



# The State Bar of California

## Request for Proposal

This document is a Request for Proposal (“RFP”) for Professional Auditing and Accounting Services.

The State Bar of California (“State Bar”) is seeking proposals for independent auditing services for its annual financial statement, including its statement of expenditure of mandatory fees, for the years 2018-2020 initially and the years 2021 – 2022 if renewed. The State Bar’s fiscal year begins on January 1 and ends on December 31. The annual financial audit will begin in November of the fiscal year to be audited and must be completed by April 25th of the following fiscal year. In addition to the annual financial audit there will be a single fiscal controls audit conducted in 2022, within the maximum potential term of the contract.

The contract term desired is for an initial three (3)-year term, and will include options to renew for two (2) additional one (1)-year terms. The awarded contract will become effective before or during November 2018, the initial term will expire in November 2021 and, if both renewal options are exercised, the maximum five (5)-year term will expire in November 2023.

By state law, the State Bar’s annual audit must be performed by an independent national or regional firm with at least five (5) years of governmental auditing experience. For the purposes of this RFP, “regional” is generally defined as an auditing firm having one or more offices throughout the western United States.

Please submit six (6) copies of your proposal no later than 4 p.m. on August 3, 2018 to:

The State Bar of California  
180 Howard Street  
San Francisco, CA 94105-1639

Attn: Keith Jenkins  
Procurement  
415-538-2229

[Keith.Jenkins@calbar.ca.gov](mailto:Keith.Jenkins@calbar.ca.gov)

### I. INTRODUCTION

The State Bar of California, created in 1927 by the Legislature and adopted as a judicial branch agency by amendment to the California Constitution in 1960, is a public corporation within the judicial branch of state government. The purpose of the State Bar of California is to ensure that the people of California are served by the legal profession in a manner consistent with the highest standards of professional competence, care, and ethical conduct; to carry out such additional programs as may be required by law or by rule of court; and to contribute generally to the science of jurisprudence and the administration of justice. The State Bar serves as an administrative adjunct to the California Supreme Court in all matters pertaining to the admission, discipline, and regulation of California lawyers. The California Constitution, the State Bar Act and California Rules of Court vest in the State Bar the duty to regulate the legal profession, formulate and elevate educational and professional standards, raise the quality of legal services, advance the science of jurisprudence, and aid in the improvement of the administration of justice.

The State Bar of California’s mission is to protect the public and includes the primary functions of licensing, regulation and discipline of attorneys; the advancement of the ethical and competent practice of law; and support of efforts for greater access to, and inclusion in, the legal system. The State Bar is the largest state bar in the country and licenses approximately 250,000 attorneys. The agency is a public corporation within the judicial branch of state government and serves as an administrative arm of the California Supreme Court. More information about the State Bar can be found online:

[www.calbar.ca.gov/About-Us](http://www.calbar.ca.gov/About-Us). The State Bar’s offices are located in San Francisco and Los Angeles and the accounting records are maintained in San Francisco.

## **II. STATEMENT OF WORK**

The State Bar's fiscal year begins on January 1 and ends on December 31. The State Bar currently has 600 authorized fulltime employees and an annual budget of approximately \$176 million. The accounting and financial reporting functions of the State Bar are centralized. It follows the “business-type” activities reporting requirements of the Governmental Accounting Standards Board. The proprietary fund model is followed, and the full accrual basis of accounting is used. See **Attachment C: Financial Statements for the Year Ended December 31, 2017** / Independent Auditors' Report as well as **Attachment D: The 2017 Report to the Board of Trustees** from Moss Adams audit firm for additional information.

### **A. Scope of Work Performed**

California Business and Professions Code Section 6145(a) requires the State Bar to contract with an independent national or regional public accounting firm to audit its financial statement each fiscal year. The statute requires a copy of the audit and financial statement to be submitted to the State Bar’s Board of Trustees, the Chief Justice of the Supreme Court, and to the Assembly and State Senate Committees on Judiciary within one hundred twenty (120) days of the close of the State Bar’s fiscal year, which is the calendar year. Each audit of a State Bar financial statement must be completed no later than April 25th of each year for filing with the State Legislature and State Supreme Court by April 30th.

### **B. Auditing Standards to be Followed**

To meet the requirements of this request for proposals, the audit shall be performed in accordance with generally accepted auditing standards (“GAAS”) as set forth by the American Institute of Certified Public Accountants.

### **C. Reports to Be Issued**

Following the completion of an audit of a fiscal year’s financial statement, the auditor shall issue a report on the fair presentation of the financial statement in conformity with generally accepted accounting principles (“GAAP”). The report shall compare the audit findings to the findings of the previous fiscal year’s financial audit. The auditor shall communicate in a letter to those charged with governance any material weakness or reportable conditions found during the audit, as defined by generally accepted auditing standards. In addition, the following matters shall be reported to the Board of Trustees:

- 1. Irregularities and illegal acts.** Auditors shall make an immediate, written report of all instances of fraud and illegal acts of which they become aware to the following parties:
  - a.** Executive Director
  - b.** Chief Administrative Officer
  - c.** Chief Financial Officer
  - d.** Audit Committee Chair

2. **Reporting to the audit committee.** Auditors shall assure themselves that the State Bar’s audit committee is informed of each of the following:
  - a. The auditor’s responsibility under GAAS;
  - b. Significant accounting policies;
  - c. Management judgments and accounting estimates;
  - d. Significant audit adjustments;
  - e. Other information in documents containing audited financial statements;
  - f. Disagreements with management;
  - g. Management consultation with other accountants;
  - h. Major issues discussed with management prior to retention; and
  - i. Difficulties encountered in performing the audit.

#### **D. Special Examinations and Deliverables**

In addition to auditing the financial statement, the auditor will conduct and prepare a special financial report and audit of the State Bar’s Statement of Expenditures of Mandatory Fees (“Expenditure Statement”) in accordance with GAAP. The Expenditure Statement must also be completed by April 25th for submission to the State Legislature and State Supreme Court by April 30th.

The United States Supreme Court held in *Keller v. State Bar of California*, 496 U.S. 1 (1990) that the State Bar violated licensees’ First Amendment right of speech by using compulsory licensee dues to finance political or ideological activities that licensees disagreed with when such expenditures were not necessarily or reasonably incurred to regulate the legal profession or improve the quality of legal services.

