

Equalis Group Contract Information Sheet

Contract Information

Awarded Vendor:	Friant & Associates LLC
Contract Number:	R10-1176G
Effective Date:	July 1, 2025
Initial Term Expiration Date:	June 30, 2028
Renewable Through:	June 30, 2030

RFP Process Information

RFP Number:	RFP R10-1176
RFP Title:	Furniture and Storage Related Products and Services
Dates Advertised:	March 7 & 15, 2025
# of Vendors that Requested RFP:	189
Questions Due:	March 27, 2024
Amendments Issued:	March 22 & April 7, 2025
Public Bid Opening Date and Time:	April 17, 2025, 2:00 pm CT
# of Responses Submitted:	53
Number of Awarded Vendors:	19
Date of Board Approval:	June 18, 2025

Evaluation Criteria

Products/Pricing (35 Points)
Performance Capability (25 Points)
Qualifications and Experience (25 Points)
Commitment to Members (15 Points)

Summary

Region 10 Education Service Center solicited RFP R10-1176 in accordance with Texas State procurement laws as outlined in TEC 44.031. As stated in the RFP, this solicitation was to result in one or more cooperative (commonly known as “piggybackable”) contacts for use by Equalis Group members in addition to Region 10 ESC. In reviewing responses, Region 10 ESC determined that a multiple award was justified to satisfy the needs outlined in the RFP for the national Equalis membership.

Contract Features:

- There is no fee to public agencies for membership in Equalis Group or the usage of Equalis Group contracts.
- This procurement followed all the guidelines of 2 CFR 200 (commonly known as Uniform Guidance or “EDGAR” requirements in Texas), which explicitly encourages the use of cooperative purchasing to increase efficiencies (2 CFR 200.318e). Agencies using the contract should still conduct their own Cost/Price Analysis in compliance with 2 CFR 200.324a.
- In order to utilize the contract, agencies must reference the contract on their PO or other official purchase documentation to connect their individual purchase with Region 10’s public competitive solicitation process.

For any questions or concerns, please contact:

Clint Pechacek, Purchasing Consultant, clint.pechacek@region10.org, 972-348-1184

Your Local Equalis Representative: [Find them here](#)

PROPOSAL FORM 20: GENERAL TERMS AND CONDITIONS ACCEPTANCE FORM

Signature on the Vendor Contract Signature form certifies complete acceptance of the General Terms and Conditions in this solicitation, except as noted below (additional pages may be attached, if necessary).

Check one of the following responses to the General Terms and Conditions:

☐ We take no exceptions/deviations to the general terms and conditions

(Note: If none are listed below, it is understood that no exceptions/deviations are taken.)

☒ We take the following exceptions/deviations to the general terms and conditions. All exceptions/deviations must be clearly explained. Reference the corresponding general terms and conditions that you are taking exceptions/deviations to. Clearly state if you are adding additions terms and conditions to the general terms and conditions. Provide details on your exceptions/deviations below:
(Note: Unacceptable exceptions shall remove your proposal from consideration for award. Region 10 ESC shall be the sole judge on the acceptance of exceptions/deviations and the decision shall be final.)

While we have proposed certain exceptions and revisions to the contract terms, our intent is to align with the goals and requirements of Region 10 ESC. Should any of these changes be deemed unacceptable, we are open to direct discussions to explore mutually agreeable solutions. Our commitment is to collaborate effectively to ensure the contract meets the needs of all parties involved.

4.4 Assignment of Contract: No assignment of contract may be made without the prior written approval of Region 10 ESC. ~~Purchase orders and payment can only be made to awarded vendor unless otherwise approved by Region 10 ESC.~~ No assignment of contract may be made without the prior written approval of Region 10 ESC. The vendor may designate authorized dealers to accept purchase orders and payments on their behalf, provided such arrangements are documented and communicated to Region 10 ESC and participating Members. Purchase orders and payment can only be made to the awarded vendor or its authorized dealers unless otherwise approved by Region 10 ESC. Awarded vendor is required to notify Region 10 ESC when any material change in operations is made that may adversely affect Members (i.e. awarded vendor bankruptcy, change of ownership, merger, etc.).

4.7 Supplemental Agreements: The entity participating in the Region 10 ESC contract and awarded vendor may enter into a separate supplemental agreement to further define the level of service requirements over and above the minimum defined in this contract i.e. invoice requirements, ordering requirements, specialized delivery, etc. Any supplemental agreement developed as a result of this contract is exclusively between the participating entity and awarded vendor. Neither Region 10 ESC, Equalis Group, its agents, Members and employees shall be made party to any claim for breach of such agreement. Vendor's obligations under supplemental agreements shall be conditional upon compliance by the participating Member.

5.3 Force Majeure: If by reason of Force Majeure, either party hereto shall be rendered unable wholly or in part to carry out its obligations under this Agreement then such party shall give notice and full particulars of Force Majeure in writing to the other party within a reasonable time after occurrence of the event or cause relied upon, and the obligation of the party giving such notice, so far as it is affected by such Force Majeure, shall be suspended during the continuance of the inability then claimed, except as hereinafter provided, but for no longer period, and such party shall endeavor to remove or overcome such inability with all reasonable dispatch. Vendor shall not bear liability for delays or failure to perform work caused by lack of preparedness or actions of participating Members.

PROPOSAL FORM 20: GENERAL TERMS AND CONDITIONS ACCEPTANCE FORM

5.4 Cancellation for convenience: Either party may cancel this contract in whole or in part by providing written notice. The cancellation will take effect 90 business days after the other party receives the notice of cancellation. Vendor reserves the right to be paid for work in progress, including partially completed services or products, up to the effective date of termination or cancellation. After the 90th business day all work will cease following completion of final purchase order. Region 10 ESC reserves the right to request additional items not already on contract at any time.

7.2 Inspection & Acceptance: If defective or incorrect material is delivered, participating Member may make the determination to return the material to the vendor at no cost to the participating Member. ~~The vendor agrees to pay all shipping costs for the return shipment.~~ The vendor agrees to cover return shipping costs for defective or incorrect material only when defects are attributable to Vendor negligence. Vendor shall be responsible for arranging the return of the defective or incorrect material.

8.1 Payments: The participating entity using the contract will make payments directly to the awarded vendor or to the vendor's authorized dealers, as designated by the vendor in writing. Vendor may designate authorized dealers to accept purchase orders and payments on their behalf, provided such arrangements are documented and communicated to the participating entity in advance. Payment shall be made after satisfactory performance, in accordance with all provisions thereof, and upon receipt of a properly completed invoice.

10.1 Audit rights: Vendor shall, at Vendor's sole expense, maintain appropriate due diligence of all purchases made by Region 10 ESC and any participating entity that accesses this Agreement. Equalis Group and Region 10 ESC each reserve the right to audit the accounting for a period of three (3) years from the time such purchases are made. This audit right shall survive termination of this Agreement for a period of one (1) year from the effective date of termination. In the State of New Jersey, this audit right shall survive termination of this Agreement for a period of five (5) years from the date of final payment. Such records shall be made available to the New Jersey Office of the State Comptroller upon request. Region 10 ESC shall have the authority to conduct random audits of Vendor's pricing that is offered to eligible entities at Region 10 ESC's sole cost and expense. Notwithstanding the foregoing, in the event that Region 10 ESC is made aware of any pricing being offered to eligible agencies that is materially inconsistent with the pricing under this agreement, Region 10 ESC shall have the ability to conduct an extensive audit of Vendor's pricing at Vendor's sole cost and expense. Region 10 ESC may conduct the audit internally or may engage a third-party auditing firm. In the event of an audit, the requested materials shall be provided in the format and at the location designated by Region 10 ESC or Equalis Group. Audits will be conducted with reasonable notice and limited to the scope of pricing, sales data, and purchase records related to the agreement.

11.7 Buy American requirement: ~~Vendors may only use unmanufactured construction material mined or produced in the United States, as required by the Buy American Act. Where trade agreements apply, to the extent permitted by applicable law, then unmanufactured construction material mined or produced in a designated country may also be used. Vendors are required to check state specific requirements to ensure compliance with this requirement.~~ When federal funds are being utilized, and upon the end user's request prior to the Vendor's acceptance of an order, the Vendor certifies that it will: (1) confirm its individual products comply with the applicable provisions of the Buy American Act and provide the necessary certification; (2) decline the order if compliance cannot be achieved; or (3) furnish an applicable waiver for specific products upon request from any participating entity.

PROPOSAL FORM 20: GENERAL TERMS AND CONDITIONS ACCEPTANCE FORM

12.6 Stored materials: Upon prior written agreement between the vendor and Member, payment may be made for materials not incorporated in the work but delivered and suitably stored at the site or some other location, for installation at a later date. An inventory of the stored materials must be provided to Participating Member with the application for payment seeking compensation for stored materials. [Vendor's authorized dealers may manage stored material inventory and receive payment for such materials on the vendor's behalf, provided these arrangements are documented and approved in advance.](#) Such materials must be stored and protected in a secure location and be insured for their full value by the vendor against loss and damage. Vendor agrees to provide proof of coverage and/or addition of Participating Member as an additional insured upon Participating Member's request. Additionally, if stored offsite, the materials must also be clearly identified as property of buying Participating Member and be separated from other materials. Participating Member must be allowed reasonable opportunity to inspect and take inventory of stored materials, on or offsite, as necessary.

Indemnification. Equalis Group shall be afforded all of the rights, privileges and indemnifications afforded to Lead Agency by or from Supplier under the Lead Agency Agreement, and such rights, privileges and indemnifications shall accrue and apply with equal effect to Equalis Group, its agents, employees, directors, and representatives under this Agreement including, but not limited to, the Supplier's obligation to provide appropriate insurance. [Region 10 ESC and Equalis Group shall indemnify Vendor against claims, damages, or losses arising from their negligence or failure to comply with contract obligations.](#)

SECTION THREE: PART A – VENDOR CONTRACT AND GENERAL TERMS AND CONDITIONS

VENDOR CONTRACT AND SIGNATURE FORM

This Vendor Contract and Signature Form ("Contract") is made as of July 1, 2025, by and between Friant & Associates LLC ("Vendor") and Region 10 Education Service Center ("Region 10 ESC") for the purchase of Furniture and Storage Related Products and Services ("the products and services").

RECITALS

WHEREAS, both parties agree and understand that the following pages will constitute the contract between the successful vendor(s) and Region 10 ESC, having its principal place of business at **Education Service Center, Region 10, 400 E Spring Valley Rd, Richardson, TX 75081**

WHEREAS, Vendor agrees to include, in writing, any required exceptions or deviations from these terms, conditions, and specifications; and it is further understood that if agreed to by Region 10 ESC, said exceptions or deviations will be incorporated into the final contract "Vendor Contract."

WHEREAS, this contract consists of the provisions set forth below, including provisions of all attachments referenced herein. In the event of a conflict between the provisions set forth below and those contained in any attachment, the provisions set forth below shall control.

WHEREAS, the Vendor Contract will provide that any state, county, special district, local government, school district, private K-12 school, technical or vocational school, higher education institution (including community colleges, colleges and universities, both public and private), other government agencies or non-profit organization may purchase products and services at prices indicated in the Vendor Contract upon registering and becoming a Member with Region 10 ESC; and it being further understood that Region 10 ESC shall act as the Lead Public Agency with respect to all such purchase agreements. This process may be referred to as "piggybacking", "cooperative purchasing", "joint powers", or other terminology depending on the specific state or agency location.

WHEREAS, Equalis Group has the administrative and legal capacity to administer purchases on behalf of Region 10 ESC under the Vendor Contract with participating public agencies and entities, as permitted by applicable law.

1. ARTICLE 1 – GENERAL TERMS AND CONDITIONS

- 1.1 Equalis Group shall be afforded all of the rights, privileges and indemnifications afforded to Region 10 ESC under the Vendor Contract, and such rights, privileges and indemnifications shall accrue and apply with equal effect to Equalis Group, including, without limitation, Vendor's obligation to provide insurance and other indemnifications to Lead Public Agency.
- 1.2 Awarded vendor shall perform all duties, responsibilities and obligations, set forth in this agreement, and required under the Vendor Contract.
- 1.3 Equalis Group shall perform its duties, responsibilities and obligations as administrator of purchases, set forth in this agreement, and required under the Vendor Contract.

- 1.4 **Customer Support:** The vendor shall provide timely and accurate technical advice and sales support to Region 10 ESC staff, Equalis Group staff and participating agencies. The vendor shall respond to such requests within one (1) working day after receipt of the request.

2. ARTICLE 2 – ANTICIPATED TERM OF AGREEMENT

- 2.1 **Term:** The term of the Contract shall commence upon award and shall remain in effect for a period of three (3) years, unless terminated, canceled or extended as otherwise provided herein. The Contractor agrees that Region 10 ESC shall have the right, at its sole option, to renew the Contract for two (2) additional one-year periods or portions thereof. In the event that Region 10 ESC exercises such rights, all terms, conditions and provisions of the original Contract shall remain the same and apply during the renewal period with the possible exception of price and minor scope additions and/or deletions.
- 2.2 **Automatic Renewal:** Renewal will take place automatically for one (1) year unless Region 10 ESC gives written notice to the awarded supplier at least ninety (90) days prior to the expiration.

3. ARTICLE 3 – REPRESENTATIONS AND COVENANTS

- 3.1 **Scope:** This contract is based on the need to provide the economic benefits of volume purchasing and reduction in administrative costs through cooperative purchasing to schools and other Members.
- 3.2 **Compliance:** Cooperative Purchasing Agreements between Equalis Group and its Members have been established under state procurement law.
- 3.3 **Vendor's promise:** Vendor agrees all prices, terms, warranties, and benefits granted by Vendor to Members through this contract are comparable to or better than the equivalent terms offered by Vendor to any present customer meeting the same qualifications or requirements.

4. ARTICLE 4 – FORMATION OF CONTRACT

- 4.1 **Vendor contract documents:** Region 10 ESC will review proposed Vendor contract documents. Vendor's contract document shall not become part of Region 10 ESC's contract with vendor unless and until an authorized representative of Region 10 ESC reviews and approves it.
- 4.2 **Form of contract:** The form of contract for this solicitation shall be the Request for Proposal, the awarded proposal(s) to the lowest responsible respondent(s), and properly issued and reviewed purchase orders referencing the requirements of the Request for Proposal. If a vendor submitting a proposal requires Region 10 ESC and/or Member to sign an additional agreement, a copy of the proposed agreement must be included with the proposal.
- 4.3 **Entire Agreement (Parol evidence):** The contract, as specified above, represents the final written expression of agreement. All agreements are contained herein and no other agreements or representations that materially alter it are acceptable.
- 4.4 **Assignment of Contract:** No assignment of contract may be made without the prior written approval of Region 10 ESC. Purchase orders and payment can only be made to awarded vendor unless otherwise approved by Region 10 ESC. Awarded vendor is required to notify Region 10 ESC when any material change in operations is made that may adversely affect Members (i.e. awarded vendor bankruptcy, change of ownership, merger, etc.).
- 4.5 **Contract Alterations:** No alterations to the terms of this contract shall be valid or binding unless authorized and signed with a "wet signature" by a Region 10 ESC staff member.
- 4.6 **Order of precedence:** In the event of a conflict in the provisions of the contract as accepted by Region 10 ESC, the following order of precedence shall prevail:

- General terms and conditions
- Specifications and scope of work
- Attachments and exhibits
- Documents referenced or included in the solicitation

4.7 **Supplemental Agreements:** The entity participating in the Region 10 ESC contract and awarded vendor may enter into a separate supplemental agreement to further define the level of service requirements over and above the minimum defined in this contract i.e. invoice requirements, ordering requirements, specialized delivery, etc. Any supplemental agreement developed as a result of this contract is exclusively between the participating entity and awarded vendor. Neither Region 10 ESC, Equalis Group, its agents, Members and employees shall be made party to any claim for breach of such agreement.

5. ARTICLE 5 – TERMINATION OF CONTRACT

5.1 **Cancellation for cause:** If, for any reason, the Vendor fails to fulfill its obligation in a timely manner, or if the vendor violates any of the covenants, agreements, or stipulations of this contract, Region 10 ESC reserves the right to terminate the contract immediately and pursue all other applicable remedies afforded by law. Such termination shall be effective by delivery of notice, to the vendor, specifying the effective date of termination. In such event, participating Member shall retain sole ownership of all data or intellectual property provided to vendor for the performance of services, as well as any material, reports, or data which the participating Member has already paid the vendor for. Vendor shall retain sole ownership of its own intellectual property and may reclaim or otherwise remove access to any material the participating Member has not paid for. If such event does occur, then vendor will be entitled to receive just and equitable compensation for the satisfactory work completed.

5.2 **Delivery/Service failures:** Region 10 ESC may issue a written deficiency notice to contractor for acting or failing to act in any of the following:

- i. Providing material that does not meet the specifications of the contract;
- ii. Providing work and/or material that was not awarded under the contract;
- iii. Failing to adequately perform the services set forth in the scope of work and specifications;
- iv. Failing to complete required work or furnish required materials within a reasonable amount of time;
- v. Failing to make progress in performance of the contract and/or giving Region 10 ESC reason to believe that contractor will not or cannot perform the requirements of the contract; and/or
- vi. Performing work or providing services under the contract prior to receiving a purchase order for such work.

Upon receipt of a written deficiency notice, contractor shall have ten (10) days to provide a satisfactory response to Region 10 ESC. Failure to adequately address all issues of concern may result in contract cancellation. Failure to deliver goods or services within the time specified or within a reasonable time period as interpreted by the purchasing agent, or failure to make replacements or corrections of rejected articles/services when so requested shall constitute grounds for the contract to be terminated.

5.3 **Force Majeure:** If by reason of Force Majeure, either party hereto shall be rendered unable wholly or in part to carry out its obligations under this Agreement then such party shall give notice and full particulars of Force Majeure in writing to the other party within a reasonable time after occurrence

of the event or cause relied upon, and the obligation of the party giving such notice, so far as it is affected by such Force Majeure, shall be suspended during the continuance of the inability then claimed, except as hereinafter provided, but for no longer period, and such party shall endeavor to remove or overcome such inability with all reasonable dispatch.

The term Force Majeure as employed herein, shall mean acts of God, strikes, lockouts, or other industrial disturbances, act of public enemy, orders of any kind of government of the United States or the State of Texas or any civil or military authority; insurrections; riots; epidemics; landslides; lighting; earthquake; fires; hurricanes; storms; floods; washouts; droughts; arrests; restraint of government and people; civil disturbances; explosions, breakage or accidents to machinery, pipelines or canals, or other causes not reasonably within the control of the party claiming such inability. It is understood and agreed that the settlement of strikes and lockouts shall be entirely within the discretion of the party having the difficulty, and that the above requirement that any Force Majeure shall be remedied with all reasonable dispatch shall not require the settlement of strikes and lockouts by acceding to the demands of the opposing party or parties when such settlement is unfavorable in the judgment of the party having the difficulty

- 5.4 **Cancellation for convenience:** Either party may cancel this contract in whole or in part by providing written notice. The cancellation will take effect 90 business days after the other party receives the notice of cancellation. After the 90th business day all work will cease following completion of final purchase order. Region 10 ESC reserves the right to request additional items not already on contract at any time.

6. ARTICLE 6 – LICENSES

- 6.1 **Duty to keep current license:** Vendor shall maintain in current status all federal, state and local licenses, bonds and permits required for the operation of the business conducted by vendor. Vendor shall remain fully informed of and in compliance with all ordinances and regulations pertaining to the lawful provision of services under the contract. Region 10 ESC reserves the right to stop work and/or cancel the contract of any vendor whose license(s) expire, lapse, are suspended or terminated.
- 6.2 **Suspension or Debarment:** Vendor shall provide a letter in the proposal notifying Region 10 ESC of any debarment, suspension or other lawful action taken against them by any federal, state, or local government within the last five (5) years that precludes Vendor or its employees from participating in any public procurement activity. The letter shall state the duration of the suspension or action taken, the relevant circumstances and the name of the agency imposing the suspension. Failure to supply or disclose this information may be grounds for cancellation of contract.
- 6.3 **Survival Clause:** All applicable software license agreements, warranties or service agreements that were entered into between Vendor and Customer/participating Member under the terms and conditions of the Contract shall survive the expiration or termination of the Contract. All Purchase Orders issued and accepted by Order Fulfiler shall survive expiration or termination of the Contract.

7. ARTICLE 7 – DELIVERY PROVISIONS

- 7.1 **Delivery:** Vendor shall deliver physical materials purchased on this contract to the participating Member issuing a Purchase Order. Conforming product shall be shipped within the timeframe agreed upon by the participating Member. If delivery is not or cannot be made within the time specified by the Purchase Order the vendor must receive authorization from the participating Member for the delayed delivery, at which time the participating Member may cancel the order if estimated shipping time is not acceptable.

- 7.2 **Inspection & Acceptance:** If defective or incorrect material is delivered, participating Member may make the determination to return the material to the vendor at no cost to the participating Member. The vendor agrees to pay all shipping costs for the return shipment. Vendor shall be responsible for arranging the return of the defective or incorrect material.
- 7.3 **Responsibility for supplies tendered:** Vendor shall be responsible for the materials or supplies covered by this contract until they are delivered to the designated delivery point.
- 7.4 **Shipping Instructions:** Each case, crate, barrel, package, etc, delivered under this contract must be plainly labeled, securely tagged, and delivered in the place and time designated by the participating Member in their Purchase Order or by other mutual agreement.
- 7.5 **Additional charges:** Unless bought on F.O.B. "shipping point" and Vendor prepays transportation, no delivery charges shall be added to invoices except when express delivery is authorized and substituted on orders for the method specified in the contract. In such cases, the difference between freight or mail and express charges may be added to the invoice.
- 7.6 **Buyer's delays:** Region 10 ESC will not be responsible for any late fees due the prime contractor by the participating Member. The prime contractor will negotiate with the participating Member for the recovery of damages related to expenses incurred by the vendor for a delay for which the Member is responsible, which is unreasonable, and which was not within the contemplation of the parties to the contract between the two parties.

