



GEOSPATIAL ANALYST SERVICES FOR THE WILDLIFE CROSSINGS PILOT PROGRAM IN
CONNECTICUT

Request for Proposals

April 30, 2026

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1. GENERAL ADMINISTRATIVE PROVISIONS

1.1 Statement of Purpose

It is the intention of The Nature Conservancy (“Customer”) to solicit Proposals for a *qualified and experienced* Geospatial Consulting Vendor licensed to do business in the State of Connecticut. Those receiving this Request for Proposals (RFP) are referred to as “Vendor”.

THIS IS NOT AN ORDER.

THE NATURE CONSERVANCY (TNC) is a District of Columbia, USA, non-profit corporation with its principal place of business in Arlington, Virginia, USA. TNC has offices across the U.S. and in over 30 countries around the world.

Since 1951, The Nature Conservancy has been working with communities, businesses, and people to protect more than 119 million acres of land and 5,000 miles of rivers worldwide. We also operate more than 100 marine conservation projects globally. Our mission is to preserve the plants, animals, and natural communities that represent the diversity of life on Earth by protecting the lands and waters they need to survive. Please see www.nature.org for more details on what The Nature Conservancy does and where we work.

This contract shall result in the planning and execution of geospatial services to complete a comprehensive statewide analysis of wildlife connectivity and wildlife-vehicle collision risks across Connecticut. The project will provide The Nature Conservancy, the Connecticut Department of Transportation (CTDOT), and the Connecticut Department of Energy and Environmental Protection (DEEP) with defensible, data-driven insights into wildlife-vehicle collision patterns, priority road segments for mitigation, and critical habitat and corridor connectivity. The findings of the geospatial analysis will be integrated into the development of strategies and project alternatives that improve safety for both people and wildlife while strengthening ecological resilience. This project is funded through the Federal Highway Administration’s Wildlife Crossings Pilot Program with supplemental funding from CTDOT and DEEP.

1.2

A. PROJECT CONTEXT

Wildlife-vehicle collisions (WVCs) in the United States are an ongoing significant threat to human safety, resulting in injuries, death, and an estimated \$11 billion in property damage and other costs annually. Each year, between one and two million collisions occur between cars and large animals, resulting in more than 200 human fatalities and over 26,000 injuries each year, and the number of WVCs is steadily increasing.

Wildlife-vehicle collisions also have enormous consequences for wildlife populations. The estimated 1-2 million large animal-vehicle collisions represent only a small fraction of the total wildlife struck by vehicles each year. For example, an estimated 89 to 340 million birds die annually in the U.S. from vehicle collisions. Moreover, road mortality is reported as a major threat to survival for more than 20 Federally listed threatened or endangered species. In addition to the challenges posed by WVC's, transportation infrastructure and roads are considered one of the primary causes of habitat fragmentation as they are long, linear features commonly found throughout the landscape. With this habitat fragmentation comes reduced gene flow between populations, altered behavior, a reduction in foraging opportunities, and a restriction on species' ability to move to adapt to the effects of climate change. These challenges are also extremely prevalent in aquatic systems, where roadways with inadequate culverts or other barriers block species movement through a stream system. With migratory fish species populations declining worldwide by approximately 76%, there is a critical need to connect both aquatic and land habitats.

Reducing the number of WVCs and improving habitat connectivity across transportation infrastructure is a multifaceted challenge: most animal collisions are isolated, single-vehicle incidents that occur on two-lane, low-volume roads; the data, required to understand the magnitude of the problem and identify WVC hotspots and important wildlife crossings in Connecticut either do not exist, are insufficient, or are not well-integrated; and to maximize possible future investment in mitigation, the scale of analyses should be regional or statewide, requiring the collaboration of multiple agencies and partners. Because the issue is complex and cannot be solved by any one entity working alone, a comprehensive and multidimensional approach is required. The proposed project is a collaboration between State agencies and non-profit entities that will combine scientific analyses of existing and new data with improved data collections efforts to better understand WVCs in Connecticut. Ultimately, the results of the project will allow decision-makers to develop a strategic approach to reduce WVCs and increase habitat connectivity when planning for transportation projects. Wildlife crossings have the added benefit of connecting wildlife populations and their habitats which helps prevent listing of species at the federal or state level thus ultimately reducing the regulatory burden associated with the Endangered Species Act and corresponding State level listings,

B. Wildlife-Vehicle Collisions in Connecticut

Deer and other animal collisions that result in injury or property damage and generate a police report are included in the CT Crash Data Repository. According to the repository, there have been 8,359 recorded deer-vehicle incidents resulting in injury or property damage since January 2015, averaging 1,028 incidents annually. Of these incidents, over 500 resulted in injuries, including three fatalities. In 2023 alone, Connecticut had instances of multiple moose crossing local roads and interstates near some of the state's largest municipalities such as Waterbury, Hartford, Bloomfield, and Windsor.

