



## SIGN IN SHEET

DATE / TIME: March 19, 2026/ 2:00 PM

PROJECT NAME: Discovery Park  
CLIENT: Village of Romeoville  
WIGHT PROJECT NO.: 240220

MEETING: Bid Opening

### ATTENDEES:

Name	Company	Email/Phone
Lesly Zavala	Innovation	312 866 6987
Anthony WALLK	LABORERS' - LMC	630-688-8873





**Illinois Commission on Equity and Inclusion**

Nina Harris, Chairperson

Alexandria Wilson, Acting Executive Director

115 South LaSalle Street, Suite 4N, Chicago, IL 60603

12/12/2025

Innovation Landscape, Inc

1481 Plainfield rd

Oswego, Illinois, 60543

BEP Certification No Change Affidavit Approval

Dear NATALY DIAZ,

Congratulations! After reviewing your No Change Affidavit (NCA) information, we are pleased to inform you that your firm has been granted continued certification under the Business Enterprise Program (BEP).

**Certification Type:** Women/Minority Business Enterprise

**Certification Date:** 12/03/2024

**Certification Expiration Date:** 12/03/2031

**Certification Renewal Date:** 12/03/2026

The Illinois Commission on Equity and Inclusion (CEI) will email you at least 90 days before your certification anniversary date to remind you to update your certification as a condition of your continued certification. You are responsible for ensuring that the contact email address in the system is accurate and up to date and that the email account is checked regularly so you do not miss any important notifications.

Certified firms are encouraged to notify CEI's BEP certification unit within two weeks if any of the following changes occur:

- Ownership changes.
- Changes in control.
- Changes in the host agency's certification status.

**Please review the following list carefully to ensure all relevant NIGP codes are included.** Your firm's name will only appear in CEI's certified vendor directory as a BEP-certified vendor in the specialty area(s) of:

988 - 52 - Landscaping, Including Design, Fertilizing, Planting, etc., Not Grounds Maintenance or Tree Trimming Services

CEI welcomes your continued participation in BEP and wishes you unrelenting success. If you have any questions or comments, please email [CEI.BEP.Certification@Illinois.gov](mailto:CEI.BEP.Certification@Illinois.gov) or call (312) 814-4190.

Sincerely,

A handwritten signature in black ink, appearing to be 'Carlos Gutierrez', written in a cursive style.

Carlos Gutierrez  
Certification Manager



# Illinois Department of Transportation

## **Innovation Landscape, Inc.**

is hereby certified as a  
**Disadvantaged Business Enterprise**

This certificate is valid under current firm ownership and operational control only and supersedes any authorization or listing previously issued.

Handwritten signature of Matt Magalis in black ink.

Matt Magalis  
Acting Secretary  
Illinois Department of Transportation

Handwritten signature of Pamela R. Simon in black ink.

Pamela R. Simon  
Director  
Office of Business & Workforce Diversity

Effective the 20<sup>th</sup> day of February 2019

# Auto-Owners INSURANCE

LIFE • HOME • CAR • BUSINESS

BOND NUMBER: BD163470

## BID BOND

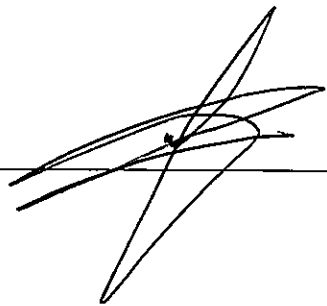
### KNOW ALL MEN BY THESE PRESENTS:

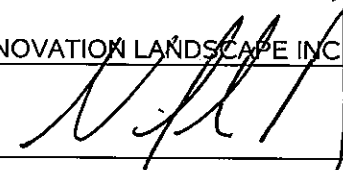
That we, INNOVATION LANDSCAPE INC. PO BOX 505 PLAIN FIELD, IL 60544-0505 as Principal, hereinafter called the Principal, and Auto-Owners Insurance Company as Surety, hereinafter called the Surety, are held and firmly bound unto VILLAGE OF ROMEOVILLE 900 W ROMEO RD, ROMEOVILLE IL 60446-1430 as Obligee, hereinafter called the Obligee, in the penal sum of Ten percent of bid dollars (10% of attached bid) for the payment of which the Principal and the Surety bind themselves, their heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

**THE CONDITION OF THIS OBLIGATION IS SUCH,** that WHEREAS, the Principal has submitted or is about to submit a proposal to the Obligee on a contract for DISCOVERY PARK

**NOW, THEREFORE,** if the said contract be timely awarded to the Principal and the Principal shall, within such time as may be specified, enter into the contract in writing, and give bond, if bond is required, with surety acceptable to the Obligee for the faithful performance of the said contract, then this obligation shall be void; otherwise to remain in full force and effect.

**SIGNED AND SEALED** this 13TH day of MARCH, 2026.

  
\_\_\_\_\_  
Witness

INNOVATION LANDSCAPE INC  
\_\_\_\_\_  
Principal  
By   
\_\_\_\_\_



Auto-Owners Insurance Company  
\_\_\_\_\_  
Surety

  
\_\_\_\_\_  
Susan E. Theisen  
Witness

By   
Niki Conway  
Attorney-in-Fact

DATE AND ATTACH TO ORIGINAL BOND  
**AUTO-OWNERS INSURANCE COMPANY**

LANSING, MICHIGAN  
POWER OF ATTORNEY

NO. BD163470

KNOW ALL MEN BY THESE PRESENTS: That the AUTO-OWNERS INSURANCE COMPANY AT LANSING, MICHIGAN, a Michigan Corporation, having its principal office at Lansing, County of Eaton, State of Michigan, adopted the following Resolution by the directors of the Company on January 27, 1971, to wit:

"RESOLVED, That the President or any Vice President or Secretary or Assistant Secretary of the Company shall have the power and authority to appoint Attorneys-in-fact, and to authorize them to execute on behalf of the Company, and attach the seal of the Company thereto, bonds and undertakings, recognizances, contracts of indemnity, and other writings obligatory in the nature thereof. Signatures of officers and seal of Company imprinted on such powers of attorney by facsimile shall have same force and effect as if manually affixed. Said officers may at any time remove and revoke the authority of any such appointee."

Does hereby constitute and appoint Niki Conway

its true and lawful attorney(s)-in-fact, to execute, seal and deliver for and on its behalf as surety, any and all bonds and undertakings, recognizances, contracts of indemnity and other writings obligatory in the nature thereof, and the execution of such instrument(s) shall be as binding upon the AUTO-OWNERS INSURANCE COMPANY AT LANSING, MICHIGAN as fully and amply, to all intents and purposes, as if the same had been duly executed and acknowledged by its regularly elected officers at its principal office.

IN WITNESS WHEREOF, the AUTO-OWNERS INSURANCE COMPANY AT LANSING, MICHIGAN, has caused this to be signed by its authorized officer this 22nd day of December, 2023.

*Brandi Holly*

Brandi Holly

Senior Vice President

STATE OF MICHIGAN }  
COUNTY OF EATON } ss.

On this 22nd day of December, 2023, before me personally came Brandi Holly, to me known, who being duly sworn, did depose and say that they are Brandi Holly, Senior Vice President of AUTO-OWNERS INSURANCE COMPANY, the corporation described in and which executed the above instrument, that they know the seal of said corporation, that the seal affixed to said instrument is such Corporate Seal, and that they received said instrument on behalf of the corporation by authority of their office pursuant to a Resolution of the Board of Directors of said corporation.

My commission expires January 26th, 2029.

*Jeffrey P. Many*  
Jeffrey P. Many

Notary Public



STATE OF MICHIGAN }  
COUNTY OF EATON } ss.

I, the undersigned First Vice President, Secretary and General Counsel of AUTO-OWNERS INSURANCE COMPANY, do hereby certify that the authority to issue a power of attorney as outlined in the above board of directors resolution remains in full force and effect as written and has not been revoked and the resolution as set forth is now in force.

Signed and sealed at Lansing, Michigan. Dated this 13th day of March, 2026.



*William F. Woodbury*  
William F. Woodbury, First Vice President, Secretary and General Counsel



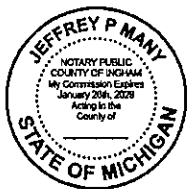
**ACKNOWLEDGEMENT BY SURETY**

STATE OF MICHIGAN

County of Eaton

On this 13TH day of MARCH, 2026, before me personally appeared Niki Conway, known to me to be the Attorney-in-Fact of Auto-Owners Insurance Company, the corporation that executed the within instrument, and acknowledged to me that such corporation executed the same.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my official seal, at my office in the aforesaid County, the day and year in this certificate first above written.



*Jeffrey P. Many*  
\_\_\_\_\_  
Jeffrey P. Many

Notary Public in the State of Michigan  
County of Ingham

**JEFFREY P MANY**  
**NOTARY PUBLIC-STATE OF MICHIGAN**  
**COUNTY INGHAM**  
My Commission Expires Jan 28, 2029  
Acting In the County of \_\_\_\_\_

SECTION 000405 – BID SUBMITTAL CHECKLIST

PART 1 - GENERAL

1.1 DESCRIPTION

- A. The Bid Submittal shall consist of **ONE ORIGINAL AND ONE COPY** of **ONLY** the following items to be submitted as described in Section 00200-Instructions to Bidders. Failure to submit all of the information listed is grounds for disqualification of the bid. **DO NOT INCLUDE THE ENTIRE PROJECT MANUAL. REMOVE THE LISTED DOCUMENTS FROM THE PROJECT MANUAL OR MAKE A COPY OF THEM.**

1. 000410 - Bid Form
2. 000415 - Schedule of Values
3. 000416 - Schedule of Unit Prices
4. 000420 - Substitution Sheet
5. 000435 - Bid Security
6. 000440 - Material Sources and Sub-Contracted Work
7. 000455 - Contractor's Qualifications
8. 000460 - Equal Employment Opportunity
9. 000470 - Affidavit of Compliance

PART 2 - PRODUCTS (Not Used)

PART 3 - EXECUTION (Not Used)

END OF SECTION 000405

SECTION 000410 – BID FORM

CONTRACTOR:

Innovation Landscape INC  
Company Name

1481 Plainfield Road  
Address

OSwego IL 60543  
City, State Zip

815-557-0473  
Phone

nataly@innovationlandscapeinc.com  
Email

TO: Village of Romeoville

PROJECT: Discovery Park

Having read the Specifications and examined the Drawings dated: March 4, 2026, prepared by **Wight & Co.** for the construction of said Project and having also received, read, and taken into account all ADDENDA thereto as follows: (LIST THE NUMBER OF AND DATE OF EACH ADDENDUM RECEIVED.)

ADDENDA RECEIVED.: \_\_\_\_\_

and having inspected the site and the conditions affecting and governing the construction of the Project Work, the undersigned proposes to furnish all material and perform all labor, as specified and described in the Specifications and as shown in the Drawings, for the following stipulated lump sums:

(ENTER AMOUNTS FROM 000415-SCHEDULE OF VALUES – Round all values to the nearest whole dollar.)

**BASE BID:**

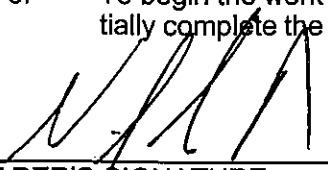
TOTAL MATERIALS AND LABOR FOR THE SUM OF:

Seventy four thousand, five hundred ninety three and DOLLARS (\$ 74,593.40)  
forty Cents.

In submitting the bid, the undersigned agrees:

1. To enter into a lump sum Contract agreement with the Owner and to construct the work as drawn and specified for the stated lump sum amounts regardless of quantity discrepancies. No additional payments will be made due to quantity discrepancies.
2. To hold the bid open for 60 days after bid opening.
3. To enter into a Contract within 14 days of Notice of Award.
4. To furnish a Performance Bond and a Labor and Material Payment Bond for the full amount of the Contract in accordance with 000800-Supplementary Conditions, within 20 days of Contract Award.

5. To furnish evidence of insurance in accordance with 000800-Supplementary Conditions prior to signing the Contract.
6. To furnish a preliminary Construction Schedule in accordance with Section 001310-Project Management and Coordination prior to signing the Contract.
7. To forfeit the Bid Security to the Owner as payment of damages due to delay if the undersigned fails to execute a Contract as required.
8. To begin the work no later than the date specified in the Contract, and to substantially complete the work no later than the date specified in 000100-Invitation to Bid.

  
\_\_\_\_\_  
PREPARER'S SIGNATURE

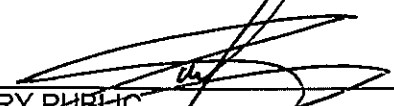
3/19/2020  
\_\_\_\_\_  
DATE

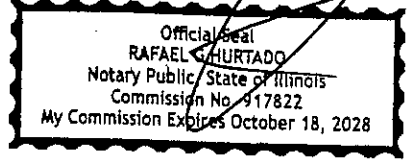
President  
\_\_\_\_\_  
PREPARER'S TITLE

CORPORATE SEAL (if applicable):

Subscribed and sworn to before me this  
19th day of March, 20 20



  
\_\_\_\_\_  
NOTARY PUBLIC



END OF SECTION 000410

**Discovery Park  
Village of Romeoville**



SCHEDULE OF VALUES

NOTES:

1. Bidder to complete Schedule of Values and enter total amount in appropriate space in Bid Form.
2. Owner's estimated quantities given for reference only. Bidder is responsible for performing all quantity take-offs necessary to estimate the work as drawn and specified.
3. The successful bidder will be required to enter into a lump sum contract agreement with the owner. No additional payments will be made due to discrepancies between bidder's estimated quantities, owner's estimated quantities, and the actual installed quantities to construct the work as drawn and specified.
4. This Schedule of Values form will become part of the Contract Documents and will be used as a basis for reviewing the Contractor's Applications for Payment.
5. This Schedule of Values form is available in Microsoft Excel format from the OWNER upon request.

Section	DESCRIPTION	Owner's Estimated QUANTITY	Bidder's QUANTITY	UNIT	UNIT COST	EXTENDED COST	SUBTOTAL
<b>033000</b>	<b>Cast-in-Place Concrete</b>						
	Shelter footings	1		LS		3,600.00	
						Section Subtotal:	3,600.00
<b>260000</b>	<b>Site Electrical</b>						
	Electrical connection for new shelter light with timer, including conduit, wiring, etc.	1		LS		15,906.00	
						Section Subtotal:	15,906.00
<b>311000</b>	<b>Site Clearing</b>						
	Silt fence	58		LF	6.00	348.00	
	Temporary construction fence	275		LF	9.00	2,475.00	
	Inlet protection	1		EA	250.00	250.00	
	Tree protection fence	185		LF	4.00	740.00	
	Concrete washout	1		EA	900.00	900.00	
	Remove concrete paving	156		SF	5.00	780.00	
						Section Subtotal:	5,493.00
<b>312000</b>	<b>Earth Moving</b>						
	Earthwork	-----	60	CY	50.00	3,000.00	
						Section Subtotal:	3,000.00
<b>321313</b>	<b>Concrete Paving and Curbs</b>						
	Concrete paving	1,008		SF	14.00	14,112.00	
						Section Subtotal:	14,112.00

Section	DESCRIPTION	Owner's Estimated QUANTITY	Bidder's QUANTITY	UNIT	UNIT COST	EXTENDED COST	SUBTOTAL
<b>323300</b>	<b>Site Furnishings</b>						
	ADA picnic table	1		EA	3,858.80	3,858.80	
	Picnic table	1		EA	4,375.80	4,375.80	
	Installation of Site Furnishings	1		LS		4,200.00	
	Shelter 20' x 20' purchase			LS		By Owner	
	Shelter 20' x 20' installation	1		LS		18,147.80	
						Section Subtotal:	30,582.40

<b>329200</b>	<b>Turf and Grasses</b>						
	Seed and blanket - restoration	1		LS		1,000.00	
						Section Subtotal:	1,000.00

<b>329300</b>	<b>Plants</b>						
	Salvage and reinstall existing trees	2		EA	450.00	900.00	
						Section Subtotal:	900.00

Base Bid: **74,593.40**

**Discovery Park  
Village of Romeoville**



**SCHEDULE OF UNIT PRICES**

**NOTES:**

1. Bidder to enter the unit cost for each item on a basis of the unit given. See Section 001270-Unit Prices for specific information.
2. This Schedule of Unit Prices will become part of the Contract Documents and will be used as a basis for payment and to substantiate Change Order requests.
3. This Schedule of Unit Prices form is available in Microsoft Excel format from the landscape architect upon request.

Section	DESCRIPTION	QUANTITY	UNIT	UNIT COST
312000	Earthwork	1	CY	65.00

END OF SECTION 000416

SECTION 000420 – SUBSTITUTION FORM

Bidders may suggest substitutions of materials or equipment for consideration. If the substitution is deemed accepted by the Owner's Representative, the information may be issued as an addendum or taken under consideration at the time of signing the contract. The Owner reserves the right to accept or reject any or all proposed substitutions. Substitutions may not be accepted subsequent to award of the Contract unless approved by the Owner's Representative.

List all "Substitutions" for which consideration is desired, showing the addition or reduction in price to be made, for each, if the substitution is accepted, or stating "No Change in Price" if none is proposed.

MATERIALS/EQUIPMENT	SUBSTITUTION	ADD	DEDUCT
	N/A		

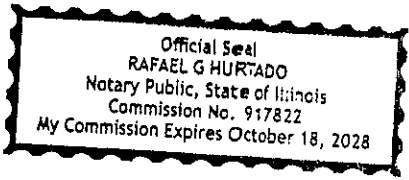
It is understood and agreed that the proposals indicated above are based on furnishing materials and equipment shown or specified and entitles the Owner to require that such names, materials, and methods be incorporated in the Work, except as substitutions for same based on the supplementary quotations entered above and as accepted by the Owner's Representative and are subsequently made a part of the written Contract.

[Signature]  
PREPARER'S SIGNATURE

3/19/2020  
DATE

President  
PREPARER'S TITLE

Subscribed and sworn to before me this  
19<sup>th</sup> day of March, 2020



[Signature]  
NOTARY PUBLIC

END OF SECTION 000420

SECTION 000435 – BID SECURITY

Attached to this Proposal is a **cashier's check, certified check, or bid bond** for 10% of the total Base Bid made payable to Village of Romeoville.

Insert amount:

Seven thousand, three hundred fifty nine and thirty four cents. DOLLARS  
( \$ 7,359.34 )

If this Proposal is accepted and the Bidder fails to execute a Contract with the Owner, the full amount of the security will be forfeited to the Owner as payment of damage due to delay. If this Proposal is not accepted, the security will be returned to the Bidder within 20 days of the execution of the Contract with the successful Bidder.

END OF SECTION 000435

SECTION 000440 – MATERIAL SOURCES and/or SUB-CONTRACTED WORK FORM

List the sources, manufacturers and/or (sub)contractors for the following items:

Trade	Source/Manufacturer	(Sub) Contractor
Concrete Paving	<u>Ozinga</u>	<u>Innovation Landscape inc</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

END OF SECTION 000440

SECTION 000460 – EQUAL EMPLOYMENT OPPORTUNITY

In the event of the contractor's noncompliance with any provision of this Equal Employment Opportunity Clause, the Illinois Fair Employment Practices Act or the Fair Employment Practices Commission's Rules and Regulations for Public Contracts, the contractor may be declared not responsible and therefore ineligible for future contracts or subcontracts with the State of Illinois or any of its political subdivision or municipal corporations, and the contract may be canceled or avoided in whole or in part, and such other sanctions or penalties may be imposed or remedies involved as provided by statute or regulation.

During the performance of this contract, the contractor agrees as follows:

(1) That it will not discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin or ancestry; and further that it will examine all job classifications to determine if minority persons or women are underutilized and will take appropriate affirmative action to rectify any such underutilization.

(2) That, if it hires additional employees in order to perform this contract, or any portion hereof, it will determine the availability (in accordance with the Commission's Rules and Regulations for Public Contracts) of minorities and women in the area(s) from which it may reasonable recruit and it will hire for each job classification for which employees are hired in such a way that minorities and women are not underutilized.

(3) That, in all solicitations or advertisements for employees placed by it or on its behalf, it will state that all applicants will be afforded equal opportunity without discrimination because of race, color, religion, sex, national origin or ancestry.

(4) That it will send to each labor organization or representative of workers with which it has or is bound by a collective bargaining or other agreement or understanding, a notice advising such labor organization or representative of the contractor's obligations under the Illinois Fair Employment Practices Act and the commission's Rules and Regulations for Public Contract. If any such labor organization or representative fails or refuses to cooperate with the contractor in its efforts to comply with such Act and Rules and Regulations, the contractor will promptly so notify the Illinois Fair Employment Practices Commission and the contracting agency and will recruit employees from other sources when necessary to fulfill its obligations thereunder.

(5) That it will submit reports as required by the Illinois Fair Employment Practices Commission's Rules and Regulations for Public Contracts, furnish all relevant information as may from time to time be requested by the Commission or the contracting agency, and in all respects comply with the Illinois Fair Employment Practices Act and the Commission's Rules and Regulations for Public Contracts so that such provisions will be binding upon every such subcontractor; and that it will also so include the provisions of paragraphs 1, 5, 6 and 7 in every supply subcontract as defined in Section 2.10 (a) of the Commission's Rules and Regulations for Public Contracts so that such provisions will be binding upon every such subcontractor. In the same manner as with other provisions of this contract, the contractor will be liable for compliance with applicable provisions of this clause by all its subcontractors; and further it will promptly notify the contracting agency and the Illinois Fair Employment Practices Commission in the event any subcontractor fails or refuses to comply therewith. In addition, no contractor will utilize any subcontractor declared by the Commission to be not responsible and therefore ineligible for contracts or subcontracts with the State of Illinois or any of its political subdivisions or municipal corporations.

With respect to the two types of subcontracts referred to under paragraph 7 or the Equal Employment Opportunity Clause above, following is an excerpt of Section 2 of the FEPC's Rules and Regulations for Public Contracts:

"Section 2.10. The term "Subcontract" means any agreement, arrangement or understanding, written or otherwise, between a contractor and any person (in which the parties do not stand in the relationship of any employer and an employee):

(a) for the furnishing of supplies or services or for the use of real or personal property, including lease arrangements, which, in whole or in part, utilized in the performance of any one or more contracts; or

(b) under which any portion of the contractor's obligation under any one or more contracts is performed, undertaken or assumed."

ACKNOWLEDGED AND AGREED TO:

*[Signature]*  
PREPARER'S SIGNATURE

3/19/2020  
DATE

President  
PREPARER'S TITLE

Subscribed and sworn to before me this

19th day of March, 2020



*[Signature]*  
NOTARY PUBLIC

END OF SECTION 000460

SECTION 000470 – AFFIDAVIT OF COMPLIANCE

The undersigned, Nataly Diaz, being first duly sworn on oath, deposes that

s/he is president <sup>(Name)</sup> of Innovation Landscape, INC, <sup>(Name of Company)</sup> the authority to  
(Sole Owner, Partner, President, Secretary, etc.)  
make this certification on behalf of the Bidder;

A. That in connection with this procurement,

- (1) The bid is not made in the interest of or on behalf of any undisclosed person, partnership, company, association, organization or corporation;
- (2) The Bidder has not in any manner directly or indirectly sought by consultation, communication or agreement with anyone to fix the bid price of said bidder or any other bidder or to fix any overhead profit or cost element of such bid price or that of any other bidder or to secure any advantage against the public body awarding the contract or anyone interested in the proper contract;
- (3) The bid is genuine and not collusive or sham;
- (4) The prices or breakdowns thereof and any and all contents which had been quoted in this bid have not been knowingly disclosed by the bidder and will not be knowingly disclosed by the bidder directly or indirectly to any other bidder or any competitor prior to opening;
- (5) All statements contained in such bid are true;
- (6) No attempt has been made or will be made by the bidder to induce any other person or firm to submit a false or sham bid;
- (7) No attempt has been made or will be made by the bidder to induce any other person or firm to submit or not to submit a bid for the purpose of restricting competition;

- B.
- (1) S/He is the person in the Bidder's organization responsible within that organization for the decision as to the prices being bid herein and that he has not participated, and will not participate, in any action contrary to paragraphs 1 through 7 above; or
  - (2)
    - (a) S/He is not the person in the Bidder's organization responsible within that organization for the decision as to the prices being bid herein but that s/he has been authorized to act as agent for the persons responsible for such decision in certifying that such persons have not participated, and will not participate, in any action contrary to paragraphs 1 through 7 above and as their agent does hereby so certify; and
    - (b) That s/he has not participated, and will not participate, in any action contrary to paragraphs 1 through 7 above.

C. The undersigned certifies that the Bidder is eligible to enter into public contracts, and is not barred from contracting with any unit of state or local government as a result of a violation of either Section 33E-3, or 33E-4 of the Illinois Criminal Code, or of any similar offense of "Bid-rigging" or "Bid-rotating" of any state or of the United States.

D. The undersigned certifies that the Bidder has a sexual harassment policy in place that meets the following criteria:

Please be advised that Public Act 87-1257, effective July 1, 1993, 775 ILCS 5/2-105 (A) has been amended to provide that every party to a public contract must have a written sexual harassment policy in place in full compliance with 775 ILCS 5/2-105 (A) (4) and includes, at a minimum, the following information: (I) the illegality of sexual harassment; (II) the definition of sexual harassment under State law; (III) a description of sexual harassment, utilizing examples; (IV) the vendor's internal complaint process including penalties; (V) the legal recourse, investigative and complaint process available through the Department of Human Rights (the "Department") and the Human Rights Commission (the "Commission"); (VI) directions on how to contact the Department and Commission; and (VII) protection against retaliation as provided by Section 6-101 of the Act. (Illinois Human Rights Act). (emphasis added). Pursuant to 775 ILCS 5/1-103 (M) (2002), a "public Contract" includes "...every contract to which the State, any of its political subdivisions or any municipal corporation is a party."

