability;
  - b. a single Self-Insured Retention Amount; and
  - c. shall not operate to increase any Limits of Liability or **Legal Expense** set forth in Item (3) or Item (4) of the Declarations.

All such **Claim(s)**, **Rectification Expense** or **Protective Claim(s)**, whenever made, shall be considered first made on the date the earliest such **Claim**, **Rectification Expense** or **Protective Claim** was first made, or incurred and only a policy providing coverage for the earliest **Claim(s)**, incurred **Rectification Expense** or **Protective Claim(s)** shall afford coverage.

If more than one coverage applies to the whole or a part of any **Claim(s)**, **Rectification Expense** or **Protective Claim(s)** treated as a single **Claim** pursuant to this section, then the each negligent act, error or omission Limit of Liability for the entirety of that single **Claim** and the applicable Self-Insured Retention Amount for that single **Claim** shall be those set forth in Items (4) A.1. Professional Liability Coverage, A.2. Rectification Expense Coverage, or A.3. Protective Loss Coverage of the Declarations for the applicable coverage with the largest each negligent act, error or omission Limit of Liability and Self-Insured Retention Amount.

If more than one applicable coverage has the same each negligent act, error or omission Limit of Liability, but have different Self-Insured Retention Amounts, then the largest Self-Insured Retention Amount shall apply to that single **Claim**.

3. Multiple **Claim(s)** against one or multiple **Insureds**, **Emergency Remediation Expense** indemnified for one or multiple **Insureds**, or **Pollution Protective Claim(s)** made by one or multiple **Insureds**, for **Pollution Loss**, **Emergency Remediation Expense** or **Pollution Protective Claim(s)**, over one or more **Policy Period(s)** and arising out of the same, related, repeated or continuous **Pollution Condition** shall be treated as a single **Claim**, subject to:
  - a. a single Limit of Liability;
  - b. a single Self-Insured Retention Amount; and
  - c. shall not operate to increase any Limits of Liability or **Legal Expense** set forth in Item (3) or Item (4) of the Declarations.

All such **Claim(s)**, **Emergency Remediation Expense** or **Pollution Protective Claim(s)**, whenever made, shall be considered first made on the date the earliest such **Claim(s)**, **Emergency Remediation Expense** or **Pollution Protective Claim(s)** was first made and only the policy providing coverage for the earliest **Claim(s)**, **Emergency Remediation Expense** or **Pollution Protective Claim(s)** shall afford coverage.

If more than one coverage applies to the whole or a part of a **Claim(s)**, **Pollution Protective Claim(s)** or **Emergency Remediation Expense** treated as a single **Claim** pursuant to this section, then the each **Pollution Condition** Limit of Liability for the entirety of that single **Claim** and the applicable Self-Insured Retention Amount for that single **Claim** shall be those set forth in Items (4)

B.1. Job Site Coverage, B.2. Transportation Coverage, B.3. Emergency Remediation Expense, B.4. Pollution Protective Loss Coverage, B.5. Non-Owned Disposal Site Coverage, and B.6. Your Location Coverage of the Declarations for the applicable coverage with the highest each **Pollution Condition** Limit of Liability.

If more than one applicable coverage has the same each **Pollution Condition** Limit of Liability, but has different Self-Insured Retention Amounts, then the highest Self-Insured Retention Amount shall apply to that single **Claim**.

#### F. Exhaustion of Applicable Limit of Liability

Once any applicable Limit of Liability set forth in Item (3) or Item (4) of the Declarations, or set forth in SECTION II - SUPPLEMENTAL COVERAGES, has been exhausted, we have no obligation to:

1. defend or continue to defend any **Claim** by paying **Legal Expense** under the applicable Limit of Liability; or
2. pay any **Professional Loss, Rectification Expense, Protective Loss, Pollution Loss, Emergency Remediation Expense, Pollution Protective Loss**, SECTION II - SUPPLEMENTAL COVERAGES, or any other amounts under that applicable Limit of Liability.

#### G. Insurance Under Multiple Policies

1. Notwithstanding anything to the contrary in this Policy or any other policy issued by us or an entity affiliated with us, under no circumstances shall more than one policy issued to you by us or an entity affiliated with us apply to any **Professional Loss, Rectification Expense, Protective Loss, Pollution Loss, Emergency Remediation Expense** or **Pollution Protective Loss** that:
  - a. arise(s) out of the same, related, repeated or continuous act(s), error(s) or omission(s) in rendering or failing to render **Professional Services** or **Design Professional Services**; or
  - b. arise(s) out of the same, related, repeated or continuous **Pollution Condition(s)**; or
  - c. arise(s) out of **Bodily Injury, Property Damage, Environmental Damage** or other injury, damage or loss that occurs or continues through more than one policy period of two or more policies (including this Policy) issued by us or an entity affiliated with us.
2. If the **Bodily Injury, Property Damage, Environmental Damage** or other injury, damage or loss arises out of a **Pollution Condition(s)**, then the only policy that shall respond to any resulting **Professional Loss, Rectification Expense, Protective Loss, Pollution Loss, Emergency Remediation Expense** or **Pollution Protective Loss** is the first policy in effect when the first exposure to the **Pollution Condition(s)** occurs.

However, if the date of the first exposure to the **Pollution Condition(s)**:

- a. occurs prior to the first day of the policy period of the first policy issued by us or an entity affiliated with us, or
- b. cannot be determined,

then the first exposure to the **Pollution Condition(s)** shall be deemed to have occurred only on the first day of the policy period of the first policy issued by us or an entity affiliated with us.

3. If the **Bodily Injury, Property Damage, Environmental Damage** or other injury, damage or loss arises out of something other than a **Pollution Condition**, then the only policy that shall respond is the policy in effect when the actual or alleged negligent act(s), error(s) or omission(s) in rendering or failing to render **Professional Services** or **Design Professional Services** was first reported to us

or an entity affiliated with us.

## SECTION VI – OPTIONAL EXTENDED REPORTING PERIOD

SECTION VI – OPTIONAL EXTENDED REPORTING PERIOD only applies to insurance afforded by this Policy under SECTION I - INSURING AGREEMENTS, A.1. Professional Liability Coverage, A.3. Protective Loss Coverage, B.2. Transportation Coverage, B.5. Non-Owned Disposal Site Coverage and B.6. Your Location Coverage.

In the event of non-renewal or cancellation of this Policy by the **First Named Insured**, the **First Named Insured** may purchase an Optional Extended Reporting Period of up to three (3) consecutive three-hundred and sixty-five (365) day periods, subject to the following terms, conditions and exceptions:

1. The Optional Extended Reporting Period becomes effective upon payment of an additional premium. Regardless of the period purchased for the Optional Extended Reporting Period, the additional premium will be not more than one hundred percent (100%) of the total premium of this Policy. The Optional Extended Reporting Period commences on the last day of the **Policy Period** and becomes effective for up to three (3) consecutive three-hundred and sixty-five (365) day periods. The ninety (90) days of additional reporting, if applicable, will be merged into the Optional Extended Reporting Period and is not in addition to the Optional Extended Reporting Period.
2. The **First Named Insured** must request the purchase of the Optional Extended Reporting Period in writing to us within thirty (30) days following the termination of this Policy and pay the premium to us promptly when due.
3. If purchased, the Optional Extended Reporting Period shall apply to:
  - a. a **Claim** or **Protective Claim** first made against you or by you, as applicable, during the **Policy Period** and reported to us, in writing, during the Optional Extended Reporting Period and otherwise covered under this Policy; or
  - b. a **Claim** or **Protective Claim** first made against you or by you, as applicable, and reported to us, in writing, during the Optional Extended Reporting Period and otherwise covered under this Policy. In this case, the **Claim** or **Protective Claim** shall be deemed to have been made against you or by you, as applicable, on the last day of the **Policy Period**.
4. Solely with respect to SECTION I – INSURING AGREEMENTS, B.6. Your Location Coverage, if purchased, the Optional Extended Reporting Period does not apply where a **Pollution Condition** is first discovered by you after the **Policy Period**.
5. The **First Named Insured** shall not have the right to purchase the Optional Extended Reporting Period where:
  - a. this Policy is terminated for fraud or cancelled on any ground set forth in Subsections 2.a., 2.b. and 2.c. of SECTION VIII - CONDITIONS, D. Cancellation; or
  - b. you have obtained other replacement insurance from an entity other than us or our affiliate which is effective after the end of the **Policy Period**, regardless of whether the coverage afforded under such replacement insurance is identical to the coverage afforded under this Policy.
6. The Optional Extended Reporting Period granted hereunder shall be subject to all the terms and conditions of this Policy and shall only apply to **Claim(s)** or **Protective Claim(s)** based upon or arising out of the performance of **Professional Services**, **Design Professional Services**, **Contracting Services** or **Subcontractor Services** prior to the cancellation or non-renewal of this Policy, and that are otherwise covered under this Policy.
7. The Optional Extended Reporting Period shall be non-cancellable except for fraud or for any ground set forth

in Subsections 2.a., 2.b., and 2.c. of SECTION VIII – CONDITIONS, D. Cancellation. At the commencement of the Optional Extended Reporting Period, the entire premium shall be considered one hundred percent (100%) fully earned.

8. The Limits of Liability applicable to the Optional Extended Reporting Period shall be the Limits of Liability remaining under this Policy.
9. The quotation of different terms and conditions by us and the **First Named Insured's** choice not to accept those quoted terms and conditions shall not be construed as non-renewal of this Policy.

## SECTION VII - REPORTING, DEFENSE, SETTLEMENT AND COOPERATION

### A. Admission of Liability and Recommended Settlement

As a condition precedent to the coverage hereunder:

You shall not admit liability with respect to any **Claim** without our prior written consent.

If we recommend a settlement of a **Claim**:

1. for an amount within the Self-Insured Retention Amount, and you refuse to settle for such recommended amount, we shall not be liable for any **Professional Loss**, **Pollution Loss**, and any other coverage afforded by endorsement; or
2. for a total amount in excess of the Self-Insured Retention Amount, and you refuse to settle for such recommended amount, our liability for **Professional Loss**, **Pollution Loss**, and any other coverage afforded by endorsement, shall be limited to that portion of such recommended amount, plus the **Legal Expense** incurred as of the date we recommended such settlement amount, which exceeds the Self-Insured Retention Amount, but falls at or within the Limits of Liability.

### B. Circumstance Reporting

If during the **Policy Period**, the **Named Insured** first becomes aware of an actual or alleged negligent act, error or omission in **Professional Services** or a **Pollution Condition**, that the **Named Insured** reasonably believes may result in a **Claim** (hereafter referred to as a "Circumstance") that this Policy may apply, the **Named Insured** may provide written notice, of the actual or alleged negligent act, error omission in **Professional Services** or the **Pollution Condition**, to us during the **Policy Period**.

Any such Circumstance that subsequently becomes a **Claim** made against the **Named Insured** and reported to us, in writing, shall be considered to have been first made and reported during the **Policy Period** and shall be subject to all of the terms and conditions of this Policy.

As a condition precedent to the rights afforded to the **Named Insured** under this Subsection B., such written notice to us of a Circumstance shall contain all of the following information:

1. the date and details of all actual and alleged negligent acts, errors or omissions in **Professional Services** that took place, along with the specific nature, date and extent of any injury or damage that has been sustained;
2. the date and details of the **Pollution Condition** and the **Contracting Services** that may have caused such condition;
3. copies of any agreements that have been entered into by the **Named Insured** that are related to the **Professional Services** or **Contracting Services**; and
4. details explaining how the **Named Insured** first became aware of the Circumstance.



We shall determine, in our sole discretion, whether the **Named Insured's** written notice satisfies the condition precedent above.

### C. Defense

We have the right and the duty to defend any **Claim** against you seeking **Professional Loss** or **Pollution Loss** to which this insurance applies, subject to satisfaction of the Self-Insured Retention Amount, even if any of the allegations are groundless, false or fraudulent. We shall have the right, but not the duty to defend you against any **Claim** for **Professional Loss** or **Pollution Loss** where the Self-Insured Retention Amount has not yet been satisfied. We shall also have the right to select counsel to defend you in connection with any **Claim** or **Pollution Condition** covered under this Policy. If we exercise such rights set forth above, you must promptly reimburse us for any payments made by us within the Self-Insured Retention Amount, if any. However, we have no duty to defend any **Claim** against you to which this insurance does not apply.

### D. Duties

As a condition precedent to the coverage hereunder:

1. You must notify us of each of the following, as soon as practicable:
  - a. a **Claim, Protective Claim** or **Pollution Protective Claim**;
  - b. **Bodily Injury** or **Property Damage** that may result in a **Claim, Protective Claim** or **Pollution Protective Claim**;
  - c. an act, error or omission in **Professional Services** that may result in a **Claim, Rectification Expense** or **Protective Claim**;
  - d. a **Pollution Condition**; and
  - e. **Remediation Expense**.
2. You must forward to us or to any of our authorized agents all demands, notices, summonses, legal papers or orders received by you or your representative as soon as practicable.
3. You must provide to us, whether orally or in writing, notice of the particulars including the time, place and circumstances of the **Claim**, act, error or omission in **Professional Services** or **Design Professional Services, Protective Claim, Pollution Condition, Pollution Protective Claim, Bodily Injury, Property Damage** or **Remediation Expense**, along with the names and addresses of any injured persons and witnesses. In the event of oral notice, you must furnish to us a written notice of such particulars as soon as practicable.

Notice, whether orally or in writing, must be provided to us when a **Protective Claim** or **Pollution Protective Claim** is initiated.
4. You must cooperate with us with respect to any coverage sought under this Policy. Upon our request, you shall submit to examination under oath by a representative of us.
5. You shall attend hearings, depositions and trials and assist in effecting settlement, securing and giving evidence, obtaining the attendance of witnesses and otherwise cooperate in the investigation or defense of a **Claim**, and the maintenance and pursuit of, and recovery of monies in connection with the **Protective Claim** and **Pollution Protective Claim**. You must further cooperate with us and do whatever is necessary to secure and affect any rights of indemnity, contribution, apportionment or subrogation that you or we may have.

## SECTION VIII - CONDITIONS

#### A. Action Against Us

No action by a third-party to this Policy shall lie against us unless, as a condition precedent thereto:

1. you have fully complied with all of the terms of this Policy; and
2. the amount you are obligated to pay has been finally determined either by judgment against you after actual trial or by your written agreement, the claimant and us.

Any person or entity that has secured such judgment or entered into such written agreement shall thereafter be entitled to recover under this Policy to the extent of the insurance afforded by this Policy. No person or entity shall have any right under this Policy to join us as a party to any action against you to determine your liability, nor shall we be brought into such action by you or your legal representative.

#### B. Assignment

This Policy cannot be assigned without our prior written consent. Such consent shall not be unreasonably withheld or delayed.

#### C. Bankruptcy or Insolvency

Your bankruptcy or insolvency, or of your estate, shall not relieve us of any of our obligations under this Policy.

#### D. Cancellation

The following with regards to cancellation apply to this Policy:

##### 1. Cancellation by the **First Named Insured**:

This Policy may be cancelled by the **First Named Insured** by mailing to us written notice stating when thereafter the cancellation shall be effective. The mailing of such notice must be sent by certified mail, return receipt requested or by electronic mail. The effective date and time of cancellation stated in the written notice shall become the end of the **Policy Period**.

The Minimum Earned Premium for this Policy shall be the percentage stated in Item (7) of the Declarations of the total premium for this Policy. This means that such percentage of the total premium for this Policy is fully earned by us on the inception of the **Policy Period**. The **First Named Insured** is not entitled to any return of the Minimum Earned Premium upon cancellation.

If the Minimum Earned Premium is less than one hundred percent (100%) of the total premium for this Policy, and the **First Named Insured** cancels this Policy, then the amount of premium returnable after the minimum premium earned is retained by us shall be computed in accordance with the customary short-rate table and procedure.

##### 2. Cancellation by Us:

This Policy may be cancelled by us by mailing to the **First Named Insured** at the address shown in Item (1) of the Declarations, written notice stating when not less than ninety (90) days thereafter [or fifteen (15) days for non-payment of premium] such cancellation shall be effective. The mailing of such notice shall be sufficient proof of notice of cancellation. The effective date and time of cancellation stated in the written notice shall become the end of the **Policy Period**.

We may cancel this Policy at any time, but only for the following reasons:

- a. you made a material misrepresentation that affects our assessment of the risks insured by this Policy;
- b. you breached or failed to comply with Policy terms, conditions, contractual duties or any of your obligations under this Policy or at law; or
- c. you failed to pay the premium or the Self-Insured Retention Amount.

If we cancel this Policy for reasons set forth in Subsections D.2.a. or D.2.b. referenced directly above, then the amount of premium returnable to the **First Named Insured** is computed on a pro-rata basis. If we cancel the Policy for reasons set forth in Subsection D.2.c. above, there shall be no return premium.

In the event of cancellation by us from any ground referred to in Subsection D.2.b. referenced directly above, you shall have ninety (90) days from the date of notice of cancellation to remedy each breach and each failure that is a ground for cancellation, but only as to each and every breach and failure that are capable of being remedied. If your remedial efforts are completed within such ninety (90) day period and are satisfactory to us, we shall rescind the Notice of Cancellation with a written confirmation to the **First Named Insured**.

**3.** The following provisions also apply to Subsections D.1. and D.2. above:

- a. The premium adjustment shall occur as soon as practicable after cancellation becomes effective however, payment of unearned premium is not a condition of our cancellation.
- b. If a **Claim** for **Professional Loss** or **Pollution Loss** is made, a **Pollution Condition** is discovered, a **Protective Claim** or **Protective Pollution Claim** is made by you against a **Design Professional** or **Subcontractor**, or coverage is otherwise requested from us by you, during the **Policy Period**, within ninety (90) days of the end of the **Policy Period**, or the Optional Extended Reporting Period, then the premium shall be considered one hundred percent (100%) earned, and the **First Named Insured** is not entitled to any return of premium upon cancellation.
- c. If this Policy is terminated for fraud, misrepresentation or non-payment of premium, the ninety (90) days of additional reporting will not apply.

**E. Changes**

Notice to any agent or knowledge possessed by any agent or by any other person shall not constitute a waiver or a change in any part of this Policy or estop us from asserting any right under the terms of this Policy. The terms and conditions of this Policy cannot be waived or changed, except by endorsement issued by us to form a part of this Policy.

**F. Choice of Law and Jurisdiction and Venue**

All matters arising from or related to this Policy, including without limitation questions related to the validity, interpretation, performance, and enforcement of this Policy, and all forms of contractual, tort and statutory claims, shall be determined in accordance with the law and practice of the State of New York (notwithstanding New York's conflicts of law rules).

It is agreed that, in the event of any dispute arising from or related to this Policy, including without limitation questions related to the validity, interpretation, performance, and enforcement of this Policy, and all forms of contractual, tort and statutory claims, we and the **Insured** will submit to the jurisdiction of any court (state or federal) in New York and will comply with all the requirements necessary to give such court jurisdiction. Nothing in this clause constitutes or should be understood to constitute a waiver of the right of us or the **Insured** to remove an action to the United States District Court, regardless of the jurisdiction in which, an action is commenced.

## G. Declarations and Representations

By acceptance of this Policy, you agree that:

1. the statements, declarations and information contained in the Application for this Policy are true, correct and complete;
2. all such statements, declarations and information are material to our underwriting of this Policy;
3. this Policy has been issued by us in reliance upon the truth, correctness and completeness of such statements, declarations and information, and
4. the Application for this Policy, including all statements, declarations and information submitted to us as part of the Application process, is incorporated in and made part of this Policy.

## H. Design Professional's Insurance

You shall require that each **Design Professional**, with whom you enter into a written agreement, carry professional liability insurance.

## I. Headings

The descriptions in the headings of this Policy are solely for convenience and form no part of the terms and conditions of this Policy.

## J. Inspection and Audit

We shall be permitted, but not obligated, to examine, audit, monitor and inspect on a continuing basis any of your books, records, services, properties and activities at any time, as far as they relate to the subject matter of this Policy.

Neither our right to examine, audit, monitor and make inspections, or the actual undertaking thereof, or any report thereon, neither constitutes an undertaking to determine or warrant that property or operations are safe, healthful, or conform to acceptable engineering practice, or are in compliance with any law, rule or regulation. Any inspections shall be coordinated through the broker or agent of the **First Named Insured**.



## K. Other Insurance

Unless expressly stated to the contrary, this Policy is excess over the Self-Insured Retention Amount and any other valid and collectible insurance whether such other insurance is stated to be primary, contributory, excess, contingent or otherwise, unless such other insurance is written specifically excess of this Policy by reference in such other policy to this Policy Number in this Policy's Declarations. When any other insurance has a duty to defend a **Claim**, we shall have no duty to defend the **Claim**; if the other insurance does not defend the **Claim**, we shall have the right, but not the duty to defend the **Claim**.

With regard to SECTION I - INSURING AGREEMENTS, B. Pollution Coverages, when you are required by written agreement, executed prior to the first commencement of the **Pollution Condition**, to include any person or entity as an additional **Insured**, such coverage shall be provided on a primary and non-contributory basis to the extent required by the written agreement.

## L. Severability

Except with respect to the Limits of Liability and the Self-Insured Retention Amount, and any rights or duties specifically assigned in this Policy to the **First Named Insured**, this insurance applies:

1. as if each **Named Insured** were the only **Named Insured**; and

2. separately to each **Insured** against whom a **Claim** is made.

Any misrepresentation, act or omission that is in violation of a duty, term or condition under this Policy by one **Insured** shall not by itself affect coverage for another **Insured** under this Policy. However, this exception shall not apply to the **Insured** who is a parent, subsidiary or affiliate of the **Insured** which committed the misrepresentation, act or omission referenced above.