A study by Virginia DOT found that Deer-Vehicle Collisions (DVCs) represent a considerable safety hazard in Virginia, but the magnitude of this problem is not apparent from the data that are currently available. According to deer carcass removal records, the number of DVCs in the evaluated areas was up to 8.5 times greater than what was documented in police crash reports, and DVCs were the most frequent type of collision in the areas evaluated. The underrepresentation of DVCs understates the costs of these collisions. DVCs were estimated to be six times costlier on average than what was indicated from police crash report data. The situation is most likely very similar in Connecticut, where large deer populations and a developed landscape come together.

C. Habitat Connectivity and Fragmentation in Connecticut

Connecticut is a unique landscape of habitats, with connections between the estuarine and riverine environments, and the forest, grassland, and wetland landscapes that surround them. Additionally, Connecticut can be considered the "gateway" to many other New England states in terms of both wildlife and human movement. Connecticut is home to the southern- and northern-most extent of species' ranges and will play an important role as species continue to move through the landscape to adapt to climate change.

All the varied landscapes in Connecticut contribute to a diversity of wildlife. Connecticut supports 64 species of mammals, 301 species of birds, 50 species of reptiles and amphibians, 126 species of fish and 1,288 species of invertebrates. Of these species, the 2025 State Wildlife Action Plan (SWAP) identified 17 mammals, 79 birds, 32 reptiles and amphibians, 34 fish, 126 invertebrates, and 285 plants as Species of Greatest Conservation Need (GCN).

According to CT Department of Energy and Environmental Protection's (CTDEEP) 2025 SWAP, habitat fragmentation and loss continue to be one of the greatest threats to Connecticut's biota. Historically, habitat destruction has had a severe impact on Connecticut's wildlife habitat. Almost all of Connecticut was forested prior to European settlement, but by the early 1800's only 25% of forestland remained as it was cleared for agriculture or development. Over time, deforestation has dwindled and today Connecticut is approximately 60% forested. However,

much of that forest is secondary growth and only 53% of that is considered core forest. Other important habitat types in Connecticut that have undergone fragmentation due to development and/or transportation infrastructure include coastal and island forests, grasslands, wetlands and marshes, and riverine migratory corridors.

Specific populations of species that may be most vulnerable to habitat fragmentation caused by road-infrastructure include small, medium, and large mammals, reptiles and amphibians (particularly those that have seasonal vernal pool migration), ground birds, birds that are attracted to roadkill, migrating aquatic fish and invertebrates, and invertebrates attracted to roadway plants. Species range in Connecticut can vary from state-wide coverage to restricted portions of the state where their desired habitat exists, and their distribution is projected to further shift as a result of climate change impacts.

1.3 PROJECT DESCRIPTION

Understanding how roads affect wildlife in Connecticut and reducing WVCs has been and continues to be a priority for state agencies. In the State Wildlife Action Plan, habitat fragmentation from transportation infrastructure was identified as a major threat. The highest priority action to mitigate this threat was for CTDEEP to collaborate with the Connecticut Department of Transportation (CTDOT) to provide input on ways to minimize fragmentation. CTDEEP has worked with local partners on local species-specific road crossing projects; for example, one project focused on the diamondback terrapin, a State Species of Special Concern. Conducting a statewide spatial analysis of the intersections of key habitat blocks and roadways and scaling up data collection efforts are the logical next steps to accomplish state transportation and wildlife goals. The Wildlife Crossings Pilot Program (WCPP) funding announcement was well-timed as prior efforts and new partnerships have enabled agencies and partners to be well-prepared for the opportunity.

The proposed project is based on the recommendations presented in the Federal Highway Administration's (FHWA) Report to Congress *Wildlife–Vehicle Collision Reduction Study: Best Practices Manual*. The report emphasizes that large scale statewide or regional planning is the best foundation to substantially reduce WVCs. The proposed project originated from collaboration between state agencies (CTDOT and CTDEEP) and The Nature Conservancy's (TNC) Connecticut Chapter. The partners' shared statewide goals ultimately are to 1) reduce WVCs and 2) improve habitat connectivity. Large scale planning to reduce WVCs requires a systematic approach with results that identify opportunities to maximize investments in mitigations. The Report to Congress describes a broad overview of the needs and requirements for such an approach. Step 1 is "Collect Statewide Data", and the project will accomplish this by compiling and leveraging existing datasets and enhancing existing WVC and wildlife crossing data collection systems. Step 2 in the report is "Identify and Prioritize Road Mortality and Crossing Locations." Step 2 will be performed by conducting a spatial analysis to identify priority wildlife-transportation intersections. Moreover, as recommended by the report WVC data and habitat linkage zones will be incorporated into the analysis as this provides better insight into animal movements (e.g., identify areas where animals may be crossing successfully, areas with high aborted crossings, or areas where future range shifts may increase crossing attempts).

