VENDOR

VENDOR

PURCHASE ORDER

TEXAS A&M FOREST SERVICE PURCHASING DEPARTMENT

Page 01

Order Date 08/20/2021

200 Technology Way, Suite 1120, College Station, TX 77845-3424; Phone 979-458-7380, FAX 979-458-7386

Purchase Order	(Include this number on all	VENDOR GUARANTEES	INVOICE TO:		
No.	correspondence and packages)	MERCHANDISE DELIVERED ON THIS ORDER WILL MEET OR EXCEED SPECIFICATIONS IN THE BID INVITATION.	TEXAS A&M FOREST SERVICE		
P200044			LUFKIN-FRP RURAL FIRE DEFENSE FOREST RESOURCE PROTECTION PO BOX 310 LUFKIN TX 75902	SE	

18419316810 NORTHSTAR SOLUTIONS LLC 3013 KINGSBARNS THE COLONY, TX 75056-6614

ALL TERMS AND CONDITIONS SET FORTH IN OUR BID INVITATION BECOME A PART OF THIS ORDER.
--

SHIP TO:

481 TEXAS FOREST SERVICE LOOP BLDG A456 LUFKIN TX 75904

LUFKIN-FRP RURAL FIRE DEFENSE

TEXAS A&M FOREST SERVICE

ANY EXCEPTIONS TO PRICING OR DESCRIPTION CONTAINED HEREIN MUST BE APPROVED BY THE TEXAS A&M FOREST SERVICE PURCHASING DEPARTMENT PRIOR TO SHIPPING.

PLEASE NOTE: I	FYOUR	NVOICE IS	NOT	ADDRESSED	AS	INSTRUCTED
PAYMENT WILL I	BE DELA	YED.				

Item	Description	Quantity	NON	Unit Price	Ext Price
	USER REF: 000000-TEF				
1	CLEANING SERVICE FOR A-456 ONE DAY/WEEK TO INCLUDE: DUSTING OF ALL AREAS, TRASH REMOVAL CLEAN FLOORS, CLEAN/DISINFECT ALL BATHROOMS, CLEAN & DISINFECT KITCHENETTES, AND SPOT CLEAN INTERIOR OF ANY/ALL WINDOWS.	51	WKS	35.000	1,785.00
2	CLEANING SERVICE FOR A-411 ONE DAY/WEEK TO INCLUDE: DUSTING OF ALL AREAS, TRASH REMOVAL CLEAN FLOORS, CLEAN/DISINFECT ALL BATHROOMS, CLEAN & DISINFECT KITCHENETTES, AND SPOT CLEAN INTERIOR OF ANY/ALL WINDOWS.	51	WKS	35.000	1,785.00
3	CLEANING SERVICE FOR A-453 ONE DAY/WEEK TO INCLUDE: DUSTING OF ALL AREAS, TRASH REMOVAL CLEAN FLOORS, CLEAN/DISINFECT ALL BATHROOMS, CLEAN & DISINFECT KITCHENETTES, AND SPOT CLEAN INTERIOR OF ANY/ALL WINDOWS.	51	WKS	35.000	1,785.00
4	CLEANING SERVICE FOR A-468 ONE DAY/WEEK TO INCLUDE: DUSTING OF ALL AREAS, TRASH REMOVAL CLEAN FLOORS, CLEAN/DISINFECT ALL BATHROOMS, CLEAN & DISINFECT KITCHENETTES, AND SPOT CLEAN INTERIOR OF ANY/ALL WINDOWS.	51	WKS	35.000	1,785.00
5	CLEANING SERVICE FOR A-467 ONE DAY/WEEK TO INCLUDE: DUSTING OF ALL AREAS, TRASH REMOVAL CLEAN FLOORS, CLEAN/DISINFECT ALL BATHROOMS, CLEAN & DISINFECT KITCHENETTES, AND SPOT CLEAN INTERIOR OF ANY/ALL WINDOWS.	51	WKS	35.000	1,785.00
6	CLEANING SERVICE FOR HUDSON DISTRICT OFFICE ONE DAY/WEEK TO INCLUDE: DUSTING OF ALL AREAS, TRASH REMOVAL, CLEAN FLOORS, CLEAN/ DISINFECT ALL BATHROOMS, CLEAN & DISINFECT	51	WKS	35.000	1,785.00
AJD					
Toyas A&	M Forest Service cannot accept collect freight shipments.				

