

The State Bar of California

REQUEST FOR PROPOSAL



Note: New revisions as indicated in red below. The Financial Viability and Representation of Others sections have been removed.

This document is a Request for Proposal (“RFP”) for Government Affairs and Representation Services.

The State Bar is seeking proposals for Government Affairs, Legislative Representation Services, and Advocacy for a period of three (3) years, with an option to renew for an additional one (1) year term.

Please submit six (6) copies of your proposal no later than 5 p.m. on **September 30, 2010** 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 of California (“the State Bar”) created in 1927 by the Legislature and adopted into the California Constitution in 1960, is a public corporation within the judicial branch of state government. The primary purpose of the State Bar is to serve as an administrative adjunct to the California Supreme Court in all matters pertaining to the admission, discipline, and regulation of California lawyers. The State Bar Act and California court rules vest in the State Bar the duty to regulate the legal profession, formulate and elevate educational and professional standards, raise the quality of legal services, advance the science of jurisprudence, and aid in the improvement of the administration of justice.

The State Bar is a unified, or integrated bar, and membership is mandatory for all

attorneys who are licensed to practice law in the state. In addition to its mandated licensing and disciplinary and certification functions, the State Bar offers a number of other programs designed to assist, educate and protect its members and the public. The State Bar's programs are financed primarily by fees paid by attorneys and applicants to practice law. At the end of 2009, the State Bar had approximately 226,400 members, making it the largest unified state bar in the country. The State Bar has offices located in Los Angeles, Sacramento and San Francisco. More information about the organization can be found at http://calbar.ca.gov/state/calbar/calbar_home_generic.jsp?cid=10102

II. 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 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 Office 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 Office 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 Office 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 Office 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 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.

III. 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.

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.

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. Note that responses to questions must be specifically answered within the context of the submitted proposal. The State Bar's evaluation team will not refer to a designated web site, brochure, or other location for the requested information. Responses that utilize references to external materials as an answer will be considered non-responsive.

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 will in no way modify the RFP or excuse a bidder from full compliance with the RFP requirements.

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

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

C. Evaluation Process and Highest Score Bidder

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

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

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

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

1. The following criteria will be used in reviewing and comparing the proposals and in determining the HSB. The weight to be assigned to each criterion appears following each item.
 - a. Responsiveness of the proposal to the submission requirements set forth in the RFP (10%).
 - b. Agreement with the State Bar's contracting requirements (10%).
 - c. The technical ability, capacity, and flexibility of the bidder to perform the contract in a timely manner and on budget, as verified by, e.g., the quality of any demonstration, client references, demonstrated success in projects with similar requirements and any other contracts with the State Bar (45%).
 - d. The total cost of the proposal solution. If the proposal contains itemized rates, per piece pricing, or commission-based pricing, the State Bar reserves the right to calculate total contracted cost by calculating rates using either previous known usage activity or future projected volume. Costs will be evaluated only if a proposal is determined to be otherwise qualified. Costs should be itemized by type to allow the State Bar to implement the solution over the term of the contract (35%).
2. If a large number of proposals are received, the State Bar reserves the right to review the proposals using a tiered evaluation system. All qualified proposals will be evaluated based on the Submission Requirements and

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

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 **October 28, 2010** 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 **November 4, 2010**. The evaluation team will select a winning proposal subject to approval 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@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 10 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 entire proposal cannot be deemed confidential. The bidder's consent will be requested before release of such confidential 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.

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 warrants and represent that it and its employees will have the qualifications and ability to perform the services required in a diligent and professional manner consistent with the highest standards of the industry.

C. Equipment, Tools, Supplies

Contractor will supply all equipment, tools, supplies, offices, personnel, instrumentalities, transportation, support services and insurance required. Contractor is not required to purchase, rent or hire any equipment, tools, supplies, offices, transportation, personnel, insurance or instrumentalities from the State Bar. The State Bar has no obligation whatsoever to provide any equipment, tools, supplies, offices, personnel, instrumentalities, transportation, support services or insurance required to perform services under the agreement.