The State Bar offers licensees who choose not to support certain political or ideological activities unrelated to regulating the legal profession or improving the quality of legal services an advance deduction of dues. The amount to be offered as a deduction is determined by reviewing the State Bar’s last available audited financial statement. The Expenditure Statement is an audit of the deduction calculation and is based on the last available audited financial statement. A copy of the 2017 statement is included as **Attachment E: Statement of Expenditures of Mandatory Fees and Independent Auditor’s Report.**

#### **E. Presentation of Audit Reports / Deliverables**

The accounting firm shall provide twenty (20) bound copies of the auditor’s reports and the financial statements and schedules, including the Expenditure Statement, and twenty (20) copies of the management letter, no later than April 25th of each year of the Agreement. The partner in charge of the audit shall be required to attend one (1) public meeting at which the audit report will be discussed. The accounting firm shall also provide electronic copies of the auditor’s report, the financial statements and schedules, the management letter, and the examination reports in an accessible format that complies with the Web Content Accessibility Guidelines (WCAG) 2.0. <http://www.w3.org/TR/WCAG20/>.

#### **F. Five-Year Internal Controls Review**

Every five (5) years the State Bar is required to contract with an audit firm to review the State Bar’s internal controls. This review is scheduled to take place in 2022. The review shall include two (2) elements:

1. **Policy and Procedure Review** – The objective of the policy and procedure review is to evaluate whether operational, compliance, and financial reporting controls are adequate as designed to support the State Bar’s existing operations. The accounting firm shall review the State Bar’s financial policies and procedures and selected Information Technology procedures ( e.g. IT Security Program), (together, “Policies and Procedures”) and assess them for adequacy and sufficiency to address the needs of State Bar operations and promote an

effective and efficient control environment. The following Policies and Procedures are within the scope of review:

- a. Accounts Payable and Cash Disbursement
- b. Cash Receipts
- c. Licensee Billing – Cash Receipts
- d. Fixed Assets
- e. Investments
- f. General Accounting and Financial Reporting
- g. Payroll
- h. Travel Advance
- i. Travel and Business-Related Expense Policy
- j. General Procurement Manual
- k. Signature Authorization Levels
- l. IT Security Program
- m. System Access Administration

2. **Internal Audit** – The objective of the internal audit is to evaluate whether the policies and procedures of the State Bar are in place and being followed. Each year's audit should be developed around industry best practices for the year in which it begins. The assessment will be performed for the following processes:

- a. Billing and Collections
- b. Purchasing, Accounts Payable, and Cash Disbursements
- c. Human Resources and Payroll
- d. Investment Management
- e. General Ledger, Financial Close, and Reporting
- f. Information Technology General Controls

#### **G. Rates for Additional Professional Services**

If it should become necessary for State Bar to request the auditor to render any additional services to either supplement the services requested in this RFP or to perform additional work as a result of the specific recommendations included in any report issued on this engagement, then such additional work shall be performed only if set forth in an addendum to the contract between the State Bar and the firm. Any such additional work agreed to between State Bar and the firm shall be performed at the same rates set forth in the schedule of fees and expenses included in **Attachment A: Itemized Cost Proposal**.

#### **H. Manner of Payment**

Progress payments will be made based on hours of work completed during the course of the engagement and out-of-pocket expenses incurred in accordance with the firm's dollar cost bid proposal. Interim billing shall cover a period of not less than a calendar month.

### **III. ORGANIZATIONAL STRUCTURE**

#### **A. Contact Persons & Organizational Chart**

The auditor's principal contact with the State Bar will be the Chief Financial Officer, or a designated representative, who will coordinate the assistance to be provided by the State Bar to the auditor. An organizational chart with a list of key personnel with the location of their principal offices is attached as **Attachment F: State Bar Organization Structure**. The State Bar employs approximately 534 employees of which 437 are union-represented and 97 are at-will positions. The Office of Finance is made up of 14

full-time employees who are responsible for budget and planning; accounting and reporting; payables; billing and collection; payroll; and treasury.

## **B. Fund Structure**

The State Bar utilizes the proprietary fund model for its annual financial report. For internal purposes, the State Bar's operations are divided into one General Fund and fourteen restricted funds.

## **C. Budgetary Basis of Accounting**

The State Bar prepares its budgets on a basis consistent with generally accepted accounting principles. The Bar's adopted budget for 2018 is included as **Attachment G: 2018 Final Budget**.

## **D. Sources of Funding**

The State Bar's primary source of funding is the mandatory licensing fee assessed annually on attorneys licensed to practice in the State of California. Other significant sources of revenue include voluntary dues/donation, licensure application fees, non-federal grants, moral character application fees and client trust account revenue. The budgeted expenses total for 2018 is \$176 million.

## **E. Retirement Plans**

The State Bar's defined benefit plan provides retirement and disability benefits, annual cost of living adjustments, and death benefits to plan members and beneficiaries. The plan is part of the Public Agency portion of the California Public Employees' Retirement System, an agent multiple-employer plan administered by CalPERS which acts as a common investment and administrative agent for participating entities within the State of California.

## **F. Post-retirement Benefits**

The State Bar now provides bargaining unit retirees who are deemed eligible by PERS the minimum retiree benefit required by PEMHCA. The State Bar provides certain health care and life insurance benefits for retired executive employees attaining specific age and service requirements. The State Bar has established an irrevocable trust to administer the program. The State Bar funds the actuarially-determined annual required contribution and currently has an OPEB asset on its balance sheet. In 2013, the Bar began systematic transfers of the funds maintained in the Bar's trust to CalPERS under its CERBT Investment Fund Plan. No employee contributions are made to the plan and the State Bar has the right to modify plan provisions prospectively at its discretion. As of May 1st, the State Bar provides CalPERS health

## **G. Component Units**

*The State Bar has no component units.*

## **H. Assistance to Be Provided**

The Office of Finance staff and responsible management personnel will be available during the audit to assist the firm by providing information, documentation and explanations. The preparation of lead schedules and confirmations will be the responsibility of the State Bar. IT personnel will also be available to provide systems documentation and explanations. The State Bar will provide the auditor with reasonable conference room work space, tables and chairs. The auditor will also be provided with access to telephone lines, and photocopying facilities. Reports will be prepared by State Bar staff. The accounting firm will be responsible for editing and printing the final reports.

## I. Computer Systems

The financial software used by the State Bar is Oracle's JD Edwards suite version 8.12, the installed applications are: Workforce Management, Payroll, General Ledger, Accounts Receivable, Accounts Payables, Fixed Assets and Procurement. The auditor will have access to the financial system. The State Bar plans to upgrade to Oracle Cloud Fusion in 2019.