Texas A&M Forest Service cannot accept collect freight shipments.

DESTINATION FRT INCLUDED FOB:

FAILURE TO DELIVER - If the vendor fails to deliver these supplies by the promised delivery date or a reasonable time thereafter, without giving acceptable reasons for delay, or if supplies are rejected for failure to meet specifications, the State reserves the right to purchase specified supplies elsewhere, and charge the increase in price and cost of handling, if any, to the vendor. No substitutions nor cancellations permitted without prior approval of Purchasing Department.

The State of Texas is exempt from all Federal Excise Taxes.

STATE AND CITY SALES TAX EXEMPTION CERTIFICATE: The undersigned claims an exemption from taxes under Texas Tax Code, Section 151.309 (4), for purchase of tangible personal property described in this numbered order, purchased from contractor and/or shipper listed above, as this property is being secured for the exclusive use of the State of Texas. The Terms and Conditions of the State of Texas shall prevail.

Terms:

IN ACCORDANCE WITH YOUR BID, SUPPLIES/EQUIPMENT MUST BE PLACED IN THE DEPARTMENT RECEIVING ROOM BY

THIS ORDER IS NOT VALID UNLESS SIGNED BY THE PURCHASING AGENT TEXAS A&M FOREST SERVICE

VENDOR

PURCHASE ORDER

TEXAS A&M FOREST SERVICE PURCHASING DEPARTMENT 08/20/2021

Page 02

200 Technology Way, Suite 1120, College Station, TX 77845-3424; Phone 979-458-7380, FAX 979-458-7386

Purchase Order (Include this number on all correspondence and packages)	VENDOR GUARANTEES	INVOICE TO:
No. correspondence and packages) P200044	MERCHANDISE DELIVERED ON THIS ORDER WILL MEET OR EXCEED SPECIFICATIONS IN THE BID INVITATION.	TEXAS A&M FOREST SERVICE LUFKIN-FRP RURAL FIRE DEFENSE FOREST RESOURCE PROTECTION PO BOX 310 LUFKIN TX 75902
ENDOR	ALL TERMS AND CONDITIONS SET	
18419316810 NORTHSTAR SOLUTIONS LLC	FORTH IN OUR BID	SHIP TO:
NORTHSTAR SOLUTIONS LLC 3013 KINGSBARNS THE COLONY, TX 75056-6614	A PART OF THIS ORDER.	TEXAS A&M FOREST SERVICE LUFKIN-FRP RURAL FIRE DEFENSE 481 TEXAS FOREST SERVICE LOOP BLDG A456 LUFKIN TX 75904

ANY EXCEPTIONS TO PRICING OR DESCRIPTION CONTAINED HEREIN MUST BE APPROVED BY THE TEXAS A&M FOREST SERVICE PURCHASING DEPARTMENT PRIOR TO SHIPPING. PLEASE NOTE: IF YOUR INVOICE IS NOT ADDRESSED AS INSTRUCTED PAYMENT WILL BE DELAYED.

Item	Description	Quantity	UOM	Unit Price	Ext Price
7	KICHENETTES AND SPOT CLEAN INTERIOR WINDOWS CLEANING SERVICE FOR WAREHOUSE ONE DAY/WEEK TO INCLUDE: DUSTING OF ALL AREAS, TRASH REMOVAL, CLEAN FLOORS, CLEAN/DISINFECT ALL BATHROOMS, CLEAN/DISINFECT KITCHENETTES AND SPOT CLEAN INTERIOR OF ANY/ALL WINDOWS.	51	WKS	35.000	1,785.00
8	CLEANING SERVICE FOR TICC BLDG ONE DAY/WEEK TO INCLUDE: DUSTING OF ALL AREAS, TRASH RE- MOVAL, CLEAN FLOORS, CLEAN/DISINFECT ALL BATHROOMS, CLEAN/DISINFECT KITCHENETTES AND SPOT CLEAN INTERIOR OF ANY/ALL WINDOWS.	51	WKS	35.000	1,785.00
				TOTAL	14,280.00
	***** NET 30 ***** NOTE TO VENDOR: "SHIP TO" AND "INVOICE TO" ADDRESSES MAY DIFFER. FAILURE TO SUBMIT INVOICE TO PROPER ADDRESS MAY RESULT IN DELAYED PAYMENT. PRICING, TERMS AND CONDITIONS OF IFB-21-007 SHALL APPLY TO THIS PROJECT. WINNING VENDORS PROPOSAL IS ATTACHED. VENDOR QUOTE: IFB-21-007 VENDOR REF: TONY BEAMON AT 972-333-6502				
AJD					

Texas A&M Forest Service cannot accept collect freight shipments.

