

State of Vermont

Buildings and General Services
Office of Purchasing & Contracting
109 State St
Montpelier VT 05609-3001
USA

CONTRACT



Supplier 0000016603
Industrial Protection Products Inc
33 Northwestern Drive
Salem NH 03079
USA

Contract ID 00000000000000000000000033797	Page 1 of 7
Contract Dates 06/02/2017 to 06/01/2021	Origin CPS
Description: CPS-SAFETY SHOES & SHOEMOBILE	Contract Maximum \$999,999.99
Buyer Name Deborah L LaRose	Buyer Phone 828-4635
Contract Status Approved	

Phone #:

Line #	Item ID	Item Desc	UOM	Unit Price	Max Qty	Max Amt
1		8" SPORT UTILITY WATERPROOF INSULATED - MEN'S	PR	115.00000	0.00	0.00
		Non-Metallic safety toe, non-metallic shank, waterproof membrane, thinsulate 80 GM ultra insulation, removable AG7 polyurethane foot bed, cushioned insole, fully lined, 4x4 HE rated rubber outsole, Color: Brown, leather uppers, ANSI/ASTM Symbols: ST, EH, WP, NM, INS, Men's sizes D 8-12, 13, 14 2E 8-12, 13, 14 Carolina CA4515				
2		8" SPORT UTILITY WATERPROOF INSULATED BOOT - WOMEN'S	PR	105.00000	0.00	0.00
		Alloy safety toe, waterproof membrane, Efficient zoned insulation for warmth without bulk, 200G/400G, Premium waterproof leather, Goodyear welt cast-pond construction, polyurethane footed, metal hardware, mid-sole, fiberglass shank. Women's sizes 5.5 - 10, 11 Medium and Wide. Timberland PRO #88116				
3		LOGGER BOOT - MEN'S	PR	100.00000	0.00	0.00
		Waterproof, composite non-metallic safety toe, waterproof membrane; color: brown, leather, welted construction, rated rubber logger outsole, men's sizes: E&EEE 7-14 Florsheim #FE860				
4		LOGGER BOOT - WOMEN'S	PR	100.00000	0.00	0.00
		Steel safety toe, full grain black leather uppers, 100% waterproof membrane, EH rated rubber logger outsole taibrelle lining, ANSI/ASTM Symbols, ST EH WP, Women's sizes: medium 6-10, Wide 6-10, 11 Carolina #CA1420				
5		HIKER - MEN'S	PR	80.00000	0.00	0.00
		Composite Non-Metallic safety toe, waterproof membrane, waterproof leather uppers, removable dual density insole EH rated rubber outsole, ANSI/ASTM Symbols, ST, EH, WP, NM, Men's Size: Medium and Wide 7-12, 13, 14; Avenger #7244				
6		HIKER - WOMEN'S	PR	80.00000	0.00	0.00
		Composite Non-Metallic Safety toe, waterproof scuba membrane, dark brown leather/light brown mesh uppers, EH rated rubber outsole, removable AG7 Polyurethane foot bed, ANSI/ASTM Symbols ST EH WP NM, Women's sizes: Medium and Wide 6-10, 11 Carolina #4513				

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Line #	Item ID	Item Desc	UOM	Unit Price	Max Qty	Max Amt
7		SPORT HIKER HITOP - MEN'S	PR	39.00000	0.00	0.00
		Safety toe, brown and black, suede and nylon uppers, bumper toe and heel guard, slip resistant, EH Rated, polyurethane outsole, ANSI/ASTM Symbols ST, EH, SR, Men's sizes: Medium 7-12, 13, 14, Avenger (Nautilus) #7241				
8		8" WATERPROOF WORK BOOT - MEN'S	PR	100.00000	0.00	0.00
		Safety toe, steel shank, 200 gms. of thinsulate insulation, seam sealed waterproof wheat nubuck leather; rubber lug outsole, ANSI/ASTM Symbols, ST, EH, WP, INS, Men's Sizes D 8-12, 13, 14 2E 8-12, 13, 14 Carolina #CA7545				
9		6" WATERPROOF WORK SHOE - MEN'S	PR	80.00000	0.00	0.00
		Safety toe, steel, waterproof membrane, brown, full grain leather uppers, removable dual density insole, EH rated, polyurethane outsole, Men's Sizes: medium and wide 7-12, 13, 14 Avenger #7225				
10		6" WATERPROOF WORK SHOE - WOMEN'S	PR	85.00000	0.00	0.00
		Composite, Non-metallic Safety toe, brown oiled nubuck leather uppers, mesh linings for breathability, removable EVA foot bed, non-metallic foot bed, composite toe, EH rated rubber outsole, ANSI/ASTM Symbols, ST, EH, NM, Women's sizes: 6-10, 11, medium and wide, Carolina #CA1725				
11		11" WATERPROOF WELLINGTON	PR	105.00000	0.00	0.00
		Oblique Non-Metallic safety toe, 100% waterproof membrane, copper crazy horse leather uppers, removable AG7 polyurathane foot bead, slip resistant, EH rated rubber outsole, ANSI/ASTM symbols, ST, EH, WP, NM, SR, BT, Men's Sizes D 8-12, 13, 14, 2E 8-12, 13, 14 Carolina #CA2520				
12		6" WORK SHOE - MEN'S	PR	70.00000	0.00	0.00
		Moisture wicking linings, black, full grain pebbled leather upper, slip resistant, EH rated, polyurethane outsole, dual density insole, extra wide steel toe for comfort, Men's Sizes: Medium 7-12, 13, 14 Wide 7-12, 13, 14, ANSI/ASTM Symbols ST EH SR Avenger (Nautilus) #7296				
13		6" WORK SHOE - WOMEN'S	PR	60.00000	0.00	0.00
		Safety toe, color: Charcoal/blue, fully lined for breathability, lightweight alloy toe, suede and mesh upper, removable custom cushion foot bed, EH Rated slip resistant, rubber outsoles, Women's Sizes: Medium 5-10, 11, ANSI/ASTM Symbols ST EH SR, Moxie #50162				

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Buyer Name Deborah L LaRose	Buyer Phone 828-4635
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14		16" PVC KNEE BOOT - MEN'S & WOMEN'S	PR	25.00000	0.00	0.00
		Extra wide steel toe cap provides extra toe room, molded shank for arch support, removable cushioned insole, PVC Lug outsole with seamless injected construction for liquid proof protection Size 6-13, On Guard #86102				
15		PAC BOOTS - MEN'S & WOMEN'S	PR	75.00000	0.00	0.00
		Will keep feet warm to -40 degrees F, oil and acid resistant leather uppers, laces and stitching throughout the boot are oil and acid resistant, high grip rubber lug sole, ASTM approved safety toe, EH resistant, removable liner, traps head and wicks away moisture from feet, Size: 6-14, On Guard #86397				
16		DISCOUNT FOR ALL PRODUCTS IN CATALOG, BUT NOT LISTED SEPARATELY IN THIS CONTRACT. 10 - 25% DISCOUNT PRICES LISTED SEPARATELY.	EA	0.01000	0.00	0.00

STATE OF VERMONT ATTACHMENT C: STANDARD STATE CONTRACT PROVISIONS DATED JULY 1, 2016 AND ATTACHMENT D: COMMODITY PURCHASES TERMS AND CONDITIONS DATED NOVEMBER 10, 2010 ARE ATTACHED AND INCORPORATED AS PART OF THIS ORDER.

CONTRACT TERM: THIS CONTRACT IS WRITTEN FOR A PERIOD OF TWENTY FOUR (24) MONTHS WITH THE OPTION TO RENEW FOR TWO (2) ADDITIONAL TWELVE MONTH PERIODS.
 TERMS: NET 30 DAYS

QUANTITY: THE ANNUAL VALUE AND QUANTITIES ARE ESTIMATED ONLY BASED ON PRIOR USAGE; ACTUAL PURCHASES MAY BE HIGHER OR LOWER DEPENDING ON THE STATE'S NEEDS. THE CONTRACT MAXIMUM IS NOT REFLECTIVE OF ACTUAL USAGE.

DELIVERY: RESPONSIBILITY FOR PRODUCT DELIVERY REMAINS WITH THE CONTRACTOR UNTIL THE PRODUCT IS PROPERLY DELIVERED AND SIGNED FOR IN ACCORDANCE WITH THE OFFICE OF PURCHASING & CONTRACTING TERMS AND CONDITIONS. SHIPMENTS SHALL BE SECURELY AND PROPERLY PACKED, ACCORDING TO ACCEPTED COMMERCIAL PRACTICES, WITHOUT EXTRA CHARGE FOR PACKING CASES OR OTHER CONTAINERS. SUCH CONTAINERS WILL REMAIN THE PROPERTY OF THE STATE UNLESS OTHERWISE STATED. DELIVERED GOODS THAT DO NOT CONFORM TO THE SPECIFICATIONS OR ARE NOT IN GOOD CONDITION UPON RECEIPT SHALL BE REPLACED PROMPTLY BY THE CONTRACTOR.

PRICING: ALL PRICING IS TO INCLUDE F.O.B. DELIVERY TO THE ORDERING FACILITY. NO REQUEST FOR EXTRA DELIVERY COST WILL BE HONORED.

QUALITY: ALL PRODUCTS PROVIDED UNDER THESE AGREEMENTS WILL BE NEW AND UNUSED. FACTORY SECONDS OR REMANUFACTURED PRODUCTS WILL NOT BE ACCEPTED. ALL PRODUCTS PROVIDED BY THE CONTRACTOR MUST MEET ALL FEDERAL, STATE, AND LOCAL STANDARDS FOR QUALITY AND SAFETY REQUIREMENTS. PRODUCTS NOT MEETING THESE STANDARDS WILL BE DEEMED UNACCEPTABLE AND RETURNED TO THE CONTRACTOR FOR CREDIT AT NO CHARGE TO THE STATE.

METHOD OF ORDERING: PURCHASE ORDERS MUST BE USED TO ORDER ITEMS AVAILABLE UNDER THIS CONTRACT. IF VERBAL ORDERS ARE GIVEN A CONFIRMING PURCHASE ORDER MUST BE ISSUED.

INVOICING: ALL INVOICES ARE TO BE RENDERED BY THE CONTRACTOR ON THE VENDOR'S STANDARD BILLHEAD AND FORWARDED DIRECTLY TO THE INSTITUTION OR AGENCY ORDERING MATERIALS OR SERVICES AND SHALL SPECIFY THE ADDRESS TO WHICH PAYMENTS WILL BE SENT.

CANCELLATION: THE STATE SPECIFICALLY RESERVES THE RIGHT TO CANCEL THE CONTRACT, OR ANY PORTION THEREOF, IF, IN THE OPINION OF ITS COMMISSIONER OF BUILDINGS AND GENERAL SERVICES, THE SERVICES OR MATERIALS SUPPLIED BY THE CONTRACTOR ARE NOT SATISFACTORY OR ARE NOT CONSISTENT WITH THE TERMS OF THE CONTRACT

DEFAULT: IN CASE OF DEFAULT OF THE CONTRACTOR, THE STATE MAY PROCURE THE MATERIALS OR SUPPLIES FROM OTHER SOURCES AND HOLD THE CONTRACTOR RESPONSIBLE FOR ANY EXCESS COST OCCASIONED THEREBY, PROVIDED, THAT IF PUBLIC

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RETURN FOR EXCHANGE ON NEW AND UNWORN FOOTWEAR WILL BE ACCEPTED INDEFINITELY AS LONG AS CONTRACTOR STILL STOCKS THE ORIGINALLY PURCHASED FOOTWEAR.

RETURNS FOR CREDIT ON NEW AND UNWORN FOOTWEAR WILL BE ACCEPTED UP TO 30 DAYS FROM DATE OF PURCHASE.

MOBILE SALES UNITS (SHOE MOBILES): CONTRACTOR MUST PROVIDE A MOBILE UNIT (OR UNITS) FOR FITTING AND DELIVERY OF SAFETY FOOTWEAR AT VARIOUS PERIODS WITHIN THE STATE OF VERMONT. MOBILE UNIT STAFF MUST BE FULLY TRAINED AND QUALIFIED IN THE FITTING AND SELECTION OF SAFETY FOOTWEAR. EACH MOBILE UNIT MUST UTILIZE SELF-CONTAINED GENERAL FOR HEAT, LIGHT AND AIR-CONDITIONING OR CAN BE PLUGGED INTO ELECTRICAL SYSTEM ON SITE.