8. ARTICLE 8 – BILLING AND REPORTING

- 8.1 **Payments:** The participating entity using the contract will make payments directly to the awarded vendor. Payment shall be made after satisfactory performance, in accordance with all provisions thereof, and upon receipt of a properly completed invoice.
- 8.2 **Tax Exempt Status:** Since this is a national contract, knowing the tax laws in each state is the sole responsibility of the Vendor.

9. ARTICLE 9 – PRICING

- 9.1 **Market competitive guarantee:** Vendor agrees to provide market competitive pricing, based on the value offered upon award, to Region 10 ESC and its participating public agencies throughout the duration of the contract.
- 9.2 **Price increase:** Should it become necessary or proper during the term of this contract to make any change in design or any alterations that will increase expense, Region 10 ESC must be notified immediately. Price increases must be approved by Region 10 ESC and no payment for additional materials or services, beyond the amount stipulated in the contract, shall be paid without prior approval. All price increases must be supported by manufacture documentation, or a formal cost justification letter.
- Vendor must honor previous prices for thirty (30) days after approval and written notification from Region 10 ESC if requested.

It is Vendor's responsibility to keep all pricing up to date and on file with Region 10 ESC. All price changes must be provided to Region 10 ESC, using the same format as was accepted in the original contract.

- 9.3 **Additional Charges:** All deliveries shall be freight prepaid, F.O.B. destination and shall be included in all pricing offered unless otherwise clearly stated in writing.
- 9.4 **Price reduction and adjustment:** Price reduction may be offered at any time during contract. Special, time-limited reductions are permissible under the following conditions: 1) reduction is available to all Members equally; 2) reduction is for a specific time period, normally not less than

thirty (30) days; and 3) original price is not exceeded after the time-limit. Vendor shall offer Region 10 ESC any published price reduction during the contract period.

- 9.5 **Prevailing Wage:** It shall be the responsibility of the Vendor to comply, when applicable, with the prevailing wage legislation in effect in the jurisdiction of the purchaser (Region 10 ESC or its Participating Members). It shall further be the responsibility of the Vendor to monitor the prevailing wage rates as established by the appropriate Department of Labor for any increase in rates during the term of this contract and adjust wage rates accordingly.
- 9.6 **Administrative Fees:** The Vendor agrees to pay administrative fees to Equalis Group based on the terms set in the Equalis Group Administration Agreement. All pricing submitted to Region 10 shall include the administrative fee to be remitted to Equalis Group by the awarded vendor.
- 9.7 **Price Calculation:** Cost plus a percentage as a primary mechanism to calculate pricing is not allowed. Pricing may either be in the form of line item pricing, defined as a specific individual price on a product or service, or a percentage discount from a verifiable catalog or price list. Other discounts or incentives may be offered.

10. ARTICLE 10 – PRICING AUDIT

- 10.1 **Audit rights:** Vendor shall, at Vendor's sole expense, maintain appropriate due diligence of all purchases made by Region 10 ESC and any participating entity that accesses this Agreement. Equalis Group and Region 10 ESC each reserve the right to audit the accounting for a period of three (3) years from the time such purchases are made. This audit right shall survive termination of this Agreement for a period of one (1) year from the effective date of termination. In the State of New Jersey, this audit right shall survive termination of this Agreement for a period of five (5) years from the date of final payment. Such records shall be made available to the New Jersey Office of the State Comptroller upon request. Region 10 ESC shall have the authority to conduct random audits of Vendor's pricing that is offered to eligible entities at Region 10 ESC's sole cost and expense. Notwithstanding the foregoing, in the event that Region 10 ESC is made aware of any pricing being offered to eligible agencies that is materially inconsistent with the pricing under this agreement, Region 10 ESC shall have the ability to conduct an extensive audit of Vendor's pricing at Vendor's sole cost and expense. Region 10 ESC may conduct the audit internally or may engage a third-party auditing firm. In the event of an audit, the requested materials shall be provided in the format and at the location designated by Region 10 ESC or Equalis Group.

11. ARTICLE 11 – PROPOSER PRODUCT LINE REQUIREMENTS

- 11.1 **Current products:** Proposals shall be for products and services in current production and marketed to the general public and education/government agencies at the time the proposal is submitted.
- 11.2 **Discontinued products:** If a product or model is discontinued, Vendor may substitute a new product or model if the replacement product meets or exceeds the specifications and performance of the discontinued model and if the discount is the same or greater than the discontinued model.
- 11.3 **New products/Services:** New products and/or services that meet the scope of work may be added to the contract. Pricing shall be equivalent to the percentage discount for other products. Vendor may replace or add product lines to an existing contract if the line is replacing or supplementing products on contract, is equal or superior to the original products offered, is discounted in a similar or to a greater degree, and if the products meet the requirements of the solicitation. No products and/or services may be added to avoid competitive procurement requirements. Region 10 ESC may require additions to be submitted with documentation from Participating Members demonstrating

an interest in, or a potential requirement for, the new product or service. Region 10 ESC may reject any additions without cause.

- 11.4 **Options**: Optional equipment for products under contract may be added to the contract at the time they become available under the following conditions: 1) the option is priced at a discount similar to other options; 2) the option is an enhancement to the unit that improves performance or reliability.
- 11.5 **Product line**: Vendors with a published catalog may submit the entire catalog. Region 10 ESC reserves the right to select products within the catalog for award without having to award all contents. Region 10 ESC may reject any addition of equipment options without cause.
- 11.6 **Warranty conditions**: All supplies, equipment and services shall include manufacturer's minimum standard warranty and one (1) year labor warranty unless otherwise agreed to in writing.
- 11.7 **Buy American requirement**: Vendors may only use unmanufactured construction material mined or produced in the United States, as required by the Buy American Act. Where trade agreements apply, to the extent permitted by applicable law, then unmanufactured construction material mined or produced in a designated country may also be used. Vendors are required to check state specific requirements to ensure compliance with this requirement.
- 11.8 **Domestic preference**: Region 10 ESC prefers the purchase, acquisition, or use of goods, products, or materials produced in the United States.

12. ARTICLE 12 – SITE REQUIREMENTS

- 12.1 **Cleanup**: Vendor shall clean up and remove all debris and rubbish resulting from their work as required or directed by Member. Upon completion of the work, the premises shall be left in good repair and an orderly, neat, clean and unobstructed condition conducive to the Member's business purpose.
- 12.2 **Site Preparation**: Vendor shall not begin a project for which Participating Member has not prepared the site, unless Vendor does the preparation work at no cost, or until Participating Member includes the cost of site preparation in a purchase order to the contractor. Site preparation includes, but is not limited to moving furniture, moving equipment or obstructions to the work area, installation of wiring for networks or any other necessary pre-installation requirements.
- 12.3 **Registered sex offender restrictions**: For work to be performed at schools, Vendor agrees that no employee or employee of a subcontractor who has been adjudicated to be a registered sex offender will perform work at any time when students are or are reasonably expected to be present. Vendor agrees that a violation of this condition shall be considered a material breach and may result in the cancellation of the purchase order at the Participating Member's discretion. Vendor must identify any additional costs associated with compliance of this term. If no costs are specified, compliance with this term will be provided at no additional charge. Vendor is also responsible for ensuring that their employees or contractors who have direct contact with students are properly fingerprinted and background checked in accordance with local state law, if applicable.
- 12.4 **Safety measures**: Vendor shall take all reasonable precautions for the safety of employees on the worksite and shall erect and properly maintain all necessary safeguards for protection of workers and the public. Vendor shall post warning signs against all hazards created by its operation and work in progress. Proper precautions shall be taken pursuant to state law and standard practices to protect workers, general public and existing structures from injury or damage.
- 12.5 **Smoking/Tobacco**: Persons working under the contract shall adhere to local tobacco and smoking (including e-cigarettes/vaping) policies. Smoking will only be permitted in posted areas or off premises.
- 12.6 **Stored materials**: Upon prior written agreement between the vendor and Member, payment may be made for materials not incorporated in the work but delivered and suitably stored at the site or

some other location, for installation at a later date. An inventory of the stored materials must be provided to Participating Member with the application for payment seeking compensation for stored materials. Such materials must be stored and protected in a secure location and be insured for their full value by the vendor against loss and damage. Vendor agrees to provide proof of coverage and/or addition of Participating Member as an additional insured upon Participating Member's request. Additionally, if stored offsite, the materials must also be clearly identified as property of buying Participating Member and be separated from other materials. Participating Member must be allowed reasonable opportunity to inspect and take inventory of stored materials, on or offsite, as necessary.

Until final acceptance by the Participating Member, it shall be the Vendor's responsibility to protect all materials and equipment. Vendor warrants and guarantees that title for all work, materials and equipment shall pass to the Member upon final acceptance.

- 12.7 **Maintenance Facilities and Support**: It is preferred that each contractor should have maintenance facilities and a support system available for servicing and repair of product and/or equipment. If a third party is to be used to provide maintenance and support to the participating Member, Vendor must notify Region 10 ESC of that third party information. All technicians, applicators, installers shall be fully certified, trained and licensed to perform said duties.

13. ARTICLE 13 – MISCELLANEOUS

- 13.1 **Funding Out Clause**: Any/all contracts exceeding one (1) year shall include a standard "funding out" clause. A contract for the acquisition, including lease, of real or personal property is a commitment of the entity's current revenue only, provided the contract contains either or both of the following provisions:
"Retains to the entity the continuing right to terminate the contract at the expiration of each budget period during the term of the contract and is conditioned on a best efforts attempt by the entity to obtain appropriate funds for payment of the contract in the subsequent fiscal year."
- 13.2 **Disclosures**: Vendor affirms that he/she has not given, offered to give, nor intends to give at any time hereafter any economic opportunity, future employment, gift, loan, gratuity, special discount, trip, favor or service to a public servant in connection with this contract.
- 13.2.1 Vendor has a continuing duty to disclose a complete description of any and all relationships that might be considered a conflict of interest in doing business with Members in Equalis Group.
- 13.2.2 Vendor affirms that, to the best of his/her knowledge, the offer was arrived at independently, and was submitted without collusion with anyone to obtain information or gain any favoritism that would in any way limit competition or give an unfair advantage over other vendors in the award of this contract.
- 13.3 **Indemnity**: Vendor shall protect, indemnify, and hold harmless both Region 10 ESC and Equalis Group and its Members, administrators, employees and agents against all claims, damages, losses and expenses arising out of or resulting from the actions of Vendor, Vendor employees or Vendor subcontractors in the preparation of the solicitation and the later execution of the contract, including any supplemental agreements with Members. Any litigation involving either Region 10 ESC or Equalis Group, its administrators and employees and agents shall be in a court of competent jurisdiction in Dallas County, Texas. Texas law shall apply to any such suit, without giving effect to its choice of laws provisions. Any litigation involving Equalis Group participating Members shall be in the jurisdiction of the participating Member.

- 13.4 **Franchise Tax:** Vendor hereby certifies that he/she is not currently delinquent in the payment of any required franchise taxes, and shall remain current on any such franchise taxes throughout the term of this contract.
- 13.5 **Marketing:** Vendor agrees to allow Region 10 ESC and Equalis Group to use their name and logo within website, marketing materials and advertisement. Any use of the Region 10 ESC or Equalis Group name and logo or any form of publicity, inclusive of press releases, regarding this contract by Vendor must have prior approval from Region 10 ESC.
- 13.6 **Insurance:** Unless otherwise modified elsewhere in this document, prior to commencing services under this contract for a participating Member, contractor shall procure, provide and maintain during the life of this agreement comprehensive public liability insurance to include course of construction insurance and automobile liability, providing limits of not less than \$1,000,000.00 per occurrence. The insurance form will be an “all risk” type of policy with standard exclusions. Coverage will include temporary structures, scaffolding, temporary office trailers, materials, and equipment. Contractor shall pay for the deductibles required by the insurance provided under this agreement.
- 13.6.1 Certificates of insurance shall be delivered to the Member prior to commencement of work. The insurance company shall be licensed to do business and write the appropriate lines of insurance in the applicable state in which work is being conducted. Vendor shall give the participating entity a minimum of ten (10) days’ notice prior to any modifications or cancellation of policies. Vendor shall require all subcontractors performing any work to maintain coverage as specified.
- 13.6.2 Prior to commencing any work under this contract, any subcontractor shall also procure, provide, and maintain, at its own expense until final acceptance of the work performed, insurance coverage in a form acceptable to the prime contractor. All subcontractors shall provide worker’s compensation insurance which waives all subrogation rights against the prime contractor and Member.
- 13.7 **Subcontracts/Sub Contractors:** If Vendor serves as prime contractor, it shall not enter into any subcontract subject to this solicitation without prior approval from participating Member. Any/all subcontractors shall abide by the terms and conditions of this contract and the solicitation.
- 13.7.1 No subcontract relationships shall be entered into with a party not licensed to do business in the jurisdiction in which the work will be performed. Contractor must use subcontractors openly, include such arrangements in the proposal, and certify upon request that such use complies with the rules associated with the procurement codes and statutes in the state in which the contractor is conducting business.
- 13.7.2 Contractor agrees to pay subcontractors in a timely manner. Failure to pay subcontractors for work faithfully performed and properly invoiced may result in suspension or termination of this contract. Prior to participating Member’s release of final retained amounts, Contractor shall produce verified statements from all subcontractors and material suppliers that those entities have been paid in full amounts due and owing to them.
- 13.8 **Legal Obligations:** It is the Vendor’s responsibility to be aware of and comply with all local, state, and federal laws governing the sale of products/services identified in this RFP and any awarded contract and shall comply with all while fulfilling the RFP. Applicable laws and regulations must be followed even if not specifically identified herein.

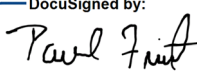
[Signatures follow on Signature Form]

PROPOSAL FORM 23: VENDOR CONTRACT AND SIGNATURE FORM

The undersigned hereby proposes and agrees to furnish goods and/or services in strict compliance with the terms, specifications and conditions at the prices proposed within response unless noted in writing. The undersigned further certifies that he/she is an officer of the company and has authority to negotiate and bind the company named below and has not prepared this proposal in collusion with any other Respondent and that the contents of this proposal as to prices, terms or conditions of said proposal have not been communicated by the undersigned nor by any employee or agent to any person engaged in this type of business prior to the official opening of this proposal.

VENDORS MUST SUBMIT THIS FORM COMPLETED AND SIGNED TO BE CONSIDERED

Prices are guaranteed: **120 days**

Company name	Friant & Associates LLC
Address	1980 W Ave 140th
City/State/Zip	San Leandro, CA 94577
Telephone No.	877-828-0410
Email address	paul.friant@friant.com
Printed name	Paul Friant
Position with company	CEO
Acknowledgement of Amendments 1 & 2 (Initial)	
Authorized signature	DocuSigned by:  693CDAF1C879451...

Term of contract July 1, 2025 to June 30, 2028

Unless otherwise stated, all contracts are for a period of three (3) years with an option to renew annually for an additional two (2) years if agreed to by Region 10 ESC. Vendor shall honor all administrative fees for any sales made based on the contract whether renewed or not.



Region 10 ESC Authorized Agent

06/19/2025

Date

Dr. Rickey Williams

Print Name

Equalis Group Contract Number R10-1176G

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www.friant.com

Equalis/ Region 10 ESC

*RFP #R10-1176 FOR:
FURNITURE AND STORAGE RELATED
PRODUCTS AND SERVICES*



April 17, 2025

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April 10, 2025

Region 10 ESC
400 E. Spring Valley Rd.
Richardson, TX 75081

Subject: Proposal Submission for RFP #R10-1176 – Furniture and Storage Related Products and Services

Dear Selection Committee,

On behalf of Friant, I am excited to submit our proposal in response to Region 10 ESC's Request for Proposal #R10-1176. As a leader in the furniture solutions industry, Friant is proud to offer innovative, sustainable, and cost-effective products that elevate the functionality and design of modern workspaces.

At Friant, we recognize the importance of providing efficient and reliable solutions that meet the unique needs of public sector agencies. Through this cooperative contract, we are committed to delivering:

- **High-Quality Products:** A comprehensive range of furniture and storage solutions, from workstations to lounge seating, that meet or exceed industry standards.
- **Sustainability Practices:** Environmentally responsible materials and processes that align with LEED standards and other green initiatives.
- **Tailored Customer Support:** A dedicated team to assist participating agencies with product selection, customization, and efficient delivery.

With our nationwide distribution network and ability to deliver exceptional solutions, we are confident in our ability to meet the objectives outlined in this RFP. Should Friant be awarded this contract, we will leverage our extensive experience, innovative designs, and dedicated team to support the needs of Region 10 ESC and Equalis Group members.

Thank you for considering our proposal. We look forward to the opportunity to partner with you and help elevate the workspaces of public agencies across the region. Please do not hesitate to reach out with any questions or for additional information

Best regards,

Shannon Harris
Strategic Initiatives Project Manager

(510) 488-6072 ext. 219

Proposal Form Checklist

The following documents must be submitted with the Proposal

The below documents can be found in Section 2; Proposal Submission and Required Bid Forms and must be submitted with the proposal. Please note Proposal Form 1 is a separate attachment (attachment B).

PROPOSAL PRICING: Attachment B is provided separately in a Microsoft Excel file and is required to complete your price proposal.

☒ **PROPOSAL FORM 1: ATTACHMENT B - PRICING**

QUESTIONNAIRE & EVALUATION CRITERIA:

☒ **PROPOSAL FORM 2: QUESTIONNAIRE & EVALUATION CRITERIA**

OTHER REQUIRED PROPOSAL FORMS:

- ☒ **PROPOSAL FORM 3: CERTIFICATIONS AND LICENSES**
- ☒ **PROPOSAL FORM 4: CLEAN AIR AND WATER ACT**
- ☒ **PROPOSAL FORM 5: DEBARMENT NOTICE**
- ☒ **PROPOSAL FORM 6: LOBBYING CERTIFICATION**
- ☒ **PROPOSAL FORM 7: CONTRACTOR CERTIFICATION REQUIREMENTS**
- ☒ **PROPOSAL FORM 8: ANTITRUST CERTIFICATION STATEMENTS**
- ☒ **PROPOSAL FORM 9: IMPLEMENTATION OF HOUSE BILL 1295**
- ☒ **PROPOSAL FORM 10: BOYCOTT CERTIFICATION AND FOREIGN ENTITIES CERTIFICATION**
- ☒ **PROPOSAL FORM 11: RESIDENT CERTIFICATION**
- ☒ **PROPOSAL FORM 12: FEDERAL FUNDS CERTIFICATION FORM**
- ☒ **PROPOSAL FORM 13: ADDITIONAL ARIZONA CONTRACTOR REQUIREMENTS**
- ☒ **PROPOSAL FORM 14: OWNERSHIP DISCLOSURE FORM (N.J.S. 52:25-24.2)**
- ☒ **PROPOSAL FORM 15: NON-COLLUSION AFFIDAVIT**
- ☒ **PROPOSAL FORM 16: AFFIRMATIVE ACTION AFFIDAVIT (P.L. 1975, C.127)**
- ☒ **PROPOSAL FORM 17: C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM**
- ☒ **PROPOSAL FORM 18: STOCKHOLDER DISCLOSURE CERTIFICATION**
- ☒ **PROPOSAL FORM 19: GENERAL TERMS AND CONDITIONS ACCEPTANCE FORM**
- ☒ **PROPOSAL FORM 20: EQUALIS GROUP ADMINISTRATION AGREEMENT**
- ☒ **PROPOSAL FORM 21: OPEN RECORDS POLICY ACKNOWLEDGEMENT AND ACCEPTANCE**
- ☒ **PROPOSAL FORM 22: VENDOR CONTRACT AND SIGNATURE FORM**

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PROPOSAL PRICING



PROPOSAL FORM 1: ATTACHMENT B – PRICING

Pricing should be entered in the attachment B Excel form provided in this RFP packet. Please reference Section 1, Part B, Instructions to Proposers, for more information on how to complete pricing.

(The rest of this page is intentionally left blank)

Pricing has been entered in attachment B and uploaded in the Pricing Proposal.

QUESTIONNAIRE & EVALUATION CRITERIA



The following should replace the questionnaire in Section 2 in its entirety.

1. PROPOSAL FORM 2: QUESTIONNAIRE & EVALUATION CRITERIA

Instructions:

Respondents should incorporate their questionnaire responses directly into the green cells below. Failure to provide responses in this format may result in the proposal being deemed as non-responsive at the sole discretion of Region 10.

Respondents may incorporate additional documents as part of their response which may be utilized by Region 10 as part of the evaluation. Additional documents must be consolidated as part of this Section 2 at the end of your response. **Vendor responses are strictly limited to 100 total pages (not including Attachment B – Pricing Excel pricesheet).** Vendors who submit more than 30 additional pages may result in the proposal being deemed non-responsive at the sole discretion of Region 10.

Region 10 has associated the evaluation criteria with the question that most closely aligns with that respective evaluation criteria. Region 10 reserves the right at its sole discretion to base its evaluation and specific evaluation criteria on any part of the respondent's proposal.