E. The undersigned certifies that the Bidder has a Drug Free Workplace policy in place.

F. It is expressly understood that the foregoing statements and representations and promises are made as a condition to the right of the bidder to receive payment under any award made hereunder.

PREPARER'S SIGNATURE

3/19/2026

DATE

President

PREPARER'S TITLE

Subscribed and sworn to before me this

19th day of March, 2026

NOTARY PUBLIC

END OF SECTION 000470





# **INNOVATION** *Landscape, Inc*

## Project References

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Innovation Landscape, Inc  
1481 Plainfield Road  
Oswego, IL 60543  
Ph: 815-557-0473, Fax: 815-327-3689  
Please visit our website: [www.innovationlandscapeinc.com](http://www.innovationlandscapeinc.com)  
DBE & BEP CERTIFIED BUSINESS



Landscape Design - Installation- Commercial Landscaping Maintenance  
Brick Pavers- Natural Stone Specialist - Retaining Walls

## 2025 Projects in Progress

➤ PROJECT NAME: 2025 HUNTER PRAIRIE PARK-

➤ PROJECT CONTRACT: \$1,470,540.71

OWNER'S NAME: Frankfort Square Park District- 7540 West Braemar Lane, Frankfort IL 60423

CONTACT PERSON: Ed Reidy- Superintendent of Parks

PHONE: 815-483-5466

EMAIL: [ereidy@fspd.org](mailto:ereidy@fspd.org)

PROJECT ARCHITECT: Jennifer Kelliher - Planning Resources Inc.

EMAIL: [jkelliher@planres.com](mailto:jkelliher@planres.com)

PHONE: 630-668-3788 ext. 18

Scope of work includes but not limited to demolition, removals, excavation, drainage, concrete paving, playground installation, shelter installation, fencing work, water service installations, tennis court, pickle ball court, basketball court, asphalt pathway, wetland and bioswale planting, landscaping etc.

➤ PROJECT NAME: 2025 Playground Projects at Eagle, Hoover and Jaycee Parks

PROJECT CONTRACT: \$829,996.30

OWNER'S NAME: Schaumburg Park District- 235 E. Beech Drive, Schaumburg, IL 60193

CONTACT PERSON: Matthew Gaynor

PHONE: 847-985-2115

EMAIL: [magaynor@parkfun.com](mailto:magaynor@parkfun.com)

Scope of work includes but not limited to demolition, removals, excavation, drainage, concrete paving, playground installation, High Format retaining walls, stone base preparation for Turf Surfacing, site furnishing installation, landscaping etc.

Mailing Address: P.O Box 505 Plainfield, IL 60544

Office: 815-557-0473

Website: [www.innovationlandscapeinc.com](http://www.innovationlandscapeinc.com)



Landscape Design – Installation- Commercial Landscaping Maintenance  
Brick Pavers- Natural Stone Specialist – Retaining Walls

➤ **PROJECT NAME: 2025 Sergeant Means Park Phase TWO**

PROJECT CONTRACT: \$516,784.00

OWNER'S NAME: Olympia Field Park District- 20712 Western Ave, Olympia Fields, IL 60461

CONTACT PERSON: Jesus Vargas- Executive Director

PHONE: 708-481-7313x226

EMAIL: [jesus@ofparks.org](mailto:jesus@ofparks.org)

PROJECT ARCHITECT: Hitchcock Design Group- Doug Fair

EMAIL: [dfair@hitchcockdesigngroup.com](mailto:dfair@hitchcockdesigngroup.com)

PHONE: 309-264-5030

Scope of work includes but not limited to demolition, removals, excavation, drainage, concrete paving, grading, pedestrian asphalt paving, sport court asphalt paving, color coating and stripping, picnic shelter installation, permanent lawn games, landscaping and native seeding/turf restoration.

➤ **PROJECT NAME: 2025 Grant Street Neighborhood Park Project- COMPLETED**

PROJECT CONTRACT: \$470,205.90

OWNER'S NAME: Westmont Park District- 55 E. Richmond Street, Westmont, IL 60559

CONTACT PERSON: Bob Fleck- Executive Director

PHONE: 630-969-8080

EMAIL: [Rfleck@westmontparks.org](mailto:Rfleck@westmontparks.org)

Scope of work includes but not limited to demolition, removals, excavation, drainage, concrete paving, playground installation, shelter installation, EWF surfacing, site furnishing, landscaping etc.

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Landscape Design – Installation- Commercial Landscaping Maintenance  
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➤ **PROJECT NAME: 2025 HOMERDING PARK OSLAD IMPROVEMENTS- COMPLETED**

PROJECT CONTRACT: \$357,233.97

OWNER'S NAME: Worth Park District- 11500 S. Beloit Ave, Worth IL 60482

CONTACT PERSON: Robert M. O'Shaughnessy, Director of Parks and Recreation

PHONE: 708-448-7080

EMAIL: [ROshaughnessy@worthparkdistrict.org](mailto:ROshaughnessy@worthparkdistrict.org)

PROJECT ARCHITECT: Design Perspectives Inc, Tod Stanton

EMAIL: [Tod@design-perspectives.net](mailto:Tod@design-perspectives.net)

PHONE: 630-606-0776

**Scope of work includes but not limited to demolition, removals, excavation, drainage, concrete paving, playground installation, shelter installation, site furnishing installation, fitness equipment stations, landscaping etc.**

➤ **PROJECT NAME: 2025 White Eagle**

PROJECT CONTRACT: \$162,104.80

OWNER'S NAME: Naperville Park District – 320 W. Jackson Ave, Naperville IL 60540

CONTACT PERSON: Jessica Burgdorf- Park Planner

PHONE: 630-864-3944

EMAIL: [jburgdorf@napervilleparks.org](mailto:jburgdorf@napervilleparks.org)

**Scope of work includes but is not limited to demolition, removals, excavation, drainage, concrete paving, playground installation, shelter installation, EWF surfacing, site furnishing, landscaping etc.**

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Office: 815-557-0473

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Landscape Design – Installation- Commercial Landscaping Maintenance  
Brick Pavers- Natural Stone Specialist – Retaining Walls

➤ **PROJECT NAME: 2025 WEST GREENS PLAYGROUND RENOVATION**

PROJECT CONTRACT: \$145,122.35

OWNER'S NAME: Naperville Park District – 320 W. Jackson Ave, Naperville IL 60540

CONTACT PERSON: Jessica Burgdorf- Park Planner

PHONE: 630-864-3944

EMAIL: [jburgdorf@napervilleparks.org](mailto:jburgdorf@napervilleparks.org)

Scope of work includes but is not limited to demolition, removals, excavation, drainage, concrete paving, playground installation, shelter installation, EWF surfacing, site furnishing, landscaping etc.

➤ **PROJECT NAME: 2025 COLUMBIA COMMONS PLAYGROUND RENOVATION**

PROJECT CONTRACT: \$126,446.20

OWNER'S NAME: Naperville Park District – 320 W. Jackson Ave, Naperville IL 60540

CONTACT PERSON: Allan Barajas – Project Manager

PHONE: 630-864-3087

EMAIL: [abarajas@napervilleparks.org](mailto:abarajas@napervilleparks.org)

Scope of work includes but is not limited to demolition, removals, excavation, drainage, concrete paving, playground installation, shelter installation, EWF surfacing, site furnishing, landscaping etc.

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Landscape Design – Installation- Commercial Landscaping Maintenance  
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## 2024 Completed Projects

### ➤ PROJECT NAME: Bird Park Renovation Project

PROJECT CONTRACT: \$1,208,908.80

OWNER'S NAME: Kankakee Valley Park District – 893 West Station Street, Kankakee IL 60901

CONTACT PERSON: Rick Collins- Superintendent of Buildings & Grounds

PHONE: 815-662-7515

EMAIL: [rdc@kvpd.com](mailto:rdc@kvpd.com)

PROJECT ARCHITECT: Ashley Johnson- Upland Design

EMAIL: [ajohnson@uplanddesign.com](mailto:ajohnson@uplanddesign.com)

PHONE: 815-254-0091 x 785

**Scope of work includes but not limited to demolition, removals, excavation, drainage, concrete paving, playground installation, shelter installation, splash pad installation, landscaping etc.**

### ➤ PROJECT NAME: Powder River Park

PROJECT CONTRACT: \$591,011.00

OWNER'S NAME: City of Elgin- 150 Dexter Court, Elgin IL 60120

CONTACT PERSON: Greg Hulke- Public Works Superintendent

PHONE: 847-931-6038

EMAIL: [greg.hulke@elginil.gov](mailto:greg.hulke@elginil.gov)

PROJECT ARCHITECT: Liz Dafoe

EMAIL: [ldafoe@uplanddesign.com](mailto:ldafoe@uplanddesign.com)

PHONE: 312-350-4088 ext. 301

Mailing Address: P.O Box 505 Plainfield, IL 60544

Office: 815-557-0473

Website: [www.innovationlandscapeinc.com](http://www.innovationlandscapeinc.com)



Landscape Design – Installation- Commercial Landscaping Maintenance  
Brick Pavers- Natural Stone Specialist – Retaining Walls

**Scope of work includes but not limited to demolition, removals, excavation, drainage, concrete paving, playground installation, turf surfacing, shelter installation, site furnishing, landscaping etc.**

➤ **PROJECT NAME: Clark Island Recreation Expansion**

PROJECT CONTRACT: \$1,876,619.60

OWNER'S NAME: Batavia Park District- 327 W. Wilson Street, Batavia, IL 60510

CONTACT PERSON: Josh Wyant- Director of Facilities & Trades

PHONE: 331-231-1389

EMAIL: [joshw@bataviaparks.org](mailto:joshw@bataviaparks.org)

PROJECT ARCHITECT: Maria Blood- Upland Design LTD.

EMAIL: [mblood@uplanddesign.com](mailto:mblood@uplanddesign.com)

PHONE: 815-254-0091

**Scope of work includes but not limited to demolition, removals, excavation, drainage, concrete paving, Fitness Court, skatepark and pump track, restoration**

➤ **PROJECT NAME: Intergenerational Inclusive Playground in Emriscon Park**

PROJECT CONTRACT: \$1,087,715.00

OWNER'S NAME: City of Woodstock – 121 W. Calhoun Street, Woodstock, IL 60098

CONTACT PERSON: Jack Dell- Civil Engineer

PHONE: 815-338-6118

EMAIL: [jdell@woodstockil.gov](mailto:jdell@woodstockil.gov)

PROJECT ARCHITECT: Daniel Wilson- Wight & Company

EMAIL: [dwilson@wightco.com](mailto:dwilson@wightco.com)

PHONE: 630-739-7262

Mailing Address: P.O Box 505 Plainfield, IL 60544

Office: 815-557-0473

Website: [www.innovationlandscapeinc.com](http://www.innovationlandscapeinc.com)



Landscape Design – Installation- Commercial Landscaping Maintenance  
Brick Pavers- Natural Stone Specialist – Retaining Walls

Scope of work includes but not limited to demolition, removals, excavation, drainage, concrete paving, playground installation, PIP surfacing, Fitness center, Precast building fountain, shades, shelter installations, landscaping, etc.

➤ **PROJECT NAME: Connemara Park 2024**

PROJECT CONTRACT: \$350,040.76

OWNER'S NAME: Lemont Park District- 16028 127<sup>th</sup> Street, Lemont IL 60439

CONTACT PERSON: Kyle Murray- Director of Maintenance & Planning

PHONE: 630-257-6787 x 3023

EMAIL: [jhernandez@lemontparks.org](mailto:jhernandez@lemontparks.org)

PROJECT ARCHITECT: Tod Stanton – Design Perspective Inc

EMAIL: [tod@design-perspectives.net](mailto:tod@design-perspectives.net)

PHONE: 630-606-0776

Scope of work includes site clearing, earthwork operations, concrete curbs, walks and paving, site furnishings, playfield equipment, Poured In place surfacing, shade structures, planting, and restoration work.

➤ **PROJECT NAME: BOLINGBROOK 2024 Playground Renovations- Erickson Park, Bloomfield Oasis Park, & Lilac Park**

PROJECT CONTRACT: \$301,016.80

OWNER'S NAME: Bolingbrook Park District- 301 Recreation Drive, Bolingbrook, IL 60440

CONTACT PERSON: Christopher J. Corbett – Superintendent of Projects & Loss Prevention

PHONE: 630-220-3536

EMAIL: [ccorbett@bolingbrookparks.org](mailto:ccorbett@bolingbrookparks.org)

Scope of work includes but not limited to demolition, removals, excavation, drainage, concrete paving, concrete curb, EWF surfacing, landscaping, playground installation and site furnishing installation. Etc.

Mailing Address: P.O Box 505 Plainfield, IL 60544

Office: 815-557-0473

Website: [www.innovationlandscapeinc.com](http://www.innovationlandscapeinc.com)



Landscape Design – Installation- Commercial Landscaping Maintenance  
Brick Pavers- Natural Stone Specialist – Retaining Walls

➤ **PROJECT NAME: Oketo Park OSLAD Development**

PROJECT CONTRACT: \$554,670.96

OWNER'S NAME: Morton Grove Park District – 6834 Dempster Street, Morton Grove, IL 60053

CONTACT PERSON: Keith Gorczyca- Superintendent of Parks & Facilities

PHONE: 847-965-0065

EMAIL: [kgorczyca@mgparks.com](mailto:kgorczyca@mgparks.com)

PROJECT ARCHITECT: Maria Blood- Upland Design LTD.

EMAIL: [mblood@uplandDesign.com](mailto:mblood@uplandDesign.com)

PHONE: 815-254-0091 x787

**Scope of work includes but not limited to demolition, removals, excavation, drainage, concrete paving, playground installation, tennis court restoration, asphalt, backstop fencing, shelter installation, dugout installation, landscaping, etc.**

➤ **PROJECT NAME: Thorndale Park-**

PROJECT CONTRACT: \$726,558.20

OWNER'S NAME: Roselle Park District – 22W130 Thorndale Road, Medinah, IL 60157

CONTACT PERSON: Steven Muenz, Executive Director

PHONE: 224-524-0005

EMAIL: [steven@medinahparkdistrict.org](mailto:steven@medinahparkdistrict.org)

PROJECT ARCHITECT: Tod Stanton, Design Perspectives Inc

EMAIL: [tod@design-perspectives.net](mailto:tod@design-perspectives.net)

PHONE: 630-606-0076

Mailing Address: P.O Box 505 Plainfield, IL 60544

Office: 815-557-0473

Website: [www.innovationlandscapeinc.com](http://www.innovationlandscapeinc.com)



Landscape Design – Installation- Commercial Landscaping Maintenance  
Brick Pavers- Natural Stone Specialist – Retaining Walls

**Scope of work includes but not limited to demolition, removals, excavation, drainage, concrete paving, playground installation, shelter installation, volleyball court, site furnishing installation, Poured in Place installation, landscaping, restoration. Etc.**

**PROJECT NAME: 3 SEPARTE PARK PROJECT SAME OWNER AND PROJECT  
MANAGER**

1. Arrowhead park- CONTRACT AMOUNT: \$98,516.45
2. Spring-field Park- CONTRACT AMOUNT: \$138,979.30
3. Winding Creek Park- CONTRACT AMOUNT: \$142,115.95

OWNER'S NAME: Naperville Park District- 320 W. Jackson Ave, Naperville IL 60540

CONTACT PERSON: Jessica Burgdorf – Project manager

PHONE: 630-536-6382

EMAIL: [jburgdorf@napervilleparks.org](mailto:jburgdorf@napervilleparks.org)

**Scope of work includes but not limited to demolition, removals, excavation, drainage, concrete paving, concrete curb, playground installation, EWF surfacing, site furnishing, shelter installations, landscape etc.**

**PROJECT NAME: Founders Park OSLAD Grant Development 2023- 2024**

PROJECT CONTRACT: \$1,178,980.50

OWNER'S NAME: Winfield Park District – 0N020 County Farm Road, Winfield, IL 60190

CONTACT PERSON: Thomas C. Bower- Executive Director

PHONE: 630-653-3811

EMAIL: [tomb@winfieldparkdistrict.com](mailto:tomb@winfieldparkdistrict.com)

PROJECT ARCHITECT: Heath Wright- Upland Design LTD

EMAIL: [hwright@uplanddesign.com](mailto:hwright@uplanddesign.com)

PHONE: 815-354-9119

Mailing Address: P.O Box 505 Plainfield, IL 60544

Office: 815-557-0473

Website: [www.innovationlandscapeinc.com](http://www.innovationlandscapeinc.com)



Landscape Design – Installation- Commercial Landscaping Maintenance  
Brick Pavers- Natural Stone Specialist – Retaining Walls

Scope of work includes but not limited to demolition, removals, excavation, drainage, concrete paving, concrete curb, asphalt paving, artificial turf, poured-in-place surfacing, engineered wood fiber surfacing, playground, chain link fencing, clay infield mix, drainage, landscaping, and restoration.

➤ **PROJECT NAME: Walter Park 2023-2024**

PROJECT CONTRACT: \$799,160.12

OWNER'S NAME: Carol Stream Park District- 849 W. Lies Road, Carol Stream IL 60188

CONTACT PERSON: Shane Hamilton- Director of Parks & Facilities

PHONE: 847-774-0380

EMAIL: [shaneh@csparks.org](mailto:shaneh@csparks.org)

PROJECT ARCHITECT: Daniel Wilson- Wight & Company

EMAIL: [dwilson@wightco.com](mailto:dwilson@wightco.com)

PHONE: 304-644-7144

Scope of work includes site clearing, earthwork operations, asphalt paving, concrete curbs, walks and paving, site furnishings, playfield equipment, planting, and restoration work.

➤ **PROJECT NAME: Montgomery Park Improvements 2023-2024**

PROJECT CONTRACT: \$445,903.12

OWNER'S NAME: Village of Montgomery- 200 N River Street, Montgomery IL 60538

CONTACT PERSON: Mark Wolf- Director of Public Works

PHONE: 331-212-9043

EMAIL: [mwolf@montgomeryil.org](mailto:mwolf@montgomeryil.org)

Mailing Address: P.O Box 505 Plainfield, IL 60544

Office: 815-557-0473

Website: [www.innovationlandscapeinc.com](http://www.innovationlandscapeinc.com)



Landscape Design – Installation- Commercial Landscaping Maintenance  
Brick Pavers- Natural Stone Specialist – Retaining Walls

**Scope of work includes but not limited to demolition, removals, excavation, concrete paving, stone masonry, brick pavers, plaza, shade installation, hardscape and landscaping.**

➤ **PROJECT NAME: Oakridge Parkway Playground Renovation 2024**

PROJECT CONTRACT: \$803,492.00

OWNER'S NAME: Naperville Park District – 320 W. Jackson Ave, Naperville, IL 60540

CONTACT PERSON: Allan Barajas- Project Manager

PHONE: 630-673-2615

EMAIL: [abarajas@napervilleparks.org](mailto:abarajas@napervilleparks.org)

**Scope of work includes but not limited to demolition, removals, excavation, playground installation, site furnishing, drainage, concrete paving, shelter installation, landscaping etc.**

➤ **PROJECT NAME: Rotary, Firefighters & Schoppe Park 2024**

PROJECT CONTRACT: \$353,963.81

OWNER'S NAME: Bartlett Park District – 690 W. Stearns Road, Bartlett, IL 60103

CONTACT PERSON: Kelly O'Brien – Superintendent of Parks and Planning

PHONE: 630-540-4805

EMAIL: [kobrien@bartlettparks.org](mailto:kobrien@bartlettparks.org)

**Scope of work includes but not limited to demolition, removals, excavation, playground installation, site furnishing, drainage, concrete paving, shelter installation, landscaping etc.**

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Landscape Design – Installation- Commercial Landscaping Maintenance  
Brick Pavers- Natural Stone Specialist – Retaining Walls

➤ **PROJECT NAME: Centennial Park Renovation 2023-2024**

PROJECT CONTRACT: \$803,492.00

OWNER'S NAME: Oak Lawn Park District – 9400 S. Kenton Ave, Oak Lawn, IL 60453

CONTACT PERSON: Ryan Gory- Superintendent of Parks & Planning

PHONE: 708-857-2201

EMAIL: [rgory@olparks.com](mailto:rgory@olparks.com)

PROJECT ARCHITECT: Liz Dafoe- Upland Design LTD

EMAIL: [ldafoe@uplandDesign.com](mailto:ldafoe@uplandDesign.com)

PHONE: 815-350-4088 x 301

Scope of work includes but not limited to demolition, removals, excavation, concrete paving, Chain Link fencing, netting system, site furnishing and landscaping.

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Innovation Landscape, Inc.

SEXUAL HARASSMENT POLICY

The company is committed to providing a workplace that is free from all forms of discrimination, including sexual harassment. Any employee's behavior that fits the definition of sexual harassment is a form of misconduct which may result in disciplinary action up to and including dismissal. Sexual harassment could also subject this company and, in some cases, an individual to substantial civil penalties.

The company's policy on sexual harassment is part of its overall affirmative action efforts pursuant to federal and state laws prohibiting discrimination based on age, race, color, religion, national origin, citizenship status, unfavorable discharge from the military, marital status, disability and gender. Specifically, sexual harassment is prohibited by Title VII of the Civil Rights Act of 1964 and the Illinois Human Rights Act.

Each employee of this company must refrain from sexual harassment in the workplace. No employee - male or female - should be subjected to unsolicited or unwelcome sexual overtures or conduct in the workplace. Furthermore, it is the responsibility of all supervisors and managers to make sure that the work environment is free from sexual harassment. All forms of discrimination and conduct which can be considered harassing, coercive or disruptive, or which create a hostile or offensive environment must be eliminated. Instances of sexual harassment must be investigated in a prompt and effective manner.

All employees of this company, particularly those in a supervisory or management capacity, are expected to become familiar with the contents of this policy and to abide by the requirements it establishes.

Innovation Landscape, Inc.  
SEXUAL HARASSMENT POLICY

## DEFINITION OF SEXUAL HARASSMENT

According to the Illinois Human Rights Act, sexual harassment is defined as:

Any unwelcome sexual advances, requests for sexual favors or any conduct of a sexual nature when:

1. Submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment;
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
3. Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

The courts have determined that sexual harassment is a form of discrimination under Title VII of the U.S. Civil Rights Act of 1964, as amended in 1991.

One example of sexual harassment is a case where a qualified individual is denied employment opportunities and benefits after rejecting the supervisor's sexual advances or request(s) for sexual favors or the individual is terminated. Another example is when an individual is subjected to unwelcome sexual conduct by co-workers because of his or her gender which makes it difficult for the employee to perform his or her job.

Other conduct, which may constitute sexual harassment, includes:

- **Verbal:** Sexual innuendos, suggestive comments, insults, humor, and jokes about sex, anatomy or gender-specific traits, sexual propositions, threats, repeated requests for dates, or statements about other employees, even outside of their presence, of a sexual nature.
- **Non-Verbal:** Suggestive or insulting sounds (whistling), leering, obscene gestures, sexually suggestive bodily gestures, "catcalls", "smacking" or "kissing" noises.
- **Visual:** Posters, signs, pin-ups or slogans of a sexual nature, viewing pornographic material or websites.
- **Physical:** Touching, unwelcome hugging or kissing, pinching, brushing the body, any coerced sexual act, or actual assault.
- **Textual/Electronic:** "Sexting" (electronically sending messages with sexual content, including pictures and video), the use of sexually explicit language, harassment, cyber stalking and threats via all forms of electronic communication (e-mail, text/picture/video messages, intranet/on-line postings, blogs, instant messages and social network websites like Facebook and Twitter).

While the most commonly recognized forms of sexual harassment involve the types of conduct described above, non-sexual conduct can also constitute a violation of the applicable laws

when that conduct is directed at the victim because of his or her gender (for example, a female employee who reports to work every day and finds her tools stolen, her work station filled with trash and her equipment disabled by her male co-workers because they resent having to work with a woman).

The most severe and overt forms of sexual harassment are easier to determine. On the other end of the spectrum, some sexual harassment is more subtle and depends, to some extent, on individual perception and interpretation. The courts will assess sexual harassment by a standard of what would offend a "reasonable person."

For this reason, every manager, supervisor and employee must remember that seemingly "harmless" and subtle actions may lead to sexual harassment complaints. The use of terms such as "honey", "darling" and "sweetheart" is objectionable to many women who believe that these terms undermine their authority and their ability to deal with men on an equal and professional level. And while use of these terms by an individual with authority over a female employee will rarely constitute an adverse employment action, it may lead to the creation of a hostile work environment.

Another example is the use of a compliment that could potentially be interpreted as sexual in nature. Below are three statements that might be made about the appearance of a woman in the workplace:

"That's an attractive dress you have on."

"That's an attractive dress. It really looks good on you."

"That's an attractive dress. You really fill it out well."

The first statement appears to be simply a compliment. The last is the most likely to be perceived as sexual harassment, depending on individual perceptions and values. To avoid the possibility of offending an employee, it is best to follow a course of conduct above reproach or to err on the side of caution.

Sexual harassment is unacceptable misconduct, which affects both genders. Sexual harassment will often involve a man's conduct directed at a woman. However, it can also involve a woman harassing a man or harassment between members of the same gender.

#### RESPONSIBILITY OF INDIVIDUAL EMPLOYEES

Each individual employee has the responsibility to refrain from sexual harassment in the workplace.

An individual employee who sexually harasses a fellow worker is, of course, liable for his or her individual conduct.

The harassing employee will be subject to disciplinary action up to and including discharge in accordance with company policy or any applicable collective bargaining agreement, as appropriate.

#### RESPONSIBILITY OF SUPERVISORY PERSONNEL

Each supervisor is responsible for maintaining the workplace free of sexual harassment. This is accomplished by promoting a professional environment and by dealing with sexual harassment as with all other forms of employee misconduct. It must be remembered that

supervisors are the first line of defense against sexual harassment. By setting the right example, a supervisor may discourage his or her employees from acting inappropriately. In addition, supervisors will often be the first to spot objectionable conduct or the first to receive a complaint about conduct which he or she did not observe.

