

AGREEMENT NO. \_\_\_\_\_

AGREEMENT BETWEEN  
THE CITY OF LOS ANGELES AND  
KNIGHT COMMUNICATIONS, INC.

THIS AGREEMENT ("Agreement") is made and entered into by and between the CITY OF LOS ANGELES, a municipal corporation ("City"), acting by and through its Board of Harbor Commissioners ("Board") and KNIGHT COMMUNICATIONS, INC., a California corporation, 427 N. Yale Avenue, Suite 201, Claremont, CA 91711 ("Consultant").

WHEREAS, City requires Information Technology ("IT") support 24 hours a day, seven days a week and maintenance for the Port Police IT Systems; and

WHEREAS, City does not employ personnel with the required expertise nor is it feasible to do so on a temporary or occasional basis; and

WHEREAS, City requires the professional, expert and technical services of Consultant on a temporary or occasional basis to assist the City in providing the support for Port Police IT Systems; and

WHEREAS, Consultant possesses extensive experience in providing such services to City; and

WHEREAS, Consultant, by virtue of training and experience, is well qualified to provide such services to City; and

WHEREAS, City does not employ personnel with the required expertise nor is it feasible to do so on a temporary or occasional basis;

NOW, THEREFORE, IT IS MUTUALLY AGREED AS FOLLOWS:

1. SERVICES TO BE PERFORMED BY CONSULTANT

A. Consultant hereby agrees to render to City, as an independent contractor, certain professional, technical and expert services of a temporary and occasional character as set forth in Exhibit A ("Scope of Work").

B. Consultant, at its sole cost and expense, shall furnish all services, materials, equipment, subsistence, transportation and all other items necessary to perform the Scope of Work. As between City and Consultant, Consultant is solely responsible for any taxes or fees which may be assessed against it or its employees resulting from performance of the Scope of Work, whether social security, payroll or other, and regardless of whether assessed by the federal government, any state, the City, or any other governmental entity.

C. Consultant acknowledges and agrees that it lacks authority to perform any services outside the Scope of Work. Consultant further acknowledges and agrees that any services it performs outside the Scope of Work are performed as a volunteer and shall not be compensable under this Agreement.

D. The Scope of Work shall be performed by personnel qualified and competent in the sole reasonable discretion of the Executive Director or his or her designee ("Executive Director"), whether performance is undertaken by Consultant or third-parties with whom Consultant has contracted ("Subconsultants"). Obligations of this Agreement, whether undertaken by Consultant or Subconsultants, are and shall be the responsibility of Consultant. Consultant acknowledges and agrees that this Agreement creates no rights in Subconsultants with respect to City and that obligations that may be owed to Subconsultants, including, but not limited to, the obligation to pay Subconsultants for services performed, are those of Consultant alone. Upon Executive Director's written request, Consultant shall supply City's Harbor Department ("Department") with all agreements between it and its Subconsultants.

## 2. SERVICES TO BE PERFORMED BY CITY

A. City shall furnish Consultant, upon its request, all documents and papers in possession of City which may lawfully be supplied to Consultant and which are necessary for it to perform its obligations.

B. The Executive Director or his or her designee is designated as the contract administrator for City and shall also decide any and all questions which may arise as to the quality or acceptability of the services performed and the manner of performance, the interpretation of instructions to Consultant and the acceptable completion of this Agreement and the amount of compensation due. Notwithstanding the preceding, the termination of this Agreement shall be governed by the provisions of Article 11 (Termination) hereof.

C. Consultant shall provide Executive Director with reasonable advance written notice if it or any of its subconsultants requires access to the Project area or any other premises of City's Harbor Department. Access rights, if any, shall be granted in writing to Consultant at the sole reasonable discretion of Executive Director, consistent with the Scope of Work, specifying conditions, if any, Consultant must satisfy in connection with such access. The foregoing procedure shall constitute the sole mechanism through which Consultant may obtain access to the Project area or any other premises of City's Harbor Department in connection with the Project. Consultant acknowledges that the Project area may be occupied or used by tenants or contractors of City and that access rights granted by City's Harbor Department to Consultant shall be consistent with any such occupancy or use.

## 3. EFFECTIVE DATE AND TERM OF AGREEMENT

A. Subject to the provisions of Charter Section 245, the effective date of this Agreement shall be the date of its execution by Executive Director upon authorization of

the Board. Consultant is aware that the City Council, pursuant to Charter Section 245 of the City of Los Angeles, has the right to review this Agreement. Accordingly, in no event shall this Agreement become effective until after the expiration of the fifth Council meeting day after Board action, or the date of City Council's approval of the Agreement.

B. This Agreement shall be in full force and effect commencing from the date of execution and shall continue until the earlier of the following occurs:

1. Three (3) years have lapsed from the effective date of this Agreement;

or

2. The Board of Harbor Commissioners, in its sole discretion, terminates and cancels all or part of this Agreement for any reason upon giving to Consultant ten (10) days' notice in writing of its election to cancel and terminate this Agreement.

#### 4. TERMINATION DUE TO NON-APPROPRIATION OF FUNDS

This Agreement is subject to the provisions of the Los Angeles City Charter which, among other things, precludes the City from making any expenditure of funds or incurring any liability, including contractual commitments, in excess of the amount appropriated therefor.

The Board, in awarding this Agreement, is expected to appropriate sufficient funds to meet the estimated expenditure of funds through June 30 of the current fiscal year and to make further appropriations in each succeeding fiscal year during the life of the Agreement. However, the Board is under no legal obligation to do so.

The City, its boards, officers, and employees are not bound by the terms of this Agreement or obligated to make payment thereunder in any fiscal year in which the Board does not appropriate funds therefore. The Consultant is not entitled to any compensation in any fiscal year in which funds have not been appropriated for the Agreement by the Board.

Although the Consultant is not obligated to perform any work under the Agreement in any fiscal year in which no appropriation for the Agreement has been made, the Consultant agrees to resume performance of the work required by the Agreement on the same terms and conditions for a period of sixty (60) days after the end of the fiscal year if an appropriation therefore is approved by the Board within that 60-day period. The Consultant is responsible for maintaining all insurance and bonds during this 60-day period until the appropriation is made; however, such extension of time is not compensable.

If in any subsequent fiscal year funds are not appropriated by the Board for the work required by the Agreement, the Agreement shall be terminated. However, such termination shall not relieve the parties of liability for any obligation previously incurred.

5. COMPENSATION AND PAYMENT

A. As compensation for the satisfactory performance of the services required by this Agreement, City shall pay and reimburse Consultant at the rates set forth in Exhibit B.

B. The maximum payable under this Agreement, including reimbursable expenses (see Exhibit B), shall be Six Million Six Hundred Fifty Thousand Dollars (\$6,650,000).

C. Consultant shall submit invoices in quadruplicate to City monthly following the effective date of this Agreement for services performed during the preceding month. Each such invoice shall be signed by the Consultant and shall include the following certification:

"I certify under penalty of perjury that the above bill is just and correct according to the terms of Agreement No. \_\_\_\_\_ and that payment has not been received. I further certify that I have complied with the provisions of the City's Living Wage Ordinance.

\_\_\_\_\_  
(Consultant's Signature)

D. Consultant must include on the face of each itemized invoice submitted for payment its Business Tax Registration Certificate number, as required at Article 8 of this Agreement. No invoice will be processed for payment by City without this number shown thereon. All invoices shall be approved by the Executive Director or his or her designee prior to payment. All invoices due and payable and found to be in order shall be paid as soon as, in the ordinary course of City business, the same may be approved, audited and paid.

Consultant shall submit appropriate supporting documents with each invoice. Such documents may include provider invoices, payrolls, and time sheets. The City may require, and Consultant shall provide, all documents reasonably required to determine whether amounts on the invoice are allowable expenses under this Agreement.

Further, where the Consultant employs Subconsultants under this Agreement, the Consultant shall submit to City, with each monthly invoice, a Monthly Subconsultant Monitoring Report Form (Exhibit C) listing SBE/VSBE/MBE/WBE/DVBE/OBE amounts. Consultant shall provide an explanation for any item that does not meet or exceed the anticipated participation levels for this Agreement, with specific plans and recommendations for improved Subconsultant utilization. Invoices will not be paid without

a completed Monthly Subconsultant Monitoring Report Form. All invoices are subject to audit. Consultant is not required to submit support for direct costs items of \$25 or less.