## J. Availability of Prior Audit Reports and Working Papers

Interested bidders who wish to review prior years' audit reports and management letters should contact Keith Jenkins, Senior Program Analyst, at: [Keith.Jenkins@calbar.ca.gov](mailto:Keith.Jenkins@calbar.ca.gov). The State Bar will use its best efforts to make prior audit reports and supporting working papers available to bidders to aid their response to this request for proposals.

## IV. GENERAL INFORMATION

The submission requirements for this RFP are set forth below. A proposal shall constitute an irrevocable offer for sixty (60) business days following the deadline for its submission. Reference to a certain number of days in this RFP shall mean business days unless otherwise specified.

Contact with State Bar personnel in connection with this RFP may not be made other than as specified in this RFP. Unauthorized direct or indirect contact with any State Bar personnel may be cause for rejection of a bid.

### A. Submission Requirements

To be considered responsive, a proposal must contain the following, prefaced by a table of contents, referenced by number and in the order below.

1. A brief description of the history and organization of the bidder's firm, and of any proposed subcontractor or partner.
2. Copies of business licenses, professional certifications or other credentials, together with evidence that bidder is in good standing with the State Board of Accountancy and qualified to conduct business in California.
3. The most recent year's annual reports, or comparable document, including detailed current profit and loss, assets and liabilities, and other relevant financial data. Bidders must submit **Attachment B: Vendor History Questionnaire** electronically in native .xls format per instructions below.
4. A description of at least three (3) similar projects completed by the bidder within the past three (3) years. Include references with contact information for clients who are comparable to the State Bar and for whom the firm performed services similar to those being requested in this RFP. The references should include the name of a contact person, title, physical and e-mail addresses, and telephone numbers. The State Bar may, but is not obligated to, contact these references.
5. The resumes of the project director, analysts and other staff proposed to work on the project, including: qualifications, background and experience.
6. Provide a description of the history of work previously performed for other State of California agencies or State Judicial Branch Entities (JBE's). The three (3) similar projects requested in Submission Requirement #4 do not need to be JBE's.

7. A general description of the techniques, approaches and methods to be used in completing the project.
8. A description of the chronology for completing the work, including a timeline and deadlines for each task. Timelines should be designed in weeks, in series starting from Week 1; any and all concurrent services should be clearly noted as such.
9. A detailed cost proposal, including any travel costs and other expenses. Bidders must submit **Attachment A: Itemized Cost Proposal** electronically in native .xls format per instructions below. If necessary, Vendors' travel expenses will be reimbursed in accordance with the public [Travel and Business-Related Expense Policy](#) for that calendar year. It is unlawful for any person engaged in business within this state to sell or use any article or product as a "loss leader" as defined in [Section 17030](#) of the Business and Professions Code. As the State Bar may award a contract based on the initial offer, a bidder should make its initial offer on the most favorable terms available. The State Bar reserves the right, however, to have discussions with those bidders falling within a competitive range, and to request revised pricing offers from them and to make an award or conduct negotiations thereafter.
10. A written acknowledgement of the acceptance of the Contracting Requirements set forth in section V of this RFP. Specific terms may be reserved for future negotiation, but must be clearly identified and reasons given for the reservation.

#### **B. Submission Requirements Format Summary**

Proposals should be prepared simply and economically, providing a straightforward and concise description of the Vendor's ability to meet the requirements of this RFP. Emphasis should be on completeness and clarity of content.

1. Deliver six (6) physical hardcopies to the attention of Tamarra Brown, no later than 4 p.m. August 3, 2018.
2. Each set should include all attachments requested, including copies of the electronic attachments itemized below.
3. Deliver 1 electronic file storage medium containing all response items (CD-ROM, DVD, or USB flash drive). A .pdf softcopy of the entire proposal (assembled; file-to-PDF only, do not print and scan), as well as discrete files of the following in native format as noted below.
  - a. **Attachment A: Itemized Cost Proposal (.xls)**
  - b. **Attachment B: Vendor History Questionnaire (.xls)**

Proposals that fail to address each of the submission requirements above may be deemed non-responsive and will not be further considered. The State Bar, solely upon its own discretion, will judge vendors on their overall compliance, and may judge a vendor to be materially compliant, even if that vendor is non-compliant to a particular requirement of the RFP.

If specific submission components are particularly large and self-contained they may be included in a separate appendix rather than in the body of the proposal. Submittals should not direct the evaluation team to general brochures, marketing materials or websites to obtain information related to the specific submission requirements; submittals that utilize references to external materials as an answer will be considered non-responsive.

Submittals should provide straightforward and concise information that fulfill the requirements of the RFP. Emphasis should be placed on brevity, conformity to the State Bar's instructions, and completeness and clarity of content. Proposals should not include generic promotional materials and graphics that increase page count and PDF file size without addressing substantive content. Hard copy brochures and marketing materials may be included as a supplement if desired.

**C. Rejection of Proposals**

The State Bar reserves the right in its sole discretion to reject any or all proposals in whole or in part, without incurring any cost or liability whatsoever. All proposals will be reviewed for completeness of the submission requirements. If a proposal fails to meet a material requirement of the RFP, or if it is incomplete or contains irregularities, the proposal may be rejected. A deviation is material to the extent that a proposal is not in substantial accord with RFP requirements.

Immaterial deviations may cause a bid to be rejected. The State Bar may or may not waive an immaterial deviation or defect in a proposal. The State Bar's waiver of an immaterial deviation or defect will in no way modify the RFP or excuse a bidder from full compliance with the RFP requirements.

Any proposal may be rejected where it is determined to be not really competitive, or where the cost is not reasonable.

Proposals that contain false or misleading statements may be rejected if in the State Bar's opinion the information was intended to mislead the State Bar regarding a requirement of the RFP.

**D. Evaluation Process and Highest Scored Bidder**

An evaluation team will review, in detail, all proposals received to determine the Highest Scored Bidder ("HSB").

Following the initial review and screening of the written Proposals, using the selection criteria described below, several bidders may be invited to participate in the final selection process, which may include participation in an oral interview and/or submission of any additional information as requested by the State Bar.

The State Bar reserves the right to determine the suitability of proposals on the basis of a proposal's meeting administrative requirements, technical requirements, the review team's assessment of the quality and performance of the equipment and services proposed, and cost.

