

# PENNSYLVANIA TURNPIKE COMMISSION

## **RETENTION OF AN ENGINEERING FIRM**

Communication Tower Engineering Services

Open End Contract

Systemwide

### **Reference No. 3-275**

The Pennsylvania Turnpike Commission (Commission) will retain one (1) engineering firm (Firm) on an open end contract basis to perform engineering services for communication towers. The Firm shall be the Commission's structural engineer and consultant on all matters assigned concerning its communication towers and shall achieve and maintain uniform evaluation, inspection and documentation of all towers. The Firm shall be a specialist in tower engineering and employ tower inspection experts and Professional Engineers, licensed in Pennsylvania, that have extensive experience in tower structural analysis. The contract will be for a period of four (4) years or \$2,000,000, whichever comes first.

The Commission currently owns and/or operates on 47 self-supporting towers up to 360' tall and 14 monopoles up to 190' tall. The Commission does not own any guyed towers. The Firm shall provide climbers capable of ascending all Commission towers to perform inspections and for all tasks required in support of any project assigned; all certified to have passed training that meets ANSI/OSHA standards and regulations as related to work at wireless communication sites.

The towers are located throughout 21 Pennsylvania counties on sites that vary from Commission facilities adjacent to and directly accessible from the Turnpike; to remote sites accessed by narrow, steep, unimproved dirt roads. The Firm must be capable of accessing any of the Commission towers on any day, in any weather.

The Firm will be required to provide a single Program/Contract Manager responsible for all work and directly responsible for all contractual and administrative issues including agreements, project scopes, proposals, budgets, invoices and change issues; and a single Project Manager for every assigned Project/Work Order. The Project Manager shall be responsible for project management and technical services/issues including, planning, communication, coordination, scheduling, status and quality of all services and deliverables. The Firm must respond to emergency requests from the Commission within 24 hours. The Firm must provide sufficient office and field personnel to support all requested services including, but not limited to, managers, engineers, technicians and administrative and clerical staff.

Required tower engineering and consulting services may include, but are not limited, to the following:

- Structure analysis, design, review, and reporting for existing or proposed communication towers, appurtenances; and ancillary systems, facilities and equipment. Provide structural evaluation of all proposed changes to PTC's towers by others, and/or perform

an independent structural analysis to determine the capacity of existing towers. Coordinate and support Commission Engineering and/or Information Technology Departments and their consultants or contractors on proposed tower work.

- Engineering and design towers and tower structural repairs, reinforcements, and upgrades to correct problems or to increase local or overall tower capacity. Analyze tower loads and their functions to determine ways to increase tower capacity without making major structural changes. Prepare construction and/or bid drawings, specifications, contract documents, constructability reviews and cost estimates for tower work in accordance with PTC standard procedures.
- Perform tower Maintenance and Condition Assessments and field mapping (Climbing Inspection) of structural components, appurtenances, and connections in accordance with TIA-222-G Annex J. Determine tower twist and out-of-plumb deflections. Maintenance and Condition Assessments are performed on Commission towers every five (5) years.
- Visit tower sites and perform visual (ground) inspections to verify, document, and photograph, tower mapping and loadings, and/or to perform condition or damage assessments of tower components, foundation, or tower compounds.
- Perform geotechnical and foundation inspection, analysis, and engineering, including design of foundation and anchor bolt upgrades and reinforcements. Provide Geotechnical Reports for tower sites. Investigate the type and size of existing foundation elements and prepare as-built foundation drawings. Scope, specify, coordinate, direct and/or perform geotechnical site investigations, including subsoil exploration work such as soil boring, rock coring, foundation coring, sampling and testing, etc.
- Provide construction management, administration, and inspection services on tower construction projects as directed, including planning and coordinating work; review of contractor proposals, shop drawings and submittals; answering RFIs and resolving construction issues and discrepancies; monitoring and managing compliance, quality, and quantities of work and project budget and schedule performance. Notify and coordinate with all local, state, and federal agencies having jurisdiction as required to obtain all permits, variances, registrations, reviews and approvals required under all applicable laws and regulations. Attend pre-bid, regular construction job conferences and final inspection meetings.
- Maintain specifications and standards, in accordance with PTC Policy and procedure, for the engineering analysis required for projects involving the design and installation, modification or removal of tower components.
- Tower engineering and analyses must be performed using software that complies with ANSI/TIA-222-G or subsequent standard issued by ANSI/TIA.
- Submit data electronically, as required, for upload to Commission information systems.