E. For payment and processing, all invoices should be mailed to the following address:

Accounts Payable Section  
Harbor Department, City of Los Angeles  
P.O. Box 191  
San Pedro, CA 90733-0191

## 6. RECORDKEEPING AND AUDIT RIGHTS

A. Consultant shall keep and maintain full, complete and accurate books of accounts and records of the services performed under this Agreement in accordance with generally accepted accounting principles consistently applied, which books and records shall be readily accessible to and open for inspection and copying at the premises by City, its auditors or other authorized representatives. Notwithstanding any other provision of this Agreement, failure to do so shall constitute a conclusive waiver of any right to compensation for such services as are otherwise compensable hereunder. Such books and records shall be maintained by Consultant for a period of three (3) years after completion of services to be performed under this Agreement or until all disputes, appeals, litigation or claims arising from this Agreement have been resolved.

B. During the term of this Agreement, City may audit, review and copy any and all writings (as that term is defined in Section 250 of the California Evidence Code) of Consultant and Subconsultants arising from or related to this Agreement or performance of the Scope of Work, whether such writings are (a) in final form or not, (b) prepared by Consultant, Subconsultants or any individual or entity acting for or on behalf of Consultant or a Subconsultant, and (c) without regard to whether such writings have previously been provided to City. Consultant shall be responsible for obtaining access to and providing writings of Subconsultants. Consultant shall provide City at Consultant's sole cost and expense a copy of all such writings within fourteen (14) calendar days of a written request by City. City's right shall also include inspection at reasonable times of the Consultant's office or facilities which are engaged in the performance of the Scope of Work. Consultant shall, at no cost to City, furnish reasonable facilities and assistance for such review and audit. Consultant's failure to comply with this Article 6 shall constitute a material breach of this Agreement and shall entitle City to withhold any payment due under this Agreement until such breach is cured.

## 7. INDEPENDENT CONTRACTOR

Consultant, in the performance of the work required by this Agreement, is an independent contractor and not an agent or employee of City. Consultant shall not represent itself as an agent or employee of the City and shall have no power to bind the City in contract or otherwise.

8. BUSINESS TAX REGISTRATION CERTIFICATE

The City of Los Angeles Office of Finance requires the implementation and enforcement of Los Angeles Municipal Code Section 21.09 et seq. This Code Section provides that every person, other than a municipal employee, who engages in any business within the City of Los Angeles, is required to obtain the necessary Business Tax Registration Certificate and pay business taxes. The City Controller has determined that this Code Section applies to consulting firms that are doing work for the Department. See <https://finance.lacity.org/how-register-btrc>.

9. INDEMNIFICATION

Except for the sole negligence or willful misconduct of the City, or any of its Boards, Officers, Agents, Employees, Assigns and Successors in Interest, Consultant undertakes and agrees to defend, indemnify and hold harmless the City and any of its Boards, Officers, Agents, Employees, Assigns, and Successors in Interest from and against all suits and causes of action, claims, losses, demands and expenses, including, but not limited to, attorney's fees (both in house and outside counsel) and cost of litigation (including all actual litigation costs incurred by the City, including but not limited to, costs of experts and consultants), damages or liability of any nature whatsoever, for death or injury to any person, including Consultant's employees and agents, or damage or destruction of any property of either party hereto or of third parties, arising in any manner by reason of the negligent acts, errors, omissions or willful misconduct incident to the performance of this Agreement by Consultant or its subcontractors of any tier. Rights and remedies available to the City under this provision are cumulative of those provided for elsewhere in this Agreement and those allowed under the laws of the United States, the State of California, and the City.

10. INSURANCE

A. In addition to and not as a substitute for, or limitation of, any of the indemnity obligations imposed by Article 9, Consultant shall procure and maintain at its sole cost and expense and keep in force at all times during the term of this Agreement the following insurance:

(1) Commercial General Liability Insurance

Commercial general liability insurance covering personal and advertising injury, bodily injury, and property damage providing contractual liability, independent contractors, products and completed operations, and premises/operations coverage written by an insurance company authorized to do business in the State of California rated VII, A- or better in Best's Insurance Guide (or an alternate guide acceptable to City if Best's is not available) within Consultant's normal limits of liability but not less than One Million Dollars (\$1,000,000) combined single limit for injury or claim. Where Consultant provides or dispenses alcoholic beverages, Host Liquor Liability coverage shall be provided

as above. Where Consultant provides pyrotechnics, Pyrotechnics Liability shall be provided as above. Said limits shall provide first dollar coverage except that Executive Director may permit a self-insured retention or self-insurance in those cases where, in his or her judgment, such retention or self-insurance is justified by the net worth of Consultant. The retention or self-insurance provided shall provide that any other insurance maintained by the Harbor Department shall be excess of Consultant's insurance and shall not contribute to it. In all cases, regardless of any deductible or retention, said insurance shall contain a defense of suits provision and a severability of interest clause. Each policy shall name the City of Los Angeles Harbor Department, its officers, agents and employees as Primary additional insureds.

Where Consultant's operations involve work within 50 feet of railroad track, Consultant's Commercial General Liability coverage shall have the railroad exclusion deleted.

(2) Automobile Liability Insurance

Automobile liability insurance written by an insurance company authorized to do business in the State of California rated VII, A- or better in Best's Insurance Guide (or an alternate guide acceptable to City if Best's is not available) within Consultant's normal limits of liability but not less than One Million Dollars (\$1,000,000) covering damages, injuries or death resulting from each accident or claim arising out of any one claim or accident. Said insurance shall protect against claims arising from actions or operations of the insured, or by its employees. Coverage shall contain a defense of suits provision. Each policy shall name the City of Los Angeles Harbor Department, its officers, agents and employees as Primary additional insureds.

(3) Workers' Compensation and Employer's Liability

Where applicable, Consultant shall comply with the provisions of Section 3700 of the California Labor code which requires every employer to be insured against liability for Workers' Compensation or to undertake self-insurance in accordance with the provisions of that Code, and that Consultant shall comply with such provisions before commencing the performance of the tasks under this Agreement. Coverage for claims under U.S. Longshore and Harbor Workers' Compensation Act, if required under applicable law, shall be included. Consultant shall submit Workers' Compensation policies whether underwritten by the state insurance fund or private carrier, which provide that the public or private carrier waives its right of subrogation against the City in any circumstance in which it is alleged that actions or omissions of the City contributed to the accident. Such Worker's Compensation and occupational disease requirements shall include coverage for all employees of Consultant, and for all employees of any subcontractor or other vendor retained by Consultant.

(4) Professional Liability Insurance

Consultant is required to provide Professional Liability insurance with respect to negligent or wrongful acts, errors or omissions, or failure to render services in connection with the professional services to be provided under this Agreement. This insurance shall protect against claims arising from professional services of the insured, or by its employees, agents, or contractors, and include coverage (or no exclusion) for contractual liability.

Consultant certifies that it now has professional liability insurance in the amount of One Million Dollars (\$1,000,000), which covers work to be performed pursuant to this Agreement and that it will keep such insurance or its equivalent in effect at all times during performance of said Agreement and until two (2) years following the completed term of this Agreement.

Notice of occurrences of claims under the policy shall be made to the Risk Manager of City's Harbor Department with copies to the City Attorney's office.

(5) Technology Errors and Omissions Liability Insurance

Consultant is required to provide Technology Errors and Omissions Liability Insurance with respect to negligent or wrongful acts, errors or omissions, in rendering or failing to render computer or information technology services or technology products in connection with the professional services to be provided under this Agreement. This insurance policy shall include coverage for Privacy and Network Security and protect against claims arising from all products and services of the insured, or by its employees, agents, or contractors, and include coverage (or no exclusion) for contractual liability. The limits disclosed herein shall neither increase nor decrease Consultant's liability as defined elsewhere in this Agreement.