**M. Sole Agent**

The **First Named Insured** shall act on behalf of all **Insureds** for the payment or return of premium, receipt and acceptance of any endorsement issued to form a part of this Policy, giving and receiving notice of cancellation or non-renewal and the exercise of the rights provided in SECTION VI – OPTIONAL EXTENDED REPORTING PERIOD.

**N. Subrogation and Recoupment**

In the event of any payment under this Policy, we shall have the right to seek recoupment against you in the event we determine no coverage exists and/or be subrogated to all of your rights of recovery against any person or entity and you will execute and deliver instruments and papers and do whatever else is necessary to secure such rights.

Any recovery as a result of subrogation proceedings under this Policy shall accrue first to you to the extent of your payments in excess of the Limits of Liability of this Policy; then to us to the extent of our payment under this Policy; and then to you to the extent of your payment of the Self-Insured Retention Amount. Expenses incurred in such subrogation proceedings shall be apportioned among the interested parties in the recovery in the proportion that each interested party's share in the recovery bears to the total recovery amount.

We shall have priority in any recovery, and any amounts recovered in excess of our total payment and the cost of recovery shall be paid to you. You shall do nothing at any time to prejudice our subrogation rights.

However, **we waive our right of recovery** against any person or entity, except for a **Design Professional** or **Subcontractor**, including **Subcontractors** and subconsultants, as referenced in SECTION I – INSURING AGREEMENTS, A.3. Protective Loss Coverage and B.4. Pollution Protective Loss Coverage, if and to the extent you agreed to waive your right of recovery against such person or entity in a written agreement signed by the **Named Insured** prior to:

1. the negligent act, error or omission in **Professional Services** out of which the **Claim** or request for **Rectification Expense** arises under SECTION I - INSURING AGREEMENTS, A. Professional Coverages; or
2. the first commencement of a **Pollution Condition** out of which the **Claim** or request for **Emergency Remediation Expense** or **Pollution Loss** arises under SECTION I - INSURING AGREEMENTS, B. Pollution Coverages.

**O. Territory**

This Policy applies to **Professional Services** and **Contracting Services** rendered worldwide, provided that the **Claim**, **Protective Claim** or **Pollution Protective Claim** is first brought, and at all times maintained, within the United States, its territories and possessions, or in Canada.

This Policy does not apply to any **Claim**, **Protective Claim** or **Pollution Protective Claim** for which, payment would be in violation of the laws of the United States including, but not limited to, United States economic or trade sanction laws or export control laws administered by the United States Treasury, State, and Commerce Departments, such as the economic and trade sanctions administered by the United States Treasury Office of Foreign Assets Control.





# Coverage Extension Endorsement

**THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.**

Policy No. BAP184004605

Effective Date: 09/01/2024

This endorsement modifies insurance provided under the:

**Business Auto Coverage Form**  
**Motor Carrier Coverage Form**

## A. Amended Who Is An Insured

1. The following is added to the **Who Is An Insured** Provision in **Section II – Covered Autos Liability Coverage**:

The following are also "insureds":

- a. Any "employee" of yours is an "insured" while using a covered "auto" you don't own, hire or borrow for acts performed within the scope of employment by you. Any "employee" of yours is also an "insured" while operating an "auto" hired or rented under a contract or agreement in an "employee's" name, with your permission, while performing duties related to the conduct of your business.
- b. Anyone volunteering services to you is an "insured" while using a covered "auto" you don't own, hire or borrow to transport your clients or other persons in activities necessary to your business.
- c. Anyone else who furnishes an "auto" referenced in Paragraphs **A.1.a.** and **A.1.b.** in this endorsement.
- d. Where and to the extent permitted by law, any person(s) or organization(s) where required by written contract or written agreement with you executed prior to any "accident", including those person(s) or organization(s) directing your work pursuant to such written contract or written agreement with you, provided the "accident" arises out of operations governed by such contract or agreement and only up to the limits required in the written contract or written agreement, or the Limits of Insurance shown in the Declarations, whichever is less.

2. The following is added to the **Other Insurance** Condition in the Business Auto Coverage Form and the **Other Insurance – Primary and Excess Insurance Provisions Condition** in the Motor Carrier Coverage Form:

Coverage for any person(s) or organization(s), where required by written contract or written agreement with you executed prior to any "accident", will apply on a primary and non-contributory basis and any insurance maintained by the additional "insured" will apply on an excess basis. However, in no event will this coverage extend beyond the terms and conditions of the Coverage Form.

## B. Amendment – Supplementary Payments

Paragraphs **a.(2)** and **a.(4)** of the **Coverage Extensions** Provision in **Section II – Covered Autos Liability Coverage** are replaced by the following:

- (2) Up to \$5,000 for the cost of bail bonds (including bonds for related traffic law violations) required because of an "accident" we cover. We do not have to furnish these bonds.
- (4) All reasonable expenses incurred by the "insured" at our request, including actual loss of earnings up to \$500 a day because of time off from work.

## C. Fellow Employee Coverage

The **Fellow Employee** Exclusion contained in **Section II – Covered Autos Liability Coverage** does not apply.

#### **D. Driver Safety Program Liability and Physical Damage Coverage**

1. The following is added to the **Racing** Exclusion in **Section II – Covered Autos Liability Coverage**:

This exclusion does not apply to covered "autos" participating in a driver safety program event, such as, but not limited to, auto or truck rodeos and other auto or truck agility demonstrations.

2. The following is added to Paragraph 2. in **B. Exclusions** of **Section III – Physical Damage Coverage** of the Business Auto Coverage Form and Paragraph 2.b. in **B. Exclusions** of **Section IV – Physical Damage Coverage** of the Motor Carrier Coverage Form:

This exclusion does not apply to covered "autos" participating in a driver safety program event, such as, but not limited to, auto or truck rodeos and other auto or truck agility demonstrations.

#### **E. Lease or Loan Gap Coverage**

The following is added to the **Coverage** Provision of the **Physical Damage Coverage** Section:

##### **Lease Or Loan Gap Coverage**

In the event of a total "loss" to a covered "auto", we will pay any unpaid amount due on the lease or loan for a covered "auto", less:

- a. Any amount paid under the **Physical Damage Coverage** Section of the Coverage Form; and
- b. Any:
  - (1) Overdue lease or loan payments at the time of the "loss";
  - (2) Financial penalties imposed under a lease for excessive use, abnormal wear and tear or high mileage;
  - (3) Security deposits not returned by the lessor;
  - (4) Costs for extended warranties, credit life insurance, health, accident or disability insurance purchased with the loan or lease; and
  - (5) Carry-over balances from previous leases or loans.

#### **F. Towing and Labor**

Paragraph **A.2.** of the **Physical Damage Coverage** Section is replaced by the following:

We will pay up to \$75 for towing and labor costs incurred each time a covered "auto" that is a "private passenger type", light truck or medium truck is disabled. However, the labor must be performed at the place of disablement.

As used in this provision, "private passenger type" means a private passenger or station wagon type "auto" and includes an "auto" of the pickup or van type if not used for business purposes.

#### **G. Extended Glass Coverage**

The following is added to Paragraph **A.3.a.** of the **Physical Damage Coverage** Section:

If glass must be replaced, the deductible shown in the Declarations will apply. However, if glass can be repaired and is actually repaired rather than replaced, the deductible will be waived. You have the option of having the glass repaired rather than replaced.

#### **H. Hired Auto Physical Damage – Increased Loss of Use Expenses**

The **Coverage Extension** for **Loss Of Use Expenses** in the **Physical Damage Coverage** Section is replaced by the following:

##### **Loss Of Use Expenses**

For Hired Auto Physical Damage, we will pay expenses for which an "insured" becomes legally responsible to pay for loss of use of a vehicle rented or hired without a driver under a written rental contract or written rental agreement. We will pay for loss of use expenses if caused by:

- (1) Other than collision only if the Declarations indicate that Comprehensive Coverage is provided for any covered "auto";

- (2) Specified Causes Of Loss only if the Declarations indicate that Specified Causes Of Loss Coverage is provided for any covered "auto"; or
  - (3) Collision only if the Declarations indicate that Collision Coverage is provided for any covered "auto".
- However, the most we will pay for any expenses for loss of use is \$100 per day, to a maximum of \$3000.

#### **I. Personal Effects Coverage**

The following is added to the **Coverage** Provision of the **Physical Damage Coverage** Section:

##### **Personal Effects Coverage**

- a. We will pay up to \$750 for "loss" to personal effects which are:
  - (1) Personal property owned by an "insured"; and
  - (2) In or on a covered "auto".
- b. Subject to Paragraph a. above, the amount to be paid for "loss" to personal effects will be based on the lesser of:
  - (1) The reasonable cost to replace; or
  - (2) The actual cash value.
- c. The coverage provided in Paragraphs a. and b. above, only applies in the event of a total theft of a covered "auto". No deductible applies to this coverage. However, we will not pay for "loss" to personal effects of any of the following:
  - (1) Accounts, bills, currency, deeds, evidence of debt, money, notes, securities, or commercial paper or other documents of value.
  - (2) Bullion, gold, silver, platinum, or other precious alloys or metals; furs or fur garments; jewelry, watches, precious or semi-precious stones.
  - (3) Paintings, statuary and other works of art.
  - (4) Contraband or property in the course of illegal transportation or trade.
  - (5) Tapes, records, discs or other similar devices used with audio, visual or data electronic equipment.

Any coverage provided by this Provision is excess over any other insurance coverage available for the same "loss".

#### **J. Tapes, Records and Discs Coverage**

- 1. The Exclusion in Paragraph B.4.a. of **Section III – Physical Damage Coverage** in the Business Auto Coverage Form and the Exclusion in Paragraph B.2.c. of **Section IV – Physical Damage Coverage** in the Motor Carrier Coverage Form does not apply.
- 2. The following is added to Paragraph 1.a. **Comprehensive Coverage** under the **Coverage** Provision of the **Physical Damage Coverage** Section:

We will pay for "loss" to tapes, records, discs or other similar devices used with audio, visual or data electronic equipment. We will pay only if the tapes, records, discs or other similar audio, visual or data electronic devices:

- (a) Are the property of an "insured"; and
- (b) Are in a covered "auto" at the time of "loss".

The most we will pay for such "loss" to tapes, records, discs or other similar devices is \$500. The **Physical Damage Coverage Deductible** Provision does not apply to such "loss".

#### **K. Airbag Coverage**

The Exclusion in Paragraph B.3.a. of **Section III – Physical Damage Coverage** in the Business Auto Coverage Form and the Exclusion in Paragraph B.4.a. of **Section IV – Physical Damage Coverage** in the Motor Carrier Coverage Form does not apply to the accidental discharge of an airbag.

#### **L. Two or More Deductibles**

The following is added to the **Deductible** Provision of the **Physical Damage Coverage** Section:

If an accident is covered both by this policy or Coverage Form and by another policy or Coverage Form issued to you by us, the following applies for each covered "auto" on a per vehicle basis:

1. If the deductible on this policy or Coverage Form is the smaller (or smallest) deductible, it will be waived; or
2. If the deductible on this policy or Coverage Form is not the smaller (or smallest) deductible, it will be reduced by the amount of the smaller (or smallest) deductible.

#### **M. Temporary Substitute Autos – Physical Damage**

1. The following is added to **Section I – Covered Autos**:

##### **Temporary Substitute Autos – Physical Damage**

If Physical Damage Coverage is provided by this Coverage Form on your owned covered "autos", the following types of vehicles are also covered "autos" for Physical Damage Coverage:

Any "auto" you do not own when used with the permission of its owner as a temporary substitute for a covered "auto" you do own but is out of service because of its:

1. Breakdown;
  2. Repair;
  3. Servicing;
  4. "Loss"; or
  5. Destruction.
2. The following is added to the Paragraph **A. Coverage** Provision of the **Physical Damage Coverage** Section:

##### **Temporary Substitute Autos – Physical Damage**

We will pay the owner for "loss" to the temporary substitute "auto" unless the "loss" results from fraudulent acts or omissions on your part. If we make any payment to the owner, we will obtain the owner's rights against any other party.

The deductible for the temporary substitute "auto" will be the same as the deductible for the covered "auto" it replaces.

#### **N. Amended Duties In The Event Of Accident, Claim, Suit Or Loss**

Paragraph **a.** of the **Duties In The Event Of Accident, Claim, Suit Or Loss** Condition is replaced by the following:

- a. In the event of "accident", claim, "suit" or "loss", you must give us or our authorized representative prompt notice of the "accident", claim, "suit" or "loss". However, these duties only apply when the "accident", claim, "suit" or "loss" is known to you (if you are an individual), a partner (if you are a partnership), a member (if you are a limited liability company) or an executive officer or insurance manager (if you are a corporation). The failure of any agent, servant or employee of the "insured" to notify us of any "accident", claim, "suit" or "loss" shall not invalidate the insurance afforded by this policy.

Include, as soon as practicable:

- (1) How, when and where the "accident" or "loss" occurred and if a claim is made or "suit" is brought, written notice of the claim or "suit" including, but not limited to, the date and details of such claim or "suit";
- (2) The "insured's" name and address; and
- (3) To the extent possible, the names and addresses of any injured persons and witnesses.

If you report an "accident", claim, "suit" or "loss" to another insurer when you should have reported to us, your failure to report to us will not be seen as a violation of these amended duties provided you give us notice as soon as practicable after the fact of the delay becomes known to you.

#### **O. Waiver of Transfer Of Rights Of Recovery Against Others To Us**

The following is added to the **Transfer Of Rights Of Recovery Against Others To Us** Condition:

This Condition does not apply to the extent required of you by a written contract, executed prior to any "accident" or "loss", provided that the "accident" or "loss" arises out of operations contemplated by such contract. This waiver only applies to the person or organization designated in the contract.

**P. Employee Hired Autos – Physical Damage**

Paragraph **b.** of the **Other Insurance** Condition in the Business Auto Coverage Form and Paragraph **f.** of the **Other Insurance – Primary and Excess Insurance Provisions** Condition in the Motor Carrier Coverage Form are replaced by the following:

For Hired Auto Physical Damage Coverage, the following are deemed to be covered "autos" you own:

- (1) Any covered "auto" you lease, hire, rent or borrow; and
- (2) Any covered "auto" hired or rented under a written contract or written agreement entered into by an "employee" or elected or appointed official with your permission while being operated within the course and scope of that "employee's" employment by you or that elected or appointed official's duties as respect their obligations to you.

However, any "auto" that is leased, hired, rented or borrowed with a driver is not a covered "auto".

**Q. Unintentional Failure to Disclose Hazards**

The following is added to the **Concealment, Misrepresentation Or Fraud** Condition:

However, we will not deny coverage under this Coverage Form if you unintentionally:

- (1) Fail to disclose any hazards existing at the inception date of this Coverage Form; or
- (2) Make an error, omission, improper description of "autos" or other misstatement of information.

You must notify us as soon as possible after the discovery of any hazards or any other information that was not provided to us prior to the acceptance of this policy.

**R. Hired Auto – World Wide Coverage**

Paragraph **7.b.(5)** of the **Policy Period, Coverage Territory** Condition is replaced by the following:

- (5) Anywhere else in the world if a covered "auto" is leased, hired, rented or borrowed for a period of 60 days or less,

**S. Bodily Injury Redefined**

The definition of "bodily injury" in the **Definitions** Section is replaced by the following:

"Bodily injury" means bodily injury, sickness or disease, sustained by a person including death or mental anguish, resulting from any of these at any time. Mental anguish means any type of mental or emotional illness or disease.

**T. Expected Or Intended Injury**

The **Expected Or Intended Injury** Exclusion in Paragraph **B. Exclusions** under **Section II – Covered Auto Liability Coverage** is replaced by the following:

**Expected Or Intended Injury**

"Bodily injury" or "property damage" expected or intended from the standpoint of the "insured". This exclusion does not apply to "bodily injury" or "property damage" resulting from the use of reasonable force to protect persons or property.

**U. Physical Damage – Additional Temporary Transportation Expense Coverage**

Paragraph **A.4.a.** of **Section III – Physical Damage Coverage** is replaced by the following:

**4. Coverage Extensions**

**a. Transportation Expenses**

We will pay up to \$50 per day to a maximum of \$1,000 for temporary transportation expense incurred by you because of the total theft of a covered "auto" of the private passenger type. We will pay only for those covered "autos" for which you carry either Comprehensive or Specified Causes of Loss Coverage. We will pay for temporary transportation expenses incurred during the period beginning 48 hours after the theft and ending, regardless of the policy's expiration, when the covered "auto" is returned to use or we pay for its "loss".



## **V. Replacement of a Private Passenger Auto with a Hybrid or Alternative Fuel Source Auto**

The following is added to Paragraph **A. Coverage** of the **Physical Damage Coverage** Section:

In the event of a total "loss" to a covered "auto" of the private passenger type that is replaced with a hybrid "auto" or "auto" powered by an alternative fuel source of the private passenger type, we will pay an additional 10% of the cost of the replacement "auto", excluding tax, title, license, other fees and any aftermarket vehicle upgrades, up to a maximum of \$2500. The covered "auto" must be replaced by a hybrid "auto" or an "auto" powered by an alternative fuel source within 60 calendar days of the payment of the "loss" and evidenced by a bill of sale or new vehicle lease agreement.

To qualify as a hybrid "auto", the "auto" must be powered by a conventional gasoline engine and another source of propulsion power. The other source of propulsion power must be electric, hydrogen, propane, solar or natural gas, either compressed or liquefied. To qualify as an "auto" powered by an alternative fuel source, the "auto" must be powered by a source of propulsion power other than a conventional gasoline engine. An "auto" solely propelled by biofuel, gasoline or diesel fuel or any blend thereof is not an "auto" powered by an alternative fuel source.

## **W. Return of Stolen Automobile**

The following is added to the **Coverage Extension** Provision of the **Physical Damage Coverage** Section:

If a covered "auto" is stolen and recovered, we will pay the cost of transport to return the "auto" to you. We will pay only for those covered "autos" for which you carry either Comprehensive or Specified Causes of Loss Coverage.

All other terms, conditions, provisions and exclusions of this policy remain the same.

## Additional Insured – Automatic – Owners, Lessees Or Contractors

**THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.**

Policy No. GLO183855305

Effective Date: 09/01/2024

This endorsement modifies insurance provided under the:

### **Commercial General Liability Coverage Part**

**A. Section II – Who Is An Insured** is amended to include as an additional insured any person or organization whom you are required to add as an additional insured under a written contract or written agreement executed by you, but only with respect to liability for "bodily injury", "property damage" or "personal and advertising injury" and subject to the following:

1. If such written contract or written agreement specifically requires that you provide that the person or organization be named as an additional insured under one or both of the following endorsements:

- a. The Insurance Services Office (ISO) ISO CG 20 10 (10/01 edition); or
- b. The ISO CG 20 37 (10/01 edition),

such person or organization is then an additional insured with respect to such endorsement(s), but only to the extent that "bodily injury", "property damage" or "personal and advertising injury" arises out of:

- (1) Your ongoing operations, with respect to Paragraph 1.a. above; or
  - (2) "Your work", with respect to Paragraph 1.b. above,
- which is the subject of the written contract or written agreement.

However, solely with respect to this Paragraph 1., insurance afforded to such additional insured:

- (a) Only applies if the "bodily injury", "property damage" or "personal and advertising injury" offense occurs during the policy period and subsequent to your execution of the written contract or written agreement; and
- (b) Does not apply to "bodily injury" or "property damage" caused by "your work" and included within the "products-completed operations hazard" unless the written contract or written agreement specifically requires that you provide such coverage to such additional insured.

2. If such written contract or written agreement specifically requires that you provide that the person or organization be named as an additional insured under one or both of the following endorsements:

- a. The Insurance Services Office (ISO) ISO CG 20 10 (07/04 edition); or
- b. The ISO CG 20 37 (07/04 edition),

such person or organization is then an additional insured with respect to such endorsement(s), but only to the extent that "bodily injury", "property damage" or "personal and advertising injury" is caused, in whole or in part, by:

- (1) Your acts or omissions; or
- (2) The acts or omissions of those acting on your behalf,

in the performance of:

- (a)** Your ongoing operations, with respect to Paragraph **2.a.** above; or
- (b)** "Your work" and included in the "products-completed operations hazard", with respect to Paragraph **2.b.** above,

which is the subject of the written contract or written agreement.

However, solely with respect to this Paragraph **2.**, insurance afforded to such additional insured:

- (i)** Only applies if the "bodily injury", "property damage" or "personal and advertising injury" offense occurs during the policy period and subsequent to your execution of the written contract or written agreement; and
  - (ii)** Does not apply to "bodily injury" or "property damage" caused by "your work" and included within the "products-completed operations hazard" unless the written contract or written agreement specifically requires that you provide such coverage to such additional insured.
- 3.** If neither Paragraph **1.** nor Paragraph **2.** above apply and such written contract or written agreement requires that you provide that the person or organization be named as an additional insured:

- a.** Under the ISO CG 20 10 (04/13 edition, any subsequent edition or if no edition date is specified); or
- b.** With respect to ongoing operations (if no form is specified),

such person or organization is then an additional insured only to the extent that "bodily injury", "property damage" or "personal and advertising injury" is caused, in whole or in part by:

- (1)** Your acts or omissions; or
- (2)** The acts or omissions of those acting on your behalf,

in the performance of your ongoing operations, which is the subject of the written contract or written agreement.

However, solely with respect to this Paragraph **3.**, insurance afforded to such additional insured:

- (a)** Only applies to the extent permitted by law;
  - (b)** Will not be broader than that which you are required by the written contract or written agreement to provide for such additional insured; and
  - (c)** Only applies if the "bodily injury", "property damage" or "personal and advertising injury" offense occurs during the policy period and subsequent to your execution of the written contract or written agreement.
- 4.** If neither Paragraph **1.** nor Paragraph **2.** above apply and such written contract or written agreement requires that you provide that the person or organization be named as an additional insured:

- a.** Under the ISO CG 20 37 (04/13 edition, any subsequent edition or if no edition date is specified); or
- b.** With respect to the "products-completed operations hazard" (if no form is specified),

such person or organization is then an additional insured only to the extent that "bodily injury" or "property damage" is caused, in whole or in part by "your work" and included in the "products-completed operations hazard", which is the subject of the written contract or written agreement.