Evaluation Criteria	Question	Answer
Basic Information		
Required information for notification of RFP results	<i>What is your company's official registered name?</i>	Friant & Associates LLC
	<i>What is the mailing address of your company's headquarters?</i>	1980 W Ave 140th, San Leandro, CA 94577
	<i>Who is the main contact for any questions and notifications concerning this RFP response, including notification of award? Provide name, title, email address, and phone number.</i>	Shannon Harris Strategic Initiatives Project Manager shannon.harris@friant.com (510) 488-6072 ext. 219
Products/Pricing (35 Points)		
Coverage of products and services	No answer is required. Region 10 will utilize your overall response and the products/services provided in Attachment B to make this determination	
Ability of offered products and services to meet the needs requested in the scope	No answer is required. Region 10 will utilize your overall response and the products/services provided in Attachment B to make this determination	
Competitive pricing for all available products and services, including warranties if applicable	<i>Does pricing submitted include the required administrative fee?</i>	YES
	<i>Please provide your proposed administrative fee percentage or structure.</i>	We propose a 2% administrative fee on products. This rate aligns with industry standards and is designed to integrate smoothly into the procurement process, providing clear and manageable costs for all parties.

	<i>The administrative fee is normally calculated as a percentage of the total Spend for agencies accessing product and services through the Master Agreement and is typically between two percent (2%) to three percent (3%). In some categories, a flat fee or another fee structure may be acceptable.</i>	
	<i>Do you offer any other promotions or incentives for customers? If yes, please describe.</i>	Yes, we offer tiered discounts based on order volume. Larger purchases qualify for greater discounts, providing added value.
Ability of Customers to verify that they received contract pricing	<i>Were all products/lines/services and pricing being made available under this contract provided in the attachment B and/or Appendix B, pricing sections, including shipping, installation, and other peripheral costs/fees?</i>	Yes, all products, lines, services, and pricing made available under this contract are provided in Attachment B and/or Appendix B, including shipping, installation, and other peripheral costs and fees.
Payment methods	<i>Define your invoicing process and methods of payments you will accept. Please include the overall process for agencies to make payments</i>	Our invoicing process is coordinated through our authorized dealers. All purchase orders must be submitted directly to the authorized dealer managing the transaction. Agencies can make payments to the authorized dealer, who will handle the billing and payment process on our behalf. We accept various payment methods, including electronic funds transfer (EFT), credit card, and check, as facilitated by the authorized dealer. This streamlined approach ensures accurate processing and efficient communication throughout the payment cycle.
Other factors relevant to this section as submitted by the Respondent	No answer is required. Region 10 will utilize your overall response and the products/services provided in Attachment B to make this determination	
Performance Capability (25 Points)		
Product and service features and capabilities	<i>Please provide a high-level overview of the products and services being offered and how they address the scope being requested herein.</i>	Friant specializes in providing versatile and high-quality office furniture solutions tailored to meet the needs of modern workspaces. Their offerings include: • Panel Systems: Products like the Interra Panel System combine design flexibility with functionality, allowing for efficient use of space while maintaining a stylish aesthetic. • Benching Systems: These solutions foster collaboration and teamwork, creating open and inviting work environments. • Height-Adjustable Desks: Options like the My-Hite Desk cater to ergonomic needs, promoting comfort and productivity. • Training Tables and Chairs: Compact and stylish solutions such as the Lune Training Table and Soleil Nesting Chair are ideal for spaces requiring adaptability. • Soft Seating: Friant offers comfortable seating options that enhance collaborative areas and create welcoming spaces. • Privacy Screens: Friant provides a variety of screen solutions to enhance comfort and focus in shared workspaces. The Shield collection features freestanding screens, perfect for flexible arrangements. Additionally, many of our product lines

		include worksurface-mounted fabric, laminate, and glass screens, offering stylish and functional options that seamlessly integrate with existing furniture. For height-adjustable workstations, our Flyp screens in the My-Hite line deliver tailored solutions to meet ergonomic needs Friant's products are designed to address the scope of furniture RFPs by offering customizable, efficient, and aesthetically pleasing solutions that cater to diverse workplace requirements. Our commitment to sustainability and rapid delivery further ensures we meet the expectations of the public sector market.
	<i>Outline how your products and services compare to those of your competitors.</i>	Friant stands out in the competitive office furniture market by offering a unique blend of quality, affordability, and customization. Here's how Friant compares itself to its competitors: • Affordability: Friant provides high-quality furniture at competitive prices, often offering significant discounts compared to other brands. This makes their products accessible without compromising on quality. • Customization: Friant's product lines, such as Interra, Novo, and Dash, offer extensive customization options, including finishes, fabrics, and configurations. This flexibility allows customers to tailor solutions to their specific needs. • Sustainability: Friant emphasizes eco-friendly practices, using recycled materials and sustainable manufacturing processes. This commitment to green initiatives sets them apart from competitors who may not prioritize environmental responsibility. • Essentials Program: Friant's Essentials Program includes System 2, Novo, and My-Hite products, which ship with a three-week lead time year-round—offering a significant advantage over fluctuating lead times during peak periods for these lines. Additionally, Friant offers select product lines that can ship in just 48-72 hours, including Gitana, select Occasional Tables, and selected finishes for Reddispace, Task Seating, and Soft Seating. These shipping solutions ensure flexibility and responsiveness to meet diverse client needs. • Versatility: Friant's product range caters to various workspace needs, from collaborative benching systems to ergonomic height-adjustable desks, making them a one-stop solution for diverse office environments. These factors position Friant as a reliable and innovative choice in the office furniture industry.
	<i>Describe any customization capabilities offered for standard product lines.</i>	Friant offers a wide range of customization capabilities for our standard product lines to meet the unique needs of customers. These include: • Material and Finish Options: Customers can select from a variety of finishes, fabrics, and materials to match their aesthetic and functional preferences. • Configuration Flexibility: Our product lines, such as Interra and Dash, allow for modular configurations to adapt to different workspace layouts and requirements. • Custom Features: Certain products can be personalized with features like power grommets, storage solutions, or ergonomic adjustments. • Size and Layout Adjustments: Workstations, desks, and benching systems can be tailored in size and layout to suit specific space constraints.

		• Sustainable Choices: We incorporate eco-friendly options into customization, such as recycled materials and low-emission manufacturing." These capabilities empower customers to create workspaces that are functional, visually appealing, and perfectly aligned with their needs
	<i>Outline your digital design and visualization capabilities including digital rendering options.</i>	Friant offers robust digital design and visualization capabilities to support customers in creating tailored workspace solutions. These include: • Digital Renderings: Friant provides high-quality color 3D renderings based on existing CAD or GIZA files. Customers can visualize their workspace designs with selected finishes applied, ensuring alignment with their aesthetic preferences. • 2D/3D Drawings: Our design team delivers detailed 2D and 3D drawings in formats like DWG and PDF, allowing for precise planning and integration into larger projects. • Customization Tools: Friant's design resources include a typical library with downloadable drawings and pricing details, enabling customers to explore various configurations. • Interactive Visualization: Friant's website features interactive images showcasing our products in action, helping customers envision how their solutions fit into real-world environments. These capabilities ensure that customers can effectively plan, visualize, and customize their workspace designs with confidence.
	<i>List the number and location of offices or service centers for all states being proposed in solicitation. Additionally, if your company does not offer all products and services in all 50 states, please describe any geographical limitations on any product or service offered.</i>	Friant delivers products nationwide and maintains a strong presence across the U.S., supported by domestic manufacturing and warehouse facilities in California and Virginia. Their extensive network of authorized dealers, showrooms, and representatives ensures broad coverage and responsive service across all 50 states
	<i>Outline any value-added capabilities not already addressed.</i>	At Friant, we pride ourselves on delivering value-added capabilities that go beyond our high-quality furniture solutions. These include: • Green Initiatives: We are committed to sustainability, integrating eco-friendly practices into our design, manufacturing, and shipping processes. For example, we use recycled materials, blend polyester fibers in our fabrics, reconfigure designs to maximize fabric efficiency, and utilize LED-sensory lights in our warehouses and factories. We also source manufactured wood byproducts responsibly and meet stringent California standards to reduce emissions. • Comprehensive Support Network: We operate domestic manufacturing and warehouse facilities in California and Virginia, complemented by a nationwide network of dealers, showrooms, and sales representatives, ensuring seamless service across the U.S. • End-to-End Workspace Solutions: From design and manufacturing to installation, we provide complete workspace solutions, creating harmonious and functional environments for our customers.

		These value-added capabilities reflect Friant’s commitment to enhancing customer satisfaction and delivering exceptional service.
Customer implementation and project management	<i>Outline project management methodologies from initial assessment to final installation.</i>	Friant’s project management methodologies are designed to ensure seamless execution from initial assessment to final installation, with all functions performed through our authorized dealers. Here’s an overview: 1. Initial Assessment: Authorized dealers conduct a thorough needs analysis to understand the client’s requirements, workspace constraints, and design preferences. This includes site visits, consultations, and gathering relevant project details. 2. Design and Planning: Dealers collaborate with clients to create customized workspace solutions using Friant’s digital design and visualization tools. This phase includes generating 2D/3D drawings, digital renderings, and selecting finishes and configurations. 3. Order Processing: Once the design is finalized, dealers manage the order submission process, ensuring accuracy in product selection, quantities, and pricing. 4. Manufacturing and Logistics: Friant’s manufacturing facilities in California and Virginia produce the ordered items, while dealers coordinate shipping and delivery schedules to align with project timelines. 5. Installation: Authorized dealers oversee the installation process, ensuring that all furniture is assembled and placed according to the agreed-upon design. They also address any on-site adjustments or issues. 6. Post-Installation Support: Dealers provide ongoing support, including addressing warranty claims, maintenance needs, and additional customization requests. This dealer-driven approach ensures that clients receive expert guidance and support at every stage of the project.
	<i>Outline what ongoing training and consulting support is available to customers.</i>	At Friant, we are committed to providing ongoing training and consulting support to ensure our customers have the resources they need for success. Here’s an overview of what we offer: • Dealer Training Programs: We provide comprehensive training for our authorized dealers, equipping them with the knowledge to effectively support customers. This includes product knowledge, installation techniques, and best practices for workspace planning. • Consultation Services: Our team of experts is available to assist customers through our authorized dealers, offering guidance on product selection, customization options, and workspace optimization. • Resource Center: Customers have access to a robust online resource center, which includes sales sheets, brochures, design resources, and materials catalogs to aid in decision-making and project planning. • Customer Support: Our dedicated customer service team is available to address inquiries, provide technical support, and assist with warranty claims through our authorized dealer network. These ongoing support initiatives ensure that customers receive expert guidance and resources throughout their journey with Friant.

Maintenance services and staff qualifications	<i>Outline your preventative maintenance program for the offered products and services.</i>	Friant's preventative maintenance program is designed to ensure the longevity and optimal performance of our products. Here's an overview: 1. Care and Maintenance Guidelines: We provide detailed instructions for maintaining the finish quality of our furniture. This includes cleaning procedures for materials like coated metal, polished aluminum, chrome, laminates, and fabrics. For example, regular vacuuming and spot cleaning are recommended for panel fabrics, while laminates can be cleaned with a mild detergent solution. 2. Authorized Dealer Support: Preventative maintenance services are facilitated through our authorized dealers. They offer guidance on proper care and can assist with any specific maintenance needs or concerns. 3. Warranty Coverage: Our products come with a limited lifetime warranty, ensuring that any manufacturing defects or issues are addressed promptly. This warranty is supported by our authorized dealer network. 4. Replacement Parts and Repairs: Through our dealers, we provide access to replacement parts and repair services to address wear and tear or accidental damage. 5. Sustainability Practices: We incorporate eco-friendly materials and designs that are durable and easy to maintain, reducing the need for frequent replacements. This program ensures that customers can enjoy long-lasting, high-quality furniture with minimal disruptions.
	<i>Identify certifications and qualifications required by installation and maintenance staff.</i>	Friant ensures that installation and maintenance staff working through our authorized dealers meet high standards of expertise and professionalism. Here are the certifications and qualifications typically required: 1. Furniture Installation Training: Staff are trained in proper assembly and installation techniques for Friant products, ensuring compliance with safety standards and design specifications. 2. OSHA Certification: Installation and maintenance personnel are often required to have Occupational Safety and Health Administration (OSHA) certification to ensure safe practices during on-site work. 3. Technical Expertise: Staff may hold certifications in areas like carpentry, electrical systems, or general maintenance, depending on the scope of the project. 4. Experience with CAD and Design Tools: For maintenance staff involved in workspace modifications, familiarity with CAD software and design tools is beneficial. Customer Service Skills: Staff are trained to provide professional and courteous service, ensuring a positive experience for clients. These qualifications ensure that Friant's products are installed and maintained to the highest standards, delivering reliable and efficient service.
	<i>Outline any warranty programs offered including term length and coverage details.</i>	Friant offers comprehensive warranty programs to ensure customer satisfaction and product reliability. Here's an overview: • Limited Lifetime Warranty: This applies to core product lines such as Novo, Interra, System 2, Verity, Beam, Dash, and Novo Essentials. It covers defects in material and

		craftsmanship under normal usage conditions for as long as the original purchaser owns the product. • 1-Year Warranty: Covers high-wear parts like wood veneer, fabrics, laminates, foam, and glides. These components are subject to more frequent use and wear. • 2-Year Warranty: Applies to LED lights and ReddiSpace electrical components, ensuring functionality and reliability. • 3-Year Warranty: Covers specific product lines like Mesa and Willow. • 5-Year Warranty: Includes My-Hite motors and electrical components, as well as products like Scope, Lune, Roke, and Rafe. The warranty does not cover damage caused by misuse, neglect, or improper installation. Additionally, it excludes natural variations in materials, such as wood grain or fabric dye lots, and damage from environmental factors like sunlight or moisture. See Friant Warranties in Supplementary Materials.
Integration with other platforms	<i>Outline any online ordering system applications and integration capabilities with existing systems.</i>	Friant's online ordering system is designed to streamline the purchasing process and ensure seamless integration with existing systems, all managed through our authorized dealers. Here's an overview: • Dealer Resource Center: Authorized dealers have access to a comprehensive online portal where they can manage orders, check lead times, track shipments, and view invoices. This system provides real-time updates and ensures efficient communication. • Order Submission: Dealers can submit purchase orders via email, including necessary files like .sp4 or .sif for accurate processing. This ensures compatibility with design tools such as CAP, GIZA, or Project Matrix. • Integration Capabilities: Friant's system supports integration with industry-standard software used by dealers, allowing for seamless data exchange and compatibility with existing workflows. • Customization and Tracking: Dealers can customize orders and monitor their status through the online platform, ensuring transparency and accuracy throughout the process. This dealer-driven approach ensures that customers receive expert guidance while benefiting from a streamlined and efficient ordering system.
Quality control and compliance	<i>Identify relative quality control processes in place including material selection, testing protocols, and compliance with industry standards.</i>	At Friant, we maintain rigorous quality control processes to ensure the reliability and excellence of our products. Here's an overview: • Material Selection: We prioritize high-quality and sustainable materials, including recycled polyester fibers, responsibly sourced wood byproducts, and durable laminates. Our material choices align with California standards for composite wood products, reducing formaldehyde emissions. • Testing Protocols: Our products undergo comprehensive testing to meet durability, safety, and performance standards. This includes inspections during manufacturing and post-production to identify and address any defects. • Compliance with Industry Standards: Friant adheres to strict industry regulations, including Proposition 65 and fabric flammability standards. We also meet

		environmental guidelines to minimize our impact, such as reducing emissions through efficient delivery practices. These processes reflect our commitment to delivering high-quality, sustainable, and compliant furniture solutions.
	<i>Identify measures taken to stay current with technological advancements and integration into product lines.</i>	At Friant, we continuously embrace technological advancements to enhance our product lines and meet evolving customer needs. Here are some key measures we take: • Digital Design Tools: We utilize advanced design software to create 2D/3D renderings and interactive visualizations, ensuring customers can effectively plan and customize their workspaces. • Sustainable Manufacturing Practices: By integrating eco-friendly technologies, such as LED-sensory lighting and efficient material usage, we stay at the forefront of sustainable production. • Global Sourcing and Supply Chain: Our international reach allows us to adopt innovative supply chain technologies, ensuring rapid response to customer demands and reliable inventory management. • Product Innovation: We continuously refine our product lines, incorporating ergonomic designs, modular configurations, and modern aesthetics to align with current trends and customer preferences. These measures reflect our commitment to innovation and delivering high-quality, forward-thinking solutions.
	<i>Outline all applicable product certifications currently held such as BIFMA or ADA.</i>	Friant holds several key certifications that demonstrate the quality, safety, and environmental responsibility of our products. These include: • BIFMA Standards: Friant products comply with ANSI/BIFMA standards, such as X5.6-2016 and X5.9-2012, ensuring durability, safety, and performance in office furniture. • MAS Certified Green®: Our products meet low-emission standards, conforming to ANSI/BIFMA x7.1-2011(R2016) and ANSI/BIFMA e3-2019 Section 7.6.1 test methods. This certification supports LEED v4.1 ID+C and BD+C low-emitting interiors criteria. • TSCA Title VI Compliance: All Friant products adhere to TSCA Title VI standards, ensuring compliance with formaldehyde emission regulations for composite wood products. • UL Certification: Select products are UL962 certified, meeting safety standards for furniture electrical systems. These certifications reflect Friant's commitment to delivering high-quality, sustainable, and safe furniture solutions.
	<i>Describe initiatives in place to address environmental impact measures such as product recycling, refurbishment, and disposal at end of life.</i>	It's been well documented how the furniture industry is, unfortunately, responsible for a significant amount of pollution and emissions which harm the environment. At Friant, we're committed to reducing our carbon footprint and finding new, innovative ways in which to manufacture more cleanly and responsibly. Here's a rundown of just some of the methods and processes we've implemented to ensure we're doing our part to be kinder to the planet.

		Wood Sourcing + Wood Products We source our manufactured wood byproducts from providers that don't harm endangered species or environments. We also don't just meet but exceed California's standards for composite wood products to reduce formaldehyde emissions. Recycle, Recycle, Recycle! From production to shipment, we're constantly finding ways to reuse materials where we can. We utilize recycled materials in our products and shipping materials, and we also blend recycled polyester fibers into our fabrics. Additionally, we reconfigure designs to maximize yardage per roll. On the shipping side of the business, more than 75% of our product is shipped on a reusable wood pallet, shrink wrapped with plastic that's recyclable Save Your Energy To reduce our energy consumption, we've installed LED-sensory lights in our warehouses and factories. Rather than leaving lights on for hours even if crews aren't actively in a room or area, these lights turn off when there's no movement and turn on when crews enter the space. These lights have also been installed in our San Leandro HQ showroom and offices, ensuring our employees have light when they need it but that we're not wasting energy when they don't. Clearing the Air The pollution we can't see is often some of the most destructive, so we've made efforts to reduce our emissions in meaningful ways. We combine deliveries where possible to decrease the number of vehicles we put on the road. All of our glue and adhesives are manufactured with low volatile organic compounds (VOCs) and contain no chlorinated solvents. All of our finishes, glues, and adhesives are GREENGUARD certified or equivalent GREENGUARD is a voluntary program that verifies that products have low chemical emissions, especially VOCs, and are suitable for indoor spaces. Products which receive this certification have been tested and evaluated to meet stringent chemical emissions limits. It's important to us that our employees and customers work with, on, and around surfaces and products that take their health into account, so we're proud to choose these GREENGUARD-certified materials for our production. Friant is focused on reducing our environmental impact and establishing practices that protect us today and prepare us for tomorrow. From materials and shipping to finishes and textiles, we're utilizing resources and creating products which give customers confidence that they can count on us to support earth-friendly manufacturing. We're always looking for new opportunities to improve our sustainability and foster a greener way of living.
Customer service/problem resolution	<i>Describe your company's Customer Service Department (hours of operation, how you resolve issues, number of service centers, etc.).</i>	Friant is committed to delivering responsive, efficient customer service designed to support clients across the United States. Friant's customer service team can be reached directly at 877-828-0410 , in addition to submitting inquiries through their online contact form or emailing at cst@friant.com . Our team is available Monday through Friday, 8:30 AM - 5:00 PM PST.

