State of Alabama
Solicitation

<table>
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<tr>
<th>Solicitation</th>
<th>Document Phase</th>
<th>Document Description</th>
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<tr>
<td>RFP 319 20000000086</td>
<td>Final</td>
<td>CONDUCT EDUCATION AND WORKFORCE RESEARCH AND REPORTS FOR ALA</td>
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<tr>
<th>Procurement Folder</th>
<th>Creation Date</th>
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<tr>
<td>1144006</td>
<td>06/16/20</td>
<td>06/16/20</td>
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# Request for Proposals

## CONTACTS

<table>
<thead>
<tr>
<th>Contact</th>
<th>Name</th>
<th>E-mail</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Requestor:</td>
<td>Nicole Skipper</td>
<td><a href="mailto:nicole.skipper@ache.edu">nicole.skipper@ache.edu</a></td>
<td>334-353-1272</td>
</tr>
<tr>
<td>Issuer:</td>
<td>Nicole Skipper</td>
<td><a href="mailto:nicole.skipper@ache.edu">nicole.skipper@ache.edu</a></td>
<td>334-353-1272</td>
</tr>
<tr>
<td>Buyer:</td>
<td>Nicole Skipper</td>
<td><a href="mailto:nicole.skipper@ache.edu">nicole.skipper@ache.edu</a></td>
<td>334-353-1272</td>
</tr>
</tbody>
</table>

Bids will be accepted from: 06/17/20 to: 07/01/20

All Inquiries for Information Regarding Bid Submission Requirements or Procurement Procedures Should be Directed To The Buyer Contact Listed Above.

## COMMODITY INFORMATION

<table>
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<tr>
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<th>Line: 1</th>
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<tr>
<td>Commodity Code: PRF08000023</td>
<td>Quantity:</td>
<td>Unit:</td>
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<tr>
<td>Commodity Description: EDUCATIONAL TRAINING CONSULTANT</td>
<td>Extended Description:</td>
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EDUCATIONAL TRAINING CONSULTANT SERVICES

## SHIPPING AND BILLING

### Shipping

ALA COMMISSION ON HIGHER EDUCATION PROPERTY MANAGER - SUITE 716
SUSAN DAVIS / 334-242-2261
100 NORTH UNION STREET SUITE 716
MONTGOMERY, AL 361043702
USA

### Billing

ALA COMMISSION ON HIGHER EDUCATION HIGHER EDUCATION MANAGER - SUITE 716
NICOLE SKIPPER / 334-353-1272
100 NORTH UNION STREET
P O BOX 302000
MONTGOMERY, AL 361043702
USA

Delivery Date: Delivery Type:
GENERAL TERMS AND CONDITIONS FOR RFP FOR SERVICES v 7-9-15 rhc edit 7-28-15

GENERAL TERMS AND CONDITIONS FOR THIS REQUEST FOR PROPOSALS - All proposals are subject to these Terms and Conditions.

1. PROHIBITED CONTACTS; INQUIRIES REGARDING THIS RFP – From the Release Date of this RFP until a contract is awarded, parties that intend to submit, or have submitted, a Proposal are prohibited from communicating with any members of the Soliciting Party’s Team for this transaction who may be identified herein or subsequent to the Release Date, or other employees or representatives of the Soliciting Party regarding this RFP or the underlying transaction except the designated contact(s) identified in [insert location in RFP where contacts are identified, such as Section S or Item 2.]

Questions relating only to the RFP process may be submitted by telephone or by mail or hand delivery to: the designated contact. Questions on other subjects, seeking additional information and clarification, must be made in writing and submitted via email to the designated contact, sufficiently in advance of the deadline for delivery of Proposals to provide time to develop and publish an answer. A question received less than two full business days prior to the deadline may not be acknowledged. Questions and answers will be published to those parties submitting responsive proposals.

2. NONRESPONSIVE PROPOSALS - Any Proposal that does not satisfy requirements of the RFP may be deemed non-responsive and may be disregarded without evaluation. Clarification or supplemental information may be required from any Proposer.

3. CHANGES TO THE RFP; CHANGES TO THE SCHEDULE - The Soliciting Party reserves the right to change or interpret the RFP prior to the Proposal Due Date. Changes will be communicated to those parties receiving the RFP who have not informed the Soliciting Party’s designated contact that a Proposal will not be submitted. Changes to the deadline or other scheduled events may be made by the Soliciting Party as it deems to be in its best interest.

