



**City of O'Fallon
OT/SCADA and IT Network Cybersecurity Assessment and Improvement Services
Request for Proposals #26-028**

CITY OF O'FALLON, MISSOURI

REQUEST FOR PROPOSALS

RFP NUMBER 26-028

**OT/SCADA and IT Network Cybersecurity Assessment and Improvement
Services**

April 6, 2026

INCLUDED ARE:

Proposal Instructions

Terms and Conditions

Scope of Work

Proposal Form

CITY OF O’FALLON, MISSOURI
PROPOSAL INSTRUCTIONS

PURPOSE

The purpose of this Request for Proposals (RFP) is to identify and select a qualified consultant with demonstrated expertise in Operational Technology (OT), Supervisory Control and Data Acquisition (SCADA), and Information Technology (IT) network architecture and cybersecurity. The selected consultant will assist the City in evaluating the current OT/SCADA and IT environments supporting critical infrastructure and in developing recommendations to improve security, reliability, visibility, and overall operational resilience.

This engagement is intended to occur in two phases. In the first phase, the selected vendor will perform a comprehensive assessment of the existing OT/SCADA and supporting IT network environments, including architecture, configurations, security controls, asset visibility, and operational dependencies. Based on this assessment, the vendor will provide detailed findings along with prioritized recommendations, best practices, and potential remediation strategies aligned with recognized frameworks and industry standards.

In the second phase, the City may elect to engage the selected vendor to implement some or all of the recommended improvements. The City reserves the right to determine which recommendations will be pursued and may authorize the vendor to perform the associated implementation work under separate scope or task-based agreements. This phased approach is intended to ensure that recommendations are tailored to the City’s operational needs while maintaining flexibility in how and when improvements are executed.

GENERAL INFORMATION:

The City operates multiple water and wastewater facilities that rely on SCADA and other operational technology systems for monitoring and control. The following represents the primary infrastructure currently connected to or supporting the water and wastewater control systems.

- **1 Water Treatment Plant (WTP)**
Primary drinking water treatment facility including associated SCADA control systems.
- **1 Wastewater Treatment Plant (WWTP)**
Wastewater treatment and biosolids processing facility including plant-wide control systems and instrumentation.
- **18 Wastewater Lift Stations**
Pump stations used to convey wastewater through the collection system.
(A 19th lift station is scheduled to be added to a new site in the current year.)
- **4 Drinking Water Deep Well Sites**
Groundwater production wells supplying the drinking water system.
These sites include a combination of:
 - Booster pumping equipment
 - Elevated water towers
 - Ground storage tanks
 - Associated instrumentation and controls.
- **6 Drinking Water Alluvial Well Sites**
Shallow groundwater wells used for drinking water supply.
- **2 Drinking Water Distribution Control Vaults**
Underground control vaults used for monitoring and managing water distribution system pressures and flows.

(A third vault is planned for installation later this year.)

- **1 Stand-Alone Drinking Water Booster Station**
Booster pump facility used to maintain distribution system pressure.
- **5 Wastewater Flow Meter Sites**
Remote monitoring locations used to measure wastewater flow within the collection system.
(A sixth flow meter site is planned for installation later this year.)
- **1 Stand-Alone Elevated Water Storage Tower**

In addition to the facilities listed above, the City’s operational technology environment includes supporting infrastructure such as programmable logic controllers (PLCs), remote terminal units (RTUs), industrial networking equipment, radio and/or cellular telemetry systems, instrumentation, and SCADA servers located within City facilities.

SCHEDULE OF ACTIVITIES

Release and advertisement of RFP:	April 6, 2026
Mandatory Pre-Bid Meeting:	April 24, 2026 at 1:00 P.M. CDT
Proposal submission deadline:	May 12, 2026 at 12:00 P.M. CDT

PROPOSAL SUBMISSION

Sealed proposals must be received by the City of O’Fallon, Missouri; Purchasing Office, 100 North Main Street; O’Fallon, Missouri 63366 prior to May 12, 2026, at 12:00 P.M. (prevailing central time). Each proposal shall consist of one original (identified as such) and one electronic copy on flash/thumb drive of the complete proposal. The file submitted on flash/thumb drive shall include all attachments and signatures, where applicable.

