

The State Bar of California

# REQUEST FOR PROPOSAL



This document is a Request for Proposal (“RFP”) for Government Affairs and Legislative Representation on behalf of the State Bar of California (“State Bar”). **This RFP was initially released with an October 19, 2007 response date. It is being re-released here as modified with a December 31, 2007 response date.**

Please submit 4 copies of your proposal no later than 5 p.m. on December 31, 2007 to:

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

Attn: Robert Hawley  
Deputy Executive Director  
415-538-2277  
Robert.Hawley@calbar.ca.gov

## I. INTRODUCTION

The State Bar is a constitutional agency within the judicial branch of state government created to assist the Supreme Court in regulating the legal profession and in improving the administration of justice. The State Bar serves as an arm of the Supreme Court of California in matters related to attorney admission and discipline. It also has the legislative authority to aid in all matters pertaining to the advancement of the science of jurisprudence and the improvement of the administration of justice. The State Bar was created in 1927 as a public corporation, a public entity formed and organized for governmental purposes.

The State Bar’s primary source of revenue is the annual membership fee paid by attorneys admitted to practice in California. The membership fees are regulatory exactions and like other revenues received by the State Bar are “held for essential public and governmental purposes.” The State Bar’s activities are limited by the public nature of its funding.

The State Bar maintains a Government Affairs Office in Sacramento and engages legislative representatives to assist the State Bar in communicating with the Legislature and the other branches of government and in lobbying positions of the State Bar on

legislation that is part of the State Bar's legislative program approved by the State Bar's Board of Governors. The State Bar's legislative activities are defined and limited by case law authorities (see, e.g., *Keller v. State Bar of California* (1990) 496 U.S. 1) and by statute (see Business and Professions Code Sections 6140.5, 6031.5).

The State Bar's Sections also maintain a legislative program. The Sections are formed around subject matter areas of the law, have executive committees appointed by the State Bar Board of Governors, are an integrated part of the State Bar, but are allowed to pursue legislative programs separate from the State Bar but subject to State Bar oversight. Three Sections in particular have active legislative programs: Business Law, Trusts and Estate, and Family Law.

More information about the State Bar can be found in an article entitled "*The State Bar of California – What Does It Do, How Does It Work?*" available on the State Bar's website at [http://calbar.ca.gov/state/calbar/calbar\\_home\\_generic](http://calbar.ca.gov/state/calbar/calbar_home_generic).

The State Bar currently has a need for a legislative representative (lobbyist) to supplement the staff work of its Office of Government Affairs for the State Bar and its Sections. In accordance with statute and the State Bar's procurement policies, contracts of \$50,000 or more are subject to formal competitive bidding. The State Bar is seeking proposals from interested qualified individuals to provide legislative representation to the State Bar and its Sections on a contract basis, supplementing the services provided by the regular State Bar Government Affairs staff.

This RFP is for a one-year contract commencing January 1, 2008, with two successive one-year options to extend, at the discretion of the State Bar. Proposals should address the potential three-year term of a renewed contract.

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

## **II. GENERAL INFORMATION**

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

### **A. Submission Requirements**

To be considered responsive, a proposal must contain the following, referenced by number and in the order below:

1. A brief description of the history and organization of the bidder's firm, and of any proposed subcontractor.

2. Copies of business licenses, professional certifications or other credentials, together with evidence that bidder, if a corporation, is in good standing and qualified to conduct business in California.
3. A description of similar projects completed by the bidder within the past three (3) years.
4. Qualifications, background and experience of the project director and other staff proposed to work on the project.
5. References with contact information from organizations that have used bidder's services for similar projects/installations within the last 12-18 months.
6. A general description of the techniques, approaches and methods to be used in completing the project.
7. A detailed cost proposal, including any travel costs and other expenses. As the State Bar may award a contract based on the initial offer, a bidder should make its initial offer on the most favorable terms available. The State Bar reserves the right, however, to have discussions with those bidders falling within a competitive range, and to request revised pricing offers from them and to make an award or conduct negotiations thereafter.
8. A written acknowledgement of the acceptance of the Contracting Requirements set forth in section IV of this RFP. Specific terms may be reserved for future negotiation, but must be clearly identified and reasons given for the reservation.