4. EXPENSES - Unless otherwise specified, the reimbursable expenses incurred by the service provider in the providing the solicited services, shall be charged at actual cost without mark-up, profit or administrative fee or charge. Only customary, necessary expenses in reasonable amounts will be reimbursable, to include copying (not to exceed 15 cents per page), printing, postage in excess of first class for the first one and one-half ounces, travel and preapproved consulting services. Cost of electronic legal research, cellular phone service, fax machines, long-distance telephone tolls, courier, food or beverages are not reimbursable expenses without prior authorization, which will not be granted in the absence of compelling facts that demonstrate a negative effect on the issuance of the bonds, if not authorized.

If pre-approved, in-state travel shall be reimbursed at the rate being paid to state employees on the date incurred. Necessary lodging expenses will be paid on the same per-diem basis as state employees are paid. Any other pre-approved travel expenses will be reimbursed on conditions and in amounts that will be declared by the Issuer when granting approval to travel. Issuer may require such documentation of expenses as it deems necessary.

5. REJECTION OF PROPOSALS - The Soliciting Party reserves the right to reject any and all proposals and cancel this Request if, in the exercise its sole discretion, it deems such action to be in its best interest.

6. EXPENSES OF PROPOSAL – The Soliciting Party will not compensate a Proposer for any expenses incurred in the preparation of a Proposal.

7. DISCLOSURE STATEMENT - A Proposal must include one original Disclosure Statement as required by Code Section 41-16-82, et seq., Code of Alabama 1975. Copies of
8. LEGISLATIVE CONTRACT REVIEW - Personal and professional services contracts with the State may be subject to review by the Contract Review Permanent Legislative Oversight Committee in accordance with Section 29-2-40, et seq., Code of Alabama 1975. The vendor is required to be knowledgeable of the provisions of that statute and the rules of the committee. These rules can be found at http://www.legislature.state.al.us/aliswww/AlaLegJointIntCommContracReview.aspx. If a contract resulting from this RFP is to be submitted for review the service provider must provide the forms and documentation required for that process.

9. THE FINAL TERMS OF THE ENGAGEMENT - Issuance of this Request For Proposals in no way constitutes a commitment by the Soliciting Party to award a contract. The final terms of engagement for the service provider will be set out in a contract which will be effective upon its acceptance by the Soliciting Party as evidenced by the signature thereon of its authorized representative. Provisions of this Request For Proposals and the accepted Proposal may be incorporated into the terms of the engagement should the Issuer so dictate. Notice is hereby given that there are certain terms standard to commercial contracts in private sector use which the State is prevented by law or policy from accepting, including indemnification and holding harmless a party to a contract or third parties, consent to choice of law and venue other than the State of Alabama, methods of dispute resolution other than negotiation and mediation, waivers of subrogation and other rights against third parties, agreement to pay attorney’s fees and expenses of litigation, and some provisions limiting damages payable by a vendor, including those limiting damages to the cost of goods or services.

10. BEASON-HAMMON ACT COMPLIANCE. A contract resulting from this RFP will include provisions for compliance with certain requirements of the Beason-Hammon Alabama taxpayer and Citizen Protection Act (Act 2011-535, as amended by Act 2012-491 and codified as Sections 31-13-1 through 35, Code of Alabama, 1975, as amended), as follows:

E- VERIFY ENROLLMENT DOCUMENTATION AND PARTICIPATION. As required by Section 31-13-9(b), Code of Alabama, 1975, as amended, Contractor that is a “business entity” or “employer” as defined in Code Section 31-13-3, will enroll in the E-Verify Program administered by the United States Department of Homeland Security, will provide a copy of its Memorandum of Agreement with the United States Department of Homeland Security that program and will use that program for the duration of this contract.

CONTRACT PROVISION MANDATED BY SECTION 31-13-9(k):

By signing this contract, the contracting parties affirm, for the duration of the agreement, that they will not violate federal immigration law or knowingly employ, hire for employment, or continue to employ an unauthorized alien within the State of Alabama. Furthermore, a contracting party found to be in violation of this provision shall be deemed in breach of the agreement and shall be responsible for all damages resulting therefrom.
Alabama Commission on Higher Education

Request for Proposals to Conduct Education and Workforce Research and
Produce Regional Reports for the State of Alabama

June 2020

I. PURPOSE AND OVERVIEW:

The Alabama Commission on Higher Education, an agency for the State of Alabama (referred to herein as “Commission,” “State of Alabama,” and “the State”), solicits proposals from qualified firms (“Providers”) interested in conducting education and workforce research and producing regional reports for the State of Alabama as part of Alabama’s commitments under the Equity Leadership Acceleration Grant.