During the evaluation process, the State Bar may require a bidder's representative to answer questions with regard to the proposal and/or require certain bidders to make a formal presentation to the evaluation team and/or the State Bar Senior Executive Team. The State Bar may also have discussions with those bidders falling within a competitive range, request revised pricing offers from such bidders, and make an award and/or conduct negotiations thereafter.

This Request for Proposal does not commit the State Bar to awarding a contract. Bidders shall bear all costs incurred in the preparation of the Proposal and participating in the Proposal evaluation process. The State Bar reserves the right to reject any and all Proposals, to accept the Proposal it considers most favorable in its sole discretion, and to waive minor irregularities. The State Bar further reserves the right to seek new Proposals when such procedure is considered by it to be in the best interest of the State Bar.



1. The following criteria will be used in reviewing and comparing the proposals and in determining the HSB. The weight to be assigned to each criterion appears following each item.
  - a. Responsiveness of the proposal to the submission requirements set forth in the RFP (10%).
  - b. Agreement with the State Bar's contracting requirements (10%).
  - c. The technical ability, capacity, and flexibility of the bidder to perform the contract in a timely manner and on budget, as verified by the quality of any demonstration, client references, demonstrated success in projects with similar requirements and any other contracts with the State Bar (35%).
  - d. The financial viability of the bidder as evidenced by standard financial reports (10%).
  - e. The total cost of the proposal. If the proposal contains itemized rates, per piece pricing, or commission-based pricing, the State Bar reserves the right to calculate total contracted cost by calculating rates using either previous known usage activity or future projected volume. Costs will be evaluated only if a proposal is determined to be otherwise qualified. Costs should be itemized by type to allow the State Bar to implement the proposal over the term of the contract (35%).
2. If a large number of proposals are received, the State Bar reserves the right to review the proposals using a tiered evaluation system. All qualified proposals will be evaluated based on the Submission Requirements and Cost, with the top candidates advancing as finalists and receiving a full evaluation as outlined above.

**E. Award and Execution of Contract**

Subject to the State Bar's right to reject any or all proposals, the HSB will be awarded the contract. In the case of a virtual tie (defined as evaluation scores within two (2) points of one another) the Executive Director may determine who will be awarded the contract. Notice will be posted at the State Bar's offices at 180 Howard Street, San Francisco, CA and written notice sent to bidders on or about August 31, 2018 of the Bar's intention to award the contract to the HSB. It is anticipated that final selection of the HSB will be made by September 7, 2018. The evaluation team will select a winning proposal subject to approval by the Board of Trustees. Upon selection, the State Bar and the selected Vendor will enter into good faith negotiations on a contract containing, without limitation, the Statement of Work and Contracting Requirements sections below.

No contract or agreement, express or implied, shall exist or be binding on the State Bar before the execution of a written contract by both parties. If agreement on the terms of such a contract cannot be reached after a period deemed reasonable by the State Bar in its sole discretion, the State Bar may enter into negotiations and sign a contract with any other bidder who submitted timely and responsive proposals to this RFP.

If, after the State Bar and the HSB agree to terms and execute a contract, that contract is terminated for any reason, the State Bar may, in its sole discretion, either enter into negotiations with the next highest scored bidder, or issue a new RFP and begin the proposal process anew.

Questions regarding the State Bar's award of any business on the basis of proposals submitted in response to the RFP, or on any other matter in connection with the selection process, should be addressed in writing to Keith Jenkins, Senior Program Analyst, at [Keith.Jenkins@calbar.ca.gov](mailto:Keith.Jenkins@calbar.ca.gov).

Where written notice is required in this RFP, the notice must be sent by U.S. mail and either facsimile or e-mail. If by facsimile, send notice to the contact listed above beforehand.

**F. Errors in the RFP**

If a bidder discovers any ambiguity, conflict, discrepancy, omission, or other error in the RFP, the bidder should immediately provide the State Bar with written notice of the problem and request that the RFP be clarified or modified. Without disclosing the source of the request, the State Bar may modify the document prior to the date fixed for submission of proposals by issuing an addendum to all potential bidders to whom the RFP was sent.

If prior to the date fixed for submissions, a bidder knows of or should have known of an error in the RFP but fails to notify the State Bar of the error, the bidder shall bid at its own risk, and if awarded the contract, shall not be entitled to additional compensation or time by reason of the error or its later correction.

**G. Questions Regarding the RFP**

Questions regarding the RFP may be addressed in writing to Keith Jenkins, Senior Program Analyst, at: [Keith.Jenkins@calbar.ca.gov](mailto:Keith.Jenkins@calbar.ca.gov). All questions must be submitted no later than five (5) days prior to the date for submission of proposals. Questions and answers regarding the RFP may be shared with all bidders known to be interested in submitting a proposal.

If a question relates to a proprietary aspect of its proposal and the question would expose proprietary information if disclosed to competitors, the bidder may submit the question in writing, conspicuously marking it as "CONFIDENTIAL." With the question, the bidder must submit a statement explaining why the question is sensitive. If the State Bar concurs that the disclosure of the question or answer would expose proprietary information, the question will be answered, and both the question and answer will be kept in confidence, subject to the California Public Records Act. If the State Bar does not concur regarding the proprietary nature of the question, the question will not be answered in this manner and the bidder will be notified.

A bidder who believes that one or more of the RFP's requirements is onerous or unfair, or unnecessarily precludes less costly or alternative solutions, may submit a written request that the RFP be changed. The request must set forth the recommended change and reason for proposing the change. The State Bar must receive any such request no later than five (5) days before the deadline for submitting proposals.

**H. Addenda**

The State Bar may modify the RFP prior to the fixed date for submission by posting, mailing, emailing or faxing an addendum to the bidders known to be interested in submitting a proposal. If any bidder determines that an addendum unnecessarily restricts its ability to bid, it must notify the State Bar in writing no later than five (5) days before the deadline for submitting proposals.

**I. Withdrawal and Resubmission / Modification of Proposals**

A proposal may be withdrawn at any time prior to the deadline for submitting proposals by notifying the State Bar in writing of its withdrawal. The notice must be signed by the bidder. The bidder may thereafter submit a new or modified proposal, provided that it is received at the State Bar no later than the deadline.

Modification offered in any other manner, oral or written, will not be considered. Proposals cannot be changed after the evaluation process begins.

**J. Protest Procedure**

A bidder may protest the award if it meets any of the following conditions:

1. The State Bar failed to follow the procedures specified in either subdivision (c) of Public Contract Code section 10344.
2. The State Bar failed to apply correctly the standards for reviewing the format requirements or evaluating the proposals as specified in this request for proposal.
3. The State Bar failed to follow the methods for evaluating and scoring the proposals specified in this request for proposal.
4. The State Bar is proposing to award the contract to a bidder other than the bidder given the highest score by the state agency evaluation committee.