Consultant certifies that it now has Technology Errors and Omissions Liability Insurance in the amount of One Million Dollars (\$1,000,000) per claim/aggregate including Notification Costs, which shall cover the work to be performed pursuant to this Agreement and that it will keep such insurance or its equivalent in effect at all times during performance of said Agreement and until two (2) years following acceptance of the completed project by Board.

Each policy shall include a 10-days notice of cancellation for nonpayment of premium and a 30-days notice of cancellation for any other reasons may be submitted.

Notice of occurrences of claims under the policy shall be made to the Risk Manager of City's Harbor Department with copies to the City Attorney's office.

B. Insurance Procured by Consultant on Behalf of City

In addition to and not as a substitute for, or limitation of, any of the indemnity obligations imposed by Article 9, and where Consultant is required to name the City of Los Angeles Harbor Department, its officers, agents and employees as Primary additional insureds on any insurance policy required by this Agreement, Consultant shall cause City to be named as an additional insured on all policies it procures in connection with this Article 10. Consultant shall cause such additional insured status to be reflected in the original policy or by additional insured endorsement (CG 2010 or equivalent) substantially as follows:

"Notwithstanding any inconsistent statement in the policy to which this endorsement is attached, or any endorsement or certificate now or hereafter attached hereto, it is agreed that City, Board, their officers, agents and employees, are additional insureds hereunder, and that coverage is provided for all contractual obligations, operations, uses, occupations, acts and activities of the insured under Agreement No. \_\_\_\_, and under any amendments, modifications, extensions or renewals of said Agreement regardless of where such contractual obligations, operations, uses, occupations, acts and activities occur.

"The policy to which this endorsement is attached shall provide a 10-days' notice of cancellation for nonpayment of premium, and a 30-days' notice of cancellation for any other reasons to the Risk Manager.

"The coverage provided by the policy to which this endorsement is attached is primary coverage and any other insurance carried by City is excess coverage;

"In the event of one of the named insured's incurring liability to any other of the named insureds, this policy shall provide protection for each named insured against whom claim is or may be made, including claims by other named insureds, in the same manner as if separate policies had been issued to each named insured. Nothing contained herein shall operate to increase the company's limit of liability; and

"Notice of occurrences or claims under the policy shall be made to the Risk Manager of City's Harbor Department with copies to the City Attorney's Office."

C. Required Features of Coverages

Insurance procured by Consultant in connection with this Article 10 shall include the following features:

(1) Acceptable Evidence and Approval of Insurance

Electronic submission is the required method of submitting Consultant's insurance documents. Consultant's insurance broker or agent shall register with

the City's online insurance compliance system **KwikComply** at <https://kwikcomply.org/> and submit the appropriate proof of insurance on Consultant's behalf.

Upon request by City, Consultant shall furnish a copy of the binder of insurance and/or a full certified policy for any insurance policy required herein. This obligation is intended to, and shall, survive the expiration or earlier termination of this Agreement.

(2) Carrier Requirements

All insurance which Consultant is required to provide pursuant to this Agreement shall be placed with insurance carriers authorized to do business in the State of California and which are rated A-, VII or better in Best's Insurance Guide. Carriers without a Best's rating shall meet comparable standards in another rating service acceptable to City.

(3) Notice of Cancellation

For each insurance policy described above, Consultant shall give a 10-day prior notice of cancellation or reduction in coverage for nonpayment of premium, and a 30-day prior notice of cancellation or reduction in coverage for any other reason, by written notice via registered mail and addressed to the City of Los Angeles Harbor Department, Attn: Risk Manager and the City Attorney's Office, 425 S. Palos Verdes Street, San Pedro, California 90731.

(4) Modification of Coverage

Executive Director, at his or her sole reasonable discretion, based upon recommendation of independent insurance consultants to City, may increase or decrease amounts and types of insurance coverage required hereunder at any time during the term hereof by giving ninety (90) days' prior written notice to Consultant.

(5) Renewal of Policies

At least thirty (30) days prior to the expiration of any policy required by this Agreement, Consultant shall renew or extend such policy in accordance with the requirements of this Agreement and direct their insurance broker or agent to submit to the City's online insurance compliance system **KwikComply** at <https://kwikcomply.org/> a renewal endorsement or renewal certificate or, if new insurance has been obtained, evidence of insurance as specified above. If Consultant neglects or fails to secure or maintain the insurance required above, Executive Director may, at his or her own option but without any obligation, obtain such insurance to protect City's interests. The cost of such insurance shall be deducted from the next payment due Consultant.

(6) Limits of Coverage

If Consultant maintains higher limits than the minimums required by this Agreement, City requires and shall be entitled to coverage for the higher limits maintained by Consultant. Any available insurance proceeds in excess of the specified minimum limits of insurance and coverage shall be available to City.

D. Right to Self-Insure

Upon written approval by the Executive Director, Consultant may self-insure if the following conditions are met:

1. Consultant has a formal self-insurance program in place prior to execution of this Agreement. If a corporation, Consultant must have a formal resolution of its board of directors authorizing self-insurance.
2. Consultant agrees to protect the City, its boards, officers, agents and employees at the same level as would be provided by full insurance with respect to types of coverage and minimum limits of liability required by this Agreement.
3. Consultant agrees to defend the City, its boards, officers, agents and employees in any lawsuit that would otherwise be defended by an insurance carrier.
4. Consultant agrees that any insurance carried by Department is excess of Consultant's self-insurance and will not contribute to it.
5. Consultant provides the name and address of its claims administrator.
6. Consultant submits its most recently filed 10-Q and its 10-K or audited annual financial statements for the three most recent fiscal years prior to Executive Director's consideration of approval of self-insurance and annually thereafter.
7. Consultant agrees to inform Department in writing immediately of any change in its status or policy which would materially affect the protection afforded Department by this self-insurance.
8. Consultant has complied with all laws pertaining to self-insurance.

E. Accident Reports

Consultant shall report in writing to Executive Director within fifteen (15) calendar days after it, its officers or managing agents have knowledge of any accident or occurrence involving death of or injury to any person or persons, or damage in excess of Five Hundred Dollars (\$500.00) to property, occurring upon the premises, or elsewhere within the Port of Los Angeles if Consultant's officers, agents or employees are involved in such an accident or occurrence. Such report shall contain to the extent available (1) the name and address of the persons involved, (2) a general statement as to the nature and extent of injury or damage, (3) the date and hour of occurrence, (4) the names and addresses of known witnesses, and (5) such other information as may be known to Consultant, its officers or managing agents.

#### 11. TERMINATION PROVISION

The Board of Harbor Commissioners, in its sole discretion, shall have the right to terminate and cancel all or any part of this Agreement for any reason upon giving the Consultant ten (10) days' advance, written notice of the Board's election to cancel and terminate this Agreement. It is agreed that any Agreement entered into shall not limit the right of the City to hire additional consultants or perform the services described in this Agreement either during or after the term of this Agreement.

#### 12. PERSONAL SERVICE AGREEMENT

A. During the term hereof, Consultant agrees that it will not enter into other contracts or perform any work without the written permission of the Executive Director where the work may conflict with the interests of the Department.

B. Consultant acknowledges that it has been selected to perform the Scope of Work because of its experience, qualifications and expertise. Any assignment or other transfer of this Agreement or any part hereof shall be void provided, however, that Consultant may permit Subconsultant(s) to perform portions of the Scope of Work in accordance with Article 1. All Subconsultants whom Consultant utilizes, however, shall be deemed to be its agents. Subconsultants' performance of the Scope of Work shall not be deemed to release Consultant from its obligations under this Agreement or to impose any obligation on the City to such Subconsultant(s) or give the Subconsultant(s) any rights against the City.

#### 13. AFFIRMATIVE ACTION

The Consultant, during the performance of this Agreement, shall not discriminate in its employment practices against any employee or applicant for employment because of employee's or applicant's race, religion, national origin, ancestry, sex, age, sexual orientation, disability, marital status, domestic partner status, or medical condition. The provisions of Section 10.8.4 of the Los Angeles Administrative Code shall be incorporated and made a part of this Agreement. All subcontracts awarded shall contain a like nondiscrimination provision. See Exhibit D.