Alabama is one of six states to receive an Equity Leadership Acceleration Grant (ELAG) from the Lumina Foundation, the nation’s largest philanthropic organization focused on increasing success in higher education. The grant of $50,000 is intended to support the state in building coalitions, systems and processes to increase equity in postsecondary attainment. Led by the Alabama Commission on Higher Education (ACHE) in partnership with the Governor’s Office of Education and Workforce Transformation (GOEWT), Alabama’s ELAG efforts focus on cultivating equity champions, deepening knowledge about equity challenges within Alabama’s seven workforce regions, and enhancing outreach/communications strategies around postsecondary participation and success.

Alabama’s ELAG efforts support the state’s broader attainment goal of adding 500,000 credentialed Alabamians to the labor force over the next five years. In May 2018, Alabama’s cross-sector Educational Attainment Committee released its recommendations for reaching the goal as a comprehensive postsecondary education attainment strategic plan, entitled Success Plus. Through the leadership of Governor Kay Ivey and the GOEWT, Alabama’s education and workforce stakeholders have made significant progress. Alabama’s 2020 WIOA Combined State Plan includes career and technical education and a focus on competency-based learning for the first time. The Alabama Committee on Credentialing and Career Pathways (ACCCP) has begun the important work of identifying in-demand jobs and quality credentials linked to those jobs. Alabama's Office of Apprenticeship has been designated as the state’s Standards Recognition Entity (SRE) through the US Department of Labor. Work has begun on a two key technology infrastructure projects: a statewide secure education and employment data exchange known as the Alabama Terminal on Linking and Analyzing Statistics (ATLAS) on Career Pathways, and a web-based, public-facing career navigation tool called the Alabama College and Career Exploration Tool (ACCET). In addition, a number of regional initiatives are underway that support progress toward attainment, including Mobile’s Talent Hub and Birmingham's Bold Goals Coalition.

In light of the COVID-19 crisis, Alabama is directing its grant funding toward developing extensive workforce profiles for each region, in partnership with regional workforce councils and equity champions. The expanded profiles will include quantitative and qualitative information on the state of the workforce in that region and the potential impacts of the public health crisis on attainment and workforce development efforts. In
addition, funding will support publication and broader distribution of the profiles to inform Alabama’s response and recovery in the wake of the crisis.

II. SCOPE OF SERVICES:

The Commission is seeking a Provider to:

1. Consult on the development and distribution of workforce and education profiles for each of Alabama’s seven workforce regions.
3. Produce regional workforce and education profiles that will help policymakers, business and community leaders, education and training providers, and other stakeholders in making decisions that advance the State’s Success Plus attainment goals.
4. Make recommendations for using the profiles to enhance outreach and communications related to Alabama’s attainment goals.

III. QUALIFICATIONS:

Please provide a detailed description of your organization, its mission/goals and a comprehensive description of its qualifications and capabilities to provide the State of Alabama with the services described in this RFP.

Provide a comprehensive history of your organization’s provision of the services desired by the State of Alabama, and a list of organizations/individuals that may be contacted as references (please provide contact information for your references).

The successful candidate must:

1. Have demonstrated experience in applying equity-minded and place-based approaches in consulting projects.
2. Have a successful track record of working with state and/or local public-sector entities.
3. Have demonstrated experience in synthesizing data from multiple sources to produce public-facing reports.
4. Demonstrate extensive knowledge of and facility with publicly available population data, including the US Census American Community Survey and Current Population Survey.
5. Demonstrate familiarity with Alabama’s Success Plus Plan; the Alabama Committee on Credentialing and Career Pathways; the Alabama 2020 WIOA Combined State Plan; and Governor Ivey’s Strong Start, Strong Finish education-to-workforce strategic plan.
6. Have sufficient staff to conduct requested services.

IV. FEES, COSTS, EXPENSES:

Fee: A portion of Alabama’s total ELAG grant funding will be used toward the development of regional workforce profiles. Respondents should provide a detailed explanation of projected expenses.
V. CONTRACT TIME:
Work must be completed 60 days after all required signatures have been affixed to any contract subsequently developed by the parties. Any extensions of contract period will require approval from the grant funder.