The courts and the Illinois Human Rights Commission have found that organizations as well as supervisors can be held liable for damages related to sexual harassment by a manager, supervisor, employee, or third party (an individual who is not an employee but does business with an organization, such as a contractor, customer, sales representative, or repair person).

Liability is either based on an organization's responsibility to maintain a certain level of order and discipline among employees, or on the supervisor, acting as an agent of the organization. It should be noted that recent United States Supreme Court cases involving sexual harassment claims against supervisors have made the employer's liability for supervisors' actions even stricter. Therefore, supervisors must understand that their adherence to this policy is vitally important; both with regard to their responsibility to maintain a work environment free of harassment and, even more importantly, with regard to their own individual conduct. The law continues to require employers to remain vigilant and effectively remedy sexually harassing conduct perpetrated by individual(s) on their coworkers. Supervisors must act quickly and responsibly not only to minimize their own liability but also that of the company.

Specifically, a supervisor must address an observed incident of sexual harassment or a complaint, with equal seriousness, report it, take prompt action to investigate it, implement appropriate disciplinary action, take all necessary steps to eliminate the harassment and observe strict confidentiality. This also applies to cases where an employee tells the supervisor about behavior considered sexual harassment but does not want to make a formal complaint.

Also, supervisors must ensure that no retaliation will result against an employee making a sexual harassment complaint.

Furthermore, managers/supervisors should remind employees, on a regular basis, that their incoming and outgoing electronic messages on employer owned/issued equipment are subject to monitoring and that employees have no expectation of privacy on employer owned/issued electronic equipment. Inform employees that if they are subjected to inappropriate electronic communications while at work or on employer-owned equipment, or even on their personal cell phones and computers, that they should contact their supervisor or Human Resources immediately. Advise managers, supervisors, and employees not to "friend" each other on social networks and to limit their electronic messages to relevant business matters. Investigate complaints on a case-by case basis and remind employees of the company's code of conduct and ethics rules if applicable.

#### PROCEDURES FOR FILING A COMPLAINT

An employee who either observes or believes herself/himself to be the object of sexual harassment should deal with the incident(s) as directly and firmly as possible by clearly communicating her/his position to the offending employee, her/his supervisor and company contact:

It is not necessary for sexual harassment to be directed at the person making a complaint.

The following steps may also be taken: document or record each incident (what was said or done, the date, the time, and the place). Documentation can be strengthened by written records such as letters, notes, memos, and telephone messages.

All charges, including anonymous complaints, will be accepted and investigated regardless of how the matter comes to the attention of the company. However, because of the serious implications of sexual harassment charges and the difficulties associated with their investigation and the questions of credibility involved, the claimant's willing cooperation is a vital component of an effective inquiry and an appropriate outcome.

No one making a complaint will be retaliated against even if a complaint made in good faith is not substantiated. In addition, any witness will be protected from retaliation.

Proper responses to conduct which is believed to be sexual harassment may include the following:

**Electronic/Direct Communication.** If there is sexual harassing behavior in the workplace, the harassed employee should directly and clearly express her/his objection that the conduct is unwelcome and request that the offending behavior stop. The initial message may be verbal. If subsequent messages are needed, they should be put in writing in a note or a memo.

**Contact with Supervisory Personnel.** At the same time direct communication is undertaken, or in the event the employee feels threatened or intimidated by the situation, the problem must be promptly reported to the immediate supervisor or

Nataly Perez, President, Ph: 815-557-0473

If the harasser is the immediate supervisor; the problem should be reported to the next level of supervision or

Nataly Perez, President

**Formal Written Complaint.** An employee may also report incidents of sexual harassment directly to

Nataly Perez, President

will counsel the reporting employee and be available to assist with filing a formal complaint. The company will fully investigate the complaint and advise the complainant and the alleged harasser of the results of the investigation.

**Resolution Outside Company.** The purpose of this policy is to establish prompt, thorough and effective procedures for responding to every complaint and incident so that problems can be identified and remedied internally. However, an employee has the right to contact the Illinois Department of Human Rights (IDHR) or the Equal Employment Opportunity Commission (EEOC) about filing a formal complaint. An IDHR

complaint must be filed within 180 days of the alleged incident(s) unless it is a continuing offense. A complaint with the EEOC must be filed within 300 days. In addition, an appeal process is available through the Illinois Human Rights Commission, (IHRC) after IDHR has completed its investigation of the complaint. Where the employing entity has an effective sexual harassment policy in place and the complaining employee fails to take advantage of that policy and allow the employer an opportunity to address the problem, such an employee may, in certain cases, lose the right to further pursue the claim against the employer.

#### ADMINISTRATIVE CONTACTS

- Illinois Department of Human Rights (IDHR)  
Chicago: 312-8 14-6200 or 800-662-3942  
Chicago TTY: 866-740-3953  
Springfield: 217-785-5100  
Springfield TTY: 866-740-3953  
Marion: 618-993-7463  
Marion TTY: 866-740-3953
- Illinois Human Rights Commission (IHRC)  
Chicago: 312-8 14-6269  
Chicago TTY: 312-814-4760  
Springfield: 217-785-4350  
Springfield TTY: 217-557-1500
- United States Equal Employment Opportunity Commission (EEOC)  
Chicago: 800-669-4000  
Chicago TTY: 800-869-8001

An employee, who is suddenly transferred to a lower paying job or passed over for promotion after filing a complaint with IDHR or EEOC, may file a retaliation charge, also due within 180 days (IDHR) or 300 days (EEOC) of the alleged retaliation.

An employee who has been physically harassed or threatened while on the job may also have grounds for criminal charges, such as assault or battery.

#### FALSE AND FRIVOLOUS COMPLAINTS

False and frivolous charges refer to cases where the accuser is using a sexual harassment complaint to accomplish some end other than stopping sexual harassment. It does not refer to charges made in good faith which cannot be proven. Given the seriousness of the consequences for the accused, a false and frivolous charge is a severe offense that can itself result in disciplinary action.



# SUBSTANCE ABUSE POLICY

*I pledge that my company will take reasonable action to create and maintain a workplace free from substance abuse. My company will work to increase awareness of the dangers of substance abuse within our workplace and throughout the construction industry.*

## TABLE OF CONTENTS

*Disclaimer: This policy is intended for reference purposes only; please consult all applicable state and local laws or statutes prior to implementation.*

# AIA Document A310™ – 2010

## Bid Bond

**CONTRACTOR:**

(Name, legal status and address)  
Landworks, Ltd.

14817 S. Gougar Road  
Lockport, IL 60491

**OWNER:**

(Name, legal status and address)

Village of Romeoville  
1050 W. Romeo Road  
Romeoville, IL 60446

**BOND AMOUNT: \*\*\* TEN PERCENT OF AMOUNT BID \*\*\***

**SURETY:**

(Name, legal status and principal place of business)

Swiss Re Corporate Solutions America Insurance Corporation  
1200 Main Street, Suite 800  
Kansas City, MO 64105

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.

**PROJECT:**

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

Discovery Park

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.

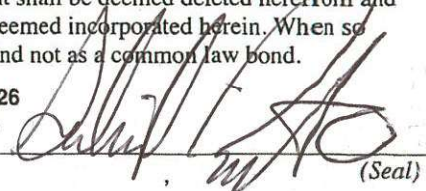
If this Bond is issued in connection with a subcontractor's bid to a Contractor, the term Contractor in this Bond shall be deemed to be Subcontractor and the term Owner shall be deemed to be Contractor.

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.

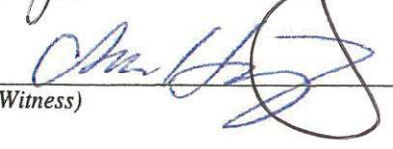
Signed and sealed this 19th day of March, 2026  
Landworks, Ltd.

  
(Witness)

(Principal)

  
(Seal)

(Title) Gabriel Pizzuto - Director of Operations  
Swiss Re Corporate Solutions America Insurance Corporation  
(Surety)

  
(Witness)

(Title) Thomas O. Chambers, Attorney-in-Fact



Init.

SWISS RE CORPORATE SOLUTIONS

SWISS RE CORPORATE SOLUTIONS AMERICA INSURANCE CORPORATION ("SRCSAIC")
SWISS RE CORPORATE SOLUTIONS PREMIER INSURANCE CORPORATION ("SRCSPIC")

GENERAL POWER OF ATTORNEY

KNOW ALL MEN BY THESE PRESENTS, THAT SRCSAIC, a corporation duly organized and existing under laws of the State of Missouri, and having its principal office in the City of Kansas City, Missouri, and SRCSPIC, a corporation organized and existing under the laws of the State of Missouri and having its principal office in the City of Kansas City, Missouri, each does hereby make, constitute, and appoint:

THOMAS O. CHAMBERS, TODD SCHLAAP, KIMBERLY S. RASCH and PAUL JACOBSEN

JOINTLY OR SEVERALLY

Its true and lawful Attorney(s)-in-Fact to make, execute, seal and deliver, for and on its behalf and as its act and deed, bonds, consents of surety, or other writings obligatory in the nature of a bond on behalf of each of said Companies, as surety, on contracts of suretyship as are or may be required or permitted by law, regulation, contract or otherwise, provided that no bond or undertaking or contract or suretyship executed under this authority shall exceed the amount of:

UNLIMITED

This Power of Attorney is granted and is signed by facsimile under and by the authority of the following Resolutions adopted by the Boards of Directors of both SRCSAIC and SRCSPIC at meetings duly called and held on the 18th of November 2021:

"RESOLVED, that any two of the President, any Managing Director, any Senior Vice President, any Vice President, the Secretary or any Assistant Secretary be, and each or any of them hereby is, authorized to execute a Power of Attorney qualifying the attorney named in the given Power of Attorney to execute on behalf of the Corporation bonds, undertakings and all contracts of surety, and that each or any of them hereby is authorized to attest to the execution of any such Power of Attorney and to attach therein the seal of the Corporation; and it is

FURTHER RESOLVED, that the signature of such officers and the seal of the Corporation may be affixed to any such Power of Attorney or to any certificate relating thereto by facsimile, and any such Power of Attorney or certificate bearing such facsimile signatures or facsimile seal shall be binding upon the Corporation when so affixed and in the future with regard to any bond, undertaking or contract of surety to which it is attached."



By [Signature] David Satory, Senior Vice President of SRCSAIC & Senior Vice President of SRCSPIC



By [Signature] Gabriel Jacquez, Senior Vice President of SRCSAIC & Senior Vice President of SRCSPIC

IN WITNESS WHEREOF, SRCSAIC and SRCSPIC have caused their official seals to be hereunto affixed, and these presents to be signed by their authorized officers this 26th day of January, 2026.

State of Illinois
County of Cook

SS

Swiss Re Corporate Solutions America Insurance Corporation
Swiss Re Corporate Solutions Premier Insurance Corporation

On this 26th day of January, 2026, before me, a Notary Public personally appeared David Satory, Senior Vice President of SRCSAIC and Senior Vice President of SRCSPIC, and Gabriel Jacquez, Senior Vice President of SRCSAIC and Senior Vice President of SRCSPIC, personally known to me, who being by me duly sworn, acknowledged that they signed the above Power of Attorney as officers of and acknowledged said instrument to be the voluntary act and deed of their respective companies.



[Signature] Karen M. Szweda, Notary

I, Jeffrey Goldberg, the duly elected Senior Vice President and Assistant Secretary of SRCSAIC and SRCSPIC, do hereby certify that the above and foregoing is a true and correct copy of a Power of Attorney given by said SRCSAIC and SRCSPIC, which is still in full force and effect.

IN WITNESS WHEREOF, I have set my hand and affixed the seals of the Companies this 19th day of March, 2026.



[Signature] Jeffrey Goldberg, Senior Vice President & Assistant Secretary of SRCSAIC & SRCSPIC

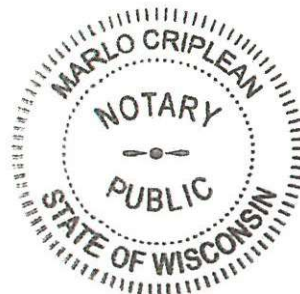
STATE OF WISCONSIN )

COUNTY OF Racine )

ON THIS 19th day of March, 2026,  
before me, a notary public, within and for said County and State, personally appeared \_\_\_  
Thomas O. Chambers to me personally known, who being duly sworn,  
upon oath did say that he is the Attorney-in-Fact of and for the \_\_\_\_\_  
Swiss Re Corporate Solutions America Insurance Corporation, a corporation  
of Missouri, created, organized and existing under and  
by virtue of the laws of the State of Missouri; that the corporate seal  
affixed to the foregoing within instrument is the seal of the said Company; that the seal  
was affixed and the said instrument was executed by authority of its Board of Directors;  
and the said Thomas O. Chambers did acknowledge that he/she  
executed the said instrument as the free act and deed of said Company.



**Marlo Cripplean**  
Notary Public, Racine County, Wisconsin  
My Commission Expires 6/13/2028



**COPY**  
**AIA** Document A310™ – 2010  
**Bid Bond**

**CONTRACTOR:**  
*(Name, legal status and address)*  
 Landworks, Ltd.

14817 S. Gougar Road  
 Lockport, IL 60491

**OWNER:**  
*(Name, legal status and address)*  
 Village of Romeoville  
 1050 W. Romeo Road  
 Romeoville, IL 60446

**BOND AMOUNT: \*\*\* TEN PERCENT OF AMOUNT BID \*\*\***

**PROJECT:**  
*(Name, location or address, and Project number, if any)*  
 Discovery Park

**SURETY:**  
*(Name, legal status and principal place of business)*  
 Swiss Re Corporate Solutions America Insurance Corporation  
 1200 Main Street, Suite 800  
 Kansas City, MO 64105

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.

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.

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Signed and sealed this 19th day of

March 2026  
 Landworks, Ltd.

*[Signature]*  
 \_\_\_\_\_  
 (Witness)

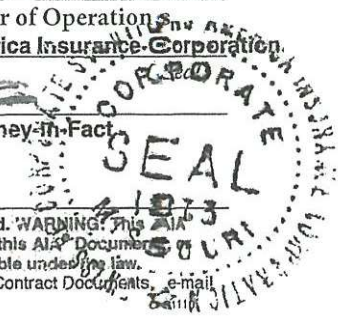
*[Signature]*  
 \_\_\_\_\_  
 (Principal)

*[Signature]*  
 \_\_\_\_\_  
 (Seal)

*[Signature]*  
 \_\_\_\_\_  
 (Witness)

(Title) Gabriel Pizzuto - Director of Operations  
 Swiss Re Corporate Solutions America Insurance Corporation

*[Signature]*  
 \_\_\_\_\_  
 (Title) Thomas O. Chambers, Attorney-in-Fact



Init.

SWISS RE CORPORATE SOLUTIONS

SWISS RE CORPORATE SOLUTIONS AMERICA INSURANCE CORPORATION ("SRCSAIC")
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THOMAS O. CHAMBERS, TODD SCHAAP, KIMBERLY S. RASCH and PAUL JACOBSEN

JOINTLY OR SEVERALLY

Its true and lawful Attorney(s)-in-Fact, to make, execute, seal and deliver, for and on its behalf and as its act and deed, bonds, consents of surety, or other writings obligatory in the nature of a bond on behalf of each of said Companies, as surety, on contracts of suretyship as are or may be required or permitted by law, regulation, contract or otherwise, provided that no bond or undertaking or contract or suretyship executed under this authority shall exceed the amount of:

UNLIMITED

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"RESOLVED, that any two of the President, any Managing Director, any Senior Vice President, any Vice President, the Secretary or any Assistant Secretary be, and each or any of them hereby is, authorized to execute a Power of Attorney qualifying the attorney named in the given Power of Attorney to execute on behalf of the Corporation bonds, undertakings and all contracts of surety, and that each or any of them hereby is authorized to attest to the execution of any such Power of Attorney and to attach therein the seal of the Corporation; and it is

FURTHER RESOLVED, that the signature of such officers and the seal of the Corporation may be affixed to any such Power of Attorney or to any certificate relating thereto by facsimile, and any such Power of Attorney or certificate bearing such facsimile signatures or facsimile seal shall be binding upon the Corporation when so affixed and in the future with regard to any bond, undertaking or contract of surety to which it is attached."



By [Signature] David Satory, Senior Vice President of SRCSAIC & Senior Vice President of SRCSPIC



By [Signature] Gabriel Jacquez, Senior Vice President of SRCSAIC & Senior Vice President of SRCSPIC

IN WITNESS WHEREOF, SRCSAIC and SRCSPIC have caused their official seals to be hereunto affixed, and these presents to be signed by their authorized officers this 26th day of January, 2026.

State of Illinois
County of Cook

SS

Swiss Re Corporate Solutions America Insurance Corporation
Swiss Re Corporate Solutions Premier Insurance Corporation

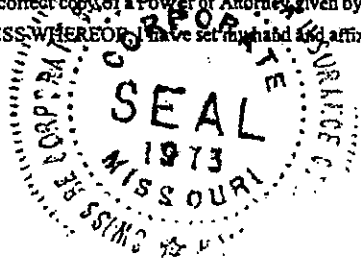
On this 26th day of January, 2026, before me, a Notary Public personally appeared David Satory, Senior Vice President of SRCSAIC and Senior Vice President of SRCSPIC, and Gabriel Jacquez, Senior Vice President of SRCSAIC and Senior Vice President of SRCSPIC, personally known to me, who being by me duly sworn, acknowledged that they signed the above Power of Attorney as officers of and acknowledged said instrument to be the voluntary act and deed of their respective companies.



[Signature]
Karen M. Szweda, Notary

I, Jeffrey Goldberg, the duly elected Senior Vice President and Assistant Secretary of SRCSAIC and SRCSPIC, do hereby certify that the above and foregoing is a true and correct copy of a Power of Attorney given by said SRCSAIC and SRCSPIC, which is still in full force and effect.

IN WITNESS WHEREOF, I have set my hand and affixed the seals of the Companies this 19th day of March, 2026.



[Signature]
Jeffrey Goldberg, Senior Vice President & Assistant Secretary of SRCSAIC & SRCSPIC

STATE OF WISCONSIN )

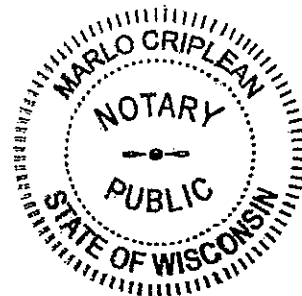
COUNTY OF Racine )

ON THIS 19th day of March, 2026,

before me, a notary public, within and for said County and State, personally appeared Thomas O. Chambers to me personally known, who being duly sworn, upon oath did say that he is the Attorney-in-Fact of and for the Swiss Re Corporate Solutions America Insurance Corporation, a corporation of Missouri, created, organized and existing under and by virtue of the laws of the State of Missouri; that the corporate seal affixed to the fore-going within instrument is the seal of the said Company; that the seal was affixed and the said instrument was executed by authority of its Board of Directors; and the said Thomas O. Chambers did acknowledge that he/she executed the said instrument as the free act and deed of said Company.



**Marlo Cripplean**  
Notary Public, Racine County, Wisconsin  
My Commission Expires 6/13/2028



SECTION 000405 – BID SUBMITTAL CHECKLIST

PART 1 - GENERAL

1.1 DESCRIPTION

- A. The Bid Submittal shall consist of **ONE ORIGINAL AND ONE COPY** of **ONLY** the following items to be submitted as described in Section 00200-Instructions to Bidders. Failure to submit all of the information listed is grounds for disqualification of the bid. **DO NOT INCLUDE THE ENTIRE PROJECT MANUAL. REMOVE THE LISTED DOCUMENTS FROM THE PROJECT MANUAL OR MAKE A COPY OF THEM.**

1. 000410 - Bid Form
2. 000415 - Schedule of Values
3. 000416 - Schedule of Unit Prices
4. 000420 - Substitution Sheet
5. 000435 - Bid Security
6. 000440 - Material Sources and Sub-Contracted Work
7. 000455 - Contractor's Qualifications
8. 000460 - Equal Employment Opportunity
9. 000470 - Affidavit of Compliance

PART 2 - PRODUCTS (Not Used)

PART 3 - EXECUTION (Not Used)

END OF SECTION 000405

SECTION 000410 – BID FORM

CONTRACTOR:

Landworks Ltd

Company Name

14817 S. Gougar Road

Address

Lockport, IL. 60491

City, State Zip

630-759-8200

Phone

gabriel@landworkslimited.com

Email

TO: Village of Romeoville

PROJECT: Discovery Park

Having read the Specifications and examined the Drawings dated: March 4, 2026, prepared by **Wight & Co.** for the construction of said Project and having also received, read, and taken into account all ADDENDA thereto as follows: (LIST THE NUMBER OF AND DATE OF EACH ADDENDUM RECEIVED.)

ADDENDA RECEIVED.: none

and having inspected the site and the conditions affecting and governing the construction of the Project Work, the undersigned proposes to furnish all material and perform all labor, as specified and described in the Specifications and as shown in the Drawings, for the following stipulated lump sums:

(ENTER AMOUNTS FROM 0004 15-SCHEDULE OF VALUES – Round all values to the nearest whole dollar.)

**BASE BID:**

TOTAL MATERIALS AND LABOR FOR THE SUM OF:

Seventy Four Thousand Two Hundred Seventy Two and 00/100 DOLLARS (\$ 74,272.00 )

In submitting the bid, the undersigned agrees:

1. To enter into a lump sum Contract agreement with the Owner and to construct the work as drawn and specified for the stated lump sum amounts regardless of quantity discrepancies. No additional payments will be made due to quantity discrepancies.
2. To hold the bid open for 60 days after bid opening.
3. To enter into a Contract within 14 days of Notice of Award.
4. To furnish a Performance Bond and a Labor and Material Payment Bond for the full amount of the Contract in accordance with 000800-Supplementary Conditions, within 20 days of Contract Award.

- 5. To furnish evidence of insurance in accordance with 000800-Supplementary Conditions prior to signing the Contract.
- 6. To furnish a preliminary Construction Schedule in accordance with Section 001310-Project Management and Coordination prior to signing the Contract.
- 7. To forfeit the Bid Security to the Owner as payment of damages due to delay if the undersigned fails to execute a Contract as required.
- 8. To begin the work no later than the date specified in the Contract, and to substantially complete the work no later than the date specified in 000100-Invitation to Bid.

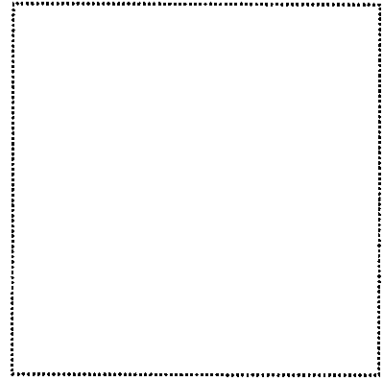
  
 \_\_\_\_\_  
 PREPARER'S SIGNATURE

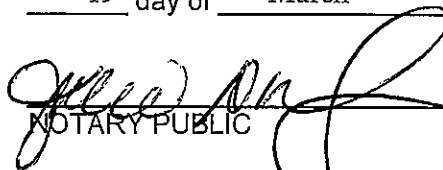
March 19, 2026  
 \_\_\_\_\_  
 DATE

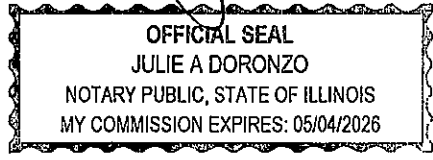
Director of Operations  
 \_\_\_\_\_  
 PREPARER'S TITLE

CORPORATE SEAL (if applicable):

Subscribed and sworn to before me this  
 \_\_\_\_\_ 19 day of \_\_\_\_\_ March \_\_\_\_\_, 20 26



  
 \_\_\_\_\_  
 NOTARY PUBLIC



END OF SECTION 000410

**Discovery Park**  
**Village of Romeoville**  
 SCHEDULE OF VALUES  
 NOTES:



1. Bidder to complete Schedule of Values and enter total amount in appropriate space in Bid Form.
2. Owner's estimated quantities given for reference only. Bidder is responsible for performing all quantity take-offs necessary to estimate the work as drawn and specified.
3. The successful bidder will be required to enter into a lump sum contract agreement with the owner. No additional payments will be made due to discrepancies between bidder's estimated quantities, owner's estimated quantities, and the actual installed quantities to construct the work as drawn and specified.
4. This Schedule of Values form will become part of the Contract Documents and will be used as a basis for reviewing the Contractor's Applications for Payment.
5. This Schedule of Values form is available in Microsoft Excel format from the OWNER upon request.