D. Indemnity Obligations of Vendor

Contractor will indemnify and defend the State Bar (including its Board of Governors, officers, director, agents, employees and volunteers, as the same may be constituted from time to time) from all claims, demands, damages, debt, liability, obligations, cost, expense, lien, action or cause of action (including but not limited to actual damages, fines and attorneys' fees, whether or not litigation is actually commenced) arising out of: (i) the material breach by Contractor of any warranty, representation, term or condition made or agreed to by Contractor ; (ii) all products and services prepared by or for Contractor hereunder and provided to State Bar; (iii) any claim or action for personal

injury, death or otherwise involving alleged defects in Contractor's business or any of its products or services provided to State Bar; (iv) any breach by Contractor of any statutory or regulatory obligation; (v) the actual or alleged infringement by Contractor of any patent, copyright, trademark or other proprietary right of any person or entity; and/or (vi) any act or omission of Contractor, its employees, agents or subcontractors.

E. Insurance Obligations of Contractor

Contractor will provide and keep in full force and effect during the term of the agreement, at Contractor's own cost and expense, the following insurance policies for the joint benefit of 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).

Contractor will deliver to the State Bar offices at 180 Howard Street, San Francisco, CA 94105 Attn: Andrew Conover, Finance, true and correct copies of its insurance policies required above, and certificates of such insurance within seven (7) days of the execution of an agreement. Each such policy will name the State Bar as an additional insured and will state that the Contractor's policy will 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 the agreement, the State Bar may purchase the appropriate insurance policies and Contractor will pay, upon demand, the cost of it to the State Bar or the State Bar may terminate the agreement. Additionally, if Contractor assigns any portion of the duties under the agreement, each subcontractor or assignee will purchase and maintain the same insurance coverage required hereunder.

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 will have five (5) business days to remove said restrictions. If the Contractor is unable to do so, the State Bar may terminate the agreement, and will be required to give the Contractor no more than two (2) days' notice of such termination, anything in the agreement to the contrary notwithstanding.

F. Termination

1. **At Will.** The agreement may be terminated by the State Bar, in its sole and complete discretion, upon thirty (30) days written notice to Vendor. In the event of termination pursuant to this section, the Contractor's sole compensation will be for that portion of services performed or goods delivered up to the date of termination, together with reimbursable expenses, if any then due. Contractor will not be paid for any services, goods or reimbursable expenses associated with any work or service not specifically authorized by the State Bar.
2. **Authorization of Funds.** If the term of the agreement extends into fiscal year(s) subsequent to that in which it is signed, it is understood that the continuation of this contract is subject to the authorization of sufficient funding for such purpose by the California State Legislature. If sufficient funds are not so authorized, the parties mutually agree that the contract may be terminated or amended as appropriate in response to the reduction in funding. If the agreement is terminated, Contractor agrees to take back any affected equipment, products, software, or hardware furnished under this contract, and relieve the State Bar of any further obligation, except for the State Bar's obligation to pay for services already performed pursuant to the agreement.
3. **Automatic Termination.** The agreement will automatically terminate on the occurrence of any of the following events: (a) bankruptcy or insolvency of either party; (b) the sale of the business of either party; (c) a disability on the part of the contractor or other occurrence beyond the control of Contractor which will materially affect the timeliness or quality of performance; (d) failure to comply with federal, state or local laws, regulations or requirements, or (e) expiration of the agreement.

G. Confidentiality and Publicity

The Contractor will retain all 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 the agreement without the prior written consent of the State Bar. The State Bar retains the right to enjoin any unauthorized disclosure in an appropriate court of law. The Contractor will not issue any public announcements concerning the State Bar without the prior written consent of the State Bar.

H. 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.

I. Assignment/Subcontracting

1. **Assignment.** Contractor may not assign all or any part of its rights or obligations hereunder.
2. **Subcontracting.** The Contractor may subcontract with other qualified firms or individuals as required to complete all, or a portion of, the delivery of equipment and services, with the prior written approval of the State Bar.

The Contractor must clearly describe the reason for using any subcontractors, the specific role each subcontractor will play in the project, and the relationship between the Contractor and its subcontractor to be maintained during the term of the agreement. No subcontract will be approved unless the Contractor provides a written guarantee that the Contractor's firm will be contractually obligated to assume all project responsibilities and the insurance requirements set forth above.

J. Conflict of Interest

1. Contractor will not engage in any lobbying or related activities that may in any way compromise or adversely affect the status of the State Bar's fee bill, or its regulatory dues-collecting authority.
2. 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.

K. General Provisions

1. **Force Majeure.** Neither party will be deemed in default of the 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 the 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. **Audit.** Contractor agrees that the State Bar or its designee shall have the right to review and copy any records and supporting documentation pertaining to the performance of the agreement. Contractor agrees to maintain such 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 the agreement.
5. **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 the 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.