FOB: DESTINATION FRT INCLUDED

FAILURE TO DELIVER - If the vendor fails to deliver these supplies by the promised delivery date or a reasonable time thereafter, without giving acceptable reasons for delay, or if supplies are rejected for failure to meet specifications, the State reserves the right to purchase specified supplies elsewhere, and charge the increase in price and cost of handling, if any, to the vendor. No substitutions nor cancellations permitted without prior approval of Purchasing Department.

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IN ACCORDANCE WITH YOUR BID, SUPPLIES/EQUIPMENT MUST BE PLACED IN THE DEPARTMENT RECEIVING ROOM BY

THIS ORDER IS NOT VALID UNLESS SUME BY THE PURCHASING AGENT

Received Fax : Jul 19 2021 1:31PM Fax Station : HP Fax page 16

Jul 19 2021 12:43pm

INVITATION FOR BID - RETURN SEALED BIDS TO:

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	OREST SERVICE	BID OPENING: July	22, 2021 @	2:00 p.m	CST	
	DEPARTMENT OGY WAY STE 1151	BID NO: /FB-21-007	-			
TOUL ECE STATION TY 77845 2424		MODTHE	STAR SOLU			
HONE 979-45	B-7380 FAX 979-458-7387 Description		Quantity	UON	Unit Price	Ext Price
1 Provi Texa furnis to inc vacu clear wind prefe *Clea (Mon Note:	ide janitorial services <u>one day per week</u> at ear s A&M Forest Service buildings listed below. sh all cleaning equipment and supplies. Janito clude dusting of all areas, cleaning floors (swe uming all rugs/carpet, disinfecting all surfaces ing and disinfecting restrooms, spot cleaning ows, and dusting mini blinds and desks of ass tr/request. ming must be done during normal TFS busin iday-Friday 8 am – 5 pm)* Quantity of 51 weeks rather than 52 due to bus d for Winter Break in December/January.	Vendor is to mal services are eep & mop), , emptying trash, interior of any/all sociates who mess hours only	uuantity	UUM	UNICPACE	
01000						
8			51	Per		
	Lufkin, TX 75904 – <u>6 offices plus restrooms areas (hallways, kitchenette, copy rooms, etc</u>		weeks	week	\$ <u>35.00</u>	\$ <u>1785.00</u>
b	 Building A-411 located at 481 Texas Forest Se Lufkin, TX 75904 – <u>6 offices plus restrooms a</u> areas (hallways, kitchenette, copy rooms, etc.) 	and common	51 weeks	Per week	\$	\$ ^{1785.00}
c	Building A-453 located at 481 Texas Forest Se Lufkin, TX 75904 – <u>6 offices plus restrooms areas (hallways, kitchenette, copy rooms, etc</u>	and common	51 weeks	Per week	\$	\$ <u>1785.00</u>
d	Building A-468 located at 481 Texas Forest So Lufkin, TX 75904 - <u>5 offices plus restrooms</u> areas (hallways, kitchenette, copy rooms, etc	and common	51 weeks	Per week	\$35.00	\$_1785.00
e	 Building A-467 located at 481 Texas Forest Se Lufkin, TX 75904 - <u>4 offices plus restrooms a</u> areas (hallwavs, kitchenette, copy rooms, etc.) 	and common	51 weeks	Per week	\$	\$
f	Hudson District Office located at 155 Texas E Loop Lufkin, TX 75904 - 7 offices plus restro areas (hallways, kitchen, copy rooms, etc.)		51 weeks	Per wcck	\$_35.00	\$_1785.00
ĝ	Warehouse Building located at 245 Texas For Lufkin, TX 75904 – <u>4 offices plus restrooms</u> (hallways, kitchenette, copy rooms, etc.)		51 weeks	Per week	\$_35.00	\$ 1785.00
h	TICC building located at 1097 Texas Forest S Lufkin, TX 75904 - <u>10 offices plus restrooms</u> areas (hallways, kitchenette, copy rooms, etc.)	and common	51 weeks	Per week	\$ ^{35.00}	S_1785.00
	G	RAND TOTAL \$				<u>\$ 14,280.00</u>