PROMOTIONAL MATERIALS: CONTRACTOR SHALL MAKE AVAILABLE INFORMATIONAL VIDEOS; BROCHURES AND OTHER MOTIVATIONAL MATERIALS INTENDED TO EDUCATE EMPLOYEES IN PREVENTION AND REDUCTION OF FOOT INJURIES. CONTRACTOR SHALL PROVIDE POSTER FOR EACH SITE, WHICH SHOW FITTING SCHEDULES, TYPES AND STYLES OF CONTRACT FOOTWEAR AND ANY OTHER INFORMATION REQUESTED BY THE STATE.

LOCATIONS AND DATES OF SITE VISITS: CONTRACTOR SHALL BE REQUIRED TO PROVIDE SITE VISITS TO THE ESTIMATED 11 LOCATIONS FOR THE STATE OF VERMONT BUILDINGS & GENERAL SERVICES AN ESTIMATE OF A TOTAL OF 250 EMPLOYEES NEEDING SAFETY SHOES. CATALOGS WILL ALSO BE REQUIRED FOR NEW EMPLOYEES HIRED. THE STATE OF VERMONT SHALL BE RESPONSIBLE FOR PROVIDING CONTRACTOR WITH ALL INFORMATION NECESSARY TO COORDINATE AND SCHEDULE DATE AND LOCATIONS FOR SITE VISITS.

FOLLOW UP SITE VISITS: CONTRACTOR SHALL BE REQUIRED TO PROVIDE HALF DAY FOLLOW-UP VISITS TO ANY LOCATIONS WITHIN TWO WEEKS THAT LOCATION'S INITIAL SITE VISIT OR UPON REQUEST OF DEPARTMENT. FOLLOW UP VISIT WILL BE FOR THE PURPOSE OF DEALING WITH ANY CUSTOMER SATISFACTION OR FITTING ISSUES AS WELL AS DELIVERY OF ITEMS NOT AVAILABLE AT TIME OF INITIAL VISIT.

FOOTWEAR ALLOWANCES: THE STATE OF VERMONT BGS WILL PROVIDE AN ANNUAL ALLOWANCE OF \$130.00 FOR EACH ELIGIBLE EMPLOYEE.

EMPLOYEE PURCHASES OVER THE MAXIMUM ALLOWANCE: CONTRACTOR MUST BE PREPARED TO ACCEPT PERSONAL CHECKS, CASH OR CREDIT CARDS FOR EMPLOYEES WHO MAKE A PURCHASE IN EXCESS OF MAXIMUM ALLOWANCES.

ORDERING PROCEDURE: AT TIME OF CONTRACTOR'S MOBILE VISIT, EMPLOYEE SHALL BE FITTED AND PROVIDED WITH APPROVED FOOTWEAR. EACH EMPLOYEE MUST PROVIDE NAME, IDENTIFICATION NUMBER AND NAME OF DIVISION OR AGENCY. IF APPROPRIATE SIZE AND STYLE IS NOT AVAILABLE AT TIME OF VISIT, CONTRACTOR IS REQUIRED TO MAKE DELIVERY OF ITEM WITHIN THE NUMBER SPECIFIED BELOW. AT COMPLETION OF EACH SITE VISIT, A COPY OF ALL ORDERS COMPLETED, OR GOT DELIVERY, MUST BE GIVEN THE SITE FOREMAN OR OTHER PERSON AUTHORIZED BY AGENCY OR DEPARTMENT.

DELIVERY: CONTRACTOR MUST DELIVER ALL OUT-OF-STOCK STYLES OR SIZES WITHIN 10 DAYS FROM DATE OF INITIAL ORDER DATE. ALL DELIVERED ITEMS SHALL BE INDIVIDUALLY BOXED AND MUST INCLUDE EMPLOYEE NAME, DEPARTMENT OR AGENCY AND DATE OF ORDER.

RETURNS: CONTRACTOR SHALL ACCEPT RETURNS FOR ITEMS DUE TO IMPROPER FIT OR WARRANTY CLAIMS AT SCHEDULED SITE VISITS OR SHALL PROVIDE PREPAID RETURN MERCHANDISE AUTHORIZATION OR CALL TAGS, IF REQUIRED BY AGENCY OR DEPARTMENT.

INVOICING: INVOICING SHALL BE DONE ON A BASIS OF EACH ORDER COMPLETED. INVOICES SHALL CLEARLY INDICATE THE QUANTITY, DESCRIPTION, PACKAGING, CONTRACT PRICE AND DATE OF DELIVERY. EACH INVOICE MUST INCLUDE CONTRACT NUMBER DESCRIPTION OF ITEM, DISTRICT OR DEPARTMENT NUMBER AND EMPLOYEE'S NAME, DATE OF COMPLETED DELIVERY AND PRICING.

VENDOR CONTACT INFORMATION:

PETER ST. ONGE
TELEPHONE: 978-657-4740
FAX #: 978-658-0257
EMAIL: PSTONGE@IPP4SAFETY.COM
WEBSITE: IPPSHOES.COM

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Contract Status Approved	

Phone #:

Line #	Item ID	Item Desc	UOM	Unit Price	Max Qty	Max Amt
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IF YOU HAVE ANY QUESTIONS REGARDING THIS DOCUMENT PLEASE CONTACT:

DEB LaROSE, PURCHASING AGENT,
TELEPHONE 802-828-4635,
FAX 802-828-2222

E-MAIL: deborah.larose@vermont.gov

CHANGE #1 - 05/03/2019 THIS CHANGE ORDER IS ISSUED TO EXERCISE RENEWAL OPTION YEAR ONE THEREBY EXTENDING THE PERIOD OF PERFORMANCE UNDER THIS AGREEMENT FOR A ONE YEAR TERM TO 06/01/2020 AT THE SAME PRICING.

ATTACHMENT C: ATTACHMENT C: STANDARD STATE CONTRACT PROVISIONS FOR CONTRACTS AND GRANTS DATED DECEMER, 15, 2019 SEE ATTACHED, WHICH SUPERSEDES ALL PRIOR VERSIONS OF ATTACHMENT C.

CONTRACTOR CERTIFIES UNDER THE PAINS AND PENALTIES OR PERJURY THAT, AS OF THE DATE THIS CONTRACT AMENDMENT IS SIGNED CONTRACTOR IS IN GOOD STANDING WITH RESPECT TO, OR IN FULL COMPLIANCE WITH A PLAN TO PAY ANY AND ALL TAXES TO THE STATE OF VERMONT.

ALL OTHER PRICES, TERMS AND CONDITIONS REMAIN THE SAME.

CHILD SUPPORT (APPLICABLE TO NATURAL PERSONS ONLY; NOT APPLICABLE TO CORPORATIONS, PARTNERSHIPS OR LLCs): CONTRACTOR IS UNDER NO OBLIGATION TO PAY CHILD SUPPORT OR IS IN GOOD STANDING WITH RESPECT TO OR IN FULL COMPLIANCE WITH A PLAN TO PAY ANY AND ALL CHILD SUPPORT PAYABLE UNDER A SUPPORT ORDER AS OF THE DATE OF THIS AMENDMENT.

CERTIFICATION REGARDING SUSPENSION OR DEBARMENT. CONTRACTOR CERTIFIES UNDER THE PAINS AND PENALTIES OF PERJURY THAT, AS OF THIS DATE THIS CONTRACT AMENDMENT IS SIGNED, NEITHER PARTY NO PARTY'S PRINCIPALS (OFFICERS, DIRECTORS, OWNERS, OR PARTNERS) ARE PRESENTLY DEBARRED, SUSPENDED, PROPOSED FOR DEBARMENT, DECLARED INELIGIBLE OR EXCLUDED FROM PARTICIPATION IN FEDERAL PROGRAMS, OR PROGRAMS SUPPORTED IN WHOLE OR IN PART BY FEDERAL FUNDS.

PARTY FURTHER CERTIFIES UNDER PAINS AND PENALTIES OF PERJURY THAT, AS OF THE DATE THIS AGREEMENT IS SIGNED, PARTY IS NOT PRESENTLY DEBARRED, SUSPENDED, NOR NAMED ON THE STATE'S DEBARMENT LIST AT: [HTTP://BGS.VERMONT.GOV/PURCHASING/DEBARMENT](http://BGS.VERMONT.GOV/PURCHASING/DEBARMENT).
STATE OF VERMONT
CONTRACT AMENDMENT #3

It is hereby agreed by and between the State of Vermont, Office of Purchasing and Contracting (the "State") and International Protection Products, with a principal place of business in Salem NH (the "Contractor") that the contract between them originally dated as of June 2, 2017, Contract # 33797, as amended to date, (the "Contract") is hereby amended as follows:

II. Contract Term. The Contract end date, wherever such reference appears in the Contract, shall be changed from June 1, 2020 to June 1, 2021.

Taxes Due to the State. Contractor certifies under the pains and penalties of perjury that, as of the date this contract amendment is signed, the Contractor is in good standing with respect to, or in full compliance with a plan to pay, any and all taxes due the State of Vermont.

Child Support (Applicable to natural persons only; not applicable to corporations, partnerships or LLCs). Contractor is under no obligation to pay child support or is in good standing with respect to or in full compliance with a plan to pay any and all child support payable under a support order as of the date of this amendment.

Certification Regarding Suspension or Debarment. Contractor certifies under the pains and penalties of perjury that, as of the date this contract amendment is signed, neither Contractor nor Contractor's principals (officers, directors, owners, or partners) are presently debarred, suspended, proposed for debarment, declared ineligible or excluded from participation in federal programs, or programs supported in whole or in part by federal funds.

Contractor further certifies under pains and penalties of perjury that, as of the date this contract amendment is signed, Contractor is not presently debarred, suspended, nor named on the State's debarment list at:

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Contract Status Approved	

Phone #:

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http://bgs.vermont.gov/purchasing-contracting/debarment						

This document consists of 7 pages. Except as modified by this Amendment No. 3, all provisions of the Contract remain in full force and effect.

WE THE UNDERSIGNED PARTIES AGREE TO BE BOUND BY THIS CONTRACT

By the STATE of VERMONT

By the CONTRACTOR

Date: _____

Date: _____

Signature: _____

Signature: _____

Name: Christopher Cole

Name: _____

Commissioner

Title: _____

Title: _____

Email: _____

Email: _____

Buildings & General Services

STATE OF VERMONT
CONTRACT AMENDMENT

It is hereby agreed by and between the State of Vermont, Department of Buildings & General Services (the "State") and Industrial Protection Products, Inc (IPP), with a principal place of business in Wilmington MA (the "Contractor") that the contract between them originally dated as of June, 2, 2016, Contract # 33797, as amended to date, (the "Contract") is hereby amended as follows:

- I. Footwear Allowances: Is amended by the addition of the following requirement: To add Department of Environmental Conservations to this contract with an annual allowance of \$150.00 for each eligible employee.

Taxes Due to the State. Contractor certifies under the pains and penalties of perjury that, as of the date this contract amendment is signed, the Contractor is in good standing with respect to, or in full compliance with a plan to pay, any and all taxes due the State of Vermont.

Child Support (Applicable to natural persons only; not applicable to corporations, partnerships or LLCs). Contractor is under no obligation to pay child support or is in good standing with respect to or in full compliance with a plan to pay any and all child support payable under a support order as of the date of this amendment.

Certification Regarding Suspension or Debarment. Contractor certifies under the pains and penalties of perjury that, as of the date this contract amendment is signed, neither Contractor nor Contractor's principals (officers, directors, owners, or partners) are presently debarred, suspended, proposed for debarment, declared ineligible or excluded from participation in federal programs, or programs supported in whole or in part by federal funds.

Contractor further certifies under pains and penalties of perjury that, as of the date this contract amendment is signed, Contractor is not presently debarred, suspended, nor named on the State's debarment list at: <http://bgs.vermont.gov/purchasing-contracting/debarment>

[Remainder of Page Intentionally Left Blank]

The signatures of the undersigned indicate that each has read and agrees to be bound by this Amendment to the Contract.