14. SMALL/VERY SMALL BUSINESS ENTERPRISE PROGRAM AND LOCAL BUSINESS PREFERENCE PROGRAM

It is the policy of the Department to provide Small Business Enterprises (SBE), Very Small Business Enterprises (VSBE) and Minority-Owned, Women-Owned, Disabled Veteran Business Enterprises and all Other Business Enterprises (MBE/WBE/DVBE/OBE) an equal opportunity to participate in the performance of all City contracts in all areas where such contracts afford such participation opportunities. Consultant shall assist the City in implementing this policy to the fullest extent allowed by applicable law, and shall use its best efforts to afford the opportunity for SBEs, VSBEs, MBEs, WBEs, DVBEs, and OBEs to achieve participation in subcontracts where such participation opportunities present themselves and attempt to ensure that all available business enterprises, including SBEs, VSBEs, MBEs, WBEs, DVBEs, and OBEs, have equal participation opportunity which might be presented under this Agreement. See Exhibit E.

It is also the policy of the Department to support an increase in local and regional jobs. The Department's Local Business Preference Program aims to benefit the Southern California region by increasing jobs and expenditures within the local and regional private sector. Consultant shall assist the City in implementing this policy and shall use its best efforts to afford the opportunity for Local Business Enterprises to achieve participation in subcontracts where such participation opportunities present themselves.

Prior to being awarded a contract with the City, Consultant and all Subconsultants must be registered on the City's Contracts Management and Opportunities Database, Regional Alliance Marketplace for Procurement (RAMP), at <http://www.RAMPLA.org>. Consultant shall comply with all RAMP reporting requirements set forth in Executive Directive No. 35 (August 25, 2022), *Equitable Access to Contracting Opportunities*, during the term of this Agreement.

15. CONFLICT OF INTEREST

It is hereby understood and agreed that the parties to this Agreement have read and are aware of the provisions of Section 1090 et seq. and Section 87100 et seq. of the California Government Code relating to conflict of interest of public officers and employees, as well as the Los Angeles Municipal Code (LAMC) Municipal Ethics and Conflict of Interest provisions of Section 49.5.1 et seq. and the Conflict of Interest Codes of the City and the Department. All parties hereto agree that they are unaware of any financial or economic interest of any public officer or employee of City relating to this Agreement. Notwithstanding any other provision of this Agreement, it is further understood and agreed that if such financial interest does exist at the inception of this Agreement, City may immediately terminate this Agreement by giving written notice thereof.

During the term of this Agreement, Consultant shall inform the Department in writing when Consultant, or any of its Subconsultants, employs or hires in any capacity,

and for any length of time, a person who has worked for the Department as a Commissioner, officer or employee. Said notice shall include the individual's name and current position and their prior position and years of employment with the Department. Written notice shall be provided by Consultant to the Department within thirty (30) days of the employment or hiring of the individual.

16. COMPLIANCE WITH APPLICABLE LAWS

Consultant shall at all times in the performance of its obligations comply with all applicable laws, statutes, ordinances, rules and regulations, and with the reasonable requests and directions of Executive Director.

17. GOVERNING LAW / VENUE

This Agreement shall be governed by and construed in accordance with the laws of the State of California, without reference to the conflicts of law, rules and principles of such State. The parties agree that all actions or proceedings arising in connection with this Agreement shall be tried and litigated exclusively in the State or Federal courts located in the County of Los Angeles, State of California, in the judicial district required by court rules.

18. TRADEMARKS, COPYRIGHTS, AND PATENTS

Consultant agrees to save, keep, hold harmless, protect and indemnify the City and any of its officers or agents from any damages, cost, or expenses in law or equity from infringement of any patent, trademark, service mark or copyright of any person or persons, or corporations in consequence of the use by City of any materials supplied by Consultant in the performance of this Agreement.

19. PROPRIETARY INFORMATION

A. Writings, as that term is defined in Section 250 of the California Evidence Code (including, without limitation, drawings, specifications, estimates, reports, records, reference material, data, charts, documents, renderings, computations, computer tapes or disks, submittals and other items of any type whatsoever, whether in the form of writing, figures or delineations), which are obtained, generated, compiled or derived in connection with this Agreement (collectively hereafter referred to as "property"), are owned by City as soon as they are developed, whether in draft or final form. City has the right to use or permit the use of property and any ideas or methods represented by such property for any purpose and at any time without compensation other than that provided in this Agreement. Consultant hereby warrants and represents that City at all times owns rights provided for in this section free and clear of all third-party claims whether presently existing or arising in the future, whether or not presently known. Consultant need not obtain for City the right to use any idea, design, method, material, equipment or other matter which is the subject of a valid patent, unless such patent is owned by Consultant or one of its employees, or its Subconsultant or the Subconsultant's employees, in which

case such right shall be obtained without additional compensation. Whether or not Consultant's initial proposal or proposals made during this Agreement are accepted by City, it is agreed that all information of any nature whatsoever connected with the Scope of Work, regardless of the form of communication, which has been or may be given by Consultant, its Subconsultants or on either's behalf, whether prior or subsequent to this Agreement becoming effective, to the City, its boards, officers, agents or employees, is not given in confidence. Accordingly, City or its designees may use or disclose such information without liability of any kind, except as may arise under valid patents.

B. If research or development is furnished in connection with this Agreement and if, in the course of such research or development, patentable work product is produced by Consultant, its officers, agents, employees, or Subconsultants, the City shall have, without cost or expense to it, an irrevocable, non-exclusive royalty-free license to make and use, itself or by anyone on its behalf, such work product in connection with any activity now or hereafter engaged in or permitted by City. Upon City's request, Consultant, at its sole cost and expense, shall promptly furnish or obtain from the appropriate person a form of license satisfactory to the City. It is expressly understood and agreed that, as between City and Consultant, the referenced license shall arise for City's benefit immediately upon the production of the work product, and is not dependent on the written license specified above. City may transfer such license to its successors in the operation or ownership of any real or personal property now or hereafter owned or operated by City.

## 20. CONFIDENTIALITY

The data, documents, reports, or other materials which contain information relating to the review, documentation, analysis and evaluation of the work described in this Agreement and any recommendations made by Consultant relative thereto shall be considered confidential and shall not be reproduced, altered, used or disseminated by Consultant or its employees or agents in any manner except and only to the extent necessary in the performance of the work under this Agreement. In addition, Consultant is required to safeguard such information from access by unauthorized personnel.

## 21. NOTICES

In all cases where written notice is to be given under this Agreement, service shall be deemed sufficient if said notice is deposited in the United States mail, postage prepaid. When so given, such notice shall be effective from the date of mailing of the same. For the purposes hereof, unless otherwise provided by notice in writing from the respective parties, notice to the Department shall be addressed to Director of Information Technology, Los Angeles Harbor Department, P.O. Box 151, San Pedro, California 90733-0151, and notice to Consultant shall be addressed to it at the address set forth above. Nothing herein contained shall preclude or render inoperative service of such notice in the manner provided by law.

22. TAXPAYER IDENTIFICATION NUMBER (TIN)

The Internal Revenue Service (IRS) requires that all consultants and suppliers of materials and supplies provide a TIN to the party that pays them. Consultant declares that it has an authorized TIN which shall be provided to the Department prior to payment under this Agreement. No payments will be made under this Agreement without a valid TIN.

23. SERVICE CONTRACTOR WORKER RETENTION POLICY AND LIVING WAGE POLICY REQUIREMENTS

The Board of Harbor Commissioners of the City of Los Angeles adopted Resolution Nos. 19-8419 and 19-8420 on January 24, 2019, adopting the provisions of Los Angeles City Ordinance No. 185356 relating to Service Contractor Worker Retention (SCWR), Section 10.36 et seq. of the Los Angeles Administrative Code, as the policy of the Department. Further, Charter Section 378 requires compliance with the City's Living Wage requirements as set forth by ordinance, Section 10.37 et seq. of the Los Angeles Administrative Code. Consultant shall comply with the policy wherever applicable. Violation of this provision, where applicable, shall entitle the City to terminate this Agreement and otherwise pursue legal remedies that may be available.