Proposals which fail to address each of the submission requirements above may be deemed non-responsive and will not be further considered.

## **B. Rejection of Proposals**

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

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

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

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

### **C. Evaluation Process and Highest Scored Bidder**

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

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

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

**The following criteria will be used in reviewing and comparing the proposals and in determining the HSB. The weight to be assigned to each criterion appears following each item.**

1. Responsiveness of the proposal to the submission requirements set forth in the RFP (10%).
2. Agreement with the State Bar's contracting requirements (10%).
3. Demonstrated success in state legislative process. The technical ability, capacity, flexibility, and skill of the bidder to provide quality performance under the contract, as evidenced by the quality of any demonstration, client references, demonstrated success in projects with similar requirements and any other contracts with the State Bar (50%).
4. The total cost of the proposal solution. Costs will be evaluated only if a proposal is determined to be otherwise qualified. Costs should be itemized by type to allow the State Bar to implement the solution over the term of the contract (30%).

If a large number of proposals are received, the State Bar reserves the right to review the proposals using a tiered evaluation system. All proposals will be evaluated based on the

Submission Requirements and Cost, with the top candidates advancing as a finalist and receiving a full evaluation as outlined above.

**D. Award and Execution of Contract**

Subject to the State Bar's right to reject any or all proposals, the HSB will be awarded the contract. Notice will be posted at the State Bar's offices at 180 Howard Street, San Francisco, CA and written notice sent to bidders on or about January 24, 2008 of the Bar's intention to award the contract to the HSB. It is anticipated that final selection of the HSB will be made by January 31, 2008. The evaluation team will select a winning proposal subject to approvals granted by the Board of Governors. Upon selection, the State Bar and the selected Contractor will enter into good faith negotiations on a contract containing, without limitation, the Statement of Work and Contracting Requirements sections below.

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

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

Questions regarding the State Bar's award of any business on the basis of proposals submitted in response to the RFP, or on any other matter in connection with the selection process, should be addressed in writing to Andrew Conover, Finance Manager, at [andrew.conover@calbar.ca.gov](mailto:andrew.conover@calbar.ca.gov).

Where written notice is required in this RFP, the notice must be sent by U.S. mail and either facsimile or e-mail.

**E. Errors in the RFP**

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

If prior to the date fixed for submissions, a bidder knows of or should have known of an error in the RFP but fails to notify the State Bar of the error, the bidder shall bid at its

own risk, and if, awarded the contract, shall not be entitled to additional compensation or time by reason of the error or its later correction.

**F. Questions Regarding the RFP**

Questions regarding the RFP may be addressed in writing to Robert Hawley at Robert.Hawley@calbar.ca.gov. All questions must be submitted no later than 5 days prior to the date for submission of proposals. Questions and answers regarding the RFP may be shared with all bidders known to be interested in submitting a proposal.

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

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

**G. Addenda**

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

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

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

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

**I. Protest Procedure**

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

1. The bidder has submitted a proposal that it believes is or should have been the HSB, under the criteria set forth above;
2. The bidder believes that its proposal meets the State Bar's administrative and technical requirements, proposes services of proven quality and performance, and offers a competitive cost to the State Bar; and
3. The bidder believes that the State Bar has incorrectly selected another bidder.

A bidder qualified to protest should contact Andrew Conover, Finance Manager, (415) 538-2207, to attempt an informal resolution. If this contact is unable to resolve the protest to the bidder's satisfaction, the bidder must file a written protest within 5 days of the notice of intention to award the contract. The written protest must state the facts surrounding the issue and the reasons the bidder believes the award to be invalid. The protest must be sent by certified or registered mail or delivered personally to:

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

Attention: Peggy Van Horn, Chief Financial Officer

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

**J. News Releases**

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

**K. Disposition of Materials**

All materials submitted in response to an RFP will become the property of the State Bar of California and will be returned only at the State Bar's option and at the expense of the bidder. One copy of each proposal will be retained for the State Bar's official files and become a public record. Specific limited pages of a proposal, not including proposed cost and compensation, may be marked as proprietary and confidential. The bidder's consent will be requested before release of such pages to non-State Bar personnel. By submitting a proposal, a bidder agrees to these terms and waives any right to pursue a cause of action for damages incurred as a result of the release of any information contained in a proposal.