However, solely with respect to this Paragraph **4.**, insurance afforded to such additional insured:

- (1)** Only applies to the extent permitted by law;
- (2)** Will not be broader than that which you are required by the written contract or written agreement to provide for such additional insured;
- (3)** Only applies if the "bodily injury" or "property damage" occurs during the policy period and subsequent to your execution of the written contract or written agreement; and
- (4)** Does not apply to "bodily injury" or "property damage" caused by "your work" and included within the "products-completed operations hazard" unless the written contract or written agreement specifically requires that you provide such coverage to such additional insured.

- B.** Solely with respect to the insurance afforded to any additional insured referenced in Section **A.** of this endorsement, the following additional exclusion applies:

This insurance does not apply to "bodily injury", "property damage" or "personal and advertising injury" arising out of the rendering of, or failure to render, any professional architectural, engineering or surveying services including:

1. The preparing, approving or failing to prepare or approve maps, shop drawings, opinions, reports, surveys, field orders, change orders or drawings and specifications; or
2. Supervisory, inspection, architectural or engineering activities.

This exclusion applies even if the claims against any insured allege negligence or other wrongdoing in the supervision, hiring, employment, training or monitoring of others by that insured, if the "occurrence" which caused the "bodily injury" or "property damage", or the offense which caused the "personal and advertising injury", involved the rendering of or the failure to render any professional architectural, engineering or surveying services.

- C.** Solely with respect to the coverage provided by this endorsement, the following is added to Paragraph **2. Duties In The Event Of Occurrence, Offense, Claim Or Suit** of Section **IV – Commercial General Liability Conditions**:

The additional insured must see to it that:

- (1) We are notified as soon as practicable of an "occurrence" or offense that may result in a claim;
- (2) We receive written notice of a claim or "suit" as soon as practicable; and
- (3) A request for defense and indemnity of the claim or "suit" will promptly be brought against any policy issued by another insurer under which the additional insured may be an insured in any capacity. This provision does not apply to insurance on which the additional insured is a Named Insured if the written contract or written agreement requires that this coverage be primary and non-contributory.

- D.** Solely with respect to the coverage provided by this endorsement:

1. The following is added to the **Other Insurance** Condition of Section **IV – Commercial General Liability Conditions**:

**Primary and Noncontributory insurance**

This insurance is primary to and will not seek contribution from any other insurance available to an additional insured provided that:

- a. The additional insured is a Named Insured under such other insurance; and
- b. You are required by written contract or written agreement that this insurance be primary and not seek contribution from any other insurance available to the additional insured.

2. The following paragraph is added to Paragraph **4.b.** of the **Other Insurance** Condition under Section **IV – Commercial General Liability Conditions**:

This insurance is excess over:

Any of the other insurance, whether primary, excess, contingent or on any other basis, available to an additional insured, in which the additional insured on our policy is also covered as an additional insured on another policy providing coverage for the same "occurrence", offense, claim or "suit". This provision does not apply to any policy in which the additional insured is a Named Insured on such other policy and where our policy is required by a written contract or written agreement to provide coverage to the additional insured on a primary and non-contributory basis.

- E.** This endorsement does not apply to an additional insured which has been added to this Coverage Part by an endorsement showing the additional insured in a Schedule of additional insureds, and which endorsement applies specifically to that identified additional insured.

- F.** Solely with respect to the insurance afforded to an additional insured under Paragraph **A.3.** or Paragraph **A.4.** of this endorsement, the following is added to Section **III – Limits Of Insurance**:

**Additional Insured – Automatic – Owners, Lessees Or Contractors Limit**

The most we will pay on behalf of the additional insured is the amount of insurance:

1. Required by the written contract or written agreement referenced in Section **A.** of this endorsement; or
  2. Available under the applicable Limits of Insurance shown in the Declarations,
- whichever is less.

This endorsement shall not increase the applicable Limits of Insurance shown in the Declarations.

All other terms, conditions, provisions and exclusions of this policy remain the same.



# Waiver Of Subrogation (Blanket) Endorsement



Policy No.	Eff. Date of Pol.	Exp. Date of Pol.	Eff. Date of End.	Producer	Add'l. Prem	Return Prem.
GLO183855305	09/01/2024	09/01/2025			\$	\$

**THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.**

This endorsement modifies insurance provided under the:

## **Commercial General Liability Coverage Part**

The following is added to the **Transfer Of Rights Of Recovery Against Others To Us Condition**:

If you are required by a written contract or agreement, which is executed before a loss, to waive your rights of recovery from others, we agree to waive our rights of recovery. This waiver of rights shall not be construed to be a waiver with respect to any other operations in which the insured has no contractual interest.



**Attachment 2**

**PROPOSAL SUBMITTAL SIGNATURE FORM**

The undersigned attests to his/her authority to submit this proposal and to bind the firm herein named to perform as per Agreement if the firm is awarded the Agreement by the City.

The undersigned further certifies that he/she has read the Request for Proposal, Terms and Conditions, Insurance Requirements and any other documentation relating to this request and this proposal is submitted with full knowledge and understanding of the requirements and time constraints noted herein.

As addenda are considered binding as if contained in the original specifications, it is critical that the firm acknowledge receipt of same. The submittal may be considered void if receipt of an addendum is not acknowledged.

Addendum No. <u>1</u> Dated <u>3/19/2025</u>	Addendum No. <u>2</u> Dated <u>3/20/2025</u>
Addendum No. _____ Dated _____	Addendum No. _____ Dated _____
Addendum No. _____ Dated _____	Addendum No. _____ Dated _____

Company Name Ceres Environmental Services, Inc.

<u>(800) 218-4424</u>	<u>contact@ceresenv.com</u>	<u>(866) 228-5636</u>
Telephone #	E-Mail	Fax #

6371 Business Boulevard, Suite 100  
Main Office Address


<u>Sarasota</u>	<u>Florida</u>	<u>34240</u>
City	State	Zip Code

Address of Office Servicing City of North Port, if different than above: ☒ SAME AS ABOVE

Office Address

City	State	Zip Code
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Telephone #	E-mail	Fax #
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<u>Tia Laurie, Corporate Secretary</u>	
Name & Title of Firm Representative	
	<u>March 21, 2025</u>
Signature	Date

Do you accept Visa? ☐ YES ☒ NO

**THIS PAGE MUST BE SUBMITTED WITH PROPOSAL**



Tia Laurie, Corporate Secretary

Name & Title of Firm Representative

Federal Identification Number:

41-1816075

Signature: \_\_\_\_\_



Respondent shall submit proof that it is authorized to do business in the State of Florida unless registration is not required by law.

Is this a Florida Corporation: (Please Check One)  
☒ Yes or ☐ No

If not a Florida Corporation,

In what state was it created:

N/A

Name as spelled in that State:

What kind of corporation is it:

☒ "For Profit" or ☐ "Not for Profit"

Is it in good standing:

☒ Yes or ☐ No

Authorized to transact business  
in Florida:

☒ Yes or ☐ No

State of Florida Department of State Certificate of Authority Document No.: P20000086640

Does it use a registered fictitious name: ☐ Yes or ☒ No

Names of Officers:

President: David McIntyre Secretary: Tia Laurie

Vice President: John Ulschmid Treasurer: David McIntyre

Director: N/A Director: N/A

Other: N/A Other: N/A

Name of Corporation (As used in Florida):

Ceres Environmental Services, Inc.

(Spelled exactly as it is registered with the state or federal government)



**Corporate Address:**

Post Office Box: N/A

City, State Zip: N/A

Street Address: 6371 Business Boulevard, Suite 100

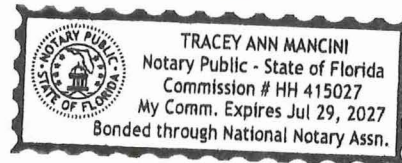
City, State, Zip: Sarasota, Florida, 34240

STATE OF FLORIDA  
COUNTY OF SARASOTA

Sworn to (or affirmed) and subscribed before me by means of ☒ physical presence or ☐ online notarization, this 21st  
day of March 2025, by Tia Laurie (name), as Corporate Secretary  
(title) for Ceres Environmental Services, Inc. (entity).

Tracey Mancini  
Notary Public

X Personally Known OR      Produced Identification  
Type of Identification Produced                                 



**THIS PAGE MUST BE SUBMITTED WITH PROPOSAL**

**Attachment 5  
REFERENCES/CLIENT LISTING**

The Proposer (Firm/Company) shall demonstrate a minimum of three (3) consecutive years' experience of providing DEBRIS MANAGEMENT/DISASTER RECOVERY services as the **prime contractor** and at least in one (1) event; the prime contractor in a jurisdiction of at least 50,000 people. Proposers shall demonstrate meeting this minimum qualification requirement in the reference section of the Response Form. Proposers shall provide ALL requested information in the Contact and Qualifications Form to demonstrate meeting this requirement. Proposer's not demonstrating minimum similar and acceptable experience may be deemed non-responsible. In the event the Proposer has performed work for the City of North Port, the City's experience shall be considered when evaluating references for determining a responsible Proposer.

The timeline for referenced projects is **January 2021 through December 2023**. The Proposer shall demonstrate a project with the earliest completion date in 2021 and the latest completion date in 2023. Attach additional sheets if necessary. [See attached for additional references listing clients that have returned completed questionnaires.](#)

1. Business/Customer Name: City of North Port, FL

Name of Contact Person/Title: Frank Lama, Solid Waste Manager

Telephone# (941) 240-8074 Fax N/A E-mail flama@northportfl.gov

Address 1100 North Chamberlain Blvd., North Port, FL 34286

Phone Number (941) 240-8074

Duration of Contract or business relationship Hurricane Milton Disaster Debris Removal Project: 10/2024- 12/2024  
Hurricane Ian Disaster Debris Removal Project: 10/2022 - 3/2023  
Disaster Debris Clearance and Removal Services - Removed, hauled, reduced, and disposed of  
2,129,459 CY vegetative debris. Removed, hauled and disposed of 232,204 CY C&D. Trimmed and cut  
Type of Services Provided 29,255 hazardous trees.

2. Business/Customer Name: City of Cape Coral, FL

Name of Contact Person/Title: Terry B. Schweitzer, Solid Waste Manager

Telephone# (239) 573-3136 Fax N/A E-mail tschweitzer@capecoral.gov

Address P.O. Box 150027, Cape Coral, Florida 33915

Phone Number (239) 573-3136

Duration of Contract or business relationship Hurricane Ian Disaster Debris Removal Project: 9/2022 - 5/2023  
Emergency Disaster Assistance and Debris Removal Services: Collected, hauled, processed,  
and disposed of 2,713,179 CY of debris that included over 750,000 CY of waterway debris. Cut  
Type of Services Provided and trimmed 8,259 hazardous trees.

**THIS PAGE MUST BE SUBMITTED WITH PROPOSAL**

3. Business/Customer Name: City of Houston, TX  
Name of Contact Person/Title: Helvia Quinones, Deputy Director South Operations, Solid Waste Management Department

Telephone# (832) 917-7514 Fax N/A E-mail helvia.quinones@houston.tx.gov

Address 611 Walker, 12th Floor, Houston, TX 77002

Phone Number (832) 917-7514

Duration of Contract or business relationship Hurricane Beryl Disaster Debris Removal Project: 7/2024 - 10/2024  
Disaster Debris Removal Services: Collected, removed, hauled, reduced, and disposed of 688,963 CY of debris. Cut and trimmed 13,626 hazardous trees. \*Note that Ceres was activated in Houston 10 days after other contractors, when the City realized they needed additional resources to manage the large volume of debris generated from the event.

4. Business/Customer Name: Glynn County, GA

Name of Contact Person/Title: Danny Smith, Public Works Director

Telephone# (912) 554-7746 Fax N/A E-mail Danny.Smith@glynncounty-ga.gov

Address 4145 Norwich Street Ext, Brunswick, GA 31520

Phone Number (912) 554-7746

Duration of Contract or business relationship Hurricane Helene Disaster Debris Removal Project: 10/2024 - 3/2025

Type of Services Provided Debris Removal and Disposal Services: Collected, hauled, reduced, and disposed of 81,744 CY of debris. Cut and trimmed 1,408 hazardous trees.

5. Business/Customer Name: City of Bradenton, FL

Name of Contact Person/Title: Jim McLellan, P.E., Public Works Director, Public Works & Utilities Department

Telephone# (941) 708-6300 Fax N/A E-mail jim.mclellan@cityofbradenton.com


Address 1411 9th Street West, Bradenton, FL 34205

Phone Number (941) 708-6300

Duration of Contract or business relationship Hurricane Milton Disaster Debris Removal Project: 10/2024 - 1/2025

Type of Services Provided Disaster Debris Removal and Disposal Services: Collected, hauled, reduced, and disposed of 204,957 CY of debris. Cut and trimmed 825 hazardous trees.

COMPANY NAME: Ceres Environmental Services, Inc.

SIGNATURE: 

THIS PAGE MUST BE SUBMITTED WITH PROPOSAL



### Additional Reference List

The following table contains additional references that completed and returned the reference questionnaire by the proposal due date. Ceres Environmental Services, Inc. has a long record of successful contract performance. Many of our customers have provided formal evaluations or letters of recommendation that attest to our strong performance and record of customer service and satisfaction. Additional references and letters of reference are available upon request.

Event	Contract Activity	Government Entity	Amount	Contract Period
Hurricane Beryl	Debris Management Services	Pearland, TX	\$3,153,688 195,471 CY	July – September 2024
	<b>Point of Contact:</b> Laurie Rodriguez, Environmental Services Superintendent; 3519 Liberty Dr., Pearland, TX 77581; Tel. (281) 652-1813; <a href="mailto:lrodriguez@pearlandtx.gov">lrodriguez@pearlandtx.gov</a>			
Hurricane Helene	Disaster Recovery Services	Longboat Key, FL	\$214,390 8,439 CY	November 2024 - January 2025
	<b>Point of Contact:</b> Mark Richardson, Street, Facilities, Parks & Recreation Manager; 501 Bay Isles Road, Longboat Key, FL 34228; (941) 316-6411; <a href="mailto:mrichardson@longboatkey.org">mrichardson@longboatkey.org</a>			
Hurricane Milton	Emergency Debris Hauling and Disposal Services	Mount Dora, FL	\$384,013 20,420 CY	October – December 2024
	<b>Point of Contact:</b> George Marek, Director of Public Works Department, 900 N Donnelly Street, Mount Dora, FL 32757, Tel: (352) 735-7151, <a href="mailto:marekg@cityofmounddora.com">marekg@cityofmounddora.com</a>			

Please refer to Tab 2 for reference questionnaires completed by our clients.

Attachment 6  
**NON-COLLUSIVE AFFIDAVIT**

Before me, the undersigned authority ("Affiant"), personally appeared:

Tia Laurie who, being first duly sworn, deposes and says that:

1. Affiant Tia Laurie is the Corporate Secretary of Ceres Environmental Services, Inc., the Respondent that has submitted the attached reply;
2. Affiant is fully informed respecting the preparation and contents of the attached reply and of all pertinent circumstances respecting such reply;
3. Such reply is genuine and is not a collusive or sham reply;
4. Neither the said Respondent nor any of its officers, partners, owners, agents, representatives, employees or parties in interest, including this affiant, have in any way colluded, conspired, connived or agreed, directly or indirectly, with any other respondent, firm, or person to submit a collusive or sham reply in connection with the work for which the attached reply has been submitted: or have in any manner, directly or indirectly sought by agreement or collusion, or communication or conference with any respondent, firm, or person to fix the price or prices in the attached reply or of any other respondent, or to fix any overhead, profit, or cost elements of the reply price or the reply price of any other respondent, or to secure through any collusion, conspiracy, connivance, or unlawful agreement any advantage against (Recipient), or any person interested in the reply work.

Signed, sealed, and delivered on March 21, 20 25.

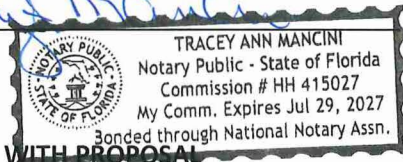
Tia Laurie  
Signature  
Tia Laurie  
Printed Name  
Corporate Secretary  
Title

**SWORN ACKNOWLEDGMENT**

STATE OF FLORIDA  
COUNTY OF SARASOTA

Sworn to (or affirmed) and subscribed before me by means of X physical presence or \_\_\_\_\_ online notarization, this 21 day of March 2025, by Tia Laurie.

Tracey Ann Mancini  
Notary Public  
Personally Known X OR Produced Identification \_\_\_\_\_  
Type of Identification Produced \_\_\_\_\_



THIS PAGE MUST BE SUBMITTED WITH PROPOSAL



**Attachment 7**  
**CONFLICT OF INTEREST FORM**

Florida Statutes Section 112.313 places limitations on public officers (including advisory board members) and employees' ability to contract with the City of North Port, Florida ("City") either directly or indirectly.

**PART I.** *[Select and complete all that apply]:*

☐ I am an employee, public officer, or advisory board member of the City.

Identify the position and/or board: \_\_\_\_\_

☐ I am the spouse or child of an employee, public officer, or advisory board member of the City.

Identify the name of the spouse or child: \_\_\_\_\_

☐ I am an employee, public officer or advisory board member of the City, or my spouse or child, is an officer, partner, director, or proprietor of Respondent/Contractor or has a material interest in Contractor. "Material interest" means direct or indirect ownership of more than 5 percent of the total assets or capital stock of any business entity. For the purposes of Florida Statutes Section 112.313, indirect ownership does not include ownership by a spouse or minor child.

Identify the name of the person and the entity \_\_\_\_\_

☐ Bidder/Contractor employs or contracts with an employee, public officer, or advisory board member of the City.

Identify the name of the employee, public officer, or advisory board member  
\_\_\_\_\_

☒ None of the Above

**PART II: Will you request an advisory board member waiver?**

☐ I WILL request an advisory board member waiver under §112.313(12)

☐ I WILL NOT request an advisory board member waiver under §112.313(12)

☒ N/A

The City will review any relationships which may be prohibited under the Florida Ethics Code and will disqualify any Contractor whose conflicts are not waived or exempt.

Attachment 7



Signature of Person Authorized to Bind the Contractor

Tia Laurie

Printed Name

Corporate Secretary

Title

March 21, 2025

Date

THIS PAGE MUST BE SUBMITTED WITH PROPOSAL

**Attachment 8**  
**PUBLIC ENTITY CRIME INFORMATION**

As provided by F.S. §287.133, a person or affiliate who has been placed on the convicted vendor list following a conviction for a public entity crime may not submit a bid on a Contract to provide any goods or services to a public entity, may not submit a bid on a Contract with a public entity for the construction or repair of a public building or public work, may not submit bids on leases of real property to a public entity, may not be awarded or perform work as a Contractor, supplier, Subcontractor, or Consultant under a Contract with any public entity, and may not transact business with any public entity in excess of the threshold amount provided in Section 287, for CATEGORY TWO for a period of 36 months from the date of being placed on the convicted vendor list.

I, Tia Laurie, being an authorized representative of the Contractor,  
have read and understand the contents above.

I certify that the Contractor is not disqualified from replying to this solicitation/contracting because of Florida Statutes Section 287.133.

Telephone #: (800) 218-4424 Fax #: (866) 228-5636

Federal ID #: 41-1816075 Email: contact@ceresenv.com



Signature of Contractor's Authorized Representative

Tia Laurie, Corporate Secretary

Name and Title of Contractor's Authorized Representative

March 21, 2025

Date

**SWORN ACKNOWLEDGMENT**

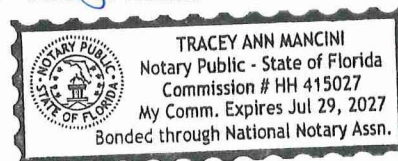
STATE OF FLORIDA  
COUNTY OF SARASOTA

Sworn to (or affirmed) and subscribed before me by means of X physical presence or \_\_\_ online notarization, this 21 day of March 2025 2024, by Tia Laurie.



Notary Public – State of Florida

Personally Known X OR Produced Identification \_\_\_\_\_  
Type of Identification Produced \_\_\_\_\_



**THIS PAGE MUST BE SUBMITTED WITH PROPOSAL**

**Attachment 9**  
**DRUG FREE WORKPLACE FORM**


The undersigned, in accordance with Florida Statutes Section 287.087, hereby certifies that the Contractor,  
Ceres Environmental Services, Inc. (Company Name):

1. Publishes a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace and specifying the actions that will be taken against employees for violations of such prohibition.
2. Informs employees about the dangers of drug abuse in the workplace, the business's policy of maintaining a drug free workplace, any available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug abuse violations.
3. Gives each employee engaged in providing the commodities or Contractual services that are under bid a copy of the statement specified in subsection (1).
4. In the statement specified in subsection (1), notifies employees that, as a condition of working on the commodities or Contractual services that are under bid, the employee will abide by the terms of the statement and will notify the employer of any conviction of, or plea of guilty or nolo contendere to, any violation of Chapter 893 or of any controlled substance law of the United States or any state, for a violation occurring in the workplace no later than five (5) days after such conviction.
5. Imposes a sanction on or require the satisfactory participation in a drug abuse assistance or rehabilitation program if such is available in the employee's community, by any employee who is so convicted.
6. Makes a good faith effort to continue to maintain a drug free workplace through implementation of this section.

**Check one:**

  X   As the person authorized to sign this statement, I certify that this firm complies fully with above requirements.