24. WAGE AND EARNINGS ASSIGNMENT ORDERS / NOTICES OF ASSIGNMENTS

The Consultant and/or any Subconsultant are obligated to fully comply with all applicable state and federal employment reporting requirements for the Consultant and/or Subconsultant's employees.

The Consultant and/or Subconsultant shall certify that the principal owner(s) are in compliance with any Wage and Earnings Assignment Orders and Notices of Assignments applicable to them personally. The Consultant and/or Subconsultant will fully comply with all lawfully served Wage and Earnings Assignment Orders and Notices of Assignments in accordance with Cal. Family Code Sections 5230 et seq. The Consultant or Subconsultant will maintain such compliance throughout the term of this Agreement.

25. EQUAL BENEFITS POLICY

The Board of Harbor Commissioners of the City of Los Angeles adopted Resolution No. 6328 on January 12, 2005, agreeing to adopt the provisions of Los Angeles City Ordinance No. 172,908, as amended, relating to Equal Benefits, Section 10.8.2.1 et seq. of the Los Angeles Administrative Code, as a policy of the Department. Consultant shall comply with the policy wherever applicable. Violation of this policy shall entitle the City to terminate any Agreement with Consultant and pursue any and all other legal remedies that may be available. See Exhibit F.

26. COMPLIANCE WITH LOS ANGELES CITY CHARTER SECTION 470(c)(12)

The Consultant, Subconsultants, and their Principals are obligated to fully comply with City of Los Angeles Charter Section 470(c)(12) and related ordinances, regarding limitations on campaign contributions and fundraising for certain elected City officials or candidates for elected City office if the agreement is valued at \$100,000 or more and requires approval of a City elected official. Additionally, Consultant is required to provide and update certain information to the City as specified by law. Any Consultant subject to Charter Section 470(c)(12), shall include the following notice in any contract with a subconsultant expected to receive at least \$100,000 for performance under this Agreement:

Notice Regarding Los Angeles Campaign Contribution and Fundraising Restrictions

As provided in Charter Section 470(c)(12) and related ordinances, you are a subconsultant on Harbor Department Agreement No. \_\_\_\_\_. Pursuant to City Charter Section 470(c)(12), subconsultant and its principals are prohibited from making campaign contributions and fundraising for certain elected City officials or candidates for elected City office for 12 months after the Agreement is signed. Subconsultant is required to provide to Consultant names and addresses of the subconsultant's principals and contact information and shall update that information if it changes during the 12 month time period. Subconsultant's information must be provided to Consultant within 10 business days. Failure to comply may result in termination of the Agreement or any other available legal remedies including fines. Information about the restrictions may be found at the City Ethics Commission's website at <https://ethics.lacity.org/> or by calling 213-978-1960.

Consultant, Subconsultants, and their Principals shall comply with these requirements and limitations. Violation of this provision shall entitle the City to terminate this Agreement and pursue any and all legal remedies that may be available.

27. STATE TIDELANDS GRANTS

This Agreement is entered into in furtherance of and as a benefit to the State Tidelands Grant and the trust created thereby. Therefore, this Agreement is at all times subject to the limitations, conditions, restrictions and reservations contained in and prescribed by the Act of the Legislature of the State of California entitled "An Act Granting to the City of Los Angeles the Tidelands and Submerged Lands of the State Within the Boundaries of Said City," approved June 3, 1929 (Stats. 1929, Ch. 651), as amended, and provisions of Article VI of the Charter of the City of Los Angeles relating to such lands. Consultant agrees that any interpretation of this Agreement and the terms contained herein must be consistent with such limitations, conditions, restrictions and reservations.

28. INTEGRATION

This Agreement contains the entire understanding and agreement between the parties hereto with respect to the matters referred to herein. No other representations, covenants, undertakings, or prior or contemporaneous agreements, oral or written, regarding such matters which are not specifically contained, referenced, and/or incorporated into this Agreement by reference shall be deemed in any way to exist or bind any of the parties. Each party acknowledges that it has not been induced to enter into the Agreement and has not executed the Agreement in reliance upon any promises, representations, warranties or statements not contained, referenced, and/or incorporated into the Agreement. **THE PARTIES ACKNOWLEDGE THAT THIS AGREEMENT IS INTENDED TO BE, AND IS, AN INTEGRATED AGREEMENT.**

29. SEVERABILITY

Should any part, term, condition or provision of this Agreement be declared or determined by any court of competent jurisdiction to be invalid, illegal or incapable of being enforced by any rule of law, public policy, or city charter, the validity of the remaining parts, terms, conditions or provisions of this Agreement shall not be affected thereby, and such invalid, illegal or unenforceable part, term, condition or provision shall be treated as follows: (a) if such part, term, condition or provision is immaterial to this Agreement, then such part, term, condition or provision shall be deemed not to be a part of this Agreement; or (b) if such part, term, condition or provision is material to this Agreement, then the parties shall revise the part, term, condition or provision so as to comply with the applicable law or public policy and to effect the original intent of the parties as closely as possible.

30. CONSTRUCTION OF AGREEMENT

This Agreement shall not be construed against the party preparing the same, shall be construed without regard to the identity of the person who drafted such and shall be construed as if all parties had jointly prepared this Agreement and it shall be deemed their joint work product; each and every provision of this Agreement shall be construed as though all of the parties hereto participated equally in the drafting hereof; and any uncertainty or ambiguity shall not be interpreted against any one party. As a result of the foregoing, any rule of construction that a document is to be construed against the drafting party shall not be applicable.

31. TITLES AND CAPTIONS

The parties have inserted the Article titles in this Agreement only as a matter of convenience and for reference, and the Article titles in no way define, limit, extend or describe the scope of this Agreement or the intent of the parties in including any particular provision in this Agreement.

32. MODIFICATION IN WRITING

This Agreement may be modified only by written agreement of all parties. Any such modifications are subject to all applicable approval processes required by, without limitation, City's Charter and City's Administrative Code.

33. WAIVER

A failure of any party to this Agreement to enforce the Agreement upon a breach or default shall not waive the breach or default or any other breach or default. All waivers shall be in writing.

34. EXHIBITS; ARTICLES

All exhibits to which reference is made in this Agreement are deemed incorporated in this Agreement, whether or not actually attached. To the extent the terms of an exhibit conflict with or appear to conflict with the terms of the body of the Agreement, the terms of the body of the Agreement shall control. References to Articles are to Articles of this Agreement unless stated otherwise.

35. COUNTERPARTS

This Agreement may be executed in any number of counterparts, each of which shall be deemed an original and all of which shall constitute together one and the same instrument.

////

(Signature page follows)

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the date to the left of their signatures.

THE CITY OF LOS ANGELES, by its Board of Harbor Commissioners

By signing below, I attest that I have no personal, financial, beneficial, or familial interest in this Agreement.

Dated: \_\_\_\_\_, 20\_\_

By: \_\_\_\_\_

EUGENE D. SEROKA  
Executive Director

Attest: \_\_\_\_\_

AMBER M. KLESGES  
Board Secretary

KNIGHT COMMUNICATIONS, INC.

Dated: 02/23, 2026

By: \_\_\_\_\_

PAUL RAMAKRISHNAN/CEO  
(Print/type name and title)

By: Radhika Chandramouli

RADHIKA CHANDRAMOULI / CFO  
(Print/type name and title)

APPROVED AS TO FORM AND LEGALITY

Feb. 23, 2026  
HYDEE FELDSTEIN SOTO, City Attorney  
STEVEN Y. OTERA, General Counsel

By: Deborah Dorny  
DEBORAH DORNY, Deputy

DD:mc  
Attachments

Date: February 10, 2026  
 Contractor/Vendor Name: Knight Communications Inc.