It is the responsibility of the proposer to ensure that their proposal is received in the Purchasing Office, prior to the deadline. Companies mailing proposals should allow ample mail delivery time to ensure timely receipt of their proposals. Proposals received after the deadline for receipt of proposals will not be opened or considered.

Proposals must be clearly identified as a proposal for the City of O’Fallon, Missouri “**RFP # 26-028 OT/SCADA and IT Network Cybersecurity Assessment and Improvement Services**” and shall show such information on the outside of the proposal packet. Proposals will not be accepted by facsimile or email transmittal. *Do not staple or submit bid in any type of binder; binder clips are acceptable.*

QUESTIONS

Questions will **only** be received and answered at the Mandatory Pre-Bid Meeting on April 24, 2026 at 1:00 P.M. (CDT) at City Hall, 100 North Main Street, O’Fallon, MO 63366.

AMENDMENTS TO RFP

In the event it should be necessary to revise any portion of this RFP, addenda will be provided to all proposers who received the original RFP from the City of O’Fallon. This does not relieve the submitting company the responsibility of regularly checking the City website listed below for updates regarding any addenda associated with this proposal request. Addenda are available on our website at: www.ofallonmo.gov under Bid Opportunities. If you received this RFP by means

other than the bid system, you must furnish your company name, address, and telephone number to the Purchasing Agent identified in the Proposal Instructions section in order to receive any addendum to this RFP. Proposers shall acknowledge receipt of each addendum issued in the space provided on the RFP form.

END OF PROPOSAL INSTRUCTIONS

CITY OF O’FALLON, MISSOURI

TERMS AND CONDITIONS

QUALIFICATIONS:

All companies shall be licensed, insured, and bonded and shall furnish satisfactory evidence to the City that they have previously performed/provided the types of services as specified below.

LAWS AND ORDINANCES, REGULATIONS, LICENSING FEES:

Firm shall conform to all rules, regulations, ordinances, laws, or directives set forth by the City of O’Fallon and/or the State of Missouri.

LAW GOVERNING:

All State of Missouri and/or Federal Laws shall be hereby specifically made a part of this contract as set forth herein.

NON-DISCRIMINATING:

The Contractor, its employees, and subcontractors, agree not to commit unlawful discrimination and agree to comply with applicable provisions of the U.S. Civil Rights Act and Section 504 of the Federal Rehabilitation Act, and rules applicable to each.

Firm shall comply with Section 285.525 – 285.550 RSMo regarding enrollment in a federal work authorization program. **A signed, notarized affidavit (attached) and supporting documentation affirming enrollment in a federal work authorization program must be submitted with proposal. Failure to comply with this provision may result in rejection of proposal.**

E-VERIFY:

Company shall be E-Verify compliant and shall provide documentation to support this requirement within the proposal including the memorandum of understanding (MOU) and the electronic signature page completed in its entirety.

METHOD OF AWARD / SELECTION:

The proposals will be evaluated by the City. A response summary of proposals will be available by contacting Christine Grabin, Purchasing Agent. The response summary will only include the names of the companies that submitted proposals that were delivered by the required RFP submittal date and time. Until award of the contract, the Responses shall be held in confidence and shall not be available for public review.

TERMS/CANCELLATION AND DAMAGES:

This contract may be terminated by either or both parties upon thirty (30) days written notice or upon mutual agreement of both parties.

If the City, because of the Vendor’s breach, terminates this Contract, the City shall have the right to purchase service elsewhere and to charge the Vendor with any additional cost incurred.

Notwithstanding the above, the Vendor shall not be relieved of any liability to the City for damages sustained by the City by virtue of any breach of this contract by the Vendor and the City may withhold

any payments to the Vendor until such time as the amount of such damages due the City from the Vendor shall be determined.