### **III. STATEMENT OF WORK**

As the State Bar's legislative representative, Contractor will work with the State Bar's existing Office of Governmental Affairs and staff to advise, lobby, develop, recommend and implement strategy for the purpose of advancing the State Bar Board of Governors approved legislative program and otherwise representing the interests of the State Bar before the Legislature and Governor's office, including coordinating with the Judicial Branch of Government of which the State Bar is a part. Contractor's services under the Contract shall include, but not be limited to, the following:

**A.** In coordination with the Executive Director, and the Director of the Office of Government Affairs and the appropriate committee(s) of the Board of Governors, Contractor will draft legislation, secure the introduction and passage of legislation included in the State Bar's legislative program including, as appropriate, the State Bar's funding authority ("Fee Bill").

**B.** Contractor will assist the Director of Governmental Affairs in coordination with the Executive Director in gathering legislative support for the legislative program including, as appropriate, the Fee Bill. Such assistance will include, but not be limited to, coordinating with the State Bar's Office of Government Affairs in introducing State Bar representatives to members of the Legislature and introducing and educating such members to the State Bar and its activities, preparing and presenting testimony at hearings of legislative or similar committees regarding the legislative program, including the Fee Bill.

**C.** In consultation with the Executive Director and the Director of Government Affairs, Contractor will represent the State Bar's interests in the Legislature as an advocate against the passage of bills which adversely affect the State Bar's mission to protect the public, regulate the profession, and enhance the administration of justice or other obligations of the State Bar under statute or court rule ("Institutional Legislation").

**D.** Contractor will advise the Executive Director, the Director of Governmental Affairs and/or their designees on a continuing basis and in a timely manner, of any and all significant matters, developments, and events regarding the progress of prospective or pending aspects of the State Bar's legislative program, its Fee Bill legislation or related legislation, or that affect the relevant legislative processes, procedures or desired legislative outcomes. Contractor will submit written reports to the Executive Director and appropriate Board Committee(s) on developments and events when requested to do so or as needed. Contractor will attend State Bar meetings, upon request.

**E.** Contractor will notify and advise the Director of Governmental Affairs and the Executive Director of any legislative advocacy undertaken by other State Bar entities, committees, representatives, or volunteers, that may interfere with, impede, or adversely affect Contractor's legislative advocacy on behalf of the State Bar's legislative program and the State Bar's other Institutional Legislation.

**F.** Contractor will establish and maintain working relationships with members and committees of the Legislature, personnel of the Governor’s office, various federal, state and local officials, representatives of other public agencies, and professions, businesses and industries, as applicable, in connection with advancing the State Bar’s legislative program.

**G.** Contractor will ensure that appropriate lines of communication are maintained between the Executive Director, the Director of Governmental Affairs, the Office of Government Affairs, the Board of Governors and the appropriate Board committee(s).

**H.** For the State Bar and the Sections, Contractor will draft, redraft and monitor bills; work collaboratively with the Sections to address drafting issues; find authors for affirmative legislation and assist as necessary; support State Bar and Section representatives who testify on bills; identify and address problems with bills; track bills and keep Sections advised; set up and appear at meetings with legislative and committee staff to address and resolve issues; attend Section meetings; set up and organize “Legislative Days” in the Capitol for interested Sections; provide legislative training for interested Sections;.

In addition to the above services, Contractor will be expected to comply with the following additional requirements:

**I.** Contractor will ensure that the State Bar is in compliance with and continues to be in compliance with all applicable federal, state or local laws, regulations, rulings and filing requirements, including but not limited to, those laws, regulations and rules pertaining to lobbying activities conducted in connection with the State Bar’s legislative program including, as appropriate, its Fee Bill.

**J.** Contractor will comply with all federal, state or local laws, regulations or rulings, including but not limited to, laws, regulations and rulings regarding the registration and activities of lobbyists to the extent that said laws are applicable to Contractor in its capacity as the State Bar’s Legislative Representative under the Contract.

