

RFP# 25-48

WTP FLOCCULATION 4/5 GALLERY IMPROVEMENTS

City of Ann Arbor
Water Treatment Services Unit



Due Date: November 6th, 2025 by 11:00 a.m. (local time)

Submitted by:



Sorensen Gross Company

Contact: Sahar Abdallah

Email: sabdallah@sgcompany.com

111 E Court St, Suite 1-S

Flint, MI 48502

810-767-4821

CITY OF ANN ARBOR
RFP# 25-48 – WTP FLOCCULATION 4/5 GALLERY IMPROVEMENTS

PROPOSAL

A. Qualifications, Experience, and Accountability

1. Qualifications and experience of the bidder and of key persons, management, and supervisory personnel to be assigned by the bidder.

Bidder – Sorensen Gross Company, LLC

A Century Of Excellence In Construction

Sorensen Gross was originally founded in 1925 and has been under current management since 1971. With the backing and support of 99 years of construction experience and 53 years of continuous leadership, we are exclusively dedicated to providing the best construction services available.

Sorensen Gross has always operated by our Core Ethic:

To provide exemplary consulting and construction services to those who own, build, operate and maintain facilities through innovation, competence and courtesy; but utmost, with integrity.



Our contributions to the built environment range in size from minor renovations to the complete construction of hospitals, university buildings, warehouses, water/wastewater treatment facilities, police and fire stations, and airports. We have many clients for whom we have performed multiple projects over many years, such as City of Flint, Genesee County, Oakland County Water Resources, University of Michigan, Mott Community College, Flint Mass Transportation Authority, Flint Institute of Arts, and Bishop International Airport. We feel that this is a positive reflection of our approach to construction services and relationship building.

Services

General Contracting
Construction Management
Design-Build
JOC (Job Order Contracting)
Self-Perform Concrete
Self-Perform Carpentry
Value Engineering

Markets Served

Commercial
Education
Government/Municipal
Healthcare
Hospitality & Mixed-Use
Industrial
Public Works
Transportation

Affiliations

Associated Builders and Contractors of Metro Washington
Associated General Contractors of America
Associated General Contractors of Michigan
Construction Financial Management Assoc.
Flint & Genesee Chamber of Commerce

Sorensen Gross presently has a total staff size of 65, including project management, estimating, on-site supervision, in-office support, and finance. Our entire staff embodies the Sorensen Gross ideal of commitment to the client through value, service, and integrity, and we have the capacity and ability to successfully manage complex projects to the utmost quality.

Proposed Project Manager – Jeremy Mihalic

Jeremy joined the Sorensen Gross team in 2024 with over 20 years of experience in construction. He is an enthusiastic construction professional and is skilled in safety, preconstruction, project cost control, and scheduling.

As Project Manager, Jeremy is responsible for providing a high level of contract and construction management on the job by coordinating all design and construction operations. He is responsible for issues regarding scheduling, planning, contractual requirements and cost management. He serves as a leader on his team as well as a link between the customer and his job site.

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A. Qualifications, Experience, and Accountability

Jeremy's recent relevant experience includes the current City of Ann Arbor WTP Filter Improvements project, as well as Delta Township Sanitary Force Main & Lift Station.

Proposed Superintendent – Chris Penny

Chris joined the Sorensen Gross team in 1996, and currently has three decades of experience in the construction industry. Chris worked on numerous jobs as a labor foreman before becoming a superintendent in 2005 and is adept at trade coordination and site control for complex projects.

As Superintendent, Chris supervises and manages the daily project operations. He is responsible for ensuring quality and accuracy at all stages of construction and assists in the development of the project. Chris is responsible for the layout of the job, coordination of subcontractors, shop drawings and approvals, leading meetings, scheduling and overall daily coordination.

Chris' recent relevant experience includes the current City of Ann Arbor WTP Filter Improvements project, as well as Genesee County Drain Commission Sanitary Lift Station #3.

2. References from individuals or entities the bidder has worked for within the last five (5) years including information regarding records of performance and job site cooperation.

Bishop International Airport
Christopher Yeates
810-235-6560
cyeates@bishopairport.org



*Airside Expansion
Landside Expansion
Terminal Expansion
Ticketing & Gate Upgrades*

City of Flint
Jeannette Best, WPC Manager
810-766-7015
jbest@cityofflint.com



*Water Pollution Control
Sludge Dewatering
Improvements*

Oakland County Water Commissioner
Michael Walsh P.E.
248-452-2026
walshm@oakgov.com



*Knorrwood Pines Water
Storage*

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PROPOSAL

A. Qualifications, Experience, and Accountability

Genesee Health Systems

Karry Steele
810-496-5222
ksteel@genhs.org



Bristol Road HQ

MSU College of Human Medicine

Dick Temple
616-233-1678
dick.temple@hc.msu.edu



MSU CHM Flint Public Health Program Expansion

University of Michigan-Flint

Daniel Sherman
810-762-3223
danielsh@umich.edu



College of Innovation and Technology Building

Flint Institute of Arts

Tracee Glab, Director
810-234-1695
tglab@flintarts.org



Addition & Renovation, Phases I-V

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PROPOSAL

A. Qualifications, Experience, and Accountability

3. A statement from the bidder as to any major subcontractors it expects to engage including the name, work, and amount.

Sorensen Gross will provide management, general conditions, concrete, carpentry, and cleanup. All other major trades will be subcontracted, as per below.

Work Scope	Subcontractor
2.1 Replacement Drain Piping	Platinum Mechanical
2.2 Recoating of Drain Castings	Platinum Mechanical
3.0 FLOC Drive Equipment Replacement	Platinum Mechanical

PROPOSAL

B. Workplace Safety

1. Provide evidence of a bidder's safety program (link to information on bidder's publicly available web-site preferred) and evidence of a safety-training program for employees addressing potential hazards of the proposed job site. Bidders must identify a designated qualified safety representative responsible for bidder's safety program who serves as a contact for safety related matters.