PRICING:

Given the phased nature of this engagement, respondents should clearly distinguish pricing associated with the **initial assessment and recommendation phase** from pricing related to **implementation or remediation services**. The City intends to first select a qualified vendor to perform the assessment and provide recommendations. Following the completion of that phase, the City may, at its discretion, authorize the selected vendor to perform implementation work associated with some or all of the recommended improvements. Implementation services will be performed only upon approval by the City and may be issued as separate tasks or scopes of work under the resulting agreement.

RENEWAL & EXTENSION:

The successful bidder will be awarded an agreement for an initial term of up to three (3) years, effective on the date of award. The City anticipates that portions of the work under this agreement may be completed as a one-time engagement, while other services may continue on an as-needed basis if the City elects to utilize the consultant for additional support, implementation, or related services.

At the City's sole option, the agreement may be renewed for up to two (2) additional one (1) year periods. Under no circumstances shall the total contract term, including renewals, exceed five (5) years.

Pricing for services proposed for the initial assessment and recommendation phase shall remain firm for the duration of the initial agreement term. If the City elects to renew the agreement for ongoing services, support, or additional implementation work, price adjustments may be considered at the time of renewal by mutual agreement. Any proposed increase, including the exact amount or maximum percentage increase, must be clearly indicated on the price sheet included in the proposal.

Requests for price increases for any renewal period must be submitted to the City at least sixty (60) days prior to the expiration of the current agreement term. If no request for a price increase is submitted, the existing pricing shall remain in effect for the renewal period. Price decreases may be offered at any time.

AWARD REQUIREMENTS:

Once the City is prepared to award the contract to the selected company, the company will need to provide the following documents to the City.

- Signed contract agreement
- Current certificate of insurance

Once all of these items are received and fully executed, then the City will issue the Notice to Proceed.

It is the desire of the City to award a single contract for the entire scope of services outlined in this request for proposals. All proposals are subject to staff analysis. The City of O'Fallon reserves the right to accept or reject any and all proposals received.

CONTACT WITH CITY OF O’FALLON PERSONNEL:

As specified above, all contact with the City should be channeled through the Purchasing Agent. No contact with other City employees, officials, or City Council members is to be made by responding proposers throughout the entire process.

RESPONSE MATERIAL OWNERSHIP:

All proposals become the property of the City of O’Fallon, Missouri upon receipt and will only be returned to the proposer at the City's option. Selection or rejection of the proposal will not affect this right. The City shall have the right to use all ideas or adaptations of the ideas contained in any proposal received in response to this RFP. Disqualification of a proposal does not eliminate this right.

PROPRIETARY INFORMATION:

All material submitted in response to this RFP will become public record and will be subject to inspection after an Intent to Award notice is issued. Any material requested to be treated as proprietary or confidential must be clearly identified and easily separable from the rest of the proposal. Such request must include justification for the request and approval by the City Clerk. Neither cost or pricing information nor a total proposal will be considered proprietary.

CONFIDENTIALITY:

The Vendor agrees that it will not permit the disclosure or duplication of any information received from the City or stored on City systems unless such disclosure or duplication is specifically authorized in writing by the City, or as required by law.

The City agrees that it will not disclose or duplicate any information designated in advance by the Vendor as “Confidential/Proprietary” information to any person (other than City personnel who must have access to such information) unless such duplication, use or disclosure is specifically authorized in writing by the Vendor or is required by law. The term “Confidential/Proprietary” does not include ideas, techniques, or concepts that are in the public domain.

EVALUATION RIGHTS:

The City reserves the right to: a) reject any or all proposals, or to make no award, b) require modifications to initial proposals, c) make partial or multiple awards, or d) further negotiate costs submitted in proposals. The City reserves the right to award the contract in any manner deemed in the best interest of its citizens.

REJECTION OF PROPOSALS:

The City of O’Fallon, Missouri reserves the right to reject any or all proposals received in response to this RFP, or to cancel this RFP if it is in the best interest of the City to do so. Failure to furnish all information or to follow the proposal format requested in this RFP may disqualify the proposal. Any exception to the Scope of Work must be identified in the proposal.