#### **IV. CONTRACTING REQUIREMENTS**

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

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

##### **A. Time of Essence**

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

## **B. Warranties and Representations**

Contractor will warrant and represent that it and its employees, agents and subcontractors have the qualifications and ability to perform the services required by this Agreement in a diligent and professional manner consistent with the highest standards of the industry.

## **C. Independent Contractor Status**

1. It is the express intention of the parties that Contractor be an independent contractor and not an employee, agent, joint venturer or partner of State Bar. Nothing in this Agreement will be interpreted or construed as creating or establishing the relationship of employer and employee between State Bar and Contractor or between State Bar and any assistant, employee or agent of Contractor.
2. Contractor will determine the method, details, and means of performing the Services. Contractor may, at Contractor's own expense, retain or employ such assistants/employees as Contractor deems necessary to perform said Services. Contractor assumes full and sole responsibility for the payment of all compensation and expenses of these assistants/employees, including workers' compensation coverage as required, all federal, state and local income taxes, unemployment and disability insurance, Social Security and other applicable withholdings.
3. **Travel Expenses.** Contractor will be responsible for all costs and expenses incident to the performance of the Services specified under this Agreement, with the exception of travel expenses. Travel outside the metropolitan Sacramento area shall be subject to the prior approval of the Bar's Representative and Contractor will bill such expenses separately to the State Bar in accord with the Bar's Travel Expense Policy. Any authorized per diem expenses shall not exceed those listed on the State Bar Travel Expense Policy, attached as Exhibit A and incorporated by reference, unless prior authorization has been obtained from the Bar's Representative.

## **D. Representation of Others.**

Contractor will not engage in any lobbying or related activities related to any of the following: (1) in opposition to the State Bar's Fee Bill; (2) in opposition to any bill sponsored by the Board of Governors, or State Bar Sections; (3) in support of any bill opposed by the Board of Governors, or State Bar Sections; or (4) in support of any bill

which seeks to limit the State Bar's current regulatory, administrative or dues-collecting authority. The State Bar retains the right, in its sole discretion, to terminate this Agreement upon written notice pursuant to Article 4 of this Agreement if, in State Bar's sole opinion, any potential or actual conflict cannot be immediately resolved or will in any way compromise or adversely affect the status of the State Bar's Fee Bill or its regulatory, administrative or dues-collecting authority.

**E. Conflict of Interest**

The State Bar, as a public corporation, and its designated employees and consultants, are subject to government-mandated conflict of interest provisions. Contractor will familiarize itself with the State Bar's Conflict of Interest Code ("Code"), and agrees to comply with the provisions of and file reports required by the Code.

**F. Indemnity Obligations of Contractor**

To the fullest extent permitted by law, the Contractor will agree to protect, indemnify, defend and hold the State Bar and the State Bar's Board of Governors, officers, employees, agents and representatives and each of their successors and assigns (the "Indemnities") entirely harmless from and against any and all claims, actions, demands, proceedings, liabilities, damages, judgments, fines, penalties, settlements, costs and charges, including, without limitation, attorneys' fees and expenses, arising directly or indirectly from or in connection with (a) any breach of the Agreement, (b) any actual or alleged negligent act, negligent error or omission, intentional misconduct of, or violation of any law by Contractor, the Contractor's employees, subcontractors, agents, representatives or assigns (collectively, the "Contractor's Agents") in the performance or non-performance of the professional services required to be performed by the Contractor under the Agreement; or (c) the State Bar's enforcement of its rights under this indemnity provision. The Contractor will agree that its obligations under this indemnity will survive the expiration and termination of this Agreement.

In the event both the State Bar and Contractor are named as defendants in the same civil action, and the State Bar determines that a conflict of interest exists between the parties, Contractor will agree to provide, at its own cost, independent counsel for the State Bar. The State Bar may, at its option, designate its Office of General Counsel as equal participating counsel in any litigation wherein the Contractor defends the State Bar.