Sorensen Gross has always made safety a priority on every project, and strict safety guidelines are consistently adhered to. Safety in all operations is not just a corporate goal, it is a requirement.

To this end, we have developed a full written Safety Program that governs our safety operations, that is written to OSHA standards. All Sorensen Gross project team members have been trained in OSHA training and MUST Safety Module training, and absolute safety compliance and commitment are required from every person that enters any project site. We are happy to provide a copy of our Safety Program for reference and review upon further request.

Sorensen Gross' Safety Program includes policies and training related to:

- | | |
|-------------------------------|--|
| ▪ Jobsite Inspections | ▪ Lockout / Tagout |
| ▪ Cell Phone Usage | ▪ Material Handling |
| ▪ Concrete & Masonry | ▪ Noise |
| ▪ Confined Space | ▪ Personal Protective Equipment (PPE) |
| ▪ Cranes & Aerial Lifts | ▪ Scaffolds |
| ▪ Demolition Work | ▪ Spark Policy for Welding, Grinding, Torch Cutting, Hot Work Notification |
| ▪ Electrical Safety | ▪ Tool Safety |
| ▪ Excavation | ▪ Safety and Health Program Disciplinary Policy |
| ▪ Fall Protection | ▪ Pre-Task Planning |
| ▪ Fire Protection | ▪ Designation of a Competent Person |
| ▪ Hazard Communication Policy | ▪ Competent Person(s) Assignments |
| ▪ Housekeeping | |
| ▪ Ladders | |

Sorensen Gross' safety representative is our Safety Manager, William Gauthier. We have attached a copy of the Table of Contents of our safety manual, and are happy to provide a full copy for reference and review upon further request.

2. Provide the bidder's Experience Modification Rating ("EMR") for the last three consecutive years. Preference within this criterion will be given to an EMR of 1.0 or less based on a three-year average.

Sorensen Gross' average Experience Modification Rating (EMR) for the last three years is 0.757:

2024 – 0.76

2023 – 0.77

2022 – 0.74

Our EMR is consistently better than the national average, which speaks to the effectiveness of our safety program. Please find attached the current reference letter from our insurance agent.

PROPOSAL

B. Workplace Safety

3. Evidence that all craft labor that will be employed by the bidder for the project has, or will have prior to project commencement, completed at least an authorized 10-hour OSHA Construction Safety Course.

Sorensen Gross affirms that all craft labor that will be employed for the project will have completed the OSAH 10-hour training.

4. For the last three years provide a copy of any documented violations and the bidder's corrective actions as a result of inspections conducted by the Michigan Occupational Safety & Health Administration (MIOSHA), U.S. Department of Labor – Occupational Safety and Health Administration (OSHA), or any other applicable safety agency.

Sorensen Gross has had no safety violations or citations within the last 3 years.

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January 1, 2025

Sorensen Gross Company
111E Court St #1A
Flint, MI 48502

RE: Workers' Compensation Experience Modification

To Whom It May Concern:

Per your request, listed below are your experience modifications for the current and past 2 years.

01/01/2025 to 01/01/2026 - .75
01/01/2024 to 01/01/2025 - .76
01/01/2023 to 01/01/2024 - .77

If you should need any additional information, please do not hesitate to call.

Sincerely,

A handwritten signature in black ink that reads "Karen S. Salamon".

Karen S. Salamon Account Manager
VTC Insurance Group
ksalamon@vtcins.com

Confidence. *For What's Next.*TM

PROPOSAL

C. Workforce Development

1. Documentation as to bidder's pay rates, health insurance, pension or other retirement benefits, paid leave, or other fringe benefits to its employees.

Employees who are assigned to any covered City contract will be paid at or above the applicable living wage with health benefits. Additionally, Sorensen Gross meets the pay rate and benefit requirements of applicable trade agencies, as based on their wage rate notices that are updated and distributed annually. We can provide further documentation upon request.

2. Documentation that the bidder participates in a Registered Apprenticeship Program that is registered with the United States Department of Labor Office of Apprenticeship or by a State Apprenticeship Agency recognized by the USDOL Office of Apprenticeship. USDOL apprenticeship agreements shall be disclosed to the City in the solicitation response.

Yes, Sorensen Gross participates in carpenter and labor apprenticeship programs that are registered with the US DOL.

3. Bidders shall disclose the number of non-craft employees who will work on the project on a 1099 basis, and the bidders shall be awarded points based on their relative reliance on 1099 work arrangements with more points assigned to companies with fewer 1099 arrangements. Bidders will acknowledge that the City may ask them to produce payroll records at points during the project to verify compliance with this section.

Not applicable, Sorensen Gross will not have any non-craft employees on a 1099 basis.

PROPOSAL

D. Social Equity and Sustainability

1. A statement from the bidder as to what percentage of its workforce resides in the City of Ann Arbor and in Washtenaw County, Michigan. The City will consider in evaluating which bids best serve its interests, the extent to which responsible and qualified bidders employ individuals in either the city or the county.

Sorensen Gross does not currently have any direct work force residing within the City of Ann Arbor or Washtenaw County. We did send invitations to bid to local subcontractors, as is our standard policy. Percentage of work force for this project unknown at this time, but if awarded we will endeavor to use local subcontractors as much as possible

2. Evidence of Equal Employment Opportunity Programs for minorities, women, veterans, returning citizens, and small businesses.

Please find attached a copy of our Equal Employment Opportunity Policy.

3. Evidence that the bidder is an equal opportunity employer and does not discriminate on the basis of race, sex, pregnancy, age, religion, national origin, marital status, sexual orientation, gender identity or expression, height, weight, or disability.

Please see attached Equal Employment Opportunity Policy, which includes non-discrimination policy.

4. The bidder's environmental record, including findings of violations and penalties imposed by government agencies.

Sorensen Gross has had no environmental violations or penalties imposed by government agencies.