VI. SUBMISSION OF PROPOSALS:

Proposals will be accepted for two weeks from 8:00 a.m. Central Standard Time (CST) on June 17, 2020 to 4:00 p.m. CST on July 1, 2020.

Send an electronic copy of the proposal to Dr. Robin McGill, Director of Instruction and Special Projects, Alabama Commission on Higher Education: robin.mcgill@ache.edu, (334) 242-2104. Paper copies will also be accepted at either the Commission’s physical location at 100 North Union Street, Suite 782, Montgomery, AL 36104–3758 or to the mailing address at P.O. Box 302000, Montgomery AL 36130-2000.

VII. GENERAL TERMS AND CONDITIONS FOR REQUIRED BY THE STATE OF ALABAMA TO BE INCLUDED IN REQUEST FOR PROPOSALS

All state proposals are subject to the following General Terms and Conditions.

1. PROHIBITED CONTACTS; INQUIRIES REGARDING THIS RFP – From the Release Date of this RFP until a contract is awarded, parties that intend to submit, or have submitted, a Proposal are prohibited from communicating with any members of the Soliciting Party’s Team for this transaction who may be identified herein or subsequent to the Release Date, or other employees or representatives of the Soliciting Party regarding this RFP or the underlying transaction except the designated contact(s) identified in Section VI.

Questions relating only to the RFP process may be submitted by telephone, by mail, or hand delivery to: the designated contact. Questions on other subjects, seeking additional information and clarification, must be made in writing and submitted via email to the designated contact, sufficiently in advance of the deadline for delivery of Proposals to provide time to develop and publish an answer. A question received less than two full business days prior to the deadline may not be acknowledged. Questions and answers will be published to those parties submitting responsive proposals.

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4. **EXPENSES** - Unless otherwise specified, the reimbursable expenses incurred by the service provider in the providing the solicited services, shall be charged at actual cost without markup, profit or administrative fee or charge. Only customary, necessary expenses in reasonable amounts will be reimbursable, to include copying (not to exceed 15 cents per page), printing, postage in excess of first class for the first one and one-half ounces, travel and preapproved consulting services. Cost of electronic legal research, cellular phone service, fax machines, long distance telephone tolls, courier, food or beverages are not reimbursable expenses without prior authorization, which will not be granted in the absence of compelling facts that demonstrate a negative effect on the issuance of the bonds, if not authorized. If pre-approved, in-state travel shall be reimbursed at the rate being paid to state employees on the date incurred. Necessary lodging expenses will be paid on the same per-diem basis as state employees are paid. Any other pre-approved travel expenses will be reimbursed on conditions and in amounts that will be declared by the Issuer when granting approval to travel. Issuer may require such documentation of expenses as it deems necessary.

5. **REJECTION OF PROPOSALS** - The Soliciting Party reserves the right to reject any and all proposals and cancel this Request if, in the exercise its sole discretion, it deems such action to be in its best interest.

6. **EXPENSES OF PROPOSAL** – The Soliciting Party will not compensate a Proposer for any expenses incurred in the preparation of a Proposal.

7. **DISCLOSURE STATEMENT** - A Proposal must include one original Disclosure Statement as required by Code Section 41-16-82, et seq., Code of Alabama 1975. Copies of the Disclosure Statement, and information, may be downloaded from the State of Alabama Attorney General’s web site at:


8. **LEGISLATIVE CONTRACT REVIEW** - Personal and professional services contracts with the State may be subject to review by the Contract Review Permanent Legislative Oversight Committee in accordance with Section 29-2-40, et seq., Code of Alabama 1975. The vendor is required to be knowledgeable of the provisions of that statute and the rules of the committee. These rules can be found at:


   If a contract resulting from this RFP is to be submitted for review the service provider must provide the forms and documentation required for that process.

9. **THE FINAL TERMS OF THE ENGAGEMENT** - Issuance of this Request for Proposals in no way constitutes a commitment by the Soliciting Party to award a contract. The final terms of engagement for the service provider will be set out in a contract which will be effective upon its acceptance by the Soliciting Party as evidenced by the signature thereon of its authorized representative. Provisions of this Request For Proposals
and the accepted Proposal may be incorporated into the terms of the
engagement should the Issuer so dictate. Notice is hereby given that there
are certain terms standard to commercial contracts in private sector use
which the State is prevented by law or policy from accepting, including
indemnification and holding harmless a party to a contract or third parties,
consent to choice of law and venue other than the State of Alabama,
methods of dispute resolution other than negotiation and mediation,
waivers of subrogation and other rights against third parties, agreement
to pay attorney’s fees and expenses of litigation, and some provisions
limiting damages payable by a vendor, including those limiting damages to
the cost of goods or services.