STATE OF VERMONT

**INDUSTRIAL PROTECTION PRODUCTS,
INC.**

By: _____

By: _____

Name: Christopher Cole

Name: _____

Title: Commissioner

Title: _____

Date: Buildings & General Services

Date: _____

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		Non-Metallic safety toe, non-metallic shank, waterproof membrane, thinsulate 80 GM ultra insulation, removable AG7 polyurethane foot bed, cushioned insole, fully lined, 4x4 HE rated rubber outsole, Color: Brown, leather uppers, ANSI/ASTM Symbols: ST, EH, WP, NM, INS, Men's sizes D 8-12, 13, 14 2E 8-12, 13, 14 Carolina CA4515				
2		8" SPORT UTILITY WATERPROOF INSULATED BOOT - WOMEN'S	PR	105.00000	0.00	0.00
		Alloy safety toe, waterproof membrane, Efficient zoned insulation for warmth without bulk, 200G/400G, Premium waterproof leather, Goodyear welt cast-pond construction, polyurethane footed, metal hardware, mid-sole, fiberglass shank. Women's sizes 5.5 - 10, 11 Medium and Wide. Timberland PRO #88116				
3		LOGGER BOOT - MEN'S	PR	100.00000	0.00	0.00
		Waterproof, composite non-metallic safety toe, waterproof membrane; color: brown, leather, welted construction, rated rubber logger outsole, men's sizes: E&EEE 7-14 Florsheim #FE860				
4		LOGGER BOOT - WOMEN'S	PR	100.00000	0.00	0.00
		Steel safety toe, full grain black leather uppers, 100% waterproof membrane, EH rated rubber logger outsole taibrelle lining, ANSI/ASTM Symbols, ST EH WP, Women's sizes: medium 6-10, Wide 6-10, 11 Carolina #CA1420				
5		HIKER - MEN'S	PR	80.00000	0.00	0.00
		Composite Non-Metallic safety toe, waterproof membrane, waterproof leather uppers, removable dual density insole EH rated rubber outsole, ANSI/ASTM Symbols, ST, EH, WP, NM, Men's Size: Medium and Wide 7-12, 13, 14; Avenger #7244				
6		HIKER - WOMEN'S	PR	80.00000	0.00	0.00
		Composite Non-Metallic Safety toe, waterproof scuba membrane, dark brown leather/light brown mesh uppers, EH rated rubber outsole, removable AG7 Polyurethane foot bed, ANSI/ASTM Symbols ST EH WP NM, Women's sizes: Medium and Wide 6-10, 11 Carolina #4513				
7		SPORT HIKER HITOP - MEN'S	PR	39.00000	0.00	0.00

Safety toe, brown and black, suede and nylon uppers, bumper toe and heel guard, slip resistant, EH Rated, polyurethane outsole, ANSI/ASTM Symbols ST, EH, SR, Men's sizes: Medium 7-12, 13, 14, Avenger (Nautilus) #7241

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		Safety toe, steel shank, 200 gms. of thinsulate insulation, seam sealed waterproof wheat nubuck leather; rubber lug outsole, ANSI/ASTM Symbols, ST, EH, WP, INS, Men's Sizes D 8-12, 13, 14 2E 8-12, 13, 14 Carolina #CA7545				
9		6" WATERPROOF WORK SHOE - MEN'S	PR	80.00000	0.00	0.00
		Safety toe, steel, waterproof membrane, brown, full grain leather uppers, removable dual density insole, EH rated, polyurethane outsole, Men's Sizes: medium and wide 7-12, 13, 14 Avenger #7225				
10		6" WATERPROOF WORK SHOE - WOMEN'S	PR	85.00000	0.00	0.00
		Composite, Non-metallic Safety toe, brown oiled nubuck leather uppers, mesh linings for breathability, removable EVA foot bed, non-metallic foot bed, composite toe, EH rated rubber outsole, ANSI/ASTM Symbols, ST, EH, NM, Women's sizes: 6-10, 11, medium and wide, Carolina #CA1725				
11		11" WATERPROOF WELLINGTON	PR	105.00000	0.00	0.00
		Oblique Non-Metallic safety toe, 100% waterproof membrane, copper crazy horse leather uppers, removable AG7 polyurathane foot bead, slip resistant, EH rated rubber outsole, ANSI/ASTM symbols, ST, EH, WP, NM, SR, BT, Men's Sizes D 8-12, 13, 14, 2E 8-12, 13, 14 Carolina #CA2520				
12		6" WORK SHOE - MEN'S	PR	70.00000	0.00	0.00
		Moisture wicking linings, black, full grain pebbled leather upper, slip resistant, EH rated, polyurethane outsole, dual density insole, extra wide steel toe for comfort, Men's Sizes: Medium 7-12, 13, 14 Wide 7-12, 13, 14, ANSI/ASTM Symbols ST EH SR Avenger (Nautilus) #7296				
13		6" WORK SHOE - WOMEN'S	PR	60.00000	0.00	0.00
		Safety toe, color: Charcoal/blue, fully lined for breathability, lightweight alloy toe, suede and mesh upper, removable custom cushion foot bed, EH Rated slip resistant, rubber outsoles, Women's Sizes: Medium 5-10, 11, ANSI/ASTM Symbols ST EH SR, Moxie #50162				
14		16" PVC KNEE BOOT - MEN'S & WOMEN'S	PR	25.00000	0.00	0.00
		Extra wide steel toe cap provides extra toe room, molded shank for arch support, removable cushioned insole, PVC Lug outsole with seamless injected construction for liquid proof protection Size 6-13, On Guard #86102				
15		PAC BOOTS - MEN'S & WOMEN'S	PR	75.00000	0.00	0.00
		Will keep feet warm to -40 degrees F, oil and acid resistant leather uppers, laces and stitching throughout the boot are oil and acid resistant, high grip rubber lug sole, ASTM approved safety toe, EH resistant, removable liner, traps head and wicks away moisture from feet, Size: 6-14, On Guard #86397				

State of Vermont

Buildings and General Services
Office of Purchasing & Contracting
109 State St
Montpelier VT 05609-3001
USA

CONTRACT



Supplier 0000016603
Industrial Protection Products Inc
PO Box 685
Wilmington MA 01887
USA

Contract ID 00000000000000000000000033797	Page 3 of 6
Contract Dates 06/02/2017 to 06/01/2020	Origin CPS
Description: CPS-SAFETY SHOES & SHOEMOBILE	Contract Maximum \$999,999.99
Buyer Name Deborah L LaRose	Buyer Phone 828-4635
Contract Status Approved	

Phone #:

Line #	Item ID	Item Desc	UOM	Unit Price	Max Qty	Max Amt
16		DISCOUNT FOR ALL PRODUCTS IN CATALOG, BUT NOT LISTED SEPARATELY IN THIS CONTRACT. 10 - 25% DISCOUNT PRICES LISTED SEPARATELY.	EA	0.01000	0.00	0.00

STATE OF VERMONT ATTACHMENT C: STANDARD STATE CONTRACT PROVISIONS DATED JULY 1, 2016 AND ATTACHMENT D: COMMODITY PURCHASES TERMS AND CONDITIONS DATED NOVEMBER 10, 2010 ARE ATTACHED AND INCORPORATED AS PART OF THIS ORDER.

CONTRACT TERM: THIS CONTRACT IS WRITTEN FOR A PERIOD OF TWENTY FOUR (24) MONTHS WITH THE OPTION TO RENEW FOR TWO (2) ADDITIONAL TWELVE MONTH PERIODS.

TERMS: NET 30 DAYS

QUANTITY: THE ANNUAL VALUE AND QUANTITIES ARE ESTIMATED ONLY BASED ON PRIOR USAGE; ACTUAL PURCHASES MAY BE HIGHER OR LOWER DEPENDING ON THE STATE'S NEEDS. THE CONTRACT MAXIMUM IS NOT REFLECTIVE OF ACTUAL USAGE.

DELIVERY: RESPONSIBILITY FOR PRODUCT DELIVERY REMAINS WITH THE CONTRACTOR UNTIL THE PRODUCT IS PROPERLY DELIVERED AND SIGNED FOR IN ACCORDANCE WITH THE OFFICE OF PURCHASING & CONTRACTING TERMS AND CONDITIONS. SHIPMENTS SHALL BE SECURELY AND PROPERLY PACKED, ACCORDING TO ACCEPTED COMMERCIAL PRACTICES, WITHOUT EXTRA CHARGE FOR PACKING CASES OR OTHER CONTAINERS. SUCH CONTAINERS WILL REMAIN THE PROPERTY OF THE STATE UNLESS OTHERWISE STATED. DELIVERED GOODS THAT DO NOT CONFORM TO THE SPECIFICATIONS OR ARE NOT IN GOOD CONDITION UPON RECEIPT SHALL BE REPLACED PROMPTLY BY THE CONTRACTOR.

PRICING: ALL PRICING IS TO INCLUDE F.O.B. DELIVERY TO THE ORDERING FACILITY. NO REQUEST FOR EXTRA DELIVERY COST WILL BE HONORED.

QUALITY: ALL PRODUCTS PROVIDED UNDER THESE AGREEMENTS WILL BE NEW AND UNUSED. FACTORY SECONDS OR REMANUFACTURED PRODUCTS WILL NOT BE ACCEPTED. ALL PRODUCTS PROVIDED BY THE CONTRACTOR MUST MEET ALL FEDERAL, STATE, AND LOCAL STANDARDS FOR QUALITY AND SAFETY REQUIREMENTS. PRODUCTS NOT MEETING THESE STANDARDS WILL BE DEEMED UNACCEPTABLE AND RETURNED TO THE CONTRACTOR FOR CREDIT AT NO CHARGE TO THE STATE.

METHOD OF ORDERING: PURCHASE ORDERS MUST BE USED TO ORDER ITEMS AVAILABLE UNDER THIS CONTRACT. IF VERBAL ORDERS ARE GIVEN A CONFIRMING PURCHASE ORDER MUST BE ISSUED.

INVOICING: ALL INVOICES ARE TO BE RENDERED BY THE CONTRACTOR ON THE VENDOR'S STANDARD BILLHEAD AND FORWARDED DIRECTLY TO THE INSTITUTION OR AGENCY ORDERING MATERIALS OR SERVICES AND SHALL SPECIFY THE ADDRESS TO WHICH PAYMENTS WILL BE SENT.

CANCELLATION: THE STATE SPECIFICALLY RESERVES THE RIGHT TO CANCEL THE CONTRACT, OR ANY PORTION THEREOF, IF, IN THE OPINION OF ITS COMMISSIONER OF BUILDINGS AND GENERAL SERVICES, THE SERVICES OR MATERIALS SUPPLIED BY THE CONTRACTOR ARE NOT SATISFACTORY OR ARE NOT CONSISTENT WITH THE TERMS OF THE CONTRACT

DEFAULT: IN CASE OF DEFAULT OF THE CONTRACTOR, THE STATE MAY PROCURE THE MATERIALS OR SUPPLIES FROM OTHER SOURCES AND HOLD THE CONTRACTOR RESPONSIBLE FOR ANY EXCESS COST OCCASIONED THEREBY, PROVIDED, THAT IF PUBLIC NECESSITY REQUIRES THE USE OF MATERIALS OR SUPPLIES NOT CONFORMING TO THE SPECIFICATIONS THEY MAY BE ACCEPTED AND PAYMENT THEREFORE SHALL BE MADE AT A PROPER REDUCTION IN PRICE.

REPORTING REQUIREMENTS: CONTRACTORS WILL BE REQUIRED TO SUBMIT QUARTERLY PRODUCT SALES REPORT TO THE PURCHASING AGENT PURSUANT TO THE SCHEDULE BELOW. EACH REPORT MUST CONTAIN THE FOLLOWING INFORMATION: CONTRACT NUMBER; USING DEPARTMENT'S ADDRESS, CONTACT NAME, AND TELEPHONE NUMBER; PRODUCT ORDERED; QUANTITY ORDERED; QUANTITY SHIPPED; AND PRICE CHARGED, WITH TOTALS FOR EACH PRODUCT FOR EACH REPORTING PERIOD. WE RESERVE THE RIGHT TO REQUEST ADDITIONAL INFORMATION OR TO MODIFY THE REPORTING PERIODS.

REPORTING PERIODS: QUARTERLY REPORTS MUST BE SUBMITTED IN ACCORDANCE WITH THE FOLLOWING SCHEDULE:

REPORTING PERIOD: JANUARY 1 TO MARCH 31 - REPORT DUE APRIL 15

REPORTING PERIOD: APRIL 1, TO JUNE 30 - REPORT DUE JULY 15

REPORTING PERIOD: JULY 1 TO SEPTEMBER 30 - REPORT DUE OCTOBER 15

State of Vermont

Buildings and General Services
Office of Purchasing & Contracting
109 State St
Montpelier VT 05609-3001
USA

CONTRACT



Supplier 0000016603
Industrial Protection Products Inc
PO Box 685
Wilmington MA 01887
USA

Contract ID 00000000000000000000000033797	Page 5 of 6
Contract Dates 06/02/2017 to 06/01/2020	Origin CPS
Description: CPS-SAFETY SHOES & SHOEMOBILE	Contract Maximum \$999,999.99
Buyer Name Deborah L LaRose	Buyer Phone 828-4635
Contract Status Approved	

Phone #:

Line #	Item ID	Item Desc	UOM	Unit Price	Max Qty	Max Amt
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OTHER INFORMATION REQUESTED BY THE STATE.