This project will also look to past and current efforts that are assessing wildlife movement across a similar scale. Assessing the data and methodology of those similar efforts will improve and enrich our own critical habitat and wildlife corridor analysis. Other local and regional scale

efforts include but are not limited to TNC's effort to Reconnect the Appalachians, TNC's Connect the Coast project in New Hampshire, Housatonic Valley Association's Follow the Forest initiative, and the North Atlantic Aquatic Connectivity Collaborative's habitat connectivity toolsets.

1.4 SERVICES REQUESTED

The Consultant shall perform all work described below in coordination with The Nature Conservancy (TNC), CTDOT, the Project Team, and the Project Advisory Work Group. All tasks and deliverables must comply with federal grant requirements, CTDOT GIS Data Standards, CTDOT Data Governance guidance, and accessibility expectations.

The Consultant's analytical work under Tasks 1 and 2 is expected to be substantially complete within eleven (11) months of contract execution. Task 3 (final reporting, documentation, and migration of results to CTDOT's platform) may extend beyond this analytical period and is intended to focus on finalization and publication of previously completed work, rather than the development of new analytical content.

Task 1 – Collaboration and Communications

The consultant shall maintain regular communication with the Project Team, participate in all information-gathering sessions with the Advisory Working Group, and ensure that finalized data and tools are made publicly accessible through the CTDOT data hub in CTDOT's ArcGIS Online organization.

1.1–Project Team Coordination

The Consultant shall participate in monthly virtual meetings with the Project Team to ensure alignment with project goals. Additional meetings with the Project Lead may be requested by the Project Manager.

Meetings:

1. Up to twenty-four (24) brief, primarily progress-oriented virtual check-in meetings with the Project Manager and/or Core Team over the duration of the project, as needed. These meetings are intended to support coordination, confirm assumptions, and address questions, and are not expected to require formal presentations or substantial advance preparation unless specifically requested by the Project Manager.

Deliverables:

1. Monthly progress updates summarizing accomplishments, upcoming tasks, and risks (may be provided in memo or email format).
2. Communication logs documenting substantive project-related correspondances, requests, and technical decisions.

1.2–Advisory Working Group Coordination

The Consultant shall collaborate with the Project Team to prepare targeted discussion topics and questions to support information-gathering sessions with the Project Advisory Working Group.

One Consultant representative shall attend each session. While the Consultant is not responsible for organizing or hosting these sessions, the Consultant must obtain and incorporate any additional data identified as feasible and relevant by the project manager.

Meetings:

1. Attendance and participation in all three (3) Advisory Working Group meetings, anticipated to be listening- and discussion-focused sessions rather than facilitated workshops.

Deliverables:

1. Concise discussion topics and guiding questions for each Advisory Working Group meeting, approved by the project manager.
2. Summary notes capturing key feedback, data sources identified, and action items (full verbatim minutes are not required).

Task 2 – Data Gathering and Geospatial Analysis

The Consultant shall acquire, review, and integrate relevant datasets; identify relevant and accessible data sources, and prepare all materials necessary for the geospatial analysis.

2.1 – Data Review, Assessment, and Integration

The Consultant shall compile relevant datasets, create a data management plan, assess data availability, and identify gaps or limitations. The Consultant shall recommend approaches to address missing or incomplete data.

Deliverables:

1. A finalized data management plan, compliant with federal funding requirements.
2. A written initial assessment of existing data, including collision data, habitat connectivity data, and major road datasets, including identified gaps and recommendations.
3. A detailed prioritization and/or weighting scheme for datasets used in the analysis, including factors related to WVC mitigation, habitat connectivity benefits, and risks to priority habitats.
4. A comprehensive compilation of stewarded datasets (static and dynamic), including but not limited to:
 - Classified land cover,
 - The National Wetlands Inventory,
 - The National Hydrography Dataset,
 - Transportation data,

- And any additional relevant datasets identified during the project.

Task 2.2 – Geospatial Analysis

The consultant shall collaborate with the Project Team and the Project Advisory Work Group to develop the analytical methodology and conduct the geospatial analysis identifying:

- Priority road segments for the reduction of wildlife-vehicle collisions (WVCs)
- Critical habitat blocks,
- Wildlife corridors vital to preserving species resilience and habitat connectivity.