A bidder qualified to protest should contact Keith Jenkins, Senior Program Analyst at: (415) 538-2229, to attempt an informal resolution. If this contact is unable to resolve the protest to the bidder's satisfaction, the bidder must file a written protest prior to the award. Within five(5) days after filing the protest, the protesting bidder shall file a full and complete written statement specifying the grounds for the protest. The written protest must state the facts surrounding the issue and the reasons the bidder believes the award to be invalid. The protest must be sent by certified or registered mail or delivered personally to:

The State Bar of California  
180 Howard Street  
San Francisco, CA 94105-1639

Attention: Chief Administrative Officer

Protests will be reviewed and decided by the State Bar's Award Protest Team within thirty (30) days after the State Bar issues written acknowledgment of the protest. In the event that a protest is filed, the contract award will be postponed pending resolution of the protest.

**K. News Releases**

News releases pertaining to the award of a contract may not be made without the prior written approval of the State Bar.

**L. Disposition of Materials**

All materials submitted in response to an RFP will become the property of the State Bar of California and will be returned only at the State Bar's option and at the expense of the bidder. One copy of each proposal will be retained for the State Bar's official files and become a public record pursuant to the California Public Records Act. By submitting a proposal, a bidder agrees to these terms and waives any right to pursue a cause of action for damages incurred as a result of the release of any information contained in a proposal.

## V. CONTRACTING REQUIREMENTS

Upon selection of a vendor, the terms set forth in this RFP are to be embodied in a definitive agreement containing such additional covenants and other provisions as may be mutually acceptable.

The State Bar contemplates that, in addition to the terms described above in this RFP, final agreement between the State Bar and the selected vendor will include, without limitation, the following terms. Submission of a proposal shall constitute agreement to contract on these terms, except for any term specifically reserved in the proposal for future negotiation.

### A. Time of Essence

Time is of the essence with respect to Vendor's performance of the services and equipment to be provided in the final agreement.

### B. Warranties and Representations

1. Vendor and its Personnel assigned to the project have the expertise, experience, ability, and licenses, if necessary, to perform the services in a diligent, timely and professional manner consistent with generally accepted industry standards;
2. The services will be performed in a workmanlike manner consistent with generally-accepted industry standards of practice and appropriate for the purposes contemplated by the final Agreement;
3. (i) Vendor owns all right, title, and interest in, or otherwise has full right and authority to permit the use of any Pre-Existing IP; (ii) to the best of Vendor's knowledge, the Pre-Existing IP does not infringe the rights of any third party, and use of the Pre-Existing IP as well as any of Vendor's intellectual property rights in connection with the applicable statement of work does not and will not violate the rights of any third parties; (iii) Vendor will comply with the terms and conditions of any licensing agreements which govern the use of third party materials; and (iv) Vendor will comply with all laws and regulations as they relate to the services and deliverables; and
4. If any deliverable fails to conform to the standard specified above, Vendor, at its sole expense, will promptly correct the defective deliverable. This remedy is cumulative of any and all other remedies to which the State Bar may be entitled pursuant to the final Agreement and applicable law.
5. Accessibility Standards. Vendor will meet certain disability accessibility standards as specified in Section II.E. Presentation of Audit Reports / Deliverables.
6. Inducement. The representations and warranties in the final Agreement are essential inducements on which the State Bar relies in awarding and performing under the final Agreement.
7. Survival of Warranties. Vendor's representations and warranties under the final Agreement will survive the termination or expiration of the Agreement and will remain in full force and effect throughout the useful life of the deliverables.

### C. Independent Contractors

1. The relationship of the parties established under the final Agreement is that of independent contractors. The final Agreement will not be construed to establish a partnership, joint venture, agency, employer-employee, or other similar relationship

between the parties. Neither the State Bar nor Vendor is liable for any of the obligations or liabilities the other incurs.

2. Vendor Acknowledgements. Vendor further acknowledges and agrees:

- a. The State Bar may not withhold any amount for any tax or other withholdings from any sums due Vendor under the final Agreement;
- b. Unless otherwise provided in the final Agreement, Vendor must furnish all labor, tools, equipment and materials necessary for the performance of the Services;
- c. Vendor has no rights under workers' compensation laws or to the coverage under the State Bar's workers' compensation plan as a result of any services performed; and
- d. Vendor assumes full and sole responsibility for the payment of all compensation and expenses for its employees, including workers' compensation coverage as required, all federal, state and local income taxes, unemployment and disability insurance, Social Security and other applicable withholdings.

**D. Indemnity Obligations of Vendor**

1. Indemnification by Vendor. Vendor will indemnify, defend and hold harmless the State Bar, including its Board of Trustees, directors, officers, agents, and employees (as the same may be constituted from time to time and hereinafter referred to as "State Bar Indemnified Party (or Parties)") from and against any and all claims, demands, damages, judgments, debts, liabilities, losses, obligations, costs, expenses, liens, actions or causes of action (including but not limited to reasonable attorneys' fees, costs and expenses), whether or not litigation is actually commenced, arising out of: (a) the material breach by Vendor of any warranty, representation, term or condition made or agreed to by Vendor; (b) all products and services prepared by or for Vendor hereunder and provided to the State Bar; (c) any claim or action for personal injury, death or otherwise involving alleged defects in Vendor's business or any of its products or services provided to State Bar; (d) any breach by Vendor of any statutory or regulatory obligation; (e) the actual or alleged infringement by Vendor of any Intellectual Property Rights of any person or entity; and/or (f) any act or omission of Vendor, its employees, agents or subcontractors or partners.

2. Indemnification Procedures.

- a. If any third party claim is commenced against any State Bar Indemnified Party entitled to indemnification under this section, notice thereof will be given to Vendor as promptly as practicable. Vendor will immediately take control of the defense and investigation of such claim and to employ and engage attorneys reasonably acceptable to the State Bar to handle and defend the same, at Vendor's sole cost and expense. The State Bar Indemnified Party will cooperate, at the sole cost of Vendor, in all reasonable respects with Vendor and its attorneys in the investigation, trial and defense of such claim and any appeal arising therefrom; provided, however, that the State Bar Indemnified Party may, at its own cost and expense, participate, through its attorneys (including, but not limited to, its Office of General Counsel) or otherwise, in such investigation, trial and defense of such claim and any appeal arising therefrom. Vendor will not enter into a settlement of any claim that involves a remedy other than the payment of money by Vendor without the prior written consent of the State Bar.