**G. Insurance Obligations of Contractor**

The Contractor will provide and keep in full force and effect during the term of this Agreement, at the Contractor's own cost and expense, the following insurance policies for the joint benefit of the Contractor and the State Bar, with an insurer reasonably acceptable to the State Bar:

1. Commercial general liability insurance with a general aggregate limit (other than products/completed operations) of at least Two Million Dollars

(\$2,000,000.00); at least One Million Dollars (\$1,000,000.00) personal and advertising injury limit; at least One Million Dollars (\$1,000,000.00) premises and operations limit; at least One Million Dollars (\$1,000,000.00) each occurrence limit;

2. Workers' compensation coverage as required by law, together with employer liability coverage with limits of not less than One Million Dollars (\$1,000,000.00) per occurrence.
3. Comprehensive automobile liability insurance covering owned, leased, hired and non-owned vehicles with at least One Million Dollars (\$1,000,000.00) combined single limit.
4. Professional liability insurance with a general aggregate limit of Two Million Dollars (\$2,000,000) and an occurrence limit of two Million Dollars (\$2,000,000).

The Contractor will deliver to the State Bar offices at 180 Howard Street, San Francisco, CA 94105 Attn: Andrew Conover, Finance Manager, true and correct copies of its insurance policies required above, and certificates of such insurance within seven (7) days of the execution of this Agreement. Each such policy will name the State Bar as an additional insured and will state that the Contractor's policy shall be primary and that any insurance carried by the State Bar shall be noncontributing with respect thereto. Each such policy will provide for thirty (30) days prior written notice to the State Bar in the event of cancellation or reduction in coverage or amount. If the Contractor fails to secure and maintain insurance policies complying with the provisions of this Agreement, the State Bar may purchase the appropriate insurance policies and the Contractor will pay upon demand the cost of it to the State Bar or the State Bar may terminate this Agreement. In addition to the insurance required to be obtained and maintained by the Contractor, if the Contractor assigns any portion of the duties under this Agreement in accordance with the terms, hereof, each subcontractor or assignee will purchase and maintain the same insurance coverage required hereunder.

The Contractor will immediately notify the State Bar if the Contractor's commercial general liability insurance contains restrictive endorsements other than those restrictive endorsements normally included in the State of California. If the Contractor's commercial general liability insurance contains such restrictive endorsements, the Contractor shall have five (5) business days to remove said restrictions. If the Contractor is unable to do so, the State Bar may terminate this Agreement, and will be required to give the Contractor no more than two (2) days' notice of such termination, anything in this Agreement to the contrary notwithstanding.

## **H. Termination**

1. This Agreement may be terminated by the State Bar, at the State Bar's option, effective immediately upon written notice, due to the occurrence of any of the following events:
  - a. Bankruptcy or insolvency of the State Bar or Contractor; or
  - b. A disability on the part of Contractor or other occurrence beyond the control of Contractor which will materially affect the timeliness or quality of Services performed; or
  - c. Failure of Contractor, as determined by a court of competent jurisdiction, to materially comply with federal, state or local laws, regulations or requirements with respect to lobbying activities and reporting requirements or rulings concerning lobbying activities.
2. Should Contractor default in the performance of this Agreement or materially breach any of its provisions, State Bar may terminate this Agreement by giving ten (10) days' written notice of termination to Contractor.
3. Either party may terminate this Agreement, within its sole discretion, without cause and for any reason, upon fifteen (15) days' written notice to the other party.
4. Upon termination or expiration of this Agreement, Contractor will promptly deliver all of any work product created in the performance of Services to the Representative including, but not limited to, any and all notes, reports and documents created by Contractor or Contractor's employees or assistants in providing Services. Contractor will also continue to file and continue to assist the State Bar with any necessary filings with the Fair Political Practices Commission. This section will survive the expiration or termination of this Agreement.

## **I. Confidentiality and Publicity**

1. **Confidentiality.** Contractor will retain all confidential information provided by the State Bar in the strictest confidence and will neither use it nor disclose it to anyone other than employees requiring the information to perform services under this Agreement without the prior written consent of the State Bar. The term "Confidential Information" will be defined as information required to be protected from disclosure by any applicable case law, statute, policy or practice of or affecting the State Bar, including but not limited to information which is deemed highly sensitive by the State Bar for the purposes of this paragraph G. The State Bar retains the right to enjoin any unauthorized disclosure in an appropriate court of law.

2. **Publicity.** Contractor will not issue any public announcements concerning the State Bar without the prior written consent of the State Bar.