The geospatial analysis shall be conducted at a planning and prioritization level, using transparent, reproducible methods appropriate to the resolution and completeness of available datasets. The analysis is not intended to represent engineered or site-specific designs, nor to model species-specific movement behavior beyond what is supported by existing data.

Deliverables:

1. A technical report describing the methodology, input variables, and analytical results. Maps, figures, and raw output data meeting CTDOT GIS Data Standards and Data Governance requirements, including depictions of critical habitat blocks, wildlife corridors, and priority road segments, with figures and maps derived directly from the core analytical outputs and not requiring separate or duplicative analyses.

Task 3–Geospatial Dataset and Final Reporting

Task 3.1–Development of the Geospatial Dataset

The Consultant shall develop and publish an interactive geospatial dataset and web map using standard out-of-the-box ArcGIS Online configuration capabilities, coordinated with CTDOT to ensure proper formatting and integration into CTDOT’s systems and public platforms.

Deliverables:

1. Fully functional interactive web layers integrated into CTDOT’s Data Hub.
2. A complete set of working files supporting future reproduction of the analysis.
3. User documentation and instructions supporting the use of the dataset and web layers.

Task 3.2–Final Reporting and Data Accessibility

The Consultant shall prepare final technical materials, including metadata and documentation, and ensure that all public-facing outputs meet accessibility and CTDOT publication requirements.

Final reporting and documentation shall synthesize and describe analyses that have been completed under Task 2, and are not expected to introduce new analytical methods or

substantially revise previously agreed-upon results except for clarification or editorial refinement.

Deliverables:

1. Comprehensive metadata and documentation in ISO 19115 format.
2. A written analysis report, suitable for inclusion in the final project report.
3. All results made publicly accessible through CTDOT's ArcGIS Online organization and CTDOT Data Hub.
4. ADA-compliant graphics, including accessible map symbology, text alternatives, adequate contrast, and other accessibility features required for public release.

1.5 TNC'S PROCUREMENT PROCESS

Procurement activities will be conducted in a nondiscriminatory manner with fair treatment given to all Vendors. The Nature Conservancy reserves the right to reject any and all offers for any reason whatsoever, to waive technicalities, and to pursue purchasing in a manner that is in the best interest of the organization. The Nature Conservancy may terminate this Request for Proposals for convenience at any time prior to the execution of a contractual agreement with no recourse for potential vendors.

1.5.1 Customer's Obligations

Customer incurs no obligation or liability whatsoever by reason of issuance of this RFP or action by anyone relative thereto.

1.5.2 Vendor's Obligations

Vendor must analyze and respond to all sections of this RFP providing sufficient information to allow Customer to evaluate the Proposal. Vendor, by submitting its Proposal, agrees that any costs incurred by the Vendor in responding to this RFP, are to be borne by Vendor and may not be billed to Customer.

Vendor's proposal must match the order in which the RFP was submitted or clearly state where the information resides. If Customer has any confusion or difficulty in retrieving the required information from a Vendor's proposal, it may result in such proposal to be disqualified. **Vendor may not have the ability to resubmit their proposal to Customer.**

Customer requests firm fixed pricing for the proposal. If a particular entity is chosen as an award winner and any additional costs are presented at the time of agreement negotiations or implementation, Customer has the right to reject that entity as the contract winner.

Vendor shall not use the names, logos, images or any data or results arising from the anticipated contract.

1.6 SELECTION CRITERIA

Proposals should not exceed 15 pages, excluding attachments, brochures, covers, and dividers. Proposals longer than 15 pages shall not be further considered.

1.6.1 Selection Criteria

A selection committee will review proposals. Selection criteria includes, but is not limited to, the following:

- a) Proposed Project Approach (30%)
- b) Experience with Similar Projects (40%)
- c) Personnel Qualifications and Experience (30%)

1.6.1.a Proposed Project Approach

- a) Outline a practical and realistic approach that meets the needs outlined in the Project Tasks, with a reasonable schedule.
- b) Provide proven and acceptable methodology for a practical approach to address all needs outlined in this request.
- c) Justify benefits of the methodology and project costs.
- d) Provide a reasonable schedule that considers all tasks.

1.6.1.b Success with Similar Projects

Please document the success of projects to assess ecological, transportation, and wildlife connectivity, particularly with species migration and driver safety considerations.