INCURRING COSTS:

The City of O’Fallon, Missouri shall not be obligated or be liable for any cost incurred by proposers prior to issuance of a contract. All costs to prepare and submit a response to this solicitation shall be borne by the proposer.

SUBMISSION OF PROPOSALS AND SUPPLEMENTAL MATERIALS:

Proposals shall be submitted to the Purchasing Office. If supplemental materials are required or requested, then they must be submitted to the Purchasing Office as part of the proposal. Supplemental materials will not be accepted after the proposals have been opened, unless requested by the Purchasing Office. Submission or distribution by the company of unsolicited supplemental materials to City employees or Officials may result in rejection of the proposal.

DISCRIMINATION POLICY:

The City of O’Fallon advises the public that it does not discriminate against any person on account of race, color, religion, creed, sex, age, ancestry, or national origin, and that such nondiscrimination is extended to procurement of materials and/or the provision of municipal services.

WAIVER:

The City reserves the right to waive any variances from the original RFP in cases where the variances are considered to be in the best interest of the City.

INSURANCE:

The firm or company that is awarded a contract shall maintain during the life of the agreement and furnish to the City the appropriate Professional Liability, Commercial General Liability, and Workers Compensation insurance certificates listing the City of O’Fallon as an “Additional Insured” during the Term of the Agreement, and a copy of such “Additional Insured” endorsement must accompany the certificate.

INDEMNITY:

The Vendor shall, at all times, fully indemnify, hold harmless, and defend the City and its officers, members, agents, and employees from and against any and all claims and demands, actions, causes of action, and cost and fees of any character whatsoever made by anyone whomsoever on account of or in any way growing out of the performance of this contract by the Vendor and its employees, or because of any act or omission, neglect or misconduct of the Vendor, its employees and agents or its subcontractors including, but not limited to, any claims that may be made by the employees themselves for injuries to their person or property or otherwise.

Such indemnity shall not be limited by reason of the enumeration of any insurance coverage herein provided.

Nothing contained herein shall be construed as prohibiting the City, its directors, officers, agents, or its employees, from defending through the selection and use of their own agents, attorneys and experts, any claims, actions, or suits brought against them.

The Vendor shall likewise be liable for the cost, fees and expenses incurred in the City's or the Vendor's defense of any such claims, actions, or suits.

PAYMENT TERMS AND CONDITIONS:

The City's payment terms are Net 30 days. The City is exempt from Missouri sales and use taxes and will not pay taxes for any product or service. A copy of the City's tax-exempt certificate shall be presented to the firm or company that is awarded a contract.

Inquiries concerning this Request for Proposals shall be directed to:

Christine Grabin
Purchasing Agent
City of O'Fallon, Missouri
100 North Main Street
O'Fallon, Missouri
Phone: (636) 379-5527
CGrabin@ofallonmo.gov

END OF TERMS AND CONDITIONS

CITY OF O'FALLON, MISSOURI

RFP NUMBER 26-028

SCOPE OF SERVICES

MANDATORY PRE-BID MEETING:

A **mandatory** pre-bid meeting will be held at the City Hall 100 Noth Main Street, O'Fallon, MO 63366 on, April 24, 2026, at 1:00 P.M. Questions will only be answered at this mandatory pre-bid meeting. Lack of attendance at the mandatory pre-bid meeting will disqualify a bidder from being considered for the award of the project.

OVERALL SCOPE OF PROJECT INCLUDES:

Secure Management of Non-SCADA Devices on the OT Network

- Assess all non-SCADA endpoints (desktops, laptops, engineering workstations, vendor devices) connected to the OT network.
- Ensure devices are securely configured, hardened, and segmented appropriately.
- Provide recommendations for secure remote management, including access controls, MFA, jump hosts, and logging.
- Evaluate patch management processes for OT-connected endpoints and recommend a safe, operationally appropriate patching strategy.
- Identify any unmanaged or non-compliant devices and provide remediation steps.