		Upon receiving a customer query or issue, Friant’s support team promptly assesses the concern and coordinates with relevant departments to resolve it. This process ensures that every issue—whether related to order discrepancies, product performance, or delivery timelines—is tracked and addressed until a satisfactory resolution is achieved. The aim is to provide clear communication and efficient solutions, minimizing downtime and maintaining high customer satisfaction.
Financial condition of vendor	<i>Demonstrate your financial strength and stability with meaningful data. This could include, but is not limited to, such items as financial statements, SEC filings, credit & bond ratings, letters of credit, and detailed reference letters</i>	Friant has attached our D&B report for reference to demonstrate our financial strength and stability. This report provides comprehensive insights into our financial performance, creditworthiness, and operational reliability, ensuring transparency and confidence for our partners and clients See Friant’s Credit Report in Supplementary Materials.
	<i>What was your annual sales volume over last three (3) years?</i>	2024 annual sales \$65.7 million 2023 annual sales \$63.5 million 2022 annual sales \$74.5 million
History of meeting products and services deadlines	<i>Outline the process timeline for product pickup, delivery and any other applicable capabilities not already addressed.</i>	Friant’s process timeline for product pickup, delivery, and related capabilities is designed to ensure efficiency and reliability. Here’s an overview: 1. Order Submission and Processing: All orders are placed through our authorized dealers. Once an order is submitted, it is reviewed for accuracy, including product selection, customization details, and quantities. The dealer provides confirmation of the timeline to the customer. 2. Manufacturing and Lead Times: Products are manufactured in Friant’s U.S.-based facilities in California and Virginia. Standard lead times vary by product line and are updated regularly. Dealers can access these estimates 24/7 in the Dealer Resource Center for efficient planning. For purposes of this response, Friant has provided their current Standard Lead Times in Supplementary Materials. Additionally, Friant offers select product lines that can ship in just 48-72 hours, including Gitana, select Occasional Tables, and selected finishes for Reddispace, Task Seating, and Soft Seating. These shipping solutions ensure flexibility and responsiveness to meet diverse client needs. 3. Delivery Coordination: Authorized dealers arrange delivery services directly with customers. Friant’s logistics network enables efficient shipping across the United States. Deliveries are planned to minimize environmental impact by combining shipments wherever possible. 4. Installation and Setup: Upon delivery, authorized dealers manage the installation process. This includes unpacking, assembling, and positioning the furniture as per the customer’s layout and design plans. 5. Post-Delivery Support: Dealers provide ongoing support for any adjustments, maintenance, or warranty-related needs after installation. This end-to-end process, supported by Friant’s robust logistics and dealer network, ensures timely and seamless execution.
Other factors relevant to this section as submitted by the Respondent	<i>Describe the capacity of your company to provide management reports, i.e.</i>	Friant, through our authorized dealers, has the capacity to provide detailed management reports tailored to meet the needs of eligible agencies. These reports can include:

	<i>consolidated billing by location, time and attendance reports, etc. for each eligible agency</i>	• Consolidated Billing by Location: We can generate comprehensive billing reports that consolidate expenses by location, providing clear and organized financial data for easier tracking and analysis. • Time and Attendance Reports: Our system supports the creation of time and attendance reports, ensuring accurate monitoring of project timelines and resource allocation. • Custom Reporting: We offer flexibility in generating custom reports based on specific agency requirements, such as usage trends, product performance, or delivery timelines. These capabilities are facilitated through our authorized dealer network, ensuring that agencies receive accurate and timely information to support their operational needs.
	<i>Provide your safety record, safety rating, EMR and worker's compensation rate where available.</i>	Friant prioritizes safety and adheres to industry standards to maintain a strong safety record. Friant emphasizes safe practices in its operations, including compliance with OSHA standards and rigorous quality control measures.
Qualification and Experience (25 Points)		
Respondent reputation in the marketplace	<i>Provide a link to your company's website</i>	https://friant.com/
	<i>Please provide a brief history of your company, including the year it was established.</i>	Friant was established in 1989 in a garage in Oakland, California. Over the years, the company has grown significantly, now owning and operating facilities across the globe. Friant's U.S. presence includes domestic manufacturing and warehouse facilities in California and Virginia, along with a nationwide network of dealers, showrooms, and representatives. Friant has built a reputation for designing and producing high-quality office furniture solutions that blend style, functionality, and sustainability. Friant's commitment to innovation and environmental responsibility has positioned it as a trusted partner for federal, state, and local governments, as well as commercial clients.
Past relationship with Region 10 ESC and/or Region 10 ESC members	<i>Have you worked with Region 10 in the past? If so, provide the timeframe and main contact for that work?</i>	While Friant has built strong relationships with numerous public sector entities, we have not had the opportunity to collaborate directly with Region 10 at this time. We are excited about the prospect of working together and demonstrating our ability to support their needs effectively.
Experience and qualification of key employees	<i>Please provide contact information and resumes for the person(s) who will be responsible for the following areas. Region 10 requests contacts to cover the following:</i> * Executive Support * Account Manager * Contract Manager * Marketing * Billing, reporting & Accounts Payable	Executive Support, Account Manager, and Contract Manager – Shannon Harris, Strategic Initiatives Project Manager See Shannon Harris Professional Summary in Supplementary Materials. Marketing – Lauren Herbert, Lead Product Marketing Manager Lauren Hebert is a dynamic professional with a proven track record of leadership and innovation. With extensive experience in systems mapping and strategic planning, Lauren excels in driving impactful solutions that address complex challenges. Her expertise spans interdisciplinary collaboration, stakeholder engagement, and the development of forward-thinking strategies to foster growth and efficiency. Lauren's ability to bridge diverse perspectives and implement actionable insights has positioned her as a trusted leader in her field. Her commitment to excellence and her passion for creating meaningful changes continue to define her professional journey.

		As a Product Marketing Manager, Lauren translates customer needs, journeys, and segment insights into compelling messaging that fuel product adoption. She leads the development of the GTM strategy, ensuring alignment across teams, and partner closely with sales to deliver the assets needed to effectively communicate product value and drive success in the market. Billing, reporting, & Accounts Payable – Deanna Dorner, Accounting Director Deanna Dorner is a seasoned accounting professional with extensive experience in financial management and operational leadership. As Director of Accounting at Friant, she has demonstrated exceptional expertise in overseeing financial operations, streamlining processes, and ensuring compliance with industry standards. Deanna's strategic approach to accounting and her ability to manage complex financial systems have made her a trusted leader in her field. Her commitment to excellence and her focus on delivering impactful results continue to drive her success in fostering organizational growth and efficiency. See more about Deanna in Supplementary Materials..
Past experience working with the public sector	<i>What are your overall public sector sales, excluding Federal Government, for last three (3) years?</i>	Total of \$6.07 Million
	<i>What is your strategy to increase market share in the public sector?</i>	At Friant, our strategy to increase market share in the public sector revolves around building strong partnerships, enhancing visibility, and delivering exceptional value. Here's how we approach this: 1. Targeted Outreach: We actively engage with government agencies, educational institutions, and public sector organizations, showcasing our ability to meet their specific needs with reliable and cost-effective solutions. 2. Competitive Pricing: We offer competitive pricing structures, including special programs and contracts tailored for public sector clients, ensuring affordability without compromising quality. 3. Expanded Dealer Network: We continue to strengthen and expand our network of authorized dealers, providing localized support and expertise across the U.S. 4. Sustainability Focus: Our commitment to eco-friendly practices and sustainability aligns with public sector initiatives, enhancing our appeal to organizations prioritizing environmental responsibility. 5. Digital Tools and Resources: We leverage advanced design tools and online platforms to streamline the ordering and customization process, making it easier for public sector clients to access and adapt our products. 6. Enhanced Visibility and Participation: We participate in industry events, trade shows, and conferences to connect with public sector stakeholders and demonstrate the strengths of our offerings. These strategic efforts are designed to ensure Friant remains a trusted partner in the public sector.
Past litigation, bankruptcy, reorganization, state investigations of entity or current officers and directors	<i>Provide information regarding whether your firm, either presently or in the past, has been involved in any litigation, bankruptcy, or reorganization.</i>	Friant has not been involved in any litigation, bankruptcy, or reorganization, either presently or in the past. This reflects our commitment to maintaining financial stability and ethical business practices.

Minimum of 5 public sector customer references relating to the products and services within this RFP	<i>Provide a minimum of five (5) customer references for product and/or services of similar scope dating within the past 3 years. Please try to provide references for K12, Higher Education, City/County and State entities. Provide the entity; contact name & title; city & state; phone number; years serviced; description of services; and annual volume</i>	1. Entity- College of the Canyon Santa Clarita City and State- Santa Clarita California Phone Number- +1 (661) 259-7800 Years Services- 2022 Description of Services -installing furniture for the performing arts quad Annual Volume- 36K Contact name and Title: April Graham, CPRM director (661) 362-3248 april.graham@canyons.edu 2. Greene County Board of Commissioners Department of Employee services in Washington DC City and State: Washington DC Contact name and title: Roberta Collins, Administrative Services Phone: 202-698-6681, 202-345-7781, roberta.collins2@dc.gov Years Serviced: 2015-2024 Description of Services: System 2 Workstations and Mesa Conference Tables Annual Volume: \$45K 3. Georgia Building Authority Georgia State Properties Commission 40 Capitol Square, SW Atlanta, GA 30334 Workstations for multiple floors of employees in their Law division Buyer/ Phone: Kelsey Ayers / (404) 270-0207 Email: Kelsey.Ayers@gsfic.ga.gov Bill To: Georgia State Financing & Investment Commission 270 Washington St, 2nd Floor Atlanta, GA 30334 Phone: (404) 463-5600 Fax: (404) 463-5699 Years Serviced: 2024 – 2025 Annual Volume: 385K 4. GWINNETT COUNTY GA North and South precinct. David Hobson Trades Tech III Gwinnett Police Department Support Operations 770.513.5806 Cell: 678-641-8056 770 Hi-Hope Road, Lawrenceville, GA 30045 Years Serviced: 2024 – 2025 Annual Volume: \$54k Description of Projects: Training Tables and Novo Panel System workstations 5. Department of Employee services in Washington DC City and State: Washington DC Contact name and title: Roberta Collins, Administrative Services Phone: 202-698-6681, 202-345-7781, roberta.collins2@dc.gov
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		Years Served: 2015-2024 Description of Services: System 2 Workstations and Mesa Conference Tables Annual Volume: \$45K
Company profile and capabilities	<i>Do you plan to sell to customers directly, use resellers or subcontractors, or a combination of both? If you intend to use resellers and/or subcontractors, describe your process for ensuring that resellers and subcontractors comply with the pricing and terms of the contract.</i>	Friant exclusively works through our authorized dealer network to sell our products, ensuring customers receive expert service and support. Our dealers are responsible for all sales, including pricing, delivery, and installation. To maintain transparency and compliance with contract terms, Friant provides publicly accessible price lists online. This ensures that Members can easily verify pricing and access their applicable discounts. By making this information openly available, we ensure consistency and alignment with the contract's terms and conditions. Additionally, our team regularly collaborates with dealers to review pricing structures, address any discrepancies, and confirm adherence to established agreements. This proactive approach guarantees that our high standards of service and pricing integrity are upheld
Exhibited understanding of cooperative purchasing	No answer is required. Region 10 will utilize your overall response to this questionnaire to make this determination. Previous experience with cooperatives is not necessary to score well for this criterion.	
Other factors relevant to this section as submitted by the Respondent	<i>If your company is a privately held organization, please indicate if the company is owned or operated by anyone who has been convicted of a felony. If yes, a detailed explanation of the names and conviction is required.</i>	Friant confirms that no individual owning or operating the company has been convicted of a felony. This reflects our commitment to ethical business practices and maintaining the highest standards of integrity.
	Provide a copy of all current licenses, registrations and certifications issued by federal, state and local agencies, and any other licenses, registrations or certifications from any other governmental entity with jurisdiction, allowing Respondent to perform the covered services. These will be provided in the space provided in Form 3. No answer is required here.	
Commitment to Service Equalis Group Members (15 Points)		
Marketing plan, capability, and commitment	<i>Detail how your organization plans to market and promote this contract upon award, including how this contract will fit into your organization’s current go-to-market strategy in the public sector.</i>	Following the award of this contract, Friant plans to integrate it seamlessly into our overarching strategy for the public sector. We will collaborate with our network of authorized dealers to ensure widespread awareness of the contract, equipping them with tailored marketing resources and product training. Our efforts will include direct outreach to public sector organizations, emphasizing how this contract aligns with their needs. Utilizing digital marketing tools, we will feature this opportunity prominently across our website, email campaigns, and social media platforms, ensuring visibility and accessibility. Furthermore, we aim to showcase the benefits of this contract at industry events and trade exhibitions, fostering connections and engagement. By aligning these promotional activities with our dealer network and leveraging Equalis Group’s platform, we are confident in our ability to optimize contract performance and bring exceptional value to members.
	<i>Detail how your organization will train your sales force and customer service representatives on this contract to ensure that they can competently and consistently</i>	Friant is committed to thoroughly preparing our sales and customer service teams to represent this contract effectively. To achieve this, we will implement a structured training program designed to equip our team with in-depth knowledge and practical skills.

	<i>present the contract to public agency customers and answer any questions they might have concerning it.</i>	- Contract Overview and Key Highlights: Initial training will focus on providing a detailed understanding of the contract, including pricing structures, terms, and unique value propositions, ensuring clarity and consistency in communication. - Practical Application Through Scenarios: We will integrate hands-on exercises that simulate real-world customer interactions, enabling our teams to confidently address inquiries and demonstrate the benefits of the contract. - Comprehensive Support Materials: Customized guides, cheat sheets, and digital tools will be readily available to support quick reference and on-the-go learning. - Continuous Learning Opportunities: We will establish a system for periodic updates and refresher sessions, ensuring the teams stay informed about any changes or enhancements to the contract. - Collaboration with Leadership: Friant's leadership and subject matter experts will play an active role in guiding the teams, addressing specific challenges, and ensuring the highest standards are upheld
	<i>Acknowledge that your organization agrees to provide its company logo(s) to Region 10 ESC and Equalis Group and agrees to provide permission for reproduction of such logo in marketing communications and promotions</i>	Yes, we agree to provide our company logo(s) to Region 10 ESC and Equalis Group and grant permission for their reproduction in marketing communications and promotions.
Ability to manage a cooperative contract	<i>Describe the capacity of your company to report monthly sales through this agreement to Equalis Group.</i>	Friant is fully equipped to comply with the reporting requirements outlined by Equalis Group. We are committed to electronically providing detailed, line-item monthly reports summarizing the dollar volume of all member sales under the contract. These reports will include: • Data points such as customer name, location, purchase quantity, product descriptions, and total sales figures. • Administrative fees accurately calculated and documented to meet the requirements. Reports will be compiled and submitted by the fifteenth (15th) day after the end of each month to the designated Equalis offices via email at Reporting@EqualisGroup.org. Friant will ensure all necessary sales data is collected from Program Participants under the Master Agreement. Our established systems for tracking sales ensure accuracy, timeliness, and adherence to the expectations of Equalis Group
	<i>Define the specific, step-by-step process for your sales and/or quote generation team to tie a quote, proposal, invoice, and/or purchase order to the Equalis cooperative contract in you Customer Relationship Management ("CRM"), sales system, or Enterprise Resource Planning ("ERP") system. Include any individuals and/or teams involved in this process.</i>	Friant ensures that all quotes, proposals, invoices, and purchase orders are accurately tied to the Equalis cooperative contract through a clearly defined process integrated into our internal systems. 1. Contract Identification: ○ During the initial engagement with a customer, the team identifies and tags the opportunity in our system as an Equalis cooperative contract. This ensures all associated documents are automatically linked to the agreement. 2. Document Preparation and Review: ○ Our quoting team prepares tailored proposals based on the Equalis contract terms and pre-approved pricing.

		○ Senior team members conduct thorough reviews to confirm contract compliance, accuracy, and appropriate pricing alignment. 3. Purchase Order Processing: ○ Once a purchase order is received, the operations team reconciles it with existing proposals and quotes. They ensure the correct tags and identifiers are applied in our ERP system. 4. Invoice Generation and Reporting: ○ Invoices are prepared by the accounting team, reflecting the administrative fees, discounts, and other contract-specific details. ○ Finalized invoices are audited internally to ensure full compliance with the requirements of the Equalis cooperative agreement. 5. Collaborative Efforts: ○ All involved teams, including sales, operations, and accounting, communicate closely to maintain consistency and accuracy. This collaborative approach ensures alignment across all phases of the process.
	<i>Identify any contracts with other cooperative or government group purchasing organizations of which your company is currently a part of:</i>	Friant holds a GSA contract, demonstrating their commitment to providing office furniture solutions to federal agencies and other eligible entities. Additionally, Friant is proud to hold a contract with the State of Georgia, enabling streamlined procurement and collaboration with public sector clients in the state.
Commitment to supporting agencies to utilize the contract	<i>If awarded a contract, how would you approach agencies in regards to this contract? Please indicate how this would work for both new customers to your organization, as well as existing.</i>	Friant's Strategy for Engaging Agencies with the Awarded Contract 1. Approach for New Customers: ○ Building Awareness: Our outreach strategy focuses on actively introducing the advantages of the awarded contract to potential clients. This will be achieved through dedicated outreach efforts such as hosting informational webinars, crafting personalized communication, and conducting one-on-one meetings to provide clear insights into how the contract benefits align with their operational goals. ○ Providing Resources: Customized informational packets, which include details on pricing, terms, and key value propositions, will be shared to ensure new customers have a complete understanding of the contract's offerings. ○ Developing Relationships: We aim to establish strong initial connections by dedicating specialized resources to engage with new customers, gaining insight into their specific needs, and crafting tailored solutions. 2. Engagement with Existing Customers: ○ Seamless Integration: Friant will review current agreements and evaluate opportunities for transitioning ongoing projects to the awarded contract. This ensures a smooth and uninterrupted experience for our existing customers. ○ Highlighting Contract Benefits: We will proactively communicate the contract's features, demonstrating how the new terms, discounts, and streamlined processes enhance value and efficiency for our existing partners.

		○ Continuity of Service: Efforts will be made to ensure that ongoing projects and services are seamlessly adapted to comply with the new contract, preserving the quality and consistency clients expect. Unified Strategies for Both Groups: • Collaborative Promotion: Friant will work in tandem with Equalis Group, leveraging their platform to extend reach and raise awareness about the contract benefits across various public sector agencies. • Comprehensive Support: A designated team will be available to guide both new and existing customers, offering assistance with implementation, answering questions, and ensuring alignment with the contract's requirements. • Ongoing Engagement: Continuous communication and proactive relationship management will form the foundation of our strategy, ensuring long-term success for agencies utilizing the awarded contract. This approach ensures that Friant maximizes value for all parties involved, fostering trust and collaboration under the new agreement.
Other factors relevant to this section as submitted by the Respondent	<i>Provide the number of sales representatives which will work on this contract and where the sales representatives are located.</i>	Friant provides complete coverage across all 50 states, ensuring accessibility to customers nationwide. You can easily locate a sales representative in your area by visiting our Sales Rep Locator. This tool also includes contact information for each representative, making it simple to reach out directly for assistance."

REQUIRED PROPOSAL FORMS



The following should replace Proposal Form 3 in its entirety.

PROPOSAL FORM 3: CERTIFICATIONS AND LICENSES

Provide a copy of all current licenses, registrations and certifications issued by federal, state and local agencies, and any other licenses, registrations or certifications from any other governmental entity with jurisdiction, allowing Respondent to perform the covered services including, but not limited to licenses, registrations or certifications.

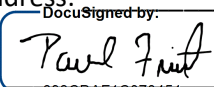
PROPOSAL FORM 4: CLEAN AIR WATER ACT

I, the Vendor, am in compliance with all applicable standards, orders or regulations issued pursuant to the Clean Air Act of 1970, as Amended (42 U.S. C. 1857 (h), Section 508 of the Clean Water Act, as amended (33 U.S.C. 1368), Executive Order 117389 and Environmental Protection Agency Regulation, 40 CFR Part 15 as required under OMB Circular A-102, Attachment O, Paragraph 14 (1) regarding reporting violations to the grantor agency and to the United States Environment Protection Agency Assistant Administrator for the Enforcement.

Potential Vendor: Friant & Associates LLC

Title of Authorized Representative: Paul Friant

Mailing Address: 1980 W Ave 140th, San Leandro, CA 94577

Signature:  DocuSigned by:
693CDAF1C070451...

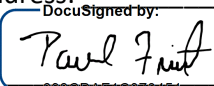
PROPOSAL FORM 5: DEBARMENT NOTICE

I, the Vendor, certify that my company has not been debarred, suspended or otherwise ineligible for participation in Federal Assistance programs under Executive Order 12549, "Debarment and Suspension", as described in the Federal Register and Rules and Regulations.

Potential Vendor: Friant & Associates LLC

Title of Authorized Representative: Paul Friant

Mailing Address: 1980 W Ave 140th, San Leandro, CA 94577

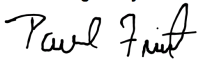
Signature: 
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PROPOSAL FORM 6: LOBBYING CERTIFICATION

Submission of this certification is a prerequisite for making or entering into this transaction and is imposed by Section 1352, Title 31, U.S. Code. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Any person who fails to file the required certification shall be subject to civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

The undersigned certifies, to the best of his/her knowledge and belief, that:

1. No Federal appropriated funds have been paid or will be paid on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of a Federal contract, the making of a Federal grant, the making of a Federal loan, the entering into a cooperative agreement, and the extension, continuation, renewal, amendment, or modification of a Federal contract, grant, loan, or cooperative agreement.
2. If any funds other than Federal appropriated funds have been or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract or cooperative agreement, the undersigned shall complete and submit Standard Form LLL, "Disclosure of Lobbying Activities," in accordance with its instructions.
3. The undersigned shall require that the language of this certification be included in the award documents for all covered sub-awards exceeding \$100,000 in Federal funds at all appropriate tiers and that all sub-recipients shall certify and disclose accordingly.

DocuSigned by:

 693CDAF1C070451...
 Signature of Respondent

4/10/2025
 Date

PROPOSAL FORM 7: CONTRACTOR CERTIFICATION REQUIREMENTS

Contractor's Employment Eligibility

By entering the contract, Contractor warrants compliance with the Federal Immigration and Nationality Act (FINA), and all other federal and state immigration laws and regulations. The Contractor further warrants that it is in compliance with the various state statutes of the states it will operate this contract in.

Participating Government Entities including School Districts may request verification of compliance from any Contractor or subcontractor performing work under this Contract. These Entities reserve the right to confirm compliance in accordance with applicable laws.

Should the Participating Entities suspect or find that the Contractor or any of its subcontractors are not in compliance, they may pursue any and all remedies allowed by law, including, but not limited to: suspension of work, termination of the Contract for default, and suspension and/or debarment of the Contractor. All costs necessary to verify compliance are the responsibility of the Contractor.

The Respondent complies and maintains compliance with the appropriate statutes which requires compliance with federal immigration laws by State employers, State contractors and State subcontractors in accordance with the E-Verify Employee Eligibility Verification Program.

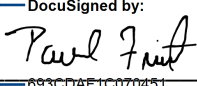
Contractor shall comply with governing board policy of the Region 10 ESC Participating entities in which work is being performed.