EQUAL EMPLOYMENT OPPORTUNITY POLICY

It is the policy of this company to practice, encourage and promote an equal opportunity for any individual to improve himself/herself without discrimination based on religion, race, color, national origin, age, sex, height, weight, marital status, arrest record, or disability, ethnic background, veterans of the Viet Nam era and disabled veterans, handicapped workers and special disabled.

All personnel shall be hired, promoted, demoted and selected for training and separation without discrimination based on race, sex, gender, gender identity, sexual orientation, pregnancy, childbirth and other pregnancy-related conditions, color, national origin, age, religion, citizenship, height, weight, marital status, parental status, mental and physical disabilities, medical condition, military or veteran status (including protected veteran status), and any other protected characteristic or status.

Sorensen Gross shall make all placement, promotion and advancement solely on the basis of training, ability, aptitude and initiative.

Sorensen Gross shall assure non-discriminatory compensation for all employees with respect to direct wages, fringe benefits, working conditions and the opportunity to perform overtime work where available.

Layoff of all personnel shall be on a non-discriminatory basis and in the case of field employees, in accordance with applicable union agreements. Demotion and/or termination shall be for just cause and in no event made for reasons based on discrimination based on race, sex, gender, gender identity, sexual orientation, pregnancy, childbirth and other pregnancy-related conditions, color, national origin, age, religion, citizenship, height, weight, marital status, parental status, mental and physical disabilities, medical condition, military or veteran status (including protected veteran status), and any other protected characteristic or status.

Sorensen Gross shall encourage its subcontractors to adopt an Equal Opportunity Program and to provide equal opportunity in recruiting, hiring, placement, promotion, demotion, pay scale and working conditions.

Sorensen Gross shall continue to support educational programs that provide an opportunity for self advancement and improvement without discrimination.

Base Bid –

For the entire work outlined in these documents for WTP Flocculation 4/5 Gallery Improvements, complete as specified, using equipment and materials only of the type and manufacturers where specifically named.

BASE BID #1 – Water Treatment Plant – Flocculation 4/5 Gallery Improvements
Location: 919 Sunset Road, Ann Arbor, MI 48103

	Description	Units	Quantity	Unit Cost	Extended Cost
1.0	GENERAL				
1.1	General Conditions (Max 10%)	LS	1	33,000	\$ 33,000
1.2	Mobilization (Max 10%)	LS	1	17,000	\$ 17,000
1.3	Mechanical Allowance	LS	1	\$25,000	\$25,000
1.4	Concrete Allowance	LS	1	\$25,000	\$25,000
2.0	DRAIN REPLACEMENT				
2.1	Replacement of Drain Piping	LS	1	\$ 61,514	\$ 61,514
2.2	Recoating of Existing Drain Castings	EA	11	\$ 1,525	\$ 16,775
3.0	FLOC DRIVE EQUIPMENT REPLACEMENT*	EA	4	\$ 75,979	\$ 303,916
BASE BID #1 TOTAL				\$	100,000

*Include installation of, but not furnishing of, Owner Procured Stuffing Box Equipment.

The bid items identified above include the major items of work anticipated for the project. Detailed requirements for each element of the project are presented on the contract drawings.

Total Bid (Items 1 through 3) \$ 482,205

Total Bid (Written) Four Hundred Eighty Two Thousand Two Hundred and Five Dollars

Proposed Work Start Date 3/23/26

Total bid amount shall be shown in both words and numbers. In case of discrepancies, the amount shown in words shall govern.

Signature of Bidder Bruce Vermingway Date 11-6-2025

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PROPOSAL

F. Authorized Negotiator

Include the name, phone number, and e-mail address of persons(s) in your organization authorized to negotiate the agreement with the City.

Sahar Abdallah, Senior Vice President Midwest
810-767-4821, sabdallah@sgcompany.com

and/or

Bruce Hemingway, Vice President Midwest
810-767-4821, bhemginway@sgcompany.com

The proposal price shall include materials and equipment selected from the designated items and manufacturers listed in the bidding documents. This is done to establish uniformity in bidding and to establish standards of quality for the items named.

If the bidder wishes to quote alternate items for consideration by the City, it may do so under this Section. A complete description of the item and the proposed price differential must be provided. Unless approved at the time of award, substitutions where items are specifically named will be considered only as a negotiated change in Contract Sum.

If the Bidder takes exception to the time stipulated in Article III of the Contract, Time of Completion, page C-2, it is requested to stipulate its proposed time for performance of the work.

Consideration for any proposed alternative items or time may be negotiated at the discretion of the City.

Sorensen Gross does not have any alternative items or exceptions to this RFP.

ATTACHMENT B
GENERAL DECLARATIONS

City of Ann Arbor
Guy C. Larcom Municipal Building
Ann Arbor, Michigan 48107

Ladies and Gentlemen:

The undersigned, as Bidder, declares that this Bid is made in good faith, without fraud or collusion with any person or persons bidding on the same Contract; that this Bidder has carefully read and examined the bid documents, including City Nondiscrimination requirements and Declaration of Compliance Form, Living Wage requirements and Declaration of Compliance Form, Prevailing Wage requirements and Declaration of Compliance Form, Vendor Conflict of Interest Form, Notice of Pre-Bid Conference, General Information, Bid, Bid Forms, Contract, Bond Forms, General Conditions, Standard Specifications, Detailed Specifications, all Addenda, and the Plans (if applicable) and understands them. The Bidder declares that it conducted a full investigation at the site and of the work proposed and is fully informed as to the nature of the work and the conditions relating to the work's performance. The Bidder also declares that it has extensive experience in successfully completing projects similar to this one.

The Bidder acknowledges that it has not received or relied upon any representations or warrants of any nature whatsoever from the City of Ann Arbor, its agents or employees, and that this Bid is based solely upon the Bidder's own independent business judgment.

The undersigned proposes to perform all work shown on the plans or described in the bid documents, including any addenda issued, and to furnish all necessary machinery, tools, apparatus, and other means of construction to do all the work, furnish all the materials, and complete the work in strict accordance with all terms of the Contract of which this Bid is one part.