Firewall, Routing, and Switch Configuration Review

- Perform a detailed review of firewall rulesets, VLAN configurations, ACLs, routing, and switch configurations across OT and IT boundaries.
- Identify overly permissive rules, unnecessary open ports, flat network segments, and misconfigurations.
- Provide recommendations for segmentation improvements aligned with ISA/IEC 62443 and NIST guidance.
- Deliver a prioritized remediation plan with risk ratings.

Comprehensive SCADA Network Documentation

- Develop complete, auditor-ready documentation of the SCADA and OT network architecture.
- Include logical and physical network diagrams showing all connections between IT, OT, field devices, remote sites, lift stations, wells, and treatment facilities.
- Document data flows, trust boundaries, firewall rule dependencies, remote access paths, and third-party/vendor connections.
- Ensure documentation is suitable for review by state and federal partners, grant auditors, and regulatory agencies.

Asset Inventory and Asset Discovery Strategy

- Conduct or recommend a passive OT-safe asset discovery approach to identify all devices connected to the SCADA network, including PLCs, HMIs, RTUs, historians, servers, and networking equipment.
- Identify firmware versions, operating systems, and unsupported or end-of-life assets.
- Provide recommendations for implementing continuous asset visibility.
- Recommend and, if feasible, design alerting mechanisms for detection of unauthorized or unexpected devices connecting to the OT network.

Alignment with the NIST Cybersecurity Framework

- Assess current OT and IT cybersecurity controls against the NIST Cybersecurity Framework (Identify, Protect, Detect, Respond, Recover).
- Provide a gap analysis specific to industrial control systems.
- Deliver a roadmap to improve maturity levels with defined milestones and cost estimates where possible.

Operational and Cybersecurity Risk Assessment

- Conduct a formal risk assessment covering both operational continuity and cybersecurity threats.
- Identify single points of failure, legacy system risks, remote access vulnerabilities, supply chain/vendor risks, and ransomware exposure.
- Provide risk rankings (high/medium/low) and clear remediation recommendations.
- Include both technical and policy-level improvements.

SCADA Business Continuity and Incident Response Planning

- Provide recommendations for a SCADA-specific Business Continuity Plan (BCP) addressing:
 - Loss of network connectivity
 - Ransomware or system compromise
 - PLC or HMI failure
 - Power disruption
 - Loss of remote site communications
- Define Recovery Time Objectives (RTO) and Recovery Point Objectives (RPO) for critical systems.
- Recommend incident response playbooks specific to OT environments.

Secure Backup and Configuration Management

- Assess current backup practices for SCADA servers, PLC configurations, HMIs, network device configurations, and historian databases.
- Provide recommendations for secure, segmented, and immutable backups where feasible.
- Ensure backups are protected from ransomware (offline, write-once, or logically separated storage).
- Recommend testing procedures for restoration validation.

Supplemental Information (use additional sheets as necessary):

1. Name of primary contact, address, and phone number.

2. What day(s) and time(s) is the primary contact available?

3. Provide a brief history of the company.

4. Describe any name or ownership changes in the past five (5) years.

5. Submit a sample copy of your current contract/agreement with all terms and conditions (subject to review by the City's legal review).

6. Provide at least four (4) references of current or past clients for the same services being requested. Include the following information for each reference:

- Agency name
- Address, city, state, zip
- Contact information
- Years using system
- Population

7. Cost Proposal:

- Provide a comprehensive cost proposal with a complete breakdown and a grand total.
- The City reserves the right to choose all, or a portion of the items proposed.

8. Renewal & Extension:

- In the event that the City of O'Fallon exercises its options to renew the provider contract for two (2) additional one (1) year periods pursuant to the applicable provisions outlined in this document, the Proposer shall provide below, the maximum percentages of increase or maximum percentage of decrease for each renewal period. The proposer is cautioned that the percentages shall be computed against the ORIGINAL contract/unit prices during renewal periods. Furthermore, the Bidder is

advised that the City does not automatically grant increases at the time of renewing the contract and that if an increase isn't requested, documentation of need must be provided at the time of renewal.