Fingerprint & Criminal Background Checks

If required to provide services on school district property at least five (5) times during a month, contractor shall submit a full set of fingerprints to the school district if requested of each person or employee who may provide such service. Alternately, the school district may fingerprint those persons or employees. An exception to this requirement may be made as authorized in Governing Board policy. The district shall conduct a fingerprint check in accordance with the appropriate state and federal laws of all contractors, subcontractors or vendors and their employees for which fingerprints are submitted to the district. Contractor, subcontractors, vendors and their employees shall not provide services on school district properties until authorized by the District.

The Respondent shall comply with fingerprinting requirements in accordance with appropriate statutes in the state in which the work is being performed unless otherwise exempted.

Contractor shall comply with governing board policy in the school district or Participating Entity in which work is being performed.

DocuSigned by:

 693CDAF1C070451...
 Signature of Respondent

4/10/2025

Date

PROPOSAL FORM 8: ANTITRUST CERTIFICATION STATEMENTS
(Tex. Government Code § 2155.005)

I affirm under penalty of perjury of the laws of the State of Texas that:

- (1) I am duly authorized to execute this contract on my own behalf or on behalf of the company, corporation, firm, partnership or individual (Company) listed below;
- (2) In connection with this proposal, neither I nor any representative of the Company has violated any provision of the Texas Free Enterprise and Antitrust Act, Tex. Bus. & Comm. Code Chapter 15;
- (3) In connection with this proposal, neither I nor any representative of the Company has violated any federal antitrust law; and
- (4) Neither I nor any representative of the Company has directly or indirectly communicated any of the contents of this proposal to a competitor of the Company or any other company, corporation, firm, partnership or individual engaged in the same line of business as the Company.

VENDOR Friant & Associates LLC

ADDRESS 1980 W Ave 140th

San Leandro, CA 94577

PHONE 877-828-0410

FAX 510-248-4455

RESPONDANT



Signature

Shannon Harris

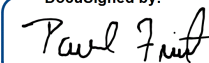
Printed Name

Strategic Initiatives Project Manager

Position with Company

AUTHORIZING OFFICIAL

Docusigned by:



Signature

Paul Friant

Printed Name

CEO

Position with Company

CERTIFICATE OF INTERESTED PARTIES

FORM 1295

1 of 1

Complete Nos. 1 - 4 and 6 if there are interested parties.
Complete Nos. 1, 2, 3, 5, and 6 if there are no interested parties.

OFFICE USE ONLY CERTIFICATION OF FILING

Certificate Number:
2025-1287397

Date Filed:
03/26/2025

Date Acknowledged:

1 Name of business entity filing form, and the city, state and country of the business entity's place of business.

Friant
San Leandro, CA United States

2 Name of governmental entity or state agency that is a party to the contract for which the form is being filed.

Region 10 ESC

3 Provide the identification number used by the governmental entity or state agency to track or identify the contract, and provide a description of the services, goods, or other property to be provided under the contract.

R10-1176
FURNITURE AND STORAGE RELATED PRODUCTS AND SERVICES

4	Name of Interested Party	City, State, Country (place of business)	Nature of interest (check applicable)	
			Controlling	Intermediary
	Friant	San Leandro, CA United States	X	

5 Check only if there is NO Interested Party. ☐

6 UNSWORN DECLARATION

My name is Deanna Dorner, and my date of birth is 03/23/1962.

My address is 1980 West Avenue 140th, San Leandro, CA, 94577, USA.
(street) (city) (state) (zip code) (country)

I declare under penalty of perjury that the foregoing is true and correct.

Executed in Alameda County, State of Ca, on the 3rd day of April, 2025.
(month) (year)

Deanna Dorner

Signature of authorized agent of contracting business entity
(Declarant)

PROPOSAL FORM 9: IMPLEMENTATION OF HOUSE BILL 1295

Certificate of Interested Parties (Form 1295):

In 2015, the Texas Legislature adopted House Bill 1295, which added section 2252.908 of the Government Code. The law states that a governmental entity or state agency may not enter into certain contracts with a business entity unless the business entity submits a disclosure of interested parties to the governmental entity or state agency at the time the business entity submits the signed contract to the governmental entity or state agency. The law applies only to a contract of a governmental entity or state agency that either (1) requires an action or vote by the governing body of the entity or agency before the contract may be signed or (2) has a value of at least \$1 million. The disclosure requirement applies to a contract entered into on or after January 1, 2016.

The Texas Ethics Commission was required to adopt rules necessary to implement that law, prescribe the disclosure of interested parties form, and post a copy of the form on the commission's website. The commission adopted the Certificate of Interested Parties form (Form 1295) on October 5, 2015. The commission also adopted new rules (Chapter 46) on November 30, 2015, to implement the law. The commission does not have any additional authority to enforce or interpret House Bill 1295.

Filing Process:

Starting on January 1, 2016, the commission will make available on its website a new filing application that must be used to file Form 1295. A business entity must use the application to enter the required information on Form 1295 and print a copy of the completed form, which will include a certification of filing that will contain a unique certification number. An authorized agent of the business entity must sign the printed copy of the form and have the form notarized. The completed Form 1295 with the certification of filing must be filed with the governmental body or state agency with which the business entity is entering into the contract.

The governmental entity or state agency must notify the commission, using the commission's filing application, of the receipt of the filed Form 1295 with the certification of filing not later than the 30th day after the date the contract binds all parties to the contract. The commission will post the completed Form 1295 to its website within seven business days after receiving notice from the governmental entity or state agency.

Information regarding how to use the filing application will be available on this site starting on January 1, 2016.
https://www.ethics.state.tx.us/whatsnew/elf_info_form1295.htm

PROPOSAL FORM 10: BOYCOTT CERTIFICATION AND RELATIONSHIPS WITH FOREIGN ENTITIES CERTIFICATION

BOYCOTT CERTIFICATION

Respondent must certify that during the term of any Agreement, it does not boycott Israel and will not boycott Israel. "Boycott" means refusing to deal with, terminating business activities with, or otherwise taking any action that is intended to penalize, inflict economic harm on, or limit commercial relations specifically with Israel, or with a person or entity doing business in Israel or in an Israeli-controlled territory, but does not include an action made for ordinary business purposes.

DS
[Signature]

Does vendor agree? _____
(Initials of Authorized Representative)

Respondent must certify that it does not have a practice, policy, guidance, or directive that discriminates against a firearm entity or firearm trade association; and will not discriminate during the term of the contract against a firearm entity or firearm trade association. Respondent must also certify that it does not boycott energy companies; and will not boycott energy companies during the term of the contract.

DS
[Signature]

Does vendor agree? _____
(Initials of Authorized Representative)

RELATIONSHIPS WITH FOREIGN ENTITIES CERTIFICATION

In accordance with the Texas Government Code, §§2252.152–2252.154, a contractor must certify that it is not a company identified on the Texas Comptroller's list of companies known to have contracts with, or provide supplies or services to, the government of Iran, the government of Sudan, or a foreign organization designated as a foreign terrorist organization by the U.S. Secretary of State.

In accordance with the Texas Government Code, Chapter 2275, a governmental entity cannot enter into a contract or other agreement relating to critical infrastructure in Texas with a company that is owned or controlled by individuals, any company, or headquartered in China, Iran, North Korea, Russia, or a designated country, even if company is publicly traded. "Critical infrastructure" means a communication infrastructure system, cybersecurity system, electric grid, hazardous waste treatment system, or water treatment facility. "Cybersecurity" means the measures taken to protect a computer, computer network, computer system, or other technology infrastructure against unauthorized use or access.

DS
[Signature]

Does vendor agree? _____
(Initials of Authorized Representative)

PROPOSAL FORM 11: RESIDENT CERTIFICATION

This Certification Section must be completed and submitted before a proposal can be awarded to your company. This information may be placed in an envelope labeled "Proprietary" and is not subject to public view. In order for a proposal to be considered, the following information must be provided. Failure to complete may result in rejection of the proposal:

As defined by Texas House Bill 602, a "nonresident Bidder" means a Bidder whose principal place of business is not in Texas, but excludes a contractor whose ultimate parent company or majority owner has its principal place of business in Texas.

Texas or Non-Texas Resident

- ☐ I certify that my company is a "resident Bidder"
- ☒ I certify that my company qualifies as a "nonresident Bidder"

If you qualify as a "nonresident Bidder," you must furnish the following information:

What is your resident state? (The state your principal place of business is located.)

Friant & Associates LLC	1980 W Ave 140th	
Company Name	Address	
San Leandro	CA	94577
City	State	Zip

The following should replace Proposal Form 12 in its entirety. Changes have been highlighted.

PROPOSAL FORM 12: FEDERAL FUNDS CERTIFICATION FORM

When a participating agency seeks to procure goods and services using funds under a federal grant or contract, specific federal laws, regulations, and requirements may apply in addition to those under state law. This includes, but is not limited to, the procurement standards of the Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards, 2 CFR 200 (sometimes referred to as the "Uniform Guidance" or "EDGAR" requirements). All Vendors submitting proposals must complete this Federal Funds Certification Form regarding Vendor's willingness and ability to comply with certain requirements which may be applicable to specific participating agency purchases using federal grant funds. This completed form will be made available to participating agencies for their use while considering their purchasing options when using federal grant funds. Participating agencies may also require Vendors to enter into ancillary agreements, in addition to the contract's general terms and conditions, to address the member's specific contractual needs, including contract requirements for a procurement using federal grants or contracts.

For each of the items below, Vendor should certify Vendor's agreement and ability to comply, where applicable, by having Vendor's authorized representative complete and initial the applicable lines after each section and sign the acknowledgment at the end of this form. If a vendor fails to complete any item in this form, Region 10 ESC will consider the Vendor's response to be that they are unable or unwilling to comply. A negative response to any of the items may, if applicable, impact the ability of a participating agency to purchase from the Vendor using federal funds.

1. Vendor Violation or Breach of Contract Terms:

Contracts for more than the simplified acquisition threshold currently set at \$150,000, which is the inflation adjusted amount determined by the Civilian Agency Acquisition Council and the Defense Acquisition Regulations Council (Councils) as authorized by 41 USC 1908, must address administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms, and provide for such sanctions and penalties as appropriate.

Any Contract award will be subject to Region 10 ESC General Terms and Conditions, as well as any additional terms and conditions in any Purchase Order, participating agency ancillary contract, or Member Construction Contract agreed upon by Vendor and the participating agency which must be consistent with and protect the participating agency at least to the same extent as the Region 10 ESC Terms and Conditions.

The remedies under the Contract are in addition to any other remedies that may be available under law or in equity. By submitting a Proposal, you agree to these Vendor violation and breach of contract terms.

Does vendor agree?  _____

(Initials of Authorized Representative)

2. Termination for Cause or Convenience:

When a participating agency expends federal funds, the participating agency reserves the right to immediately terminate any agreement in excess of \$10,000 resulting from this procurement process in the event of a breach or default of the agreement by Offeror in the event Offeror fails to: (1) meet schedules, deadlines, and/or delivery dates within the time specified in the procurement solicitation, contract, and/or a purchase order; (2) make any payments owed; or (3) otherwise perform in accordance with the contract and/or the procurement solicitation. participating agency also reserves the right to terminate the contract immediately, with written notice to offeror, for convenience, if participating agency believes, in its sole discretion that it is in the best interest of participating

agency to do so. Offeror will be compensated for work performed and accepted and goods accepted by participating agency as of the termination date if the contract is terminated for convenience of participating agency. Any award under this procurement process is not exclusive and participating agency reserves the right to purchase goods and services from other offerors when it is in participating agency's best interest.

Does vendor agree?  _____

(Initials of Authorized Representative)

3. Equal Employment Opportunity:

Except as otherwise provided under 41 CFR Part 60 and to the extent allowed by Title VI of the Civil Rights Act of 1964 and applicable executive orders, all participating agency purchases or contracts that meet the definition of "federally assisted construction contract" in 41 CFR Part 60-1.3 shall be deemed to include the equal opportunity clause provided under 41 CFR 60-1.4(b), in accordance with Executive Order 11246, "Equal Employment Opportunity" (30 FR 12319, 12935, 3 CFR Part, 1964-1965 Comp., p. 339), as amended by Executive Order 11375, "Amending Executive Order 11246 Relating to Equal Employment Opportunity," and implementing regulations at 41 CFR Part 60, "Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor."

The equal opportunity clause provided under 41 CFR 60-1.4(b) is hereby incorporated by reference. Vendor agrees that such provision applies to any participating agency purchase or contract that meets the definition of "federally assisted construction contract" in 41 CFR Part 60-1.3 and Vendor agrees that it shall comply with such provision.

Does vendor agree?  _____

(Initials of Authorized Representative)

4. Davis-Bacon Act:

When required by Federal program legislation, Vendor agrees that, for all participating agency prime construction contracts/purchases in excess of \$2,000, Vendor shall comply with the Davis-Bacon Act (40 USC 3141-3144, and 3146-3148) as supplemented by Department of Labor regulations (29 CFR Part 5, "Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction"). In accordance with the statute, Vendor is required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determinate made by the Secretary of Labor. In addition, Vendor shall pay wages not less than once a week.

Current prevailing wage determinations issued by the Department of Labor are available at www.wdol.gov. Vendor agrees that, for any purchase to which this requirement applies, the award of the purchase to the Vendor is conditioned upon Vendor's acceptance of the wage determination.

Vendor further agrees that it shall also comply with the Copeland "Anti-Kickback" Act (40 USC 3145), as supplemented by Department of Labor regulations (29 CFR Part 3, "Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States"). The Act provides that each contractor or subrecipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled.

Does vendor agree?  _____

(Initials of Authorized Representative)

5. Contract Work Hours and Safety Standards Act:

Where applicable, for all participating agency contracts or purchases in excess of \$100,000 that involve the employment of mechanics or laborers, Vendor agrees to comply with 40 USC 3702 and 3704, as supplemented by Department of Labor regulations (29 CFR Part 5). Under 40 USC 3702 of the Act, Vendor is required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of 40 hours in the work week. The requirements of 40 USC 3704 are applicable to construction work and provide that no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous or dangerous. These requirements do not apply to the purchases of supplies or materials or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence.

Does vendor agree?

(Initials of Authorized Representative)

6. Right to Inventions Made Under a Contract or Agreement:

If the participating agency's Federal award meets the definition of "funding agreement" under 37 CFR 401.2(a) and the recipient or subrecipient wishes to enter into a contract with a small business firm or nonprofit organization regarding the substitution of parties, assignment or performance or experimental, developmental, or research work under that "funding agreement," the recipient or subrecipient must comply with the requirements of 37 CFR Part 401, "Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements," and any implementing regulations issued by the awarding agency.

Vendor agrees to comply with the above requirements when applicable.

Does vendor agree?

(Initials of Authorized Representative)

7. Clean Air Act and Federal Water Pollution Control Act:

Clean Air Act (42 USC 7401-7671q.) and the Federal Water Pollution Control Act (33 USC 1251-1387), as amended – Contracts and subgrants of amounts in excess of \$150,000 must contain a provision that requires the non-Federal award to agree to comply with all applicable standards, orders, or regulations issued pursuant to the Clean Air Act (42 USC 7401-7671q.) and the Federal Water Pollution Control Act, as amended (33 USC 1251-1387). Violations must be reported to the Federal awarding agency and the Regional Office of the Environmental Protection Agency (EPA).

When required, Vendor agrees to comply with all applicable standards, orders, or regulations issued pursuant to the Clean Air Act and the Federal Water Pollution Control Act.

Does vendor agree?

(Initials of Authorized Representative)

8. Debarment and Suspension:

Debarment and Suspension (Executive Orders 12549 and 12689) – A contract award (see 2 CFR 180.220) must not be made to parties listed on the government-wide exclusions in the System for Award Management (SAM), in

accordance with the OMB guidelines at 2 CFR 180 that implement Executive Orders 12549 (3 CFR Part 1966 Comp. p. 189) and 12689 (3CFR Part 1989 Comp. p. 235), "Debarment and Suspension." SAM Exclusions contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549.

Vendor certifies that Vendor is not currently listed on the government-wide exclusions in SAM, is not debarred, suspended, or otherwise excluded by agencies or declared ineligible under statutory or regulatory authority other than Executive Order 12549. Vendor further agrees to immediately notify the Cooperative and all participating agencies with pending purchases or seeking to purchase from Vendor if Vendor is later listed on the government-wide exclusions in SAM, or is debarred, suspended, or otherwise excluded by agencies or declared ineligible under statutory or regulatory authority other than Executive Order 12549.

Does vendor agree? 

(Initials of Authorized Representative)

9. Byrd Anti-Lobbying Amendment:

Byrd Anti-Lobbying Amendment (31 USC 1352) -- Vendors that apply or bid for an award exceeding \$100,000 must file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any Federal contract, grant or any other award covered by 31 USC 1352. Each tier must also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the non-Federal award. As applicable, Vendor agrees to file all certifications and disclosures required by, and otherwise comply with, the Byrd Anti-Lobbying Amendment (31 USC 1352).

Does vendor agree? 

(Initials of Authorized Representative)

10. Procurement of Recovered Materials:

For participating agency purchases utilizing Federal funds, Vendor agrees to comply with Section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act where applicable and provide such information and certifications as a participating agency may require to confirm estimates and otherwise comply. The requirements of Section 6002 include procuring only items designated in guidelines of the Environmental Protection Agency (EPA) at 40 CFR Part 247 that contain the highest percentage of recovered materials practicable, consistent with maintaining a satisfactory level of competition, where the purchase price of the item exceeds \$10,000 or the value of the quantity acquired during the preceding fiscal year exceeded \$10,000; procuring solid waste management services in a manner that maximizes energy and resource recovery, and establishing an affirmative procurement program for procurement of recovered materials identified in the EPA guidelines.

Does vendor agree? 

(Initials of Authorized Representative)

11. Profit as a Separate Element of Price:

For purchases using federal funds in excess of \$150,000, a participating agency may be required to negotiate profit as a separate element of the price. See, 2 CFR 200.323(b). When required by a participating agency, Vendor agrees to provide information and negotiate with the participating agency regarding profit as a separate element of the price for a particular purchase. However, Vendor agrees that the total price, including profit, charged by Vendor to the participating agency shall not exceed the awarded pricing, including any applicable discount, under Vendor's Cooperative Contract.



Does vendor agree? _____

(Initials of Authorized Representative)

12. Domestic Preference

Vendor must be prepared to provide a comprehensive list of the number of goods, products, and/or materials (including but not limited to iron, aluminum, steel, cement, and other manufactured products) being used for specific purchase orders under the contract award which were produced in the United States upon request to Region 10 ESC or any Equalis member who intends to use this contract with federal funds.



Does vendor agree? _____

(Initials of Authorized Representative)

13. Prohibition on Certain Telecommunications and Video Surveillance Services or Equipment

Vendor agrees that recipients and subrecipients are prohibited from obligating or expending loan or grant funds to procure or obtain, extend or renew a contract to procure or obtain, or enter into a contract (or extend or renew a contract) to procure or obtain equipment, services, or systems that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system from companies described in Public Law 115-232, section 889. Telecommunications or video surveillance equipment or services produced or provided by an entity that the Secretary of Defense, in consultation with the Director of the National Intelligence or the Director of the Federal Bureau of Investigation, reasonably believes to be an entity owned or controlled by, or otherwise connected to, the government of a covered foreign country are also prohibited.



Does vendor agree? _____

(Initials of Authorized Representative)

14. General Compliance and Cooperation with Participating Agencies:

In addition to the foregoing specific requirements, Vendor agrees, in accepting any Purchase Order from a participating agency, it shall make a good faith effort to work with participating agencies to provide such information and to satisfy such requirements as may apply to a particular participating agency purchase or purchases including, but not limited to, applicable recordkeeping and record retention requirements.



Does vendor agree? _____

(Initials of Authorized Representative)

15. Applicability to Subcontractors

Offeror agrees that all contracts it awards pursuant to the Contract shall be bound by the foregoing terms and conditions.



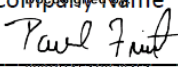
Does vendor agree? _____

(Initials of Authorized Representative)

By signature below, I certify that the information in this form is true, complete, and accurate and that I am authorized by my company to make this certification and all consents and agreements contained herein.

Friant & Associates LLC

Company Name



693CDAF1C070451...

Signature of Authorized Company Official

Paul Friant

Printed Name

CEO

Title

4/10/2025

Date

The following should replace Proposal Form 13 in its entirety. Changes have been highlighted.

PROPOSAL FORM 13: FEMA REQUIREMENTS

When a participating agency seeks to procure goods and services using funds under a federal grant or contract, specific federal laws, regulations, and requirements may apply in addition to those under state law. This includes, but is not limited to, the procurement standards of the Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards, 2 CFR 200 (sometimes referred to as the “Uniform Guidance” or “EDGAR” requirements). Additionally, Appendix II to Part 200 authorizes FEMA to require or recommend additional provisions for contracts.

All respondents submitting proposals must complete this FEMA Recommended Contract Provisions Form regarding respondent’s willingness and ability to comply with certain requirements which may be applicable to specific participating agency purchases using FEMA funds. This completed form will be made available to Members for their use while considering their purchasing options when using FEMA grant funds. Members may also require Supplier Partners to enter into ancillary agreements, in addition to the contract’s general terms and conditions, to address the member’s specific contractual needs, including contract requirements for a procurement using federal grants or contracts.

For each of the items below, Respondent should certify Respondent’s agreement and ability to comply, where applicable, by having respondents authorized representative complete and initial the applicable lines after each section and sign the acknowledgment at the end of this form. If a Respondent fails to complete any item in this form, Region 10 ESC will consider the respondent’s response to be that they are unable or unwilling to comply. A negative response to any of the items may, if applicable, impact the ability of a participating agency to purchase from the Supplier Partner using federal funds.