In accordance with these bid documents, and Addenda numbered 1, the undersigned, as Bidder, proposes to perform at the sites in and/or around Ann Arbor, Michigan, all the work included herein for the amounts set forth in the Bid Forms.

The Bidder declares that it has become fully familiar with the liquidated damage clauses for completion times and for compliance with City Code Chapter 112, understands and agrees that the liquidated damages are for the non-quantifiable aspects of non-compliance and do not cover actual damages that may be shown and agrees that if awarded the Contract, all liquidated damage clauses form part of the Contract.

The Bidder declares that it has become fully familiar with the provisions of Chapter 14, Section 1:320 (Prevailing wages) and Chapter 23 (Living Wage) of the Code of the City of Ann Arbor and that it understands and agrees to comply, to the extent applicable to employees providing services to the City under this Contract, with the wage and reporting requirements stated in the City Code provisions cited. Bidder certifies that the statements contained in the City Prevailing Wage and Living Wage Declaration of Compliance Forms are true and correct. Bidder further agrees that the cited provisions of Chapter 14 and Chapter 23 form a part of this Contract.

The Bidder declares that it has become familiar with the City Conflict of Interest Disclosure Form and certifies that the statement contained therein is true and correct.

The Bidder encloses a certified check or Bid Bond in the amount of 5% of the total of the Bid Price. The Bidder agrees both to contract for the work and to furnish the necessary Bonds and insurance documentation within 10 days after being notified of the acceptance of the Bid.

If this Bid is accepted by the City and the Bidder fails to contract and furnish the required Bonds and insurance documentation within 10 days after being notified of the acceptance of this Bid, then the Bidder shall be considered to have abandoned the Contract and the certified check or Bid Bond accompanying this Bid shall become due and payable to the City.

If the Bidder enters into the Contract in accordance with this Bid, or if this Bid is rejected, then the accompanying check or Bid Bond shall be returned to the Bidder.

In submitting this Bid, it is understood that the right is reserved by the City to accept any Bid, to reject any or all Bids, to waive irregularities and/or informalities in any Bid, and to make the award in any manner the City believes to be in its best interest.

SIGNED THIS 6th DAY OF November, 2025.

Sorensen Gross Company, LLC

Bidder's Name

111 E Court St, Suite 1-S
Flint, MI 48502

Official Address

810-767-4821

Telephone Number


Authorized Signature of Bidder

Bruce Hemingway, Vice President Midwest
(Print Name of Signer Above)

bhemingway@sgcompany.com
Email Address for Award Notice

ATTACHMENT C
LEGAL STATUS OF BIDDER

(The bidder shall fill out the appropriate form and strike out the other three.)

Bidder declares that it is:

~~* A corporation organized and doing business under the laws of the State of _____, for whom _____, bearing the office title of _____, whose signature is affixed to this Bid, is authorized to execute contracts.~~

NOTE: If not incorporated in Michigan, please attach the corporation's Certificate of Authority

• A limited liability company doing business under the laws of the State of Delaware,
whom Bruce Hemingway bearing the title of Vice President Midwest
whose signature is affixed to this proposal, is authorized to execute contract on behalf of the
LLC.

~~* A partnership, organized under the laws of the state of _____ and filed in the county of _____, whose members are (list all members and the street and mailing address of each) (attach separate sheet if necessary):~~

~~* An individual, whose signature with address, is affixed to this Bid: _____~~
(initial here)

Authorized Official

Bruce Hemingway

Date November 06, 2025

(Print) Name Bruce Hemingway Title Vice President Midwest

Company:

Sorensen Gross Company, LLC

Address:

111 E Court St, Suite 1-S, Flint, MI 48502

Contact Phone (810) 767-4821 Fax (810) 235-3677

Email bhemingway@sgcompany.com

ATTACHMENT D
PREVAILING WAGE DECLARATION OF COMPLIANCE

The "wage and employment requirements" of Section 1:320 of Chapter 14 of Title I of the Ann Arbor City Code mandates that the city not enter any contract, understanding or other arrangement for a public improvement for or on behalf of the city unless the contract provides that all craftsmen, mechanics and laborers employed directly on the site in connection with said improvements, including said employees of subcontractors, shall receive the prevailing wage for the corresponding classes of craftsmen, mechanics and laborers, as determined by statistics for the Ann Arbor area compiled by the United States Department of Labor. Where the contract and the Ann Arbor City Code are silent as to definitions of terms required in determining contract compliance with regard to prevailing wages, the definitions provided in the Davis-Bacon Act as amended (40 U.S.C. 278-a to 276-a-7) for the terms shall be used. Further, to the extent that any employees of the contractor providing services under this contract are not part of the class of craftsmen, mechanics and laborers who receive a prevailing wage in conformance with section 1:320 of Chapter 14 of Title I of the Code of the City of Ann Arbor, employees shall be paid a prescribed minimum level of compensation (i.e. Living Wage) for the time those employees perform work on the contract in conformance with section 1:815 of Chapter 23 of Title I of the Code of the City of Ann Arbor.

At the request of the city, any contractor or subcontractor shall provide satisfactory proof of compliance with this provision.

The Contractor agrees:

- (a) To pay each of its employees whose wage level is required to comply with federal, state or local prevailing wage law, for work covered or funded by this contract with the City,
- (b) To require each subcontractor performing work covered or funded by this contract with the City to pay each of its employees the applicable prescribed wage level under the conditions stated in subsection (a) or (b) above.
- (c) To provide to the City payroll records or other documentation within ten (10) business days from the receipt of a request by the City.
- (d) To permit access to work sites to City representatives for the purposes of monitoring compliance, and investigating complaints or non-compliance.