- Obtain Federal Communications Commission (FCC) Antenna Structure Registration (ASR). Provide notification to the Federal Aviation Administration (FAA) and perform Aeronautical study, inspection or coordination to determine or design obstruction markings in accordance with FCC, FAA and/or local aviation authority requirements. Obtain FCC Registration Number (FRN), and complete ASR Filing.
- Assist with tower Site Acquisition, and provide Environmental, and Site/Civil Engineering services such as: studies to verify compliance with the National Environmental Policy Act (NEPA), and/or the National Historic Preservation Act (NHPA); Boundary and Topographic Surveys; and preparing zoning and site plans.
- Perform clearance studies to determine or verify site lines and possible obstructions between towers.
- Perform Radiofrequency interference (RF) and Colocation/Intermodulation distortion interference (IM) analyses and reports.
- Determine and report total electromagnetic radiofrequency (RF) levels by calculation and/or field measurement to ensure both general population or occupational human radiation exposure safely complies with FCC OET Bulletin 65, Evaluating Compliance with FCC Guidelines for Human Exposure to Radiofrequency Electromagnetic Fields.
- Grounding/Lightning Protection system inspection and testing. Determine the total resistance of a structure's primary grounds in accordance with IEEE Standard 142-1991.

The following criteria are listed in order of relative importance and will be considered by the Commission's Technical Evaluation Team during the evaluation of the Firm's Statement of Interest for this contract.

- a. Experience and technical proficiency of prime consultant and subconsultants for the type of engineering and design services that are requested based on examples of recently completed projects. The prime consultant shall have a minimum of five (5) years' experience with tower engineering and analysis, including experience with computer software that complies with ANSI/TIA-222-G or subsequent standard issued by ANSI/TIA.
- b. Specific relevant experience of key staff specialized in tower engineering and design projects and TIA-222-G tower structural analysis. Resumes and organizational chart submitted must clearly demonstrate that key staff members, including structural engineers and certified tower climbers, are qualified to provide all essential tower engineering services and technical abilities.
- c. The Firm's Project Management and leadership performance on similar contracts/projects based on examples of recently completed projects.

- d. The Firm's QA/QC program and how accuracy and completeness of all deliverables is ensured. Submit descriptions and examples of the Firm's process and procedures for reviewing and checking work; and how various sub-consultants, design disciplines/departments, etc. are coordinated, monitored, and held accountable to assure quality.

Address these items and any necessary further details in a brief yet comprehensive manner in the Statement of Interest.

## **GENERAL REQUIREMENTS AND INFORMATION**

The Statement of Interest and supporting documentation must include and comply with the following:

1. One page transmittal letter clearly identifying the project reference number, brief description of the project from the advertisement, the firm's federal identification number, the firm's legal name, and contact information for this submission.
2. A four (4)-page (maximum) Statement of Interest on the advertised project. Each firm should demonstrate its ability to perform the requested services. Identify the project manager and staff that are key to the Agreement success and the location of the office responsible for performing the work.

Include full disclosure of any potential conflict of interest by the prime or any subconsultant based on Engineering Involvement Restrictions Guidelines as referenced in PennDOT's Publication 93 (03-15), Section 1.5 – Engineering Involvement Restrictions. If there are no potential conflicts you shall include the following statement: "I have reviewed the Publication 93 (03-15) – Engineering Involvement Restrictions and determined that there are no potential conflicts of interest for anyone on the Agreement team."

Include full disclosure of any potential conflict with the State Adverse Interest of State Advisor or Consultant Statute by the prime or any subconsultant. If there is no adverse interest you shall include the following statement: "I have reviewed the State Adverse Interest Statute and determined that there is no adverse interest for anyone on the Agreement team."

3. An organizational chart for the Project, identifying key personnel and identifying all subconsultants and their specific assignments. Any deviation from the subconsultants listed in the Statement of Interest will require written approval from the Commission's Chief Engineer or Director of Facilities and Energy Management Operations.
4. Location of the firm's headquarters, a listing of all Pennsylvania offices, and number of employees based in Pennsylvania offices. This information can be supplied in any of the parts of the submission listed above.