1. Access to Records

For All Procurements

The Winning Supplier agrees to provide the participating agency, the pass-through entity (if applicable), the FEMA Administrator, the Comptroller General of the United States, or any of their authorized representatives access to any books, documents, papers, and records of the Contractor which are directly pertinent to this contract for the purposes of making audits, examinations, excerpts, and transcriptions.

The Winning Supplier agrees to permit any of the foregoing parties to reproduce by any means whatsoever or to copy excerpts and transcriptions as reasonably needed.

The Winning Supplier agrees to provide the FEMA Administrator or his authorized representatives access to construction or other work sites pertaining to the work being completed under the contract.

Does Respondent agree? 
(Initials of Authorized Representative)

For Contracts Entered into After August 1, 2017 Under a Major Disaster or Emergency Declaration

In compliance with section 1225 of the Disaster Recovery Reform Act of 2018, the participating agency, and the Winning Supplier acknowledge and agree that no language in this contract is intended to

prohibit audits or internal reviews by the FEMA Administrator or the Comptroller General of the United States.”

 DS

Does Respondent agree? _____
(Initials of Authorized Representative)

2. *Changes*

FEMA recommends that all contracts include a changes clause that describes how, if at all, changes can be made by either party to alter the method, price, or schedule of the work without breaching the contract. The language of the clause may depend on the nature of the contract and the procured item(s) or service(s). The participating agency should also consult their servicing legal counsel to determine whether and how contract changes are permissible under applicable state, local, or tribal laws or regulations.

 DS

Does Respondent agree? _____
(Initials of Authorized Representative)

3. *Use of DHS Seal, Logo, and Flags*

The Winning Supplier shall not use the DHS seal(s), logos, crests, or reproductions of flags or likenesses of DHS agency officials without specific FEMA pre-approval. The contractor shall include this provision in any subcontracts.

 DS

Does Respondent agree? _____
(Initials of Authorized Representative)

4. *Compliance with Federal Law, Regulations, And Executive Orders and Acknowledgement of Federal Funding*

This is an acknowledgement that when FEMA financial assistance is used to fund all or a portion of the participating agency's contract with the Winning Supplier, the Winning Supplier will comply with all applicable federal law, regulations, executive orders, FEMA policies, procedures, and directives.

 DS

Does Respondent agree? _____
(Initials of Authorized Representative)

5. *No Obligation by Federal Government*

The federal government is not a party to this or any contract resulting from this or future procurements with the participating agencies and is not subject to any obligations or liabilities to the non-federal entity, contractor, or any other party pertaining to any matter resulting from the contract.

 DS

Does Respondent agree? _____
(Initials of Authorized Representative)

6. *Program Fraud and False or Fraudulent Statements or Related Acts*

The Winning Supplier acknowledges that 31 U.S.C. Chap. 38 (Administrative Remedies for False Claims and Statements) applies to the contractor's actions pertaining to this contract.

Does Respondent agree? 
(Initials of Authorized Representative)

7. **Compliance with 2 CFR 200.321(b)(1)-(5)**

If subcontracts are to be let, the Winning Supplier is required to take all necessary steps identified in 2 C.F.R. § 200.321(b)(1)-(5) **to the extent required and/or allowed by Federal law.**

Does Respondent agree? 
(Initials of Authorized Representative)

8. *License and Delivery of Works Subject to Copyright and Data Rights*

The Winning Supplier grants to the participating agency, a paid-up, royalty-free, nonexclusive, irrevocable, worldwide license in data first produced in the performance of this contract to reproduce, publish, or otherwise use, including prepare derivative works, distribute copies to the public, and perform publicly and display publicly such data. For data required by the contract but not first produced in the performance of this contract, the Winning Supplier will identify such data and grant to the participating agency or acquires on its behalf a license of the same scope as for data first produced in the performance of this contract. Data, as used herein, shall include any work subject to copyright under 17 U.S.C. § 102, for example, any written reports or literary works, software and/or source code, music, choreography, pictures or images, graphics, sculptures, videos, motion pictures or other audiovisual works, sound and/or video recordings, and architectural works. Upon or before the completion of this contract, the Winning Supplier will deliver to the participating agency data first produced in the performance of this contract and data required by the contract but not first produced in the performance of this contract in formats acceptable by the (insert name of the non-federal entity).

Does Respondent agree? 
(Initials of Authorized Representative)

PROPOSAL FORM 14: ADDITIONAL ARIZONA CONTRACTOR REQUIREMENTS

AZ Compliance with Federal and state requirements: Contractor agrees when working on any federally assisted projects with more than \$2,000.00 in labor costs, to comply with all federal and state requirements, as well as Equal Opportunity Employment requirements and all other federal and state laws, statutes, etc. Contractor agrees to post wage rates at the work site and submit a copy of their payroll to the member for their files. Contractor must retain records for three years to allow the federal grantor agency access to these records, upon demand. Contractor also agrees to comply with the Arizona Executive Order 75-5, as amended by Executive Order 99-4.

When working on contracts funded with Federal Grant monies, contractor additionally agrees to comply with the administrative requirements for grants, and cooperative agreements to state, local and federally recognized Indian Tribal Governments.

AZ Compliance with workforce requirements: Pursuant to ARS 41-4401, Contractor and subcontractor(s) warrant their compliance with all federal and state immigration laws and regulations that relate to their employees, and compliance with ARS 23-214 subsection A, which states, "...every employer, after hiring an employee, shall verify the employment eligibility of the employee through the E-Verify program". Region 10 ESC reserves the right to cancel or suspend the use of any contract for violations of immigration laws and regulations. Region 10 ESC and its members reserve the right to inspect the papers of any contractor or subcontract employee who works under this contract to ensure compliance with the warranty above.

AZ Contractor Employee Work Eligibility: By entering into this contract, contractor agrees and warrants compliance with A.R.S. 41-4401, A.R.S. 23-214, the Federal Immigration and Nationality Act (FINA), and all other Federal immigration laws and regulations. Region 10 ESC and/or Region 10 ESC members may request verification of compliance from any contractor or sub contractor performing work under this contract. Region 10 ESC and Region 10 ESC members reserve the right to confirm compliance. In the event that Region 10 ESC or Region 10 ESC members suspect or find that any contractor or subcontractor is not in compliance, Region 10 ESC may pursue any and all remedies allowed by law, including but not limited to suspension of work, termination of contract, suspension and/or debarment of the contractor. All cost associated with any legal action will be the responsibility of the contractor.

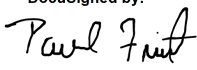
AZ Non-Compliance: All federally assisted contracts to members that exceed \$10,000.00 may be terminated by the federal grantee for noncompliance by contractor. In projects that are not federally funded, Respondent must agree to meet any federal, state or local requirements as necessary. In addition, if compliance with the federal regulations increases the contract costs beyond the agreed on costs in this solicitation, the additional costs may only apply to the portion of the work paid by the federal grantee.

Registered Sex Offender Restrictions (Arizona): For work to be performed at an Arizona school, contractor agrees that no employee or employee of a subcontractor who has been adjudicated to be a registered sex offender will perform work at any time when students are present, or reasonably expected to be present. Contractor agrees that a violation of this condition shall be considered a material breach and may result in the cancellation of the purchase order at the Region 10 ESC member's discretion. Contractor must identify any additional costs associated with compliance to this term. If no costs are specified, compliance with this term will be provided at no additional charge.

Offshore Performance of Work Prohibited: Due to security and identity protection concerns, direct services under this contract shall be performed within the borders of the United States.

Terrorism Country Divestments: In accordance with A.R.S. 35-392, Region 10 ESC and Region 10 ESC members are prohibited from purchasing from a company that is in violation of the Export Administration Act. By entering into the contract, contractor warrants compliance with the Export Administration Act.

The undersigned hereby accepts and agrees to comply with all statutory compliance and notice requirements listed in this document.

DocuSigned by:  693CD4F1C070451...	4/10/2025
Signature of Respondent	Date

PROPOSAL FORM 15: OWNERSHIP DISCLOSURE FORM (N.J.S. 52:25-24.2)

Pursuant to the requirements of P.L. 1999, Chapter 440 effective April 17, 2000 (Local Public Contracts Law), the Respondent shall complete the form attached to these specifications listing the persons owning 10 percent (10%) or more of the firm presenting the proposal.

Company Name: Friant & Associates LLC

Street: 1980 W Ave 140th

City, State, Zip Code: San Leandro, CA 94577

Complete as appropriate:

I _____, certify that I am the sole owner of _____, that there are no partners and the business is not incorporated, and the provisions of N.J.S. 52:25-24.2 do not apply.

OR:

I _____, a partner in _____, do hereby certify that the following is a list of all individual partners who own a 10% or greater interest therein. I further certify that if one (1) or more of the partners is itself a corporation or partnership, there is also set forth the names and addresses of the stockholders holding 10% or more of that corporation's stock or the individual partners owning 10% or greater interest in that partnership.

OR:

I Leon Zhang _____, an authorized representative of Friant & Associate LLC _____, a corporation, do hereby certify that the following is a list of the names and addresses of all stockholders in the corporation who own 10% or more of its stock of any class. I further certify that if one (1) or more of such stockholders is itself a corporation or partnership, that there is also set forth the names and addresses of the stockholders holding 10% or more of the corporation's stock or the individual partners owning a 10% or greater interest in that partnership.

(Note: If there are no partners or stockholders owning 10% or more interest, indicate none.)

Name	Address	Interest
FCS Capital LLC	1980 W Ave. 140th San Leandro CA 94577	100%

I further certify that the statements and information contained herein, are complete and correct to the best of my knowledge and belief.

Leon Zhang
Authorized Signature and Title

Digitally signed by Leon Zhang
Date: 2025.04.09 15:04:13 -07'00'

4/9/2025
Date

PROPOSAL FORM 16: NON-COLLUSION AFFIDAVIT

Company Name: Friant

Street: 1980 West Ave 140th

City, State, Zip Code: San Leandro, CA 94577

State of ~~New Jersey~~ California

County of Alameda

I, Deanna Dorner of the San Leandro
Name City

in the County of Alameda, State of California of full
age, being duly sworn according to law on my oath depose and say that:

I am the Accounting Director of the firm of Friant
Title Company Name

the Respondent making the Proposal for the goods, services or public work specified under the Harrison Township Board of Education attached proposal, and that I executed the said proposal with full authority to do so; that said Respondent has not directly or indirectly entered into any agreement, participated in any collusion, or otherwise taken any action in restraint of free, competitive bidding in connection with the above proposal, and that all statements contained in said bid proposal and in this affidavit are true and correct, and made with full knowledge that the Harrison Township Board of Education relies upon the truth of the statements contained in said bid proposal and in the statements contained in this affidavit in awarding the contract for the said goods, services or public work.

I further warrant that no person or selling agency has been employed or retained to solicit or secure such contract upon an agreement or understanding for a commission, percentage, brokerage or contingent fee, except bona fide employees or bona fide established commercial or selling agencies maintained by

Friant and Associates LLC
Company Name

Deanna Dorner - Acctg Dir
Authorized Signature & Title

Subscribed and sworn before me Beverly Claire Balee

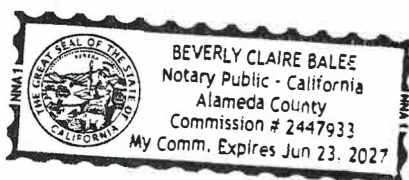
this 3rd day of April, 2025

Beverly Claire Balee

Notary Public of ~~New Jersey~~ California

My commission expires June 23, 2027

SEAL



PROPOSAL FORM 17: AFFIRMATIVE ACTION AFFIDAVIT (P.L. 1975, C.127)

Company Name: Friant & Associates LLC
Street: 1980 W Ave 140th
City, State, Zip Code: San Leandro, CA 94577

Bid Proposal Certification:

Indicate below your compliance with New Jersey Affirmative Action regulations. Your proposal will be accepted even if you are not in compliance at this time. No contract and/or purchase order may be issued, however, until all Affirmative Action requirements are met.

Required Affirmative Action Evidence:

Procurement, Professional & Service Contracts (Exhibit A)

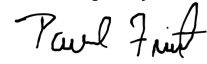
Vendors must submit with proposal:

- | | | |
|----|---|-------------|
| 1. | A photo copy of their <u>Federal Letter of Affirmative Action Plan Approval</u> | _____ |
| | OR | |
| 2. | A photo copy of their <u>Certificate of Employee Information Report</u> | _____✓_____ |
| | OR | |
| 3. | A complete <u>Affirmative Action Employee Information Report (AA302)</u> | _____ |

Public Work – Over \$50,000 Total Project Cost:

- | | | |
|----|--|-------------|
| A. | No approved Federal or New Jersey Affirmative Action Plan. We will complete Report Form AA201-A upon receipt from the Harrison Township Board of Education | _____ |
| B. | Approved Federal or New Jersey Plan – certificate enclosed | _____✓_____ |

I further certify that the statements and information contained herein, are complete and correct to the best of my knowledge and belief.

DocuSigned by:

693CD4F1C070451...
Authorized Signature and Title

4/10/2025
Date

P.L. 1995, c. 127 (N.J.A.C. 17:27)
MANDATORY AFFIRMATIVE ACTION LANGUAGE

PROCUREMENT, PROFESSIONAL AND SERVICE CONTRACTS

During the performance of this contract, the contractor agrees as follows:

The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation. The contractor will take affirmative action to ensure that such applicants are recruited and employed, and that employees are treated during employment, without regard to their age, race, creed, color,

CERTIFICATE OF EMPLOYEE INFORMATION REPORT INITIAL

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of **15-Mar-2025** to **15-Apr-2028**

FRIANT & ASSOCIATES LLC**1980 W AVE 140TH****SAN LEANDRO****CA 94577**

A handwritten signature in black ink, reading "Elizabeth Maher Muoio".

ELIZABETH MAHER MUOIO

State Treasurer

national origin, ancestry, marital status, sex, affectional or sexual orientation. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this non-discrimination clause.

The contractor or subcontractor, where applicable will, in all solicitations or advertisement for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation.

The contractor or subcontractor, where applicable, will send to each labor union or representative of workers with which it has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer advising the labor union or workers' representative of the contractor's commitments under this act and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time and the Americans with Disabilities Act.

The contractor or subcontractor agrees to attempt in good faith to employ minority and female workers trade consistent with the applicable county employment goal prescribed by N.J.A.C. 17:27-5.2 promulgated by the Treasurer pursuant to P.L. 1975, C.127, as amended and supplemented from time to time or in accordance with a binding determination of the applicable county employment goals determined by the Affirmative Action Office pursuant to N.J.A.C. 17:27-5.2 promulgated by the Treasurer pursuant to P.L. 1975, C.127, as amended and supplemented from time to time.

The contractor or subcontractor agrees to inform in writing appropriate recruitment agencies in the area, including employment agencies, placement bureaus, colleges, universities, labor unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

The contractor or subcontractor agrees to revise any of its testing procedures, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decisions of the state of New Jersey and as established by applicable Federal law and applicable Federal court decisions.

The contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and lay-off to ensure that all such actions are taken without regard to age, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation, and conform with the applicable employment goals, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

The contractor and its subcontractors shall furnish such reports or other documents to the Affirmative Action Office as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Affirmative Action Office for conducting a compliance investigation pursuant to Subchapter 10 of the Administrative Code (NJAC 17:27).

DocuSigned by:

Paul Frit

693CDAF1C070451...

Signature of Procurement Agent

PROPOSAL FORM 18: C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Public Agency Instructions

This page provides guidance to public agencies entering into contracts with business entities that are required to file Political Contribution Disclosure forms with the agency. **It is not intended to be provided to contractors.**

What follows are instructions on the use of form local units can provide to contractors that are required to disclose political contributions pursuant to N.J.S.A. 19:44A-20.26 (P.L. 2005, c. 271, s.2). Additional information is available in Local Finance Notice 2006-1 (https://www.nj.gov/dca/divisions/dlgs/resources/lfns_2006.html).

1. The disclosure is required for all contracts in excess of \$17,500 that are **not awarded** pursuant to a “fair and open” process (N.J.S.A. 19:44A-20.7).
2. Due to the potential length of some contractor submissions, the public agency should consider allowing data to be submitted in electronic form (i.e., spreadsheet, pdf file, etc.). Submissions must be kept with the contract documents or in an appropriate computer file and be available for public access. **The form is worded to accept this alternate submission.** The text should be amended if electronic submission will not be allowed.
3. The submission must be **received from the contractor and** on file at least 10 days prior to award of the contract. Resolutions of award should reflect that the disclosure has been received and is on file.
4. The contractor must disclose contributions made to candidate and party committees covering a wide range of public agencies, including all public agencies that have elected officials in the county of the public agency, state legislative positions, and various state entities. The Division of Local Government Services recommends that contractors be provided a list of the affected agencies. This will assist contractors in determining the campaign and political committees of the officials and candidates affected by the disclosure.
 - a) The Division has prepared model disclosure forms for each county. They can be downloaded from the “County PCD Forms” link on the Pay-to-Play web site at https://www.state.nj.us/dca/divisions/dlgs/programs/pay_2_play.html They will be updated from time-to-time as necessary.
 - b) A public agency using these forms **should edit them to properly reflect the correct legislative district(s)**. As the forms are county-based, **they list all legislative districts** in each county. **Districts that do not represent the public agency should be removed from the lists.**
 - c) Some contractors may find it easier to provide a single list that covers all contributions, regardless of the county. These submissions are appropriate and should be accepted.
 - d) The form may be used “as-is”, subject to edits as described herein.
 - e) The “Contractor Instructions” sheet is intended to be provided with the form. It is recommended that the Instructions and the form be printed on the same piece of paper. The form notes that the Instructions are printed on the back of the form; where that is not the case, the text should be edited accordingly.
 - f) The form is a Word document and can be edited to meet local needs, and posted for download on web sites, used as an e-mail attachment, or provided as a printed document.
5. It is recommended that the contractor also complete a “Stockholder Disclosure Certification.” This will assist the local unit in its obligation to ensure that contractor did not make any prohibited contributions to the committees listed on the Business Entity Disclosure Certification in the 12 months prior to the contract. (See Local Finance Notice 2006-7 for additional information on this obligation) A sample Certification form is part of this package and the instruction to complete it is included in the Contractor Instructions. **NOTE: This section is not applicable to Boards of Education.**

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Contractor Instructions

Business entities (contractors) receiving contracts from a public agency that are NOT awarded pursuant to a “fair and open” process (defined at N.J.S.A. 19:44A-20.7) are subject to the provisions of P.L. 2005, c. 271, s.2 (N.J.S.A. 19:44A-20.26). This law provides that 10 days prior to the award of such a contract, the contractor shall disclose contributions to:

1. any State, county, or municipal committee of a political party
2. any legislative leadership committee*
3. any continuing political committee (a.k.a., political action committee)
4. any candidate committee of a candidate for, or holder of, an elective office:
 1. of the public entity awarding the contract
 2. of that county in which that public entity is located
 3. of another public entity within that county
 4. or of a legislative district in which that public entity is located or, when the public entity is a county, of any legislative district which includes all or part of the county. The disclosure must list reportable contributions to any of the committees that exceed \$300 per election cycle that were made during the 12 months prior to award of the contract. See N.J.S.A. 19:44A-8 and 19:44A-16 for more details on reportable contributions.

N.J.S.A. 19:44A-20.26 itemizes the parties from whom contributions must be disclosed when a business entity is not a natural person. This includes the following:

5. individuals with an “interest” ownership or control of more than 10% of the profits or assets of a business entity or 10% of the stock in the case of a business entity that is a corporation for profit
6. all principals, partners, officers, or directors of the business entity or their spouses
7. any subsidiaries directly or indirectly controlled by the business entity
8. IRS Code Section 527 New Jersey based organizations, directly or indirectly controlled by the business entity and filing as continuing political committees, (PACs). When the business entity is a natural person, “a contribution by that person’s spouse or child, residing therewith, shall be deemed to be a contribution by the business entity.” [N.J.S.A. 19:44A-20.26(b)] The contributor must be listed on the disclosure. Any business entity that fails to comply with the disclosure provisions shall be subject to a fine imposed by ELEC in an amount to be determined by the Commission which may be based upon the amount that the business entity failed to report. The enclosed list of agencies is provided to assist the contractor in identifying those public agencies whose elected official and/or candidate campaign committees are affected by the disclosure requirement. It is the contractor’s responsibility to identify the specific committees to which contributions may have been made and need to be disclosed. The disclosed information may exceed the minimum requirement. The enclosed form, a content-consistent facsimile, or an electronic data file containing the required details (along with a signed cover sheet) may be used as the contractor’s submission and is disclosable to the public under the Open Public Records Act. The contractor must also complete the attached Stockholder Disclosure Certification. This will assist the agency in meeting its obligations under the law.

NOTE: This section does not apply to Board of Education contracts.

* N.J.S.A. 19:44A-3(s): “The term “legislative leadership committee” means a committee established, authorized to be established, or designated by the President of the Senate, the Minority Leader of the Senate, the Speaker

List of Agencies with Elected Officials Required for Political Contribution Disclosure

N.J.S.A. 19:44A-20.26

County Name:

State: Governor, and Legislative Leadership Committees

Legislative District #s:

State Senator and two members of the General Assembly per district.

County: n/a

Freeholders

County Clerk

Sheriff

{County Executive}

Surrogate

Municipalities (Mayor and members of governing body, regardless of title):

USERS SHOULD CREATE THEIR OWN FORM, OR DOWNLOAD FROM WWW.NJ.GOV/DCA/LGS/P2P A COUNTY-BASED, CUSTOMIZABLE FORM.