- a) Provide evidence of capacity to succeed with projects of similar scope and discuss how past projects achieved the following:
 - i) Provide evidence of successful wildlife connectivity studies of similar scope and/or nature.
 - iii) Provide evidence of experience with natural resources, species movement, and habitat connectivity projects.
 - iv) Provide a minimum of three references that can verify the experience with similar projects completed by your firm. Include contact name, phone, address, email, and name of project. Reference contact should be the person who worked most directly with your firm. References will be contacted for all finalists.

1.6.1.c Personnel Qualifications

List the names of key personnel who shall be directly involved with this project and include the following information:

- a) Overall qualifications of the personnel who shall be working on the project: the team shall have a combination of individuals that can successfully meet the objectives of the project.

- b) Education, certifications, training, and experience on related projects for individual team members.
- c) Percentage of time of most qualified team members to be devoted to project.
- d) Address how individual team members' roles and responsibilities shall be commensurate with the individual's experience, training, and education.
- e) Indicate team members who have worked together before on successful projects relevant to this request.
- f) A written statement attesting that your firm maintains COMMERCIAL GENERAL LIABILITY INSURANCE including Contractual Liability Insurance, Independent Contractors, Premises and Operations, Products and Completed Operations and Broad Form Property Damage coverages with a total limit of liability of not less than Two Million Dollars (\$2,000,000) for all damages arising out of bodily injuries to, or death of, all persons and/or damage to any property in any one accident or occurrence.

1.7 FORMAT AND SUBMISSION REQUIREMENTS

Submissions shall consist of a cover letter and proposal package.

- The cover letter shall be no more than one standard letter size page with text size no smaller than size 12 font, and shall clearly indicate the name, title, email address and telephone number of the submitting firms' primary contact.
- The proposal package shall be limited to no more than 15 standard letter size pages with text size no smaller than size 12 font, including firm and/or team organization, background, examples of relevant previous project experience, resumes of key personnel, fee proposal, and/or all other supporting documentation – not including all cover letter, attachments, and brochures.
- If more than one entity is responding to this RFP under a single proposal, the proposal package shall list all entities that are a part of the proposal and/or will perform services pursuant to the Scope of Work.
- The cover letter and proposal package shall be compiled into a PDF document and submitted electronically to the contact person in Section 1.7.1.

1.7.1 Submission and Deadline

It is the sole responsibility of the entity submitting a proposal in response to this RFP to ensure actual delivery of their submittal prior to the deadline. Submissions must be received prior to the deadline by email to Christian Schluter (c.schluter@tnc.org).

Submissions received after the deadline shall not be considered. Firms should submit the cover letter and proposal package no later than 4:00 p.m. Eastern time on May 29th, 2026 to:

Christian Schluter

The Nature Conservancy of Connecticut
265 Church Street, 16th Floor
New Haven, CT 06510
Email : c.schluter@tnc.org
Phone : 203-408-3191

1.7.2 Critical Dates

Questions Regarding the RFP: Vendor shall submit questions to The Nature Conservancy by 5:00 pm Eastern Time on **May 13, 2026**.

The Nature Conservancy shall use reasonable efforts to answer questions by **May 20, 2026**.

Answers may be shared by e-mail with all Vendors. Vendor understands and agrees that it has a duty to inquire about and clarify any RFP questions that the Vendor does not fully understand or believes may be interpreted in more than one way. The Nature Conservancy, however, is not required to answer all questions that are not pertinent to the RFP or are considered to be The Nature Conservancy’s proprietary information.

Proposal Due Date: Proposals shall be delivered to The Nature Conservancy by email on or before **May 29, 2026**. See Article 1.9 for Submission Requirements.

RFP Activities	Due Date
Distribute RFP	April 30, 2026
Vendor Submits Clarification Questions	May 13, 2026
TNC Submits Answers to Questions	May 20, 2026
Vendor Written Proposals Due	May 29, 2026
Interviews, if needed	June 1-June 5, 2026
Select Firm	June 11, 2026
Project Completion Date	December 31, 2027

TNC holds the right to change any date in the Project Schedule listed above.

1.8 ADDITIONAL INFORMATION

1.8.1 Restricted Communications

It is the policy of the Customer to avoid situations which (1) place it in a position where its judgment may be biased; (2) create an appearance of conflict of interest with respect to rendering an impartial, fair, technically sound, and objective decision prior to selection; or (3) give an unfair competitive advantage to competing Vendors. Therefore, to ensure an ethical evaluation process, all inquiries or other communications regarding this RFP shall be exclusively directed to the Customer’s authorized Agent, to the person and location specified in Article 1.7.1 of this RFP. Vendors are hereby expressly instructed not to otherwise communicate with Customer’s officers

or employees regarding this RFP. This prohibition is also applicable to Vendors' affiliates, officers, employees, agents, Vendors, and subcontractors.