5. A Consultant Qualification Package similar to the one submitted to the Pennsylvania Department of Transportation for the current year or one that is best suited for this project. A copy of the Consultant Qualification Package printed directly from PennDOT's ECMS website is acceptable.

The Consultant Qualification Package should contain, at a minimum, the following information for the prime consultant and all subconsultants attached to the back of the Statement of Interest (subs to follow primes):

- ECMS General Information and Project Experience Forms or Standard Form (SF) 254/255 or 330 - Architect-Engineer and Related Services Questionnaire in its entirety, either not more than one (1) year old as of the date of the advertisement.
- Examples of recently completed projects of relevant magnitude and scope that demonstrate professional engineering and design methodologies, functionality, technical problem resolution, innovation, constructability, sustainability, maintainability, quality and value.
- Examples of recently completed projects that clearly illustrate effective planning, ability to meet schedules, cost estimating, control, budget performance, resolution of problems and how communication, teamwork and customer service are fostered.
- Resumes of key personnel expected to be involved in the project (limit to three (3) 8<sup>1</sup>/<sub>2</sub> x 11 pages, per person). Only resumes of key personnel should be included.
- Copy of the firm's registration to do business in the Commonwealth as provided by the Department of State for firms with out-of-state headquarters or corporations not incorporated in Pennsylvania.

By including an individual's resume in a Statement of Interest for this Agreement, the consultant firm is certifying that they have the individual's approval to use his or her name in this Statement of Interest.

By submitting a Statement of Interest for an Agreement that requests engineering services, the consulting firm is certifying that the firm is qualified to perform engineering services in accordance with the laws of the Commonwealth of Pennsylvania. A firm not eligible to submit due to this requirement may submit a Statement of Interest as a part of a joint venture with an individual, firm or corporation that is permitted under State law to engage in the practice of engineering.

If a Joint Venture responds to the advertisement, the Commission will not accept separate Statements of Interest from the Joint Venture constituents. A firm will not be permitted to submit a Statement of Interest on more than one (1) Joint Venture for the same Agreement. A firm that responds to this advertisement as a prime may not be included as a designated sub consultant to another firm that responds as a prime to this advertisement. Multiple responses under any of the foregoing situations will cause the rejection of all responses of the firm or firms involved. The

above does not preclude a firm from being designated a subconsultant to more than one (1) prime responding to this advertisement.

In the Statement of Interest each firm should demonstrate the roles of each subconsultant and the extent that each subconsultant will be utilized.

Firms submitting a Statement of Interest document that does not comply with the above requirements will not be considered for this assignment.

The Commission's **Diverse Business Requirements** for this procurement and a resulting contract are identified in **Appendix A**. Small firms, Diverse Businesses (DB) and other firms who have not previously performed work for the Commission are encouraged to submit a Statement of Interest. Responding firms shall clearly identify in their submission DB firms that are expected to participate in this contract and provide proof of DB certification (by one of the five Third-Party Certifying Organizations listed in Appendix A) in the form of a certificate or letter. **The minimum participation level for DBs in this contract will be 10%.**

A Statement of Interest submission that includes or considers a firm's cost as a factor will be disqualified.

Contractor Integrity Provisions will apply to this contract upon award and the awarded vendor may be required to complete a Background Qualifications Questionnaire prior to entering into an Agreement with the Commission and attend annual ethics training provided by the Commission. Proposers can find these two documents on the Commission's website at [www.paturndpike.com](http://www.paturndpike.com) (Doing Business, General Information, Integrity Provisions).

Firms interested in performing the above services are invited to submit **four (4)** copies of a Statement of Interest and required information to Mr. Donald S. Klingensmith, P.E., Director of Procurement and Logistics, at the PA Turnpike Commission Administration Building. Our ground address for overnight/next-day deliveries is 700 South Eisenhower Boulevard, Middletown, PA 17057. Our mailing address for U.S. Mail is P. O. Box 67676, Harrisburg, PA 17106-7676. Please note that use of U.S. Mail, FedEx, UPS, or other delivery services does not guarantee delivery to the Contracts Administration Department by the time listed below for submission. Firms mailing a Statement of Interest should allow sufficient delivery time to ensure timely receipt of its Statement of Interest.

The Statement of Interest and required information must be received by the Contracts Administration Department by 2:00 PM, Local Time, **Wednesday, March 30, 2016**. Any Statements of Interest received after this date and time will be time-stamped and rejected.