Section	DESCRIPTION	Owner's Estimated QUANTITY	Bidder's QUANTITY	UNIT	UNIT COST	EXTENDED COST	SUBTOTAL
<b>033000</b>	<b>Cast-In-Place Concrete</b>						
	Shelter footings	1	1	LS	\$ 6,000.00	\$ 6,000.00	
						Section Subtotal:	\$ 6,000.00
<b>260000</b>	<b>Site Electrical</b>						
	Electrical connection for new shelter light with timer, including conduit, wiring, etc.	1	1	LS	\$ 14,000.00	\$ 14,000.00	
						Section Subtotal:	\$ 14,000.00
<b>311000</b>	<b>Site Clearing</b>						
	Silt fence	58	58	LF	\$ 5.00	\$ 290.00	
	Temporary construction fence	275	275	LF	\$ 10.00	\$ 2,750.00	
	Inlet protection	1	1	EA	\$ 125.00	\$ 125.00	
	Tree protection fence	185	185	LF	\$ 5.00	\$ 925.00	
	Concrete washout	1	1	EA	\$ 500.00	\$ 500.00	
	Remove concrete paving	156	156	SF	\$ 5.00	\$ 780.00	
						Section Subtotal:	\$ 5,370.00
<b>312000</b>	<b>Earth Moving</b>						
	Earthwork		50	CY	\$ 100.00	\$ 5,000.00	
						Section Subtotal:	\$ 5,000.00
<b>321313</b>	<b>Concrete Paving and Curbs</b>						
	Concrete paving	1,008	1,008	SF	\$ 19.00	\$ 19,152.00	
						Section Subtotal:	\$ 19,152.00

Section	DESCRIPTION	Owner's Estimated QUANTITY	Bidder's QUANTITY	UNIT	UNIT COST	EXTENDED COST	SUBTOTAL
323300	<b>Site Furnishings</b>						
	ADA picnic table	1	1	EA	\$ 4,500.00	\$ 4,500.00	
	Picnic table	1	1	EA	\$ 4,900.00	\$ 4,900.00	
	Installation of Site Furnishings	1	1	LS	\$ 2,150.00	\$ 2,150.00	
	Shelter 20' x 20' purchase			LS		By Owner	
	Shelter 20' x 20' installation	1	1	LS	\$ 12,000.00	\$ 12,000.00	
						Section Subtotal:	\$ 23,550.00
329200	<b>Turf and Grasses</b>						
	Seed and blanket - restoration	1	1	LS	\$ 500.00	\$ 500.00	
						Section Subtotal:	\$ 500.00
329300	<b>Plants</b>						
	Salvage and reinstall existing trees	2	2	EA	\$ 350.00	\$ 700.00	
						Section Subtotal:	\$ 700.00
						Base Bid:	\$ 74,272.00

**Discovery Park  
Village of Romeoville**



SCHEDULE OF UNIT PRICES

NOTES:

1. Bidder to enter the unit cost for each item on a basis of the unit given. See Section 001270-Unit Prices for specific information.
2. This Schedule of Unit Prices will become part of the Contract Documents and will be used as a basis for payment and to substantiate Change Order requests.
3. This Schedule of Unit Prices form is available in Microsoft Excel format from the landscape architect upon request.

Section	DESCRIPTION	QUANTITY	UNIT	UNIT COST
312000	Earthwork	1	CY	115.00

END OF SECTION 000416

SECTION 000420 – SUBSTITUTION FORM

Bidders may suggest substitutions of materials or equipment for consideration. If the substitution is deemed accepted by the Owner's Representative, the information may be issued as an addendum or taken under consideration at the time of signing the contract. The Owner reserves the right to accept or reject any or all proposed substitutions. Substitutions may not be accepted subsequent to award of the Contract unless approved by the Owner's Representative.

List all "Substitutions" for which consideration is desired, showing the addition or reduction in price to be made, for each, if the substitution is accepted, or stating "No Change in Price" if none is proposed.

MATERIALS/EQUIPMENT	SUBSTITUTION	ADD	DEDUCT
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

It is understood and agreed that the proposals indicated above are based on furnishing materials and equipment shown or specified and entitles the Owner to require that such names, materials, and methods be incorporated in the Work, except as substitutions for same based on the supplementary quotations entered above and as accepted by the Owner's Representative and are subsequently made a part of the written Contract.

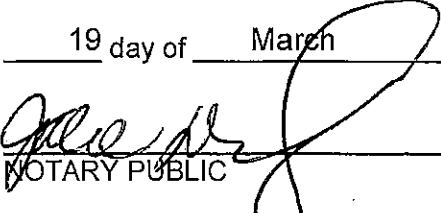
  
PREPARER'S SIGNATURE

March 19, 2026  
DATE

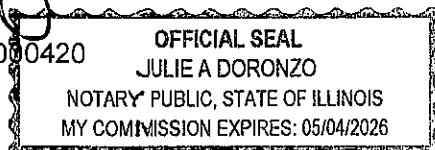
Director of Operations  
PREPARER'S TITLE

Subscribed and sworn to before me this

19 day of March, 2026

  
NOTARY PUBLIC

END OF SECTION 000420



SECTION 000435 – BID SECURITY

Attached to this Proposal is a **cashier's check, certified check, or bid bond** for 10% of the total Base Bid made payable to Village of Romeoville.

Insert amount:

10 % Bid bond attached \_\_\_\_\_ DOLLARS

(\$ \_\_\_\_\_ )

If this Proposal is accepted and the Bidder fails to execute a Contract with the Owner, the full amount of the security will be forfeited to the Owner as payment of damage due to delay. If this Proposal is not accepted, the security will be returned to the Bidder within 20 days of the execution of the Contract with the successful Bidder.

END OF SECTION 000435

SECTION 000440 – MATERIAL SOURCES and/or SUB-CONTRACTED WORK FORM

List the sources, manufacturers and/or (sub)contractors for the following items:

Trade	Source/Manufacturer	(Sub) Contractor
Concrete Paving		Don, Inc - WBE
		NoTays - WBE

END OF SECTION 000440

38% WBE Participation  
included in bid. No WBE  
Participation available  
at time of bid.

SECTION 000447 – WAGE RATES

PART 1 - GENERAL

1.1 DESCRIPTION

- A. The Contractor shall comply with the requirements of 820 ILCS 130/1-12 inclusive with reference to prevailing rates of wages. The Contractor shall pay or cause to be paid not less than the prevailing rates of wages as found by the Owner or Department of Labor or as determined by the Court on Review to all laborers, workers and mechanics.
- B. All work on the Project will be subject to the provisions on the Illinois Prevailing Wage Act (820 ILCS 130/0.01, et seq) (the "Act") providing for the payment of prevailing rate of wages. Accordingly, Contractor and all subcontractors of every tier shall pay not less than prevailing wages to all laborers, workers and mechanics performing work on or in connection with the project work, and any repair work, and any warranty work hereunder in accordance with the requirements of the Act as determined by IDOL for the county where the Work is being performed, for the time period in which the Project Work is performed (the "Prevailing Wages"). Contractor shall notify all subcontractors of any revisions to the Prevailing Wages by IDOL and shall otherwise be responsible for strict compliance with the Act.
- C. The Contractor and all subcontractors, on a monthly basis, shall furnish certified transcript of payrolls to the Owner covering all payouts.
- D. The Contractor shall require all if its subcontractors to strictly comply with the requirements of the Act, which shall be incorporated in each and every subcontractor for all or any portion of the Work.
- E. The Illinois Department of Labor website, <http://www.illinois.gov/idol/Pages/default.aspx> will list the prevailing wages for the county where the Work in being performed, latest available edition.
  - 1. Contractor is responsible to verify that prevailing wages listed are current.
  - 2. Contractor must pay current wages in effect at time Work is being carried out.

PART 2 - PRODUCTS (Not Used)

PART 3 - EXECUTION (Not Used)

END OF SECTION 000447

SECTION 000455 – CONTRACTOR’S QUALIFICATIONS FORM

PART 1 - Please note, Contractor may use their own form if all information is provided. If using own form, please include only the first page of Section 000455 with the words "Please see separate document" and include your form immediately after the first page.

1.1 PRE-QUALIFICATIONS

A. The Bidder holds current prequalification status with:

1. Illinois Department of Transportation \$ \_\_\_\_\_

1.2 PROJECT EXPERIENCE

A. List only THREE projects of similar nature that you have successfully completed within the last 5 years:

1. Project Name: \*See attached Qualifications Statement  
Project Location: \_\_\_\_\_  
Project Budget: \_\_\_\_\_  
Completion Date: \_\_\_\_\_  
Owner's Name: \_\_\_\_\_  
Contact Person: \_\_\_\_\_  
Phone: \_\_\_\_\_
2. Project Name: \_\_\_\_\_  
Project Location: \_\_\_\_\_  
Project Budget: \_\_\_\_\_  
Completion Date: \_\_\_\_\_  
Owner's Name: \_\_\_\_\_  
Contact Person: \_\_\_\_\_  
Phone: \_\_\_\_\_
3. Project Name: \_\_\_\_\_  
Project Location: \_\_\_\_\_  
Project Budget: \_\_\_\_\_  
Completion Date: \_\_\_\_\_  
Owner's Name: \_\_\_\_\_  
Contact Person: \_\_\_\_\_  
Phone: \_\_\_\_\_

1.3 PROJECTS IN PROGRESS

A. List below projects currently in progress:

1. Project Name: \*See attached Projects in Progress  
Project Location: \_\_\_\_\_  
Project Budget: \_\_\_\_\_  
Completion Date: \_\_\_\_\_  
Owner's Name: \_\_\_\_\_  
Contact Person: \_\_\_\_\_  
Phone: \_\_\_\_\_
  
2. Project Name: \_\_\_\_\_  
Project Location: \_\_\_\_\_  
Project Budget: \_\_\_\_\_  
Completion Date: \_\_\_\_\_  
Owner's Name: \_\_\_\_\_  
Contact Person: \_\_\_\_\_  
Phone: \_\_\_\_\_
  
3. Project Name: \_\_\_\_\_  
Project Location: \_\_\_\_\_  
Project Budget: \_\_\_\_\_  
Completion Date: \_\_\_\_\_  
Owner's Name: \_\_\_\_\_  
Contact Person: \_\_\_\_\_  
Phone: \_\_\_\_\_

SECTION 000405 -- BID SUBMITTAL CHECKLIST

PART 1 - GENERAL

1.1 DESCRIPTION

- A. The Bid Submittal shall consist of **ONE ORIGINAL AND ONE COPY** of **ONLY** the following items to be submitted as described in Section 00200-Instructions to Bidders. Failure to submit all of the information listed is grounds for disqualification of the bid. **DO NOT INCLUDE THE ENTIRE PROJECT MANUAL. REMOVE THE LISTED DOCUMENTS FROM THE PROJECT MANUAL OR MAKE A COPY OF THEM.**

1. 000410 - Bid Form
2. 000415 - Schedule of Values
3. 000416 - Schedule of Unit Prices
4. 000420 - Substitution Sheet
5. 000435 - Bid Security
6. 000440 - Material Sources and Sub-Contracted Work
7. 000455 - Contractor's Qualifications
8. 000460 - Equal Employment Opportunity
9. 000470 - Affidavit of Compliance

PART 2 - PRODUCTS (Not Used)

PART 3 - EXECUTION (Not Used)

END OF SECTION 000405

SECTION 000410 – BID FORM

CONTRACTOR:

Landworks Ltd

Company Name

14817 S. Gougar Road

Address

Lockport, IL. 60491

City, State Zip

630-759-8200

Phone

gabriel@landworkslimited.com

Email

TO: Village of Romeoville

PROJECT: Discovery Park

Having read the Specifications and examined the Drawings dated: March 4, 2026, prepared by **Wight & Co.** for the construction of said Project and having also received, read, and taken into account all ADDENDA thereto as follows: (LIST THE NUMBER OF AND DATE OF EACH ADDENDUM RECEIVED.)

ADDENDA RECEIVED.: none

and having inspected the site and the conditions affecting and governing the construction of the Project Work, the undersigned proposes to furnish all material and perform all labor, as specified and described in the Specifications and as shown in the Drawings, for the following stipulated lump sums:

(ENTER AMOUNTS FROM 000415-SCHEDULE OF VALUES – Round all values to the nearest whole dollar.)

**BASE BID:**

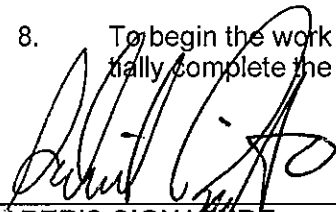
TOTAL MATERIALS AND LABOR FOR THE SUM OF:

Seventy Four Thousand Two Hundred Seventy Two and 00/100 DOLLARS (\$ 74,272.00 )

In submitting the bid, the undersigned agrees:

1. To enter into a lump sum Contract agreement with the Owner and to construct the work as drawn and specified for the stated lump sum amounts regardless of quantity discrepancies. No additional payments will be made due to quantity discrepancies.
2. To hold the bid open for 60 days after bid opening.
3. To enter into a Contract within 14 days of Notice of Award.
4. To furnish a Performance Bond and a Labor and Material Payment Bond for the full amount of the Contract in accordance with 000800-Supplementary Conditions, within 20 days of Contract Award.

5. To furnish evidence of insurance in accordance with 000800-Supplementary Conditions prior to signing the Contract.
6. To furnish a preliminary Construction Schedule in accordance with Section 001310-Project Management and Coordination prior to signing the Contract.
7. To forfeit the Bid Security to the Owner as payment of damages due to delay if the undersigned fails to execute a Contract as required.
8. To begin the work no later than the date specified in the Contract, and to substantially complete the work no later than the date specified in 000100-Invitation to Bid.

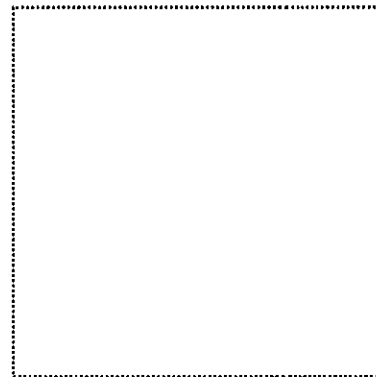
  
\_\_\_\_\_  
PREPARER'S SIGNATURE

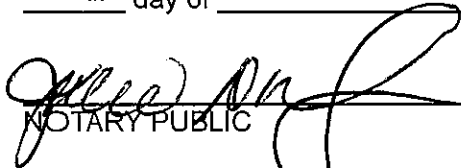
March 19, 2026  
\_\_\_\_\_  
DATE

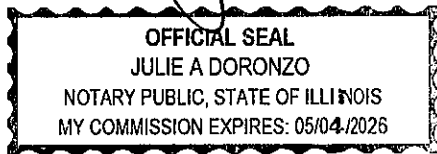
Director of Operations  
\_\_\_\_\_  
PREPARER'S TITLE

CORPORATE SEAL (if applicable):

Subscribed and sworn to before me this  
\_\_\_\_ 19 \_\_\_\_ day of \_\_\_\_ March \_\_\_\_, 20 \_\_\_\_ 26



  
\_\_\_\_\_  
NOTARY PUBLIC



END OF SECTION 000410

**Discovery Park**  
**Village of Romeoville**  
 SCHEDULE OF VALUES  
 NOTES:



1. Bidder to complete Schedule of Values and enter total amount in appropriate space in Bid Form.
2. Owner's estimated quantities given for **reference only**. Bidder is responsible for performing all quantity take-offs necessary to estimate the work as drawn and specified.
3. The successful bidder will be required to enter into a lump sum contract agreement with the owner. No additional payments will be made due to discrepancies between bidder's estimated quantities, owner's estimated quantities, and the actual installed quantities to construct the work as drawn and specified.
4. This Schedule of Values form will become part of the Contract Documents and will be used as a basis for reviewing the Contractor's Applications for Payment.
5. This Schedule of Values form is available in Microsoft Excel format from the OWNER upon request.

Section	DESCRIPTION	Owner's Estimated QUANTITY	Bidder's QUANTITY	UNIT	UNIT COST	EXTENDED COST	SUBTOTAL
<b>033000 Cast-in-Place Concrete</b>							
	Shelter footings	1	1	LS	\$ 6,000.00	\$ 6,000.00	
							Section Subtotal: \$ 6,000.00
<b>260000 Site Electrical</b>							
	Electrical connection for new shelter light with timer, including conduit, wiring, etc.	1	1	LS	\$ 14,000.00	\$ 14,000.00	
							Section Subtotal: \$ 14,000.00
<b>311000 Site Clearing</b>							
	Silt fence	58	58	LF	\$ 5.00	\$ 290.00	
	Temporary construction fence	275	275	LF	\$ 10.00	\$ 2,750.00	
	Inlet protection	1	1	EA	\$ 125.00	\$ 125.00	
	Tree protection fence	185	185	LF	\$ 5.00	\$ 925.00	
	Concrete washout	1	1	EA	\$ 500.00	\$ 500.00	
	Remove concrete paving	156	156	SF	\$ 5.00	\$ 780.00	
							Section Subtotal: \$ 5,370.00
<b>312000 Earth Moving</b>							
	Earthwork		50	CY	\$ 100.00	\$ 5,000.00	
							Section Subtotal: \$ 5,000.00
<b>321313 Concrete Paving and Curbs</b>							
	Concrete paving	1,008	1008	SF	\$ 19.00	\$ 19,152.00	
							Section Subtotal: \$ 19,152.00

Section	DESCRIPTION	Owner's Estimated QUANTITY	Bidder's QUANTITY	UNIT	UNIT COST	EXTENDED COST	SUBTOTAL
<b>323300</b>	<b>Site Furnishings</b>						
	ADA picnic table	1	1	EA	\$ 4,500.00	\$ 4,500.00	
	Picnic table	1	1	EA	\$ 4,900.00	\$ 4,900.00	
	Installation of Site Furnishings	1	1	LS	\$ 2,150.00	\$ 2,150.00	
	Shelter 20'x 20' purchase	-----	-----	LS		By Owner	
	Shelter 20' x 20' installation	1	1	LS	\$ 12,000.00	\$ 12,000.00	
						Section Subtotal:	\$ 23,550.00
<b>329200</b>	<b>Turf and Grasses</b>						
	Seed and blanket - restoration	1	1	LS	\$ 500.00	\$ 500.00	
						Section Subtotal:	\$ 500.00
<b>329300</b>	<b>Plants</b>						
	Salvage and reinstall existing trees	2	2	EA	\$ 350.00	\$ 700.00	
						Section Subtotal:	\$ 700.00
						Base Bid:	\$ 74,272.00



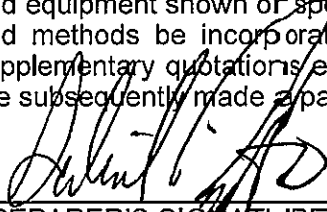
SECTION 000420 – SUBSTITUTION FORM

Bidders may suggest substitutions of materials or equipment for consideration. If the substitution is deemed accepted by the Owner's Representative, the information may be issued as an addendum or taken under consideration at the time of signing the contract. The Owner reserves the right to accept or reject any or all proposed substitutions. Substitutions may not be accepted subsequent to award of the Contract unless approved by the Owner's Representative.

List all "Substitutions" for which consideration is desired, showing the addition or reduction in price to be made, for each, if the substitution is accepted, or stating "No Change in Price" if none is proposed.

MATERIALS/EQUIPMENT	SUBSTITUTION	ADD	DEDUCT
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

It is understood and agreed that the proposals indicated above are based on furnishing materials and equipment shown or specified and entitles the Owner to require that such names, materials, and methods be incorporated in the Work, except as substitutions for same based on the supplementary quotations entered above and as accepted by the Owner's Representative and are subsequently made a part of the written Contract.

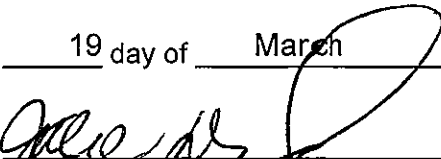
  
 \_\_\_\_\_  
 PREPARER'S SIGNATURE

March 19, 2026  
 \_\_\_\_\_  
 DATE

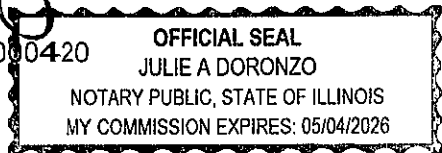
Director of Operations  
 \_\_\_\_\_  
 PREPARER'S TITLE

Subscribed and sworn to before me this

19 day of March, 2026  
 \_\_\_\_\_

  
 \_\_\_\_\_  
 NOTARY PUBLIC

END OF SECTION 000420



SECTION 000435 – BID SECURITY

Attached to this Proposal is a **cashier's check, certified check, or bid bond** for 10% of the total Base Bid made payable to Village of Romeoville.

Insert amount:

10 % Bid bond attached \_\_\_\_\_ DOLLARS

(\$ \_\_\_\_\_ )

If this Proposal is accepted and the Bidder fails to execute a Contract with the Owner, the full amount of the security will be forfeited to the Owner as payment of damage due to delay. If this Proposal is not accepted, the security will be returned to the Bidder within 20 days of the execution of the Contract with the successful Bidder.

END OF SECTION 000435

SECTION 000440 – MATERIAL SOURCES and/or SUB-CONTRACTED WORK FORM

List the sources, manufacturers and/or (sub)contractors for the following items:

Trade	Source/Manufacturer	(Sub) Contractor
Concrete Paving		Dan, Inc - WBE
		NoTas - WBE

END OF SECTION 000440

38% WBE Participation  
included in bid. No WBE  
Participation available  
at time of bid.

SECTION 000447 – WAGE RATES

PART 1 - GENERAL

1.1 DESCRIPTION

- A. The Contractor shall comply with the requirements of 820 ILCS 130/1-12 inclusive with reference to prevailing rates of wages. The Contractor shall pay or cause to be paid not less than the prevailing rates of wages as found by the Owner or Department of Labor or as determined by the Court on Review to all laborers, workers and mechanics.
- B. All work on the Project will be subject to the provisions on the Illinois Prevailing Wage Act (820 ILCS 130/0.01, et seq) (the "Act") providing for the payment of prevailing rate of wages. Accordingly, Contractor and all subcontractors of every tier shall pay not less than prevailing wages to all laborers, workers and mechanics performing work on or in connection with the project work, and any repair work, and any warranty work hereunder in accordance with the requirements of the Act as determined by IDOL for the county where the Work is being performed, for the time period in which the Project Work is performed (the "Prevailing Wages"). Contractor shall notify all subcontractors of any revisions to the Prevailing Wages by IDOL and shall otherwise be responsible for strict compliance with the Act.
- C. The Contractor and all subcontractors, on a monthly basis, shall furnish certified transcript of payrolls to the Owner covering all payouts.
- D. The Contractor shall require all if its subcontractors to strictly comply with the requirements of the Act, which shall be incorporated in each and every subcontractor for all or any portion of the Work.
- E. The Illinois Department of Labor website, <http://www.illinois.gov/idol/Pages/default.aspx> will list the prevailing wages for the county where the Work in being performed, latest available edition.
  - 1. Contractor is responsible to verify that prevailing wages listed are current.
  - 2. Contractor must pay current wages in effect at time Work is being carried out.

PART 2 - PRODUCTS (Not Used)

PART 3 - EXECUTION (Not Used)

END OF SECTION 000447

SECTION 000455 – CONTRACTOR'S QUALIFICATIONS FORM

PART 1 - Please note, Contractor may use their own form if all information is provided. If using own form, please include only the first page of Section 000455 with the words "Please see separate document" and include your form immediately after the first page.

1.1 PRE-QUALIFICATIONS

A. The Bidder holds current prequalification status with:

1. Illinois Department of Transportation \$ \_\_\_\_\_

1.2 PROJECT EXPERIENCE

A. List only THREE projects of similar nature that you have successfully completed within the last 5 years:

1. Project Name: \*See attached Qualifications Statement

Project Location: \_\_\_\_\_

Project Budget: \_\_\_\_\_

Completion Date: \_\_\_\_\_

Owner's Name: \_\_\_\_\_

Contact Person: \_\_\_\_\_

Phone: \_\_\_\_\_

2. Project Name: \_\_\_\_\_

Project Location: \_\_\_\_\_

Project Budget: \_\_\_\_\_

Completion Date: \_\_\_\_\_

Owner's Name: \_\_\_\_\_

Contact Person: \_\_\_\_\_

Phone: \_\_\_\_\_

3. Project Name: \_\_\_\_\_

Project Location: \_\_\_\_\_

Project Budget: \_\_\_\_\_

Completion Date: \_\_\_\_\_

Owner's Name: \_\_\_\_\_

Contact Person: \_\_\_\_\_

Phone: \_\_\_\_\_

1.3 PROJECTS IN PROGRESS

A. List below projects currently in progress:

- 1. Project Name: \*See attached Projects in Progress  
Project Location: \_\_\_\_\_  
Project Budget: \_\_\_\_\_  
Completion Date: \_\_\_\_\_  
Owner's Name: \_\_\_\_\_  
Contact Person: \_\_\_\_\_  
Phone: \_\_\_\_\_
  
- 2. Project Name: \_\_\_\_\_  
Project Location: \_\_\_\_\_  
Project Budget: \_\_\_\_\_  
Completion Date: \_\_\_\_\_  
Owner's Name: \_\_\_\_\_  
Contact Person: \_\_\_\_\_  
Phone: \_\_\_\_\_
  
- 3. Project Name: \_\_\_\_\_  
Project Location: \_\_\_\_\_  
Project Budget: \_\_\_\_\_  
Completion Date: \_\_\_\_\_  
Owner's Name: \_\_\_\_\_  
Contact Person: \_\_\_\_\_  
Phone: \_\_\_\_\_

1.4 PROJECT MANAGEMENT

A. List name of Project Manager or Job Superintendent: Mike McCormack / Dave LaPaso

B. List below similar projects managed by identified PM/JS:

1. Project Name: David Park - Zion Park District  
Contact Person: Eric Bradley  
Phone: 847-746-5500 x 1425

2. Project Name: Southland Park - Lombard park District  
Contact Person: Joe McCann  
Phone: 630-953-2491

3. Project Name: Village of Bradley New Sports Complex  
Contact Person: Melanie Kmetz  
Phone: 312-576-9561

END OF SECTION 000455

SECTION 000460 – EQUAL EMPLOYMENT OPPORTUNITY

In the event of the contractor's noncompliance with any provision of this Equal Employment Opportunity Clause, the Illinois Fair Employment Practices Act or the Fair Employment Practices Commission's Rules and Regulations for Public Contracts, the contractor may be declared not responsible and therefore ineligible for future contracts or subcontracts with the State of Illinois or any of its political subdivision or municipal corporations, and the contract may be canceled or avoided in whole or in part, and such other sanctions or penalties may be imposed or remedies involved as provided by statute or regulation.

During the performance of this contract, the contractor agrees as follows:

(1) That it will not discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin or ancestry; and further that it will examine all job classifications to determine if minority persons or women are underutilized and will take appropriate affirmative action to rectify any such underutilization.