If Vendor does not assume full control over the defense of a claim that Vendor is obligated to defend as provided in this section, Vendor may participate in such defense, at its sole cost and expense, and the State Bar will have the right to defend the claim in such manner as it may deem appropriate, at the sole cost and expense of Vendor.

- b. If any legal work reasonably necessary to the State Bar's defense as described herein is performed by in-house counsel for the State Bar, the State Bar will determine the value of such work at a reasonable hourly rate for comparable outside counsel and be promptly paid by Vendor; provided, however, the parties hereby confirm that such fees will be recoverable with respect to legal work performed by the State Bar's in-house counsel only to the extent that such work is not duplicative of legal work performed by outside counsel paid for by Vendor and representing the State Bar in such matter.
- c. Survival. Vendor's obligations under this indemnity provision will survive the expiration and termination of the final Agreement.
- d. Enforcement of this Provision. Vendor will be liable to the State Bar for all costs (including but not limited to reasonable attorneys' fees, costs and expenses) that may be incurred by the State Bar for the purposes of enforcing this section.

#### **E. Rights in Work Product**

1. Intellectual Property Rights Defined. For purposes of the final Agreement, the term "Intellectual Property Rights" means know-how, inventions, patents, patent rights, and registrations and applications, renewals, continuations and extensions thereof, works of authorship and art, copyrightable materials and copyrights (including, but not limited to, titles, computer code, designs, themes, concepts, artwork, graphics and visual elements, and methods of operation, and any related documentation), copyright registrations and applications, renewals and extensions thereof, mask works, industrial rights, trademarks, service marks, trade names, logos, trademark registrations and applications, renewals and extensions thereof, derivative works, trade secrets, rights in trade dress and packaging, publicity, personality and privacy rights, rights of attribution, paternity, integrity and other similarly afforded "moral" rights, and all other forms of intellectual property and proprietary rights recognized by the U.S. laws, and other applicable foreign and international laws, treaties and conventions.
2. Work Product. Vendor recognizes and agrees that all right, title and interest, including all Intellectual Property Rights, which may be prepared, procured or produced in whole or in part in, or resulting from, the Services rendered by Vendor or subcontractors or partners pursuant to the final Agreement, including, without limitation, any and all Deliverables, (collectively referred to as "Work Product") will be owned by the State Bar. To ensure that the Work Product becomes the sole property of the State Bar, in consideration of the mutual promises contained in the final Agreement, Vendor agrees to transfer, in perpetuity, to the State Bar, all of the right, title and interest in the Work Product, in the United States of America and throughout the world, and agrees to assign any and all renewals and extensions of each such copyright that may be secured under the laws now or hereafter pertaining; and Vendor will execute at the State Bar's expense, all documents reasonably required to perfect the foregoing rights in the State Bar. In the event Vendor fails to execute any documents, Vendor appoints the State Bar as its attorney-in-fact to execute such documents on Vendor's behalf. Vendor hereby waives and/or transfers any and all moral rights, including without limitation any right to identification of authorship or limitation on subsequent modification that Vendor (or its

employees, agents or consultants) has or may have in the Work Product or any part thereof.

3. No Transfer of Title in and to Vendor's Pre-Existing IP. Notwithstanding the foregoing, the State Bar acknowledges that independent of the final Agreement, Vendor has created, acquired or otherwise has rights in and may, in connection with the performance of the final Agreement, employ certain intellectual property, including, without limitation, various concepts, ideas, methods, methodologies, procedures, processes, know-how, techniques (collectively, "Pre-Existing IP"). The State Bar and Vendor intend that title in and to such Pre-Existing IP remain vested in Vendor, provided however, that to the extent that Deliverable incorporates any Pre-Existing IP, Vendor hereby grants to the State Bar a world-wide, non-exclusive, fully paid-up, royalty-free, perpetual, irrevocable right and license to use such Pre-Existing IP as incorporated into such Deliverable to enable the State Bar to have full use of such Deliverable as contemplated by the final Agreement, including, without limitation, the right to run, execute, copy, modify, create derivative works, display, distribute and sublicense such rights.
4. Third Party Materials. As used in the final Agreement, "Third Party Materials" means proprietary third party materials which are incorporated into the Deliverables. All Third Party Materials are the exclusive property of their respective owners. Vendor must inform the State Bar of all Third Party Materials that may be required to perform the Services or otherwise integrated into the Deliverables. Under such circumstances, Vendor will inform the State Bar of any need to license and unless otherwise provided for by the State Bar, Vendor will obtain the license(s) necessary to permit the State Bar's use of the Third Party Materials consistent with the usage rights granted herein. In the event Vendor fails to properly secure or otherwise arrange for any necessary licenses or instructs the use of Third Party Materials, Vendor hereby indemnifies, saves and holds harmless the State Bar from any and all damages, liabilities, costs, losses or expenses (including reasonable attorney's fees and costs) arising out of any claim, demand, or action by a third party arising out of Vendor's failure to obtain copyright, trademark, publicity, privacy, defamation or other releases or permissions with respect to materials included in the Deliverables.

#### **F. Insurance Obligations of Vendor**

1. Without in any way limiting Vendor's liability pursuant to the "Indemnification" Section of the final Agreement, Vendor must maintain in full force and effect during the term of the Agreement at Vendor's own expense, insurance in the amounts and coverages indicated below and pursuant to the following provisions.

Vendor will provide and keep in full force and effect during the term of the final Agreement, at its own cost and expense, the following insurance policies for the joint benefit of Vendor and the State Bar: (i) **Commercial General Liability Insurance** with a general aggregate limit (other than products/completed operations) of no less than Two Million Dollars (\$2,000,000.00) and including products/completed operations coverage with a limit of no less than One Million Dollars (\$1,000,000.00); at least One Million Dollars (\$1,000,000.00) premises and operations limit; at least One Million Dollars (\$1,000,000.00) personal and advertising injury limit; at least One Million Dollars (\$1,000,000.00) each occurrence limit; (ii) **Workers' Compensation** coverage as required by law, together with employer liability coverage with limits of not less than One Million Dollars (\$1,000,000.00) per occurrence; (iii) **Comprehensive Automobile Liability Insurance** covering owned, leased, hired and non-owned vehicles, with a combined liability per occurrence limit of at least One Million Dollars (\$1,000,000.00); and, (iv) **Professional Liability Insurance** with a general aggregate limit of Two Million

Dollars (\$2,000,000.00) and a per occurrence limit of at least Two Million Dollars (\$2,000,000.00).