LOCATIONS AND DATES OF SITE VISITS: CONTRACTOR SHALL BE REQUIRED TO PROVIDE SITE VISITS TO THE ESTIMATED 11 LOCATIONS FOR THE STATE OF VERMONT BUILDINGS & GENERAL SERVICES AN ESTIMATE OF A TOTAL OF 250 EMPLOYEES NEEDING SAFETY SHOES. CATALOGS WILL ALSO BE REQUIRED FOR NEW EMPLOYEES HIRED. THE STATE OF VERMONT SHALL BE RESPONSIBLE FOR PROVIDING CONTRACTOR WITH ALL INFORMATION NECESSARY TO COORDINATE AND SCHEDULE DATE AND LOCATIONS FOR SITE VISITS.

FOLLOW UP SITE VISITS: CONTRACTOR SHALL BE REQUIRED TO PROVIDE HALF DAY FOLLOW-UP VISITS TO ANY LOCATIONS WITHIN TWO WEEKS THAT LOCATION'S INITIAL SITE VISIT OR UPON REQUEST OF DEPARTMENT. FOLLOW UP VISIT WILL BE FOR THE PURPOSE OF DEALING WITH ANY CUSTOMER SATISFACTION OR FITTING ISSUES AS WELL AS DELIVERY OF ITEMS NOT AVAILABLE AT TIME OF INITIAL VISIT.

FOOTWEAR ALLOWANCES: THE STATE OF VERMONT BGS WILL PROVIDE AN ANNUAL ALLOWANCE OF \$130.00 FOR EACH ELIGIBLE EMPLOYEE.

EMPLOYEE PURCHASES OVER THE MAXIMUM ALLOWANCE: CONTRACTOR MUST BE PREPARED TO ACCEPT PERSONAL CHECKS, CASH OR CREDIT CARDS FOR EMPLOYEES WHO MAKE A PURCHASE IN EXCESS OF MAXIMUM ALLOWANCES.

ORDERING PROCEDURE: AT TIME OF CONTRACTOR'S MOBILE VISIT, EMPLOYEE SHALL BE FITTED AND PROVIDED WITH APPROVED FOOTWEAR. EACH EMPLOYEE MUST PROVIDE NAME, IDENTIFICATION NUMBER AND NAME OF DIVISION OR AGENCY. IF APPROPRIATE SIZE AND STYLE IS NOT AVAILABLE AT TIME OF VISIT, CONTRACTOR IS REQUIRED TO MAKE DELIVERY OF ITEM WITHIN THE NUMBER SPECIFIED BELOW. AT COMPLETION OF EACH SITE VISIT, A COPY OF ALL ORDERS COMPLETED, OR GOT DELIVERY, MUST BE GIVEN THE SITE FOREMAN OR OTHER PERSON AUTHORIZED BY AGENCY OR DEPARTMENT.

DELIVERY: CONTRACTOR MUST DELIVER ALL OUT-OF-STOCK STYLES OR SIZES WITHIN 10 DAYS FROM DATE OF INITIAL ORDER DATE. ALL DELIVERED ITEMS SHALL BE INDIVIDUALLY BOXED AND MUST INCLUDE EMPLOYEE NAME, DEPARTMENT OR AGENCY AND DATE OF ORDER.

RETURNS: CONTRACTOR SHALL ACCEPT RETURNS FOR ITEMS DUE TO IMPROPER FIT OR WARRANTY CLAIMS AT SCHEDULED SITE VISITS OR SHALL PROVIDE PREPAID RETURN MERCHANDISE AUTHORIZATION OR CALL TAGS, IF REQUIRED BY AGENCY OR DEPARTMENT.

INVOICING: INVOICING SHALL BE DONE ON A BASIS OF EACH ORDER COMPLETED. INVOICES SHALL CLEARLY INDICATE THE QUANTITY, DESCRIPTION, PACKAGING, CONTRACT PRICE AND DATE OF DELIVERY. EACH INVOICE MUST INCLUDE CONTRACT NUMBER DESCRIPTION OF ITEM, DISTRICT OR DEPARTMENT NUMBER AND EMPLOYEE'S NAME, DATE OF COMPLETED DELIVERY AND PRICING.

VENDOR CONTACT INFORMATION:

PETER ST. ONGE
TELEPHONE: 978-657-4740
FAX #: 978-658-0257
EMAIL: PSTONGE@IPP4SAFETY.COM
WEBSITE: IPPSHOES.COM

IF YOU HAVE ANY QUESTIONS REGARDING THIS DOCUMENT PLEASE CONTACT:

DEB LaROSE, PURCHASING AGENT,
TELEPHONE 802-828-4635,
FAX 802-828-2222
E-MAIL: deborah.larose@vermont.gov

CHANGE #1 - 05/03/2019 THIS CHANGE ORDER IS ISSUED TO EXERCISE RENEWAL OPTION YEAR ONE THEREBY EXTENDING THE PERIOD OF PERFORMANCE UNDER THIS AGREEMENT FOR A ONE YEAR TERM TO 06/01/2020 AT THE SAME PRICING.

ATTACHMENT C: ATTACHMENT C: STANDARD STATE CONTRACT PROVISIONS FOR CONTRACTS AND GRANTS DATED DECEMER, 15, 2019 SEE ATTACHED, WHICH SUPERSEDES ALL PRIOR VERSIONS OF ATTACHMENT C.

CONTRACTOR CERTIFIES UNDER THE PAINS AND PENALTIES OR PERJURY THAT, AS OF THE DATE THIS CONTRACT AMENDMENT IS SIGNED CONTRACTOR IS IN GOOD STANDING WITH RESPECT TO, OR IN FULL COMPLIANCE WITH A PLAN TO PAY ANY AND ALL TAXES TO THE STATE OF VERMONT.



INDUSTRIAL PROTECTION PRODUCTS, INC

33 Northwestern Dr • Salem, NH 03079

Tel: 800-696-4740 • www.ipp4safety.com

PRICE LIST - SAFETY TOE FOOTWEAR 2019

BRAND	STYLE #	PRICE	BRAND	STYLE #	PRICE	BRAND	STYLE #	PRICE
Ariat	10011976	\$125.00	Carolina	CA5821	\$149.00	Harley Davidson	93579	\$125.00
Ariat	10017425	\$191.00	Carolina	CA5823	\$149.00	Hoss	10229	\$85.00
Ariat	10017433	\$199.00	Carolina	CA7501	\$165.00	Hoss	20230	\$85.00
Ariat	10023035	\$125.00	Carolina	CA7503	\$161.00	Hoss	50137	\$90.00
Ariat	10025006	\$149.00	Carolina	CA7545	\$100.00	Hoss	50251	\$94.00
Avenger	7117	\$86.00	Carolina	CA8521	\$161.00	Hoss	60108	\$140.00
Avenger	7118	\$95.00	Carolina	CA9559	\$139.00	Hoss	60701	\$110.00
Avenger	7124	\$85.00	Caterpillar	90838	\$99.00	Hoss	70419	\$90.00
Avenger	7125	\$80.00	Caterpillar	90986	\$200.00	Iron Age	IA5200	\$89.00
Avenger	7164	\$98.00	Chinook	6120001	\$89.00	Iron Age	IA5300	\$74.00
Avenger	7225	\$80.00	Chinook	6120201	\$89.00	Justin	4445	\$197.00
Avenger	7227	\$87.00	Chippewa	20091	\$214.00	Justin	WK2111	\$195.00
Avenger	7241	\$39.00	Chippewa	25405	\$279.00	Justin	WKL985	\$125.00
Avenger	7244	\$80.00	Chippewa	25410	\$279.00	Justin	WKL9980	\$110.00
Avenger	7248	\$110.00	Chippewa	26330	\$249.00	Keen	1006978	\$119.00
Avenger	7296	\$70.00	Danner	13860	\$179.00	Keen	1006979	\$125.00
Avenger	7573	\$127.00	Danner	17321	\$279.00	Keen	1007024	\$169.00
Bogs	72302CT249	\$159.00	Danner	18210	\$149.00	Keen	1011244	\$155.00
Carhartt	CMC1259	\$204.00	Dewalt	DXWP10002BYL	\$99.00	Keen	1013258	\$179.00
Carhartt	CMZ6340	\$159.00	Dewalt	DXWP10007WHT	\$99.00	Keen	1014598	\$110.00
Carolina	579	\$152.00	Dr. Martens	14403201	\$152.00	Keen	1017804	\$175.00
Carolina	599	\$146.00	Dr. Martens	16257001	\$109.00	Keen	1018079	\$110.00
Carolina	1309	\$209.00	Dr. Martens	16258201	\$109.00	Keen	1018654	\$110.00
Carolina	1809	\$219.00	Dr. Martens	16799001	\$99.00	Keen	1020062	\$155.00
Carolina	1905	\$209.00	Dr. Martens	16800201	\$99.00	Keen	1020085	\$154.00
Carolina	CA1420	\$100.00	Dr. Martens	23113020	\$110.00	Keen	1021314	\$125.00
Carolina	CA1421	\$110.00	Dr. Martens	23114020	\$135.00	Keen	1021345	\$105.00
Carolina	CA1428	\$131.00	Dr. Martens	23115001	\$133.00	Keen	1021350	\$110.00
Carolina	CA1520	\$110.00	Dr. Martens	23116202	\$133.00	Merrell	J11119	\$125.00
Carolina	CA1626	\$89.00	Dr. Martens	23121001	\$129.00	Merrell	J11617	\$150.00
Carolina	CA1725	\$85.00	Dr. Martens	23787207	\$129.00	Merrell	J15803	\$125.00
Carolina	CA1821	\$110.00	Dr. Martens	24334001	\$135.00	Merrell	J42076	\$150.00
Carolina	CA1825	\$110.00	Dr. Martens	24335201	\$135.00	Moxie	50162	\$60.00
Carolina	CA2520	\$105.00	Florsheim	FE244	\$139.00	Nautilus	N1345	\$99.00
Carolina	CA3538	\$110.00	Florsheim	FE2440	\$139.00	Nautilus	N1347	\$99.00
Carolina	CA4513	\$80.00	Florsheim	FE690	\$139.00	Nautilus	N2111	\$69.00
Carolina	CA4515	\$115.00	Florsheim	FE860	\$100.00	Nautilus	N2151	\$69.00
Carolina	CA4582	\$157.00	Florsheim	FS2000	\$110.00	Nautilus	N2426	\$109.00
Carolina	CA5520	\$144.00	Florsheim	FS2005	\$110.00	Nautilus	N2491	\$110.00
Carolina	CA5521	\$154.00	Florsheim	FS2023	\$110.00	New Balance	MID412G1	\$90.00
Carolina	CA5537	\$104.00	Florsheim	FS2024	\$110.00	New Balance	MID627G2	\$109.00
Carolina	CA5560	\$110.00	Florsheim	FS2325	\$110.00	New Balance	MID627O2	\$109.00
Carolina	CA5561	\$110.00	Florsheim	FS2326	\$110.00	New Balance	WID412P1	\$90.00
Carolina	CA5562	\$110.00	Florsheim	FS2600	\$110.00	New Balance	WID627P2	\$109.00
Carolina	CA5563	\$110.00	Florsheim	FS2621	\$110.00	On Guard	86102	\$25.00
Carolina	CA5564	\$124.00	Harley Davidson	83883	\$144.00	On Guard	86397	\$75.00
Carolina	CA5565	\$124.00	Harley Davidson	93120	\$164.00	On Guard	87981	\$49.00
Carolina	CA5582	\$155.00	Harley Davidson	93329	\$110.00	On Guard	87982	\$59.00
Carolina	CA5680	\$110.00				Original SWAT	116001	\$110.00
Carolina	CA5681	\$110.00						Vermont 2019
Carolina	CA5682	\$110.00						
Carolina	CA5683	\$110.00						



INDUSTRIAL PROTECTION PRODUCTS, INC

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PRICE LIST - SAFETY TOE FOOTWEAR 2019