#### **J. Compliance with Laws**

The Contractor agrees to comply with all applicable federal, state, and local laws and regulations, including but not limited to the provisions of the Fair Employment and Housing Act (Govt. Code, § 12900 et seq.) and any applicable regulations promulgated there under (Cal. Code of Regs., tit. 2, § 72850.0 et seq.). Contractor agrees to include the non-discrimination and compliance provisions of this clause in any and all subcontracts to perform work under the Agreement.

#### **K. Assignment**

Contractor may not assign all or any part of its rights or obligations under the Agreement.

#### **L. General Provisions**

1. **Force Majeure.** Neither party will be deemed in default of this Agreement or any provision hereunder to the extent that any delay or failure in the performance of the obligations of such party (other than the payment of money) results from any significant and material causes beyond its reasonable control and without fault or negligence by such party. Examples of such causes include, but are not limited to, (1) acts of God or public enemy, (2) acts of the government in either its sovereign or contractual capacity, (3) fires, (4) floods, (5) epidemics, (6) quarantine restrictions, (7) strikes, (8) embargoes, (9) earthquakes, and (10) unusually severe weather.
2. **Governing Law.** The Agreement will be governed by the laws of the State of California without giving effect to its principles of conflict of laws.
3. **Attorneys' Fees.** In the event either party institutes any action or proceeding against the other party relating to this Agreement, the unsuccessful party in such action or proceeding will reimburse the successful party for its disbursements incurred in connection therewith and for its reasonable attorneys' fees as fixed by the court. In addition to the foregoing award of attorneys' fees to the successful party, the successful party in any lawsuit shall be entitled to collect or enforce the judgment. This provision is separate and several and shall survive the merger of the agreement into any judgment.
4. **Arbitration.** Any question, claim or dispute arising out of or in connection with this Agreement in excess of Five Thousand Dollars (\$5,000.00) shall be referred to binding arbitration, except with respect to

disputes regarding breaches of confidentiality. Such arbitration shall take place before a single arbitrator in the City and County of San Francisco, and shall be conducted in accordance with Part III, Title 9 of the California Code of Civil Procedure. The arbitrator shall apply legal principles in accordance with California law, without regard to its conflict of laws principles, unless the alleged claim or dispute is otherwise pre-empted by federal law. By agreeing to this arbitration clause, neither party waives applicable defenses or immunities available to it under California law. Any arbitration demand made under this clause must be made no later than one year from the expiration or termination of this Agreement. Each party will be solely responsible for payment of its own pro rata share of any expenses and fees incurred during the course of arbitration. In no event will the arbitrator have the power or authority to award consequential damages, indirect or special damages, lost profits, loss of goodwill, punitive, or speculative damages. Disputes of Five Thousand Dollars (\$5,000.00) or less shall be handled in Small Claims Court in the City and County of San Francisco.

5. **Audit.** Contractor agrees that the State Bar or its designee shall have the right to review and copy any financial records and supporting documentation pertaining to the performance of this Agreement. Contractor agrees to maintain such financial records for possible audit for a minimum of three (3) years after final payment, unless a longer period of records retention is stipulated. Contractor agrees to allow the State Bar or its designee access to such records during normal business hours and to allow interviews of any employees who might reasonably have information related to such records. Further, Contractor agrees to include a similar right of the State Bar or its designee to audit records and interview staff in any subcontract related to performance of this Agreement.
6. **License.** In those instances where required, the Contractor represents and warrants that the Contractor holds a license, permit or special license to perform the services pursuant to this Agreement, as required by law, or employs or works under the general supervision of the holder of such license, permit or special license and shall keep and maintain all such licenses, permits or special licenses in good standing and in full force and effect at all times while the Contractor is performing the services pursuant to the Agreement.
7. **Notice.** Any notices to be given by either party to the other will be in writing, either by personal delivery or by mail, registered or certified, postage prepaid with return receipt requested. Mailed notices will be addressed to the parties at the addresses appearing in the introductory paragraph of this Agreement. Notices delivered personally will be deemed received as of actual receipt; mailed notices will be deemed

received as of five (5) days after mailing. Each party may change their address by written notice in accordance with this paragraph.