The undersigned states that he/she has the requisite authority to act on behalf of his/her employer in these matters and has offered to provide the services in accordance with the terms of the wage and employment provisions of the Chapter 14 of the Ann Arbor City Code. The undersigned certifies that he/she has read and is familiar with the terms of Section 1:320 of Chapter 14 of the Ann Arbor City Code and by executing this Declaration of Compliance obligates his/her employer and any subcontractor employed by it to perform work on the contract to the wage and employment requirements stated herein. The undersigned further acknowledges and agrees that if it is found to be in violation of the wage and employment requirements of Section 1:320 of the Chapter 14 of the Ann Arbor City Code it shall be deemed a material breach of the terms of the contract and grounds for termination of same by the City.

Sorensen Gross Company, LLC

Company Name

Bruce Hemingway

11/06/2025

Signature of Authorized Representative

Date

Bruce Hemingway, Vice President Midwest

Print Name and Title

111 E Court St, Suite 1-S, Flint, MI 48502

Address, City, State, Zip

810-767-4821 / bhemingway@sgcompany.com

Phone/Email address

Questions about this form? Contact Procurement Office City of Ann Arbor Phone: 734/794-6500

ATTACHMENT E
LIVING WAGE ORDINANCE DECLARATION OF COMPLIANCE

The Ann Arbor Living Wage Ordinance (Section 1:811-1:821 of Chapter 23 of Title I of the Code) requires that an employer who is (a) a contractor providing services to or for the City for a value greater than \$10,000 for any twelve-month contract term, or (b) a recipient of federal, state, or local grant funding administered by the City for a value greater than \$10,000, or (c) a recipient of financial assistance awarded by the City for a value greater than \$10,000, shall pay its employees a prescribed minimum level of compensation (i.e., Living Wage) for the time those employees perform work on the contract or in connection with the grant or financial assistance. The Living Wage must be paid to these employees for the length of the contract/program.

Companies employing fewer than 5 persons and non-profits employing fewer than 10 persons are exempt from compliance with the Living Wage Ordinance. If this exemption applies to your company/non-profit agency please check here ☐ No. of employees__

The Contractor or Grantee agrees:

- (a) To pay each of its employees whose wage level is not required to comply with federal, state or local prevailing wage law, for work covered or funded by a contract with or grant from the City, no less than the Living Wage. The current Living Wage is defined as \$17.08/hour for those employers that provide employee health care (as defined in the Ordinance at Section 1:815 Sec. 1 (a)), or no less than \$19.04/hour for those employers that do not provide health care. The Contractor or Grantor understands that the Living Wage is adjusted and established annually on April 30 in accordance with the Ordinance and covered employers shall be required to pay the adjusted amount thereafter to be in compliance with Section 1:815(3).

Check the applicable box below which applies to your workforce

- ☐ Employees who are assigned to any covered City contract/grant will be paid at or above the applicable living wage without health benefits
- ☒ Employees who are assigned to any covered City contract/grant will be paid at or above the applicable living wage with health benefits

- (b) To post a notice approved by the City regarding the applicability of the Living Wage Ordinance in every work place or other location in which employees or other persons contracting for employment are working.
- (c) To provide to the City payroll records or other documentation within ten (10) business days from the receipt of a request by the City.
- (d) To permit access to work sites to City representatives for the purposes of monitoring compliance, and investigating complaints or non-compliance.
- (e) To take no action that would reduce the compensation, wages, fringe benefits, or leave available to any employee covered by the Living Wage Ordinance or any person contracted for employment and covered by the Living Wage Ordinance in order to pay the living wage required by the Living Wage Ordinance.

The undersigned states that he/she has the requisite authority to act on behalf of his/her employer in these matters and has offered to provide the services or agrees to accept financial assistance in accordance with the terms of the Living Wage Ordinance. The undersigned certifies that he/she has read and is familiar with the terms of the Living Wage Ordinance, obligates the Employer/Grantee to those terms and acknowledges that if his/her employer is found to be in violation of Ordinance it may be subject to civil penalties and termination of the awarded contract or grant of financial assistance.

Sorensen Gross Company, LLC

Company Name



Signature of Authorized Representative

11/06/2025

Date

111 E Court St, Suite 1-S

Street Address

Flint, MI 48502

City, State, Zip

Bruce Hemingway, Vice President Midwest

Print Name and Title

810-767-4821 / bherningway@sgcompany.com

Phone/Email address

Attachment F

CITY OF ANN ARBOR LIVING WAGE ORDINANCE

RATE EFFECTIVE APRIL 30, 2025 - ENDING APRIL 29, 2026

\$17.08 per hour

If the employer provides health care benefits*

\$19.04 per hour

If the employer does **NOT** provide health care benefits*

Employers providing services to or for the City of Ann Arbor or recipients of grants or financial assistance from the City of Ann Arbor for a value of more than \$10,000 in a twelve-month period of time must pay those employees performing work on a City of Ann Arbor contract or grant, the above living wage.

ENFORCEMENT

The City of Ann Arbor may recover back wages either administratively or through court action for the employees that have been underpaid in violation of the law. Persons denied payment of the living wage have the right to bring a civil action for damages in addition to any action taken by the City.

Violation of this Ordinance is punishable by fines of not more than \$500/violation plus costs, with each day being considered a separate violation. Additionally, the City of Ann Arbor has the right to modify, terminate, cancel or suspend a contract in the event of a violation of the Ordinance.

* Health Care benefits include those paid for by the employer or making an employer contribution toward the purchase of health care. The employee contribution must not exceed \$.50 an hour for an average work week; and the employer cost or contribution must equal no less than \$1/hr for the average work week.

The Law Requires Employers to Display This Poster Where Employees Can Readily See It.

**For Additional Information or to File a Complaint contact
Colin Spencer at 734/794-6500 or cspencer@a2gov.org**



ATTACHEMENT G

Vendor Conflict of Interest Disclosure Form

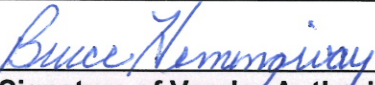
All vendors interested in conducting business with the City of Ann Arbor must complete and return the Vendor Conflict of Interest Disclosure Form in order to be eligible to be awarded a contract. Please note that all vendors are subject to comply with the City of Ann Arbor's conflict of interest policies as stated within the certification section below.