NONE

PROPOSAL FORM 19: STOCKHOLDER DISCLOSURE CERTIFICATION

Name of Business: Friant

☐ I certify that the list below contains the names and home addresses of all stockholders holding 10% or more of the issued and outstanding stock of the undersigned.

OR

☒ I certify that no one stockholder owns 10% or more of the issued and outstanding stock of the undersigned.

Check the box that represents the type of business organization:

☐ Partnership

☐ Sole Proprietorship

☐ Limited Liability Partnership

☐ Corporation

☐ Limited Partnership

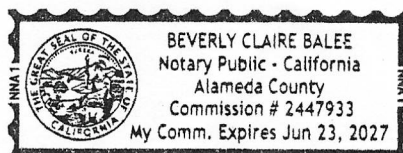
☒ Limited Liability Corporation

☐ Subchapter S Corporation

Sign and notarize the form below, and, if necessary, complete the stockholder list below.

Stockholders:

Name: N/A	Name:
Home Address: Friant and Associates does not have Stockholders	Home Address:
Name: owner = FCS Capital	Name:
Home Address: 1980 West Ave 140th San Leandro Ca, 94577	Home Address:
Name:	Name:
Home Address:	Home Address:
Subscribed and sworn before me this <u>3rd</u> day of <u>April</u> , 20 <u>25</u> <u>DOB</u>	
(Notary Public) <u>Beverly Claire Balee</u>	<u>Deanna Dorner</u> (Affiant)
My Commission expires: <u>6/23/2027</u>	<u>Deanna Dorner / Actg Dir</u> (Print name & title of affiant)
	(Corporate Seal)



PROPOSAL FORM 21: EQUALIS GROUP ADMINISTRATION AGREEMENT

Requirements for Master Agreement To be administered by Equalis Group

Attachment A, Equalis Group Administrative Agreement is used in administering Master Agreements with Region 10 and is preferred by Equalis Group. Redlined copies of this agreement should not be submitted with the response. Should a respondent be recommended for award, this agreement will be negotiated and executed between Equalis Group and the respondent. **Respondents must select one of the following options for submitting their response.**

- ☐ Respondent agrees to all terms and conditions outlined in each of the Administration Agreement.
- ☒ Respondent wishes to negotiate directly with Equalis Group on terms and conditions outlined in the Administration Agreement. Negotiations will commence after sealed Proposals are opened and Region 10 has determined the respondent met all requirements in their response and may be eligible for award.

PROPOSAL FORM 22: OPEN RECORDS POLICY ACKNOWLEDGEMENT AND ACCEPTANCE OPEN RECORDS POLICY ACKNOWLEDGMENT AND ACCEPTANCE

Be advised that all information and documents submitted will be subject to the Public Information Act requirements governed by Chapter 552 of the Texas Government Code.

Because contracts are awarded by a Texas governmental entity, all responses submitted are subject to release as public information after contracts are executed. If a Respondent believes that its response, or parts of its response, may be exempted from disclosure to the public, the Respondent must specify page-by-page and line-by-line the parts of the response, which it believes, are exempted from disclosure. In addition, the Respondent must specify which exception(s) are applicable and provide detailed reasons to substantiate the exception(s). Respondent must provide this information on the "Acknowledgement and Acceptance to Region 10 ESC's Public Information Act Policy" form found on the next page of this solicitation. Any information that is unmarked will be considered public information and released, if requested under the Public Information Act.

The determination of whether information is confidential and not subject to disclosure is the duty of the Office of Attorney General (OAG). Region 10 ESC must provide the OAG with the information requested in order for the OAG to render an opinion. In such circumstances, Respondent will be notified in writing that the material has been requested and delivered to the OAG. Respondent will have an opportunity to make arguments to the OAG in writing regarding the exception(s) to the TPIA that permit the information to be withheld from public disclosure. Respondents are advised that such arguments to the OAG must be specific and well-reasoned--vague and general claims to confidentiality by the Respondent are generally not acceptable to the OAG. Once the OAG opinion is received by Region 10 ESC, Region 10 ESC must comply with the opinions of the OAG. Region 10 ESC assumes no responsibility for asserting legal arguments on behalf of any Respondent. Respondents are advised to consult with their legal counsel concerning disclosure issues resulting from this procurement process and to take precautions to safeguard trade secrets and other proprietary information.

After completion of award, these documents will be available for public inspection.

Signature below certifies complete acceptance of Region 10 ESC's Open Records Policy, except as noted below (additional pages may be attached, if necessary). Check one of the following responses to the Acknowledgment and Acceptance of Region 10 ESC's Open Records Policy below:

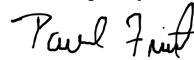
☒ We acknowledge Region 10 ESC's Public Information Act policy and declare that no information submitted with this proposal, or any part of our proposal, is exempt from disclosure under the Public Information Act.
(Note: All information believed to be a trade secret or proprietary must be listed below. It is further understood that failure to identify such information, in strict accordance with the instructions below, will result in that information being considered public information and released, if requested under the Public Information Act.)

☐ We declare the following information to be a trade secret or proprietary and exempt from disclosure under the Public Information Act.
(Note: Respondent must specify page-by-page and line-by-line the parts of the response, which it believes, are exempt. In addition, Respondent must specify which exception(s) are applicable and provide detailed reasons to substantiate the exception(s).)

4/10/2025

Date

DocuSigned by:



693CD4F1C07DA51...

Authorized Signature & Title

PROPOSAL FORM 24: MANUFACTURER LETTER AFFIDAVIT

Respondents should indicate below whether they manufacture all the products offered in their proposal or if they operate as an authorized reseller, dealer, distributor, or manufacturer's representative for any products offered in their proposal.

Respondents submitting proposals as an authorized reseller, dealer, distributor, or manufacturer's representative shall indicate that they are able, upon request, to provide a letter from the manufacturer certifying that Respondent is an actual authorized reseller, dealer, distributor, or manufacturer's representative for that manufacturer and that the Respondent is authorized to submit a proposal for that product, and which guarantees that if the Respondent should fail to satisfactorily fulfill any obligations established as a result of the award of contract, the manufacturer will either assume the Respondent's obligations or arrange for fulfillment through another competent dealer to complete the balance of the project.

Manufacturer letters will be requested from vendors being considered for award before final recommendations are made to the board. Failure to provide manufacturer letters may result in a respondent being eliminated from consideration for award.

Check one of the following:

- ☒ Our company manufactures all products offered in this response
- ☐ Our company operates as an authorized reseller, dealer, distributor, or manufacturer's representative and will provide the required letter from every manufacturer represented upon request from Region 10 ESC. I understand that failure to provide said letters may result in my response being rejected in part or in whole, and that misrepresentation of manufacturer consent may result in termination of any resulting contract for cause.



Did you sign the vendor contract and signature form? **If not, your Proposal will be rejected.**

Region 10 will negotiate any exceptions and both parties will agree upon which exceptions will be accepted or altered before the Region 10 board votes to accept or reject the proposals.

FRIANT

SUPPLEMENTARY MATERIALS



WWW.FRIANT.COM



WARRANTY

Limited Lifetime Warranty



FRIANT WARRANTIES

RIGHTS AND WARRANTIES

This warranty is given to the initial purchaser and is valid from the date of purchase, for as long as the initial purchaser owns the product. This warranty covers defects in material and craftsmanship found during normal usage of the product during the warranty period. Normal usage is defined by 8 hour shifts in the product's intended application and in an indoor environment that conforms to the ANSI/ASHRAE Standard 55: Thermal Environmental Conditions for Human Occupancy (relating to air temperature, mean radiant temperature, air velocity, clothing insulation, metabolic rate, and humidity).

Friant's warranty does not cover usage other than normal usage as defined in the previous sentence. If the product is defective, and if written notice of the defect is given to Friant & Associates within the applicable warranty period, Friant & Associates, at its option, will either repair or replace the defective product with a comparable component or product. A product will not be considered defective, and Friant & Associates will not be obligated to replace it, if it is not installed in a proper manner by a professional, trained installer (i.e. product not leveled, not secured properly, etc.) or if it is not used in a manner and/or in an environment that constitutes normal usage, as defined above. This warranty applies to all products except as noted below.

This warranty does not apply to damage caused by a carrier, alteration to the product not expressly authorized by Friant & Associates, nor to product considered to be of a consumable nature such as bulbs, light ballasts, etc. It also does not apply to "Customer's Own Material" (i.e. material specified by the customer that is not a standard Friant & Associates offering) used in the manufacture of Friant & Associates products. This warranty does not apply to items subjected to abuse, misuse, neglect, alteration, or damage caused by shipment, storage, accident, fire, food or an act of nature.

Friant & Associates does not warrant the matching of colors, grain or texture, except to within commercially acceptable standards. This includes normal variations between dye lots (fabrics).

Friant & Associates shall not be liable for consequential, economic, or incidental damages arising from any product defect.

Except as noted above, Friant & Associates makes no express or implied warranties to any product, and in particular makes no warranty of fitness for any particular use. At Friant & Associates' option, product repair and replacement is the customer's exclusive remedy for any and all product defects.

Should any item require repair, please return product to the Dealer from whom it was purchased. The Dealer will send the defective part to Friant, freight prepaid. Friant will repair or replace the defective part and return it to the dealer, freight prepaid.

Please request written authorization before returning defective parts to Friant, returned defective parts will not be accepted without prior written authorization. Labor and service are not covered under this warranty.

WARRANTY EXCEPTIONS:

- Natural variations in wood grain, figure or the presence of character marks
- Matching of colors, grains, textures
- Changes in surface finishes due to aging or exposure to light
- Damage, marking or staining of surfaces due to contact with rubber or similar compounds
- Damage from sharp objects or imprinting from writing instruments, computer equipment or prolonged exposure to fluids or sun
- Checking or delaminating due to changes in temperature or improper care or storage
- Damage caused by misuse or improper care

LIMITED LIFETIME

Novo, Interra, System 2, Verity, Beam, Dash, Novo Essentials, System 2 Essentials

1 YEAR

High wear parts, such as wood veneer, fabrics, laminates and other covering material/finishes, foam, glides, etc.

2 YEARS

LED lights, ReddiSpace electrical components

3 YEARS

Mesa, Willow

5 YEARS

My-Hite motors and electrical components, ReddiSpace, Scope, Lune, Roke and Raffé

SEATING

For task chairs, proper usage is 8-hour shifts, a total of 40 hours or less per week, by individuals weighing 300 lbs or less. For soft seating, by individuals weighing 300 lbs or less per seat.

5 YEARS

Gas cylinders

5 YEARS

Axiom Chairs, Casters and upholstery (fabric and mesh)

10 YEARS

All other chair frames, including metal, wood and plastic parts, and control mechanisms are guaranteed against structural failure for ten years

Friant & Associates Llc

DUNS: 61-744-7834

Quick View Report

Company Information

1980 W Ave 140th
San Leandro, CA 94579

This is a **headquarter** location.
This business has multiple branches;
detailed branch information is available
in D&B's linkage or family tree products.

Website www.friant.com
Telephone (510) 535-5113
Chief Executive: DIRECTOR(S): THE OFFICER(S)
Stock Symbol: NA
Year Started 1990
Employees 100

Financial Statement

Date: 09/30/2004
Sales NA
Net Worth NA
History: NA
Financial Condition: NA
Financing: SECURED
SIC: 1799
7641
5932
Line of Business: Ret used merchandise, trade contractor, reupholstery/furniture repair

Corporate Family:

This business is a headquarter of the corporate family.

Scores

PAYDEX ®

74 ▼
9 days beyond terms



Based on up to 24 months of trade.

D&B PAYDEX® Key



High risk of late payment
(average 30 to 120 days beyond terms)



Medium risk of late payment
(average 30 days or less beyond terms)



Low risk of late payment
(average prompt to 30+ days sooner)

Credit Limit Recommendation

Conservative Credit Limit

Rating
1R3

Number of employees: **1R** indicates 10 or more employees
Composite Credit Appraisal: **3** is fair

The credit rating was assigned based on D&B's assessment of the company's financial ratios and its cash flow. For more information, see the D&B Rating Key.

Below is an overview of the company's rating history since 08/18/1995

D&B Rating	Date Applied
1R3	2015-09-16
1R2	2012-01-25
1R3	2006-07-17
3A2	2004-11-11
1R3	2003-10-29
1R4	2000-03-08
--	1999-02-10
1R3	1997-10-23
1R2	1996-07-17
1R3	1995-08-18

The Summary Analysis section reflects information in D&B's file as of July 3, 2024

Data Depth Indicator:

- Rich Firmographics
- Extensive Commercial Trading Activity
- Basic Financial Attributes

History

The following information was reported: **05/13/2024**

Officer(s):
PAUL W FRIANT, MBR

DIRECTOR(S):
THE OFFICER(S)

The Nevada Secretary of State's business registrations file showed that Friant & Associates LLC was registered as a Limited Liability Company on February 19, 1997, under file registration number 199705010049.
Business started 1990 by Paul Friant.
PAUL W FRIANT born 1965. 1990-present active here. 1988-1990 employed by Hogue & Associates, San Francisco, CA.
Business address has changed from 4901 E 12th St, Oakland, CA, 94601 to 1980 W Ave 140th, San Leandro, CA, 94579.

Large Established

Compared to ALL US Businesses within the D&B Database:

- Financial Data: **Not Available**
- Trade Payments: **Available: 3+Trade**
- Company Size: **Large: Employees:50+ or Sales: \$500K+**
- Years in Business: **Established: 5+**

History & Operations

05/13/2024

Description:
Retails used or secondhand merchandise, specializing in office furniture (50%). Contractor specializing in office furniture installation (25%). Engaged in reupholstery or furniture repair, specializing in office furniture repair or maintenance (25%).

Terms are Net 30 days. Sells to manufacturers, wholesalers, non profit organizations, retailers and the government.
Territory : United States.

Nonseasonal.

Employees: 100 which includes officer(s). Undetermined employed here.

Facilities: Owns 150,000 sq. ft. in on 2nd floor of a multi story concrete block building.

Location: Central business section on well traveled street.

Branches: This business has multiple branches; detailed branch information is available in D&B's linkage or family tree products.

SIC & NAICS

SIC:
Based on information in our file, D&B has assigned this company an extended 8-digit SIC. D&B's use of 8-digit SICs enables us to be more specific to a company's operations that if we use the standard 4-digit code.The 4-digit SIC numbers link to the description on the Occupational Safety & Health Administration (OSHA) Web site. Links open in a new browser window.

5932 0501 Office furniture, secondhand
1799 0607 Office furniture installation
7641 0203 Office furniture repair and maintenance

NAICS:
238990 All Other Specialty Trade Contractors
459510 Used Merchandise Retailers
811420 Reupholstery and Furniture Repair

Payments

PAYDEX® ®

The D&B PAYDEX® is a unique, dollar weighted indicator of payment performance based on up to 31 payment experiences as reported to D&B by trade references.

3 Month PAYDEX®

75 ▲

When weighted by dollar amount,
payments to suppliers average 8 days beyond terms
terms.

Based on payments collected over the last 3 months

- High risk of late payment (average 30 to 120 days beyond terms)
- Medium risk of late payment (average 30 days or less beyond terms)
- Low risk of late payment (average prompt to 30+ days sooner)

Payments Summary

Total (Last 24 Months): 31

	Total Received	Total Dollar Amount	Largest High Credit Payment summary	Within Terms	31	Days Slow		
						30-80	81-90	90
Top Industries								
Arrange cargo transpt	3	\$77,500.00	\$55,000.00	100%	0	0	0	0
Trucking non-local	3	\$16,250.00	\$15,000.00	54%	0	0	46	0
Short-trm busn credit	2	\$50,050.00	\$50,000.00	0%	100	0	0	0
Whol industrial suppl	2	\$2,600.00	\$2,500.00	100%	0	0	0	0
Employment agency	2	\$3,000.00	\$2,500.00	83%	17	0	0	0
Misc business service	2	\$500.00	\$250.00	50%	0	0	25	25
Nonclassified	1	\$200,000.00	\$200,000.00	100%	0	0	0	0
Electric services	1	\$15,000.00	\$15,000.00	100%	0	0	0	0
Testing laboratory	1	\$10,000.00	\$10,000.00	50%	50	0	0	0
Misc equipment rental	1	\$7,500.00	\$7,500.00	50%	50	0	0	0
Whol service paper	1	\$2,500.00	\$2,500.00	100%	0	0	0	0
Help supply service	1	\$2,500.00	\$2,500.00	100%	0	0	0	0
Whol piece goods	1	\$2,500.00	\$2,500.00	0%	100	0	0	0
Natnl commercial bank	1	\$2,500.00	\$2,500.00	100%	0	0	0	0
Mfg glass products	1	\$1,000.00	\$1,000.00	100%	0	0	0	0
Telephone communictns	1	\$500.00	\$500.00	100%	0	0	0	0
Misc business credit	1	\$250.00	\$250.00	100%	0	0	0	0
Mfg misc office eqpt	1	\$250.00	\$250.00	50%	50	0	0	0
Hvy const eqpt rental	1	\$50.00	\$50.00	100%	0	0	0	0
Other Categories								
Cash experiences	2	\$150	\$100	--	--	--	--	--
Unknown	1	\$50	\$50	--	--	--	--	--
Unfavorable comments	0	\$0	\$0	--	--	--	--	--
Placed for collections with D&B:	0	\$0	\$0	--	--	--	--	--
Other	1	N/A	\$0	--	--	--	--	--
Total in D&B's file	31	\$394,650	\$200,000	--	--	--	--	--

The highest Now Owes on file is \$40,000

The highest Past Due on file is \$15,000

There are 31 payment experience(s) in D&Bs file for the most recent 24 months, with 19 experience(s) reported during the last three month period.

Payments Details

Total (Last 24 Months): 31

Date	Paying Record	High Credit	Now Owes	Past Due	Selling Terms	Last sale w/f (Mo.)
05/2024	Ppt	\$200,000	\$10,000	\$0	--	1 mo
05/2024	Ppt	\$55,000	\$35,000	\$0	--	1 mo
05/2024	Ppt	\$15,000	\$15,000	\$0	--	1 mo
05/2024	Ppt	\$7,500	\$7,500	\$0	--	1 mo
05/2024	Ppt	\$2,500	\$50	\$0	N30	1 mo
05/2024	Ppt	\$2,500	\$1,000	\$0	--	1 mo
05/2024	Ppt	\$2,500	\$750	\$0	--	1 mo
05/2024	Ppt	\$1,000	\$250	\$0	--	1 mo
05/2024	Ppt	\$250	\$0	\$0	--	1 mo
05/2024	Ppt	\$250	\$250	\$0	Lease Agreemnt	1 mo
05/2024	Ppt	\$100	\$0	\$0	N15	6-12 mos
04/2024	(018)	\$100	--	--	Cash account	1 mo
04/2024	(019)	\$50	--	--	Cash account	2-3 mos
03/2024	Ppt	\$250	\$0	\$0	--	6-12 mos
03/2024	Ppt-Slow 90	\$15,000	\$100	\$100	--	2-3 mos
02/2024	Ppt	\$50	\$0	\$0	--	6-12 mos
01/2024	Ppt	\$50	\$0	\$0	--	6-12 mos
11/2023	Ppt	\$15,000	\$15,000	\$0	N30	1 mo
11/2023	Ppt	\$2,500	\$0	\$0	N30	6-12 mos
09/2023	(026)	\$50	--	--	--	1 mo
05/2023	Ppt	\$1,000	\$0	\$0	--	6-12 mos
10/2022	Ppt	\$500	\$0	\$0	--	6-12 mos

Payments Detail Key:  30 or more days beyond terms

Accounts are sometimes placed for collection even though the existence or amount of the debt is disputed.

Payment experiences reflect how bills are met in relation to the terms granted. In some instances payment beyond terms can be the result of disputes over merchandise, skipped invoices etc.

Each experience shown is from a separate supplier. Updated trade experiences replace those previously reported.

Banking and Finance



	2002(\$)	2003(\$)	2004(\$)
This Company's Operating Results Year Over Year			
NETSALES	NA	NA	NA
GROSSPROFIT	NA	NA	NA
NETPROFITAFTERTAX	NA	NA	NA
DIVIDENDS/WITHDRAWALS	NA	NA	NA
WORKINGCAPITAL	NA	NA	1,388,391.00
This Company's Assets Year Over Year			
CASH	NA	NA	77,654.00
ACCOUNTSRECEIVABLE	NA	NA	1,148,830.00
NOTESRECEIVABLE	NA	NA	NA
INVENTORY	NA	NA	NA
OTHERCURRENTASSETS	NA	NA	882,357.00
TOTALCURRENTASSETS	NA	NA	2,108,841.00
FIXEDASSETS	NA	NA	277,557.00
OTHERNON-CURRENTASSETS	NA	NA	266,148.00
TOTALASSETS	NA	NA	2,652,546.00
This Company's Liabilities Year Over Year			
ACCOUNTSPAYABLE	NA	NA	370,477.00
BANKLOAN	NA	NA	NA
NOTESPAYABLE	NA	NA	NA
OTHERCURRENTLIABILITIES	NA	NA	349,973.00
TOTALCURRENTLIABILITIES	NA	NA	720,450.00
OTHERLONGTERMLIABILITIES	NA	NA	593,655.00
DEFERREDCREDIT	NA	NA	NA
NETWORTH	NA	NA	1,338,441.00
TOTALOFLIABILITIESANDNETWORTH	NA	NA	2,652,546.00

We currently do not have any recent financial statements on file for your business. Submitting financial statements can help improve your D&B scores. To submit a financial statement, please call customer service at 800-333-0505.