BRAND	STYLE #	PRICE	BRAND	STYLE #	PRICE	BRAND	STYLE #	PRICE
Original SWAT	119402	\$120.00	Timberland PRO	26064	\$134.00	Wolverine	10706	\$173.00
Original SWAT	129101	\$126.00	Timberland PRO	26388	\$117.00	Wolverine	10753	\$92.00
Puma	642805	\$99.00	Timberland PRO	33031	\$120.00	Wolverine	10816	\$109.00
Puma	642855	\$99.00	Timberland PRO	33032	\$120.00	Wolverine	10817	\$109.00
Puma	642915	\$99.00	Timberland PRO	40000	\$159.00	Wolverine	10859	\$199.00
Puma	642925	\$99.00	Timberland PRO	40044	\$123.00	Accessories - Boot Dryers		
Puma	643845	\$110.00	Timberland PRO	47001	\$154.00	Maxx Dry	02147	\$39.99
Puma	643855	\$107.00	Timberland PRO	47028	\$123.00	Maxx Dry	02151	\$24.99
Reebok	RB046	\$99.00	Timberland PRO	47591	\$170.00	Maxx Dry	02146	\$69.99
Reebok	RB1067	\$125.00	Timberland PRO	53359	\$138.00	Accessories - Ice Grippers		
Reebok	RB1860	\$84.00	Timberland PRO	65016	\$140.00	Yaktrax	PRO	\$29.99
Reebok	RB191	\$84.00	Timberland PRO	72399	\$117.00	Yaktrax	WALKER	\$19.99
Reebok	RB1910	\$84.00	Timberland PRO	85599	\$110.00	Accessories - Insoles		
Reebok	RB2211	\$79.00	Timberland PRO	87528	\$110.00	SofSole	12050	\$17.99
Reebok	RB248	\$99.00	Timberland PRO	88116	\$105.00	SofSole	12051	\$17.99
Reebok	RB308	\$87.00	Timberland PRO	89628	\$215.00	SofSole	13001	\$19.99
Reebok	RB4040	\$104.00	Timberland PRO	90646	\$175.00	SofSole	13002	\$19.99
Reebok	RB4041	\$99.00	Timberland PRO	92641	\$193.00	SofSole	13005	\$19.99
Reebok	RB4043	\$104.00	Timberland PRO	A172T	\$172.00	SofSole	13006	\$19.99
Reebok	RB4144	\$110.00	Timberland PRO	A176A	\$110.00	SofSole	13007	\$19.99
Reebok	RB4248	\$109.00	Timberland PRO	A1GM1	\$161.00	SofSole	13008	\$19.99
Reebok	RB4250	\$99.00	Timberland PRO	A1HPY	\$165.00	Spenco	39-818	\$14.99
Reebok	RB4333	\$136.00	Timberland PRO	A1KIT	\$144.00	Timberland PRO	91621	\$29.99
Reebok	RB434	\$109.00	Timberland PRO	A1KJ8	\$140.00	Timberland PRO	91622	\$17.99
Reebok	RB4443	\$109.00	Timberland PRO	A1KN8	\$140.00	Accessories - Safety Overshoes		
Reebok	RB655	\$134.00	Timberland PRO	A1KOV	\$140.00	Wilkuro	WIL001	\$34.00
Reebok	RB6755	\$134.00	Timberland PRO	A1ORV	\$110.00	Wilkuro	WIL002	\$34.00
Reebok	RB7005	\$142.00	Timberland PRO	A1Q2W	\$145.00	Wilkuro	WIL003	\$34.00
Reebok	RB7755	\$129.00	Timberland PRO	A1Q3L	\$110.00	Wilkuro	WIL004	\$34.00
Rockport	RK600	\$99.00	Timberland PRO	A1Q64	\$149.00	Wilkuro	WIL005	\$34.00
Rockport	RK641	\$109.00	Timberland PRO	A1Q66	\$159.00	Wilkuro	WIL006	\$34.00
Rockport	RK800	\$99.00	Timberland PRO	A1Q8D	\$99.00	Wilkuro	WIL007	\$34.00
SFC	SFC70624	\$95.00	Timberland PRO	A1Q8K	\$99.00	Accessories - Socks		
SFC	SFC72649	\$105.00	Timberland PRO	A1Q8O	\$99.00	Wolverine	W91102670-100	\$13.99
SFC	SFC73712	\$110.00	Timberland PRO	A1Q8V	\$109.00	Wolverine	W91100270-100	\$12.99
SFC	SFC74584	\$99.00	Timberland PRO	A1RVH	\$105.00	Wolverine	W91102670-001	\$13.99
SFC	SFC77319	\$69.00	Timberland PRO	A1RVS	\$155.00	Wolverine	W97927070-100	\$12.99
Skechers	76553BKPK	\$88.00	Timberland PRO	A1S3M	\$155.00	Wolverine	W97927270-020	\$12.99
Skechers	77013NVGY	\$89.00	Timberland PRO	A1VEW	\$189.00	Accessories - Boot Protectors		
Skechers	77054DKGY	\$90.00	Timberland PRO	A1VFJ	\$110.00	Yaktrax	04802	\$13.99
Skechers	77068BKCC	\$93.00	Wolverine	4451	\$129.00	Yaktrax	04803	\$12.99
Skechers	77250NVPK	\$89.00	Wolverine	5094	\$137.00	For more safety toe styles, soft toe styles, safety eyewear, work clothing, and accessories, visit our website at www.ipp4safety.com		
Thorogood	804-4375	\$195.00	Wolverine	10314	\$159.00			
Timberland PRO	26002	\$149.00	Wolverine	10632	\$99.00			
Timberland PRO	26038	\$140.00	Wolverine	10633	\$99.00			
Timberland PRO	26063	\$134.00	Wolverine	10645	\$181.00			
			Wolverine	10646	\$172.00			Vermont 2019

**ATTACHMENT C: STANDARD STATE PROVISIONS
FOR CONTRACTS AND GRANTS
REVISED DECEMBER 15, 2017**

1. Definitions: For purposes of this Attachment, “Party” shall mean the Contractor, Grantee or Subrecipient, with whom the State of Vermont is executing this Agreement and consistent with the form of the Agreement. “Agreement” shall mean the specific contract or grant to which this form is attached.

2. Entire Agreement: This Agreement, whether in the form of a contract, State-funded grant, or Federally-funded grant, represents the entire agreement between the parties on the subject matter. All prior agreements, representations, statements, negotiations, and understandings shall have no effect.

3. Governing Law, Jurisdiction and Venue; No Waiver of Jury Trial: This Agreement will be governed by the laws of the State of Vermont. Any action or proceeding brought by either the State or the Party in connection with this Agreement shall be brought and enforced in the Superior Court of the State of Vermont, Civil Division, Washington Unit. The Party irrevocably submits to the jurisdiction of this court for any action or proceeding regarding this Agreement. The Party agrees that it must first exhaust any applicable administrative remedies with respect to any cause of action that it may have against the State with regard to its performance under this Agreement. Party agrees that the State shall not be required to submit to binding arbitration or waive its right to a jury trial.

4. Sovereign Immunity: The State reserves all immunities, defenses, rights or actions arising out of the State’s sovereign status or under the Eleventh Amendment to the United States Constitution. No waiver of the State’s immunities, defenses, rights or actions shall be implied or otherwise deemed to exist by reason of the State’s entry into this Agreement.

5. No Employee Benefits For Party: The Party understands that the State will not provide any individual retirement benefits, group life insurance, group health and dental insurance, vacation or sick leave, workers compensation or other benefits or services available to State employees, nor will the State withhold any state or Federal taxes except as required under applicable tax laws, which shall be determined in advance of execution of the Agreement. The Party understands that all tax returns required by the Internal Revenue Code and the State of Vermont, including but not limited to income, withholding, sales and use, and rooms and meals, must be filed by the Party, and information as to Agreement income will be provided by the State of Vermont to the Internal Revenue Service and the Vermont Department of Taxes.

6. Independence: The Party will act in an independent capacity and not as officers or employees of the State.

7. Defense and Indemnity: The Party shall defend the State and its officers and employees against all third party claims or suits arising in whole or in part from any act or omission of the Party or of any agent of the Party in connection with the performance of this Agreement. The State shall notify the Party in the event of any such claim or suit, and the Party shall immediately retain counsel and otherwise provide a complete defense against the entire claim or suit. The State retains the right to participate at its own expense in the defense of any claim. The State shall have the right to approve all proposed settlements of such claims or suits.

After a final judgment or settlement, the Party may request recoupment of specific defense costs and may file suit in Washington Superior Court requesting recoupment. The Party shall be entitled to recoup costs only upon a showing that such costs were entirely unrelated to the defense of any claim arising from an act or omission of the Party in connection with the performance of this Agreement.

The Party shall indemnify the State and its officers and employees if the State, its officers or employees become legally obligated to pay any damages or losses arising from any act or omission of the Party or an agent of the Party in connection with the performance of this Agreement.

Notwithstanding any contrary language anywhere, in no event shall the terms of this Agreement or any document furnished by the Party in connection with its performance under this Agreement obligate the State to (1) defend or indemnify the Party or any third party, or (2) otherwise be liable for the expenses or reimbursement, including attorneys’ fees, collection costs or other costs of the Party or any third party.

8. Insurance: Before commencing work on this Agreement the Party must provide certificates of insurance to show that the following minimum coverages are in effect. It is the responsibility of the Party to maintain current certificates of insurance on file with the State through the term of this Agreement. No warranty is made that the coverages and limits listed

herein are adequate to cover and protect the interests of the Party for the Party's operations. These are solely minimums that have been established to protect the interests of the State.

Workers Compensation: With respect to all operations performed, the Party shall carry workers' compensation insurance in accordance with the laws of the State of Vermont. Vermont will accept an out-of-state employer's workers' compensation coverage while operating in Vermont provided that the insurance carrier is licensed to write insurance in Vermont and an amendatory endorsement is added to the policy adding Vermont for coverage purposes. Otherwise, the party shall secure a Vermont workers' compensation policy, if necessary to comply with Vermont law.

General Liability and Property Damage: With respect to all operations performed under this Agreement, the Party shall carry general liability insurance having all major divisions of coverage including, but not limited to:

Premises - Operations

Products and Completed Operations

Personal Injury Liability

Contractual Liability

The policy shall be on an occurrence form and limits shall not be less than:

\$1,000,000 Each Occurrence

\$2,000,000 General Aggregate

\$1,000,000 Products/Completed Operations Aggregate

\$1,000,000 Personal & Advertising Injury

Automotive Liability: The Party shall carry automotive liability insurance covering all motor vehicles, including hired and non-owned coverage, used in connection with the Agreement. Limits of coverage shall not be less than \$500,000 combined single limit. If performance of this Agreement involves construction, or the transport of persons or hazardous materials, limits of coverage shall not be less than \$1,000,000 combined single limit.

Additional Insured. The General Liability and Property Damage coverages required for performance of this Agreement shall include the State of Vermont and its agencies, departments, officers and employees as Additional Insureds. If performance of this Agreement involves construction, or the transport of persons or hazardous materials, then the required Automotive Liability coverage shall include the State of Vermont and its agencies, departments, officers and employees as Additional Insureds. Coverage shall be primary and non-contributory with any other insurance and self-insurance.

Notice of Cancellation or Change. There shall be no cancellation, change, potential exhaustion of aggregate limits or non-renewal of insurance coverage(s) without thirty (30) days written prior written notice to the State.

9. Reliance by the State on Representations: All payments by the State under this Agreement will be made in reliance upon the accuracy of all representations made by the Party in accordance with this Agreement, including but not limited to bills, invoices, progress reports and other proofs of work.

10. False Claims Act: The Party acknowledges that it is subject to the Vermont False Claims Act as set forth in 32 V.S.A. § 630 *et seq.* If the Party violates the Vermont False Claims Act it shall be liable to the State for civil penalties, treble damages and the costs of the investigation and prosecution of such violation, including attorney's fees, except as the same may be reduced by a court of competent jurisdiction. The Party's liability to the State under the False Claims Act shall not be limited notwithstanding any agreement of the State to otherwise limit Party's liability.

11. Whistleblower Protections: The Party shall not discriminate or retaliate against one of its employees or agents for disclosing information concerning a violation of law, fraud, waste, abuse of authority or acts threatening health or safety, including but not limited to allegations concerning the False Claims Act. Further, the Party shall not require such employees or agents to forego monetary awards as a result of such disclosures, nor should they be required to report misconduct to the Party or its agents prior to reporting to any governmental entity and/or the public.

12. Location of State Data: No State data received, obtained, or generated by the Party in connection with performance under this Agreement shall be processed, transmitted, stored, or transferred by any means outside the continental United States, except with the express written permission of the State.

13. Records Available for Audit: The Party shall maintain all records pertaining to performance under this agreement. "Records" means any written or recorded information, regardless of physical form or characteristics, which is produced or

acquired by the Party in the performance of this agreement. Records produced or acquired in a machine readable electronic format shall be maintained in that format. The records described shall be made available at reasonable times during the period of the Agreement and for three years thereafter or for any period required by law for inspection by any authorized representatives of the State or Federal Government. If any litigation, claim, or audit is started before the expiration of the three-year period, the records shall be retained until all litigation, claims or audit findings involving the records have been resolved.