Based on an evaluation of acceptable Statements of Interest received in response to this solicitation, one firm will be selected by the Commission from this advertisement. Technical Proposals will not be requested before the selection. Statements of interest will be reviewed, evaluated, and rated by a Technical Evaluation Team (TET) of qualified personnel based on the evaluation criteria listed above. The TET will present the evaluations to the Professional Services Procurement Committee (PSPC). The PSPC will review the TET's evaluation and

provide the Commission with the firm(s) determined to be highly recommended for this assignment.

The Commission will select the most highly qualified firm for the assignment or the firm whose proposal is determined to be most advantageous to the Commission by considering the TET's evaluation and the PSPC's determination as to each firm's rating. In making the PSPC's determination and the Commission's decision, additional selection factors may be considered taking into account the estimated value, scope, complexity and professional nature of the services to be rendered and any other relevant circumstances. Additional selection factors may include, when applicable, the following: geographic location and proximity of the firm, firm's Pennsylvania presence or utilization of Pennsylvania employees for the assignment; equitable distribution of work; diversity inclusion; and any other relevant factors as determined as appropriate by the Commission

The Commission may revise a published advertisement. If the Commission revises a published advertisement less than ten days before the Statement of Interest due date, the due date will be extended to maintain the minimum ten-day advertisement duration if the revision alters the project scope or selection criteria. Firms are responsible to monitor advertisements to assure the Statement of Interest complies with any changes in the published advertisement.

The Commission reserves the right to reject all Statements of Interest, to cancel solicitation requested under this notice, and/or to re-advertise solicitation for the work and services.

Sean Logan  
Chairperson

## APPENDIX A

### DIVERSE BUSINESS (DB) REQUIREMENTS

**Diverse Business Participation.** The Commission is committed to Diverse Business (DB) participation on competitive contracting opportunities. Firms or entities that have not previously performed work or provided services to the Commission are encouraged to respond to the solicitations. RFPs may include DB participation as part of the criteria for the evaluation of proposals (for the purposes of this specification Statements of Interest are synonymous with Proposals), and the Commission may consider DB participation as a selection factor.

**Minimum Participation Level (MPL).** The minimum participation level (MPL) for the inclusion of DBs will be established in the RFP/advertisement as a percentage.

**(a) General Requirements.** Section 303 of Title 74 of the Pennsylvania Consolidated Statutes, 74 Pa.C.S. § 303, requires proposer on contracts funded pursuant to the provisions of Title 74 (Transportation) and 75 (Vehicle Code) administered and issued by the Commission to make Good Faith Efforts to solicit subconsultants that are Diverse Businesses (DBs) as defined in Section 303. The DB requirements of Section 303 apply to this contract.

Section 303 requires proposers to make Good Faith Efforts, as described below, to solicit subconsultants that are DBs during the proposal process to maximize participation of DBs in competitive contracting opportunities.

The Commission is committed to participation by DBs and will enforce the requirements of Section 303 and this section. Failure to make Good Faith Efforts and demonstrate such Good Faith Efforts in the solicitation of subconsultants may result in the proposer being declared ineligible for the contract.

Proposers shall document and submit to the Commission all Good Faith Efforts, as described in this section, to solicit subconsultants that are DBs during the solicitation process.

Proposers are encouraged to utilize and give consideration to consultants offering to utilize DBs in the selection and award of contracts.

Proposers shall not discriminate on the basis of gender, race, creed or color in the award and performance of contracts in accordance with 62 Pa.C.S. §3701.

Failure to comply with the requirements of Section 303 or this specification may result in the imposition of sanctions as appropriate under section 531 of the Procurement Code, 62 Pa.C.S. § 531 relating to debarment and suspension.

The Commission's Director of the Office of Diversity and Inclusion, or designee, is designated the Responsible Official who shall supervise the DB program and ensure that the Commission complies with the DB program.

**(b) Definitions.** The following definitions apply to terms used in this specification:

- 1. Disadvantaged Business** – A business that is owned or controlled by a majority of persons, not limited to members of minority groups, who are subject to racial, social, ethnic prejudice or cultural bias.
- 2. Diverse Business** – A disadvantaged business, minority-owned or women-owned



business or service-disabled veteran-owned or veteran-owned small business that has been certified by a third-party certifying organization.

**3. Minority-owned Business** – A business owned and controlled by a majority of individuals who are African Americans, Hispanic Americans, Native Americans, Asian Americans, Alaskans or Pacific Islanders.