10. **BEASON-HAMMON ACT COMPLIANCE.** A contract resulting from this
RFP will include provisions for compliance with certain requirements of
the Beason-Hammon Alabama Taxpayer and Citizen Protection Act (Act
2011-535, as amended by Act 2012-491 and codified as Sections 31-13-1
through 35, Code of Alabama, 1975, as amended), as follows:

**E-VERIFY ENROLLMENT DOCUMENTATION AND PARTICIPATION.** As required
by Section 31-13-9(b), Code of Alabama, 1975, as amended, Contractor that is a
“business entity” or “employer” as defined in Code Section 31-13-3, will enroll in
the E-Verify Program administered by the United States Department of Homeland
Security, will provide a copy of its Memorandum of Agreement with the United States
Department of Homeland Security that program and will use that program for the
duration of this contract.

**CONTRACT PROVISION MANDATED BY SECTION 31-13-9(k):** By signing a
contract, the contracting parties affirm, for the duration of the agreement, that they
will not violate federal immigration law or knowingly employ, hire for employment, or
continue to employ an unauthorized alien within the State of Alabama. Furthermore,
a contracting party found to be in violation of this provision shall be deemed
in breach of the agreement and shall be responsible for all damages resulting
therefrom.

The Provider will be required to affirm this through the completion of a
Beason-Hammon Certificate of Compliance (Attached).

**VIII. SPECIFIC TERMS AND CONDITIONS RELATED TO THE DEVELOPMENT OF
ANY CONTRACT SUBSEQUENTLY DEVELOPED AFTER THE SELECTION OF A
PROVIDER**

1. **CHANGES:** No change in the proposed services shall be made except by
written agreement between the provider and the Commission. The party
desiring such change shall notify the other party in writing.

2. **PRORATION:** In the event of proration, the above stated quarterly
amounts will be reduced accordingly.

3. **TERMINATION CLAUSE:** Either party, upon receipt of a written notification,
may terminate this agreement within an agreed upon time frame. This
agreement shall not be subject to modification or amendment except by
written agreement with appropriate authorized signatures.
4. **DISPUTES:** In the event of any dispute between the parties, senior officials of both parties shall meet and engage in a good faith attempt to resolve the dispute. Should that effort fail and the dispute involves the payment of money, a party’s sole remedy is the filing of a claim with the Board of Adjustment of the State of Alabama. For any and all other disputes arising under the terms of this contract which are not resolved by negotiation, the parties agree to utilize appropriate forms of non-binding alternative dispute resolution including, but not limited to, mediation. Such dispute resolution shall occur in Montgomery, Alabama, utilizing where appropriate, mediators selected from the roster of mediators maintained by the Center for Dispute Resolution of the Alabama State Bar.

5. **APPLICABLE LAW:** This Agreement is made and shall be construed and performed under the Laws of the State of Alabama. In the event of a conflict between the requirements of this Agreement and applicable state or federal law, the parties agree that applicable law shall govern the performance of this MOU.

6. **EMOLUMENTS:** It is understood that there is no entitlement to any state merit system benefits to anyone working under this agreement, except those provided by ACHE to its employees.

7. **ANTI-DISCRIMINATION CLAUSE:** No persons on the grounds of race, color, religion, sex, national origin, disability or, veteran status, shall be excluded from participation in or denied benefit of, or be otherwise subjected to discrimination in regards to the services to be provided. Breach of this provision shall be cause for termination of this agreement.

8. **ENTIRE AGREEMENT:** This MOU constitutes the entire agreement between the parties and supersedes all previous oral and written agreements relating to this subject matter. No amendments or changes to this agreement shall be effective unless made in writing and signed by the authorized representatives of both parties.

9. **REQUIREMENTS UNDER ALABAMA’S CURRENT IMMIGRATION LAW:** Per Alabama Act 2012-491 (Beason-Hammon Alabama Taxpayer and Citizen Protection Act), by signing this contract, the contracting parties affirm, for the duration of the agreement, that they will not violate federal immigration law or knowingly employ, hire for employment, or continue to employ an unauthorized alien within the State of Alabama. Furthermore, a contracting party found to be in violation of this provision shall be deemed in breach of the agreement and shall be responsible for all damages resulting therefrom.