Optional 1st Renewal Period Maximum % Increase over Year 1 Total Bid Price: _____ %

Optional 1st Renewal Period Maximum % Decrease over Year 1 Total Bid Price: _____ %

Optional 2nd Renewal Period Maximum % Increase over Year 1 Total Bid Price: _____ %

Optional 2nd Renewal Period Maximum % Decrease over Year 1 Total Bid Price: _____ %

Evaluation Criteria:

The City reserves the right to select the Vendor who best meets the “overall” needs of the City of O’Fallon based primarily on the following matrix:

Evaluation Criteria	Description	Maximum Points
Firm Experience with OT/SCADA and Critical Infrastructure	Demonstrated experience performing assessments, cybersecurity reviews, and architecture improvements in OT/SCADA environments. Preference will be given to firms with experience supporting water treatment plants, wastewater treatment plants, lift stations, utilities, or other critical infrastructure environments.	25
Qualifications of Assigned Personnel	Experience, certifications, and technical expertise of personnel assigned to the project. Relevant certifications may include CISSP, GICSP, GIAC certifications, ISA/IEC 62443, or other OT/ICS cybersecurity credentials.	15
Technical Approach and Methodology	Demonstrated understanding of the City’s objectives and the proposed methodology for assessing OT/SCADA and IT environments. Includes alignment with recognized frameworks such as NIST Cybersecurity Framework,	15

	ISA/IEC 62443, or similar industry standards.	
Demonstrated OT/ICS Security Expertise	Evidence that the firm has specific experience securing industrial control systems and understands the operational requirements of OT environments (e.g., availability, safety, and process continuity). Proposals should demonstrate familiarity with industrial protocols, segmented network design, and OT risk management.	10
Quality of Deliverables and Reporting	Ability to produce clear documentation, architecture diagrams, asset inventories, risk assessments, and prioritized remediation recommendations that can be understood by both technical staff and executive leadership.	10
Implementation Capability and Ongoing Support	Demonstrated ability to implement recommended improvements and support the City with follow-on services if requested, including network hardening, monitoring, asset discovery, or security improvements.	10
References and Past Performance	Quality of references and demonstrated success with similar projects, particularly for municipalities, utilities, or critical infrastructure environments.	10
Cost Proposal	Reasonableness and clarity of pricing for the assessment phase and any optional implementation services.	5

Proposed bidders must also include answers to the following questions:

1. Describe the firm’s experience working with Operational Technology (OT) and SCADA environments, particularly within water treatment, wastewater treatment, utilities, or other critical infrastructure environments. Include examples of similar assessments or improvement projects performed and describe the scope of work and outcomes.
2. Explain the methodology your firm uses to assess OT/SCADA networks while minimizing operational disruption. Responses should address how the firm avoids actions that could impact

industrial control systems, such as inappropriate active scanning, and how coordination with plant operators and operational staff is handled.

3. Describe best practices your firm recommends for securing OT environments and segmenting OT networks from IT networks. Include discussion of common architectures used to protect SCADA systems, such as industrial DMZs, firewalls, and network segmentation strategies.
4. Explain the tools or methods your firm recommends for identifying and maintaining an inventory of devices connected to an OT/SCADA network. Describe how these tools provide visibility while remaining safe for sensitive industrial environments.
5. Describe how your firm aligns OT/SCADA cybersecurity assessments and recommendations with recognized frameworks or guidance such as the NIST Cybersecurity Framework, ISA/IEC 62443, CISA guidance, or other industry standards.
6. Provide examples or descriptions of the types of documentation and deliverables your firm typically produces following an OT/SCADA assessment, including architecture diagrams, risk assessments, and remediation recommendations.

END OF SCOPE OF SERVICES

CITY OF O’FALLON, MISSOURI

PROPOSAL FORM

Signature of proposer indicates that the proposer understands and will comply with all terms and conditions and all other specifications made a part of this Request for Proposals and any subsequent award or contract. All terms, conditions and representations made in this invitation will become an integral part of the contract.

In compliance with this Request for Proposal Number 26-028 and to all the conditions imposed herein, the undersigned offers and agrees to provide OT SCADA and IT Network Cybersecurity Assessment and Improvement Services for the City of O’Fallon in accordance with the scope of services and intent of the request for proposals contained herein.