If a vendor has a relationship with a City of Ann Arbor official or employee, an immediate family member of a City of Ann Arbor official or employee, the vendor shall disclose the information required below.

1. No City official or employee or City employee's immediate family member has an ownership interest in vendor's company or is deriving personal financial gain from this contract.
2. No retired or separated City official or employee who has been retired or separated from the City for less than one (1) year has an ownership interest in vendor's Company.
3. No City employee is contemporaneously employed or prospectively to be employed with the vendor.
4. Vendor hereby declares it has not and will not provide gifts or hospitality of any dollar value or any other gratuities to any City employee or elected official to obtain or maintain a contract.
5. Please note any exceptions below:

Conflict of Interest Disclosure*	
Name of City of Ann Arbor employees, elected officials or immediate family members with whom there may be a potential conflict of interest.	() Relationship to employee () Interest in vendor's company () Other (please describe in box below)
None	

*Disclosing a potential conflict of interest does not disqualify vendors. In the event vendors do not disclose potential conflicts of interest and they are detected by the City, vendor will be exempt from doing business with the City.

I certify that this Conflict of Interest Disclosure has been examined by me and that its contents are true and correct to my knowledge and belief and I have the authority to so certify on behalf of the Vendor by my signature below:		
Sorensen Gross Company, LLC		810-767-4821
Vendor Name		Vendor Phone Number
	11/06/2025	Bruce Hemingway, VP Midwest
Signature of Vendor Authorized Representative	Date	Printed Name of Vendor Authorized Representative

Questions about this form? Contact Procurement Office City of Ann Arbor Phone: 734/794-6500, procurement@a2gov.org

ATTACHMENT H

DECLARATION OF COMPLIANCE

Non-Discrimination Ordinance

The "non discrimination by city contractors" provision of the City of Ann Arbor Non-Discrimination Ordinance (Ann Arbor City Code Chapter 112, Section 9:158) requires all contractors proposing to do business with the City to treat employees in a manner which provides equal employment opportunity and does not discriminate against any of their employees, any City employee working with them, or any applicant for employment on the basis of actual or perceived age, arrest record, color, disability, educational association, familial status, family responsibilities, gender expression, gender identity, genetic information, height, HIV status, marital status, national origin, political beliefs, race, religion, sex, sexual orientation, source of income, veteran status, victim of domestic violence or stalking, or weight. It also requires that the contractors include a similar provision in all subcontracts that they execute for City work or programs.

In addition the City Non-Discrimination Ordinance requires that all contractors proposing to do business with the City of Ann Arbor must satisfy the contract compliance administrative policy adopted by the City Administrator. A copy of that policy may be obtained from the Purchasing Manager

The Contractor agrees:

- (a) To comply with the terms of the City of Ann Arbor's Non-Discrimination Ordinance and contract compliance administrative policy, including but not limited to an acceptable affirmative action program if applicable.
- (b) To post the City of Ann Arbor's Non-Discrimination Ordinance Notice in every work place or other location in which employees or other persons are contracted to provide services under a contract with the City.
- (c) To provide documentation within the specified time frame in connection with any workforce verification, compliance review or complaint investigation.
- (d) To permit access to employees and work sites to City representatives for the purposes of monitoring compliance, or investigating complaints of non-compliance.

The undersigned states that he/she has the requisite authority to act on behalf of his/her employer in these matters and has offered to provide the services in accordance with the terms of the Ann Arbor Non-Discrimination Ordinance. The undersigned certifies that he/she has read and is familiar with the terms of the Non-Discrimination Ordinance, obligates the Contractor to those terms and acknowledges that if his/her employer is found to be in violation of Ordinance it may be subject to civil penalties and termination of the awarded contract.

Sorensen Gross Company, LLC

Company Name

Bruce Hemingway
Signature of Authorized Representative

11/06/2025

Date

Bruce Hemingway, Vice President Midwest

Print Name and Title

111 E Court St, Suite 1-S, Flint, MI 48502

Address, City, State, Zip

810-767-4821 / bhemingway@sgcompany.com

Phone/Email Address

Questions about the Notice or the City Administrative Policy, Please contact:
Procurement Office of the City of Ann Arbor
(734) 794-6500

ATTACHMENT I

CITY OF ANN ARBOR NON-DISCRIMINATION ORDINANCE

Relevant provisions of Chapter 112, Nondiscrimination, of the Ann Arbor City Code are included below.
You can review the entire ordinance at www.a2gov.org/humanrights.

Intent: It is the intent of the city that no individual be denied equal protection of the laws; nor shall any individual be denied the enjoyment of his or her civil or political rights or be discriminated against because of actual or perceived age, arrest record, color, disability, educational association, familial status, family responsibilities, gender expression, gender identity, genetic information, height, HIV status, marital status, national origin, political beliefs, race, religion, sex, sexual orientation, source of income, veteran status, victim of domestic violence or stalking, or weight.

Discriminatory Employment Practices: No person shall discriminate in the hire, employment, compensation, work classifications, conditions or terms, promotion or demotion, or termination of employment of any individual. No person shall discriminate in limiting membership, conditions of membership or termination of membership in any labor union or apprenticeship program.

Discriminatory Effects: No person shall adopt, enforce or employ any policy or requirement which has the effect of creating unequal opportunities according to actual or perceived age, arrest record, color, disability, educational association, familial status, family responsibilities, gender expression, gender identity, genetic information, height, HIV status, marital status, national origin, political beliefs, race, religion, sex, sexual orientation, source of income, veteran status, victim of domestic violence or stalking, or weight for an individual to obtain housing, employment or public accommodation, except for a bona fide business necessity. Such a necessity does not arise due to a mere inconvenience or because of suspected objection to such a person by neighbors, customers or other persons.