2. All insurance policies required to be maintained pursuant to this section will name the State Bar, its Board of Trustees, directors, officers, and employees as additional insureds (“**Additional Insureds**”). If **Blanket Fidelity/Commercial Blanket Bond** is required, the State Bar, its Board of Trustee, directors, officers, and employees will be named as additional loss payees (“**Additional Loss Payees**”). In addition, all insurance policies will: (i) be primary and non-contributing with respect to any other insurance available to the Additional Insureds, with respect to any claims arising out of the final Agreement; (ii) apply separately to each insured against whom a claim is made or suit is brought; (iii) include a waiver of subrogation provision or endorsement in favor of the State Bar; and (iv) be with insurance carrier(s) that have a minimum A.M. Best’s insurance rating of AVIII, are authorized to do business in the State of California, and are satisfactory to the State Bar.
3. Vendor will deliver to the State Bar offices, **Attn: Risk Management, 180 Howard Street, San Francisco, CA 94105**, certificates of insurance evidencing compliance with the requirements of this section (including completed certificates and policy endorsements) no later than thirty (30) days after the execution of the final Agreement. In no event will Vendor commence operations under the final Agreement before furnishing to the State Bar such certificates of insurance.
4. All policies must provide thirty (30) days’ advance written notice to the State Bar of reduction or nonrenewal of coverages, material change of coverages, or cancellation of coverages for any reason. All such notice will be sent to the Risk Management Department of the State Bar as listed in Section 3. In addition, notwithstanding any notices sent to the State Bar by the insurer, Vendor will immediately notify the State Bar when it becomes aware of any cancellation or material change in the amounts of or type of coverage of the insurance policies required.
5. Should any of the required insurance be provided under a claims-made form, Vendor will maintain such coverage continuously throughout the term of the final Agreement and, without lapse, for a period of three (3) years beyond the expiration of the final Agreement, to the effect that, should occurrences during the contract term give rise to claims made after expiration of the Agreement, such claims will be covered by such claims-made policies.
6. Should any of the required insurance be provided under a form of coverage that includes a general annual aggregate limit or provides that claims investigation or legal defense costs be included in such general annual aggregate limit, such general annual aggregate limit will be double the occurrence or claims limits specified above.
7. Should any required insurance lapse during the term of the final Agreement, requests for payments originating after such lapse will not be processed until the State Bar receives satisfactory evidence of reinstated coverage as required by the final Agreement, effective as of the lapse date. If insurance is not reinstated, the State Bar may, at its sole option, terminate the final Agreement effective on the date of such lapse of insurance. Termination will be in addition to any other rights or remedies that the State Bar may have under the final Agreement.
8. Failure to maintain insurance will constitute a material breach of the final Agreement. If Vendor fails to secure and maintain insurance policies complying with the provisions of the final Agreement, the State Bar may purchase the required insurance coverage and Vendor will reimburse the State Bar for all associated costs, which will be in addition to



any other rights or remedies available to the State Bar under the final Agreement. Alternatively, the State Bar may terminate the final Agreement. Termination will be in addition to any other rights or remedies that the State Bar may have under the final Agreement.

9. If Vendor assigns, subcontracts, or delegates any portion of the duties under the final Agreement, Vendor will ensure that each assignee, subcontractor or partner, or delegee purchases and maintains the same insurance coverage required pursuant to the final Agreement, provided however, that nothing herein will be construed as permitting Vendor to assign, subcontract or delegate any portion of the duties under the Agreement without the State Bar's prior written consent.

## **G. Termination**

1. Termination. The State Bar may terminate the final Agreement, in its sole discretion, without cause and for any reason upon seven (7) days' written notice to Vendor, such termination effective upon the State Bar's delivery of such termination notice. Vendor's sole compensation shall be for that portion of the services performed to the date of termination, together with reimbursable expenses, if any, then due pursuant to the Agreement; provided, however, that the State Bar shall not be obligated to pay Vendor for any services or expenses not authorized by the State Bar pursuant to the final Agreement.
2. Automatic Termination. The final Agreement will terminate automatically in the event of: (i) the bankruptcy or insolvency of either party; (ii) the death or total incapacity of Vendor; or, (iii) failure to comply with federal, state or local laws, regulations or requirements.
3. Termination in Event of Material Breach. Without limiting any of the rights specified in this section, either party may terminate the final Agreement (the "Terminating Party") if the other party is in breach of a material obligation arising under the final Agreement and fails to cure that breach within fifteen (15) days following the Terminating Party's written notice of its intention to exercise its rights under this section.
4. Appropriation of Funds. If the term of the final Agreement extends beyond the fiscal year in effect when the final Agreement was entered into by the Parties, Vendor acknowledges that continuation of the final Agreement may be subject to annual funding through the state legislative process. In such event, if funds to effect the continuation of the Term are not appropriated, Vendor shall commence and perform, with diligence, all actions necessary on the part of Vendor to effect the termination of the final Agreement on the date specified by the Authorized Representative and to minimize the liability of Vendor and the State Bar to third parties as a result of termination, including, without limitation, accepting the return from the State Bar of any affected equipment, products, software or hardware furnished under the final Agreement, and ceasing performance of the Services as directed by the Authorized Representative without any further obligation on the part of the State Bar.

## **H. Confidentiality and Publicity**

1. Confidentiality Obligations. "Confidential Information" means all information identified in written or oral format by the State Bar as confidential, a trade secret or proprietary information, including without limitation, membership or applicant records, data, non-public information pertaining to financial, personnel, or the activities, business or operations of the State Bar. Vendor will not disclose Confidential Information to any third party other than persons in the direct employ of Vendor or subcontractors or

partners who have a need to have access to and knowledge of the Confidential Information solely for the purpose of carrying out Vendor's duties under the final Agreement. Vendor must take appropriate measures by instruction and agreement prior to disclosure to such employees to assure against unauthorized use or disclosure. Confidential Information does not include information which: (a) Vendor can demonstrate was rightfully in possession of or known to Vendor without any obligation of confidentiality prior to receiving it from the State Bar; (b) is, or subsequently becomes, legally and publicly available without breach of the final Agreement; (c) is rightfully obtained by Vendor from a source other than the State Bar without any obligation of confidentiality; or (d) is disclosed by Vendor under a valid order created by a court or government agency, provided that Vendor provides prior written notice to the State Bar of such obligation and the opportunity to oppose such disclosure. Upon written demand of the State Bar, Vendor will cease using the Confidential Information and return the Confidential Information and all copies, notes or extracts thereof to the State Bar within ten (10) days of receipt of notice. The parties agree that this Section applies retroactively to all disclosures made by the State Bar prior to the execution of the final Agreement, and that the terms and conditions herein supersede any prior non-disclosure and confidentiality agreement previously entered into by the parties.