(2) That, if it hires additional employees in order to perform this contract, or any portion hereof, it will determine the availability (in accordance with the Commission's Rules and Regulations for Public Contracts) of minorities and women in the area(s) from which it may reasonably recruit and it will hire for each job classification for which employees are hired in such a way that minorities and women are not underutilized.

(3) That, in all solicitations or advertisements for employees placed by it or on its behalf, it will state that all applicants will be afforded equal opportunity without discrimination because of race, color, religion, sex, national origin or ancestry.

(4) That it will send to each labor organization or representative of workers with which it has or is bound by a collective bargaining or other agreement or understanding, a notice advising such labor organization or representative of the contractor's obligations under the Illinois Fair Employment Practices Act and the Commission's Rules and Regulations for Public Contract. If any such labor organization or representative fails or refuses to cooperate with the contractor in its efforts to comply with such Act and Rules and Regulations, the contractor will promptly so notify the Illinois Fair Employment Practices Commission and the contracting agency and will recruit employees from other sources when necessary to fulfill its obligations thereunder.

(5) That it will submit reports as required by the Illinois Fair Employment Practices Commission's Rules and Regulations for Public Contracts, furnish all relevant information as may from time to time be requested by the Commission or the contracting agency, and in all respects comply with the Illinois Fair Employment Practices Act and the Commission's Rules and Regulations for Public Contracts so that such provisions will be binding upon every such subcontractor; and that it will also so include the provisions of paragraphs 1, 5, 6 and 7 in every supply subcontract as defined in Section 2.10 (a) of the Commission's Rules and Regulations for Public Contracts so that such provisions will be binding upon every such subcontractor. In the same manner as with other provisions of this contract, the contractor will be liable for compliance with applicable provisions of this clause by all its subcontractors; and further it will promptly notify the contracting agency and the Illinois Fair Employment Practices Commission in the event any subcontractor fails or refuses to comply therewith. In addition, no contractor will utilize any subcontractor declared by the Commission to be not responsible and therefore ineligible for contracts or subcontracts with the State of Illinois or any of its political subdivisions or municipal corporations.

Village of Romeoville  
Discovery Park

240220

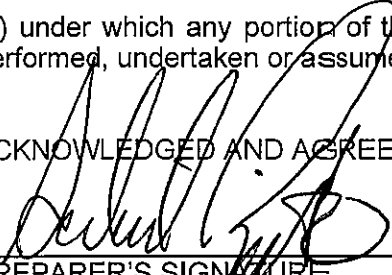
With respect to the two types of subcontracts referred to under paragraph 7 or the Equal Employment Opportunity Clause above, following is an excerpt of Section 2 of the FEPC's Rules and Regulations for Public Contracts:

"Section 2.10. The term "Subcontract" means any agreement, arrangement or understanding, written or otherwise, between a contractor and any person (in which the parties do not stand in the relationship of any employer and an employee):

(a) for the furnishing of supplies or services or for the use of real or personal property, including lease arrangements, which, in whole or in part, utilized in the performance of any one or more contracts; or

(b) under which any portion of the contractor's obligation under any one or more contracts is performed, undertaken or assumed."

ACKNOWLEDGED AND AGREED TO:

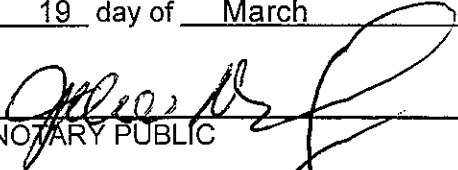
  
\_\_\_\_\_  
PREPARER'S SIGNATURE

March 19, 2026  
\_\_\_\_\_  
DATE

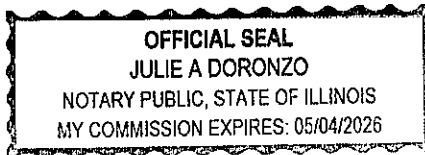
Director of Operations  
\_\_\_\_\_  
PREPARER'S TITLE

Subscribed and sworn to before me this

19 day of March, 2026

  
\_\_\_\_\_  
NOTARY PUBLIC

END OF SECTION 000460



SECTION 000470 – AFFIDAVIT OF COMPLIANCE

The undersigned, Gabriel Pizzuto, being first duly sworn on oath, deposes that

s/he is <sup>(Name)</sup> Director of Operations of Landworks Ltd, the authority to  
(Sole Owner, Partner, President, Secretary, etc.) (Name of Company)  
make this certification on behalf of the Bidder;

A. That in connection with this procurement,

- (1) The bid is not made in the interest of or on behalf of any undisclosed person, partnership, company, association, organization or corporation;
- (2) The Bidder has not in any manner directly or indirectly sought by consultation, communication or agreement with anyone to fix the bid price of said bidder or any other bidder or to fix any overhead profit or cost element of such bid price or that of any other bidder or to secure any advantage against the public body awarding the contract or anyone interested in the proper contract;
- (3) The bid is genuine and not collusive or sham;
- (4) The prices or breakdowns thereof and any and all contents which had been quoted in this bid have not been knowingly disclosed by the bidder and will not be knowingly disclosed by the bidder directly or indirectly to any other bidder or any competitor prior to opening;
- (5) All statements contained in such bid are true;
- (6) No attempt has been made or will be made by the bidder to induce any other person or firm to submit a false or sham bid;
- (7) No attempt has been made or will be made by the bidder to induce any other person or firm to submit or not to submit a bid for the purpose of restricting competition;

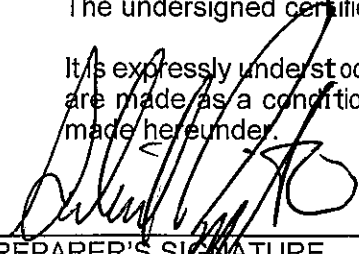
B. (1) S/He is the person in the Bidder's organization responsible within that organization for the decision as to the prices being bid herein and that he has not participated, and will not participate, in any action contrary to paragraphs 1 through 7 above; or

- (2) (a) S/He is not the person in the Bidder's organization responsible within that organization for the decision as to the prices being bid herein but that s/he has been authorized to act as agent for the persons responsible for such decision in certifying that such persons have not participated, and will not participate, in any action contrary to paragraphs 1 through 7 above and as their agent does hereby so certify; and
- (b) That s/he has not participated, and will not participate, in any action contrary to paragraphs 1 through 7 above.

- C. The undersigned certifies that the Bidder is eligible to enter into public contracts, and is not barred from contracting with any unit of state or local government as a result of a violation of either Section 33E-3, or 33E-4 of the Illinois Criminal Code, or of any similar offense of "Bid-rigging" or "Bid-rotating" of any state or of the United States.
- D. The undersigned certifies that the Bidder has a sexual harassment policy in place that meets the following criteria:

Please be advised that Public Act 87-1257, effective July 1, 1993, 775 ILCS 5/2-105 (A) has been amended to provide that every party to a public contract must have a written sexual harassment policy in place in full compliance with 775 ILCS 5/2-105 (A) (4) and includes, at a minimum, the following information: (I) the illegality of sexual harassment; (II) the definition of sexual harassment under State law; (III) a description of sexual harassment, utilizing examples; (IV) the vendor's internal complaint process including penalties; (V) the legal recourse, investigative and complaint process available through the Department of Human Rights (the "Department") and the Human Rights Commission (the "Commission"); (VI) directions on how to contact the Department and Commission; and (VII) protection against retaliation as provided by Section 6-101 of the Act. (Illinois Human Rights Act). (emphasis added). Pursuant to 775 ILCS 5/1-103 (M) (2002), a "public Contract" includes "...every contract to which the State, any of its political subdivisions or any municipal corporation is a party."

- E. The undersigned certifies that the Bidder has a Drug Free Workplace policy in place.
- F. It is expressly understood that the foregoing statements and representations and promises are made as a condition to the right of the bidder to receive payment under any award made hereunder.

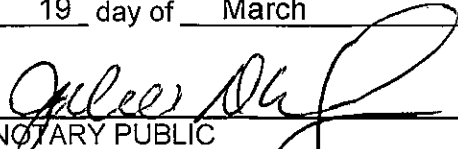
  
 \_\_\_\_\_  
 PREPARER'S SIGNATURE

March 19, 2026  
 \_\_\_\_\_  
 DATE

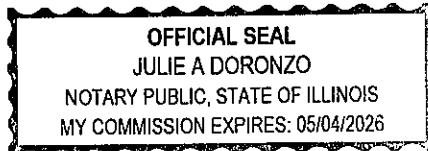
Director of Operations  
 \_\_\_\_\_  
 PREPARER'S TITLE

Subscribed and sworn to before me this

19 day of March, 2026

  
 \_\_\_\_\_  
 NOTARY PUBLIC

END OF SECTION 000470



**March 19, 2026**

**Re: Landworks Ltd. Qualifications for Village of Romeoville Parks  
and Recreation Department – Discovery Park**

To whom it may concern:

I am hereby submitting a qualification statement for your review. I hope your review deems us worthy to be awarded the bid for the above captioned project.

The sampling of our list of successful projects contained herein will display that we are qualified to be the successful bidder for your project. Our dedicated labor force contains certified landscape technicians, with more than 25 years' experience in the field. They are supported by capable and skilled union Local 150 Operators and 703 Laborers from our staff. Additionally, I am a licensed Landscape Architect in Illinois with 43 years' experience. I and my other project managers will ensure an installation that will conform to the project plans and specifications.

I hereby submit that Landworks Ltd. has not been involved in any litigation or bond forfeitures.

Landworks Ltd. is primarily a landscape/site construction company. Our responsibilities on site developments incorporate general contracting; planting and landscape maintenance; installation of site development features composed of but not limited to the following: specialty paving, lighting, specialized soils, earthwork, site furniture, signage, and entry monuments, retaining walls, irrigation, concrete, asphalt, water features, sport field facilities, structures, masonry, fencing, and ornamental iron work.

We have over 43 years of experience in the landscape industry in northeastern Illinois. We are also professional Landscape Architects. Our main goal in working with our clients is to establish and build a long-lasting relationship in which we build the landscape environment that meets our client's goals within budget and schedule. We are interested in furthering our profession and providing only high-quality installation.

Landworks provides competent supervision, quality material, and care in the work we perform. We have the technical ability in our construction crews and staff, as well as a network of responsible and qualified sub-contractors to complete complicated installations. Our project supervision will ensure your goals, specifications and aesthetics are met.

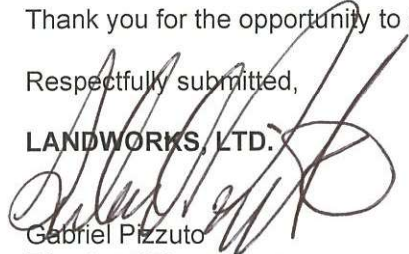
Our landscape architecture experience has proven to be an asset to our landscape construction clients and their representatives alike. We provide a high level of project understanding and attention to project needs. We understand sequential scheduling results and the necessity of delivering work product in a timely manner that results in a successful project completion.

Our experience in landscape architecture and construction helps us to identify pitfalls in the landscape development construction process. Through our expertise we can provide a client with guidance on which they can rely to make sound decisions. The following built project case studies and references will display for your review and approval our qualifications, experience, and capabilities.

Thank you for the opportunity to submit our qualifications.

Respectfully submitted,

**LANDWORKS, LTD.**



Gabriel Pizzuto  
Director of Operations



*pedestrian asphalt paving, sport court paving, concrete walks & curbs, parking lot lighting, site furnishings, native planting, and seeding*

**Stream CHI I Expansion:**

Elk Grove Village, IL. Owner: SDC CHI LLC  
Contract: \$ 112,360.00 Completion date: 8/2025  
Clune Construction 312-339-9056

Scope of work: *Landscaping, native seeding, irrigation*

**Plainfield Library:**

Plainfield, IL Owner: Plainfield Public Library District  
Contract: \$ 171,430.88 Completion Date: 07/2025  
Shales McNutt, LLC dba SMA Construction Services - 847-622-1214

Scope of work: *Landscaping*

**Riverwalk Park Gateway Signage:**

Winfield IL. Owner: Village of Winfield  
Contract: \$ 111,780.00 Completion date: 2025  
Hitchcock Desigh Group Doug Fair331-229-5434

Scope of work: *The work included site preparation & clearing, construction fencing, minor earthwork and excavation, cast-in-place concrete, foundations, stone masonry, furnish and installation of overhead signage, shrub & low perennial plantings, and turf seed restoration. See schedule of values for further detail.*

**Prospect Park:**

Clarendon Hills, IL. Owner: Clarendon Hills Park District  
Contract: \$ 129,715.00 Katie Gock 630-323-2626  
Completion date: 8/2025 Assistant Director, CPRP, AFO

Scope of works: *The work will include concrete walks and paving, sport court color coat and striping, tennis and pickleball fixtures, chain link fencing, electrostatic painting, turf restoration, and utility work*

**Southland Park:**

Lombard, IL Owner: Lombard Park District  
Contract: \$2,607,234.00 Contact: Joe McCann 630-953-2491  
Completion date: 2025

Scope of Works: *Landworks performed temporary soil erosion and sediment control measures/maintenance, earthwork operations, crushed limestone paving, asphalt paving, concrete paving, curbs and footings, chain link fencing and gates, netting, sport court surfacing and striping, shelter installation, dugout installation, sports equipment installation, play equipment installation, play surfacing - engineered wood fiber, storm utilities, new electric service, shelter light and outlets, field irrigation, landscape planting, and turf grass seeding*

**NTT CH-4 & CH-5:**

Itasca, IL. Owner: NTT Global Data Centers Americas  
Contract: \$ 223,794.00 Colleen Deutsch C 312.270.5496  
Completion date: 2025

*Scope of work: Landscaping*

**Waiola Park:**

LaGrange IL. Owner: Park District of LaGrange  
Contract: \$ 795,330.00 Gage Berger 630-739-6559 Wight & Co.  
Completion date: 7/2025

*Scope of work: Work will include site clearing, earthwork operations, asphalt path, concrete walks, underground drainage, playground installation, shelter installation, electrical work, site furnishings, tree planting, and seeding operations*

**Borse Memorial Community Park:**

Willowbrook, IL. Owner: Village of Willowbrook  
Contract: \$ 1,439,447.00 Contact: Dustin Kleefisch - 630-920-2429  
Completion date: 7/2025

*Scope of work: For Site Improvements: included asphalt paving, asphalt color coat, concrete paving, integral curb at walk, concrete curb at artificial turf, artificial turf, chain link fence, shade sails, bench, picnic table, playground underdrainage, drain cleanout, shade trees, perennials, ornamental grasses, bio retention seed mix, and lawn restoration.*

*For Stream and Pond Restoration: The work consisted of pond and stream stabilization, grading of streambank and riparian slopes, existing pond excavation with onsite disposal, planting for wetland restoration, onsite soil disposal, tree, shrub, and stump removal, native plant seeding, live plant materials*

**Chicago Fire Training Facility JV:**

Chicago, IL. Owner: Chicago Fire Training Facility, LLC  
Contract: \$ 2,883,139.00 Completion date: 5/2025  
Contact: Rob Martinelli – Pepper Construction 847-489-7672

*Scope of work: Landscaping, Site furnishing, Turf, Irrigation, retaining walls, pavers*

**Creekside Park & Farmingdale Terrace Park:**

Willowbrook, IL. Owner: Village of Willowbrook  
Contract: \$ 1,834,313.00 Completion date: 4/2025  
Contact: Dustin Kleefisch - 630-920-2429

*Scope of work: Included asphalt paving, asphalt color coat, concrete paving, integral curb at walk, curb at playground, concrete curb at artificial turf, artificial turf, poured-in-place surfacing, chain link fence, wood fence, timber curb, timber walls, timber steps, playground equipment, gazebo shelter, picnic shelter, bench, picnic table, playground underdrainage, drain cleanout, stone outcrop, planter beds, shade trees, fruit trees, ornamental trees, shrubs, perennials, ornamental grasses, native seed mix, bio retention seed mix, and lawn Restoration*

**Bensenville Sport Dome:**

Bensenville, IL. Owner: Grand County LLC

Contract: \$ 128,935.00 Completion date: 2024

Contact: BEAR Construction (847) 704-1758

*Scope of work: Landscaping, planting mulch & turf*

**Turano Bakery**

Bolingbrook, IL. Owner: Turano Baking Company

Contract: \$ 14,125.00 Completion date: 12/2024

Contact: United Insulated Structures Andrew Lichtenauer 708-649-2067

*Scope of work: Landscaping*

**Village of Willowbrook – Landscape Beautification**

Willowbrook, IL. Owner: Village of Willowbrook

Contract: \$ 246,000.00 Completion date: 12/2024

Contact: Dustin Kleefisch - 630-920-2429

*Scope of work: Landscaping*

**Garden View Park:**

Darien, IL. Owner: Darien Park District

Contact: Matt Henderson (630) 968-6400 x 124

Contract: \$ 1,046,957.56 Completion date: 12/2024

*Scope of Works: Landworks work included site clearing, earthwork operations, parking lot, concrete walks, underground drainage, playground installation, splash pad installation, shelter installation, electrical work, plumbing work, site furnishings, fencing, tree planting, and seeding operations*

**Berwyn Police & Fire Department:**

Berwyn, IL. Owner: Village of Berwyn

Contact: Harbour Contractors (815) 254-5500

Contract: \$ 211,150.00 Completion date: 10/2024

*Scope of work: Landscaping*

**Rich Township:**

Richton Park, IL. Owner: Rich Township School District 227

Contract: \$ 101,600.00 Completion date: 10/2024

Contact: Pepper Construction Company – Nick Lorusso 847-620-4032

*Scope of work: Landscaping*

**Norridge Community Pool:**

Norridge, IL. Owner: Norridge Park District  
Contact: IHC Construction – Jim Leppert 630-333-8128  
Contract: \$ 408,089 Completion date: 9/2024

*Scope of work: Landscaping*

**Millenium Park:**

Elgin, IL. Owner: Elgin Park District  
Contact: Greg Hulke 847-931-6038  
Contract: \$ 501,496 Completion date: 9/2024

*Scope of work: Landscaping*

**Shiloh Park - Courts and Playground:**

Zion, IL Owner: Zion Park District  
Contact: Eric Bradley 847-746-5500 x 1425  
Contract: \$ 1,671,986.00 Completion date: 9/2024

*Scope of work: Site clearing, temporary soil erosion and sediment control, earthwork, asphalt paving, sport court surfacing & striping, concrete paving and footing, site electrical, chain-link fencing and gates, shelter, site furnishings and playground installation, play surfacing (engineered wood fiber & poured in place rubber), landscaping and turf grass seeding*

**Terrace View Park Playground Renovation:**

Oakbrook Terrace, IL Owner: Oakbrook Terrace Park District  
Contact: Shannon Elsey 630-627-6100  
Contract: \$356,319.00 Completion date: 8/2024

*Scope of work: Site clearing, temporary soil erosion and sediment control measures/maintenance, earthwork, storm sewer, asphalt patching, concrete paving, curbs and footings, playground installation, poured-in-place rubber play surfacing, stone masonry, turf grass seeding, and landscaping*

**Queen Bee Center & District Office:**

Glendale Heights, IL. Owner: Queen Bee SD # 16  
Contract: \$ 138,843.00 Completion date: 6/2024  
Riley Construction - Chuck Mathieu - (262) 658-4381

*Scope of work: Landscaping*

**Midway Park:**

Willowbrook, IL. Owner: Village Of Willowbrook

Contract: \$ 670,153.00                      Contact: Dustin Kleefisch - 630-920-2429  
Completion date: 2024

*Scope of work: Miscellaneous site improvements including the construction of concrete pavement, fencing, backstop, dugouts, wiffle ball field, score board, shade structure(s), site furnishings, shelter with bathroom, landscaping, electrical, plumbing, and irrigation*

**Cyrus One:**

Aurora, IL                                      Owner: Cyrus One Colleen Deutsch C 312.270.5496

Contract: \$ 830,447.00                      Completion date: 12/08/2023

*Scope of work: Landworks performed landscape planting and turf grass seeding.*

**Oliver McCracken Middle School:**

Skokie, IL.                                      Owner: Skokie School District 73.5

Contract: \$ 19,077.00                      Completion date: 11/2023

*Scope of work: Landscaping*

**Rose Park Ballfield Improvements - Waukegan, IL.**

Owner: Waukegan Park District:              Contact: Quincy Bejster, Director of Park 847-360-4724

Contract: \$ 183,155.00                      Completion date: 01/2024

*Scope of work: Ballfield improvements including excavation, concrete work, asphalt work, and fencing. Landworks operated as both a self-perform and construction manager.*

**Naperville - Central Business District Brick Maintenance - 2023**

Owner: City of Naperville                      Contact: Christopher Nichols 630-420-4191

Contract:        \$ 97,955.00                      Completion date: 12/2023

*Scope of work: Paver Brick removal and restoration throughout the downtown business district*

**Edina Park - Zion, IL:**

Owner:              Zion Park District                      Contact: Eric Bradley 847-746-5500 x 1425

Contract: \$ 756,012.00                      Completion date: 03/2024

*Scope of work: Removal and replacement of an existing bike trail, improvement of trail intersections, and restoration of adjacent landscape areas. Our work encompassed widening an existing trail system, working with Lake County SMC and Army Corps of Engineers to ensure preservation of wetlands within our work site. Improving the intersections of the trail at road crossings with new concrete aprons. New drainage piping throughout the trail to eliminate areas of washout and improve flow patterns and wildlife migration.*

**Four Seasons Park - Lombard, IL.:**

Owner: Lombard Park District  
Contract: \$ 582,650

Contact: Joe McCann 630-953-2491  
Completion date: 11/2023

*Scope of Work: Landworks served as the general contractor for this project. Landworks performed the earthwork, installation of play equipment, storm sewer improvements, underdrainage, landscape planting, and turf grass seeding; and oversaw asphalt paving, concrete flatwork, concrete curbs and footings, and synthetic turf installation.*

**Neal Math + Science Academy North Chicago SD187:**

1905 Argonne Drive - North Chicago, IL. Owner: Neal School Development LLC  
Contract: \$ 297,561 Completion date: 10/23

*Scope of work: Landscaping of a new construction school with deciduous plantings and native seeding.*

**New Trier East Side Academic & Athletic Renovation:**

385 Winnetka Ave. – Winnetka, IL Owner: New Trier D203  
Contract: \$ 434,083 Completion date: 10/2023

*Scope of work: Urban Landscaping of a new school addition, restoration and grading of a performance sport field, and specialty unit paving at building entrances.*

**Village of South Holland - New Public Works:**

South Holland, IL Contact: Ken Schneider Lagestee-Mulder Inc. 708.713.2223  
Contract: \$ 130,085.00 Completion date: 11/2023

*Scope of work: Planting and irrigation at a new public works facility.*

**Highwood Public Library – Highwood, IL:**

Owner: Highwood Public Library Contact: Scott Larson - WB Olson 847-498-3800  
Contract: \$ 40,523.00 Completion: 10/2023

*Scope of work: Entry way and plaza landscaping for the renovation of an existing library.*

**Quik Trip - Lansing, IL**

Owner: Wolverine Building Group Contact: Brandon Bienhoff 616-281-6168  
Contract: \$ 224,000 Completion date: 9/23

*Scope of work: Planting, sodding, decorative metal edging, irrigation, and maintenance of a new truck stop and gas station.*

**Quik Trip - Bellwood, IL**

Owner: Wolverine Building Group Contact: Brandon Bienhoff 616-281-6168  
Contract: \$ 203,506 Completion date: 7/23



**Naperville - Central Business District Brick Maintenance - 2022**

Owner: City of Naperville                      Contact: Christopher Nichols 630-420-4191  
Contract:        \$ 64,256.00                      Completion date: 12/2022

*Scope of work: Paver Brick removal and restoration throughout the downtown business district*

**Lake Villa School District # 41:**

Multiple locations - Lake Villa, IL  
Owner:            Lake Villa Community Consolidated School District # 41  
Contract:        \$ 314,543                      Completion date: 11/2022

*Scope of work: Landscaping, ornamental fencing, baseball field construction, and native planting*

**Oak Brook Medical Office Building:**            Oak Brook, IL

Owner: Medproperties  
Contract: \$ 110,000    Completion date: 11/2022

*Scope of work: Landscaping at new construction medical office center*

**Paulus Park Improvements**

200 S Rand Rd, Lake Zurich, IL 60047

Owner:            Village of Lake Zurich            Mike Brown            (847) 540-5068  
Architect:       Hitchcock Design Group        Lacey Lawrence       630.961.1787 x 143  
Contract:        \$ 850,859                      Completion date: 11/2022

*Scope of work: General contractor for the renovation of an existing park. Work included Erosion Control, Earthwork, Asphalt paving, concrete footings & paving, retaining walls, prefabricated picnic shelter, turf grass seeding, natural stone paving, masonry walls, concrete foundations & paving, floating kayak launch & fishing pier, and landscaping.*

**Wood Oaks Green Shoreline Restoration:**

1150 Sanders Road – Northbrook, IL. 60523

Owner: Northbrook Park District                      Nicole Wrobel 847-897-6124  
Contract:        \$ 844,000.00                      Completion date: 11/2022

*Scope of work: General Contractor for the restoration of a shoreline with improvements for the adjacent park. Demolition of an existing sheet piling wall, Rosetta outcropping wall with Gabion basket base, Fishing Piers, Native Seeding & Plugging, and site restoration*

**Stevenson East Building Addition Phase 2:**

1 Stevenson Dr, Lincolnshire, IL 60069

Owner: The Board of Education Adlai Stevenson SD # 125  
Architect: Wight & Company  
Contract: \$ 468,745 Completion date: 10/2022

Scope of work: *Landscaping trade package; topsoil, landscape planting, site furnishings*

Reference: Bridgette Gimpert (312) 607-2449

**Sergeant Means Park**

20712 Western Avenue - Olympia Fields, IL. 60461

Owner / Contract with: Olympia Fields Park District

Architect: Hitchcock Design Group General Contractor: Landworks, Ltd.