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ATTACHMENT A **TEXAS A&M FOREST SERVICE** PURCHASE ORDER **TERMS AND CONDITIONS**

REQUIREMENTS OF AWARDED BID

- Vendor must comply with all rules, regulations and statutes relating to purchasing in the State of Texas in addition to the requirements of this form. 1.1
- 12 Vendor must have price per unit shown. Unit prices shall govern in the event of extension errors.
- Awarded bid was submitted to the Texas A&M Forest 1.3 Service (TFS) on or before the hour and date specified for the bid opening.
- Late and/or unsigned bids were not considered under any 1.4 Person signing bid must have the circumstances. authority to bind the firm in a contract.
- Awarded bid quoted F.O.B. destination, freight prepaid and allowed unless otherwise stated within the order. 1.5
- 1.6 Bid prices are to be firm for TFS acceptance for 60 days from opening date. Cash discounts offered will be taken if earned
- Bid cannot be altered or amended after opening time. Any 1.7 alterations made before opening time should be initialed by bidder or his authorized agent. No bid can be withdrawn after opening time without approval by TFS Purchasing Office based on a written acceptable reason.
- Purchases made for TFS are exempt from the State Sales tax and Federal Excise tax. Do not include tax in quotation. Excise Tax Exemption Certificate will be 1.8 . furnished by TFS upon request.
- TFS reserves the right to accept or reject all or any part of any bid, waive minor technicalities and award the bid to 19 best serve the interests of the TFS.
- 1.10 Late, illegible, incomplete, or otherwise non-responsive bids will not be considered.
- SPECIFICATIONS
- Vendor shall furnish items as specified by model or catalogue numbers, brand names or manufacture referenced on the purchase order. 2.1
- Unless otherwise specified, items shall be new and 2.2 unused and of current production. All electrical items must meet all applicable OSHA
- 2.3 standards and regulations, and bear the appropriate listing from UL, FMRC or NEMA.
- TFS will not be bound by any oral statement or 2.4 representation contrary to the written specifications of this purchase order. Manufacturer's standard warranty shall apply unless
- 2.5 otherwise stated in the IFB.
- TIE BIDS 3. Awards will be made in accordance with TAC Rule 20.36 (b) (3) and 20.38 (preferences).
- DELIVERY Delivery shall be within the quoted number of days required to place material in receiving agency's designated location under normal conditions. Delivery 41 days mean calendar days, unless otherwise specified. Failure to state delivery time obligates bidder to deliver in 14 calendar days. Unrealistic delivery promises may cause bid to be disregarded.
- If delay is foreseen, vendor shall give written notice to TFS. Vendor must keep TFS advised at all times of order 4.2 status. Default of promised delivery (without accepted reasons) or failure to meet specifications authorizes TFS to purchase supplies elsewhere and charge full increase, if any, in cost and handling to defaulting vendor. No substitutions permitted without TFS written approval.
- 4.3
- 4.4 Delivery shall be made during normal working hours only, unless prior approval has been obtained from TFS. Each shipment must be accompanied by a packing slip 4.5
- which shows the TFS Purchase Order number and the description, quantity shipped and any back-ordered quantity for each item shipped. Each package must be clearly marked with the destination address and TFS Purchase Order number. INSPECTION AND TESTS 5
- All goods will be subject to inspection and test by TFS. Authorized TFS personnel shall have access to any supplier's place of business for the purpose of inspecting merchandise. Tests shall be performed on samples submitted with the bid or on samples taken from regular shipment. All costs shall be borne by the vendor in the event products tested fail to meet or exceed all conditions and requirements of the specification. Goods delivered and rejected in whole or in part may, at the TFS' option, will be returned to the vendor or held for disposition at vendor's expense. Latent defects may result in revocation of acceptance.

AWARD OF CONTRACT AND FORCE MAJURE 6.