**4. Professional Services** – An industry of infrequent, technical or unique functions performed by independent contractors or consultants whose occupation is the rendering of the services, including: (1) design professional services as defined in 62 Pa.C.S. § 901 (relating to definitions); (2) legal services; (3) advertising or public relations services; (4) accounting, auditing or actuarial services; (5) security consultant services; (6) computer and information technology services; and (7) insurance underwriting services.

**5. Pro Forma Effort** – The act of completing a form or document identifying efforts to solicit DBs for a project in order to satisfy criteria with little or no expectation that the DBs contacted or identified will perform any of the work.

**6. Service-Disabled Veteran-Owned Small Business** – A business in the United States which is independently owned and controlled by a service-disabled veteran(s), not dominant in its field of operation, and employs 100 or fewer employees.

**7. Subconsultant** – Any individual, partnership, firm, or corporation entering into a contract with the prime consultant for work under the contract, including those providing professional and other services.

**8. Third-party Certifying Organization** – An organization that certifies a small business, minority-owned business, women-owned business or veteran-owned small business as a diverse business. The term includes: (1) the National Minority Supplier Development Council; (2) the Women's Business Development Enterprise National Council; (3) the Small Business Administration; (4) The Department of Veteran Affairs; (5) the Pennsylvania Unified Certification Program.

**9. Veteran-owned Small Business** – A small business owned and controlled by a veteran or veterans.

**10. Women-Owned Business** – A business owned and controlled by a majority of individuals who are women.

**(c) Actions Required by Proposer during the procurement/consultant selection phase**

**1. Submission Requirements – Consultant Responsiveness.**

- a. **Minimum Participation Level (MPL) Documentation** - If the documentation submitted in conjunction with the proposal demonstrates that the proposer has identified DBs sufficient to meet the MPL established for this

contract, the proposer will be deemed to have satisfied the DB requirement during this phase. The proposer is required to provide the business name and business address of each DB and supporting documentation that includes proof of certification.

If the consultant's proposal demonstrates the consultant's inability to meet the MPL established for this contract, the proposer shall demonstrate Good Faith Efforts within 7 calendar days of being notified of the selection. Submit written documentation by email at [RFP-Q@paturnpike.com](mailto:RFP-Q@paturnpike.com). Failure to submit the required documentation demonstrating Good Faith Efforts as further described below within 7 calendar days of being notified of selection may result in a rejection of the proposal.

- b. If no MPL has been established for this contract, the proposer is required to either provide a statement of intent that it will self-perform 100% of the work for the agreement, or demonstrate Good Faith Efforts to solicit subconsultants that are DBs. In either case documentation shall be made within 7 calendar days of being notified of selection. Submit written documentation by email at [RFP-Q@paturnpike.com](mailto:RFP-Q@paturnpike.com).

Failure to submit the required information identified above within 7 calendar days of being notified of selection may result in a rejection of the proposal.

**2. Good Faith Effort Requirements:** The documentation of Good Faith Efforts must include the business name and business address of each DB considered. Supporting documentation must also include proof of certification and any explanation of Good Faith Efforts the proposer would like the Commission to consider. Any services to be performed by a DB are required to be readily identifiable to the agreement. Good Faith efforts are demonstrated by seeking out DB participation in the project given all relevant circumstances. The Commission requires the proposer to demonstrate more than Pro Forma Efforts. Evidence of Good Faith Efforts includes, but is not limited to:

- a. Consultant solicits through all reasonable and available means the interest of all certified DBs with the capacity to perform the scope of work set forth in the agreement.
- b. The proposer must provide written notification at least 5 business days before solicitations are due to allow the DBs to respond to the solicitation.
- c. The proposer must determine with certainty if DBs are interested by taking appropriate steps to follow up initial solicitations.
- d. The proposer must make efforts to select portions of the work to be performed by DBs to include, where appropriate, breaking out contract work into economically feasible units to facilitate DB participation;
- e. It is the proposer's responsibility to make a portion of the work available to DBs and, to select those portions of the work, so as to facilitate DB participation.