Contract Amount: \$263,159.00 Award Date: January 2022 Completed July 2022

Role: General Contractor / Project Management

Scope: *Site preparation, construction fencing, temporary soil erosion and sediment control, site removals and clearing, erosion control, earthwork, excavation and grading, storm sewer utilities, case-in place concrete foundations and footings, asphalt paving, concrete paving and curbs, picnic shelter, playground & fitness equipment, playground surfacing, seeding, and landscaping*

Reference: Jesus Vargas, CPRP - Olympia Fields Park District 708-481-7313 X 226

**Winnetka Public Library - Retaining Wall:**

768 Oak Street – Winnetka, IL

Owner / Contract with: Winnetka – Northfield Public Library

General Contractor: Landworks, Ltd.

Contract Amount: \$ 103,519.00 Award Date: July 2021 Completed October 2021

Scope: *Unit block retaining wall, landscaping upgrades, and hardscape improvements*

Reference: John Shales - Shales McNutt LLC - 847-622-1214

**Naperville - Brick Central Business District Maintenance - 2021**

Various locations Downtown Area

Owner / Contract with: City of Naperville General Contractor: Landworks, Ltd.

Contract Amount: \$37,038 Award Date: 09/2021 Completed 10/2021

Reference: Chris Nichols, PE - City of Naperville - (630) 420-4191

Scope: *Replaced pavers, concrete curbs & gutter, sidewalk*

**Lake Carriage Way Shoreline and Landscape Improvements**

150 Carriage Way - Burr Ridge, IL

Owner / contact: Pleasant Dale Park District      General Contractor: Landworks, Ltd.

Contract Amount: \$ 433,294.00      Award Date: 10/2020 Completed October 2021

*Scope: Demolition, Shoreline restoration, Rosetta outcropping, Fishing Stations, Landscape planting, Native Seeding & plugging, Shoreline planting, wetland rehabilitation, Native maintenance*

**Reference:** Matt Russian    Pleasant Dale Park District(630) 662-6220

**Chicago History Museum**

1601 N. Clark St. — Chicago, IL.

Owner: Chicago History Museum      General Contractor/CM: Featherstone Inc  
General Contractor: Landworks Ltd.

Contract Amount: \$ 356,557.00      Award Date: 01/2021 Completed 10/2021  
Role: General Contractor

*Scope: Natural granite inlayed paving, permeable unit paving, custom exhibit created from Corten steel, granite block, and exposed aggregate paving (concrete by others)*

**Reference:** Mel Cowen    Featherstone, Inc    630.737.1990

**Kenosha County – Veteran Memorial Park – West Parkway, Honor Plaza, and Trail Expansion:**

8790 Karow Road – Twin Lakes, Wisconsin

Owner: Kenosha County Division of Parks    General Contractor/CM: Featherstone Inc  
General Contractor: Landworks Ltd.    Role: General Contractor

Contract Amount: \$ 590,019.00      Award Date: 04/2021    Completed 10/2021

*Scope: Dry lay stone wall, Bioswale media installation, native seeding and plugging, landscaping and site furnishings, trail restoration*

**Reference:** Mel Cowen    Featherstone, Inc    630.737.1990

**Dorothy Drennon Park**

15598 Nimitz Road, Oakbrook Terrace, IL 60181

**Owner / Contract with:** Oakbrook Terrace Park District Architect: Hitchcock Design  
**General Contractor:** Landworks Ltd.      **Role: General Contractor / Project Management**

**Contract Amount:** \$641,587.00      **Award Date:** July 2020      Completed June 2021

*Scope: Site clearing, erosion control, earthwork, asphalt paving, concrete footing & paving, Artificial turf playground installation, picnic shelter installation, green roof modules. Rain garden planting, native seeding and planting, turf seeding, and landscaping.*

**Reference:** Cathy Fallon Oakbrook Terrace 773.677.2276

**Winnetka Public Library**

768 Oak Street, Winnetka, Illinois 60093

**Owner / Contract with:** Winnetka Public Library  
**General Contractor:** Landworks Ltd.

**Architect:** Lakota Group  
**Role:** General Contractor

**Contract Amount:** \$282,481      **Award Date:** July 2019      **Completed** June 2020

*Scope: Rehabilitation of the library's outdated entrance. Installation of masonry walls, bluestone paving, landscaping, utilities, and coping lighting, and corresponding demolition and earth moving.*

**Reference:** Kevin Clark - Lakota Group - 773.677.2276

**East Maine School District – Early Learning Center**

10000 Dee Road, Des Plaines, Illinois 60016

**Contract with:** IHC Construction  
**Architect:** DLA Architects

**Owner:** East Maine School District 63  
**General Contractor/CM:** IHC Construction

**Contract Amount:** \$362,000.00      **Award Date:** January 2020      **Completed** September 2020  
**Role:** Subcontractor

*Scope: Landworks Ltd. was responsible for the construction of two playgrounds including equipment and surfacing, as well as the installation of fencing, landscaping, native planting and seeding and native maintenance*

**Reference:** Jim Leppert IHC Construction 630.333.8128

**Thomas Waters Elementary School Annex and Renovations**

4540 N. Campbell Avenue, Chicago, Illinois 60625

**Contract with:** Gilbane Building Company      **Owner:** Public Building Commission of Chicago  
**Architect:** Bailey Edward      **General Contractor/CM:** Gilbane Building Company

**Contract Amount:** \$402,941.00      **Award Date:** December 2019      **Completed** August 2020  
**Role:** Subcontractor - Landscape

*Scope: Installation of site furniture, underdrains, topsoil and planting soil, landscaping, engineered wood fibers, Native rain garden, and irrigation system.*

**Reference:** Brian Driscoll - Gilbane Building Company - 847.636.3466

**St. Charles Public Library**

1 S 6th Ave, St. Charles, IL 60174

**Contract with:** Shales McNutt Construction      **Owner:** St. Charles Public Library  
**General Contractor/CM:** Shales McNutt Construction

**Contract Amount:** \$404,000.00      **Award Date:** April 2020      **Completed** July 2021  
**Role:** Trade - Landscape

**Scope:** *Landscape, unit paving, sunken courtyard with natural outcropping, planting, and site furnishings*

**Reference:** John Shales - President, Shales McNutt - 847.989.7468

### **Hinsdale High School District 86 – South High School**

**Contract with:** Pepper Construction      **Owner:** Hinsdale High School District 86  
**General Contractor/CM:** Pepper Construction

**Contract Amount:** \$46,000.00      **Award Date:** April 2020      **Completed** September 2020  
**Role:** Trade - Landscape

**Scope:** *Planting, seeding, erosion control, topsoil import.*

**Reference:** Jarlath Lynch - 941.737.3405

### **Hamill Family Foundation Nature & Science Plaza**

Brookfield Zoo - 3300 Golf Road, Brookfield, Illinois 60513

**Contract with:** Chicago Zoological Society      **Owner:** Chicago Zoological Society  
**Architect:** Booth Hansen      **Landscape Architect:** Hoerr Schaudt  
**General Contractor/CM:** Featherstone, Inc.

**Contract Amount:** \$584,186.00      **Award Date:** October 2018      **Completed** August 2019  
**Role:** Subcontractor

**Scope:**

*Collaboration on new Nature & Science Plaza. Landwork's scope of work included natural stone signage, natural stone benches and council ring, underdrainage, play structures, compacted granite aggregate paths with steel edging, customized planting soils, planting of large caliper trees, shrubs, perennials, ornamental grasses and lawns and Native grassland prairie.*

**Reference:** Chicago Zoological Society - 630.417.5823

### **Wauconda Public Library – Front Entry Renovation**

801 N. Main Street, Wauconda, IL 60084

**Owner / Contract with:** Wauconda Public Library      **Architect:** Product Architecture + Design  
**General Contractor/CM:** Featherstone, Inc.

**Contract Amount:** \$245,000.00      **Award Date:** October 2018      **Completed** April 2019

**Role: Landscape & Unit paving trade contractor**

**Scope:** *Installation of specialty unit pavers and retaining wall veneers on concrete underlaying slabs, walls and staircases, landscape upgrades to match the revitalized entrance.*

**Reference:** Tom Featherstone Featherstone, Inc. 630.737.1990, ext.111

**Stevenson High School – East Building Addition 1**

1 Stevenson Dr, Lincolnshire, IL 60069

**Contract with:** Gilbane Building Company **Owner:** Stevenson High School District 125  
**Architect:** Wight & Company **General Contractor/CM:** Gilbane Building Company

**Contract Amount:** \$567,000.00 **Award Date:** December 2017 **Completed** June 2019

**Role: Subcontractor**

**Scope:** *Landworks Ltd.'s scope consisted of construction and installation of specialty paving, custom benches, landscaping, and playground equipment and surfacing.*

**Reference:** Jarlath Lynch 941.737.3405

**Cantigny Park – Project New Leaf Phase 1**

1 S 151 Winfield Road, Wheaton, IL 60189

**Owner/Contract with:** Cantigny Park Foundation **Architect:** Sasaki  
**General Contractor/CM:** Featherstone, Inc.

**Contract Amount:** \$1,400,000.00 **Award Date:** April 2017 **Completed** June 2018

**Role: Specialty Unit Paving Contractor**

**Scope:** *Landworks performed the following Phase One scope of work in a multi-year large scale renovation of the 500-acre Cantigny Park property.*

*Specialty Unit Paving Scope of Work:*

- *Unit paving curb set in reinforced concrete.*
- *Flush precast concrete curb set in reinforced concrete bedding.*
- *Concrete unit pavers include setting bed.*
- *Concrete unit pavers with bituminous setting bed and adhesive*
- *Blue stone pavers*
- *Picnic table precast concrete pavers, including excavation, stone sub-base, and steel edge restraints.*
- *Mosaic paths*

**Reference:** Scott Witte - Cantigny Park (630) 260.8168

**Lincoln Elementary School**

1111 South Grove Avenue, Oak Park, Illinois

**Contract with:** Bully & Andrews  
**Architect:** STR Partners, LLC

**Owner:** Oak Park Elementary School District 97  
**General Contractor/CM:** Bulley & Andrews

**Contract Amount:** \$463,633.00  
**Role:** Subcontractor

**Award Date:** May 2019

**Completed:** August 2019

*Scope: Landworks, Ltd. scope included installation of a new playground and surfacing, site furnishings, Boulder outcroppings, planting, ornamental fence and sodding of a community playfield*

**Reference:** Jason Hayhurst - Bully & Andrews - 773.447.0918

**March 19, 2026**

## **Projects in Progress:**

### **Milwaukee Avenue Apts:**

Gurnee, IL. Owner: Gurnee Apartments, LLC  
Contract: \$ 42,464 Percentage Completed to date : 90 % Completion date: 2026

*Scope of work: Landscaping*

### **Carnegie Library:**

Waukegan, IL Owner: Waukegan Park District  
Contract: \$ 269,885.00 Percentage Completed to date: 92% Completion date: 2026

*Scope of work: Landscaping*

### **Oak Park River Forest High School:**

Oak Park, IL. Owner: Oak Park River Forest HS District 200  
Contract: \$ 244,865.00 Percentage Completed to date: 6 % Completion date: 2026

*Scope of Works: Landscaping*

### **William G. Yena Park:**

LaGrange Park, IL Owner: Community Park District  
Contract: \$1,297,608.38 Percentage Completed to date: 82% Completion date: 2026

*Scope of work: Work will include Demolition/removal, grading/drainage/water service, electrical, plumbing, concrete work, site furnishings, fencing, half-court basketball development, tennis court development, ballfield development , play area development , engineered wood fiber surfacing, landscape plantings and turf restoration.*

### **Borse Memorial Community Park – Phase 3:**

Willowbrook, IL. Owner: Village of Willowbrook  
Contract: \$ 5,096,658.00 Percentage Completed to date: 25% Completion date: 2026

*Scope of work: The work consist of providing all materials, equipment and services necessary for site preparation, temporary soil erosion sediment control measures, site removals and clearing, structure demolition, earthwork, excavation, and grading,*

*stormwater, sanitary sewer, and water utility installation, splash pad installation and testing, electrical service utilities and site lighting, cast-in-place concrete foundations, footings, and retaining walls, playground equipment installation, pour-in-place rubber surfacing, pavilion/restroom building installation, concessions/shelter/restroom building installation, site furnishings, asphalt paving and court coloring, concrete paving, brick paving, site hardscape, fencing, and site landscaping and restoration*

**Park District of La Grange - 2024 Referendum Projects – Playground Equipment:**

LaGrange, IL. Owner: Park District of La Grange  
Contract: \$ 1,057,911.00 Percentage Completed to date: 96% Completion date: 2026  
*Wight & Co.*

*Scope of work: Demolition, removal of old equipment and installation of playground equipment*

**North Lawndale Public Open Plaza Dev:**

Chicago, IL. Owner: Stearns Family Foundation  
Contract: \$ 169,217.00 Percentage Completed to date: 0% Completion date: 2026

*Scope of work: Monstrum Equipment Installation*

**Ivanhoe Park:**

Manhattan, IL. Owner: Manhattan Park District  
Contract: \$ 367,088.50 Percentage Completed to date: 99% Completion date: 2026

*Scope of Work: The work will include temporary soil erosion and sediment control, earthwork, drainage, asphalt paving for walking paths, concrete paving for walks, curbs, and footings, and the installation of playground equipment; activity obstacles; picnic shelter; gaga ball pit; site furnishings; play surfacing - engineered wood fiber, artificial turf; native plantings and educational signage; turf grass seeding; and landscaping.*

**Bettenhausen Park – Ballfield # 3 – Improvement :**

Tinley Park, IL. Owner: Tinley Park – Park District  
Contract: \$ 298,825.00 Percentage Completed to date: 90% Completion date: 02/2026

*Scope of work: The work consists of but is not limited to demolition and removals, site grading, storm drainage, concrete flatwork and curbing, asphalt paving, ballfield infield work, site furnishings installation, fence installation, and landscaping*

**Century Oaks ES Additions & Renovation :**

Elgin, IL. Owner: School District U46  
Contract: \$ 384,788.00 Percentage Completed to date: 0% Completion date: 2026

*Scope of Work: Landscaping*

**Creekside Park Pedestrian Bridge Replacements:**

Willowbrook, IL. Owner: Village of Willowbrook  
Contract: \$ 424,191.00 Percentage Completed to date: 0% Completion date: 2026

*Scope of Work: Landscaping and fencing*

**Elgin Community College – Truck Driving Classroom Building :**

Elgin, IL. Owner: Elgin Community College  
Contract: \$ 209,855.00 Percentage Completed to date: 0% Completion date: 2026

*Scope of Work: Landscaping*

**Freedom Park Renovation:**

Alsip, IL. Owner: Alsip Park District  
Contract: \$ 740,057.18 Percentage Completed to date: 0% Completion date: 2026

*Scope of Work: Work will include site clearing, earthwork operations, drainage, plumbing, asphalt paving, color coating, concrete curbs, walks and paving, playground equipment installation, chain link fencing, shade canopy installation, planting, turf seeding, and native seeding.*

**Glenside Middle School Addition & Renovation 2026-2027:**

Glendale Heights, IL. Owner: Queen Bee SD # 16  
Contract: \$ 189,335.00 Percentage Completed to date: 0% Completion date: 2026

*Scope of Work: Landscaping*

**Joliet Township HS District - Central :**

Joliet, IL. Owner: Joliet Township HS District 204  
Contract: \$ 78,610.00 Percentage Completed to date: 0% Completion date: 2026

*Scope of Work: Landscaping*

**Kenyon Woods Middle School :**

Elgin, IL. Owner: School District U46  
Contract: \$ 613,980.00 Percentage Completed to date: 1% Completion date: 2026

*Scope of Work: Landscaping*

**Keith Mione Community Park :**

Mundelein, IL. Owner: Mundelein Park & Recreation District  
Contract: \$ 1,009,225.65 Percentage Completed to date: 0% Completion date: 11/2026

*Scope of Work: Work will include demolition/removal, grading/drainage, concrete work, HMA pavement, multi-use court development, fencing, play area development, synthetic turf surfacing, woodland restoration, Landscape plantings, and restoration*

**North & Central ES Addition & Renovation :**

Des Plaines, IL. Owner: Community Consolidated SD 62 -  
Contract: \$ 268,705.00 Percentage Completed to date: 0% Completion date: 2026

*Scope of Work: Landscaping*

**NU - Softball Stadium Kirkpatrick :**

Evanston, IL. Owner: Community Consolidated SD 62 -  
Contract: \$ 26,500.00 Percentage Completed to date: 0% Completion date: 2026

*Scope of Work: Landscaping*

**Stahlak Park – 2026 OSLAD Improvements:**

Worth, IL. Owner: Worth Park District  
Contract: \$ 362,745.00 Percentage Completed to date: 0% Completion date: 2026

*Scope of Work: The work consists of misc. demolition and removals, site grading, storm drainage, concrete flatwork and curbing, asphalt paving, pickleball court construction, challenge course installation, poured in place rubber safety surface preparation, shelter & site furnishings installation, electrical work, and landscaping for the renovation of Stahlak Park.*

**South Elementary School:**

North Chicago, IL. Owner: North Chicago Community SD 187  
Contract: \$ 163,704.00 Percentage Completed to date: 0% Completion date: 2026

*Scope of Work: Landscaping and fencing*

**West Park & Oaklane Park Court Upgrades 2026:**

Northbrook, IL. Owner: Northbrook Park District  
Contract: \$ 1,137,045.00 Percentage Completed to date: 0% Completion date: 9/2026

*Scope of Work: Landscaping and fencing*

**Villa Park Library:**

Villa Park, IL. Owner: Villa Park Library  
Contract: \$ 48,667.00 Percentage Completed to date: 0% Completion date: 2026

*Scope of Work: Landscaping*

1.4 PROJECT MANAGEMENT

A. List name of Project Manager or Job Superintendent: Mike McCormack / Dave LaPaso

B. List below similar projects managed by identified PM/JS:

1. Project Name: David Park - Zion Park District  
Contact Person: Eric Bradley  
Phone: 847-746-5500 x 1425

2. Project Name: Southland Park - Lombard park District  
Contact Person: Joe McCann  
Phone: 630-953-2491

3. Project Name: Village of Bradley New Sports Complex  
Contact Person: Melanie Kmetz  
Phone: 312-576-9561

END OF SECTION 000455

SECTION 000460 – EQUAL EMPLOYMENT OPPORTUNITY

In the event of the contractor's noncompliance with any provision of this Equal Employment Opportunity Clause, the Illinois Fair Employment Practices Act or the Fair Employment Practices Commission's Rules and Regulations for Public Contracts, the contractor may be declared not responsible and therefore ineligible for future contracts or subcontracts with the State of Illinois or any of its political subdivision or municipal corporations, and the contract may be canceled or avoided in whole or in part, and such other sanctions or penalties may be imposed or remedies involved as provided by statute or regulation.

During the performance of this contract, the contractor agrees as follows:

(1) That it will not discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin or ancestry; and further that it will examine all job classifications to determine if minority persons or women are underutilized and will take appropriate affirmative action to rectify any such underutilization.

(2) That, if it hires additional employees in order to perform this contract, or any portion hereof, it will determine the availability (in accordance with the Commission's Rules and Regulations for Public Contracts) of minorities and women in the area(s) from which it may reasonably recruit and it will hire for each job classification for which employees are hired in such a way that minorities and women are not underutilized.

(3) That, in all solicitations or advertisements for employees placed by it or on its behalf, it will state that all applicants will be afforded equal opportunity without discrimination because of race, color, religion, sex, national origin or ancestry.

(4) That it will send to each labor organization or representative of workers with which it has or is bound by a collective bargaining or other agreement or understanding, a notice advising such labor organization or representative of the contractor's obligations under the Illinois Fair Employment Practices Act and the commission's Rules and Regulations for Public Contract. If any such labor organization or representative fails or refuses to cooperate with the contractor in its efforts to comply with such Act and Rules and Regulations, the contractor will promptly so notify the Illinois Fair Employment Practices Commission and the contracting agency and will recruit employees from other sources when necessary to fulfill its obligations thereunder.

(5) That it will submit reports as required by the Illinois Fair Employment Practices Commission's Rules and Regulations for Public Contracts, furnish all relevant information as may from time to time be requested by the Commission or the contracting agency, and in all respects comply with the Illinois Fair Employment Practices Act and the Commission's Rules and Regulations for Public Contracts so that such provisions will be binding upon every such subcontractor; and that it will also so include the provisions of paragraphs 1, 5, 6 and 7 in every supply subcontract as defined in Section 2.10 (a) of the Commission's Rules and Regulations for Public Contracts so that such provisions will be binding upon every such subcontractor. In the same manner as with other provisions of this contract, the contractor will be liable for compliance with applicable provisions of this clause by all its subcontractors; and further it will promptly notify the contracting agency and the Illinois Fair Employment Practices Commission in the event any subcontractor fails or refuses to comply therewith. In addition, no contractor will utilize any subcontractor declared by the Commission to be not responsible and therefore ineligible for contracts or subcontracts with the State of Illinois or any of its political subdivisions or municipal corporations.

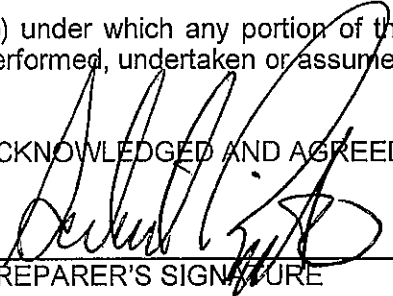
With respect to the two types of subcontracts referred to under paragraph 7 or the Equal Employment Opportunity Clause above, following is an excerpt of Section 2 of the FEPC's Rules and Regulations for Public Contracts:

"Section 2.10. The term "Subcontract" means any agreement, arrangement or understanding, written or otherwise, between a contractor and any person (in which the parties do not stand in the relationship of any employer and an employee):

(a) for the furnishing of supplies or services or for the use of real or personal property, including lease arrangements, which, in whole or in part, utilized in the performance of any one or more contracts; or

(b) under which any portion of the contractor's obligation under any one or more contracts is performed, undertaken or assumed."

ACKNOWLEDGED AND AGREED TO:

  
PREPARER'S SIGNATURE

March 19, 226  
DATE

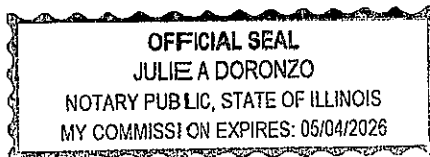
Director of Operations  
PREPARER'S TITLE

Subscribed and sworn to before me this

19 day of March, 2026

  
NOTARY PUBLIC

END OF SECTION 000460



SECTION 000470 – AFFIDAVIT OF COMPLIANCE

The undersigned, Gabriel Pizzuto, being first duly sworn on oath, deposes that

s/he is <sup>(Name)</sup> Director of Operations of Landworks Ltd, the authority to  
(Sole Owner, Partner, President, Secretary, etc.) (Name of Company)  
make this certification on behalf of the Bidder;

A. That in connection with this procurement,

- (1) The bid is not made in the interest of or on behalf of any undisclosed person, partnership, company, association, organization or corporation;
- (2) The Bidder has not in any manner directly or indirectly sought by consultation, communication or agreement with anyone to fix the bid price of said bidder or any other bidder or to fix any overhead profit or cost element of such bid price or that of any other bidder or to secure any advantage against the public body awarding the contract or anyone interested in the proper contract;
- (3) The bid is genuine and not collusive or sham;
- (4) The prices or breakdowns thereof and any and all contents which had been quoted in this bid have not been knowingly disclosed by the bidder and will not be knowingly disclosed by the bidder directly or indirectly to any other bidder or any competitor prior to opening;
- (5) All statements contained in such bid are true;
- (6) No attempt has been made or will be made by the bidder to induce any other person or firm to submit a false or sham bid;
- (7) No attempt has been made or will be made by the bidder to induce any other person or firm to submit or not to submit a bid for the purpose of restricting competition;

- B. (1) S/He is the person in the Bidder's organization responsible within that organization for the decision as to the prices being bid herein and that he has not participated, and will not participate, in any action contrary to paragraphs 1 through 7 above; or
- (2) (a) S/He is not the person in the Bidder's organization responsible within that organization for the decision as to the prices being bid herein but that s/he has been authorized to act as agent for the persons responsible for such decision in certifying that such persons have not participated, and will not participate, in any action contrary to paragraphs 1 through 7 above and as their agent does hereby so certify; and
  - (b) That s/he has not participated, and will not participate, in any action contrary to paragraphs 1 through 7 above.

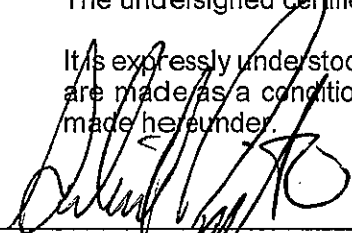
C. The undersigned certifies that the Bidder is eligible to enter into public contracts, and is not barred from contracting with any unit of state or local government as a result of a violation of either Section 33E-3, or 33E-4 of the Illinois Criminal Code, or of any similar offense of "Bid-rigging" or "Bid-rotating" of any state or of the United States.

D. The undersigned certifies that the Bidder has a sexual harassment policy in place that meets the following criteria:

Please be advised that Public Act 87-1257, effective July 1, 1993, 775 ILCS 5/2-105 (A) has been amended to provide that every party to a public contract must have a written sexual harassment policy in place in full compliance with 775 ILCS 5/2-105 (A) (4) and includes, at a minimum, the following information: (I) the illegality of sexual harassment; (II) the definition of sexual harassment under State law; (III) a description of sexual harassment, utilizing examples; (IV) the vendor's internal complaint process including penalties; (V) the legal recourse, investigative and complaint process available through the Department of Human Rights (the "Department") and the Human Rights Commission (the "Commission"); (VI) directions on how to contact the Department and Commission; and (VII) protection against retaliation as provided by Section 6-101 of the Act. (Illinois Human Rights Act). (emphasis added). Pursuant to 775 ILCS 5/1-103 (M) (2002), a "public Contract" includes "...every contract to which the State, any of its political subdivisions or any municipal corporation is a party."