14. Fair Employment Practices and Americans with Disabilities Act: Party agrees to comply with the requirement of 21 V.S.A. Chapter 5, Subchapter 6, relating to fair employment practices, to the full extent applicable. Party shall also ensure, to the full extent required by the Americans with Disabilities Act of 1990, as amended, that qualified individuals with disabilities receive equitable access to the services, programs, and activities provided by the Party under this Agreement.

15. Set Off: The State may set off any sums which the Party owes the State against any sums due the Party under this Agreement; provided, however, that any set off of amounts due the State of Vermont as taxes shall be in accordance with the procedures more specifically provided hereinafter.

16. Taxes Due to the State:

- A. Party understands and acknowledges responsibility, if applicable, for compliance with State tax laws, including income tax withholding for employees performing services within the State, payment of use tax on property used within the State, corporate and/or personal income tax on income earned within the State.
- B. Party certifies under the pains and penalties of perjury that, as of the date this Agreement is signed, the Party is in good standing with respect to, or in full compliance with, a plan to pay any and all taxes due the State of Vermont.
- C. Party understands that final payment under this Agreement may be withheld if the Commissioner of Taxes determines that the Party is not in good standing with respect to or in full compliance with a plan to pay any and all taxes due to the State of Vermont.
- D. Party also understands the State may set off taxes (and related penalties, interest and fees) due to the State of Vermont, but only if the Party has failed to make an appeal within the time allowed by law, or an appeal has been taken and finally determined and the Party has no further legal recourse to contest the amounts due.

17. Taxation of Purchases: All State purchases must be invoiced tax free. An exemption certificate will be furnished upon request with respect to otherwise taxable items.

18. Child Support: (Only applicable if the Party is a natural person, not a corporation or partnership.) Party states that, as of the date this Agreement is signed, he/she:

- A. is not under any obligation to pay child support; or
- B. is under such an obligation and is in good standing with respect to that obligation; or
- C. has agreed to a payment plan with the Vermont Office of Child Support Services and is in full compliance with that plan.

Party makes this statement with regard to support owed to any and all children residing in Vermont. In addition, if the Party is a resident of Vermont, Party makes this statement with regard to support owed to any and all children residing in any other state or territory of the United States.

19. Sub-Agreements: Party shall not assign, subcontract or subgrant the performance of this Agreement or any portion thereof to any other Party without the prior written approval of the State. Party shall be responsible and liable to the State for all acts or omissions of subcontractors and any other person performing work under this Agreement pursuant to an agreement with Party or any subcontractor.

In the case this Agreement is a contract with a total cost in excess of \$250,000, the Party shall provide to the State a list of all proposed subcontractors and subcontractors' subcontractors, together with the identity of those subcontractors' workers compensation insurance providers, and additional required or requested information, as applicable, in accordance with Section 32 of The Vermont Recovery and Reinvestment Act of 2009 (Act No. 54).

Party shall include the following provisions of this Attachment C in all subcontracts for work performed solely for the State of Vermont and subcontracts for work performed in the State of Vermont: Section 10 ("False Claims Act"); Section 11 ("Whistleblower Protections"); Section 12 ("Location of State Data"); Section 14 ("Fair Employment Practices and

Americans with Disabilities Act”); Section 16 (“Taxes Due the State”); Section 18 (“Child Support”); Section 20 (“No Gifts or Gratuities”); Section 22 (“Certification Regarding Debarment”); Section 30 (“State Facilities”); and Section 32.A (“Certification Regarding Use of State Funds”).

20. No Gifts or Gratuities: Party shall not give title or possession of anything of substantial value (including property, currency, travel and/or education programs) to any officer or employee of the State during the term of this Agreement.

21. Copies: Party shall use reasonable best efforts to ensure that all written reports prepared under this Agreement are printed using both sides of the paper.

22. Certification Regarding Debarment: Party certifies under pains and penalties of perjury that, as of the date that this Agreement is signed, neither Party nor Party’s principals (officers, directors, owners, or partners) are presently debarred, suspended, proposed for debarment, declared ineligible or excluded from participation in Federal programs, or programs supported in whole or in part by Federal funds.

Party further certifies under pains and penalties of perjury that, as of the date that this Agreement is signed, Party is not presently debarred, suspended, nor named on the State’s debarment list at: <http://bgs.vermont.gov/purchasing/debarment>

23. Conflict of Interest: Party shall fully disclose, in writing, any conflicts of interest or potential conflicts of interest.

24. Confidentiality: Party acknowledges and agrees that this Agreement and any and all information obtained by the State from the Party in connection with this Agreement are subject to the State of Vermont Access to Public Records Act, 1 V.S.A. § 315 et seq.

25. Force Majeure: Neither the State nor the Party shall be liable to the other for any failure or delay of performance of any obligations under this Agreement to the extent such failure or delay shall have been wholly or principally caused by acts or events beyond its reasonable control rendering performance illegal or impossible (excluding strikes or lock-outs) (“Force Majeure”). Where Force Majeure is asserted, the nonperforming party must prove that it made all reasonable efforts to remove, eliminate or minimize such cause of delay or damages, diligently pursued performance of its obligations under this Agreement, substantially fulfilled all non-excused obligations, and timely notified the other party of the likelihood or actual occurrence of an event described in this paragraph.

26. Marketing: Party shall not refer to the State in any publicity materials, information pamphlets, press releases, research reports, advertising, sales promotions, trade shows, or marketing materials or similar communications to third parties except with the prior written consent of the State.

27. Termination:

A. Non-Appropriation: If this Agreement extends into more than one fiscal year of the State (July 1 to June 30), and if appropriations are insufficient to support this Agreement, the State may cancel at the end of the fiscal year, or otherwise upon the expiration of existing appropriation authority. In the case that this Agreement is a Grant that is funded in whole or in part by Federal funds, and in the event Federal funds become unavailable or reduced, the State may suspend or cancel this Grant immediately, and the State shall have no obligation to pay Subrecipient from State revenues.

B. Termination for Cause: Either party may terminate this Agreement if a party materially breaches its obligations under this Agreement, and such breach is not cured within thirty (30) days after delivery of the non-breaching party’s notice or such longer time as the non-breaching party may specify in the notice.

C. Termination Assistance: Upon nearing the end of the final term or termination of this Agreement, without respect to cause, the Party shall take all reasonable and prudent measures to facilitate any transition required by the State. All State property, tangible and intangible, shall be returned to the State upon demand at no additional cost to the State in a format acceptable to the State.

28. Continuity of Performance: In the event of a dispute between the Party and the State, each party will continue to perform its obligations under this Agreement during the resolution of the dispute until this Agreement is terminated in accordance with its terms.

29. No Implied Waiver of Remedies: Either party's delay or failure to exercise any right, power or remedy under this Agreement shall not impair any such right, power or remedy, or be construed as a waiver of any such right, power or remedy. All waivers must be in writing.

30. State Facilities: If the State makes space available to the Party in any State facility during the term of this Agreement for purposes of the Party's performance under this Agreement, the Party shall only use the space in accordance with all policies and procedures governing access to and use of State facilities which shall be made available upon request. State facilities will be made available to Party on an "AS IS, WHERE IS" basis, with no warranties whatsoever.

31. Requirements Pertaining Only to Federal Grants and Subrecipient Agreements: If this Agreement is a grant that is funded in whole or in part by Federal funds:

- A. Requirement to Have a Single Audit:** The Subrecipient will complete the Subrecipient Annual Report annually within 45 days after its fiscal year end, informing the State of Vermont whether or not a Single Audit is required for the prior fiscal year. If a Single Audit is required, the Subrecipient will submit a copy of the audit report to the granting Party within 9 months. If a single audit is not required, only the Subrecipient Annual Report is required. For fiscal years ending before December 25, 2015, a Single Audit is required if the subrecipient expends \$500,000 or more in Federal assistance during its fiscal year and must be conducted in accordance with OMB Circular A-133. For fiscal years ending on or after December 25, 2015, a Single Audit is required if the subrecipient expends \$750,000 or more in Federal assistance during its fiscal year and must be conducted in accordance with 2 CFR Chapter I, Chapter II, Part 200, Subpart F. The Subrecipient Annual Report is required to be submitted within 45 days, whether or not a Single Audit is required.
- B. Internal Controls:** In accordance with 2 CFR Part II, §200.303, the Party must establish and maintain effective internal control over the Federal award to provide reasonable assurance that the Party is managing the Federal award in compliance with Federal statutes, regulations, and the terms and conditions of the award. These internal controls should be in compliance with guidance in "Standards for Internal Control in the Federal Government" issued by the Comptroller General of the United States and the "Internal Control Integrated Framework", issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO).
- C. Mandatory Disclosures:** In accordance with 2 CFR Part II, §200.113, Party must disclose, in a timely manner, in writing to the State, all violations of Federal criminal law involving fraud, bribery, or gratuity violations potentially affecting the Federal award. Failure to make required disclosures may result in the imposition of sanctions which may include disallowance of costs incurred, withholding of payments, termination of the Agreement, suspension/debarment, etc.

32. Requirements Pertaining Only to State-Funded Grants:

- A. Certification Regarding Use of State Funds:** If Party is an employer and this Agreement is a State-funded grant in excess of \$1,001, Party certifies that none of these State funds will be used to interfere with or restrain the exercise of Party's employee's rights with respect to unionization.
- B. Good Standing Certification (Act 154 of 2016):** If this Agreement is a State-funded grant, Party hereby represents: (i) that it has signed and provided to the State the form prescribed by the Secretary of Administration for purposes of certifying that it is in good standing (as provided in Section 13(a)(2) of Act 154) with the Agency of Natural Resources and the Agency of Agriculture, Food and Markets, or otherwise explaining the circumstances surrounding the inability to so certify, and (ii) that it will comply with the requirements stated therein.

(End of Standard Provisions)

State of Vermont

Buildings and General Services
Office of Purchasing & Contracting
109 State St
Montpelier VT 05609-3001
USA

CONTRACT



Vendor ID 0000016603
Industrial Protection Products Inc
PO Box 685
Wilmington MA 01887
USA

Contract ID 0000000000000000000000000033797		Page 1 of 5
Contract Dates 06/02/2017 to 06/01/2019		Origin CPS
Description: CPS SAFETY SHOES & SHOEMOBILE		Contract Maximum \$999,999.99
Buyer Name LaRose,Deborah L	Buyer Phone 828-4635	Contract Status Approved

Phone #:

Line #	Item ID	Item Desc	UOM	Unit Price	Max Qty	Max Amt
1		8" SPORT UTILITY WATERPROOF INSULATED - MEN'S	PR	115.00000	0.00	0.00
		Non-Metallic safety toe, non-metallic shank, waterproof membrane, thinsulate 80 GM ultra insulation, removable AG7 polyurethane foot bed, cushioned insole, fully lined, 4x4 HE rated rubber outsole, Color: Brown, leather uppers, ANSI/ASTM Symbols: ST, EH, WP, NM, INS, Men's sizes D 8-12, 13, 14 2E 8-12, 13, 14 Carolina CA4515				
2		8" SPORT UTILITY WATERPROOF INSULATED BOOT - WOMEN'S	PR	105.00000	0.00	0.00
		Alloy safety toe, waterproof membrane, Efficient zoned insulation for warmth without bulk, 200G/400G, Premium waterproof leather, Goodyear welt cast-pond construction, polyurethane footed, metal hardware, mid-sole, fiberglass shank. Women's sizes 5.5 - 10, 11 Medium and Wide. Timberland PRO #88116				
3		LOGGER BOOT - MEN'S	PR	100.00000	0.00	0.00
		Waterproof, composite non-metallic safety toe, waterproof membrane; color: brown, leather, welted construction, rated rubber logger outsole, men's sizes: E&EEE 7-14 Florsheim #FE860				
4		LOGGER BOOT - WOMEN'S	PR	100.00000	0.00	0.00
		Steel safety toe, full grain black leather uppers, 100% waterproof membrane, EH rated rubber logger outsole taibrelle lining, ANSI/ASTM Symbols, ST EH WP, Women's sizes: medium 6-10, Wide 6-10, 11 Carolina #CA1420				
5		HIKER - MEN'S	PR	80.00000	0.00	0.00
		Composite Non-Metallic safety toe, waterproof membrane, waterproof leather uppers, removable dual density insole EH rated rubber outsole, ANSI/ASTM Symbols, ST, EH, WP, NM, Men's Size: Medium and Wide 7-12, 13, 14; Avenger #7244				
6		HIKER - WOMEN'S	PR	80.00000	0.00	0.00
		Composite Non-Metallic Safety toe, waterproof scuba membrane, dark brown leather/light brown mesh uppers, EH rated rubber outsole, removable AG7 Polyurethane foot bed, ANSI/ASTM Symbols ST EH WP NM, Women's sizes: Medium and Wide 6-10, 11 Carolina #4513				
7		SPORT HIKER HITOP - MEN'S	PR	39.00000	0.00	0.00
		Safety toe, brown and black, suede and nylon uppers, bumper toe and heel guard, slip resistant, EH Rated, polyurethane outsole, ANSI/ASTM Symbols ST, EH, SR, Men's sizes: Medium 7-12, 13, 14, Avenger (Nautilus) #7241				
8		8" WATERPROOF WORK BOOT - MEN'S	PR	100.00000	0.00	0.00
		Safety toe, steel shank, 200 gms. of thinsulate insulation, seam sealed waterproof wheat nubuck leather; rubber lug outsole, ANSI/ASTM Symbols, ST, EH, WP, INS, Men's Sizes D 8-12, 13, 14 2E 8-12, 13, 14 Carolina #7545				
9		6" WATERPROOF WORK SHOE - MEN'S	PR	80.00000	0.00	0.00
		Safety toe, steel, waterproof membrane, brown, full grain leather uppers, removable dual density insole, EH rated, polyurethane outsole, Men's Sizes: medium and wide 7-12, 13, 14 Avenger #7225				