Proposal Form shall be attached to respondent’s proposal.

Indicate whether: () Individual; () Partnership; () Corporation

Incorporated in the state of: _____

COMPANY: _____

SIGNATURE: _____

ADDRESS: _____

NAME: _____

CITY: _____

TITLE: _____

STATE/ZIP: _____

PHONE NO.: _____

TAX ID NO.: _____

DATE: _____

Acknowledge the receipt of addenda by initialing box below as appropriate.			
Addenda 1 _____	Addenda 2 _____	Addenda 3 _____	Addenda 4 _____

Certification of Compliance with Section 34.600 RSMo., Supp. 2020
(Does not apply to contracts totaling less than \$100,000, or to contractors with fewer than 10 employees)

NOTE: Missouri law prohibits any public entity from entering into a contract to acquire or dispose of services, supplies, information technology or construction unless the contract includes a written certification that the company is not currently engaged in and shall not, for the duration of the contract, engage in a boycott of goods or services from the state of Israel; companies doing business in or with Israel or authorized by, licensed by or organized under the laws of the state of Israel; or person or entities doing business in the state of Israel.

I am _____ (name), and I am the _____ (title) of _____ (company name) a (circle one) corporation, partnership, sole proprietorship, limited liability company, and am competent and authorized to make the following statement and attest to its truthfulness:

_____ I hereby certify that the company is not currently engaged in and shall not, for the duration of this contract, engage in a boycott of goods or services from the State of Israel; companies doing business in or with Israel or authorized by, licensed by or organized under the laws of the State of Israel; or persons or entities doing business in the State of Israel, in accordance with the terms and conditions set forth in Section 34.600 RSMo, Supp. 2020.

OR:

_____ The business employs fewer than 10 employees.

Company Name

Signature

Printed Name and Title

WORKER ELIGIBILITY VERIFICATION AFFIDAVIT

STATE OF _____)
) ss
COUNTY OF _____)

On the ____ day of _____, 20____, before me appeared _____,
Affiant name

personally known to me or proved to me on the basis of satisfactory evidence to be a person whose name is subscribed to this affidavit, who being by me duly sworn, stated as follows:

• I, the Affiant, am of sound mind, capable of making this affidavit, and personally certify the facts herein stated, as required by Section 285.530, RSMo, to enter into any contract agreement with the City to perform any job, task, employment, labor, personal services, or any other activity for which compensation is provided, expected, or due, including but not limited to all activities conducted by business entities.

• I, the Affiant, am the _____ of _____, and I am duly
title business name
authorized, directed, and/or empowered to act officially and properly on behalf of this business entity.

• I, the Affiant, hereby affirm and warrant that the aforementioned business entity is enrolled in a federal work authorization program operated by the United States Department of Homeland Security, and the aforementioned business entity shall participate in said program to verify the employment eligibility of newly hired employees working in connection with any services contracted by the City of O’Fallon. I have attached documentation to this affidavit to evidence enrollment/participation by the aforementioned business entity in a federal work authorization program, as required by Section 285.530, RSMo.

• I, the Affiant, also hereby affirm and warrant that the aforementioned business entity does not and shall not knowingly employ, in connection with any services contracted by the City, any alien who does not have the legal right or authorization under federal law to work in the United States, as defined in 8 U.S.C. § 1324a(h)(3).

• I, the Affiant, am aware and recognize that, unless certain contract and affidavit conditions are satisfied pursuant to Section 285.530, RSMo, the aforementioned business entity may be held liable under Sections 285.525 through 285.550, RSMo, for subcontractors that knowingly employ or continue to employ any unauthorized alien to work within the state of Missouri.

• I, the Affiant, acknowledge that I am signing this affidavit as a free act and deed of the aforementioned business entity and not under duress.

Affiant Signature

Subscribed and sworn to before me in _____, _____, the day and year first above-written.
city (or county) state

My commission expires:

Notary Public

[Attach documentation of enrollment/participation in a federal work authorization program]