E. The undersigned certifies that the Bidder has a Drug Free Workplace policy in place.

F. It is expressly understood that the foregoing statements and representations and promises are made as a condition to the right of the bidder to receive payment under any award made hereunder.

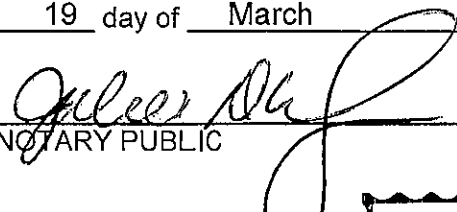
  
\_\_\_\_\_  
PREPARER'S SIGNATURE

March 19, 2026  
\_\_\_\_\_  
DATE

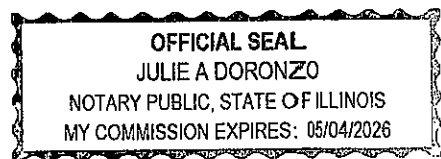
Director of Operations  
\_\_\_\_\_  
PREPARER'S TITLE

Subscribed and sworn to before me this

19 day of March, 2026

  
\_\_\_\_\_  
NOTARY PUBLIC

END OF SECTION 000470



March 19, 2026

**Re: Landworks Ltd. Qualifications for Village of Romeoville Parks  
and Recreation Department – Discovery Park**

To whom it may concern:

I am hereby submitting a qualification statement for your review. I hope your review deems us worthy to be awarded the bid for the above captioned project.

The sampling of our list of successful projects contained herein will display that we are qualified to be the successful bidder for your project. Our dedicated labor force contains certified landscape technicians, with more than 25 years' experience in the field. They are supported by capable and skilled union Local 150 Operators and 703 Laborers from our staff. Additionally, I am a licensed Landscape Architect in Illinois with 43 years' experience. I and my other project managers will ensure an installation that will conform to the project plans and specifications.

I hereby submit that Landworks Ltd. has not been involved in any litigation or bond forfeitures.

Landworks Ltd. is primarily a landscape/site construction company. Our responsibilities on site developments incorporate general contracting; planting and landscape maintenance; installation of site development features composed of but not limited to the following: specialty paving, lighting, specialized soils, earthwork, site furniture, signage, and entry monuments, retaining walls, irrigation, concrete, asphalt, water features, sport field facilities, structures, masonry, fencing, and ornamental iron work.

We have over 43 years of experience in the landscape industry in northeastern Illinois. We are also professional Landscape Architects. Our main goal in working with our clients is to establish and build a long-lasting relationship in which we build the landscape environment that meets our client's goals within budget and schedule. We are interested in furthering our profession and providing only high-quality installation.

Landworks provides competent supervision, quality material, and care in the work we perform. We have the technical ability in our construction crews and staff, as well as a network of responsible and qualified sub-contractors to complete complicated installations. Our project supervision will ensure your goals, specifications and aesthetics are met.

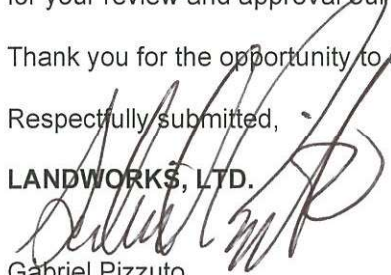
Our landscape architecture experience has proven to be an asset to our landscape construction clients and their representatives alike. We provide a high level of project understanding and attention to project needs. We understand sequential scheduling results and the necessity of delivering work product in a timely manner that results in a successful project completion.

Our experience in landscape architecture and construction helps us to identify pitfalls in the landscape development construction process. Through our expertise we can provide a client with guidance on which they can rely to make sound decisions. The following built project case studies and references will display for your review and approval our qualifications, experience, and capabilities.

Thank you for the opportunity to submit our qualifications.

Respectfully submitted,

**LANDWORKS, LTD.**



Gabriel Pizzuto  
Director of Operations



*pedestrian asphalt paving, sport court paving, concrete walks & curbs, parking lot lighting, site furnishings, native planting, and seeding*

**Stream CHI I Expansion:**

Elk Grove Village, IL. Owner: SDC CHI LLC  
Contract: \$ 112,360.00 Completion date: 8/2025  
Clune Construction 312-339-9056

*Scope of work: Landscaping, native seeding, irrigation*

**Plainfield Library:**

Plainfield, IL Owner: Plainfield Public Library District  
Contract: \$ 171,430.88 Completion Date: 07/2025  
Shales McNutt, LLC dba SMA Construction Services - 847-622-1214

*Scope of work: Landscaping*

**Riverwalk Park Gateway Signage:**

Winfield IL. Owner: Village of Winfield  
Contract: \$ 111,780.00 Completion date: 2025  
Hitchcock Design Group Doug Fair 331-229-5434

*Scope of work: The work included site preparation & clearing, construction fencing, minor earthwork and excavation, cast-in-place concrete, foundations, stone masonry, furnish and installation of overhead signage, shrub & low perennial plantings, and turf seed restoration. See schedule of values for further detail.*

**Prospect Park:**

Clarendon Hills, IL. Owner: Clarendon Hills Park District  
Contract: \$ 129,715.00 Katie Gock 630-323-2626  
Completion date: 8/2025 Assistant Director, CPRP, AFO

*Scope of works: The work will include concrete walks and paving, sport court color coat and striping, tennis and pickleball fixtures, chain link fencing, electrostatic painting, turf restoration, and utility work*

**Southland Park:**

Lombard, IL Owner: Lombard Park District  
Contract: \$2,607,234.00 Contact: Joe McCann 630-953-2491  
Completion date: 2025

*Scope of Works: Landworks performed temporary soil erosion and sediment control measures/maintenance, earthwork operations, crushed limestone paving, asphalt paving, concrete paving, curbs and footings, chain link fencing and gates, netting, sport court surfacing and striping, shelter installation, dugout installation, sports equipment installation, play equipment installation, play surfacing - engineered wood fiber, storm utilities, new electric service, shelter light and outlets, field irrigation, landscape planting, and turf grass seeding*

**NTT CH-4 & CH-5:**

Itasca, IL . Owner: NTT Global Data Centers Americas  
Contract: \$ 223,794.00 Colleen Deutsch C 312.270.5496  
Completion date: 2025

*Scope of work: Landscaping*

**Waiola Park:**

LaGrange IL. Owner: Park District of LaGrange  
Contract: \$ 795,330.00 Gage Berger 630-739-6559 Wight & Co.  
Completion date: 7/2025

*Scope of work: Work will include site clearing, earthwork operations, asphalt path, concrete walks, underground drainage, playground installation, shelter installation, electrical work, site furnishings, tree planting, and seeding operations*

**Borse Memorial Community Park:**

Willowbrook, IL. Owner: Village of Willowbrook  
Contract: \$ 1,439,447.00 Contact: Dustin Kleefisch - 630-920-2429  
Completion date: 7/2025

*Scope of work: For Site Improvements: included asphalt paving, asphalt color coat, concrete paving, integral curb at walk, concrete curb at artificial turf, artificial turf, chain link fence, shade sails, bench, picnic table, playground underdrainage, drain cleanout, shade trees, perennials, ornamental grasses, bio retention seed mix, and lawn restoration.*

*For Stream and Pond Restoration: The work consisted of pond and stream stabilization, grading of streambank and riparian slopes, existing pond excavation with onsite disposal, planting for wetland restoration, onsite soil disposal, tree, shrub, and stump removal, native plant seeding, live plant materials*

**Chicago Fire Training Facility JV:**

Chicago, IL. Owner: Chicago Fire Training Facility, LLC  
Contract: \$ 2,883,139.00 Completion date: 5/2025  
Contact: Rob Martinelli – Pepper Construction 847-489-7672

*Scope of work: Landscaping, Site furnishing, Turf, Irrigation, retaining walls, pavers*

**Creekside Park & Farmingdale Terrace Park:**

Willowbrook, IL. Owner: Village of Willowbrook  
Contract: \$ 1,834,313.00 Completion date: 4/2025  
Contact: Dustin Kleefisch - 630-920-2429

*Scope of work: Included asphalt paving, asphalt color coat, concrete paving, integral curb at walk, curb at playground, concrete curb at artificial turf, artificial turf, poured-in-place surfacing, chain link fence, wood fence, timber curb, timber walls, timber steps, playground equipment, gazebo shelter, picnic shelter, bench, picnic table, playground underdrainage, drain cleanout, stone outcrop, planter beds, shade trees, fruit trees, ornamental trees, shrubs, perennials, ornamental grasses, native seed mix, bio retention seed mix, and lawn Restoration*

**Bensenville Sport Dome:**

Bensenville, IL. Owner: Grand County LLC

Contract: \$ 128,935.00 Completion date: 2024

Contact: BEAR Construction (847) 704-1758

*Scope of work: Landscaping, planting mulch & turf*

**Turano Bakery**

Bolingbrook, IL. Owner: Turano Baking Company

Contract: \$ 14,125.00 Completion date: 12/2024

Contact: United Insulated Structures Andrew Lichtenauer 708-649-2067

*Scope of work: Landscaping*

**Village of Willowbrook – Landscape Beautification**

Willowbrook, IL. Owner: Village of Willowbrook

Contract: \$ 246,000.00 Completion date: 12/2024

Contact: Dustin Kleefisch - 630-920-2429

*Scope of work: Landscaping*

**Garden View Park:**

Darien, IL. Owner: Darien Park District

Contact: Matt Henderson (630) 968-6400 x 124

Contract: \$ 1,046,957.56 Completion date: 12/2024

*Scope of Works: Landworks work included site clearing, earthwork operations, parking lot, concrete walks, underground drainage, playground installation, splash pad installation, shelter installation, electrical work, plumbing work, site furnishings, fencing, tree planting, and seeding operations*

**Berwyn Police & Fire Department:**

Berwyn, IL. Owner: Village of Berwyn

Contact: Harbour Contractors (815) 254-5500

Contract: \$ 211,150.00 Completion date: 10/2024

*Scope of work: Landscaping*

**Rich Township:**

Richton Park, IL. Owner: Rich Township School District 227

Contract: \$ 101,600.00 Completion date: 10/2024

Contact: Pepper Construction Company – Nick Lorusso 847-620-4032

*Scope of work: Landscaping*

**Norridge Community Pool:**

Norridge, IL. Owner: Norridge Park District  
Contact: IHC Construction – Jim Leppert 630-333-8128  
Contract: \$ 408,089 Completion date: 9/2024

*Scope of work: Landscaping*

**Millenium Park:**

Elgin, IL. Owner: Elgin Park District  
Contact: Greg Hulke 847-931-6038  
Contract: \$ 501,496 Completion date: 9/2024

*Scope of work: Landscaping*

**Shiloh Park - Courts and Playground:**

Zion, IL Owner: Zion Park District  
Contact: Eric Bradley 847-746-5500 x 1425  
Contract: \$ 1,671,986 .00 Completion date: 9/2024

*Scope of work: Site clearing, temporary soil erosion and sediment control, earthwork, asphalt paving, sport court surfacing & striping, concrete paving and footing, site electrical, chain-link fencing and gates, shelter, site furnishings and playground installation, play surfacing (engineered wood fiber & poured in place rubber), landscaping and turf grass seeding*

**Terrace View Park Playground Renovation:**

Oakbrook Terrace, IL Owner: Oakbrook Terrace Park District  
Contact: Shannon Elsey 630-627-6100  
Contract: \$356,319.00 Completion date: 8/2024

*Scope of work: Site clearing, temporary soil erosion and sediment control measures/maintenance, earthwork, storm sewer, asphalt patching, concrete paving, curbs and footings, playground installation, poured-in-place rubber play surfacing, stone masonry, turf grass seeding, and landscaping*

**Queen Bee Center & District Office:**

Glendale Heights, IL. Owner: Queen Bee SD # 16  
Contract: \$ 138,843.00 Completion date: 6/2024  
Riley Construction – Chuck Mathieu - (262) 658-4381

*Scope of work: Landscaping*

**Midway Park:**

Willowbrook, IL. Owner: Village Of Willowbrook

Contract: \$ 670,153.00                      Contact: Dustin Kleefisch - 630-920-2429  
Completion date: 2024

Scope of work: *Miscellaneous site improvements including the construction of concrete pavement, fencing, backstop, dugouts, wiffle ball field, score board, shade structure(s), site furnishings, shelter with bathroom, landscaping, electrical, plumbing, and irrigation*

**Cyrus One:**

Aurora, IL                                      Owner: Cyrus One Colleen Deutsch C 312.270.5496

Contract: \$ 830,447.00                      Completion date: 12/08/2023

Scope of work: *Landworks performed landscape planting and turf grass seeding.*

**Oliver McCracken Middle School:**

Skokie, IL.                                      Owner: Skokie School District 73.5

Contract: \$ 19,077.00                      Completion date: 11/2023

Scope of work: *Landscaping*

**Rose Park Ballfield Improvements - Waukegan, IL.**

Owner: Waukegan Park District:              Contact: Quincy Bejster, Director of Park 847-360-4724

Contract: \$ 183,155.00                      Completion date: 01/2024

Scope of work: *Ballfield improvements including excavation, concrete work, asphalt work, and fencing. Landworks operated as both a self-perform and construction manager.*

**Naperville - Central Business District Brick Maintenance - 2023**

Owner: City of Naperville                      Contact: Christopher Nichols 630-420-4191

Contract:        \$ 97,955.00                      Completion date: 12/2023

Scope of work: *Paver Brick removal and restoration throughout the downtown business district*

**Edina Park - Zion, IL:**

Owner:              Zion Park District                      Contact: Eric Bradley 847-746-5500 x 1425

Contract: \$ 756,012.00                      Completion date: 03/2024

Scope of work: *Removal and replacement of an existing bike trail, improvement of trail intersections, and restoration of adjacent landscape areas. Our work encompassed widening an existing trail system, working with Lake County SMC and Army Corps of Engineers to ensure preservation of wetlands within our work site. Improving the intersections of the trail at road crossings with new concrete aprons. New drainage piping throughout the trail to eliminate areas of washout and improve flow patterns and wildlife migration.*

**Four Seasons Park - Lombard, IL.:**

Owner: Lombard Park District  
Contract: \$ 582,650

Contact: Joe McCann 630-953-2491  
Completion date: 11/2023

*Scope of Work: Landworks served as the general contractor for this project. Landworks performed the earthwork, installation of play equipment, storm sewer improvements, underdrainage, landscape planting, and turf grass seeding; and oversaw asphalt paving, concrete flatwork, concrete curbs and footings, and synthetic turf installation.*

**Neal Math + Science Academy North Chicago SD187:**

1905 Argonne Drive - North Chicago, IL. Owner: Neal School Development LLC  
Contract: \$ 297,561 Completion date: 10/23

*Scope of work: Landscaping of a new construction school with deciduous plantings and native seeding.*

**New Trier East Side Academic & Athletic Renovation:**

385 Winnetka Ave. – Winnetka, IL Owner: New Trier D203  
Contract: \$ 434,083 Completion date: 10/2023

*Scope of work: Urban landscaping of a new school addition, restoration and grading of a performance sport field, and specialty unit paving at building entrances.*

**Village of South Holland - New Public Works:**

South Holland, IL Contact: Ken Schneider Lagestee-Mulder Inc. 708.713.2223  
Contract: \$ 130,085.00 Completion date: 11/2023

*Scope of work: Planting and irrigation at a new public works facility.*

**Highwood Public Library – Highwood, IL:**

Owner: Highwood Public Library Contact: Scott Larson - WB Olson 847-498-3800  
Contract: \$ 40,523.00 Completion: 10/2023

*Scope of work: Entry way and plaza landscaping for the renovation of an existing library.*

**Quik Trip - Lansing, IL**

Owner: Wolverine Building Group Contact: Brandon Bienhoff 616-281-6168  
Contract: \$ 224,000 Completion date: 9/23

*Scope of work: Planting, sodding, decorative metal edging, irrigation, and maintenance of a new truck stop and gas station.*

**Quik Trip - Bellwood, IL**

Owner: Wolverine Building Group Contact: Brandon Bienhoff 616-281-6168  
Contract: \$ 203,506 Completion date: 7/23



**Naperville - Central Business District Brick Maintenance - 2022**

Owner: City of Naperville                      Contact: Christopher Nichols 630-420-4191  
Contract:     \$ 64,256.00                      Completion date: 12/2022

*Scope of work: Paver Brick removal and restoration throughout the downtown business district*

**Lake Villa School District # 41:**

Multiple locations - Lake Villa, IL  
Owner:            Lake Villa Community Consolidated School District # 41  
Contract:        \$ 314,543                      Completion date: 11/2022

*Scope of work: Landscaping, ornamental fencing, baseball field construction, and native planting*

**Oak Brook Medical Office Building:**            Oak Brook, IL

Owner: Medproperties  
Contract: \$ 110,000    Completion date: 11/2022

*Scope of work: Landscaping at new construction medical office center*

**Paulus Park Improvements**

200 S Rand Rd, Lake Zurich, IL 60047

Owner:            Village of Lake Zurich            Mike Brown            (847) 540-5068  
Architect:        Hitchcock Design Group        Lacey Lawrence        630.961.1787 x 143  
Contract:        \$ 850,859                      Completion date: 11/2022

*Scope of work: General contractor for the renovation of an existing park. Work included Erosion Control, Earthwork, Asphalt paving, concrete footings & paving, retaining walls, prefabricated picnic shelter, turf grass seeding, natural stone paving, masonry walls, concrete foundations & paving, floating kayak launch & fishing pier, and landscaping.*

**Wood Oaks Green Shoreline Restoration:**

1150 Sanders Road – Northbrook, IL. 60062

Owner: Northbrook Park District                      Nicole Wrobel 847-897-6124  
Contract:     \$ 844,000.00                      Completion date: 11/2022

*Scope of work: General Contractor for the restoration of a shoreline with improvements for the adjacent park. Demolition of an existing sheet piling wall, Rosetta outcropping wall with Gabion basket base, Fishing Piers, Native Seeding & Plugging, and site restoration*

**Stevenson East Building Addition Phase 2:**

1 Stevenson Dr, Lincolnshire, IL 60069

Owner: The Board of Education Adlai Stevenson SD # 125  
Architect: Wight & Company  
Contract: \$ 468,745 Completion date: 10/2022

Scope of work: Landscaping trade package; topsoil, landscape planting, site furnishings

Reference: Bridgette Gimpert (312) 607-2449

**Sergeant Means Park**

20712 Western Avenue - Olympia Fields, IL 60461

Owner / Contract with: Olympia Fields Park District

Architect: Hitchcock Design Group General Contractor: Landworks, Ltd.

Contract Amount: \$263,159.00 Award Date: January 2022 Completed July 2022

Role: General Contractor / Project Management

Scope: Site preparation, construction fencing, temporary soil erosion and sediment control, site removals and clearing, erosion control, earthwork, excavation and grading, storm sewer utilities, case-in place concrete foundations and footings, asphalt paving, concrete paving and curbs, picnic shelter, playground & fitness equipment, playground surfacing, seeding, and landscaping

Reference: Jesus Vargas, CPRP - Olympia Fields Park District 708-481-7313 X 226

**Winnetka Public Library - Retaining Wall :**

768 Oak Street – Winnetka, IL

Owner / Contract with: Winnetka – Northfield Public Library

General Contractor: Landworks, Ltd.

Contract Amount: \$ 103,519.00 Award Date: July 2021 Completed October 2021

Scope: Unit block retaining wall, landscaping up grades, and hardscape improvements

Reference: John Shales - Shales McNutt LLC - 847-622-1214

**Naperville - Brick Central Business District Maintenance - 2021**

Various locations Downtown Area

Owner / Contract with: City of Naperville General Contractor: Landworks, Ltd.

Contract Amount: \$37,038 Award Date: 09/2021 Completed 10/2021

Reference: Chris Nichols, PE - City of Naperville - (630) 420-4191

Scope: Replaced pavers, concrete curbs & gutter, sidewalk

**Lake Carriage Way Shoreline and Landscape Improvements**

150 Carriage Way - Burr Ridge, IL

Owner / contact: Pleasant Dale Park District      General Contractor: Landworks, Ltd.

Contract Amount: \$ 433,294.00      Award Date: 10/2020 Completed October 2021

**Scope:** Demolition, Shoreline restoration, Rosetta outcropping, Fishing Stations, Landscape planting, Native Seeding & plugging, Shoreline planting, wetland rehabilitation, Native maintenance

**Reference:** Matt Russian    Pleasant Dale Park District (630) 662-6220

### **Chicago History Museum**

1601 N. Clark St. – Chicago, IL.

Owner: Chicago History Museum      General Contractor/CM: Featherstone Inc  
General Contractor: Landworks Ltd.

Contract Amount: \$ 356,557.00      Award Date: 01/2021 Completed 10/2021  
Role: General Contractor

*Scope: Natural granite inlayed paving, permeable unit paving, custom exhibit created from Corten steel, granite block, and exposed aggregate paving (concrete by others)*

**Reference:** Mel Cowen    Featherstone, Inc    630.737.1990

### **Kenosha County – Veteran Memorial Park – West Parkway, Honor Plaza, and Trail Expansion:**

8790 Karow Road – Twin Lakes, Wisconsin

Owner: Kenosha County Division of Parks    General Contractor/CM: Featherstone Inc  
General Contractor: Landworks Ltd.    Role: General Contractor

Contract Amount: \$ 590,019.00      Award Date: 04/2021    Completed 10/2021

*Scope: Dry lay stone wall, Bioswale media installation, native seeding and plugging, landscaping and site furnishings, trail restoration*

**Reference:** Mel Cowen    Featherstone, Inc    630.737.1990

### **Dorothy Drennon Park**

1S598 Nimitz Road, Oakbrook Terrace, IL 60181

**Owner / Contract with:** Oakbrook Terrace Park District Architect: Hitchcock Design  
**General Contractor: Landworks Ltd.      Role: General Contractor / Project Management**

**Contract Amount:** \$641,587.00      **Award Date:** July 2020      Completed June 2021

*Scope: Site clearing, erosion control, earthwork, asphalt paving, concrete footing & paving, Artificial turf playground installation, picnic shelter installation, green roof modules. Rain garden planting, native seeding and planting, turf seeding, and landscaping.*

**Reference:** Cathy Fallon Oakbrook Terrace 773.677.2276

**Winnetka Public Library**

768 Oak Street, Winnetka, Illinois 60093

**Owner / Contract with:** Winnetka Public Library  
**General Contractor:** Landworks Ltd.

**Architect:** Lakota Group  
**Role:** General Contractor

**Contract Amount:** \$282,481      **Award Date:** July 2019      **Completed** June 2020

*Scope: Rehabilitation of the library's outdated entrance. Installation of masonry walls, bluestone paving, landscaping, utilities, and coping lighting, and corresponding demolition and earth moving.*

**Reference:** Kevin Clark – Lakota Group - 773.677.2276

**East Maine School District – Early Learning Center**

10000 Dee Road, Des Plaines, Illinois 60016

**Contract with:** IHC Construction  
**Architect:** DLA Architects

**Owner:** East Maine School District 63  
**General Contractor/CM:** IHC Construction

**Contract Amount:** \$362,000.00      **Award Date:** January 2020      **Completed** September 2020  
**Role:** Subcontractor

*Scope: Landworks Ltd. was responsible for the construction of two playgrounds including equipment and surfacing, as well as the installation of fencing, landscaping, native planting and seeding and native maintenance*

**Reference:** Jim Leppert IHC Construction 630.333.8128

**Thomas Waters Elementary School Annex and Renovations**

4540 N. Campbell Avenue, Chicago, Illinois 60625

**Contract with:** Gilbane Building Company      **Owner:** Public Building Commission of Chicago  
**Architect:** Bailey Edward      **General Contractor/CM:** Gilbane Building Company

**Contract Amount:** \$402,941.00      **Award Date:** December 2019      **Completed** August 2020  
**Role:** Subcontractor - Landscape

*Scope: Installation of site furniture, underdrains, topsoil and planting soil, landscaping, engineered wood fibers, Native rain garden, and irrigation system.*

**Reference:** Brian Driscoll - Gilbane Building Company - 847.636.3466

**St. Charles Public Library**

1 S 6th Ave, St. Charles, IL 60174

**Contract with:** Shales McNutt Construction      **Owner:** St. Charles Public Library  
**General Contractor/CM:** Shales McNutt Construction

**Contract Amount:** \$404,000.00      **Award Date:** April 2020      **Completed** July 2021  
**Role:** Trade - Landscape

**Scope:** *Landscape, unit paving, sunken courtyard with natural outcropping, planting, and site furnishings*

**Reference :** John Shales - President, Shales McNutt - 847.989.7468

### **Hinsdale High School District 86 – South High School**

**Contract with:** Pepper Construction      **Owner:** Hinsdale High School District 86  
**General Contractor/CM:** Pepper Construction

**Contract Amount:** \$46,000.00      **Award Date:** April 2020      **Completed** September 2020  
**Role:** Trade - Landscape

**Scope:** *Planting, seeding, erosion control, topsoil import.*

**Reference :** Jarlath Lynch - 941.737.3405

### **Hamill Family Foundation Nature & Science Plaza**

Brookfield Zoo - 3300 Golf Road, Brookfield, Illinois 60513

**Contract with:** Chicago Zoological Society      **Owner:** Chicago Zoological Society  
**Architect:** Booth Hansen      **Landscape Architect:** Hoerr Schaudt  
**General Contractor/CM:** Featherstone, Inc.