A response to this IFB is an offer to contract based upon the terms, conditions and specifications contained herein. Bids do not become contracts until they are accepted through a TFS purchase order. The contract shall be governed, construed and interpreted under the laws of the State of Texas, and as same may be amended. Any legal actions must be filed in Brazos County, Texas. The TFS may grant relief from performance of the contract if the vendor is prevented from compliance and performance by the act of war, order of legal authority, act of God, or other unavoidable causes not attributed to the fault or negligence of the contractor. To obtain release on Force Majure, the vendor must file a written request to the TFS.

PAYMENT 7.

Vendor shall submit one (1) copy of an itemized invoice referencing TFS Purchase Order number. TFS will incur no penalty for late payment if made in 30 or fewer days from receipt of goods or services and an uncontested invoice. TFS will not be liable for payment of invoices received six (6) or more months after receipt of goods/services.

PATENTS OR COPYRIGHTS

Vendor agrees to protect the TFS from claims involving infringement of patents or copyrights. VENDOR ASSIGNMENTS 9.

Vendor hereby assigns to TFS any and all claims for overcharges associated with this contract arising under the antitrust laws of the United States 15 U.S.C.A. Section 1, et seq. (1973), and the antitrust laws of the State of Texas, TEX. Bus. & Comm. Code Ann. Sec. 15.01, et seq. (1967). Inquiries pertaining to quotation must give the quotation number and opening date. BIDDER AFFIRMATION

10.

Signing a bid with a false statement is a material breach of contract and shall void the submitted bid or any resulting contracts, and the bidder shall be removed from all bid By signature hereon affixed, the bidder hereby lists. certifies that:

- 10.1 The bidder has not given, offered to give, nor intends to give at any time hereafter any economic opportunity, future employment, gift, loan, gratuity, special discount, trip, favor, or service to a public servant in connection with the submitted quotation. The bidder is not currently delinquent in the payment of
- 10.2 any franchise tax owed the State of Texas
- 10.3 Neither the bidder nor the firm, corporation, partnership or institution represented by the bidder, or anyone acting for such firm, corporation or institution has violated the antitrust laws of this State, or the Federal Antitrust Laws, (see Section 9 above) nor communicated directly or indirectly the bid made to any competitor or any other person engaged in such line of business.
- Pursuant to Section 2155.004(a) Government Code the bidder has not received compensation for participation in 10.4
- the preparation of the specification for this IFB. Pursuant to Section 231.006 (d), Family Code, re: child support, the bidder certifies that the individual or business 10.5 entity named in this bid is not ineligible to receive the specified payment and acknowledges that this contract may be terminated and payment may be withheld if this certification is inaccurate.
- Pursuant to Section 2155.004(b) Government Code the 10.6 bidder certifies that the individual or business entity name in this bid is not ineligible to receive the specified payment and acknowledges that this contract may be terminated
- and/or payment withheld if this certification is inaccurate. The Contractor shall defend, indemnify, and hold harmless the State of Texas, all of its officers, agents and 107 employees from and against all claims, actions, suits, demands, proceedings, costs, damages, and liabilities, arising out of, connected with, or resulting from any acts or omissions of contractor or any agent, employee, subcontractor, or supplier of contractor in the execution of
- subcontractor of supplied to contractor in the execution of performance, of this contract. Bidder agrees that any payment due under this contract will be applied towards eliminating any debt or delinquency, regardless of when it arises, including but not limited to delinquent taxes and child support that is owed to the Orient of Torus 10.8 to the State of Texas.
- Bidder certifies that they are in compliance with section 10.9 669.003 of the Government Code, relating to contracting with executive head of a State agency. If section 669.003 applies, bidder will complete the following information in order for the bid to be evaluated:

Name of Former Executive: _ Name of State Agency:

Date of Separation from State Agency: ____

Position with Bidder:

Date of Employment with Bidder: _

- 10.10 Bidder agrees to comply with Government Code 2155.4441, pertaining to service contract use of products
- in the State of Texas. Contractor understands that acceptance of funds under 10.11 this contract acts as acceptance of the authority of the State Auditor's Office, or any successor agency, to conduct an audit or investigation in connection with those funds. Contractor further agrees to cooperate fully with the State Auditor's Office or its successor in the conduct of the audit or investigation, including providing all records requested. Contractor will ensure that this clause concerning the authority to audit funds received indirectly by subcontractors through Contractor and the requirement by observation and one subservation and the requirement to cooperate is included in any subcontract it awards. BUSINESS OWNERSHIP Pursuant to Section 231.006 (c), Family Code, quotation
- 11.
 - must include name and Social Security Number of each person with at least 25% ownership of the business entity

submitting quotation. Bidders that have pre-registered this information on the TPASS Centralized Master Bidders List have satisfied the requirement. If not pre-registered, attach name & social security number for each person. Otherwise, information must be provided prior to award. NOTE TO BIDDER

Any terms and conditions attached to a bid will not be considered. Such terms and conditions may result in

disqualification of the bid. ALTERNATIVE DISPUTE RESOLUTION

12.

13.

The dispute resolution process provided for in Chapter 2260 of the Texas Government Code shall be used, as further described herein, by Texas A&M Forest Service and the Contractor to attempt to resolve any claim for breach of contract made by the contractor:

(a) A contractor's claim for breach of this contract that the parties cannot resolve in the ordinary course of business shall be submitted to the negotiation process provided in Chapter 2260, subchapter B, of the Texas Government Code. To initiate the process, the contractor shall submit written notice, as required by subchapter B, to Robby DeWitt, Associate Director for Finance and Administration. Said notice shall specifically state the provisions of Chapter 2260, subchapter B, are being invoked. A copy of the notice shall be given to all other representatives of Texas A&M Forest Service and the contractor otherwise entitled to notice under the parties' contract. Compliance by the contractor with subchapter B is a condition precedent to the filing of a contested case proceeding under Chapter 2260, subchapter C, Texas Gov't Code.

(b) The contested case process provided in Chapter 2260, subchapter C, of the Texas Government Code is the contractor's sole and exclusive process for seeking a remedy for any and all alleged breaches of contract by Texas A&M Forest Service, if the parties are unable to resolve their disputes under this subparagraph (A).

(c) Compliance with the contested case process provided in subchapter C is a condition precedent to seeking consent to sue from the Legislature under Chapter 107 of the Civil Practices and Remedies Code. Neither the execution of this contract by Texas A&M Forest Service Addition of this contact of your advised to be advised to be advised on the conduct of any representative of Texas A&M Forest Service relating to the contract shall be considered a waiver of sovereign immunity to suit.

(1) The submission, processing, and resolution of the contractor's claim is governed by the published rules adopted by the Office of the Attorney General of the State of Texas pursuant to Chapter 2260, as currently effective, hereafter enacted or subsequently amended. These rules are found under Title 1, Part 3, Chapter 68 of the TAC.

(2) Neither the occurrence of an event nor the pendency of a claim constitutes grounds for the suspension of performance by the contractor, in whole or in part. (3) The designated individual responsible on behalf of

Texas A&M Forest Service for examining any claim or counterclaim and conducting any negotiations related thereto as required under Title 10, Subchapter B, Section 2260.052 of the Texas Government Code shall be Robby DeWitt, Associate Director for Finance and Administration (979) 458-7300. PUBLIC DISCLOSURE

(a) Bidder acknowledges that Texas A&M Forest Service is obligated to strictly comply with the Public Information Act, Chapter 552, Texas Government Code, in responding to any request for public information pertaining to this Agreement, as well as any other disclosure of information required by applicable Texas law. (b) Upon Texas A&M Forest Service's written request.

bidder will provide specified public information exchanged or created under this Agreement that is not otherwise excluded from disclosure under chapter 552, Texas Government Code, to Texas A&M Forest Service in a non-proprietary format acceptable to Texas A&M Forest Service. As used in this provision, "public information" has the meaning assigned Section 552.002, *Texas Government Code*, but only includes information to which Texas A&M Forest Service has a right of access.

(c) Bidder acknowledges that Texas A&M Forest Service may be required to post a copy of the fully executed Agreement on its internet website in compliance with Section 2261.253(a)(1), *Texas Government Code*. **REHAB ACT, VEVRAS, SECTION 503** This contractor and subcontractor shall abide by the

15.

requirements of 41 CFR §§ 60-1.4(a), 60-300.5(a) and 60-741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities, and prohibit discrimination against all individuals based on their race, color, religion, sex, or national origin. Moreover, these regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, national origin, protected veteran status or disability.

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