1.8.2 Disposition of Proposals

All material submitted in response to this RFP shall become the property of the Customer and may be returned only at the option of the Customer and at the expense of the Vendor. Successful and unsuccessful vendors shall be notified in writing. The Customer shall not be obligated to detail any of the results of the evaluation.

1.8.3 Contractual Commitment of Proposal

The contents of submitted Proposals shall be considered obligations of the successful Vendor. No information should be submitted that is not intended to be incorporated into the Proposal and any contract which may result from such Proposal. If there is any inconsistency between the terms herein and any of the other contract documents, the terms in the other contract documents shall prevail.

1.8.4 Force Majeure. The purchase activities under this Request For Proposals are subject to acts of God, war, acts of terrorism, disease, disaster, strikes, civil disorder, government regulation, legislation, or statement of policy which limits, prohibits or suggests curtailment of transportation, government issued health and safety orders, orders by a national, state, city, or local government or multilateral organization, or any other events or circumstances not within the reasonable control of The Nature Conservancy, whether similar or dissimilar to any of the foregoing, making any selection of vendors illegal, commercially impractical, unsafe or inadvisable. This Request For Proposals may be terminated immediately at any time for any one or more such reasons by written notice from The Nature Conservancy to vendors without any liability, fee, penalty, or cost.

1.8.5 Confidentiality

Any data, documentation or other business information furnished by or disclosed to the Vendor shall be deemed the property of the Customer and must be returned to the Customer upon request.

1.8.6 Conflict of Interest Disclosures

It is the policy of The Nature Conservancy ("TNC") to identify actual, potential or perceived conflicts of interest in any situation in which TNC has a significant business interest. To assist TNC in complying with this policy, we request that all individuals and/or organizations that shall be involved in a proposed transaction with TNC complete our Conflict Inquiry Form. This relates to people who shall be working, directly or indirectly, to respond to this RFP, as well as may be doing the resultant work if the Vendor receives the contract.

Please complete the attached Conflict of Interest Disclosure Form enclosed in Article 3 (Attachments) and send with your RFP response.

The information shall be kept confidential and given out only on a “need to know” basis.

2. 2.VENDOR’S PRODUCT, SERVICE AND PRICING

The Vendor should provide sufficient information to enable TNC to understand and evaluate the Vendor’s organizational structure, within reason. TNC understands that subcontracting with local vendors and regional experts may be needed depending on the project type, availability of subcontractors, geographic location, or other factors. Please answer all the following questions. A “yes” or “no” answer may suffice, but please add clarification where noted or where you consider appropriate. Note any attachments. The Vendor shall, at a minimum, respond to the following:

2.1 PAYMENT TERMS

2.1.1 What are the Vendor’s proposed payment terms and how often does Vendor send out invoices?

2.2 QUALITY OF SERVICE

2.2.1. Guarantees/Warranties: State details on service guarantees and warranties offered by Vendor.

2.2.2 Government Funding: Please describe your experience and abilities in receiving Federal or other government funds, reporting financial and programmatic information with regard to a project on a periodic basis, and segregating Federal or other government funds in your accounting records. Please also include any federal audit reports or findings of projects completed and any historical data on Vendor’s utilization of HUDs or small and minority businesses within the past 10 years.

2.2.3 Insurance: Please describe the insurance limits under your existing insurance policies, carrier(s), and whether TNC and other parties required by funding or other sources (e.g. government agencies, private foundations) can be named as an additional insured.

2.2.4 Customer Service: Please provide a detailed organizational chart of the Vendor’s proposed account team for the Customer. The account structure should include, but may not be limited to, an account representative, an inside support person, and a customer service representative. Provide their names, title, location, telephone number, and email.

- 2.2.5 Environment: Please state what the Vendor does to help the environment and what policies and procedures are in place.
- 2.2.6 Subcontracting: Any subcontractors must be identified along with the defined work they will perform. The Customer shall not refuse a proposal based on the use of subcontractors but does retain the right to refuse the subcontractors selected. Vendor shall remain solely responsible for all subcontracted work. Describe your rationale for using subcontractors.
- 2.2.7 References: Customer requires Vendor to provide at least three (3) references with contact name and phone number. All references must be contacted by Vendor and give permission for the Customer to make contact. References should be similar in size to Customer, and at least three must be a customer of the Vendor's for two (2) years or more.
- 2.2.8 TNC is a non-profit organization. We strive to minimize administrative and project costs to ensure that maximum dollars go toward our mission. If the Vendor can aid in our efforts, please indicate if any no-cost or reduced pricing is possible.