Account#	161210, 542000, 542015 and 542025				Project #	65000024
Division#	50010				Task #	
<b>Budget FY:</b>	<b>161210</b>	<b>542000</b>	<b>542015</b>	<b>542025</b>	<b>Total</b>	
2025/26		\$35,000		\$350,000	\$385,000	
2026/27		\$114,000		\$1,800,000	\$1,914,000	
2027/28	\$200,000	\$135,000	\$35,000	\$1,975,000	\$2,345,000	
2028/29		\$125,000	\$25,000	\$1,856,000	\$2,006,000	
<b>Total Not-To Exceed Amount:</b>					<b>\$6,650,000</b>	

For Acct/Budget Div. Use Only

Verified By: *Melody M. Ugalde* Melody Ugalde  
 2026.02.13 15:56:28 -08'00'

Verified Funds Available: *Frank Liu* Digitally signed by Frank Liu  
 Date: 2026.02.17 16:56:07 -08'00'

Date Approved: 2/17/26



# EXHIBIT A

## SCOPE OF WORK

## Knight Communications Inc. Services

Knight Communications Inc. services include but are not restricted to the following:

<b>Information Systems Management</b>	
<ul style="list-style-type: none"> <li>Enterprise Architecture &amp; Technology Support</li> <li>Responsive Web/ Mobile Solutions</li> <li>Business Applications Services Support</li> <li>System and Database Administration</li> </ul>	<ul style="list-style-type: none"> <li>Disaster Planning &amp; Operational Continuity Support</li> <li>Software Technology Transition</li> <li>Configuration Management &amp; Standards Support</li> <li>Systems Integration Support</li> </ul>
<b>Network Administration and Installation</b>	
<ul style="list-style-type: none"> <li>DevOps, Release Management and Monitoring</li> <li>LAN/WAN Management</li> <li>Patch Management</li> <li>Software/Hardware/Server Migration</li> </ul>	<ul style="list-style-type: none"> <li>CISCO Routing and Switching</li> <li>Firewall Management, Deployment and Configuration</li> <li>Wireless Networking Configuration and Management</li> </ul>
<b>Strategic Planning and Oversight</b>	
<ul style="list-style-type: none"> <li>Project Management</li> <li>Administrative and Operations Support</li> <li>Program, Fiscal &amp; Acquisition Planning and Support</li> <li>Enterprise Resource Planning</li> </ul>	<ul style="list-style-type: none"> <li>Data Analytics</li> <li>Computer-Based Training</li> <li>Instructional System and Curriculum Design</li> <li>Training Assessment Development and Delivery Services</li> </ul>
<b>Enterprise Customer Service: Helpdesk, Desktop and Peripheral Support</b>	
<ul style="list-style-type: none"> <li>24/7 Helpdesk Services and Support</li> <li>Service Desk Management</li> <li>IT Service Management and Deployment Services</li> <li>24/7 Desktop Support and Application Support</li> <li>Configuration Management and Inventory Database Management</li> </ul>	<ul style="list-style-type: none"> <li>Request, Incident &amp; Problem Management Services</li> <li>Field Support Services</li> <li>Operations Support</li> <li>virtualization Support</li> <li>IT Infrastructure Support</li> <li>Staffing</li> </ul>
<b>IT Infrastructure Design and Support</b>	
<ul style="list-style-type: none"> <li>Database Design, Development, DaaS</li> <li>Web Services</li> <li>Cabling Services</li> </ul>	<ul style="list-style-type: none"> <li>Load Balancing</li> <li>Virtualization</li> <li>Disaster Planning &amp; Back Up</li> </ul>
<b>GIS Services &amp; Radio Infrastructure</b>	
<ul style="list-style-type: none"> <li>Telecommunications and Radio Support</li> <li>IP Phone Service Management</li> <li>E 911 Management and Consulting</li> </ul>	<ul style="list-style-type: none"> <li>CAD and Mobile RMS</li> <li>License Plate Reader Configuration and Management</li> <li>Video Surveillance Management</li> </ul>

## STAFFING PLAN

The staffing plan offers a succinct team who serve POLA through a model of on-site and remote support to effectively deliver comprehensive IT coverage and services to meet the needs and requirements for POLA. This plan will provide POLA a dedicated team and will offer 24/7 Remote Help Desk Coverage.

- **Project Manager:** The Project Manager will be the primary point of contact for all responsibilities for Knight. The Project Manager will instruct, supervise and manage the work of all Knight team members working on site. The Project Manager will ensure proper assignment, tracking, and management of the tasks performed by Knight. This role will maintain open communications with the IT Manager and will provide periodic reports on the status of project tasks and budget. The Project Manager will attend meetings and keep Port Police personnel informed about ongoing work. The Project Manager will respond to service calls 24/7, including emergency calls which will require immediate repair as determined by the Port Police personnel, CIO, IT Manager or their designee.
- **System Analysts (2):** The Systems Analysts will maintain the law enforcement technology systems and networks at POLA. The Systems Analysts will work closely and maintain constant communication with the Project Manager, addressing issues and providing support for systems and networks and will report progress regularly to the Project Manager and respond to POLA staff request directed to them or any other team member.
- **Vehicle Maintenance and Installation Technicians (2):** The Vehicle Installation Technicians will be well-versed with law enforcement communications equipment installation in vessels and vehicles such as cars, boats, motorcycles, tricycles and systems such as transportable radio repeaters and others. They will install, troubleshoot, and support Motorola mobile radios, Mobile Data Terminals (MDTs), cameras, ALPR systems, wireless components, and related systems on Port Police vessels and vehicles. The responsibilities include installation, modifications, visual inspections, alignment, and testing of these mobile systems, including the wireless communication network.
- **IT Technician (Optional):** The IT Technician will perform a variety of technical and support duties to ensure the proper function of POLA's information systems and equipment. The IT technician will provide help desk support, user support and training, hardware and software management, and assist with network maintenance.
- **Radio Technician (Optional):** The Radio Technician shall inspect and verify the equipment log and test components of the Motorola radio systems to ensure proper functionality at all Port Police radio sites, including the dispatch center. Any issues identified must be reported to the IT Manager, the Port Police Motorola Contract Manager, and the Motorola Monitoring Team. A trouble ticket shall be generated by the Motorola Maintenance Team.

***The staffing structure may be changed based on the needs of POLA.***

## After Hours Support

The dedicated team of after-hours technicians is available 24/7/365 to address any needs that occur outside of POLA's regular business hours. All support is provided by California-based staff.

After-hours support (evenings, weekends, and holidays) will leverage the same resources and capabilities used during normal business hours. Resources include live phone support, remote screensharing sessions, and on-site technical response when required. The goal is to ensure consistent, high-quality support regardless of when assistance is needed.

The team understands their specific responsibilities and roles and will:

1. Possess excellent customer service skills and the ability to work with a variety of people.
2. Abide by all POLA work policies and health protocols when present in POLA facilities.

This approach ensures no single point of failure and includes a staffing model with 24/7/365 coverage. Cross-training staff is key to ensuring seamless services and well-trained staff resources. Knight Communications employs frequent and ongoing training for technical staff to ensure adaptability to various roles and environments.

## Background Checks/Department of Justice (DOJ) Coordination

Knight Communications employs a background verification process to vet all employees, including e-verification. Since Knight Communications works with many public agencies, including public safety departments, most employees are cleared through the DOJ.

## Personnel Qualifications

CHRISTOPHER CERULLO

PROJECT MANAGER

Christopher is a hardworking professional with a proven track record of reliability and advanced technical expertise. He utilizes problem-solving skills and 10+ years of customer service to transition into the Information Technology field. Experienced in managing technical projects, executing designs, and troubleshooting complex issues with a proven ability to read situations, navigate diverse personalities, and meet the needs and expectations of collaborators effectively. He offers a diverse set of skills in all aspects of project development, from initial planning to final delivery. At the Port of Los Angeles, he has managed the deployment of Motorola's ActiveEye cybersecurity monitoring platform and the integration of AERSS hardware sensor into the Port Policies' secure CAD/RMS network.

JOSE HERNANDEZ

SYSTEMS ANALYST (NETWORK)

Jose provides entire IT operations management for the Port of Los Angeles. Management and operational support include but is not exclusive to the following: Data Center management, Network management, Server management IT infrastructure management, EOL Cycle review and migration, Applications support, Radio Infrastructure support, Mobile Data system management, Helpdesk support, and Desktop support. During the 11-year tenure of the contract, Jose has enabled and supported the IT infrastructure growth within the Port and Knight by providing further services and support to meet the increased demands.