Nondiscrimination by City Contractors: All contractors proposing to do business with the City of Ann Arbor shall satisfy the contract compliance administrative policy adopted by the City Administrator in accordance with the guidelines of this section. All city contractors shall ensure that applicants are employed and that employees are treated during employment in a manner which provides equal employment opportunity and tends to eliminate inequality based upon any classification protected by this chapter. All contractors shall agree not to discriminate against an employee or applicant for employment with respect to hire, tenure, terms, conditions, or privileges of employment, or a matter directly or indirectly related to employment, because of any applicable protected classification. All contractors shall be required to post a copy of Ann Arbor's Non-Discrimination Ordinance at all work locations where its employees provide services under a contract with the city.

Complaint Procedure: If any individual believes there has been a violation of this chapter, he/she may file a complaint with the City's Human Rights Commission. The complaint must be filed within 180 calendar days from the date of the individual's knowledge of the allegedly discriminatory action or 180 calendar days from the date when the individual should have known of the allegedly discriminatory action. A complaint that is not filed within this timeframe cannot be considered by the Human Rights Commission. To file a complaint, first complete the complaint form, which is available at www.a2gov.org/humanrights. Then submit it to the Human Rights Commission by e-mail (hrc@a2gov.org), by mail (Ann Arbor Human Rights Commission, PO Box 8647, Ann Arbor, MI 48107), or in person (City Clerk's Office). For further information, please call the commission at 734-794-6141 or e-mail the commission at hrc@a2gov.org.

Private Actions For Damages or Injunctive Relief: To the extent allowed by law, an individual who is the victim of discriminatory action in violation of this chapter may bring a civil action for appropriate injunctive relief or damages or both against the person(s) who acted in violation of this chapter.

THIS IS AN OFFICIAL GOVERNMENT NOTICE AND
MUST BE DISPLAYED WHERE EMPLOYEES CAN READILY SEE IT.

111 E. Court Street, Suite 1-S
Flint, MI 48502

Phone: (810) 767-4821
Fax: (810) 238-6222

RESOLUTIONS ADOPTED BY OFFICERS OF:
SORENSEN GROSS COMPANY

The undersigned, being the officers of Sorensen Gross Company, hereby adopt the following resolutions:

1. Resolved, that Bruce Hemingway is authorized to sign construction proposals, bid bonds, and construction contracts on behalf of Sorensen Gross Company.
2. Resolved, that all the acts taken above, and resolutions are approved, ratified, and adopted.

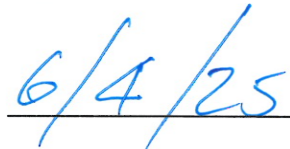
Members Signatures:



Printed Name:

Ghassan M. Saab

Date:



Michigan Department of Licensing and Regulatory Affairs
Bureau of Construction Codes
Residential Builders Section
P.O. Box 30254
Lansing, MI 48909

SORENSEN GROSS COMPANY, LLC
111 E COURT ST., SUITE 1A
FLINT, MI 48502

Michigan Department of Licensing and Regulatory Affairs
Bureau of Construction Codes
Company Builder License
Q.O. - Bruce Robert Hemingway

SORENSEN GROSS COMPANY, LLC
111 E COURT ST., SUITE 1A
FLINT, MI 48502

License No: 262300377 Expiration Date: 05/31/2026

GRETCHEN WHITMER
Governor

Michigan Department of Licensing and Regulatory Affairs
Bureau of Construction Codes
Company Builder License

Q621927

SORENSEN GROSS COMPANY, LLC
111 E COURT ST., SUITE 1A
FLINT, MI 48502

Qualifying Officer:
Bruce Robert Hemingway
Qualifying Officer #
2101055968

MUST BE DISPLAYED IN A CONSPICUOUS PLACE

License No.
262300377

Expiration Date:
05/31/2026

This document is duly
issued under the laws of the
State of Michigan

Document A310™ – 2010

Conforms with The American Institute of Architects AIA Document 310

Bid Bond

CONTRACTOR:

(Name, legal status and address)

Sorensen Gross Company, LLC
111 E. Court Street, Suite 1-S
Flint, MI 48502

SURETY:

(Name, legal status and principal place of business)

Markel Insurance Company
4521 Highwoods Parkway
Glen Allen, VA 23060

Mailing Address for Notices

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

Any singular reference to Contractor, Surety, Owner or other party shall be considered plural where applicable.

OWNER:

(Name, legal status and address)

City of Ann Arbor
301 E. Huron Street
Ann Arbor, MI 48104

BOND AMOUNT: Five Percent of Amount Bid (5%)

PROJECT:

(Name, location or address, and Project number, if any)


WTP Flocculation 4/5 Gallery Improvements

The Contractor and Surety are bound to the Owner in the amount set forth above, for the payment of which the Contractor and Surety bind themselves, their heirs, executors, administrators, successors and assigns, jointly and severally, as provided herein. The conditions of this Bond are such that if the Owner accepts the bid of the Contractor within the time specified in the bid documents, or within such time period as may be agreed to by the Owner and Contractor, and the Contractor either (1) enters into a contract with the Owner in accordance with the terms of such bid, and gives such bond or bonds as may be specified in the bidding or Contract Documents, with a surety admitted in the jurisdiction of the Project and otherwise acceptable to the Owner, for the faithful performance of such Contract and for the prompt payment of labor and material furnished in the prosecution thereof; or (2) pays to the Owner the difference, not to exceed the amount of this Bond, between the amount specified in said bid and such larger amount for which the Owner may in good faith contract with another party to perform the work covered by said bid, then this obligation shall be null and void, otherwise to remain in full force and effect. The Surety hereby waives any notice of an agreement between the Owner and Contractor to extend the time in which the Owner may accept the bid. Waiver of notice by the Surety shall not apply to any extension exceeding sixty (60) days in the aggregate beyond the time for acceptance of bids specified in the bid documents, and the Owner and Contractor shall obtain the Surety's consent for an extension beyond sixty (60) days.