       As the person authorized to sign this statement, this firm **does not** comply fully with the above requirements.

  
\_\_\_\_\_  
Signature  
Tia Laurie  
\_\_\_\_\_  
Printed Name  
Corporate Secretary  
\_\_\_\_\_  
Title  
March 21, 2025  
\_\_\_\_\_  
Date

**THIS PAGE MAY BE SUBMITTED WITH PROPOSAL**

This form is not applicable to the scope of work for this RFP.

**Attachment 10**

**SWORN STATEMENT: THE FLORIDA TRENCH SAFETY ACT**

1. This Sworn Statement is submitted with Proposal No. 2025-01 for debris management services.
2. Sworn Statement is submitted by \_\_\_\_\_ whose business address is \_\_\_\_\_ and (if applicable) its Federal Employer Identification Number (FEIN) is \_\_\_\_\_.
3. My name is \_\_\_\_\_  
(PRINTED OR TYPED NAME OF INDIVIDUAL SIGNING) and hold the position of \_\_\_\_\_  
\_\_\_\_\_ with the above entity.
4. The Trench Safety Standards that will be in effect during the construction of this Project are Florida Statute Section 553.60-55.64, Trench Safety Act, and OSHA Standard.
5. The undersigned assures that the entity will comply with the applicable Trench Safety Standards and agrees to indemnify and hold harmless the City and ENGINEER, and any of their agents or employees from any claims arising from the failure to comply with said standard.
6. The undersigned has appropriated \$ \_\_\_\_\_ per linear foot of trench to be excavated over 5' deep for compliance with the applicable standards and intends to comply by instituting the following procedures: \_\_\_\_\_
7. The undersigned has appropriated \$ \_\_\_\_\_ per square foot for compliance with shoring safety requirements and intends to comply by instituting the following procedures: \_\_\_\_\_
8. The undersigned, in submitting this Bid, represents that he or she has reviewed and considered all available geotechnical information and made such other investigations and tests as he or she may deem necessary to adequately design the trench safety system(s) he or she will utilize on this Project.

\_\_\_\_\_  
Authorized Signature

\_\_\_\_\_  
(Title)

STATE OF \_\_\_\_\_  
COUNTY OF \_\_\_\_\_

STATE OF FLORIDA  
COUNTY OF \_\_\_\_\_

Sworn to (or affirmed) and subscribed before me by means of \_\_\_\_ physical presence or \_\_\_\_ online notarization, this \_\_\_\_ day of \_\_\_\_\_ 2024, by \_\_\_\_\_.

\_\_\_\_\_  
Notary Public – State of Florida

Personally Known \_\_\_\_ OR Produced Identification \_\_\_\_  
Type of Identification Produced \_\_\_\_\_

**THIS PAGE MUST BE SUBMITTED WITH PROPOSAL**



**Attachment 11**  
**SCRUTINIZED COMPANY CERTIFICATION FORM**

Contractor Name: Ceres Environmental Services, Inc.  
Authorized Representative Name and Title: Tia Laurie, Corporate Secretary  
Address: 6371 Business Boulevard, Suite 100 City: Sarasota State: Florida ZIP: 34240  
Phone Number: (800) 218-4424 Email Address: contact@ceresenv.com

A company is ineligible to, and may not, bid on, submit a proposal for, or enter into or renew a Contract with the City of North Port for goods or services of any amount if, at the time of bidding on, submitting a proposal for, or entering into or renewing such Contract, the company is on the Scrutinized Companies that Boycott Israel List, created pursuant to Florida Statutes, section 215.4725, or is engaged in a boycott of Israel.

A company is ineligible to, and may not, bid on, submit a proposal for, or enter into or renew a Contract with the City of North Port for goods or services of \$1 million or more if, at the time of bidding on, submitting a proposal for, or entering into or renewing such Contract, the company is on the Scrutinized Companies with Activities in Sudan List, the Scrutinized Companies with Activities in the Iran Petroleum Energy Sector List, created pursuant to Florida Statutes, section 215.473, or with companies engaged in business operations in Cuba or Syria.

**CHOOSE ONE OF THE FOLLOWING**

☐ This Contract or Contract renewal is for goods or services of less than \$1 million. As the person authorized to sign on behalf of the above-named company, and as required by Florida Statutes Section 287.135(5), I hereby certify that the above-named company is not participating in a boycott of Israel.

☒ This bid, proposal, Contract or Contract renewal is for goods or services of \$1 million or more. As the person authorized to sign on behalf of the above-named company, and as required by Florida Statutes Section 287.135(5), I hereby certify that the above-named company is not participating in a boycott of Israel, is not on the Scrutinized Companies with Activities in Sudan List or the Scrutinized Companies with Activities in the Iran Petroleum Energy Sector List, and it does not have business operations in Cuba or Syria.

I understand that pursuant to Florida Statutes, section 287.135, the submission of a false certification may result in the termination of the Contract if one is entered into, and may subject the above-named company to civil penalties, attorney's fees and costs.

Certified By:



Signature of Contractor's Authorized Representative

Tia Laurie

Name

Corporate Secretary

Title

March 21, 2025

Date

**Attachment 12**

**VENDOR'S CERTIFICATION FOR E-VERIFY SYSTEM**

The undersigned Vendor/Consultant/Contractor (Vendor), after being duly sworn, states the following:

1. Vendor is a person or entity that has entered into or is attempting to enter into a contract with the City of North Port (City) to provide labor, supplies, or services to the City in exchange for salary, wages or other remuneration.
2. Vendor has registered with and will use the E-Verify System of the United States Department of Homeland Security to verify the employment eligibility of:
  - a. All persons newly hired by the Vendor to perform employment duties within Florida during the term of the contract; and
  - b. All persons, including sub-contractors, sub-vendors or sub-consultants, assigned by the Vendor to perform work pursuant to the contract with the City.
3. If the Vendor becomes the successful Contractor who enters into a contract with the City, then the Vendor will comply with the requirements of Section 448.095, Fla. Stat. "Employment Eligibility", as amended from time to time.
4. Vendor will obtain an affidavit from all subcontractors attesting that the subcontractor does not employ, contract with, or subcontract with, an unauthorized alien as defined in 8 United States Code, Section 1324A(H)(3).
5. Vendor will maintain the original affidavit of all subcontractors for the duration of the contract.
6. Vendor affirms that failure to comply with the state law requirements can result in the City's termination of the contract and other penalties as provided by law.

Ceres Environmental Services, Inc.

Vendor's Company Name

Signature

Tia Laurie

Signatory's Name

Corporate Secretary

Signatory's Title

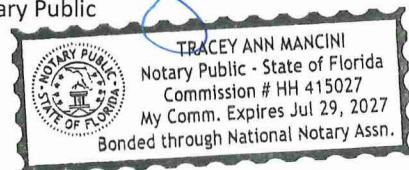
**SWORN ACKNOWLEDGEMENT**

STATE OF FLORIDA  
COUNTY OF SARASOTA

Sworn to (or affirmed) and subscribed before me by means of ☒ physical presence or ☐ online notarization, this 21st day of March 2025, by Tia Laurie (name), as Corporate Secretary (title) for Ceres Environmental Services, Inc. (entity).

Notary Public

X Personally Known OR      Produced Identification  
Type of Identification Produced                                     



**Attachment 13**

**CERTIFICATION REGARDING LOBBYING**

The undersigned certifies, to the best of his or her knowledge, that:

1. No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

2. If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.

3. The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by 31, U.S.C. § 1352 (as amended by the Lobbying Disclosure Act of 1995). Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

The Contractor certifies or affirms the truthfulness and accuracy of each statement of its certification and disclosure, if any. In addition, the Contractor understands and agrees that the provisions of 31 U.S.C. § 3801 et seq., apply to this certification and disclosure, if any.



\_\_\_\_\_  
Signature of Contractor's Authorized  
Representative

Tia Laurie

\_\_\_\_\_  
Name

Corporate Secretary

\_\_\_\_\_  
Title

March 21, 2025

\_\_\_\_\_  
Date

**THIS PAGE MUST BE SUBMITTED WITH PROPOSAL**



Attachment 15  
**PURCHASE ORDER CHANGES**

- A. The parties may make changes to the contract work, including additions or deletions, provided that such changes are within the general scope of the contract work. Any change affecting the contract price must be in writing and signed by both parties. The Contractor is not entitled to any increase in price or extension of time unless the contract is changed in accordance with this section.
- B. Either party may submit to the other a change proposal, which must identify any proposed changes in contract price or time, explain why the change is believed necessary, and cite to any applicable provision of the contract. Within a reasonable time, the party receiving the proposal shall respond in writing to the other party. If the parties agree to the change, they will execute an amendment to the contract changing its terms.
- C. Without invalidating the contract, the City may order additions, deletions, or revisions in the work, provided that such changes are within the general scope of the contract work. Such changes may be accomplished by a contract amendment, if the City Commission and Contractor have agreed as to the effect, if any, of the changes on contract price. If the parties cannot agree, the Contractor shall proceed with the work, or, in the case of a deletion, cease activities with respect to the deleted work, subject to the Contractor's right to claim for additional compensation or time. Any such claim must be made in writing within 14 days. Additional compensation will be limited to Contractor's actual cost of the work, plus reasonable profit and overhead. Nothing in this section shall obligate Contractor to undertake work that Contractor reasonably concludes cannot be performed in a manner consistent with Contractor's safety obligations under the contract or governing laws and regulations.

**Attachment 16**  
**SANCTIONS AND PENALTIES**

In the event of a breach of the terms of this Contract, the Contractor and its subcontractors will be subject to sanctions and penalties as may be imposed and remedies invoked as provided by rule, regulation, or order of the local, state, and federal agency, and as otherwise provided by law and other terms of this Contract.



Attachment 17  
**TERMINATION FOR CONVENIENCE**

The City reserves the right, in its best interest as determined by the City, to cancel this Contract for convenience by giving written notice to the Contractor at least thirty (30) days prior to the effective date of such cancellation. In the event this Contract is terminated for convenience, Contractor shall be paid for any services performed to the City's satisfaction pursuant to the Contract through the termination date specified in the written notice of termination. The Contractor acknowledges and agrees that Contractor has received good, valuable, and sufficient consideration from City, the receipt and adequacy of which are hereby acknowledged by the Contractor, for City's right to terminate this Contract for convenience. The Contractor will not be paid on account of loss of anticipated profits or revenue or other economic loss arising out of or resulting from such termination.

Attachment 23

Anti-Human Trafficking Affidavit

Instructions: This form must be completed by an officer or representative of an entity registering as a vendor, entering into, renewing, or extending, a contract with the City of North Port.

The undersigned, on behalf of Ceres Environmental Services, Inc. ("Entity"), verifies the following:

A. I have read and understand that Florida Statutes Section 787.06(13), prohibits the City of North Port ("City") from executing, renewing, or extending a contract to entities that use coercion for labor or services, with such terms defined in Florida Statutes Section 787.06(2) as follows:

- "Coercion" means: (1) using or threatening to use physical force against any person; (2) restraining, isolating, or confining or threatening to restrain, isolate, or confine any person without lawful authority and against her or his will; (3) using lending or other credit methods to establish a debt by any person when labor or services are pledged as a security for the debt, if the value of the labor or services as reasonably assessed is not applied toward the liquidation of the debt, the length and nature of the labor or services are not respectively limited and defined; (4) destroying, concealing, removing, confiscating, withholding, or possessing any actual or purported passport, visa, or other immigration document, or any other actual or purported government identification document, of any person; (5) causing or threatening to cause financial harm to any person; (6) enticing or luring any person by fraud or deceit; or (7) providing a controlled substance as outlined in Schedule I or Schedule II of Section 893.03, Florida Statutes, to any person for the purpose of exploitation of that person.

- "Labor" means work of economic or financial value.

- "Services" means any act committed at the behest of, under the supervision of, or for the benefit of another. The term includes, but is not limited to, forced marriage, servitude, or the removal of organs.

B. I declare, under penalties of perjury, that Entity does not use coercion for labor or services as defined in Florida Statutes Section 787.06(2).

C. I understand that this affidavit applies to any City contract executed, renewed, or extended for the duration of the contract; and the Entity must execute and submit this affidavit at least annually in the vendor registration and renewal process.

I, the undersigned, understand and affirm that the above statements are based upon personal knowledge; that I am over the age of 18 years and otherwise competent to make the above

statements; and am authorized to legally bind the Entity, and make the above statements on behalf of Entity. Under penalties of perjury, I declare that I have read the forgoing document and that the facts stated in it are true.

Authorized Signature: Date: March 21, 2025

*Tia Laurie*

Printed Name: Title: Tia Laurie, Corporate Secretary

STATE OF FLORIDA

COUNTY OF SARASOTA

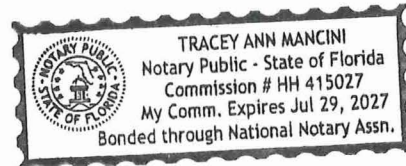
Sworn to (or affirmed) and subscribed before me by means of ☒ physical presence or ☐ online notarization, this 21 day of March, 2025, by Tia Laurie, as Corporate Secretary of Ceres Environmental Services, Inc., the Entity, and is ☒ personally known to me or ☐ produced identification. Type of Identification produced \_\_\_\_\_.

Signature of Notary Public

*Tracey Mancini*

Name of Notary Typed, Printed or Stamped

My Commission Expires: July 29, 2027



## ATTACHMENT 25

### AFFIDAVIT OF COMPLIANCE REGARDING FOREIGN ENTITY OF CONCERN LAWS

The undersigned, on behalf of the entity listed below ("Entity"), hereby attests and declares as follows:

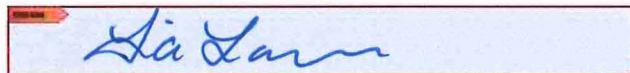
1. Entity is not owned by the government of a foreign country of concern as defined in Florida Statutes Section 287.138.
2. The government of a foreign country of concern does not have a controlling interest in Entity.
3. Entity is not organized under the laws of, and does not have a principal place of business in, a foreign country of concern.
4. Entity is not owned or controlled by the government of a foreign country of concern, as defined in Florida Statutes Section 692.201.
5. Entity is not a partnership, association, corporation, organization, or other combination of persons organized under the laws of or having its principal place of business in a foreign country of concern, as defined in Florida Statutes Section 692.201, or a subsidiary of such entity.
6. Entity is not a foreign principal, as defined in Florida Statutes Section 692.201.
7. Entity complies with all applicable requirements of Florida Statutes Sections 692.202, 692.203, and 692.204.
8. Entity is not a foreign principal prohibited from purchasing the subject real property. Entity is either (1) not a person or entity described in Florida Statutes Section 692.204(1)(a) or (2) authorized under Florida Statutes Section 692.204(2) to purchase the subject property. Entity complies with the requirements of Florida Statutes Section 692.204.
9. The undersigned is authorized to execute this affidavit on behalf of Entity.

Under penalties of perjury, I declare that I have read the foregoing document and that the facts stated in it are true.

#### ENTITY

**CERES ENVIRONMENTAL SERVICES, INC.**

[name of legal entity, in bold ALLCAPS]



[signature]

Tia Laurie, Corporate Secretary

[name and title]

March 21, 2025

[date]

Effective 7/1/2024



Attachment 14  
CERTIFICATION BY BIDDER

Executive Order 11246 (contracts/subcontracts above \$10,000)

This certification is required pursuant to Executive Order 11246 (30 F.R. 12319-25). The implementing rules and regulations provide that any bidder or prospective contractor, or any of their proposed subcontractors, shall state as an initial part of the bid or negotiations of the contract whether it has participated in any previous contract or subcontract subject to the equal opportunity clause; and if so, whether it has filed all compliance reports due under applicable instructions.

Where the certification indicates that the bidder has not filed a compliance report due under applicable instructions, such bidder shall be required to submit a compliance report within seven calendar days after the Proposal opening. No contract shall be awarded unless such report is submitted.

NAME AND ADDRESS OF BIDDER (include ZIP Code): Ceres Environmental Services, Inc.  
6371 Business Boulevard, Suite 100, Sarasota, FL 34240

1. Bidder has participated in a previous contract or subcontract subject to the Equal Opportunity Clause.  
Yes ☒ No ☐

2. Compliance reports were required to be filed in connection with such contract or subcontract.  
Yes ☒ No ☐

3. Bidder has filed all compliance reports due under applicable instructions.  
Yes ☒ No ☐

4. Have you ever been or are you being considered for sanction due to violation of Executive Order 112246, as amended?  
Yes ☐ No ☒

Signed, sealed and delivered this 21st day of March, 2025.

By: Tia Laurie

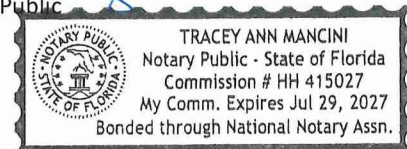
Tia Laurie  
(Printed Name)  
Corporate Secretary  
(Title)

STATE OF FLORIDA  
COUNTY OF SARASOTA

Sworn to (or affirmed) and subscribed before me by means of ☒ physical presence or ☐ online notarization, this 21st day of March 2025 by Tia Laurie (name), as Corporate Secretary (title) for Ceres Environmental Services, Inc. (entity).

Tracey Ann Mancini  
Notary Public

☒ Personally Known OR ☐ Produced Identification  
Type of Identification Produced \_\_\_\_\_



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**Attachment 18**  
**MINIMUM QUALIFICATION REQUIREMENTS**

**If the Proposer does not meet ANY ONE of the Minimum Qualification Requirement they will be deemed non-responsive and/or non-responsible and thereby rejected.**

**1. Proposer's certification of meeting ALL the Solicitation's Minimum Qualification Requirements:**

- a) Proposer's (Firm's) years in business shall equal or exceed 5 years.

State the number of years and months in business: 48 Years 9 Months

- b) Required licenses – Current State of Florida Certified General Contractor or Certified Building Contractor:

☐ State the type of license: ☒ Certified General Contractor or ☐ Certified Building Contractor

License in the name of: Ceres Environmental Services, Inc. License # CGC1508764

Is the Proposer (Firm) named as the Qualifier DBA for the license holder? ☒ Yes or ☐ No

Minimum requirement for time licensee has held the license shall equal or exceed 3 years.

- State the number of years and months active license has been held: 19 Years 11 Months

- c) Projects referenced by Proposer to demonstrate meeting the minimum requirements.

Did you reference projects that demonstrate continuing work between the years of 2021 through 2023?

☒ Yes or ☐ No (Note: If the Proposer lacks projects between the above dates the City reserves the right to request additional references to demonstrate meeting this requirement)

**2. PERFORMANCE QUESTIONNAIRE – Proposers shall complete the questionnaire in its entirety:**

- a) Has the Proposer ever failed to complete a contract/project awarded to them?

☒ No or ☐ Yes – If YES, complete the following:

Project Description: N/A Owner: \_\_\_\_\_

Reason for failure to complete: \_\_\_\_\_

- b) Has the Proposer ever defaulted on any awarded contract/project?

☒ No or ☐ Yes – If YES, complete the following:

Project Description: N/A Owner: \_\_\_\_\_

Reason for default: \_\_\_\_\_

**THIS PAGE MUST BE SUBMITTED WITH PROPOSAL**

- c) Does the Proposer have current: 1) Outstanding contract claims against them by any Owner; or 2) contract litigation or dispute with any Owner; 3) Performance/Payment Bonds claims?

☒ No or ☐ Yes – If YES, complete the following:

Project Description: N/A Owner: \_\_\_\_\_

Provide a detailed description of current claims or ligation with contract/project Owner:

---

---

---

- d) Does the Proposer have pervious: 1) Contract claims against them by any Owner; or 2) Contract litigation or disputes with any Owner; 3) Performance/Payment Bonds claimed within the past THREE (3) YEARS?

☒ No or ☐ Yes – If YES, complete the following:

Project Description: N/A Owner: \_\_\_\_\_

Provide a detailed description of claims or ligation with any contract/project Owner:

---

---

---

- e) Is the Proposer currently debarred or suspended from bidding on any governmental agencies solicitations?

☒ No or ☐ Yes – If YES, complete the following:

Project Description: N/A Owner: \_\_\_\_\_

Reason for debarment or suspension: \_\_\_\_\_

---

**THIS PAGE MUST BE COMPLETED AND SUBMITTED WITH PROPOSAL**

### 3. EQUIPMENT LISTING:

The following is a listing of the equipment to be used in the performance of the work, inclusive of manufacturer, year and condition. This is not to be used to list tools and minor/small vehicles. It is to be used for all larger equipment items such as chipping equipment, vac trucks, cranes, boom trucks, and scissor lifts. Condition shall be listed in accordance with the following scale: 1-Excellent; 2-Good; 3-Fair; 4-Poor. (Attach additional sheets, if required.)