3. ATTACHMENTS

- 3.1. The Nature Conservancy's Conflict Inquiry Form
- 3.2. Vendor Questionnaire

3.1. THE NATURE CONSERVANCY'S CONFLICT INQUIRY FORM



CONFLICT INQUIRY FORM

STEP 1: DESCRIPTION OF PARTIES & TRANSACTION	
Name of individual or organization entering into transaction with TNC:	
Legal identity of individual or organization* entering into transaction with TNC (select one):	<input type="checkbox"/> Individual <input type="checkbox"/> Academic Institution <input type="checkbox"/> For-Profit Organization <input type="checkbox"/> Non-Profit Organization
<i>**Organization** includes a for profit corporation, partnership, trust, estate, joint venture, limited liability corporation, professional corporation, an unincorporated entity, a foundation, public board, commission, 501(c)(3) or other charitable organization.</i>	
Type of Transaction (select one):	<input type="checkbox"/> Contract for Services <input type="checkbox"/> Grant Agreement <input type="checkbox"/> Purchase Order <input type="checkbox"/> Licensing Agreement <input type="checkbox"/> Real Estate Transaction <input type="checkbox"/> Other
If you selected "Other" or "Real Estate," include description here (for real estate, describe property, size, and type of deal (sale, gift, lease, etc.)):	

STEP 2: DEFINITIONS & QUESTIONS (Complete <u>only</u> the section relevant to your organization)
(1) TNC Key Employees and Board of Directors: Please refer to the <u>attached list</u> of Key Employees and members of Board of Directors (includes individuals who have left relevant TNC positions within the past five (5) years).
(2) TNC Trustee: Individuals serving as a Trustee or Advisor to TNC.
(3) Substantial Contributors: Individuals or organizations who have made total aggregate contributions to TNC of (i) ≥ US \$5 million during the current fiscal year or (ii) ≥ US \$25 million within the last five (5) fiscal years. Fiscal years run from July 1st through June 30th.
(4) Family Members and Close Relatives: Family members of any individual listed above, such as spouse, domestic partner, parent, sibling, child, dependent, other progeny and ancestors.

SECTION 1. INDIVIDUALS (explain any "yes" answers in Step 3):	Yes	No
a. Are you now, or have you been in the last five (5) fiscal years, (i) a TNC "Key Employee" or (ii) a member of the TNC Board of Directors?		
b. Are you now, or have you been in the last twelve (12) months, (i) a TNC Employee, (ii) a Chapter Trustee, or (iii) a member of a Country Program Advisory Council or a similar advisory group?		
c. Are you a Substantial Contributor to TNC?		

d. To your knowledge, are you a family member or close relative of any individual identified in paragraphs a, b, or c above?		
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SECTION 2. FOR-PROFIT ORGANIZATIONS (explain any “yes” answers in Step 3):	Yes	No
a. Is your organization a Substantial Contributor to TNC?		
<p>b. Now, or at the time of the proposed transaction, to the best of your knowledge, do any of the following (individually or collectively with other such persons) (i) own more than <u>35% of the stock or value</u> of your organization (directly or indirectly) and/or (ii) have a controlling influence over the organization’s management or policies (ex. key management or board member):</p> <ul style="list-style-type: none"> • TNC employee (or former employee who left within the last twelve (12) months); • TNC Key Employee; • TNC Board Member; • Substantial Contributor to TNC; • TNC Chapter Trustee or Advisory Council Member for TNC or TNC’s related entities (or former trustees/members who left within the last twelve (12) months); and/or • Family members or close relatives of the above individuals. 		
<p>c. Now, or at the time of the proposed transaction, have or will any TNC Key Employees or members of the Board of Directors serve in the following positions of your organization?</p> <ul style="list-style-type: none"> • Officer, director, trustee, key employee, or partner; • Member (if your organization is a limited liability corporation); and/or • Shareholder (if your organization is a professional corporation). 		
SECTION 3. NON-PROFIT ORGANIZATIONS (explain any “yes” answers in Step 3):		
<p>a. Now, or at the time of the proposed transaction, do any of the following (individually or collectively with other such persons) have the ability to influence management of the entity:</p> <ul style="list-style-type: none"> • TNC employee (or former employee who left within the last twelve (12) months); • TNC Key Employee; • TNC Board Member; • Substantial Contributor to TNC; 		

<ul style="list-style-type: none"> • TNC Chapter Trustee or Advisory Council Member for TNC or TNC’s related entities (or former trustees/members who left within the last twelve (12) months; and/or • Family members or close relatives of the above individuals. 		
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STEP 3: COMMENTS (Explain any “yes” answers checked above. Attach additional pages as necessary.)