JASEONG KOO

SYSTEMS ANALYST (CAD/RMS/MDC)

Jaseong is a dedicated and detail-oriented IT Technician Level 1 with hands-on experience in providing technical support, troubleshooting hardware and software issues, and maintaining IT infrastructure. Skilled in diagnosing problems, resolving user issues efficiently, and delivering excellent customer service in fast-paced environments. Proficient in Windows and macOS operating systems, basic networking, and common enterprise tools. Adept at documenting technical procedures, supporting help desk operations, and escalating complex issues as needed.

MARK REYNOSO

IT ANALYST

Mark is a dedicated and self-motivated IT professional with a strong commitment to excellence and a proactive approach to problem-solving. In his tenure at Knight, he supported clients at the Port of Los Angeles and the City of Norwalk on optimizing IT systems. As an IT Support Technician, Mark continually hones his troubleshooting skills and technical acumen to deliver effective technical support and leadership. Characterized by a strong work ethic, integrity, and a passion for technology, he continuously seeks to learn and adapt to new challenges, contributing positively to team dynamics and organizational goals.

## Personnel Qualifications

ALEXANDER LOPEZ

VEHICLE INSTALLATION TECHNICIAN

Alex is a Certified Automotive & Motorcycle Technician with 15+ years of experience specializing in diagnostics, repair, maintenance, and fleet management. Skilled in law enforcement vehicle technology, including sirens, radios, and mobile data systems. Adept at leading teams, optimizing fleet performance, and ensuring compliance with DOT and industry standards.

CRISTIAN RODRIGUEZ

VEHICLE INSTALLATION TECHNICIAN

Cristian is a hardworking Automotive Service and Technical Specialist with expertise in diagnostics, fleet maintenance, and specialty electronics for law enforcement vehicles. Proven ability to identify complex issues, perform precise repairs, and support high-volume service operations. Recognized for strong problem-solving, communication, and cross-team collaboration. Bilingual: English & Spanish.

### **Radio Technician (Optional)**

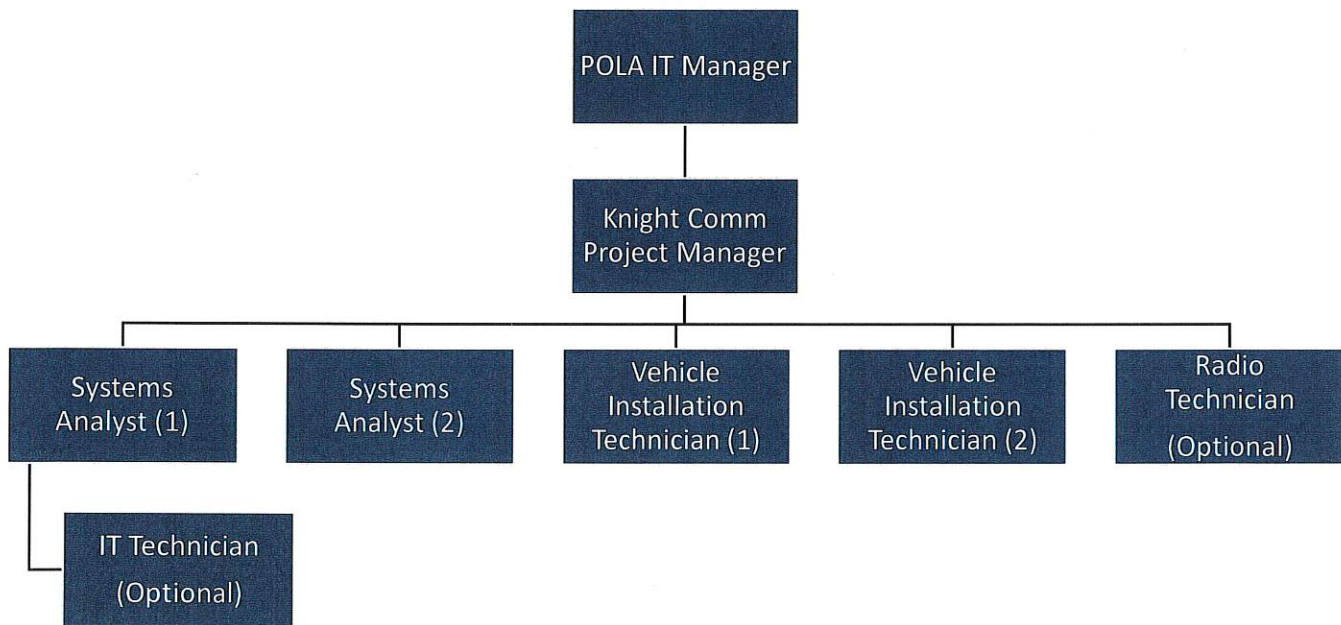
Motorola trained technician

The Radio Technician will inspect and verify the equipment log and test components of the Motorola radio systems to ensure proper functionality at all Port Police radio sites, including the dispatch center.

!

**Note: Knight's team does not have any member who are former Commissioners, officers or employees of the Harbor Department.**

## Organization Chart



## PROJECT APPROACH FOR THE PORT OF LOS ANGELES

### Understanding POLA's Objectives and Work Requirements

Knight Communications Inc. will serve as a dependable and experienced IT partner to manage, secure, and support a broad spectrum of technology systems across all municipal facilities, including critical infrastructure such as the 911 Call Center, microwave systems, and VoIP platforms.

POLA's IT environment comprises both physical and virtual servers running Microsoft Hypervisors, a fleet of workstations and devices, multiple network components (switches, firewalls, Wi-Fi), and enterprise services including domain, email, backup/replication, and cybersecurity. These services are centrally tracked and managed using ZenDesk for ticketing, asset inventory, and patch management—tools with which the team has direct experience.

Knight Communications' 24/7 support team, based in Los Angeles County, will ensure rapid after-hours response for P1 and P2 level incidents and provide coverage for emergency upgrades or off-hours support.

Cybersecurity services will include proactive vulnerability assessments, policy development, antivirus and endpoint protection, and enforcement of secure remote access protocols—all in alignment with modern standards such as NIST and CIS.

Knight Communications is committed to fulfilling POLA's objectives by providing reliable technology support, minimizing downtime, safeguarding sensitive systems, and aiding long-term planning through expert consulting and project oversight. Knight Communications' direct experience with municipal clients ensures a high level of service that is flexible, accountable, and results-oriented.

Knight Communications will be a trusted extension of POLA's internal IT function, supporting critical operations and enabling innovation with every engagement.

## Scope of Services

In this section outlines the approach to delivering POLA's required services. Each service is designed to deliver an efficient and scalable IT environment that meets POLA's needs.



### *Land Mobile Radio Systems Support*

- Assist with the execution of preventive maintenance (PM) for the subscriber radios
- Remove and install radios and accessories in vessels and vehicles (boats, motorcycles, and others)
- Provide support for radios installed in vessels and vehicles, such as visual inspections, voltage testing, antenna checking, continuity testing, console lamp replacements, and other related tasks.