*\*Note - we have attached the remainder of our equipment list with the requested information.*

EQUIPMENT DESCRIPTION	MANUFACTURER	YEAR	CONDITION	2023 FEMA EQUIPMENT RATE SHEET FOUR (4) DIGIT CODE
Truck, Lift Bucket, 70ft, M2-106	Freightliner	2024	1	8487
Truck, Lift Bucket, 70ft, M2-106	Freightliner	2024	1	8487
Truck, Lift Bucket, 70ft, M2-106	Freightliner	2024	1	8487
Truck, Lift Bucket, 70ft, M2-106	Freightliner	2024	1	8487
Lift, Articulated Track, 86ft, 2650IRX	Omme	2022	2	8491
Lift, Articulated Track, 86ft, 2650IRX	Omme	2022	2	8491
Chipper, Trailered, 1821	Morbark	2019	2	8204
Chipper, Trailered, 2131	Morbark	2020	2	8204
Chipper, Trailered, 2131	Morbark	2020	2	8204
Chipper, Trailered, 1821	Morbark	2021	2	8204
Chipper, Trailered, 2131	Morbark	2021	2	8204
Chipper, Tracked, PTS3310	Peterson Pacific	2019	2	8204
Chipper, Roadway, Diamant 2000	Albach	2020	2	8823
Chipper, Roadway, Diamant 2000	Albach	2021	2	8823
Trailer, Carhauler, Flatdeck	Felling	2024	1	8711
Truck, Self-Loader, 1145D	Freightliner	2018	2	8822
Truck, Self-Loader, 1145D	Freightliner	2020	2	8822
Truck, Self-Loader, M2-106	Freightliner	2023	2	8822
Truck, Bucket, M2-106	Freightliner	2018	2	8822
Truck, Bucket, M2-106	Freightliner	2020	2	8822

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#### 4. SUBCONTRACTOR AFFIDAVIT

**MANDATORY:** THIS SECTION MUST BE COMPLETED IN ORDER FOR YOUR RESPONSE TO BE CONSIDERED RESPONSIVE. The following work will be accomplished by the Subcontractors listed below: The use of subcontractors is dependent on the size and severity of the event. Ceres typically subcontracts at least 35-40% of the project

- A. ☒ Percentage of Work/Services to be performed by Subcontractors: TBD\*; or  
B. ☐ ALL Work/Services to be performed by the Proposer.

**SUBMISSION OF SUBCONTRACTOR LIST** – Upon request by the City, the apparent responsive and responsible Proposer, and any other Proposer so requested, shall submit a list of all Subcontractors to the City within seventy-two (72) hours.

After due investigation, if the City has reasonable objection to any proposed Subcontractor, the City may request the apparent low Proposer to submit an acceptable substitute Subcontractor without an increase in the price(s) proposed. If the apparent low Proposer declines to make any such substitution, the City has the right to reject the Proposer's submittal package and consider the next lowest Proposer. Collection on the Proposer's Bid Bond/Surety will be pursued by the City. Any Subcontractor so listed and to whom the City does not make written objection prior to the giving of the Notice of Award will be deemed acceptable to the City.

#### 5. DELIVERY:

Proposers shall indicate a delivery date, completion time for services, or completion timeframes if construction below. Failure to state delivery time or completion timeframes may be used as a basis for rejection of response. In the event deliveries or services are not made as specified to a City delivery point or project site, the Procurement Manager shall reserve the right to purchase any solicitation item from the next lowest Proposer.

- a. Delivery Schedule:                     \*\*                     calendar days after receipt of order.

#### 6. RESPONSE TIME:

- a. On-Site for Service – Standard contract hours: 12 hours after receipt of request from the City for service.  
b. On-Site for Service – Emergency-Standard contract hours: 6 hours after receipt of request from the City for service.  
c. On-Site for Service – Emergency-After hours/holiday hours: 6 hours after receipt of request from the City for service.  
d. Emergency Operations On-Site Critical Service: 6 hours after receipt of request from the City for service.  
e. Emergency Operations On-Site NON-Critical Service: 12 hours after receipt of request from the City for service.

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**\*\*Ceres will meet all contractual obligations imposed by the City; however, completion of emergency debris management tasks varies greatly depending on the size and severity of an event**

Equipment Description	Manufacturer	Year	Condition	2023 FEMA Equipment Rate Sheet Four (4) Digit Code
Passenger Car, Versa 4D	NISSAN	2019	2	8070
Passenger Car, Versa 4D	NISSAN	2019	2	8070
Passenger Car, Versa 4D	NISSAN	2019	2	8070
Passenger Car, Commodore	Holden	2007	3	8070
Passenger Car, Epica CDX	Holden	2008	3	8070
Passenger Car, Fiesta LX	Ford	2012	3	8070
SUV, MDX SH AWD	Acura	2019	2	8071
SUV, Explorer XLT	FORD	2008	3	8071
SUV, Ford Escape XLT	FORD	2010	3	8071
SUV, Escape	Ford	2016	3	8071
SUV, Escape	Ford	2019	2	8071
SUV, RAV4	Toyota	2021	2	8071
SUV, Tacoma	Toyota	2019	2	8071
SUV, Cherokee	Jeep	2017	2	8071
Truck, Pickup, 1500 AT4	GMC	2021	2	8809
Truck, Pickup, Tundra Platinum	TOYOTA	2022	2	8809
Truck, Pickup, 1500 LT	CHEVROLET	2018	2	8071
Truck, Pickup, F150 XLT	FORD	2012	3	8071
Truck, Pickup, 2500 HD	GMC	2019	2	8807
Truck, Pickup, 2500HD	CHEVROLET	2010	3	8807
Truck, Pickup, 2500HD	CHEVROLET	2011	3	8807
Truck, Pickup, 2500HD	CHEVROLET	2004	3	8807
Truck, Pickup, F150	FORD	2010	2	8800
Truck, Pickup, F150	FORD	2004	3	8800
Truck, Pickup, F350	FORD	2010	2	8803
Truck, Pickup, F250	FORD	2010	2	8807
Truck, Pickup, 2500	GMC	2019	2	8807
Truck, Pickup, 2500	GMC	2019	2	8807
Truck, Pickup, 2500	CHEVROLET	2015	2	8807
Truck, Pickup, F150	FORD	2022	2	8800
Truck, Pickup, F150	FORD	2007	3	8800
Truck, Pickup, 2500	CHEVROLET	2008	3	8807
Truck, Pickup, F250	FORD	2015	2	8807
Truck, Pickup, 2500HD	GMC	2024	2	8807
Truck, Pickup, F250	FORD	2006	3	8807
Truck, Pickup, 2500HD	CHEVROLET	2010	2	8807
Truck, Pickup, F250	FORD	2014	2	8807
Truck, Pickup, 2500HD	CHEVROLET	2013	2	8807



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Truck, Pickup, F150	Ford	2019	2	8800
Truck, Pickup, F150	Ford	2016	2	8800
Truck, Pickup, F150	Ford	2021	2	8800
Truck, Pickup, F150	Ford	2019	2	8800
Truck, Pickup, F150	Ford	2021	2	8800
Truck, Pickup, F150	Ford	2022	2	8800
Truck, Pickup, F150	Ford	2018	2	8800
Truck, Pickup, F150	Ford	2022	2	8800
Truck, Pickup, F150	Ford	2021	2	8800
Truck, Pickup, F150	Ford	2021	2	8800
Truck, Pickup, F150	Ford	2021	2	8800
Truck, Pickup, F250	Ford	2022	2	8807
Truck, Pickup, F250	Ford	2022	2	8807
Truck, Pickup, F250	Ford	2022	2	8807
Truck, Pickup, F250	Ford	2022	2	8807
Truck, Pickup, F250	Ford	2022	2	8807
Truck, Pickup, F250	Ford	2022	2	8807
Truck, Pickup, F150	Ford	2022	2	8800
Truck, Pickup, F150	Ford	2020	2	8800
Truck, Pickup, F150	Ford	2020	2	8800
Truck, Pickup, F150	Ford	2019	2	8800
Truck, Pickup, F250	Ford	2022	2	8807
Truck, Pickup, F250	Ford	2022	2	8807
Truck, Pickup, F250	Ford	2022	2	8807
Truck, Pickup, F250	Ford	2022	2	8807
Truck, Pickup, F250	Ford	2022	2	8807
Truck, Pickup, 3500	RAM	2021	2	8803
Truck, Pickup, 3500	RAM	2021	2	8803
Truck, Pickup, 2500	RAM	2021	2	8807
Truck, Pickup, 2500	RAM	2021	2	8807
Truck, Pickup, F350	Ford	2022	2	8803
Truck, Pickup, F250	Ford	2022	2	8807
Truck, Pickup, F250	Ford	2022	2	8807
Truck, Pickup, F250	Ford	2022	2	8807
Truck, Pickup, F250	Ford	2022	2	8807
Truck, Pickup, F250	Ford	2023	2	8807
Truck, Pickup, F250	Ford	2023	2	8807
Truck, Pickup, F250	Ford	2023	2	8807
Truck, Pickup, F250	Ford	2023	2	8807
Truck, Pickup, F250	Ford	2023	2	8807
Truck, Pickup, Colorado 4x2 CrewCa	Holden	2016	3	8803
Truck, Pickup, Colorado 4x4 CrewCa	Holden	2011	3	8808
Truck, Pickup, Colorado 4x4 CrewCa	Holden	2011	3	8808
Truck, Pickup, Colorado 4x4 CrewCa	Holden	2011	3	8808
Truck, Pickup, Colorado 4x4 CrewCa	Holden	2012	3	8808

Truck, Pickup, Colorado 4x4 CrewCab	Holden	2012	3	8808
Truck, Pickup, Colorado 4x4 CrewCab	Holden	2013	3	8808
Truck, Pickup, Colorado 4x4 CrewCab	Holden	2015	3	8808
Truck, Pickup, Ranger XLT 4x4 CrewCab	Ford	2013	3	8809
Truck, Pickup, Ranger XLT 4x4 CrewCab	Ford	2024	1	8809
Truck, Pickup, Ranger XLT 4x4 CrewCab	Ford	2024	1	8809
Truck, Pickup, Ranger XLT 4x4 CrewCab	Ford	2024	1	8809
Truck, Pickup, Ranger XLT 4x4 CrewCab	Ford	2024	1	8809
Truck, Pickup, Ranger XLT 4x4 CrewCab	Ford	2024	1	8809
Truck, Pickup, Rodeo 4x4 CrewCab	Holden	2007	3	8808
Truck, Service, Atlas	Nissan	1993	3	8840
Truck, Service, Elf	Isuzu	2007	3	8840
Van, Hiace	Toyota	2010	3	8746
Van, Hiace	Toyota	2005	3	8746
Van, Hiace	Toyota	2015	3	8746
Van, Hiace	Toyota	2018	3	8746
Van, LT35	Volkswagen	2004	3	8746
Van, Transporter T6	Volkswagen	2019	2	8746
Truck, Pickup, 3500	RAM	2017	3	8803
Truck, Pickup, 3500	RAM	2016	3	8803
Truck, Pickup, 2500	RAM	2014	3	8807
Truck, Pickup, 2500	RAM	2014	3	8807
Truck, Pickup, 1500	RAM	2016	3	8803
Truck, Pickup, 1500	RAM	2019	2	8803
Truck, Pickup, 1500	RAM	2019	2	8803
Truck, Pickup, 3500	RAM	2020	2	8803
Truck, Pickup, F250	Ford	2021	2	8807
Truck, Pickup, F250	Ford	2020	2	8807
Truck, Pickup, F250	Ford	2021	2	8807
Truck, Pickup, F250	Ford	2022	2	8807
Truck, Pickup, F250	Ford	2022	2	8807
Truck, Pickup, F250	Ford	2022	2	8807
Truck, Service, F350	Ford	2017	2	8840
Truck, Service, F550	Ford	2022	2	8840
Truck, Service, F350	Ford	2019	2	8840
Truck, Service, F350	Ford	2021	2	8840
Truck, Service, F350	Ford	2021	2	8840
Truck, Service, F350	Ford	2021	2	8840
Truck, Service, F350	Ford	2021	2	8840
Truck, Service, 2500	GMC	2017	2	8840
Truck, Service, F550	Ford	2017	2	8840
Truck, Service, F250	Ford	2003	3	8840
Truck, Service, F350	Ford	2019	2	8840

Truck, Service, F250	Ford	2011	2	8840
Truck, Service, F450	Ford	1989	3	8840
Truck, Service, F250	Ford	2021	2	8840
Truck, Service, 3500	Chevrolet	2013	2	8840
Truck, Service, 3500	Chevrolet	2009	3	8840
Truck, Service, C5500	Chevrolet	2008	3	8840
Truck, Lube, T300	Kenworth	2000	3	8840
Truck, Service, F750SD	Ford	2008	3	8840
Truck, Service, F550	Ford	2022	2	8840
Truck, Service, F550	Ford	2022	2	8840
Truck, Service, F550	Ford	2023	2	8840
Truck, Service, F550	Ford	2022	2	8840
Truck, Service, 2500HD	GMC	2024	1	8840
Truck, Off Road Service	BMV	1991	3	8840
Truck, Off Road Service	BMV	1992	3	8840
Truck, Service, 3500	Chevrolet	2024	1	8840
Truck, Service, 3500	Chevrolet	2024	1	8840
Motor Home, 42 FT	Mandalay	2005	2	8845
Camper, 350FB	Lorado	2017	2	8844
Camper, 350FB	Jayco	2012	3	8844
Camper, CARDINAL	Forest River	2011	3	8844
Camper, 35BL	Forest River	2017	3	8844
Camper, 328 RLS	Jayco	2007	3	8844
Camper, 268BH	Gulfstream	2021	2	N/A
Camper, 212QBW	Jayflight	2018	2	N/A
Camper, 212QBW	Jayflight	2018	2	N/A
Camper, 212QBW	Jayflight	2018	2	N/A
Camper, 212QBW	Jayflight	2018	2	N/A
Camper, 264RLWE	Coleman	2019	2	N/A
Camper, 264RLWE	Coleman	2019	2	N/A
Camper, 264RLWE	Coleman	2019	2	N/A
Camper, LANTERN 26BH	Coleman	2017	2	N/A
Camper, CATALINA 26 BH	Forest River	2018	2	8842
Camper, 224BH	Jayflight	2022	2	N/A
Camper, 224BH	Jayflight	2022	2	N/A
Camper, 224BH	Jayflight	2022	2	N/A
Camper, LT 262BH	Coleman	2021	2	N/A
Camper, LT 262BH	Coleman	2021	2	N/A
Camper, LT 262BH	Coleman	2020	2	N/A
Camper, 291 BHS	Forest River	2019	2	8842
Camper, PINNACLE 38FLWS	Jayco	2018	2	N/A
Camper, Access 26ML	Winnebago	2025	1	N/A
Camper, Access 26ML	Winnebago	2025	1	N/A
Camper, Access 26ML	Winnebago	2025	1	N/A



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Chipper, Trailered, 12XPC	Bandit	2022	2	8202
Chipper, Trailered, 12XPC	Bandit	2022	2	8202
Chipper, Trailered, 12XPC	Bandit	2022	2	8202
Chipper, Trailered, 12XPC	Bandit	2022	2	8202
Chipper, Trailered, 12XPC	Bandit	2022	2	8202
Chipper, Trailered, 12XPC	Bandit	2022	2	8202
Chipper, Trailered, 12XPC	Bandit	2022	2	8202
Chipper, Tracked, XP1590TK	Bandit	2016	2	8204
Forklift, S30XL	Hyster	2018	2	8300
Excavator, Tracked, KX0804R3A	Kubota	2016	2	8281
Excavator, Tracked, KX0404R3T	Kubota	2016	2	8280
Excavator, Tracked, KX0404R3TP	Kubota	2016	2	8280
Excavator, Tracked, KX0804R3	Kubota	2014	2	8281
Truck, Chip, F550 XL	Ford	2018	2	N/A
Truck, Chip, F550 XL	Ford	2019	2	N/A
Truck, Chip, F550 XL	Ford	2019	2	N/A
Truck, Chip, F550 XL	Ford	2019	2	N/A
Truck, Chip, F550 XL	Ford	2022	2	N/A
Truck, Chip, F550 XL	Ford	2022	2	N/A
Truck, Chip, F550 XL	Ford	2022	2	N/A
Truck, Chip, F550 XL	Ford	2022	2	N/A
Truck, Chip, 5500	Dodge	2022	2	N/A
Truck, Flatbed, F350 XL	Ford	2019	2	8702
Truck, Flatbed, F350 XL	Ford	2018	2	8702
Truck, Flatbed, F550 XL	Ford	2018	2	8702
Truck, Flatbed, F550 XL	Ford	2022	2	8702
Truck, Flatbed, F550 XL	Ford	2022	2	8702
Truck, Flatbed, F550 XL	Ford	2022	2	8702
Truck, Self Loading, 114SD	Freightliner	2020	2	8822
Truck, Self Loading, 114SD	Freightliner	2023	2	8822
Truck, Lift Bucket, 40ft, F550	Ford	2018	2	8486
Truck, Lift Bucket, 40ft, F550	Ford	2016	2	8486
Truck, Lift Bucket, 40ft, F550	Ford	2019	2	8486
Truck, Lift Bucket, 40ft, F550	Ford	2020	2	8486
Truck, Lift Bucket, 40ft, F550	Ford	2020	2	8486
Truck, Lift Bucket, 40ft, F550	Ford	2022	2	8486
Truck, Lift Bucket, 40ft, 5500	Dodge	2022	2	8486
Truck, Lift Bucket, 60ft, M2-106	Freightliner	2020	2	8487
Truck, Lift Bucket, 100ft, M2-106	Freightliner	2018	2	8489
Truck, Lift Bucket, 75ft, M2-106	Freightliner	2020	2	8487
Truck, Lift Bucket, 75ft, M2-106	Freightliner	2020	2	8487
Truck, Lift Bucket, 75ft, M2-106	Freightliner	2023	2	8487
Truck, Lift Bucket, 75ft, M2-106	Freightliner	2023	2	8487
Truck, Lift Bucket, 75ft, M2-106	Freightliner	2023	2	8487

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Trailer, Fire Fighting, 525GAL	Multiquip	2023	2	N/A
Trailer, Gooseneck, Equipment	Big Tex	2014	2	8711
Trailer, Flatdeck	Pac West	1994	3	8711
Trailer, Gooseneck, Equipment	Walton	2016	2	8711
Trailer, Flatdeck	Econo B	2003	3	8711
Trailer, Flatdeck, TD282	PJ	2020	2	8711
Trailer, Flatdeck, 25GN-35HDTs	Big Tex	2023	2	8711
Trailer, Flatdeck, HDT208L	Diamond C	2022	2	8711
Lift, Articulated Track, 86ft, 2650IRX	Omme	2022	2	8491
Lift, Articulated Track, 86ft, 2650IRX	Omme	2022	2	8491
Grinder, Stump, 5486	Rayco	1988	3	8628
Grinder, Stump, 2550XP	Bandit	2012	2	8628
Skidder, Grapple/Winch, 518C	Caterpillar	1994	2	8194
Skid Loader, SVL90 HFC	Kubota	2011	2	8542
Skid Loader, SVL90-2	Kubota	2015	2	8542
Trailer, Security, MDT-400	Vorp Energy	2023	2	N/A
Trailer, Security, MDT-400	Vorp Energy	2023	2	N/A
Trailer, Security, MDT-400	Vorp Energy	2023	2	N/A
Burner, Box, S-220	Air Burners Inc	2017	2	N/A
Chipper, Tracked, 4310	Peterson Pacific	2011	3	8823
Chipper, Trailered, 1821	Morbark	2019	2	8204
Chipper, Trailered, 2131	Morbark	2020	2	8204
Chipper, Trailered, 2131	Morbark	2020	2	8204
Chipper, Trailered, 1821	Morbark	2021	2	8204
Chipper, Trailered, 2131	Morbark	2021	2	8204
Chipper, Tracked, PTS3310	Peterson Pacific	2019	2	8204
Chipper, Roadway, Diamant 2000	Albach	2020	2	8823
Chipper, Roadway, Diamant 2000	Albach	2021	2	8823
Chipper, Tracked w/Loader, 20/36	Morbark	2005	3	8204
Dozer, Track, D4H	Caterpillar	1989	3	8251
Dozer, Track, 650K	John Deere	2019	2	8253
Excavator, Tracked, 145	Link Belt	2015	3	8283
Excavator, Tracked, 210G LC	John Deere	2013	3	8283
Excavator, Tracked, 85G	John Deere	2017	2	8281
Excavator, Tracked, 85G	John Deere	2017	2	8281
Excavator, Tracked, 135G	John Deere	2018	2	8281
Excavator, Tracked, TB2150CR	Takeuchi	2019	2	8283
Excavator, Tracked, SK140SRLC5	Kobelco	2020	2	8282
Excavator, Tracked, ED1605BR5	Kobelco	2020	2	8283
Excavator, Tracked, SK140SR7	Kobelco	2020	2	8282
Excavator, Tracked, SK210LC10	Kobelco	2020	2	8283
Excavator, Tracked, SK130LC-11	Kobelco	2021	2	8282
Harvester, 2154G	John Deere	2021	2	N/A
Feller Buncher, Tracked, 859M	John Deere	2021	2	8198

Feller Buncher, Tracked, 859M	John Deere	2022	2	8198
Forwarder, 1710D	John Deere	2008	2	N/A
Forwarder, 1210E	John Deere	2017	2	N/A
Forwarder, 1510E	John Deere	2017	2	N/A
Forwarder, 1910G	John Deere	2020	2	N/A
Harvester, 1270E	John Deere	2011	3	8198
Harvester, TL745C	Timber Pro	2017	2	8198
Harvester, 1270E	John Deere	2014	2	8198
Harvester, 2454D	John Deere	2013	2	8198
Harvester, 1270G	John Deere	2020	2	8198
Log Loader, 2156G	John Deere	2020	2	8193
Log Loader, 2156G	John Deere	2019	2	8193
Log Loader, SK300LL	Kobelco	2022	2	N/A
Masticator, Tracked, FTX150	Fecon	2019	2	N/A
Tree Handler, Wheel, 728ME	Sennebogen	2020	2	N/A
Tree Handler, Wheel, 738ME	Sennebogen	2021	2	N/A
Tree Handler, Tracked, 718RHD	Sennebogen	2021	2	N/A
Tree Handler, Wheel, 728ME	Sennebogen	2021	2	N/A
Tree Handler, Wheel, 728ME	Sennebogen	2021	2	N/A
Tree Handler, Wheel, 728ME	Sennebogen	2021	2	N/A
Tree Handler, Tracked, 728RHD	Sennebogen	2022	2	N/A
Skidder, Grapple, 648L	John Deere	2017	3	8194
Skidder, Grapple, 648L-II	John Deere	2021	2	8194
Skidder, Waterhauler, 518	Caterpillar	1983	3	8194
Skidder, Grapple, 848L-II	John Deere	2020	2	8194
Forklift, TX16004	Taylor	2015	3	8302
Telehandler, 10054	Skytrak	2013	3	N/A
Forklift, H110FT	Hyster	2016	3	8302
Generator, 800KW	Caterpillar	2004	3	8327
Generator, 30KW	Kohler	2018	2	8326
Motor Grader, 140G	Caterpillar	1994	3	8334
Wheel Loader, 304K	John Deere	2014	2	8392
Wheel Loader, 304K	John Deere	2017	2	8392
Wheel Loader, 524L w/Log Fork	John Deere	2019	2	8394
Wheel Loader, 304L	John Deere	2019	2	8392
Lift, Tracked, 92ft, TC92SJ	Teupen	2017	2	8491
Lift, Tracked, 80ft, S85	Genie	2014	2	8491
Tractor, Power unit, T800	Kenworth	2014	2	8789
Tractor, Power unit, T800	Kenworth	2014	2	8789
Tractor, Power unit, T800	Kenworth	2014	2	8789
Tractor, Power unit, T800	Kenworth	2014	2	8789
Tractor, Power unit, T800	Kenworth	2019	2	8789
Truck, Hooklift,T800	Kenworth	2011	2	8789
Truck, Hooklift,T800	Kenworth	2009	2	8789