STEP 4: NOTICE OF TNC CODE OF CONDUCT & SIGNATURES

TNC expects itself and everyone with whom it does business to conduct themselves in ways that are consistent with TNC’s Code of Conduct found at www.nature.org/codeofconduct. Anyone (whether a part of TNC or not) may contact the TNC Helpline (anonymously, if desired) with questions, concerns, or suspected violations at www.nature.org/tnc Helpline.

The undersigned certifies the information in the inquiry form is true and correct to the best of their knowledge.

Signature:	
Printed Name:	
Title (if for an organization):	

Address:	
Date of Signature:	

TNC COVERED PERSONS

The following are individuals who are currently or have been, during the preceding five (5) fiscal years, a TNC “Key Employee” or a member of the Board of Directors of TNC or one of its U.S. Related Entities.

List Current as of March 06, 2025

<u>Current Key Employees/ Officers</u>	<u>Former Key Employees/ Officers</u>	<u>Current Board of Directors</u>	<u>Prior Board Members</u>
Nathalie Augustin David Banks James Bond Neel Broker Matt Brown Jan Glendening Tom Neises Bola Olusanya Asha Shah	James Asp Hans Birle William Ginn Wisla Heneghan Brian McPeek Hugh Possingham Michael Sweeney Leonard Williams	James Attwood, Jr. Amy Batchelor John Bernstein Michelle DePass William Frist Harry Hagey Margaret Hamburg Fred Hu Shirley Ann Jackson Sally Jewell Nancy Knowlton Edwin Macharia Jennifer Morris Roshni Nadar Malhotra Douglas Petno Sergio Rial Fawn Sharp Anna Skoglund Kent J. Thiry Kevin Weil	Shona L. Brown Laurence Fink Joseph H. Gleberman Andrew Liveris Jack Ma Claudia Madrazo Craig McCaw Ana M. Parma Vincent Ryan Rajiv Shah Brenda Shapiro Thomas J. Tierney Moses Tsang Frances A. Ulmer Margaret C. Whitman Ying Wu

U.S. [Related Entity](#) Covered Persons

BIN = Blue Investments in Nature; CF&R – Conservation Farms & Ranches

<u>Current Key Employees/ Officers</u>	<u>Former Key Employees/ Officers</u>	<u>Current Board of Directors</u>	<u>Prior Board Members</u>
Leah Carriere (BIN) Jerred Dixon (CF&R) Teela Pejsa (CF&R) Angela Ortegon (CF&R)	Stephen Valdes-Robles (BIN) Felicity Fyfe (CF&R) Charlotte Kaiser (BIN)	Svetoslav Gatchev (BIN) Melissa Garvey (BIN) Jeffery Schutes (BIN) Mark Kramer (CF&R) Rodd Kelsey (CF&R) Susan North (CF&R) Ankith Patel (CF&R) Sandi Matsumoto (CF&R)	Diane Miller (BIN) Michael McFadden (CF&R) Scott Morrison (CF&R) Ann Marie Nemanich (CF&R) Jason Pelletier (CF&R)

Other TNC [Related Entity](#) Covered Persons (If applicable)

Key Employees (members of Related Entity leadership team):	Current Fiduciary Board Members, if applicable:

3.2. VENDOR QUESTIONNAIRE

Please answer each of the following questions in the space provided. If additional space is required, please continue on a separate sheet and attach it to this form.

General Information:

Company Name: _____

Company Address: _____

Contact Name: _____

Phone: _____

Email: _____

Federal ID or SSN #: _____

Years in Business: _____

Customer Information:

Please indicate if you have done business with TNC in the past and provide contact information below.

Financial Information

Indicate your annual sales (in thousands of \$) for the past three (3) years.

What is your company's Dun & Bradstreet Number?

What is your company's Central Contractor Registration (CCR) number? _____

Please provide the following supporting documentation as attachments to this questionnaire:

- a. Income Statement
- b. Balance Sheet
- c. Annual Report (if applicable)
- d. Current Certificate of Insurance

Employee Information

Number of Employees: _____

Service Information

Are there any geographical areas that your company is not able to serve?
_____ YES _____ NO

If yes, please list.

Legal

If your firm is bonded, please indicate type:

Performance Bond _____ YES _____ NO
Labor & Material Payment Bond _____ YES _____ NO

Are there any judgments, suits or claims pending against your firm?
_____ YES _____ NO

If yes, please explain:

Has your firm operated under a different name? (Please provide)

What is the Dun & Bradstreet Number of that
firm:

What is that firm's Central Contractor Registration
(CCR) number?
