

VENDOR:033797
FLOCK SAFETY
1170 HOWELL MILL RD NW
STE 210
ATLANTA, GA 30318

Req. Del. Date:

Special Inst:

DATE
7/29/2022

PO NUMBER
P-041089

**PURCHASE ORDER NUMBER MUST APPEAR ON ALL INVOICES, PACKAGES
AND PAPERS RELATIVE TO THIS ORDER.**

SHIP TO: DEPARTMENT OF PUBLIC SAFETY
150 E. CROSSTOWN PKWY.
SUITE A
KALAMAZOO, MI 49001

Req. No.:1030918
Dept.:DEPARTMENT OF PUBLIC SAFETY
Contact:PIMPLETON, TRACY
Confirming?No

[illegible]

Invoices must be submitted in one of the following ways:

1) Mail: CITY OF KALAMAZOO
FINANCIAL SERVICES DIVISION
241 W SOUTH ST
KALAMAZOO, MI 49007

2) Fax: (269) 337-8448

3) Email: apinvoice@kalamazoocity.org

SUBTOTAL	99,999.00
TAX	0.00
FREIGHT	0.00
TOTAL	99,999.00

[illegible]

VENDOR COPY

Melissa Fuller

Authorized Signature

Vendor Please Read

1. Materials and/or services must be furnished in compliance with prices, terms and specifications embodied herein, or attached.
2. No changes shall be made without prior written approval of the Purchasing Agent.
3. Rejected materials will be returned at the vendor's expense.
4. Delivery ticket must accompany each shipment.
5. Term discounts date from receipt and acceptance of goods and correct invoice.
6. Invoices must be directed to: apinvoice@kalamazoocity.org
7. The articles listed on this order are purchased solely for the City of Kalamazoo's use. The City of Kalamazoo is exempt from all federal excise tax and state sales and use taxes.

Location of General Terms and Conditions related to this purchase may be found on our website:

<https://www.kalamazoocity.org/PurchasingTerms>

By accepting and utilizing this Purchase Order you are agreeing to all City of Kalamazoo General Terms and Conditions.

NON-DISCRIMINATION CLAUSE FOR ALL CITY OF KALAMAZOO CONTRACTS

The Contractor agrees to comply with the Federal Civil Rights Act of 1964 as amended; the Federal Civil Rights Act of 1991 as amended; the Americans With Disabilities Act of 1990 as amended; the Elliott-Larson Civil Rights Act, Act. No. 453, Public Act of 1976 as amended; the Michigan Handicappers Civil Rights Act, Act No. 220, Public Act of 1976 as amended, City Ordinance 1856 and all other applicable Federal and State laws. The Contractor agrees as follows:

1. The Contractor will not discriminate against any employee or applicant for employment because of race, color, religion, national origin, sex, age, height, weight, marital status, physical or mental disability, family status, sexual orientation or gender identity that is unrelated to the individual's ability to perform the duties of the particular job or position. Such action shall include, but not be limited to the following: employment, upgrading, demotion or transfer, recruitment advertising, layoff or termination; rates of pay or other forms of compensations; and selection for training, including apprenticeship.
2. The Contractor will, in all solicitations or advertisements for employees placed by or on behalf of the Contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, national origin, sex, age, height, weight, marital status, physical or mental disability family status, sexual orientation or gender identity that is unrelated to the individual's ability to perform the duties of the particular job or position.
3. If requested by the City, the Contractor shall furnish information regarding practices, policies and programs and employment statistics for the Contractor and subcontractors. The Contractor and subcontractors shall permit access to all books, records and accounts regarding employment practices by agents and representatives of the City duly charged with investigative duties to assure compliance with this clause.
4. Breach of the covenants herein may be regarded as a material breach of the contract or purchasing agreement as provided in the Elliott-Larsen Civil Rights Act and City Ordinance 1856.
5. The Contractor will include or incorporate by reference the provisions of the foregoing paragraphs 1 through 4 in every subcontract or purchase order unless exempted by the rules, regulations or orders of the Michigan Civil Rights Commission * and will provide in every subcontract or purchase order that said provision will be binding upon each subcontractor or seller.

The Elliott-Larson Civil Rights Act, Sec. 202 of Act. No. 453 of 1976 reads in part as follows:

Sec. 202. (1) An employer shall not:

- (a) Fail or refuse to hire, or recruit, or discharge or otherwise discriminate against an individual with respect to employment, compensation, or a term condition or privilege of employment because of religion, race, color, national origin, age, sex, height, weight or marital status.
- (b) Limit, segregate or classify an employee or applicant for employment in a way which deprives or tends to deprive the employee or applicant of an employment opportunity or otherwise adversely affects the status of an employee or applicant because of religion, race, color, national origin, age, sex, height, weight or marital status.
- (c) Segregate, classify or otherwise discriminate against a person on the basis of sex with respect to a term, condition or privilege of employment, including a benefit plan or system.

* Except for contracts entered into with parties employing less than three employees. 11-13-09