State of Vermont

Buildings and General Services
Office of Purchasing & Contracting
109 State St
Montpelier VT 05609-3001
USA

CONTRACT



Vendor ID 0000016603
Industrial Protection Products Inc
PO Box 685
Wilmington MA 01887
USA

Contract ID 00000000000000000000000033797	Page 2 of 5
Contract Dates 06/02/2017 to 06/01/2019	Origin CPS
Description: CPS SAFETY SHOES & SHOEMOBILE	Contract Maximum \$999,999.99
Buyer Name LaRose,Deborah L	Buyer Phone 828-4635
Contract Status Approved	

Phone #:

Line #	Item ID	Item Desc	UOM	Unit Price	Max Qty	Max Amt
10		6" WATERPROOF WORK SHOE - WOMEN'S	PR	85.00000	0.00	0.00
		Composite, Non-metallic Safety toe, brown oiled nubuck leather uppers, mesh linings for breathability, removable EVA foot bed, non-metallic foot bed, composite toe, EH rated rubber outsole, ANSI/ASTM Symbols, ST, EH, NM, Women's sizes: 6-10, 11, medium and wide, Carolina #1725				
11		11" WATERPROOF WELLINGTON	PR	105.00000	0.00	0.00
		Oblique Non-Metallic safety toe, 100% waterproof membrane, copper crazy horse leather uppers, removable AG7 polyurathane foot bead, slip resistant, EH rated rubber outsole, ANSI/ASTM symbols, ST, EH, WP, NM, SR, BT, Men's Sizes D 8-12, 13, 14, 2E 8-12, 13, 14 Carolina #CA2520				
12		6" WORK SHOE - MEN'S	PR	70.00000	0.00	0.00
		Moisture wicking linings, black, full grain pebbled leather upper, slip resistant, EH rated, polyurethane outsole, dual density insole, extra wide steel toe for comfort, Men's Sizes: Medium 7-12, 13, 14 Wide 7-12, 13, 14, ANSI/ASTM Symbols ST EH SR Avenger (Nautilus) #7296				
13		6" WORK SHOE - WOMEN'S	PR	60.00000	0.00	0.00
		Safety toe, color: Charcoal/blue, fully lined for breathability, lightweight alloy toe, suede and mesh upper, removable custom cushion foot bed, EH Rated slip resistant, rubber outsoles, Women's Sizes: Medium 5-10, 11, ANSI/ASTM Symbols ST EH SR, Moxie #50162				
14		16" PVC KNEE BOOT - MEN'S & WOMEN'S	PR	25.00000	0.00	0.00
		Extra wide steel toe cap provides extra toe room, molded shank for arch support, removable cushioned insole, PVC Lug outsole with seamless injected construction for liquid proof protection Size 6-13, On Guard #86102				
15		PAC BOOTS - MEN'S & WOMEN'S	PR	75.00000	0.00	0.00
		Will keep feet warm to -40 degrees F, oil and acid resistant leather uppers, laces and stitching throughout the boot are oil and acid resistant, high grip rubber lug sole, ASTM approved safety toe, EH resistant, removable liner, traps head and wicks away moisture from feet, Size: 6-14, On Guard #86397				
16		DISCOUNT FOR ALL PRODUCTS IN CATALOG, BUT NOT LISTED SEPARATELY IN THIS CONTRACT. 10 - 25% DISCOUNT PRICES LISTED SEPARATELY.	EA	0.01000	0.00	0.00

CONTRACT TERMS AND ADDITIONAL INFORMATION

STATE OF VERMONT ATTACHMENT C: STANDARD STATE CONTRACT PROVISIONS DATED JULY 1, 2016 AND ATTACHMENT D: COMMODITY PURCHASES TERMS AND CONDITIONS DATED NOVEMBER 10, 2010 ARE ATTACHED AND INCORPORATED AS PART OF THIS ORDER.

CONTRACT TERM: THIS CONTRACT IS WRITTEN FOR A PERIOD OF TWENTY FOUR (24) MONTHS WITH THE OPTION TO RENEW FOR TWO (2) ADDITIONAL TWELVE MONTH PERIODS.

TERMS: NET 30 DAYS

QUANTITY: THE ANNUAL VALUE AND QUANTITIES ARE ESTIMATED ONLY BASED ON PRIOR USAGE; ACTUAL PURCHASES MAY BE HIGHER OR LOWER DEPENDING ON THE STATE'S NEEDS. THE CONTRACT MAXIMUM IS NOT REFLECTIVE OF ACTUAL USAGE.

DELIVERY: RESPONSIBILITY FOR PRODUCT DELIVERY REMAINS WITH THE CONTRACTOR UNTIL THE PRODUCT IS PROPERLY DELIVERED AND SIGNED FOR IN ACCORDANCE WITH THE OFFICE OF PURCHASING & CONTRACTING TERMS AND CONDITIONS. SHIPMENTS SHALL BE SECURELY AND PROPERLY PACKED, ACCORDING TO ACCEPTED COMMERCIAL PRACTICES, WITHOUT EXTRA CHARGE FOR PACKING CASES OR OTHER CONTAINERS. SUCH CONTAINERS WILL REMAIN THE PROPERTY OF THE STATE UNLESS OTHERWISE STATED. DELIVERED GOODS THAT DO NOT CONFORM TO THE SPECIFICATIONS OR ARE NOT IN GOOD CONDITION UPON

State of Vermont

Buildings and General Services
Office of Purchasing & Contracting
109 State St
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USA

CONTRACT



Vendor ID 0000016603
Industrial Protection Products Inc
PO Box 685
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Contract ID 00000000000000000000000033797	Page 3 of 5
Contract Dates 06/02/2017 to 06/01/2019	Origin CPS
Description: CPS SAFETY SHOES & SHOEMOBILE	Contract Maximum \$999,999.99
Buyer Name LaRose,Deborah L	Buyer Phone 828-4635
	Contract Status Approved

Phone #:

Line #	Item ID	Item Desc	UOM	Unit Price	Max Qty	Max Amt
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RECEIPT SHALL BE REPLACED PROMPTLY BY THE CONTRACTOR.

PRICING: ALL PRICING IS TO INCLUDE F.O.B. DELIVERY TO THE ORDERING FACILITY. NO REQUEST FOR EXTRA DELIVERY COST WILL BE HONORED.

QUALITY: ALL PRODUCTS PROVIDED UNDER THESE AGREEMENTS WILL BE NEW AND UNUSED. FACTORY SECONDS OR REMANUFACTURED PRODUCTS WILL NOT BE ACCEPTED. ALL PRODUCTS PROVIDED BY THE CONTRACTOR MUST MEET ALL FEDERAL, STATE, AND LOCAL STANDARDS FOR QUALITY AND SAFETY REQUIREMENTS. PRODUCTS NOT MEETING THESE STANDARDS WILL BE DEEMED UNACCEPTABLE AND RETURNED TO THE CONTRACTOR FOR CREDIT AT NO CHARGE TO THE STATE.

METHOD OF ORDERING: PURCHASE ORDERS MUST BE USED TO ORDER ITEMS AVAILABLE UNDER THIS CONTRACT. IF VERBAL ORDERS ARE GIVEN A CONFIRMING PURCHASE ORDER MUST BE ISSUED.

INVOICING: ALL INVOICES ARE TO BE RENDERED BY THE CONTRACTOR ON THE VENDOR'S STANDARD BILLHEAD AND FORWARDED DIRECTLY TO THE INSTITUTION OR AGENCY ORDERING MATERIALS OR SERVICES AND SHALL SPECIFY THE ADDRESS TO WHICH PAYMENTS WILL BE SENT.

CANCELLATION: THE STATE SPECIFICALLY RESERVES THE RIGHT TO CANCEL THE CONTRACT, OR ANY PORTION THEREOF, IF, IN THE OPINION OF ITS COMMISSIONER OF BUILDINGS AND GENERAL SERVICES, THE SERVICES OR MATERIALS SUPPLIED BY THE CONTRACTOR ARE NOT SATISFACTORY OR ARE NOT CONSISTENT WITH THE TERMS OF THE CONTRACT

DEFAULT: IN CASE OF DEFAULT OF THE CONTRACTOR, THE STATE MAY PROCURE THE MATERIALS OR SUPPLIES FROM OTHER SOURCES AND HOLD THE CONTRACTOR RESPONSIBLE FOR ANY EXCESS COST OCCASIONED THEREBY, PROVIDED, THAT IF PUBLIC NECESSITY REQUIRES THE USE OF MATERIALS OR SUPPLIES NOT CONFORMING TO THE SPECIFICATIONS THEY MAY BE ACCEPTED AND PAYMENT THEREFORE SHALL BE MADE AT A PROPER REDUCTION IN PRICE.

REPORTING REQUIREMENTS: CONTRACTORS WILL BE REQUIRED TO SUBMIT QUARTERLY PRODUCT SALES REPORT TO THE PURCHASING AGENT PURSUANT TO THE SCHEDULE BELOW. EACH REPORT MUST CONTAIN THE FOLLOWING INFORMATION: CONTRACT NUMBER; USING DEPARTMENT'S ADDRESS, CONTACT NAME, AND TELEPHONE NUMBER; PRODUCT ORDERED; QUANTITY ORDERED; QUANTITY SHIPPED; AND PRICE CHARGED, WITH TOTALS FOR EACH PRODUCT FOR EACH REPORTING PERIOD. WE RESERVE THE RIGHT TO REQUEST ADDITIONAL INFORMATION OR TO MODIFY THE REPORTING PERIODS.

REPORTING PERIODS: QUARTERLY REPORTS MUST BE SUBMITTED IN ACCORDANCE WITH THE FOLLOWING SCHEDULE:

- REPORTING PERIOD: JANUARY 1 TO MARCH 31 - REPORT DUE APRIL 15
- REPORTING PERIOD: APRIL 1, TO JUNE 30 - REPORT DUE JULY 15
- REPORTING PERIOD: JULY 1 TO SEPTEMBER 30 - REPORT DUE OCTOBER 15
- REPORTING PERIOD: OCTOBER 1 TO DECEMBER 31 - REPORT DUE JANUARY 15

CONTRACT TERMS: THIS CONTRACT WILL BE SUBJECT TO REVIEW THROUGHOUT ITS TERM. THE STATE WILL CONSIDER CANCELLATION UPON DISCOVERY THAT A VENDOR IS IN VIOLATION OF ANY PORTION OF THE AGREEMENT, INCLUDING AN INABILITY BY THE VENDOR TO PROVIDE THE PRODUCTS, SUPPORT, AND/OR SERVICE OFFERED IN THEIR RESPONSE.

VERMONT STATE COLLEGES: THIS CONTRACT IS ALSO AVAILABLE FOR USE BY THE UNIVERSITY OF VERMONT AND THE VERMONT STATE COLLEGES INC., A SEPARATE CORPORATION, HAVING UNDER ITS JURISDICTION CASTLETON STATE COLLEGE, JOHNSON STATE COLLEGE, LYNDON STATE COLLEGE, COMMUNITY COLLEGE OF VERMONT, AND THE VERMONT TECHNICAL COLLEGE.