2. Injunctive Relief. Vendor hereby acknowledges and agrees that in the event of any breach of the final Agreement by Vendor, including, without limitation, the actual or threatened disclosure or unauthorized use of Confidential Information in violation of the final Agreement, the State Bar will suffer an irreparable injury, such that a remedy at law will not afford it adequate protection against, or appropriate compensation for, such injury. Accordingly, Vendor hereby agrees that the State Bar will be entitled, upon proper showing of probable risk of such injury, to seek specific performance of Vendor's obligations under the final Agreement and injunctive or other equitable relief as a remedy for any such breach or anticipated breach without the necessity of posting a bond. Any such relief will be in addition to and not in lieu of any appropriate relief in the way of monetary damages as may be granted by a court of competent jurisdiction.
3. No Publicity. Without the State Bar's prior written consent, Vendor may not issue any public announcements concerning the State Bar, including, without limitation, referencing the State Bar on Vendor's website or other publicity or promotional materials.

#### **I. Compliance with Laws**

Vendor must comply with all applicable laws, ordinances and regulations adopted or established by federal, state or local governmental bodies or agencies, including but not limited to the provisions of the Fair Employment and Housing Act (Government Code section 12900 et seq.) and any applicable regulations promulgated thereunder (California Code of Regulations, Title 2, section 7285.0 et seq.), Americans with Disabilities Act /ADA Amendments Act of 2008, and section 508 of the Rehabilitation Act. Vendor must include the non-discrimination and compliance provisions of this clause in all subcontracts to perform work under the final Agreement.

**J. Staffing**

**1. No Assignment, Subcontracting, Delegation or Transfer.**

- a.** Vendor shall not assign, subcontract, delegate or otherwise transfer any of the rights, duties or obligations of the final Agreement to any third party without the prior written consent of the State Bar and compliance with the requirements set forth below.
- b.** Conditions Precedent for Vendor to Subcontract the Services. Vendor may retain independent Vendors to furnish Services and access Confidential Information (as defined in Section IV, subsection H.1.) only in accordance with this section (hereinafter referred to as “subcontractors or partners”). All subcontractors or partners must be approved in advance in writing by the State Bar, such approval to be granted in the State Bar’s sole discretion. In advance of providing any Services or receiving any Confidential Information, all subcontractors or partners will execute a written agreement reasonably satisfactory to the State Bar: (i) sufficient to secure compliance by such subcontractors or partners with the obligations of confidentiality concerning Confidential Information as set forth in Section IV, subsection H of the final Agreement; (ii) in accordance with Section IV, subsection E.2. (Rights in Work Product), acknowledging subcontractors or partner's obligation to transfer and/or assign any rights, title, and interest to all materials and Work Product in connection with performance hereunder; and (iii) effecting assignments of all Intellectual Property Rights concerning the Work Product, including the Deliverables to the State Bar as specified in Section IV, subsection E. The State Bar, upon request, may review such agreements at any time before or after execution by such subcontractors or partners to ensure compliance with the final Agreement.
- c.** Assignment of Personnel. Vendor must have control of its employees and subcontractors or partners (if any) (individually and collectively, “Personnel”) it assigns to the work of the Project; provided, however, that if the State Bar becomes dissatisfied with the performance of any of Vendor’s Personnel providing Services, the State Bar may notify Vendor of the details of the unsatisfactory performance and the parties will cooperate to remedy the problem as soon as reasonably possible. If the State Bar makes such a request, Vendor will use its best efforts to reassign any Personnel who are the subject of the State Bar’s dissatisfaction and instead attempt to provide Services through replacement Personnel. Services performed under the terms of the final Agreement will be performed at the State Bar's offices or Vendor's offices.
- d.** Vendor’s Project Liaison. Vendor must designate an employee of sufficient management rank to act as its representative in dealing with the State Bar (“Vendor’s Project Liaison”). Vendor’s Project Liaison must represent Vendor and have responsibility for ensuring that Vendor performs its obligations under the final Agreement and for communicating with the State Bar regarding Project status and issues. Vendor must use reasonable efforts to minimize changing the person who is serving as the Vendor’s Project Liaison during the Term.

**K. General Provisions**

1. Force Majeure. Neither party will be deemed in default of the final Agreement or any provision hereunder to the extent that any delay or failure in the performance of the obligations of such party (other than the payment of money) results from any significant and material causes beyond its reasonable control and without fault or negligence by such party. Examples of such causes include, but are not limited to, (a) acts of God or public enemy, (b) acts of the government in either its sovereign or contractual capacity, (c) fires, (d) floods, (e) epidemics, (f) quarantine restrictions, (g) strikes, (h) embargoes, (i) earthquakes, and (j) unusually severe weather.
2. Jurisdiction. The final Agreement is deemed to have been made and entered into by the parties at San Francisco, California and will be construed according to the laws of the State of California. Any litigation arising out of or in connection with the final Agreement will be filed in the appropriate court in San Francisco, California.
3. Audit. The State Bar reserves the right to have an independent audit conducted of Vendor's compliance with the terms of the final Agreement if the State Bar reasonably believes such audit is necessary to ensure confidentiality and or financial or program accountability or integrity. Accordingly, Vendor agrees that the State Bar or its designated representative will have the right to review and to copy any records and supporting documentation pertaining to the performance of the final Agreement. Vendor agrees to maintain such records for possible audit for a minimum of two (2) years after final payment, unless a longer period is stipulated. Vendor agrees to allow interviews of any employees who might reasonably have information related to such records. Further, Vendor agrees to include a similar right of the State Bar to audit in any subcontract related to the performance of the final Agreement.
4. License. In those instances where required, the Vendor represents and warrants that the Vendor holds a license, permit or special license to perform the services pursuant to the final Agreement, as required by law, or employs or works under the general supervision of the holder of such license, permit or special license and shall keep and maintain all such licenses, permits or special licenses in good standing and in full force and effect at all times while the Vendor is performing the services pursuant to the final Agreement.