Tractor, Power unit, T800	Kenworth	2015	2	8789
Tractor, Power unit, T800	Kenworth	2019	2	8789
Tractor, Power unit, T800	Kenworth	2018	2	8789
Truck, Hooklift,T800	Kenworth	2012	2	8789
Tractor, Power unit, T800	Kenworth	2020	2	8789
Tractor, Power unit, T880	Kenworth	2022	2	8789
Tractor, Power unit, T880	Kenworth	2022	2	8789
Tractor, Power unit, T880	Kenworth	2022	2	8789
Truck, Water tank, 377	Peterbilt	1995	3	8611
Truck, Water tank, 7400	International	2014	2	8611
Skid Loader, Tracked, 333E	John Deere	2016	2	8542
Skid Loader, Tracked, 333G	John Deere	2017	2	8542
Skid Loader, Tracked, 333G	John Deere	2020	2	8542
Skid Loader, Tracked, 333G	John Deere	2021	2	8542
Skid Loader, Tracked, 333G	John Deere	2021	2	8542
Trailer, Belly Dump	JM	1982	3	N/A
Trailer, Cargo, 7X16CG	Carry-On	2012	2	8711
Trailer, Cargo, 7X14	Big 10	2023	2	N/A
Trailer, Chip Van	Peerless	1991	3	N/A
Trailer, Chip Van, Spread Axe,S2P2C	Peerless	1971	3	N/A
Trailer, Chip Van, FG-X-12-4476	FRUEHAUF	1977	3	N/A
Trailer, Chip Van	PEERLESS	1985	3	N/A
Trailer, Chip Van	WESCO	1985	3	N/A
Trailer, Chip Van	Peerless	1990	3	N/A
Trailer, Chip Van	Peerless	1994	2	N/A
Trailer, Dump	Carson	2000	2	N/A
Trailer, End Dump, ED2630	Cherokee	1980	2	N/A
Trailer, Flat Bed, TL-42	Transcraft	1981	2	8711
Trailer, Flat Bed, FS2CHA	Utility	2000	2	8711
Trailer, Fire	SPCNS	1989	2	N/A
Trailer, Fire	SPCNS	1992	2	N/A
Trailer, Fire	Wylie & Sons Inc	2017	2	N/A
Trailer, Hay Rack	Pitts	1994	3	N/A
Trailer, Hay Rack	Homemade	2011	2	N/A
Trailer, Hay Rack	Homemade	2013	2	N/A
Trailer, Hay Rack, LT42-4	Pitts	1995	2	8709
Trailer, Hay Rack, DAS	General	2009	2	N/A
Trailer, 2 Axle Log, LT42-4	Pitts	1996	2	8709
Trailer, Hay Rack, LT-42	Pitts	1996	2	8709
Trailer, Hay Rack, LT40-8L AR	Pitts	2019	2	N/A
Trailer, Hay Rack, LT40-8L AR	Pitts	2019	2	N/A
Trailer, Turkey Rack	General	2016	2	N/A
Trailer, Low Boy	Murray	1998	2	N/A
Trailer, Low Boy, 60TON	Cozad	2000	2	N/A

Trailer, Drop Deck, TK70HT-482	Trail King	1997	3	N/A
Trailer, Low Boy, 120	XL Specialized	2022	2	N/A
Trailer, Log Dolly, LD320	Miller	1990	2	N/A
Trailer, Log Dolly, LD320	Miller	1990	2	N/A
Trailer, Short Logger, STTCK TR	Lincoln	2018	2	N/A
Trailer, Log, LT40-UL	Pitts	2021	2	N/A
Trailer, Log, LT40-UL	Pitts	2021	2	N/A
Trailer, Log	General	2022	2	N/A
Excavator, Tracked, 385CL High Reach	Caterpillar	2006	2	8284
Excavator, Tracked, 345CL High Reach	Caterpillar	2006	3	8284
Excavator, Tracked, 330 DL	Caterpillar	2008	3	8284
Excavator, Tracked, ZX330	Hitachi	2005	3	8284
Excavator, Tracked, ZX330	Hitachi	2005	3	8284
Excavator, Tracked, ZX200	Hitachi	2007	3	8283
Excavator, Tracked, ZX200	Hitachi	2007	3	8283
Excavator, Tracked, EX308	Hitachi	1996	3	8283
Excavator, Tracked, 303.5DCR	Caterpillar	2011	3	8280
Excavator, Tracked, SK350 Long Reach	Kobelco	2021	2	8284
Excavator, Tracked, ZX480 High Reach	Hitachi	2011	1	8285
Excavator, Tracked, ZX17U	Hitachi	2017	2	8280
Excavator, Tracked, 336F	Caterpillar	2018	1	8284
Excavator, Tracked, ZX65	Hitachi	2017	2	8281
Excavator, Tracked, EC220DL	Volvo	2021	1	8283
Excavator, Tracked, EC380DL	Volvo	2021	1	8284
Excavator, Tracked, EC220DL	Volvo	2021	1	8283
Excavator, Tracked, ECR145EL	Volvo	2022	1	8283
Excavator, Tracked, EC480DL	Volvo	2023	1	8285
Excavator, Tracked, EC480DL	Volvo	2023	1	8285
Excavator, Tracked, 306	Caterpillar	2020	1	8280
Excavator, Tracked, Vio12	Yanmar	2018	1	8280
Excavator, Tracked, Vio35-6	Yanmar	2024	1	8280
Excavator, Tracked, Vio35-6	Yanmar	2024	1	8280
Wheel Loader, WA450-3	Komatsu	1996	2	8397
Compactor, Vibratory, CS56	Caterpillar	2012	2	N/A
Screeners, Warrior 1800	Powerscreen	2012	2	N/A
Crusher, Jaw, QJ340	Sandvik	2011	2	N/A
Material Separator, Water Bath, RW	CEC	2012	2	N/A
Forklift, 3 Ton	Datsun	2019	2	8300
Telehandler, MT1436	Manitou	2011	2	N/A
Skid Loader, Tracked, T190	Bobcat	2012	3	8542
Skid Loader, Tracked, T650	Bobcat	2012	3	8542
Skid Loader, Tracked, T66	Bobcat	2022	2	8542
Skid Loader, Tracked, T66	Bobcat	2022	2	8542
Truck, Firetruck	Mitsubishi	1993	3	N/A

Tractor, Power unit	Hino	2002	3	N/A
Tractor, Power unit, Powerstar 6300	Iveco	2004	3	8789
Truck, Hooklift	DAF	2009	3	N/A
Truck, Mixer	Isuzu Forward Slurry Tru	2006	3	8414
Truck, Dump, Ranger	Hino	2007	3	N/A
Truck, Dump, Arocs 3240	Mercedes	2016	2	N/A
Tractor, Power unit, T610SAR	Kenworth	2018	2	8789
Tractor, Power unit, K220 8x4	Kenworth	2024	1	8789
Tractor, Power unit, T610SAR 6x4	Kenworth	2024	1	8789
Truck, Hooklift, CF85	DAF	2024	1	N/A
Trailer, Tri-Axle Tipping	Shephard	2002	3	8710
Trailer, Tri-Axle Tipping	Shephard	2002	3	8710
Trailer, Tri-Axle Tipping	Shephard	2001	3	8710
Trailer,Flatdeck, DBT8653	Whit-Log	2008	2	8711
Trailer, Cargo	Briford	2012	2	N/A
Trailer, Skeletal 4 Axle	MF King Industries	2018	2	8710
Trailer, Tri-Axle Tipping	Mills Tui Ltd	2018	2	8710
Trailer, Hooklift Flatdeck, PHBFD-6M	Pioneer	2022	2	8711
Trailer, Cargo	Ifor Williams Trailers Ltd	2017	2	N/A
Trailer, 4x8 ESS Low Loader	Tidd Ross Todd Ltd	2024	1	N/A
Haul Truck, Off Road, A30G	Volvo	2017	2	N/A
Truck, Dump, F550	Ford	2005	3	8720
Truck, Chipbox, F550	Ford	2019	2	N/A
Truck, Chipbox, F550	Ford	2019	2	N/A
Truck, Chipbox, F550	Ford	2019	2	N/A
Truck, Chipbox, F550	Ford	2019	2	N/A
Truck, Bucket, F550	Ford	2008	2	8395
Truck, Flatbed, F550	Ford	2008	2	8702
Truck, Service, F550	Ford	2008	2	8840
Truck, Service, F550	Ford	2010	2	8840
Truck, Bucket, 60ft, F750	Ford	2023	2	8478
Truck, Bucket, 60ft, F750	Ford	2023	2	8478
Truck, Bucket, 60ft, F750	Ford	2023	2	8478
Truck, Bucket, F550	Ford	2023	2	N/A
Truck, Bucket, F550	Ford	2023	2	N/A
Truck, Bucket, F550	Ford	2023	2	N/A
Truck, Mechanic, F600	Ford	2024	1	N/A
Truck, Mechanic, F600	Ford	2024	1	N/A
Truck, Self-Loader, 1145D	Freightliner	2018	2	8822
Truck, Self-Loader, 1145D	Freightliner	2020	2	8822
Truck, Self-Loader, M2-106	Freightliner	2023	2	8822
Truck, Bucket, M2-106	Freightliner	2018	2	8822
Truck, Bucket, M2-106	Freightliner	2020	2	8822
Tractor, Power unit, 5900I	International	2006	2	8789

Truck, Dump, 7400	International	2019	2	8723
Truck, Dump, 7400	International	2018	2	8723
Tractor, Power unit, ProStar	International	2017	2	N/A
Tractor, Power unit, ProStar	International	2017	2	N/A
Truck, Self-Loader, 7600	International	2006	3	8822
Truck, Self-Loader, 7600	International	2006	3	8822
Truck, Self-Loader, 7600	International	2006	3	8822
Truck, Self-Loader, 7600	International	2006	3	8822
Truck, Self-Loader, 7600	International	2006	3	8822
Truck, Self-Loader, 7600	International	2006	3	8822
Truck, Self-Loader, 7600	International	2006	3	8822
Truck, Bucket, 4300	International	2005	3	8397
Truck, Vacuum, 4300	International	2009	2	8717
Truck, Vacuum, 4300	International	2008	2	8717
Truck, Vacuum, 4200	International	2003	2	8717
Truck, Vacuum, 4700	International	2002	2	8717
Truck, Hydro Excavator, 7600	International	2007	2	8284
Tractor, Power unit, 9400I	International	2007	3	8791
Tractor, Power unit, 9400I	International	2007	3	8791
Tractor, Power unit, 9400I	International	2007	3	8791
Tractor, Power unit, 9200I	International	2007	3	8792
Tractor, Power unit, 9200I	International	2007	3	8792
Tractor, Power unit, 9200I	International	2007	3	8792
Tractor, Power unit, 9200I	International	2007	3	8792
Tractor, Power unit, 9200I	International	2007	3	8792
Tractor, Power unit, 9200I	International	2007	3	8792
Tractor, Power unit, 9200I	International	2007	3	8792
Tractor, Power unit, 9200I	International	2007	3	8792
Tractor, Power unit, ProStar	International	2013	2	N/A
Tractor, Power unit, ProStar	International	2014	2	N/A
Tractor, Power unit, ProStar	International	2014	2	N/A
Tractor, Power unit, ProStar	International	2014	2	N/A
Tractor, Power unit, ProStar	International	2014	2	N/A
Tractor, Power unit, ProStar	International	2014	2	N/A
Tractor, Power unit, ProStar	International	2014	2	N/A
Tractor, Power unit, ProStar	International	2015	2	N/A
Tractor, Power unit, ProStar	International	2015	2	N/A
Truck, Self-Loader, 7600	International	2013	2	8822
Truck, Flatbed, 4300	International	2010	2	8702
Truck, Bucket, HV607	International	2020	2	N/A
Truck, Bucket, HV607	International	2020	2	N/A
Truck, Self-Loader, MD7 42R	Mack	2024	1	N/A
Truck, Self-Loader, MD7 42R	Mack	2024	1	N/A
Tractor, Power unit, 389	Peterbilt	2023	2	8789

Tractor, Power unit, 389	Peterbilt	2019	2	8789
Tractor, Power unit, 389	Peterbilt	2020	2	8789
Truck, Self-Loader, 567SB	Peterbilt	2021	2	N/A
Truck, Self-Loader, 389	Peterbilt	2023	2	8791
Truck, Self-Loader, 567	Peterbilt	2024	1	N/A
Truck, Self-Loader, 567	Peterbilt	2025	1	N/A
Truck, Self-Loader, 567	Peterbilt	2025	1	N/A
Truck, Self-Loader, 567	Peterbilt	2025	1	N/A
Truck, Self-Loader, 567	Peterbilt	2025	1	N/A
Truck, Self-Loader, 567	Peterbilt	2025	1	N/A
Truck, Self-Loader, 567	Peterbilt	2025	1	N/A
Truck, Roll Off, 579	Peterbilt	2017	2	N/A
Truck, Roll Off, 335	Peterbilt	2006	2	8791
Truck, Flatbed, 5500	RAM	2021	2	N/A
Truck, Chip, 5500	RAM	2020	2	N/A
Truck, Chip, 5500	RAM	2020	2	N/A
Truck, Flatbed, LT9500	Sterling	2000	2	N/A
Truck, Flatbed, LT9500	Sterling	2003	2	N/A
Truck, Watertank, LT8500	Sterling	2005	2	N/A
Truck, Self-Loader, 4900	Western Star	2015	2	N/A
Truck, Self-Loader, 4900	Western Star	2018	2	N/A
Truck, Self-Loader, 4900	Western Star	2018	2	N/A
Truck, Self-Loader, 4900	Western Star	2018	2	N/A
Truck, Self-Loader, 4900	Western Star	2018	2	N/A
Truck, Sander, 3500	CHEVROLET	2007	3	N/A
Truck, Sander, 3500	CHEVROLET	2013	3	N/A
Truck, Sander, F350	FORD	2005	3	N/A
Truck, Sander, F350	FORD	2011	3	N/A
Trailer, Tag, Debris hauler	American Trailer	2005	2	8711
Trailer, Tag, Debris hauler	American Trailer	2005	2	8711
Trailer, Tag, Debris hauler	American Trailer	2005	2	8711
Trailer, Carhauler, Flatdeck	Ameritrail	2024	1	8711
Trailer, Gooseneck, Flatdeck	Ameritrail	2022	2	8711
Trailer, Flatdeck	Ameritrail	2022	2	8711
Trailer, Flatdeck	Ameritrail	2022	2	8711
Trailer, Semi, Dumping	Benson	2000	2	8591
Trailer, Flatdeck	Big Tex	2019	2	8711
Trailer, Flatdeck	Big Tex	2017	2	8711
Trailer, Gooseneck, Flatdeck	Big Tex	2019	2	8711
Trailer, Cargo	Cargo Craft	2024	2	N/A
Trailer, Cargo	Carry-On	2019	2	N/A
Trailer, Cargo	Carry-On	2019	2	N/A
Trailer, Cargo	Carry-On	2019	2	N/A
Trailer, Cargo	Carry-On	2019	2	N/A



Trailer, Cargo	Carry-On	2019	2	N/A
Trailer, Flatdeck	Carry-On	2023	2	8711
Trailer, Flatdeck	Carry-On	2023	2	8711
Trailer, Flatdeck	Carry-On	2023	2	8711
Trailer, Flatdeck	Carry-On	2023	2	8711
Trailer, Gooseneck, Dumping	Cascade Custom	2006	2	8590
Trailer, Gooseneck, Dumping	Cascade Custom	2006	2	8590
Trailer, Gooseneck, Dumping	Cascade Custom	2006	2	8590
Trailer, Flatdeck	Circle M Trailers	2017	2	8711
Trailer, Lowboy RGN	Cozad	2002	2	N/A
Trailer, Lowboy RGN	Cozad	2023	2	N/A
Trailer, Cargo	CW	2018	2	N/A
Trailer, Tag, Debris hauler	Dakota - Trail EZ	1985	2	N/A
Trailer, Tag, Debris hauler	Dynaweld	1994	2	8711
Trailer, Semi, Dumping	East	1996	2	8591
Trailer, Live floor, 48ft	East	1994	3	N/A
Trailer, Live floor, 48ft	East	1995	3	N/A
Trailer, Live floor, 48ft	East	1997	3	N/A
Trailer, Live floor, 48ft	East	1997	3	N/A
Trailer, Live floor, 48ft	East	2002	2	N/A
Trailer, Live floor, 48ft	East	2002	2	N/A
Trailer, Live floor, 48ft	East	1995	2	N/A
Trailer, Live floor, 48ft	East	1997	2	N/A
Trailer, Live floor, 48ft	East	1995	2	N/A
Trailer, Live floor, 48ft	East	2025	1	N/A
Trailer, Live floor, 48ft	East	2025	1	N/A
Trailer, Live floor, 48ft	East	2025	1	N/A
Trailer, Live floor, 48ft	East	2025	1	N/A
Trailer, Live floor, 48ft	East	2025	1	N/A
Trailer, Live floor, 48ft	East	2025	1	N/A
Trailer, Live floor, 48ft	East	2025	1	N/A
Trailer, Live floor, 48ft	East	2025	1	N/A
Trailer, Marine	Ercoa	2008	2	N/A
Trailer, Marine	Ercoa	2008	2	N/A
Trailer, Marine	Ercoa	2008	2	N/A
Trailer, Marine	Ercoa	2008	2	N/A
Trailer, Carhauler, Flatdeck	Felling	2017	2	8711
Trailer, Carhauler, Flatdeck	Felling	2020	2	8711
Trailer, Carhauler, Flatdeck	Felling	2024	1	8711
Trailer, Carhauler, Flatdeck	Felling	2024	1	8711
Trailer, Lowboy RGN	Felling	2020	2	N/A
Trailer, Tag, Debris hauler	Felling	2017	2	8703
Trailer, Tag, Debris hauler	Felling	2017	2	8703
Trailer, Tag, Debris hauler	Felling	2017	2	8703

Trailer, Tag, Debris hauler	Felling	2017	2	8703
Trailer, Lowboy RGN	Fontaine	2019	2	N/A
Trailer, Semi, Flatdeck	Great Dane	2010	2	8711
Trailer, Cargo	Haulmark	2019	2	N/A
Trailer, Cargo	Haulmark	2019	2	N/A
Trailer, Cargo	Haulmark	2019	2	N/A
Trailer, Cargo	Haulmark	2019	2	N/A
Trailer, Tag, Debris hauler	Hudson	2002	2	N/A
Trailer, Tag, Debris hauler	Interstate	2009	2	8711
Trailer, Gooseneck, Flatdeck	Kearney	2014	2	8711
Trailer, Gooseneck, Flatdeck	Kearney	2014	2	8711
Trailer, Semi, Cargo	Kentucky	1996	2	N/A
Trailer, Lowboy RGN	Load King	2019	2	N/A
Trailer, Flatdeck	Load Trail	2018	2	8711
Trailer, Flatdeck	Load Trail	2017	2	8711
Trailer, Flatdeck	Load Trail	2018	2	8711
Trailer, Flatdeck	Lufkin	1990	2	8708
Trailer, Semi, Dumping	MAC	2022	2	N/A
Trailer, Semi, Dumping	MAC	2022	2	N/A
Trailer, Live floor, 48ft	MAC	2002	2	N/A
Trailer, Water wagon	Magnum Pro	2015	2	N/A
Trailer, Carhauler, Flatdeck	Master Tow	2008	2	8711
Trailer, Water wagon	Multiquip	2022	2	N/A
Trailer, Water wagon	Multiquip	2022	2	N/A
Trailer, Water wagon	Multiquip	2018	2	N/A
Trailer, Water wagon	Multiquip	2018	2	N/A
Trailer, Water wagon	Multiquip	2018	2	N/A
Trailer, Water wagon	Multiquip	2019	2	N/A
Trailer, Water wagon	Multiquip	2019	2	N/A
Trailer, Water wagon	Multiquip	2019	2	N/A
Trailer, Water wagon	Multiquip	2019	2	N/A
Trailer, Water wagon	Multiquip	2021	2	N/A
Trailer, Water wagon	Multiquip	2021	2	N/A
Trailer, Water wagon	Multiquip	2021	2	N/A
Trailer, Water wagon	Multiquip	2021	2	N/A
Trailer, Water wagon	Multiquip	2021	2	N/A
Trailer, Flatdeck	Multiquip	2017	2	8711
Trailer, Live floor, 48ft	Patco	1988	2	N/A
Trailer, Flatdeck	PJ Trailer	2021	2	8711
Trailer, Semi, Side-Dump	SDI	2013	2	8591
Trailer, Semi, Side-Dump	SDI	2013	2	8591
Trailer, Semi, Side-Dump	SDI	2015	2	8591
Trailer, Semi, Side-Dump	SDI	2015	2	8591
Trailer, Semi, Side-Dump	SDI	2015	2	8591