10. **OPEN TRADE CLAUSE:** Per Alabama Act 2016-312, the contracting parties hereby certify that they are not currently engaged in, and will not engage in, the boycott of a person or an entity based in or doing business with a jurisdiction with which this state can enjoy open trade.

11. **NOT TO CONSTITUTE A DEBT OF THE STATE:** It is agreed that the terms and commitments contained herein shall not constitute a debt of the State of Alabama in violation of Article 11, Section 213 of the Constitution of Alabama, 1901, as amended by Amendment No. 26.
12. **SEVERABILITY CLAUSE:** It is further agreed that if any provision of this Grant Administration Agreement shall contravene any statute or Constitutional provision or amendment, either now in effect or which may, during the course of this Grant Administration Agreement, be enacted, then that conflicting provision of the Grant Administration Agreement shall be deemed null and void.

13. **CONFLICT OF INTEREST:** The Grantee, by the signature of its authorized official, certifies that to the best of its knowledge and belief, no conflicts of interest existed or now exists which have, may have, or have had any effect on the grant or contract award.

14. **ACCESS TO RECORDS:** The Executive Director of the ACHE or any of his duly authorized representatives shall have access to any pertinent books, documents, papers, and records of the Grantee to make audits, financial reviews, examinations, excerpts, and transcripts.

15. **EXECUTION OF THE CONTRACT:** This agreement is not in effect until all appropriate signatures have been affixed.

6-10-2020
State of ____________
County of ____________

CERTIFICATE OF COMPLIANCE WITH THE BEASON-HAMMON ALABAMA TAXPAYER AND CITIZEN PROTECTION ACT (ACT 2011-535, as amended by ACT 2012-491)

DATE: _______

RE Contract/Grant/Incentive (describe by number or subject):
____________ by and between
____________ (Contractor/Grantee) and
____________ (State Agency, Department or Public Entity)

The undersigned hereby certifies to the State of Alabama as follows:
1. The undersigned holds the position of _____ with the Contractor/Grantee named above, and is authorized to provide representations set out in this Certificate as the official and binding act of that entity, and has knowledge of the provisions of THE BEASON-HAMMON ALABAMA TAXPAYER AND CITIZEN PROTECTION ACT (ACT 2011-535 of the Alabama Legislature, as amended by ACT 2012-491) which is described herein as “the Act.”
2. Using the following definitions from Section 3 of the Act, select and initial either (a) or (b), below, to describe the Contractor/Grantee’s business structure.

BUSINESS ENTITY. Any person or group of persons employing one or more persons performing or engaging in any activity, enterprise, profession, or occupation for gain, benefit, advantage, or livelihood, whether for profit or not for profit.
   a. Self-employed individuals, business entities filing articles of incorporation, partnerships, limited partnerships, limited liability companies, foreign corporations, foreign limited partnerships, and foreign limited liability companies authorized to transact business in this state, business trusts, and any business entity that registers with the Secretary of State.
   b. Any business entity that possesses a business license, permit, certificate, approval, registration, charter, or similar form of authorization issued by the state, any business entity that is exempt by law from obtaining such a business license, and any business entity that is operating unlawfully without a business license.

EMPLOYER. Any person, firm, corporation, partnership, joint stock association, agent, manager, representative, foreman, or other person having control or custody of any employment, place of employment, or of any employee, including any person or entity employing any person for hire within the State of Alabama, including a public employer. This term shall not include the occupant of a household contracting with another person to perform casual domestic labor within the household.

__ (a) The Contractor/Grantee is a business entity or employer as those terms are defined in Section 3 of the Act.
__ (b) The Contractor/Grantee is not a business entity or employer as those terms are defined in Section 3 of the Act.
3. As of the date of this Certificate, the Contractor/Grantee does not knowingly employ an unauthorized alien within the State of Alabama and hereafter it will not knowingly employ, hire for employment, or continue to employ an unauthorized alien within the State of Alabama;
4. The Contractor/Grantee is enrolled in E-Verify unless it is not eligible to enroll because of the rules of that program or other factors beyond its control.

Certified this ___ day of ____ 20__.

Name of Contractor/Grantee/Recipient

By: ________________

Its ________________

The above Certification was signed in my presence by the person whose name appears above, on this ___ day of ____ 20__.

WITNESS: ________________

Printed Name of Witness