TOWNS AND SCHOOLS OF THE STATE OF VERMONT: AT THE BIDDER'S ELECTION POLITICAL SUBDIVISIONS AND INDEPENDENT COLLEGES OF THE STATE MAY PARTICIPATE IN STATE CONTRACTS AT THE SAME PRICES, TERMS AND CONDITIONS. ITEMS FURNISHED TO POLITICAL SUBDIVISIONS AND INDEPENDENT COLLEGES WILL BE BILLED DIRECTLY TO AND PAID FOR BY THE POLITICAL SUBDIVISIONS OR INDEPENDENT COLLEGES AND NEITHER THE STATE NOR ITS COMMISSIONER OF BUILDINGS AND GENERAL SERVICES PERSONALLY OR OFFICIALLY ASSUMES ANY RESPONSIBILITY FOR THESE PAYMENTS.

AGENCIES & DEPARTMENTS ARE REQUESTED TO ADVISE THE PURCHASING AGENT AT ONCE OF THE FAILURE ON THE PART OF THE CONTRACTOR TO FULFILL ANY OF THE TERMS OR CONDITIONS OF THIS CONTRACT.

PLEASE REFER TO THE ASSIGNED CONTRACT NUMBER/PURCHASE ORDER # ON ALL CORRESPONDENCE, DELIVERY DOCUMENTS AND INVOICES.

State of Vermont

Buildings and General Services
Office of Purchasing & Contracting
109 State St
Montpelier VT 05609-3001
USA

CONTRACT



Vendor ID 0000016603
Industrial Protection Products Inc
PO Box 685
Wilmington MA 01887
USA

Contract ID 0000000000000000000000000033797	Page 4 of 5
Contract Dates 06/02/2017 to 06/01/2019	Origin CPS
Description: CPS SAFETY SHOES & SHOEMOBILE	Contract Maximum \$999,999.99
Buyer Name LaRose, Deborah L	Buyer Phone 828-4635
	Contract Status Approved

Phone #:

Line #	Item ID	Item Desc	UOM	Unit Price	Max Qty	Max Amt
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THE VISA PURCHASING CARD MAY BE USED AS A FORM OF PAYMENT UNDER THIS CONTRACT.

ANSI APPROVED FOOTWEAR: ALL SAFETY FOOT WEAR OFFERED UNDER THIS AGREEMENT MUST MEET OR EXCEED ANSI F2413-11 CLASS 75 STANDARD SAFETY TOE FOOTWEAR. FOOTWEAR WILL BE REQUIRED FOR SPRINKLE SYSTEM SPECIALIST, MAINTENANCE MECHANIC, MAINTENANCE SPECIALIST, UTILITY MECHANIC, HVAC SPECIALIST, SYSTEM SPECIALIST, CUSTODIAN, INSTITUTIONAL MAINTENANCE MECHANIC, LIQUOR MAINTENANCE, LIQUOR MAINTENANCE WORK MAINTENANCE MECHANIC, MILITARY STORE KEEPER, STOCK CLERK, MOTOR EQUIPMENT MECHANIC, ELECTRICIAN, SENIOR INSTITUTIONAL MAINTENANCE MECHANIC, STATE BUILDING PLUMBERS, SECRETARY OF STATE'S WAREHOUSE WORKERS AND OTHER APPROVED.

PRODUCT INVENTORY: CONTRACTOR SHALL MAINTENANCE SUBSTANTIAL INVENTORY OF THE BRANDS AND STYLES BEING OFFERED. NO "CLOSE-OUTS", DISCOUNTED ITEMS, IRREGULARS WILL BE ALLOWED FOR ANY ITEM.

WATERPROOF STYLES: WATERPROOF SHALL MEAN THE FOOTWEAR HAS GORE-TEX OR OTHER WATERPROOF MEMBRANE, BETWEEN THE OUTSIDE BOOT MATERIAL AND ANY INSULATION AND/OR OTHER BREATHABLE LINER. TREATED LEATHER SHALL NOT BE CONSIDERED "WATERPROOF" UNDER THE SPECIFICATIONS OF THIS CONTRACT.

NON-METALLIC TOE CAP: STYLES, WHICH REQUIRE "NON-METALLIC TOE CAPS, MUST MEET OR EXCEED ASTM F2413-11 CLASS 75 STANDARD FOR SAFETY TOE FOOTWEAR (5.1 & 5.2) SAFETY TOE REQUIREMENTS FOR IMPACT AND COMPRESSION MUST BE MADE OF FIBERGLASS OR OTHER MATERIAL WHICH IS RESISTANT TO THE HOT OR COLD, AND TO ABRASION, CORROSION AND CHEMICAL DETERIORATION FOR THE FULL LIFE OF THE FOOTWEAR.

WARRANTY REQUIREMENTS: ALL FOOTWEAR MUST INCLUDE A MINIMUM 180-DAY WARRANTY AGAINST ANY MANUFACTURER DETECTED IN WORKMANSHIP AND/OR MATERIAL WHEN USED UNDER NORMAL CONDITIONS FOR THE PURPOSE INTENDED. IF UNDER NORMAL CONDITIONS, THE FOOTWEAR FAILS DURING THAT TIME, CONTRACTOR WILL REPLACE THE FOOTWEAR AT NOT CHARGE.

CERTAIN PRODUCTS WILL CARRY A "COMFORT GUARANTEE" - THIS MEANT THAT THE WEARER CAN TEST THE SHOES FOR UP TO 30 DAYS UNDER ANY CONDITIONS AND MAY EXCHANGE THEM IF NOT COMPLETELY SATISFIED. THIS PERTAINS ONLY TO CERTAIN STYLES INCLUDING WOLVERINE, DURASHOCKS, ALL KEEN PRODUCTS, TIMBERLAND PRO TITAN SERIES AND SEVERAL STYLES

RETURN FOR EXCHANGE ON NEW AND UNWORN FOOTWEAR WILL BE ACCEPTED INDEFINITELY AS LONG AS CONTRACTOR STILL STOCKS THE ORIGINALLY PURCHASED FOOTWEAR.

RETURNS FOR CREDIT ON NEW AND UNWORN FOOTWEAR WILL BE ACCEPTED UP TO 30 DAYS FROM DATE OF PURCHASE.

MOBILE SALES UNITS (SHOE MOBILES): CONTRACTOR MUST PROVIDE A MOBILE UNIT (OR UNITS) FOR FITTING AND DELIVERY OF SAFETY FOOTWEAR AT VARIOUS PERIODS WITHIN THE STATE OF VERMONT. MOBILE UNIT STAFF MUST BE FULLY TRAINED AND QUALIFIED IN THE FITTING AND SELECTION OF SAFETY FOOTWEAR. EACH MOBILE UNIT MUST UTILIZE SELF-CONTAINED GENERAL FOR HEAT, LIGHT AND AIR-CONDITIONING OR CAN BE PLUGGED INTO ELECTRICAL SYSTEM ON SITE.

PROMOTIONAL MATERIALS: CONTRACTOR SHALL MAKE AVAILABLE INFORMATIONAL VIDEOS; BROCHURES AND OTHER MOTIVATIONAL MATERIALS INTENDED TO EDUCATE EMPLOYEES IN PREVENTION AND REDUCTION OF FOOT INJURIES. CONTRACTOR SHALL PROVIDE POSTER FOR EACH SITE, WHICH SHOW FITTING SCHEDULES, TYPES AND STYLES OF CONTRACT FOOTWEAR AND ANY OTHER INFORMATION REQUESTED BY THE STATE.

LOCATIONS AND DATES OF SITE VISITS: CONTRACTOR SHALL BE REQUIRED TO PROVIDE SITE VISITS TO THE ESTIMATED 11 LOCATIONS FOR THE STATE OF VERMONT BUILDINGS & GENERAL SERVICES AN ESTIMATE OF A TOTAL OF 250 EMPLOYEES NEEDING SAFETY SHOES. CATALOGS WILL ALSO BE REQUIRED FOR NEW EMPLOYEES HIRED. THE STATE OF VERMONT SHALL BE RESPONSIBLE FOR PROVIDING CONTRACTOR WITH ALL INFORMATION NECESSARY TO COORDINATE AND SCHEDULE DATE AND LOCATIONS FOR SITE VISITS.

FOLLOW UP SITE VISITS: CONTRACTOR SHALL BE REQUIRED TO PROVIDE HALF DAY FOLLOW-UP VISITS TO ANY LOCATIONS WITHIN TWO WEEKS THAT LOCATION'S INITIAL SITE VISIT OR UPON REQUEST OF DEPARTMENT. FOLLOW UP VISIT WILL BE FOR THE PURPOSE OF DEALING WITH ANY CUSTOMER SATISFACTION OR FITTING ISSUES AS WELL AS DELIVERY OF ITEMS NOT AVAILABLE AT TIME OF INITIAL VISIT.

FOOTWEAR ALLOWANCES: THE STATE OF VERMONT BGS WILL PROVIDE AN ANNUAL ALLOWANCE OF \$130.00 FOR EACH ELIGIBLE EMPLOYEE.

EMPLOYEE PURCHASES OVER THE MAXIMUM ALLOWANCE: CONTRACTOR MUST BE PREPARED TO ACCEPT PERSONAL CHECKS, CASH OR

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Vendor ID 0000016603
Industrial Protection Products Inc
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Buyer Name LaRose,Deborah L	Buyer Phone 828-4635
	Contract Status Approved

Phone #:

Line #	Item ID	Item Desc	UOM	Unit Price	Max Qty	Max Amt
CREDIT CARDS FOR EMPLOYEES WHO MAKE A PURCHASE IN EXCESS OF MAXIMUM ALLOWANCES.						

ORDERING PROCEDURE: AT TIME OF CONTRACTOR'S MOBILE VISIT, EMPLOYEE SHALL BE FITTED AND PROVIDED WITH APPROVED FOOTWEAR. EACH EMPLOYEE MUST PROVIDE NAME, IDENTIFICATION NUMBER AND NAME OF DIVISION OR AGENCY. IF APPROPRIATE SIZE AND STYLE IS NOT AVAILABLE AT TIME OF VISIT, CONTRACTOR IS REQUIRED TO MAKE DELIVERY OF ITEM WITHIN THE NUMBER SPECIFIED BELOW. AT COMPLETION OF EACH SITE VISIT, A COPY OF ALL ORDERS COMPLETED, OR GOT DELIVERY, MUST BE GIVEN THE SITE FOREMAN OR OTHER PERSON AUTHORIZED BY AGENCY OR DEPARTMENT.

DELIVERY: CONTRACTOR MUST DELIVER ALL OUT-OF-STOCK STYLES OR SIZES WITHIN 10 DAYS FROM DATE OF INITIAL ORDER DATE. ALL DELIVERED ITEMS SHALL BE INDIVIDUALLY BOXED AND MUST INCLUDE EMPLOYEE NAME, DEPARTMENT OR AGENCY AND DATE OF ORDER.

RETURNS: CONTRACTOR SHALL ACCEPT RETURNS FOR ITEMS DUE TO IMPROPER FIT OR WARRANTY CLAIMS AT SCHEDULED SITE VISITS OR SHALL PROVIDE PREPAID RETURN MERCHANDISE AUTHORIZATION OR CALL TAGS, IF REQUIRED BY AGENCY OR DEPARTMENT.

INVOICING: INVOICING SHALL BE DONE ON A BASIS OF EACH ORDER COMPLETED. INVOICES SHALL CLEARLY INDICATE THE QUANTITY, DESCRIPTION, PACKAGING, CONTRACT PRICE AND DATE OF DELIVERY. EACH INVOICE MUST INCLUDE CONTRACT NUMBER DESCRIPTION OF ITEM, DISTRICT OR DEPARTMENT NUMBER AND EMPLOYEE'S NAME, DATE OF COMPLETED DELIVERY AND PRICING.

VENDOR CONTACT INFORMATION:
PETER ST. ONGE
TELEPHONE: 978-657-4740
FAX #: 978-658-0257
EMAIL: PSTONGE@IPP4SAFETY.COM
WEBSITE: IPPSHOES.COM

IF YOU HAVE ANY QUESTIONS REGARDING THIS DOCUMENT PLEASE CONTACT:
DEB LaROSE, PURCHASING AGENT,
TELEPHONE 802-828-4635,
FAX 802-828-2222
E-MAIL: deborah.larose@vermont.gov

WE THE UNDERSIGNED PARTIES AGREE TO BE BOUND BY THIS CONTRACT

By the STATE of VERMONT

By the CONTRACTOR

Date: _____

Date: _____

Signature: _____

Signature: _____

Name: _____

Name: _____

Title: _____

Title: _____

Email: _____

Email: _____