Trailer, Semi, Side-Dump	SDI	2015	2	8591
Trailer, Semi, Side-Dump	SDI	2015	2	8591
Trailer, Semi, Side-Dump	SDI	2015	2	8591
Trailer, Cargo	Spartan	2019	2	N/A
Trailer, Tag, Debris hauler	ST Sales	2018	2	N/A
Trailer, Tag, Debris hauler	ST Sales	2021	2	N/A
Trailer, Tag, Debris hauler	ST Sales	2023	2	N/A
Trailer, Tag, Debris hauler	ST Sales	2023	2	N/A
Trailer, Tag, Debris hauler	ST Sales	2023	2	N/A
Trailer, Semi, Cargo	Stoughton	1996	2	N/A
Trailer, Carhauler, Flatdeck	Target	2008	2	8711
Trailer, Flatdeck	Target	2001	2	8711
Trailer, Flatdeck	Target	1999	2	8711
Trailer, Fuel, Site only	Thunder Creek	2019	2	8700
Trailer, Fuel, Site only	Thunder Creek	2019	2	8700
Trailer, Fuel, Road legal	Thunder Creek	2019	2	8700
Trailer, Fuel, Road legal	Thunder Creek	2021	2	8700
Trailer, Fuel, Road legal	Thunder Creek	2022	2	8700
Trailer, Lube	Thunder Creek	2024	1	8700
Trailer, Fuel, Road legal	Thunder Creek	2024	1	8700
Trailer, Fuel, Road legal	Thunder Creek	2024	1	8700
Trailer, Fuel, Road legal	Thunder Creek	2024	1	8700
Trailer, Fuel, Road legal	Thunder Creek	2025	1	8700
Trailer, Fuel, Road legal	Thunder Creek	2024	1	8700
Trailer, Live floor, 48ft	Titan	2004	2	N/A
Trailer, Live floor, 48ft	Titan	2004	2	N/A
Trailer, Flatdeck	Towmaster	2011	2	8711
Trailer, Flatdeck	Tow-Max	2014	2	8711
Trailer, Live floor, 48ft	Trailmobile	2000	3	N/A
Trailer, Semi, Step-deck	Transcraft	2005	2	N/A
Trailer, Belt unloader, 45ft	Trinity	2022	1	N/A
Trailer, Belt unloader, 45ft	Trinity	2026	1	N/A
Trailer, Belt unloader, 45ft	Trinity	2026	1	N/A
Trailer, Cargo	Tru Trailer	2023	2	N/A
Trailer, Cargo	Tru Trailer	2022	2	N/A
Trailer, Cargo	Tru Trailer	2022	2	N/A
Trailer, Belt unloader, 45ft	TTC Trailers	2025	1	N/A
Trailer, Cargo	United	2008	2	8644
Trailer, Semi, Flatdeck	Utility	2013	2	8711
Trailer, Tag, Debris hauler	Western Wisc Fab	2024	2	N/A
Trailer, Tag, Debris hauler	Western Wisc Fab	2024	2	N/A
Trailer, Tag, Debris hauler	Western Wisc Fab	2024	2	N/A
Trailer, Tag, Debris hauler	Western Wisc Fab	2024	2	N/A
Trailer, Tag, Debris hauler	Western Wisc Fab	2024	2	N/A

Trailer, Tag, Debris hauler	Western Wisc Fab	2024	2	N/A
Trailer, Tag, Debris hauler	Western Wisc Fab	2024	2	N/A
Trailer, Tag, Debris hauler	Western Wisc Fab	2024	2	N/A
Trailer, Tag, Debris hauler	Western Wisc Fab	2024	2	N/A
Trailer, Marine	Wolverine Trailer	2010	2	N/A
Chipper, Tracked	Bandit	2021	2	N/A
Chipper, Tracked	Bandit	2021	2	N/A
Chipper, Tracked	Bandit	2022	2	N/A
Chipper, Tracked	Bandit	2021	2	N/A
Chipper, Tracked	Peterson Pacific	2022	2	N/A
CHIPPER, Trailered	Bandit	2020	2	N/A
CHIPPER, Trailered	Bandit	2021	2	N/A
CHIPPER, Trailered	Bandit	2021	2	N/A
CHIPPER, Trailered	Bandit	2021	2	N/A
CHIPPER, Trailered	Bandit	2022	2	N/A
CHIPPER, Trailered	Bandit	2022	2	N/A
CHIPPER, Trailered	Bandit	2022	2	N/A
CHIPPER, Trailered	Bandit	2022	2	N/A
CHIPPER, Trailered	Bandit	2022	2	N/A
CHIPPER, Trailered	Bandit	2022	2	N/A
CHIPPER, Trailered	Bandit	2022	2	N/A
CHIPPER, Trailered	Vermeer	2014	2	N/A
Grinder, Tracked, Horizontal	CBI	2008	2	8627
Grinder, Trailered, Horizontal	Vermeer	2015	2	8627
Grinder, Tracked, Horizontal	Vermeer	2018	2	8627
Grinder, Tracked, Horizontal	Vermeer	2018	2	8627
Grinder, Tracked, Horizontal	Vermeer	2018	2	8627
Grinder, Tracked, Horizontal	Vermeer	2019	2	8627
Grinder, Tracked, Horizontal	Vermeer	2020	2	8627
Grinder, Tracked, Horizontal	Vermeer	2024	2	8627
Grinder, Trailered, Horizontal	Vermeer	2022	2	8627
Grinder, Tracked, Horizontal	Vermeer	2024	1	8627
Grinder, Tracked, Horizontal	Vermeer	2025	1	8627
Grinder, Tracked, Horizontal	Vermeer	2025	1	8627
Grinder, Trailered, Tub	Diamond Z	1994	3	8622
Grinder, Trailered, Tub	Diamond Z	1990	3	8622
Grinder, Trailered, Tub	Diamond Z	1994	3	8622
Grinder, Trailered, Tub	Morbark	1995	3	8622
Grinder, Trailered, Tub	Vermeer	2019	2	8623
Grinder, Trailered, Tub	Vermeer	2018	2	8623
Grinder, Trailered, Tub	Vermeer	2025	1	8623
Shredder, Tracked	Doppstadt	2013	3	N/A
Skid Loader, 763G	Bobcat	2000	3	8542
Skid Loader, S66	Bobcat	2021	2	8542

Skid Loader, S185	Bobcat	2005	3	8542
Skid Loader, S595	Bobcat	2016	2	8542
Skid Loader, S66	Bobcat	2023	2	8542
Skid Loader, S150	Bobcat	2007	3	8542
Skid Loader, S175	Bobcat	2010	3	8542
Loader, Backhoe, 420D	Caterpillar	2002	3	8572
Wheel Loader, IT28F	Caterpillar	1996	3	8394
Wheel Loader, IT38F	Caterpillar	1996	3	8394
Wheel Loader, IT38F	Caterpillar	1996	3	8394
Wheel Loader, 950M	Caterpillar	2018	2	8396
Wheel Loader, 938M	Caterpillar	2016	2	8394
Skid Loader, 272D2	Caterpillar	2017	2	8542
Skid Loader, 268B	Caterpillar	2005	3	8542
Skid Loader, 257DR	Caterpillar	2015	2	8542
Skid Loader, 279C2	Caterpillar	2013	2	8542
Skid Loader, 299D2	Caterpillar	2017	2	8542
Skid Loader, 299D2	Caterpillar	2015	2	8542
Skid Loader, 299D2	Caterpillar	2018	2	8542
Skid Loader, 259D	Caterpillar	2015	2	8542
Track Loader, 973C	Caterpillar	2008	2	N/A
Wheel Loader, 624K	John Deere	2014	2	8394
Wheel Loader, 544K	John Deere	2009	3	8394
Wheel Loader, 644J	John Deere	2008	3	8395
Wheel Loader, 744K	John Deere	2014	2	8397
Wheel Loader, 244J	John Deere	2009	3	8392
Wheel Loader, 324J	John Deere	2012	2	8392
Wheel Loader, 324K	John Deere	2016	2	8392
Wheel Loader, 544K	John Deere	2014	2	8394
Wheel Loader, 324K	John Deere	2018	2	8392
Wheel Loader, 724K	John Deere	2016	2	8396
Wheel Loader, 544K-II	John Deere	2018	2	8394
Wheel Loader, 544K	John Deere	2013	2	8394
Wheel Loader, 324K	John Deere	2017	2	8392
Wheel Loader, 324K	John Deere	2018	2	8392
Wheel Loader, 624P	John Deere	2022	2	8394
Wheel Loader, 524K	John Deere	2013	2	8394
Wheel Loader, 544K	John Deere	2014	2	8394
Wheel Loader, 200	Swinger	1977	3	8391
Wheel Loader, 240	Swinger	1994	3	8391
Wheel Loader, SW2000	Swinger	1998	3	8391
Wheel Loader, SW2000	Swinger	1998	3	8391
Excavator, Tracked, PC360LC10	Komatsu	2014	2	8284
Excavator, Tracked, Long Reach	Caterpillar	2013	2	N/A
Excavator, Tracked, Long Reach	Link Belt	2012	3	N/A



Excavator, Tracked, 210G LC	John Deere	2012	2	8283
Excavator, Tracked, PC220 LC	Komatsu	1996	3	8284
Excavator, Tracked, PC400LC	Komatsu	2006	3	8284
Excavator, Marsh Tracked,	Volvo	2011	2	8281
Excavator, Marsh Tracked,	Link Belt	1992	3	N/A
Excavator, Wheeled, M316D	Caterpillar	2009	2	8284
Excavator, Tracked, 290G	John Deere	2015	2	8284
Excavator, Tracked, 330F	Caterpillar	2019	2	8284
Excavator, Tracked, 336H2	Caterpillar	2022	2	8284
Excavator, Tracked, 336F	Caterpillar	2017	2	8284
Excavator, Tracked, 336F	Caterpillar	2015	2	8284
Excavator, Tracked, 336F	Caterpillar	2015	2	8284
Excavator, Tracked, 336F	Caterpillar	2015	2	8284
Excavator, Tracked, 336F	Caterpillar	2015	2	8284
Excavator, Tracked, ZX210LC	Hitachi	2012	2	8283
Excavator, Tracked, ZX210LC	Hitachi	2012	2	8283
Excavator, Tracked, ZX210LC	Hitachi	2010	2	8283
Excavator, Tracked, 336E	Caterpillar	2012	2	8284
Excavator, Tracked, 336F	Caterpillar	2015	2	8284
Excavator, Tracked, 336F	Caterpillar	2015	2	8284
Excavator, Tracked, 308E2CR	Caterpillar	2017	2	8284
Excavator, Tracked, 325F LCR	Caterpillar	2018	2	8284
Excavator, Tracked, 325F LCR	Caterpillar	2015	2	8284
Excavator, Tracked, 320FL TH P	Caterpillar	2016	2	8284
Excavator, Tracked, 320E LR	Caterpillar	2011	2	8284
Conveyor, Tracked, 36X80	McCloskey	2014	2	N/A
Conveyor, Tracked, 36X80	McCloskey	2014	2	N/A
Conveyor, Tracked, 48X80	McCloskey	2014	2	N/A
Conveyor, Tracked, 36X80	Portable Stackers LLC	2017	2	N/A
Conveyor, Tracked, 40X75	Keestrack	2017	2	N/A
Conveyor, Tracked, 40X75	Keestrack	2018	2	N/A
Conveyor, Tracked, 36X80	Barford	2018	2	N/A
Conveyor, Tracked, 48X80	Barford	2021	2	N/A
Conveyor, Tracked, 48X80	Barford	2021	2	N/A
Dozer, Tracked, D5K2	Caterpillar	2014	3	8251
Dozer, Tracked, D5K2	Caterpillar	2014	3	8251
Dozer, Tracked, D6M LGP	Caterpillar	1997	3	8253
Dozer, Tracked, D6N LGP	Caterpillar	2006	3	8253
Dozer, Tracked, D6N LGP	Caterpillar	2014	2	8253
Dozer, Tracked, D6N LGP	Caterpillar	2013	2	8253
Dozer, Tracked, D6N LGP	Caterpillar	2014	2	8253
Dozer, Tracked, D6N LGP	Caterpillar	2013	2	8253
Dozer, Tracked, 850J LGP	Deere	2008	3	8253
Dozer, Tracked, D6R LGP	Caterpillar	2006	3	8253

Dozer, Tracked, D6R LGP	Caterpillar	2006	3	8253
Dozer, Tracked, D6T LGP	Caterpillar	2010	2	8253
Dozer, Tracked, D6T LGP	Caterpillar	2011	2	8253
Dozer, Tracked, D6T LGP	Caterpillar	2013	2	8253
Compactor, Vibratory Roller	Ingersoll Rand	2006	3	N/A
Compactor, Vibratory Roller	Caterpillar	2015	2	N/A
Compactor, Roller	Caterpillar	2012	2	N/A
Tree Handler, Wheel, 718ME	Sennebogen	2020	2	N/A
Tree Handler, Wheel, 718ME	Sennebogen	2020	2	N/A
Tree Handler, Tracked, 718RHD	Sennebogen	2021	2	N/A
Skidder, Cable	Timberjack	1974	3	8194
Forklift, Piggyback, PB50	Princeton	2013	2	8300
Forklift, Warehouse, Elect NR4500	Caterpillar	2009	2	8300
Forklift, Warehouse, 52-6FGU35	Toyota	2011	2	8300
Forklift, Piggyback, PB50	Princeton	2003	2	8300
Forklift, Piggyback, D50	Princeton	2000	3	8300
Forklift, 30L-7M	Hyundai	2013	2	8300
Forklift, P6500D	Caterpillar	2006	2	8300
Forklift, Piggyback, PB55.3X	Princeton	2017	2	8300
Forklift, Piggyback, PB55.3X	Princeton	2023	2	8300
Grader, 140M2	Caterpillar	2012	2	8334
Grader, 140M2 AWD	Caterpillar	2013	2	8334
Burner, Trench	Chicago	2003	3	N/A
Burner, Trench	Chicago	2003	3	N/A
Burner, Trench, M30F	McPherson Systems	2016	2	N/A
Burner, Trench, M30F	McPherson Systems	2016	2	N/A
Burner, Trench, M30F	McPherson Systems	2016	2	N/A
Burner, Trench, M30F	McPherson Systems	2016	2	N/A
Burner, Trench, M30F	McPherson Systems	2018	2	N/A
Burner, Trench, M30F	McPherson Systems	2018	2	N/A
Marine Vessel, Skimmer, 20ft	Premier	2010	3	N/A
Marine Vessel, Boat 14ft	Tracker Marine	2010	3	8132
Beach Cleaner, Wheeled	Cherrington	1999	3	N/A
Marine Vessel, Skimmer, 30ft	Ercoa	2010	3	N/A
Marine Vessel, Work Platform, 30ft	Ercoa	2010	3	N/A
Marine Vessel, Work Platform, 30ft	Ercoa	2010	3	N/A
Marine Vessel, Work Platform, 30ft	Ercoa	2010	3	N/A
Marine Vessel, Boat 20ft	Homemade	2001	3	8133
Volumetric Scan, Trailered	LoadScan Ltd	2015	2	N/A
Volumetric Scan, Trailered	LoadScan Ltd	2024	1	N/A
Scissor Lift, 33ft	JLG	2008	2	N/A
Scissor Lift, 26ft	JLG	2007	2	N/A
Scissor Lift, 26ft	JLG	2008	2	N/A
Scissor Lift, 43ft	Genie	2007	2	N/A

Scissor Lift, 43ft	Genie	2007	2	N/A
Scraper, Pull, Lead	E-Ject	2005	2	N/A
Scraper, Pull, Lead	E-Ject	2005	2	N/A
Scraper, Pull, Lead	E-Ject	2006	2	N/A
Scraper, Pull, Pup	E-Ject	2006	2	N/A
Screener, Grid, 800	Powerscreen	1999	3	N/A
Screener, Trommel, 723A	Retech	1996	3	N/A
Screener, Trommel, TR620	Vermeer	2016	2	N/A
Screener, Trommel, MCB833RE	McCloskey	2000	3	N/A
Screener, Trommel, TR620	Vermeer	2018	2	N/A
Screener, Trommel, SST1025	Doppstadt	2019	2	N/A
Hydroseeder, Tank, 3000	Bowie	2000	2	N/A
Hydroseeder, Trailer, MD-2463	Finn	2014	2	N/A
Sweeper, Road, RB-48	Rosco	2005	3	8157
Sweeper, Road, CR-350	Broce	2012	2	8158
Sweeper, Road, CR-350	Broce	2014	2	8158
Sweeper, Road, CR-350	Broce	2014	2	8158
Telehandler, V519	Bobcat	2017	2	8488
Telehandler, V519	Bobcat	2017	2	8488
Telehandler, V417	Bobcat	2013	2	8488
Telehandler, V417	Bobcat	2015	3	8488
Telehandler, V417	Bobcat	2009	3	8488
Telehandler, V417	Bobcat	2009	3	8488
Telehandler, V723	Bobcat	2007	3	8488
Tractor, Ag, Wheeled, MX230	Case	2003	2	N/A
Tractor, Ag, Wheeled, 235	Case	2011	2	N/A
Tractor, Ag, Wheeled, 235	Case	2013	2	N/A
Tractor, Ag, Wheeled, 5045E	John Deere	2014	2	N/A
Tractor, Ag, Wheeled, 180	Case	2012	2	N/A
Tractor, Ag, Track, MT875B	Caterpillar	2006	3	N/A
Utility Vehicle, 5600	Bobcat	2006	3	N/A
Utility Vehicle, Gator	Deere	2018	2	N/A
Utility Vehicle, Ranger	Polaris	2016	2	N/A
Utility Vehicle, 4010	Kawasaki	2011	2	N/A
Utility Vehicle, L6 G	EZGO	2018	2	N/A

**Attachment 19  
FEDERAL NON-COLLUSION /LOBBYING CERTIFICATION**

Tia Laurie, being the authorized Agent, certifies that:  
He/she is the Corporate Secretary, (Owner,  
Partner, Officer, Representative or Agent) of Ceres Environmental Services, Inc., the Bidder that  
has submitted the attached Proposal.

**NON-COLLUSION PROVISION CERTIFICATION**

The undersigned hereby certifies, to the best of his or her knowledge and belief, that on behalf of the person, firm, association, or corporation submitting the bid certifying that such person, firm, association, or corporation 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 the submitted bid. Failure to submit the executed statement as part of the bidding documents will make the bid nonresponsive and not eligible for award consideration.

**LOBBYING CERTIFICATION**

"The undersigned hereby certifies, to the best of his or her knowledge and belief, that:

(a) No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence either directly or indirectly an officer or employee of any state or 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 agency, a member of Congress, an officer or employee of Congress, or an employee of a member of Congress in connection with this Federal contract, grant loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-L "Disclosure Form to Report Lobbying", in accordance with its instructions.

(c) The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into.

Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, US Code. Any persons who fail to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each failure."

Tracey Mancini  
Witness

By: Tia Laurie  
(Printed Name)  
Corporate Secretary  
(Title)

**Attachment 20**  
**CERTIFICATION REGARDING DEBARMENT, SUSPENSION, AND OTHER RESPONSIBILITY MATTERS**  
**PRIMARY COVERED TRANSACTIONS**

This contract is a covered transaction for purposes of 2 C.F.R. pt. 180 and 2 C.F.R. pt. 3000.

The Bidder certifies that, neither the firm nor any person associated therewith in the capacity of owner, partner, director, officer, principal, investigator, project director, manager, auditor, and/or position involving the administration of federal funds:

(a) is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions, as defined in 49 CFR s29.110(a), by any federal department or agency;

(b) has within a three-year period preceding this certification been convicted of or had a civil judgment rendered against it for: commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a federal, state, or local government transaction or public contract; 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;

(c) is presently indicted for or otherwise criminally or civilly charged by a federal, state, or local governmental entity with commission of any of the offenses enumerated in paragraph (b) of this certification; and

(d) has within a three-year period preceding this certification had one or more federal, state, or local government public transactions terminated for cause or default.


The Bidder certifies that it shall not knowingly enter into any transaction with any subcontractor, material supplier, or vendor who is debarred, suspended, declared ineligible, or voluntarily excluded from participation in this project by any federal agency unless authorized by the City of North Port.

The Bidder must comply with 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C and must include a requirement to comply with these regulations in any lower tier covered transaction it enters into.

This certification is a material representation of fact relied upon by the City of North Port. If it is later determined that the contractor did not comply with 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C, in addition to remedies available to the City of North Port, the Federal Government may pursue available remedies, including but not limited to suspension and/or debarment.

The bidder or proposer agrees to comply with the requirements of 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C while this offer is valid and throughout the period of any contract that may arise from this offer.

The bidder or proposer further agrees to include a provision requiring such compliance in its lower tier covered transactions.

<u>Ceres Environmental Services, Inc.</u>	<u>41-1816075</u>	<u>06-061-9285</u>
Company (Bidder) Name	Tax ID Number	DUNS Number
<u>Tia Laurie</u>		
Authorized Representative Name	Authorized Representative Signature	
<u>41-1816075</u>	<u>06-061-9285</u>	<u>1CAW2</u>
Federal Issued Tax	DUNS Number	CAGE Code issued through
<u>www.sam.gov</u>		
Identification Number		
(If Social Security number DO NOT enter)		
DATE: <u>March 21, 2025</u>		



**Attachment 21  
ACKNOWLEDGEMENT OF TERMS, CONDITIONS, AND GRANT CLAUSES**

**Flow down of Terms and Conditions from the Federal Regulations and/or Grant Agreement**

Subcontracts: If the Bidder subcontracts any portion of the work under this Agreement, a copy of the signed subcontract agreement must be available to the City of North Port for review and approval. The bidder agrees to include in the subcontract that:

- (1) the subcontractor is bound by the terms of this Agreement;
- (2) the subcontractor is bound by all applicable state and federal laws and regulations; and
- (3) the subcontractor shall hold the City of North Port, grant recipient and granting agency harmless against all claims of whatever nature arising out of the subcontractor's performance of work under this Agreement, to the extent allowed and required by law.