**Contract Amount:** \$584,186.00      **Award Date:** October 2018      **Completed** August 2019  
**Role:** Subcontractor

**Scope:**

*Collaboration on new Nature & Science Plaza. Landwork's scope of work included natural stone signage, natural stone benches and council ring, underdrainage, play structures, compacted granite aggregate paths with steel edging, customized planting soils, planting of large caliper trees, shrubs, perennials, ornamental grasses and lawns and Native grassland prairie.*

**Reference :** Chicago Zoological Society - 630.417.5823

### **Wauconda Public Library – Front Entry Renovation**

801 N. Main Street, Wauconda, IL 60084

**Owner / Contract with:** Wauconda Public Library      **Architect:** Product Architecture + Design  
**General Contractor/CM:** Featherstone, Inc.

**Contract Amount:** \$245,000.00      **Award Date:** October 2018      **Completed** April 2019

**Role: Landscape & Unit paving trade contractor**

**Scope:** *Installation of specialty unit pavers and retaining wall veneers on concrete underlaying slabs, walls and staircases, landscape upgrades to match the revitalized entrance.*

**Reference:** Tom Featherstone Featherstone, Inc. 630.737.1990, ext.111

**Stevenson High School – East Building Addition 1**

1 Stevenson Dr, Lincolnshire, IL 60069

**Contract with:** Gilbane Building Company **Owner:** Stevenson High School District 125  
**Architect:** Wight & Company **General Contractor/CM:** Gilbane Building Company

**Contract Amount:** \$567,000.00 **Award Date:** December 2017 **Completed** June 2019

**Role: Subcontractor**

**Scope:** *Landworks Ltd.'s scope consisted of construction and installation of specialty paving, custom benches, landscaping, and playground equipment and surfacing.*

**Reference:** Jarlath Lynch 941.737.3405

**Cantigny Park – Project New Leaf Phase 1**

1 S 151 Winfield Road, Wheaton, IL 60189

**Owner/Contract with:** Cantigny Park Foundation **Architect:** Sasaki  
**General Contractor/CM:** Featherstone, Inc.

**Contract Amount:** \$1,400,000.00 **Award Date:** April 2017 **Completed** June 2018

**Role: Specialty Unit Paving Contractor**

**Scope:** *Landworks performed the following Phase One scope of work in a multi-year large scale renovation of the 500-acre Cantigny Park property.*

*Specialty Unit Paving Scope of Work:*

- *Unit paving curb set in reinforced concrete.*
- *Flush precast concrete curb set in reinforced concrete bedding.*
- *Concrete unit pavers include setting bed.*
- *Concrete unit pavers with bituminous setting bed and adhesive*
- *Blue stone pavers*
- *Picnic table precast concrete pavers, including excavation, stone sub-base, and steel edge restraints.*
- *Mosaic paths*

**Reference:** Scott Witte - Cantigny Park (630) 260.8168

**Lincoln Elementary School**

1111 South Grove Avenue, Oak Park, Illinois

**Contract with:** Bully & Andrews  
**Architect:** STR Partners, LLC

**Owner:** Oak Park Elementary School District 97  
**General Contractor/CM:** Bulley & Andrews

**Contract Amount:** \$463,633.00    **Award Date:** May 2019    **Completed:** August 2019  
**Role:** Subcontractor

**Scope:** *Landworks, Ltd. scope included installation of a new playground and surfacing, site furnishings, boulder outcroppings, planting, ornamental fence and sodding of a community playfield*

**Reference:** Jason Hayhurst - Bully & Andrews - 773.447.0918

**March 19, 2026**

## **Projects in Progress:**

### **Milwaukee Avenue Apts:**

Gurnee, IL. Owner: Gurnee Apartments, LLC  
Contract: \$ 42,464 Percentage Completed to date: 90 % Completion date: 2026

*Scope of work: Landscaping*

### **Carnegie Library:**

Waukegan, IL Owner: Waukegan Park District  
Contract: \$ 269,885.00 Percentage Completed to date: 92% Completion date: 2026

*Scope of work: Landscaping*

### **Oak Park River Forest High School:**

Oak Park, IL. Owner: Oak Park River Forest HS District 200  
Contract: \$ 244,865.00 Percentage Completed to date: 6 % Completion date: 2026

*Scope of Works: Landscaping*

### **William G. Yena Park:**

LaGrange Park, IL Owner: Community Park District  
Contract: \$1,297,608.38 Percentage Completed to date: 82% Completion date: 2026

*Scope of work: Work will include Demolition/removal, grading/drainage/water service, electrical, plumbing, concrete work, site furnishings, fencing, half-court basketball development, tennis court development, ball field development, play area development, engineered wood fiber surfacing, landscape plantings and turf restoration.*

### **Borse Memorial Community Park – Phase 3:**

Willowbrook, IL. Owner: Village of Willowbrook  
Contract: \$ 5,096,658.00 Percentage Completed to date: 25% Completion date: 2026

*Scope of work: The work consist of providing all materials, equipment and services necessary for site preparation, temporary soil erosion sediment control measures, site removals and clearing, structure demolition, earthwork, excavation, and grading,*

*stormwater, sanitary sewer, and water utility installation, splash pad installation and testing, electrical service utilities and site lighting, cast-in-place concrete foundations, footings, and retaining walls, playground equipment installation, pour-in-place rubber surfacing, pavilion/restroom building installation, concessions/shelter/restroom building installation, site furnishings, asphalt paving and court coloring, concrete paving, brick paving, site hardscape, fencing, and site landscaping and restoration*

**Park District of La Grange - 2024 Referendum Projects – Playground Equipment:**

LaGrange, IL. Owner: Park District of La Grange  
Contract: \$ 1,057,911.00 Percentage Completed to date: 96% Completion date: 2026  
Wight & Co.

*Scope of work: Demolition, removal of old equipment and installation of playground equipment*

**North Lawndale Public Open Plaza Dev:**

Chicago, IL. Owner: Stearns Family Foundation  
Contract: \$ 169,217.00 Percentage Completed to date: 0% Completion date: 2026

*Scope of work: Monstrum Equipment Installation*

**Ivanhoe Park:**

Manhattan, IL. Owner: Manhattan Park District  
Contract: \$ 367,088.50 Percentage Completed to date: 99% Completion date: 2026

*Scope of Work: The work will include temporary soil erosion and sediment control, earthwork, drain age, asphalt paving for walking paths, concrete paving for walks, curbs, and footings, and the installation of playground equipment; activity obstacles; picnic shelter; gaga ball pit; site furnishings; play surfacing - engineered wood fiber, artificial turf; native plantings and educational signage; turf grass seeding; and landscaping.*

**Bettenhausen Park – Ballfield # 3 – Improvement :**

Tinley Park, IL. Owner: Tinley Park – Park District  
Contract: \$ 298,825.00 Percentage Completed to date: 90% Completion date: 02/2026

*Scope of work: The work consists of but is not limited to demolition and removals, site grading, storm drainage, concrete flatwork and curbing, asphalt paving, ballfield infield work, site furnishings installation, fence installation, and landscaping*

**Century Oaks ES Additions & Renovation :**

Elgin, IL. Owner: School District U46  
Contract: \$ 384,788.00 Percentage Completed to date: 0% Completion date: 2026

*Scope of Work: Landscaping*

**Creekside Park Pedestrian Bridge Replacements:**

Willowbrook, IL. Owner: Village of Willowbrook  
Contract: \$ 424,191.00 Percentage Completed to date: 0% Completion date: 2026

*Scope of Work: Landscaping and fencing*

**Elgin Community College – Truck Driving Classroom Building :**

Elgin, IL. Owner: Elgin Community College  
Contract: \$ 209,855.00 Percentage Completed to date: 0% Completion date: 2026

*Scope of Work: Landscaping*

**Freedom Park Renovation:**

Alsip, IL. Owner: Alsip Park District  
Contract: \$ 740,057.18 Percentage Completed to date: 0% Completion date: 2026

*Scope of Work: Work will include site clearing, earthwork operations, drainage, plumbing, asphalt paving, color coating, concrete curbs, walks and paving, playground equipment installation, chain link fencing, shade canopy installation, planting, turf seeding, and native seeding.*

**Glenside Middle School Addition & Renovation 2026-2027:**

Glendale Heights, IL. Owner: Queen Bee SD # 16  
Contract: \$ 189,335.00 Percentage Completed to date: 0% Completion date: 2026

*Scope of Work: Landscaping*

**Joliet Township HS District – Central :**

Joliet, IL. Owner: Joliet Township HS District 204  
Contract: \$ 78,610.00 Percentage Completed to date: 0% Completion date: 2026

*Scope of Work: Landscaping*

**Kenyon Woods Middle School :**

Elgin, IL. Owner: School District U46  
Contract: \$ 613,980.00 Percentage Completed to date: 1% Completion date: 2026

*Scope of Work: Landscaping*

**Keith Mione Community Park :**

Mundelein, IL. Owner: Mundelein Park & Recreation District  
Contract: \$ 1,009,225.65 Percentage Completed to date: 0% Completion date: 11/2026

*Scope of Work: Work will include demolition/removal, grading/drainage, concrete work, HMA pavement, multi-use court development, fencing, play area development, synthetic turf surfacing, woodland restoration, Landscape plantings, and restoration*

**North & Central ES Addition & Renovation :**

Des Plaines, IL. Owner: Community Consolidated SD 62 -  
Contract: \$ 268,705.00 Percentage Completed to date: 0% Completion date: 2026

*Scope of Work: Landscaping*

**NU - Softball Stadium Kirkpatrick :**

Evanston, IL. Owner: Community Consolidated SD 62 -  
Contract: \$ 26,500.00 Percentage Completed to date: 0% Completion date: 2026

*Scope of Work: Landscaping*

**Stahlak Park – 2026 OSLAD Improvements:**

Worth, IL. Owner: Worth Park District  
Contract: \$ 362,745.00 Percentage Completed to date: 0% Completion date: 2026

*Scope of Work: The work consists of misc. demolition and removals, site grading, storm drainage, concrete flatwork and curbing, asphalt paving, pickleball court construction, challenge course installation, poured in place rubber safety surface preparation, shelter & site furnishings installation, electrical work, and landscaping for the renovation of Stahlak Park.*

**South Elementary School:**

North Chicago, IL. Owner: North Chicago Community SD 187  
Contract: \$ 163,704.00 Percentage Completed to date: 0% Completion date: 2026

*Scope of Work: Landscaping and fencing*

**West Park & Oaklane Park Court Upgrades 2026:**

Northbrook, IL. Owner: Northbrook Park District  
Contract: \$ 1,137,045.00 Percentage Completed to date: 0% Completion date: 9/2026

*Scope of Work: Landscaping and fencing*

**Villa Park Library:**

Villa Park, IL. Owner: Villa Park Library  
Contract: \$ 48,667.00 Percentage Completed to date: 0% Completion date: 2026

*Scope of Work: Landscaping*

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## **SCOPE OF POLICY**

*Disclaimer: This policy is intended for reference purposes only; please consult all applicable state and local laws or statutes prior to implementation.*

This document contains procedures for implementing a drug and alcohol testing program, Innovation Landscape, Inc. prohibits the use, possession, sale, purchase, manufacture, distribution, transfer or consumption of alcohol and all illegal drugs, including legally regulated drugs.

This program applies to all employees and potential employees of the company, as well as subcontractors at all tiers, including non-bargaining and bargaining unit employees.

## DEFINITIONS

Banned Substances: Illegal substances, as defined by federal/state laws, including:

- a. Amphetamines
- b. Opiates
- c. Phencyclidine (PCP)
- d. Cocaine
- e. THC (Marijuana/Cannabinoids)
- f. Intoxicants (drug and alcohol)
- g. Synthetic drugs

Third-Party Administrator: Innovation Landscape, Inc. may retain a third-party administrator to perform testing and reporting procedures. See Appendix A: Additional Definitions.

## POLICIES AND PROCEDURES

A urine drug screen shall be administered under the following circumstances.

1. **Pre-Hire Drug Screening.** All potential employees must submit to a urine drug screen no later than the commencement of employment. Pre-hire drug screening will test for the presence of illegal drugs and substances and the illegal use of prescription drugs. This screen does not include an alcohol test. Potential employees who refuse to submit to this test will not be permitted to work for the company.

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If the employer participates in a pre-screen/certification program through a collective bargaining agreement (CBA) or other arrangement, and the potential employee has undergone a prior screening to which, through the CBA or other arrangement, the company is provided access to the results/certification, then the potential employee shall be deemed to have complied with the company's pre-hire drug screening requirements.

2. **Existing Employees.** Existing employees who are transferred from another location must submit to a urine drug screen prior to entering the jobsite. This screen tests for the presence of illegal drugs and substances and the illegal use of prescription drugs. This screen does not include an alcohol test. Employees who refuse to submit to this test will not be permitted to work for the company.

If the employer participates in a pre-screen/certification program through a CBA or other arrangement, and the employee has undergone a prior screening to which the company has access to the results/certification, then the employee shall be deemed to have complied with the company's pre-hire drug screening requirements. Likewise, if an employee has undergone a urine drug screen with the company within the previous three (3) months, and the company deems this test sufficient, then the employee shall be deemed to have complied with the company's pre-hire drug screening requirements.

3. **Testing for Cause.** All employees may be tested for cause when a reasonable suspicion exists that the employee appears to be under the influence of illegal drugs or illegally using prescription drugs, synthetic drugs and/or alcohol.
4. **Causal/Incident-Related.** All employees who are involved with, or may have contributed to, an incident that results in property damage or requires treatment beyond onsite first aid are required to submit to a drug screen and alcohol test. (Note: a company may also require a drug screen and/or alcohol test for incidents resulting in first aid treatment. Please consult your state/local laws pertaining to testing procedures to verify if such a practice is permissible).

*Disclaimer: This policy is intended for reference purposes only; please consult all applicable state and local laws or statutes prior to implementation.*

5. **Random.** When permitted by law, employees may be randomly selected for unannounced drug and alcohol screening using a scientifically/statistically valid computerized number generation process. Employees are notified of selection no more than 48 hours prior to testing.
6. **Reinstatement, Return-to-Duty and Follow-Up Testing.** After signing an agreement or participating in substance abuse counseling established by the company, the employee must complete a drug screen before returning to active employment.

## **TESTING PROCEDURES**

### **I. Drug Screening of Applicants for Employment**

1. Upon entering the job site or workplace, all applicants will proceed to the project office or trailer. They will be advised whether specimen collection will occur onsite in an approved facility or at an approved clinic offsite.
2. Each applicant will read and sign a Drug Screen Consent Form prior to any test being administered.
3. On a pre-printed, itemized form furnished by the employer, each applicant will be asked to identify any medication he/she is taking or has taken during the 30 days preceding the test.
4. A formal chain of custody will be established for every drug screen.
5. A split sample consisting of two urine collection containers sealed in a plastic container will be furnished to the applicant. (Note: Testing may be performed by a third-party administrator.) The containers must contain an amount of urine sufficient for one Enzyme Medical Immunoassay Test (EMIT) and two Gas Chromatography/Mass Spectrometry (GC/MS) tests (no less than 2 ounces of urine per container). Each applicant's urine specimen will be collected and temperature tested for verification. The second container will be used in the event the first container becomes contaminated.

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6. Before the specimen leaves the applicant's sight, the urine containers will be sealed with security tape that has been initialed by applicant.
7. Specimens collected onsite will be transported to a laboratory in accordance with the chain of custody procedures. A portion of the sample will be tested using the EMIT; if positive, another portion and/or the split sample will be tested for verification using the GC/MS test.
8. The remainder of the urine specimen and split sample will remain at the laboratory for 30 days following the test.
9. Upon signing a form giving consent to use the urine sample for drug screening, the applicant is eligible for employment on a 72-hour probationary basis. This consent form is co-signed by the collection specialist.
10. Any applicant who refuses to submit to a drug screening will not be eligible for employment.
11. The employer receives the drug test results within 72 hours. If the applicant's test results in a confirmed positive, as confirmed by a medical review officer (MRO), he/she will be terminated immediately and paid for all hours worked, if permissible by state/local law. The individual will not be eligible for employment with the employer for a period to be determined by the employer, not exceeding one year. If hired later by the employer, and contingent on a negative drug screen, the employee may be tested periodically without notice for a period of up to one year from the date of hire.
12. If any individual who has tested positive by the MRO wants to confirm the results of the GC/MS test, he/she may do so by having a GC/MS test performed on the previously collected split urine specimen at a certified National Institute on Drug Abuse (NIDA) or Substance Abuse and Mental Health Services Administration (SAMHSA) laboratory of his/her choice. The specimen will be shipped directly from the employer's lab to the lab of the employee's choice. The costs of this test will be borne by the employee. If the

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results of this test are negative, the individual will be reinstated with full back pay and benefits, and will be reimbursed for the cost of the test. The individual must exercise the option of a second GC/MS test within 24 hours of being notified of the positive results.

13. Pre hire drug screens include tests for at least the following (a five-panel drug screen):
  - a) Amphetamines
  - b) Opiates
  - c) Phencyclidine (PCP)
  - d) Cocaine
  - e) THC (Marijuana/Canabinoids)

Innovation Landscape, Inc. reserves the right to administer testing for additional substances (For more information on seven-panel, 10-panel, 12-panel and hair follicle tests, refer to the “Best Practices” section of the Construction Coalition for a Drug- and Alcohol-Free Workplace website at [www.drugfreeconstruction.org](http://www.drugfreeconstruction.org)).

## **II. Drug Screening of Transferred Employees**

The procedure for testing employees transferred from another jobsite is the same as the pre-hire procedure.

## **III. “For Cause” Testing Procedures**

1. All employees working for Innovation Landscape, Inc. may be tested for illegal drugs, substances, synthetic drugs and alcohol if there is reasonable suspicion that the employee is under the influence of alcohol, any of the substances identified in paragraph 13 or abuse of prescription medication. For the purpose of this program, the term “reasonable suspicion” shall be defined as “aberrant behavior or unusual on-duty behavior of an individual employee who:
  - (a) is observed on duty by either the employee’s immediate supervisor, higher ranking employee, or other managerial personnel who have been trained to recognize the symptoms of drug abuse,

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impairment or intoxication (observations shall be documented by the observers);

(b) exhibits the type of behavior that shows accepted symptoms of intoxication or impairment caused by controlled substances or alcohol or addiction to or dependence upon said controlled substances; and

(c) such conduct cannot reasonably be explained by other causes such as fatigue, lack of sleep, side effect of prescription or over-the-counter medications, illness, reaction to noxious fumes or smoke.

2. Testing of this type will not be conducted without the written approval of the company's superintendent or designated manager. The jobsite superintendent or designated manager must document in writing who is to be tested and why the test was ordered, including the specific objective facts constituting reasonable suspicion leading to the test being ordered, and the name of any source(s) of this information. One copy of this document shall be given to the employee before he/she is required to be tested. After receiving a copy of the document, the affected employee shall be given enough time to read the document.
3. When a supervisor, higher ranking employee or other managerial personnel has reasonable suspicion to believe an employee is using, consuming or under the influence of an alcoholic beverage, non-prescription controlled substance (other than over-the-counter medication), and/or non-prescribed narcotic drug while on duty, that person will notify the jobsite superintendent or designated manager for the purpose of observation and confirmation of the employee's condition. The employee will be given an opportunity to explain his/her condition, such as reaction to a prescribed drug, fatigue, lack of sleep, exposure to noxious fumes, reaction to over-the-counter medication or illness. If, after this explanation, the jobsite superintendent or designated manager continues to have reasonable suspicion that the employee is using, consuming and/or under the influence of an alcoholic beverage, non-prescribed controlled substance or non-prescribed narcotic while on duty, then, by a written order signed by the superintendent or designated manager, the employee may be ordered to immediately submit to a drug and

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alcohol screen. Refusal to submit to testing after being ordered to do so may result in disciplinary action up to and including discharge.

4. Employee drug screens for cause will include testing for alcohol, as well as the same drugs as the pre-hire screening test. Each employee will read and execute a consent form prior to any test being administered. Failure to execute the consent form will result in termination.
5. Reasonable suspicion testing shall be performed at a NIDA/SAMHSA-approved clinic. The individual will be immediately accompanied to the clinic by a company representative. Samples will be taken as per the pre-hire procedure.
6. An EMIT test and, if positive, a confirming GC/MS test, will be performed on the urine sample. The remainder of the sample and the split sample will be stored at the laboratory for 30 days.
7. If an employee's test is positive, his/her employment will be terminated immediately. The employee will be given a copy of the results of the drug screen. He/she may have the second container tested at his/her own expense as per the pre-hire procedure.
8. Alcohol detection will be based on a evidential breath alcohol device approved by the National Highway Traffic Safety Act. If an employee's test results indicate he/she is legally intoxicated at or above the state of jurisdiction's legal limit, he/she may be subject to discipline up to and including discharge.

#### **IV. Causal/Incident-Related Testing**

Subject to applicable law and consistent with reasonable suspicion, the company reserves the right to require its employees to present themselves for testing within 24 hours following an employee's involvement in an accident, near accident or an incident resulting in lost work time, property damage, and/or injury to any employee or other person while on the company's premises, on the job or otherwise working for the company.

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## **V. Random Testing**

Subject to applicable law, the company reserves the right to require its employees to present themselves for random, unannounced testing. The company will adopt an objective procedure, using a statistically valid number generation process, to randomly select employees to be tested. Upon anonymous selection, the company will notify the employee(s) to report immediately for drug testing. The company solely determines the time and frequency of random drug tests. Any employee may be selected for random testing in accordance with state/local laws. An employee could be randomly selected for testing more than once a year.

## **VI. Reinstatement, Return-to-Duty and Follow-Up Testing/Rehabilitation Programs**

The company maintains a referral relationship with drug and alcohol abuse services. Additionally, certain health insurance benefits may provide help to employees who suffer from substance abuse and/or other personal or emotional problems; however, it is the responsibility of each employee to seek necessary professional assistance before alcohol and drug problems lead to disciplinary action.

If the company mandates a sponsored rehabilitation program, the employee will be subjected to a drug screen following the procedures outlined in Section I (Drug Screening of Applicants for Employment) prior to reinstatement. In addition, per post-rehabilitation program monitoring guidelines, the company may subject the employee to follow-up testing for a period to be determined in cooperation with the rehabilitation program and employer. Testing will follow the procedures outlined in Section V (Random Testing).

## **VII. Drug and Alcohol Testing Requirements for Employees with a Commercial Driver's License (CDL)**

The United States Department of Transportation (DOT) requires that all employees maintaining a CDL and operating commercial motor vehicles be subjected to the drug screen policies outlined in the "Testing Procedures"

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section of this document. CDL employees, per the DOT, are required to submit to a minimum five-panel drug screen for the presence of:

1. Amphetamines
2. Opiates
3. Phencyclidine (PCP)
4. Cocaine
5. THC (Marijuana/Cannabinoids)

A positive test result requires the employee to be immediately removed from operating any commercial motor vehicles on public roadways. In addition, employees whose test produces a positive result must complete return-to-duty and follow-up testing after completion of an approved rehabilitation program as prescribed by a substance abuse professional. Follow-up testing must include a minimum of six unannounced, directly observed drug screens within 12 months of the initial return-to-duty screen following the procedures outlined in Section V (Random Testing).

For more information on the DOT's CDL drug screening requirements, visit: [http://www.fmcsa.dot.gov/documents/Drug\\_Alcohol\\_Test\\_Brochure2009\\_508compliant\\_rev2.pdf](http://www.fmcsa.dot.gov/documents/Drug_Alcohol_Test_Brochure2009_508compliant_rev2.pdf)

## **VIII. Disciplinary Policies and Procedures**

For examples of disciplinary procedures and appeals processes, visit the "Best Practices" section of the Construction Coalition for a Drug- and Alcohol-Free Workplace website at [www.drugfreeconstruction.com](http://www.drugfreeconstruction.com).

### **First Offense**

Disciplinary actions defined by the company.

### **Second Offense**

Disciplinary actions defined by the company.

### **Appealing Disciplinary Action**

Appeals process defined by the company.

### **Substance Abuse Rehabilitation**

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Following a positive result, the company retains the right to enter the employee into an approved substance abuse rehabilitation program. Upon completion of the program, the employee will be subjected to drug screening procedures outlined in Section VI (Reinstatement, Return-to-Duty and Follow-Up Testing/Rehabilitation Programs).

## **IX. Policy Amendments**

### **Review Procedures**

The company will undertake a comprehensive review of the policy biennially. A review panel consisting of senior management, safety professionals and site employees will assess the relevance and current status of the policy's components, as well as incorporate updated procedures and requirements that will ensure the policy meets or exceeds industry requirements. Any policy changes made as a result of the review will be made available and provided to every employee as an addendum to the company's Employment Policies and Procedures Handbook.

In addition to the biennial policy update, the company may undertake revisions due to new regulatory requirements. Any revisions made outside the biennial review will be provided as a separate addendum to all employees.

## **X. Confidentiality Statement**

Employee information, including drug screen results and rehabilitative programs, will be treated as medical records and will remain strictly confidential following HIPAA guidelines for patient confidentiality. Employee requests to release the results of drug screens to any party outside the company must be made in writing and given to the employee's immediate supervisor and designated safety and health officer.

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**SAMPLE CONSENT FORM**

Pre Hire

\_\_\_\_\_ Release form for obtaining urine samples for drug screening and permission to furnish the results to the company.

For Cause

\_\_\_\_\_ Release form for obtaining urine samples for drug screening and permission to furnish the results to the company.

\_\_\_\_\_ Release form for obtaining NHTSA-approved evidential breath alcohol test and permission to furnish the results to the company.

Post Incident

\_\_\_\_\_ Release form for obtaining test samples for drug and alcohol screening following any incident requiring medical care.

I hereby authorize the *Company*, its physicians or agents, to take the indicated sample from me to use for the purposes indicated above. I understand why these samples are being requested and I give permission for the results to be released to the company and to my employer (if different).

I further release and hold harmless the owner, the company and its subcontractors from any consequences arising out of the drug and/or alcohol test or results therefrom.

Name (please print)		Social Security Number	
Signature (required)		Date	
Street	City	State	Zip
Phone Number (with area code)			
Witness		Date	
Employer		Occupation	

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