Key Business Ratios
INTERIM 2004-09-30
(Industry Median is based on this number of firms: 10)

	This Company	Industry Median	Industry Quartile	
Solvency				
Quick Ratio	1.7	0.6	1	
Current Ratio	2.9	3.3	3	
Current Liabilities to Net Worth	53.8	40.7	1	
Current Liabilities to Inventory	NA	78.0	NA	
Total Current	98.2	142.1	1	
Fixed Assets to Net Worth	20.7	30.9	1	
Efficiency				
Collection Period	NA	29.2	NA	
Inventory Turn Over	NA	6.3	NA	
Sales to NWC	NA	3.0	NA	
Acct Pay to Sales	NA	NA	NA	
Profitability				
Return on Sales	NA	2.7	NA	
Return on Assets	NA	3.6	NA	
Return on NetWorth	NA	11.8	NA	

Public Filings

Summary																				
The following data includes both open and closed filings found in D&B's database on this company. <table> <tr> <th>Record Type</th><th># of Records</th><th>Most Recent Filing Date</th></tr> <tr> <td>Bankruptcy Proceedings</td><td>0</td><td></td></tr> <tr> <td>Judgments</td><td>0</td><td></td></tr> <tr> <td>Liens</td><td>0</td><td></td></tr> <tr> <td>Suits</td><td>0</td><td></td></tr> <tr> <td>UCCs</td><td>27</td><td>03/09/23</td></tr> </table>			Record Type	# of Records	Most Recent Filing Date	Bankruptcy Proceedings	0		Judgments	0		Liens	0		Suits	0		UCCs	27	03/09/23
Record Type	# of Records	Most Recent Filing Date																		
Bankruptcy Proceedings	0																			
Judgments	0																			
Liens	0																			
Suits	0																			
UCCs	27	03/09/23																		
The following Public Filing data is for information purposes only and is not the official record. Certified copies can only be obtained from the official source.																				

Suits

We currently don't have enough data to display this section

UCC Filings

Collateral:	All Inventory - All Machinery - All Equipment
Type:	Original
Sec.Party:	HARDWOODS SPECIALTY PRODUCTS US LP, RIVERSIDE, CA
Debtor:	FRIANT & ASSOCIATES LLC
Filing No.:	16020957838
Filed With:	SECRETARY OF THE COMMONWEALTH/UCC DIVISION, RICHMOND, VA
Date Filed:	02/09/16
Latest Info Received:	03/25/16
Type:	Amendment
Sec.Party:	HARDWOODS SPECIALTY PRODUCTS US LP, PERRIS, CA HARDWOODS SPECIALTY PRODUCTS US LP, RIVERSIDE, CA
Debtor:	FRIANT & ASSOCIATES LLC
Filing No.:	20210106036729
Filed With:	SECRETARY OF THE COMMONWEALTH/UCC DIVISION, RICHMOND, VA
Date Filed:	01/06/21
Latest Info Received:	01/12/21
Original Filing No.:	16020957838
Original UCC Filed Date:	02/09/16
Type:	Continuation
Sec.Party:	HARDWOODS SPECIALTY PRODUCTS US LP, PERRIS, CA HARDWOODS SPECIALTY PRODUCTS US LP, RIVERSIDE, CA
Debtor:	FRIANT & ASSOCIATES LLC
Filing No.:	20210106036731
Filed With:	SECRETARY OF THE COMMONWEALTH/UCC DIVISION, RICHMOND, VA
Date Filed:	01/06/21
Latest Info Received:	01/11/21
Original Filing No.:	16020957838
Original UCC Filed Date:	02/09/16
Collateral:	All Fixtures - All Machinery - All Equipment
Type:	Original
Sec.Party:	HARDWOODS SPECIALTY PRODUCTS US LP, RIVERSIDE, CA
Debtor:	FRIANT & ASSOCIATES LLC
Filing No.:	167508283191
Filed With:	SECRETARY OF STATE/UCC DIVISION, SACRAMENTO, CA
Date Filed:	02/09/16
Latest Info Received:	02/23/16

Type: Amendment
Sec.Party: HARDWOODS SPECIALTY PRODUCTS US LP, PERRIS,
CAHARDWOODS SPECIALTY PRODUCTS US LP, RIVERSIDE, CA
Debtor: FRIANT & ASSOCIATES LLC
Filing No.: 210001054721
Filed With: SECRETARY OF STATE/UCC DIVISION, SACRAMENTO, CA
Date Filed: 01/07/21
Latest Info Received: 01/12/21
Original Filing No.: 167508283191
Original UCC Filed Date: 02/09/16

Type: Continuation
Sec.Party: HARDWOODS SPECIALTY PRODUCTS US LP, PERRIS,
CAHARDWOODS SPECIALTY PRODUCTS US LP, RIVERSIDE, CA
Debtor: FRIANT & ASSOCIATES LLC
Filing No.: 210001055007
Filed With: SECRETARY OF STATE/UCC DIVISION, SACRAMENTO, CA
Date Filed: 01/07/21
Latest Info Received: 01/11/21
Original Filing No.: 167508283191
Original UCC Filed Date: 02/09/16

Collateral: Equipment
Type: Original
Sec.Party: BIESSE AMERICA INC, CHARLOTTE, NC
Debtor: FRIANT & ASSOCIATES LLC
Filing No.: 177602389184
Filed With: SECRETARY OF STATE/UCC DIVISION, SACRAMENTO, CA
Date Filed: 08/23/17
Latest Info Received: 09/08/17

Collateral: Equipment
Type: Original
Sec.Party: BIESSE AMERICA INC, CHARLOTTE, NC
Debtor: FRIANT & ASSOCIATES LLC
Filing No.: 177602386919
Filed With: SECRETARY OF STATE/UCC DIVISION, SACRAMENTO, CA
Date Filed: 08/23/17
Latest Info Received: 09/08/17

Collateral: Equipment
Type: Original
Sec.Party: BIESSE AMERICA INC, CHARLOTTE, NC
Debtor: FRIANT & ASSOCIATES LLC
Filing No.: 177602386898
Filed With: SECRETARY OF STATE/UCC DIVISION, SACRAMENTO, CA
Date Filed: 08/23/17
Latest Info Received: 09/08/17

Collateral: Equipment
Type: Original
Sec.Party: BIESSE AMERICA INC, CHARLOTTE, NC
Debtor: FRIANT & ASSOCIATES LLC
Filing No.: 177587337240
Filed With: SECRETARY OF STATE/UCC DIVISION, SACRAMENTO, CA
Date Filed: 05/25/17
Latest Info Received: 06/09/17

Collateral: Equipment
Type: Original
Sec.Party: CROWN CREDIT COMPANY, NEW BREMEN, OH
Debtor: FRIANT & ASSOCIATES LLC
Filing No.: 2006028576-5
Filed With: SECRETARY OF STATE/UCC DIVISION, CARSON CITY, NV
Date Filed: 08/24/06
Latest Info Received: 12/12/06

Collateral: Leased Equipment
Type: Original
Sec.Party: ALL-GUARD ALARM SYSTEMS, INC, LIVERMORE, CA
Debtor: FRIANT
Filing No.: 200040442024
Filed With: SECRETARY OF STATE/UCC DIVISION, SACRAMENTO, CA
Date Filed: 12/31/20
Latest Info Received: 01/05/21

Collateral: Leased Equipment
Type: Original
Sec.Party: ALL-GUARD ALARM SYSTEM, INC, LIVERMORE, CA
Debtor: FRIANT
Filing No.: 200026616421
Filed With: SECRETARY OF STATE/UCC DIVISION, SACRAMENTO, CA
Date Filed: 10/20/20
Latest Info Received: 10/27/20

Collateral: Leased Equipment
Type: Original
Sec.Party: ALL-GUARD ALARM SYSTEM, INC, LIVERMORE, CA
Debtor: FRIANT
Filing No.: 200026348633
Filed With: SECRETARY OF STATE/UCC DIVISION, SACRAMENTO, CA
Date Filed: 10/19/20
Latest Info Received: 10/27/20

The public record items contained herein may have been paid, terminated, vacated or released prior to today's date.

Collateral: Leased Equipment
Type: Original
Sec.Party: ALL-GUARD ALARM SYSTEM, INC, LIVERMORE, CA
Debtor: FRIANT
Filing No.: 200026616421
Filed With: SECRETARY OF STATE/UCC DIVISION, SACRAMENTO, CA
Date Filed: 10/20/20
Latest Info Received: 10/27/20

Collateral: Leased Equipment
Type: Original
Sec.Party: ALL-GUARD ALARM SYSTEM, INC, LIVERMORE, CA
Debtor: FRIANT
Filing No.: 200026348633
Filed With: SECRETARY OF STATE/UCC DIVISION, SACRAMENTO, CA
Date Filed: 10/19/20
Latest Info Received: 10/27/20

The public record items contained herein may have been paid, terminated, vacated or released prior to today's date.

Government Activity

Summary

Borrower (Dir/Guar): NO
Administrative Debt: NO
Contractor: YES
Grantee: NO
Party excluded from federal program(s): NO
Possible Candidate:
Labor Surplus Area: N/A
Small Business: N/A
8(A) Firm: N/A

The public record items contained herein may have been paid, terminated, vacated, or released prior to today's date

The public record items contained herein may have been paid, terminated, vacated or released prior to today's date.

Special Events

N/A

Corporate Linkage

Parent

Company Name	DUNS #	City, State
FRIANT & ASSOCIATES LLC	61-744-7834	SAN LEANDRO, CALIFORNIA

Headquarters (US)

Company Name	DUNS #	City, State
FRIANT & ASSOCIATES LLC	61-744-7834	SAN LEANDRO, CALIFORNIA

Standard Lead Times

Updated on 27th March 2025

The below lead times apply to orders up to \$285K List or \$60K Net. Orders over that amount please contact your Customer Success or Friant Sales Representative.

- All leadtimes are estimated due to current supply chain constraints. Friant will make every effort to ship orders within the posted leadtimes.
- Essentials Program:
 - Standard discounting applies to the Essentials Program.
 - The Essentials Program accommodates orders up to \$10,000 net. Orders over this size will be processed as standard.
 - If you'd like to stock check an order, please fill out our request form here: [STOCK CHECK PROSPECTIVE ORDER](#) form

Product Line	Current Lead Time	Order Changes / Cancellations Possible?	Modification Period (if order is not in production)
Accessories: Flyp Screens, Monitor Arms & Power Grommets	From California: 48-72 hours From Virginia: 48-72 hours	No	N/A
Dash Preferred Program	*Temporarily Discontinued	*Temporarily Discontinued	*Temporarily Discontinued
Dash Standard	5-6 Weeks *Orders without assembled goods (i.e. peds, wardrobes, credenzas, etc.) will be dated for 3-4 weeks.* *Shipping from CA only.*	Yes	72hrs from PO Submission
Gitana	Shipping out of California Based on Availability Qty 5 or Less of the Same Item: 48-72 hours Qty 6+ of the Same Item: call for availability	No	N/A
Interra	From California: 5-6 weeks From Virginia: 5-6 weeks Fabric and laminate tiles only shipped from CA. Laminate Tiles: Based on Laminate Availability 1-50 Pieces: 5-6 Weeks 51+ Pieces: 10-11 Weeks Laminate cabinets have a longer lead time and ship from CA only.*	Yes	72hrs from PO Submission
Lune Training Tables	3 Weeks, Based on Availability *Shipping from CA only.*	Yes	24hrs from PO Submission
Mesa	5-7 weeks *Shipping from CA only.*	Yes	24hrs from PO Submission
Metal Base Tables	5-6 weeks *Shipping from CA only.*	Yes	72hrs from PO Submission
My-Hite Bases ONLY: 2 Stage & 3 Stage Straight	72 Hours, Based on Availability	No	N/A
My-Hite Bases ONLY: 2 Stage & 3 Stage Corner	72 Hours, Based on Availability	No	N/A
My-Hite Base & Worksurface ONLY	From California: 2-3 weeks From Virginia: 2-3 weeks	Yes	24hrs from PO Submission

My-Hite/Beam	From California: 3-5 weeks From Virginia: 3-5 weeks	Yes	24hrs from PO Submission
My-Hite with Beam Essentials Program	Based on Availability 3 weeks	No	N/A
Novo	CA Plant: 3-5 weeks VA Plant: 3-5 weeks *Hard Surface Panels have a 6-8 week leadtime* Laminate cabinets have a longer lead time and ship from CA only*	Yes	72hrs from PO Submission
Novo Essentials Program	Based on Availability 3 weeks	No	N/A
Occasional Tables	Raffe: Based on Availability – 48-72 hours Roke: Based on Availability – 48-72 hours Scope: 3 weeks *Shipping from CA only.*	No	N/A
Parts	Based on Availability 1-10 Pieces: 48-72 hours 11+ Pieces: 2-4 weeks *Based on Availability – Call to Confirm*	No	N/A
ReddiSpace: ADA Pod	ADA Pod: 9-10 Weeks *Shipping from CA Only.*	Yes	72hrs from PO Submission
ReddiSpace: Quick Time	Based on Availability QuickTime in stock finishes are (48-72 Hours): Exterior: Snow or Onyx Interior: GP18 Grey Carpet: GR Grey Table Top Finish: CW White (sold separately) - All Other Colors: 9-10 Weeks *Shipping from CA Only.*	In Stock Finishes: No All Other Colors: Yes	In Stock Finishes: N/A All Other Colors: 72 hrs from PO Submission
ReddiSpace: We Time	Based on Availability WeTime in stock finishes are (48-72 Hours): Exterior: Snow or Onyx Interior: GP18 Grey Carpet: GR Grey Table Top Finish: CW White (sold separately) Sofa Fabric Finish: 1333 Grey (sold separately) All Other Colors: 9-10 Weeks *Shipping from CA Only.*	In Stock Finishes: No All Other Colors: Yes	In Stock Finishes: N/A All Other Colors: 72 hrs from PO Submission
ReddiSpace: Me Time	MeTime: 9-10 Weeks *Shipping from CA Only.*	Yes	72hrs from PO Submission
ReddiSpace: Our Time	Based on Availability OurTime in stock finishes are (48-72 Hours): Exterior: Snow or Onyx Interior: GP18 Grey Carpet: GR Grey Table Top Finish: CW White (sold separately) Sofa Fabric Finish: 1333 Grey (sold separately) - All Other Colors: 9-10 Weeks *Shipping from CA Only.*	In Stock Finishes: No All Other Colors: Yes	In Stock Finishes: N/A All Other Colors: 72 hrs from PO Submission
Soft Seating: Anza, Nik, Hanno, Jot, Jest, and Pog Collections	Based on Availability 48-72 hours *Contact cst@friant.com to confirm leadtime/stock check* *Shipping from VA only.*	No	N/A

Soft Seating: Keld, Harlo, Alder, Aras, Petalstool, and Fala Collections	In Stock Colors: Based on Availability - 48-72 hours Remaining Colors: 9-10 weeks *Contact cst@friant.com to confirm leadtime/stock check* *Shipping from CA only* List of In Stock Colors: -Keld: Cobblestone PF2201-2 Indigo, Napoli PF2301-1 Whiskey, Napoli PF2301-2 Nightcap -Harlo: Cobblestone PF2201-1 Linen, Cobblestone PF2201-4 Flint -Alder: Sunday PF1301-9 -Dune, Sunday PF1301-15-Mist -Aras: Sunday PF1301-9 Dune -Petalstool: Small: Sunday PF1301-2 Cadet, Sunday PF1301-9 Dune -Petalstool: Large: Sunday PF1301-2 Cadet, Sunday PF1301-9 Dune -Fala: Sunday PF1301-9 Dune	In Stock Finishes: No All Other Colors: Yes	In Stock Finishes: N/A All Other Colors: 72 hrs from F Submission
Standard Custom	Dependent on item quoted. See custom quote form for lead time.	Yes	72hrs from PO Submission
System 2	CA Plant: 3-5 weeks VA Plant: 3-5 weeks *Hard Surface Panels have a 6-8 week leadtime*	Yes	72hrs from PO Submission
System 2 Essentials Program	Based on Availability 3 Weeks	No	N/A
Task Seating	CA Plant: 48-72 hours VA Plant: 48-72 hours *Tango, Tommen, and Yele ship from CA only* *Prep Bar Stool: 9-10 Week Leadtime* *Soleil with Cushion: 9-10 Week Leadtime*	No	N/A
Verity	CA Plant: 3-5 weeks VA Plant: 3-5 weeks *Laminate cabinets have a longer leadtime and ship from CA only*	Yes	72hrs from PO Submission
Willow	5-7 Weeks *Shipping from CA only*	Yes	72hrs from PO Submission

Strategic Initiatives Project Manager

Company Information

Friant is a nationwide leader of creative workspace with a passion for value innovation – making well-designed, premium workspaces more accessible and affordable than anyone else. From custom conference tables to upholstery, our local manufacturing facility is busy year-round creating Friant products for the office furniture marketplace. Our 2 plants in California and Virginia totaling 630,000 square feet of warehouse and production facilities – headquarters being in CA – are equipped with modern equipment and skilled wood and fabric workers. The organization and its people pride themselves on respect and teamwork to consistently achieve goals and deliver a flawless product – a product that has the power to transform the happiness and productivity of businesses.

Summary/Objective

Strategic Initiatives Project Managers manage the operational aspects of GSA, TIPS, State Contracts and special projects including but not limited to the development of Zoho Desk. Strategic Initiatives Project Managers are organized and consistently see projects through to fruition. They show a mastery of initiatives under their purview and strive to obtain a knowledge that promotes and allows them to engage in the office furniture industry. To achieve the desired business goals for the project(s) and ensure high customer satisfaction, Strategic Initiatives Project Managers consistently meet time and product requirements while directing all project resources in accordance with guidelines.

Responsibilities

- Responsible for back-end project management of all non-accounting duties related to GSA, TIPS, State Contracts, and any related initiatives
- Ensure successful execution of above-mentioned initiatives by taking responsibility for project initiation, reviewing contracts to understand terms/conditions/deliverables, conducting an initial risk assessment, establishing project scheduling, communicating with key stakeholders and internal team members, obtaining necessary approvals, etc.
- Responsible for front-end management (customer facing) management of all GSA, TIPS, and State Contract orders
- Document all GSA, TIPS, and State Contract policies and procedures per department guidelines
- Train Senior Project Manager to act as a back-up for GSA, TIPS, and State Contract orders
- Train Customer Success Representatives on the general GSA, TIPS, and State Contract offerings
- Generate Zoho reports as requested by the management team
- Establish what reoccurring Zoho reporting is required with input from the management team and proactively send the reports in the determined interval, checking in often to see if adjustments are required
- Follow up with internal teams as required to collect information missing from management required Zoho reports and notify Customer Experience Manager of any teams that are not consistently inputting information required for reporting
- Assist with development and implementation of new Zoho Desk initiatives related to the Customer Success, Claims, and Order Entry teams

- Own maintenance of all existing Customer Success, Claims, and Order Entry blueprints, workflows, and automations in Zoho Desk and the related Zoho Forms
- Act as a liaison between Customer Success, Claims, Order Entry, and the IT Team on Zoho related issues
- Act as the go to resource for Customer Success, Claims, and Order Entry on any Zoho related questions
- Work closely with IT Manager and Customer Experience Manager on overall development of Zoho at Friant
- Train new hires in Customer Success, Claims, and Order Entry on Zoho
- Keep Customer Success, Claims and Order Entry up to date on any changes to Zoho that would affect their teams, conducting team training as needed
- Act as back up to the Senior Project Manager on large projects, showrooms, and mock-ups
- Perform Customer Success Representative duties for a specific regional territory
- Provide customer support from start to finish of all projects and maintain contact with customers during and after completion
- Collaborate and communicate with dealers, designers, production, sales and accounting teams to provide direction, ensure execution of deadlines for delivery and installation of projects, and identify and resolve problems
- Monitor and track project milestones from concept to design, development, and delivery
- Maintain regular contact with high profile customers to establish a positive report, preemptively address concerns, and ensure that projects are moving smoothly
- Support Regional Sales Directors to collaborate with sales and grow the company and relationships with dealers
- Serve as a resource on product information, processes, and situations to the Customer Success team
- Assist with training of new Customer Success Representatives and Claims Specialists
- Maintain regular communication with Customer Experience Manager
- Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Competencies

- Safety focus at all times
- Effective Problem Solving
- Customer Service Skills
- Time Management
- Communication proficiency
- Results driven
- Initiative; Self-starter
- High sense of urgency
- High attention to detail

Work Environment

While performing the duties of this job, the employee operates in a professional office environment. This role routinely uses standard office equipment such as computers, phones, photocopiers, and filing cabinets. Appropriate personal protective equipment will be required when visiting production areas.



April 3, 2025

Accounting Director
Deanna Dorner
Friant roles

Deanna Dorner has been with Friant and Associates LLC in the accounting department and part of the management for over 30 years.

- Assists in procedure training/mentoring of accounting staff
- Works closely with CFO to review and implement new accounting processes
- Handles State & Federal contract sales reporting
- Handles Sales Tax reporting
- Works with Insurance for year end audits
- Prepares annual 5500 reporting & audit if required
- Assists with reviewing independent rep sales agreements
- Works with CFO on new hire or employee relations matters
- Part of the HR/Accounting management team that meets, discusses and helps implement payroll processes as they pertain to accounting & finances
- Handles financial wires/ach payment approvals for vendors
- Assists with customer or vendor questions that require management knowledge
- Prepares annual 1099NEC forms for vendors
- Assists President - Paul Friant & CFO Leon Zhang & Operations Manager – Marc Friant with various business documents, leases, annual registrations, corp tax returns, banking, machinery & equipment purchases, etc

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Thank you

We are Friant