If this Bond is issued in connection with a subcontractor's bid to a Contractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed to be Contractor.

When this Bond has been furnished to comply with a statutory or other legal requirement in the location of the Project, any provision in this Bond conflicting with said statutory or legal requirement shall be deemed deleted herefrom and provisions conforming to such statutory or other legal requirement shall be deemed incorporated herein. When so furnished, the intent is that this Bond shall be construed as a statutory bond and not as a common law bond.

Signed and sealed this 28th day of October, 2025.


(Witness) Elisabeth Saab, CCO

Sorensen Gross Company, LLC

(Principal)

(Seal)

By: 

(Title) Bruce Hemingway, Vice President Midwest

Markel Insurance Company

(Surety)

(Seal)


(Witness) Blake Bohlig, Witness

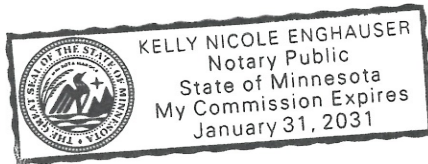

(Title) Haley Pflug, Attorney-in-Fact



Surety Acknowledgment

State of Minnesota }
County of Hennepin } ss.

On this 28th day of October 2025, before me personally came Haley Pflug, to me known, who being by me duly sworn, did depose and say that she is the Attorney-in-Fact of Markel Insurance Company described in and which executed the above instrument; that she knows the seal of said corporation; that the seal affixed to said instruments is such corporate seal, that it was so affixed by order of the Board of Directors of said corporation, and that she signed her name to it by like order.



Kelly Nicole Enghauser
Notary Public

JOINT LIMITED POWER OF ATTORNEY

KNOW ALL MEN BY THESE PRESENTS: That SureTec Insurance Company, a Corporation duly organized and existing under the laws of the State of Texas and having its principal office in the County of Harris, Texas and Markel Insurance Company (the "Company"), a corporation duly organized and existing under the laws of the state of Illinois, and having its principal administrative office in Glen Allen, Virginia, does by these presents make, constitute and appoint:

Blake S. Bohlig, Michelle Halter, Heather R. Goedel, Nicole Langer, Kelly Nicole Enghausser, Haley Pflug

Their true and lawful agent(s) and attorney(s)-in-fact, each in their separate capacity if more than one is named above, to make, execute, seal and deliver for and on their own behalf, individually as a surety or jointly, as co-sureties, and as their act and deed any and all bonds and other undertaking in suretyship provided, however, that the penal sum of any one such instrument executed hereunder shall not exceed the sum of:


In Unlimited Amounts

This Power of Attorney is granted and is signed and sealed under and by the authority of the following Resolutions adopted by the Board of Directors of SureTec Insurance Company and Markel Insurance Company:

"RESOLVED, That the President, any Senior Vice President, Vice President, Assistant Vice President, Secretary, Assistant Secretary, Treasurer or Assistant Treasurer and each of them hereby is authorized to execute powers of attorney, and such authority can be executed by use of facsimile signature, which may be attested or acknowledged by any officer or attorney, of the company, qualifying the attorney or attorneys named in the given power of attorney, to execute in behalf of, and acknowledge as the act and deed of the SureTec Insurance Company and Markel Insurance Company, as the case may be, all bond undertakings and contracts of suretyship, and to affix the corporate seal thereto."


IN WITNESS WHEREOF, Markel Insurance Company and SureTec Insurance Company have caused their official seal to be hereunto affixed and these presents to be signed by their duly authorized officers on the 21st day of August, 2024.

SureTec Insurance Company

By: 
Michael C. Keimig, President



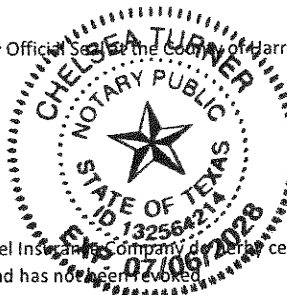
Markel Insurance Company


By: 
Lindsey Jennings, Vice President

State of Texas
County of Harris:

On this 21st day of August, 2024 A. D., before me, a Notary Public of the State of Texas, in and for the County of Harris, duly commissioned and qualified, came THE ABOVE OFFICERS OF THE COMPANIES, to me personally known to be the individuals and officers described in, who executed the preceding instrument, and they acknowledged the execution of same, and being by me duly sworn, disposed and said that they are the officers of the said companies aforesaid, and that the seals affixed to the proceeding instrument are the Corporate Seals of said Companies, and the said Corporate Seals and their signatures as officers were duly affixed and subscribed to the said instrument by the authority and direction of the said companies, and that Resolutions adopted by the Board of Directors of said Companies referred to in the preceding instrument is now in force.

IN TESTIMONY WHEREOF, I have hereunto set my hand, and affixed my Official Seal to the County of Harris, the day and year first above written.

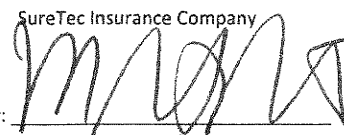


By: 
Chelsea Turner, Notary Public
My commission expires 7/6/2028

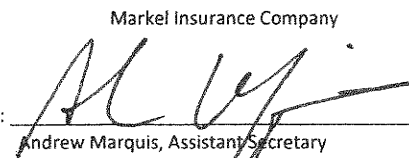
We, the undersigned Officers of SureTec Insurance Company and Markel Insurance Company, do hereby certify that the original POWER OF ATTORNEY of which the foregoing is a full, true and correct copy is still in full force and effect and has not been revoked.

IN WITNESS WHEREOF, we have hereunto set our hands, and affixed the Seals of said Companies, on the 28th day of October, 2025.

SureTec Insurance Company

By: 
M. Brent Beaty, Assistant Secretary

Markel Insurance Company

By: 
Andrew Marquis, Assistant Secretary