- f. The proposer shall provide evidence of such negotiations that include the names, addresses, and telephone numbers of DBs considered; A description of the information provided regarding the required work and services for the work selected for subconsultants; and evidence as to why additional agreements could not be reached for DBs to perform the work.
- g. Proposers cannot reject or withhold solicitation of DBs as being unqualified without sound reasons based on a thorough investigation of their capabilities.
- h. The DB's standing within its industry, membership in specific groups, organizations or associations and political or social affiliations (for example union v. non-union employee status) are not legitimate causes for the rejection or non-solicitation of proposals in the proposer's efforts to meet the Good Faith Efforts requirement.
- i. Efforts to assist interested DBs in obtaining bonding, lines of credit or insurance.

**3. Actions Taken by the Commission.** After the apparent successful proposer has been notified of its selection, the Commission will review the submissions to determine whether the proposer has complied with Section 303 and this specification in the selection of DB subconsultants. The Commission will determine whether the proposer has either met the MPL or provided acceptable documentation as noted above. The Commission reserves the right to contact proposers for clarification during the review and negotiation process.

If the Commission determines that the proposer has failed to either meet the MPL or provide acceptable documentation as noted above, the proposal may be rejected.

**(d) Consultant Requirements During Performance of Services.**

**1. Replacement of a DB Subconsultant.** Consultant must continue good faith efforts through completion of the contract. The obligation to make Good Faith Efforts to solicit subconsultants for any type of service extends to additional work required for any service which is identified to be performed by a DB. If at any time during the performance of the work, it becomes necessary to replace or add a subconsultant that is a DB, the consultant, as appropriate, shall immediately notify the Commission and seek approval in writing in accordance with the Agreement of the need to replace the DB, which notice shall include the reasons for the replacement. If a prime consultant who originally indicated that it would self-perform all work subsequently decides to use a subconsultant for any work under the contract, the consultant must submit documentation of all Good Faith Efforts as to the work for which a subconsultant is obtained.

**2. Records.** Maintain project records as are necessary to evaluate DB compliance and as necessary to perform the reporting function addressed below. Maintain all records for a period of 3 years following acceptance of final payment. Make these records available for inspection by the Commission, its designees or agents. These records should indicate:

**2.a.** The number of DB and non-DB subconsultants and the type of services performed on or incorporated in this project.

**2.b.** The progress and efforts made in seeking out DB subconsultant organizations and individual DB consultants for work on this project to increase the amount of DB participation and/or to maintain the commitments made at the time of the proposal to DBs.

**2.c.** Documentation of all correspondence, contacts, telephone calls, and other contacts made to obtain the service of DBs on this project.

**3. Reports.** Maintain monthly reports and submit reports as required by the Commission concerning those contracts and other business executed with DBs with respect to the records referred to in subsection (e)2. above in such form and manner as prescribed by the Commission. At a minimum, the Reports shall contain the following:

**3.a** The number of Contracts with DBs noting the type of services provided, including the execution date of each contract.

**3.b** The amounts paid to each DB during the month, the dates of payment, and the overall amounts paid to date. If no payments are made to a DB during the month, enter a zero (\$0) payment.

**3.c** Upon request and upon completion of individual DB firm's work, submit paid invoices or a certification attesting to the actual amount paid. In the event the actual amount paid is less than the award amount, a complete explanation of difference is required.

#### **4. Subconsultant Contracts**

**4.a.** Subcontracts with DB firms will not contain provisions waiving legal rights or remedies provided by laws or regulations of the Federal Government or the Commonwealth of Pennsylvania or the Commission through contract provisions or regulations.

**4.b.** Prime consultant will not impose provisions on DB subconsultants that are more onerous or restrictive than the terms of the prime's contract with non-DBs.

**4.c.** Executed copies of subcontracts/purchase orders are to be received by the Commission before the commencement of work by the DB.

**5. Payments to DB Subconsultants.** Payments to DBs are to be made in accordance with the prompt payment requirements of Chapter 39, Subchapter D of the Procurement Code, 62 Pa.C.S. §3931 et seq. Performance of services by a DB subconsultant in accordance with the terms of the contract entitles the subconsultant to payment.

**(e) Actions to be Taken by Commission After Performance of Services.** Following completion of the Consultant's services, the Director of the Commission's Office of Diversity and Inclusion or his/her designee will review the overall DB participation to assess the Consultant's compliance with Section 303 and this contract. Appropriate sanctions may be imposed under 62 Pa.C.S. § 531 (relating to debarment or suspension) for a Consultant's failure to comply with Section 303 and the requirements of the contract.