**Grant Conditions and Federal Provisions**

On behalf of the Bidder, I acknowledge, and agree to perform all of the specifications and grant requirements identified in this solicitation document(s).

SIGNATURE:   
COMPANY NAME: Ceres Environmental Services, Inc.  
DATE: March 21, 2025

Attachment 22  
**CERTIFICATIONS AND REPRESENTATIONS**  
**(GRANT FUNDS)**

**1. BYRD ANTI-LOBBYING AMENDMENT COMPLIANCE AND CERTIFICATION**

**For all orders above the limit prescribed in 2 CFR 215, Appendix A, Section 7 (currently \$100,000), the Offeror must complete and sign the following:**

The following certification and disclosure regarding payments to influence certain federal transactions are made per the provisions contained in OMB Circular A-110 and 31 U.S.C. 1352, the "Byrd Anti-Lobbying Amendment."

The offeror, by signing its offer, hereby certifies to the best of his or her knowledge and belief that:

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 agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress on his or her behalf 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;

If any funds other than Federal appropriated funds (including profit or fee received under a covered Federal transaction) have been paid, or will be paid, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress on his or her behalf in connection with this solicitation, the offeror shall complete and submit, with its offer, OMB standard form LLL, Disclosure of Lobbying Activities, to the Contracting Officer; and

He or she will include the language of this certification in all subcontract awards at any tier and require that all recipients of subcontract awards in excess of \$100,000 shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance is placed when this transaction was made or entered into. Submission of this certification and disclosure is a prerequisite for making or entering into this contract imposed by section 1352, title 31, United States Code. Any person making an expenditure prohibited under this provision or who fails to file or amend the disclosure form to be filed or amended by this provision, shall be subject to a civil penalty of not less than \$10,000, and not more than \$100,000, for each such failure.

SIGNATURE: 

COMPANY NAME: Ceres Environmental Services, Inc.

DATE: March 21, 2025

**ATTACHMENT 27**  
**SCHEDULE OF SUBCONTRACTING AND AFFIDAVIT OF COMPLIANCE WITH 2 CFR §200.321 REQUIREMENTS**

I, Tia Laurie, in my capacity as Corporate Secretary,  
(First and Last Name) (Company Title/Position)  
am authorized to sign on behalf of, and fully bind, Ceres Environmental Services, Inc. (the "Prime Contractor"). Accordingly, on behalf of the Prime Ceres Environmental Services, Inc. (Company Name)

Contractor, I swear to, and affirm the following:

1. Qualified small and minority businesses, and women's business enterprises were, and will continue to be, placed on all of the Prime Contractor's solicitation lists.
2. The Prime Contractor solicited, and will continue to solicit, small and minority businesses, and women's business enterprises, when they were/are potential sources.
3. Based on the Prime Contractor's experience and expertise, the total requirements of the project were, and will continue to be, divided when economically feasible into smaller tasks or quantities to permit maximum participation by small and minority businesses, and women's business enterprises.
4. The Prime Contractor has and/or will establish delivery schedules that will encourage participation of small and minority business, and women's business enterprises.
5. The Prime Contractor has and/or will use the services and assistance, as appropriate, of such organizations as the Small Business Administration and the Minority Business Development Agency of the Department of Commerce.
6. I understand that failure to present documentation validating compliance upon request of the City may result in this bid being deemed non-responsive. Furthermore, I understand that, should the Prime Contractor be the awarded the contract that this affidavit will continue to be considered binding for the duration of the project and if subcontracts are to be let, to take the affirmative steps listed in paragraphs (b) (1) through (5) of this section.

\*Note - Additional subcontractor information attached, and included in Section 5.1, Subcontractor List

Name of Subcontractor (attach additional pages as necessary)	Address	Type of Work to be Performed	Percent and dollar amount of Contract Amount to be Subcontracted
Knotts Excavating	4550 Blackman Street, North Port, FL	Debris Removal, Tree Trimming & Removal, Stump Removal, Mulch Haul Out, Demolition	Disaster Dependent - based on the size and severity of the event
Rino Services, LLC	1100 North Chamberlain Blvd, North Port, FL	Debris Removal, Emergency Road Clearance, Tree Trimming & Removal	Disaster Dependent - based on the size and severity of the event
Barrera Logistics, Inc.	5439 Grovewood Circle, Punta Gorda, FL	Debris Removal, Tree Trimming & Removal, Stump Removal, Demolition	Disaster Dependent - based on the size and severity of the event

I understand that false statements on this Affidavit of Compliance may result in criminal prosecution for a felony of the third degree as provide for in §92.525(3), Florida Statutes.  
SCHEDULE OF SUBCONTRACTING AND AFFIDAVIT OF COMPLIANCE WITH 2 CFR §200.321  
REQUIREMENTS



(OR 45 C.F.R. §75.330 FOR HEALTH AND HUMAN SERVICES FUNDS)



March 21, 2025

Tia Laurie

Corporate Secretary

SIGNATURE  
DATE

PRINTED NAME

OFFICIAL TITLE

STATE OF FLORIDA )

) ss:

COUNTY OF ) SARASOTA

The foregoing instrument was acknowledged before me by means of ☒ physical presence, or  
☐ online notarization, this

March 2025 Tia Laurie  
21 st day of, 2024, by [NAME OF PERSON], as


Corporate Secretary [TYPE OF AUTHORITY,... e.g. officer, trustee,  
etc.]] for

Ceres Environmental Services, Inc. [NAME OF PARTY ON BEHALF OF WHOM INSTRUMENT  
WAS EXECUTED].

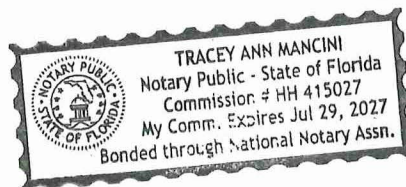
- Personally Known; OR
  - Produced Identification. Type of identification produced: .
- [CHECK APPLICABLE BOX TO SATISFY IDENTIFICATION REQUIREMENT OF FLA. STAT. §117.05]

Notary Public

My Commission Expires:

  
July 29, 2027

(Printed, typed or stamped commissioned name of Notary Public)



## ATTACHMENT 27 – ADDITIONAL SUBCONTRACTORS

It is important for Ceres to provide opportunities for local companies and their employees to work on any project resulting from this contract. Additionally, Ceres may directly employ individuals on a project. Ceres has a very well-developed subcontracting plan and a stellar record of implementing our plan and making payments to local subcontractors on past projects performed when Ceres is the prime contractor. Below are the potential subcontractors for the City of North Port. Ceres typically subcontracts at least 35-40% of the work. **The actual percentage of work subcontracted will be based on the size and severity of an event.**

Ceres Environmental Services, Inc. has identified the following potential subcontractors for North Port, FL. Ceres has made Good Faith Efforts in accordance with 2 CFR §200.321 to contact Small and Minority Businesses, Women’s Business Enterprises, and Labor Surplus area firms that are certified subcontractors that perform the services in the scope of work of this RFP. References and letters of intent are available upon request due to page limitations. **The actual dollar amount to be subcontracted is dependent on the size and severity of an event.**

### Proposed Local & Florida State Subcontractors for North Port, FL

Company Name, Contact, Address	Type of Work to be Performed	Years of Experience
Knotts Excavating, LLC 4550 Blackman Street, North Port, FL, Tim Knotts	Debris Removal, Emergency Road Clearance, Tree Trimming & Removal, Stump Removal, Mulch Haul Out, Demolition	17 years
Rino Services, LLC 1100 North Chamberlain Blvd, North Port, FL, Gary Slusar	Debris Removal, Emergency Road Clearance, Tree Trimming & Removal, Mulch Haul Out	4 years
Barrera Logistics, Inc. 5439 Grovewood Circle, Punta Gorda, FL, Rey Barrera	Debris Removal, Tree Trimming & Removal, Stump Removal, Demolition	21 years
Barracuda Landscaping & Curbing 215 Tabor Street, Punta Gorda, FL Gilbert Rodriguez	Debris Removal, Tree Trimming & Removal, Stump Removal, Emergency Road Service.	2 years
Ecological Construction Services, Inc 3221 Whit Ibis Court D3, Punta Gorda, FL, Bobette Hunstad	Debris Removal, Marine Debris, Demolition	5 years
Beccera Construction of Central FL, Inc., 779 Tamiami Trail Port Charlotte, FL, Joseph Becerra	Debris Removal	10 years
Suncoast Builders Group, LLC 779 Tamiami Trails Ste 9, Port Charlotte, FL, Teresa Becerra	Debris Removal, Stump Removal	6 years
Apex Tree and Landscape 12925 River Road, Myakka City, FL Becky Zarem	Debris Removal, Emergency Road Clearance, Tree Trimming & Removal, Stump Removal, Grinding, Demolition	15 years
My Piece of Florida PO Box 13, Englewood, FL, Scott Dawley	Debris Removal	3 years
Banyan Landscaping LLC 5986 Milne Circle, North Fort Myers, FL, Brian Chim	Emergency Road Clearance, Debris Removal, Tree Trimming and Removal, Stump Removal, HHW Removal, Mulch Haul Out, Grinding	2 years



Company Name, Contact, Address	Type of Work to be Performed	Years of Experience
Burnt Store Recycling, LLC 222 Second Street, Fort Myers, FL Scott Dunlap	Debris Removal, HHW Removal, Mulch Haul Out	10 years
Silva Brothers Construction, LLC 12331 Rod and Gun Club Rd., Fort Myers, FL, Brenda Silva	Debris Removal, Emergency Road Clearance, HHW Removal	3 years
M&J Grapple Truck Service 2304 NW 7 <sup>th</sup> St., Cape Coral, FL, Maikel Rodriguez	Debris Removal, Tree Trimming & Removal, Stump Removal	3 years
The Great Indoorz 1006 Southeast 9 <sup>th</sup> St., Cape Coral, FL, Michael Classetti	Debris Removal	5 years
T&M Trucking of SWFL, LLC 7605 Bonita Blvd, North Fort Myers, FL, Matthew Berry	Debris Removal, Tree Trimming & Removal, Mulch Haul Out	4 years
Andrew Sitework, LLC 2511 Palm Ave, Fort Myers, FL Andrew Sitework	Debris Removal, Tree Trimming & Removal, Stump Removal, Marine Debris Removal, Emergency Road Clearance, HHW Removal	4 years
Waterzway Work Boats, LLC 5871 Porpoise Road, Bokeelia, FL John Meeks	Marine Debris Removal	5 years
Newson Construction & Consulting 118 SW 21st Terrace, Cape Coral, FL Rondell Newson	Debris Removal, Mulch Haul Out	3 years
TreeDaddy, LLC 6600 South Gator Creek Blvd Sarasota, FL. John Borchers	Debris Removal, Tree Trimming, Stump Removal, Mulch Haul Out	5 years
Optimal Recovery, LLC 12492 Eastpointe Drive, Dade City, FL, Brent Reddy	Disaster Recovery, Emergency Road Clearance, Tree Trimming & Removal, Stump Removal, Marine Debris, HHW Removal, Mulch Haul Out	18 years
Larios Trucking Inc. 1017 NW 16 <sup>th</sup> St., Belle Glade, FL Fran Larios	Debris Removal	24 years
A&J Transport, Inc. 10021 SW 45 St., Miami, FL, Elsa Ramirez	Debris Removal, Tree Trimming & Hauling, Blue Roof, HHW Removal	23 years.
All Florida Tree & Landscapes, Inc 1760 N Jog Rd, West Palm Beach, FL Richard Grimes	Debris Removal, Tree Trimming & Removal, Stump Removal, Mulch Haul Out, Emergency Road Clearance	20 years
Isla Maritime, Inc. 1695 Cameron Ct, Trinity, FL Aileen Caras	Marine Salvage and Diving	27 years
Siles & Sons 345 Thorpe Rd, Orlando, FL Carlos Siles	Debris Removal, Tree Trimming & Removal, Hauling, Emergency Road Clearance	8 years
Bennett Restoration Services, LLC 4630 S Kirkman Rd, Orlando, FL Lois Hill	Debris Removal, Mulch Haul Out	1 year

Company Name, Contact, Address	Type of Work to be Performed	Years of Experience
Streamlined Logistics 123 S Westshore Drive, Tampa, FL Aaron Littles	Debris Hauling	2 years
Big Dog Express of South Florida, Inc. 691 East Main Street, Pahokee, FL Emilio Perez	Debris Removal, Tree Trimming & Removal, Stump Removal, Mulch Haul Out, Grinding	22 years
Renew Construction Services, LLC 6931 Waterbrook Court, Gibsonton, FL, Robyn Donaldson	Debris Removal, Tree Trimming & Removal, Stump Removal, Grinding	6 years
Strategic Investments, LLC 6985 Ortega Woods, Jacksonville, FL Jimmy NGO	Debris Removal, Tree Trimming & Removal, Stump Removal, HHW Removal, Mulch Haul Out	11 years

**Additional Major Subcontractors for North Port, FL**

Company Name, Contact, Address	Scope of Work	Years of Experience
Highland Trucking & Equipment, Inc., 1669 Perk Silver Run Rd, Perkinston, MS, Oluwole Akinleye	Debris Removal, Emergency Road Clearance, Tree Trimming & Hauling, Stump Removal, Mulch Haul Out	15 years
WRC W1860 Wiecech Lane, Bark River, MI, Chris Wiecech	Debris Removal, Tree Trimming & Removal, Stump Removal	24 years
Mullins Enterprises PO BOX 2139, Pikeville, KY Eric Mullins	Debris Removal, Mulch Haul Out	28 years
Specialized Services, LLC 2920 Wyndham Industrial Drive, Opelika, AL, Brent Gladden	Debris Removal	10 years
LZ Logistics, LLC PO BOX 367, Mountain Grove, MO Luke Martin	Debris Removal, Tree Trimming & Removal, Stump Removal, Emergency Road Clearance, Marine Debris HHW Removal, Mulch Haul Out, Grinding	7 years
Cole Field Services, LLC 601 Shearer Rd, Bulverde, TX Tom George	Debris Removal, Tree Trimming & Removal, Stump Removal, Emergency Road Clearance.	12 years
Tri State Timber Land Improvement, LLC, 353 Grand Ave, Memphis, MO Don Gibson	Disaster Debris Removal, Tree Trimming & Removal, Stump Removal, Grinding, Mulch Haul Out	6 years
Trees R Us 27881 W Sullivan Lake Rd, Ingleside, IL, Nick Willis	Debris Removal, Tree Trimming & Removal, Stump Removal, Mulch Haul Out, Grinding, Marine Removal, Emergency Road Clearance	10 years

**ATTACHMENT 28**  
**CERTIFICATION OF NONSEGREGATED FACILITIES**

Bidder certifies that he does not maintain or provide for his employees any segregated facilities at any of his establishments, and that he does not permit his employees to perform their services at any location, under this control, where segregated facilities are maintained. The Bidder certifies further that he will not maintain or provide for his employees any segregated facilities at any of his establishments, and that he will not permit his employees to perform their services at any location under his control where segregated facilities are maintained. The Bidder agrees that a breach of this certification will be a violation of the Equal Opportunity clause in any contract resulting from acceptance of this Bid. As used in this certification, the term "segregated facilities" means any waiting rooms, work areas, restrooms and washrooms, restaurants and other eating areas, time clocks, locker rooms and other storage and dressing areas, parking lots, drinking fountains, recreation or entertainment area, transportation, and housing facilities provided for employees on the basis of race, color, religion, or national origin, because of habit, local custom, or otherwise. Bidder agrees that (except where he has obtained identical certification from proposed subcontractors for specific time periods) he will obtain identical certifications from proposed subcontractors prior to the award of subcontracts exceeding \$10,000 which are not exempt from the provisions of the Equal Opportunity clause, and that he will retain such certifications in his files.

The nondiscriminatory guidelines as promulgated in Section 202, Executive Order 11246, and as amended by Executive Order 11375 and as amended, relative to Equal Opportunity for all persons and implementations of rules and regulations prescribed by the United States Secretary of Labor are incorporated herein.

Note:

The penalty for making false statements in offers is prescribed in 18 U.S.C. 1001.

Date , 03/21/20 25

Signature 

**ATTACHMENT 29**  
**CERTIFICATION OF NONDISCRIMINATORY LABOR PRACTICES**

Executive Order 11246 (contracts/subcontracts above  
\$10,000)

This certification is required pursuant to Executive Order 11246 (30 F.R. 12319-25). The implementing rules and regulations provide that any bidder or prospective contractor, or any of their proposed subcontractors, shall state as an initial part of the bid or negotiations of the contract whether it has participated in any previous contract or subcontract subject to the equal opportunity clause; and if so, whether it has filed all compliance reports due under applicable instructions.

Equal Opportunity Employment: The Contractor shall not discriminate on the basis of race, color, national origin, gender, age, handicapped status, veteran status, and/or religion in performing the work governed by this contract. The City is an Equal Opportunity Employer (EOE) and as such encourages all contractors to comply with EOE regulations. Any subcontract the Contractor may enter into shall include this clause with the same degree of application being encouraged.

I am the undersigned prospective construction contractor or subcontractor. I certify that:

- I have ~~I have not~~ participated in a previous contract or subcontract subject to the Equal Opportunity Clause and
- if I have participated in a previous contract or subcontract subject to the Equal Opportunity Clause, I have  
  X   ~~I have not~~ filed with the Joint Reporting Committee, the Director of the Office of Federal Contract Compliance Programs, or the Equal Employment Opportunity Commission all reports due under the applicable filing requirements.

I understand that, if I have participated in a previous contract or subcontract subject to the Equal Opportunity Clause and have failed to file all reports due under the applicable filing requirements, I am not eligible, and will not be eligible, to have my bid or offer considered, or to enter into the proposed contract or subcontract, unless and until I make an arrangement regarding such reports that is satisfactory to the office where the reports are required to be filed.

I agree that I will obtain identical certifications from prospective lower-tier sub-contractors when I receive bids or offers or initiate negotiations for any lower-tier construction subcontracts with a price exceeding \$10,000. I also agree that I will retain such certifications in my files.

Date, 2024 March 21, 2025

By:



(Signature of Authorized Official)

Ceres Environmental Services, Inc.

(Name of Construction Contractor or Subcontractor)

6371 Business Boulevard, Suite 100, Sarasota, FL 34240

(Address of Construction Contractor or Subcontractor)

(800) 218-4424

41-1816075

(Telephone Number) (Employer Identification No.)



## ATTACHMENT 26

### **Certification of Compliance with the Code of Federal Regulations (CFR) Part 200.318 through 200.327**

REQUEST FOR BID NO. 2024-19 FEDERAL PROJECT The City must comply with the procurement standards set forth in 2 CFR 200.318, through 2 CFR 200.327.

Bid Respondent certifies that, if awarded, their company has reviewed and shall comply with contractor requirements set forth in 2 CFR 200.318, through 2 CFR 200.327.

1.   X   Contractor, if utilizing subcontractors, complies with Affirmative Steps listed in 2 CFR 300.321 (b). (COMPLETE ATTACHMENT CC).

2.   X   Contractor complies with Domestic Preferences for Procurements listed in 2 CFR 200.322, if applicable.

3.   X   If applicable to the scope of this project, Contractor shall comply with Procurement of Recovered Materials listed in 2 CFR 200.323 and PART 247—COMPREHENSIVE PROCUREMENT GUIDELINE FOR PRODUCTS CONTAINING RECOVERED MATERIALS.

4.   X   Contractor shall comply with Bonding Requirements listed in 2 CFR 200.326

5.   X   Contractor complies with Equal Employment Opportunity Clause 41 CFR 60-1.4(b); Appendix II to Part 200.

6. ~~\_\_\_\_\_ Contractor shall comply with Davis-Bacon Act, as amended (40 U.S.C. 3141-3148);~~  
~~Reference pages 8-9 of Attachment 1 and Appendix II to Part 200.~~

7.   X   Contractor shall comply with the Copeland "Anti-Kickback" Act (40 U.S.C. 3145), as supplemented by Department of Labor regulations (29 CFR Part 3, "Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States"). Reference Attachment 1 pages 10 – 14 and Appendix II to Part 200.

8.   X   Contractor shall comply with Contract Work Hours and Safety Standards Act (40 U.S.C. 3701-3708). Reference Appendix II to Part 200I.

9.   X   If applicable, Contractor shall comply with Clean Air Act (42 U.S.C. 7401-7671q.) and



the Federal Water Pollution Control Act (33 U.S.C. 1251 – 1387) as amended. Reference Appendix II to Part 200 (G).


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10.   X   Contractor states they have not been debarred or suspended from federal or state contract awards. A contract award must not be made to parties listed on the governmentwide exclusions in the System for Award Management (SAM). Reference Appendix II to Part 200 (H).

Contractor shall obtain Unique Entity Identifier (UEI) from sam.gov prior to the execution of contract award.

11.   X   Contractor shall complete Anti-Lobbying Certification Form and/or the Disclosure of Lobbying Activities Form (whichever may apply) to comply with the Byrd Anti-Lobbying Amendment (31 U.S.C. 1352). Appendix II to Part 200 (I).

Typed Name & Title of Authorized Representative    Tia Laurie, Corporate Secretary

Signature and Date of Authorized Representative        March 21, 2025