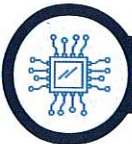
### *CAD and RMS*

- Support CAD/RMS, MDCN, CA/CM, vehicle locator, VidSys, dispatching consoles, 911 phone system, subsystems, and respective networks, crime mapping for POLA



### *Mobile Data Computer (MDC) and Mobile Data System (MDS)*

- Manage all user logins and passwords, system access permissions, initial use support and liaise with Motorola to troubleshoot reported issues from POLA team



### *Mobile Data Network*

- Management of the mobile data management tool, Port Police virtual private network, the user IDs, logins and passwords for system access
- Will also support management of mobile modems that the police vehicles and boats access through the MDCs



### *Citizen's Online Reporting System*

- Knight will be the first line of support for the Port Police to liaise with the manufacturer and Motorola for troubleshooting reported issues



### *Secured Police Network*

- Responsible for maintaining the secured police network, user logins and passwords, and resolving user trouble tickets
- Knight will ensure CJIS compliance and will liaise with third-party support for Waterside Security network and the ITD



### *PSAP Phone System and Network*

- Provide first line support to POLA users
- Act as liaison between users and ATT to support and troubleshoot reported issues



### *ALPR System*

- Perform system checks to ensure proper functionality
- Inspect, troubleshoot, and replace corroded electrical or data connections
- Inspect installation for any loose assemblies, including cable connectors, bolts, or similar components
- Replace malfunctioning units with spare parts and install and configure software as required
- Assist Motorola technicians with the installation of system upgrades and software patches



### *Voice Logging System*

- Check and test system peripherals, including keyboard, mouse, and monitor
- Connect system components to the network, including switches, routers, and related devices
- Generate visual diagnostics to assist contractors in identifying and resolving technical issues
- Providing support for these systems and networks during software upgrades and system updates



### *GIS Vehicle Locator*

- Assist in replacing failing or inadequate components or equipment, such as switches, screens, drivers, and others
- Assist with software upgrades and ongoing system maintenance
- Provide support for the systems and networks during upgrades and updates



### *Mobile Audio Video System*

- Assist Port Police in managing the system through identifying and resolving technical issues, performing system checks, and configuring software when required
- Assist with manufacturer's software upgrade and system management including administrative functions (e.g. user logins and passwords)
- Provide support for the systems and networks during upgrades and updates



### *Range Management System*

- Manage user logins and passwords
- Maintain a local copy of the database
- Liaise with manufacturer for coordinating software updates and report problems from users



### *Mobile Device Management*

- Mobile device and application management through JAMF
- Patches and updates of solution software and maintain user access for POLA



### *Mobile Virtual Private Network*

- Manage network and control server access along with user access
- Support troubleshooting for reported issues



### *Digital Evidence Storage*

- Maintain and manage application access, user logins, and passwords
- Troubleshoot reported issues and liaise between POLA users and Axon



### *Converged Security Information Management*

- User management for CAD and Mobile users
- Liaise between third-party support and Vidsys
- Liaise between Motorola, Vidsys and Port Police



### *External Criminal Justice Systems*

- Manage authorized users and act as a liaison between the responsible entity and POLA for network and system access; troubleshoot as needed



### *Windows Applications*

- Ensure Windows updates for workstations and servers used on the Secured Port Police Network
- Manage the active directory for accessing the hardware and application on the Secured Port System



### *Cybersecurity Solution for Land Mobile Radio System and CAD/RMS/Mobile Systems*

- Receive and Respond to reported suspicious activity by working closely with Motorola, the LAPD, and the ITD Cybersecurity Operations center to identify, contain, eradicate, mitigate and recover from any suspicious activity as reported by Motorola

## POLA Project Management and Methodology

Knight Communications Inc. brings over 30 years of experience supporting municipal IT environments. Knight's approach to POLA's Scope of Services is proactive, scalable, and rooted in industry best practices.

Knight will begin with a structured onboarding and discovery phase to assess POLA's infrastructure—including servers, network components, cybersecurity posture, and asset management. All service activity will be tracked through ZenDesk ManageEngine for transparency and SLA compliance.

Knight's project management framework follows PMBOK and ITIL methodologies. Oversight will be led by the remote project manager, with on-site and account staff handling day-to-day support and communication. Weekly and monthly reporting will provide insights into system health, response metrics, and service delivery trends.

To ensure alignment, the team will conduct department-level discovery and regular planning sessions with the POLA IT Manager and leadership to capture needs, resolve issues, and shape an evolving IT roadmap. On-site support will be provided as requested by POLA and will be supplemented by unlimited phone/email assistance and 24/7 after-hours support for emergencies and maintenance windows.

Cybersecurity is a central focus. The team will conduct regular vulnerability assessments, support policy development, and deploy endpoint protection systems aligned with NIST and CIS controls. Technology workshops and ongoing training will also be offered.

To add further value, Knight will deliver automated SLA dashboards, process automation, and optional AI-driven endpoint monitoring. If internal IT staff are displaced due to outsourcing, Knight will prioritize their review for employment, offer training, and coordinate integration where appropriate.

Knight Communications is committed to being a responsive and accountable technology partner, enhancing operational resilience and supporting POLA's evolving IT goals.

The Project Approach is as follows:

1. Initiation & Planning
2. Requirements Gathering
3. Solution Design
4. Implementation
5. Testing & User Acceptance Testing
6. Training & Documentation
7. Go-Live & Support
8. Review & Continuous Improvement
9. Use ITIL Framework for best practices

## Key Elements of Knight's Methodology

This section outlines the approach to delivering POLA's required services. Each service is designed to deliver an efficient and scalable IT environment that meets POLA's needs.

## Key Elements of Knight's Methodology

### 1 Structured Transition Protocol

- Week-by-week transition plan with minimal service disruption
- Full infrastructure and asset review upon project start
- Integrated use of ZenDesk ManageEngine for ticketing, asset tracking, and patch management

### 2 Robust Project Controls

- ITIL-aligned service delivery processes
- SLA dashboards and monthly reporting for full transparency

### 3 Stakeholder Engagement

- Departmental discovery meetings and service intake reviews
- Quarterly IT planning sessions to align with POLA priorities
- Escalation and communication protocols for consistent feedback

### 4 End-to-End Service Delivery

- On-site support during business hours (M–F)
- 24/7/365 California-based after-hours response team

### 5 Cybersecurity Integration

- Regular vulnerability scans and security audits
- Policy development in alignment with NIST/CIS frameworks
- Endpoint protection and remote access security controls review
- Cybersecurity training and support for POLA staff

### 6 Innovation and Added Value

- Real-time SLA reporting and automated dashboards
- Optional AI-enhanced endpoint monitoring tools
- Proactive training, user onboarding, and cybersecurity awareness

### 7 Workforce Transition Support

- Streamlined onboarding and training for Knight team in accordance with Port of Los Angeles IT security measures

## Operational Responsibilities for Knight Team

Knight will ensure the systems supported are fully functional 24 hours a day, 7 days a week and will conduct quarterly system functionality audits and validations and report on the level of acceptable operational system performance.

### Corrective Maintenance

Knight will be responsible for conducting preventive system inspections and immediate troubleshooting and necessary repair if equipment malfunctions are observed. If the problem is not equipment nor system issues (trouble like operator errors and similar), Knight will notify it to the POLA ITD Contract Manager.

Unscheduled maintenance shall include inspections and tests required to determine the extent of any equipment malfunction, as well as the repair required to correct the problem.

If a malfunction is detected with any equipment under an existing warranty and or a maintenance contract, the appropriate Technician shall immediately notify the IT Manager and order the necessary part/equipment and remove/replace (R&R) it. If Knight does not have a specialized person to this repair, Knight will submit the IT Manager a quotation for parts and associated subcontractor labor. If approved, Knight understands that POLA will issue a directive to authorize the work.

Knight will utilize the ticketing system in place to manage requests.

### Preventive Maintenance

Knight understands and agrees that scheduled preventive maintenance and service includes, but is not limited to, inspecting, testing, cleaning, adjusting, repairing, acquiring replacement parts and scheduled overhauls as required during the length of the maintenance service contract. This includes routine cleaning of the server, PC workstations, installation of patches, patrol vehicle camera adjustments, replacement of hard drives (HD) with three years or as needed, and or replacement, visual inspection of cables and replacement as needed, replacement of UPS batteries with 4 years or as needed, equipment load testing and comparison with standards and other components associated with the system. Knight will not schedule disruptive preventive maintenance during peak periods of operation.

Knight agrees to maintain all records of maintenance activities performed. Knight will maintain an organized logbook that contains the history of maintenance and repair activities, and the duration, cause, and corrective action taken due to failure of any item. The log will contain all preventive and routine service work, rotation of equipment, and software updates. The records will be made available to the IT Manager through monthly reports or upon request. All documentation will be submitted in hard copy and electronic copy.

To ensure appropriate support, maintenance and/or system modifications, Knight guarantees participation by original equipment manufacturers and/or original system integrators (Motorola, Cisco, VidSys, ALPR Cradlepoint and others).

### **Hardware Management and Trouble Logging**

Knight will inventory every piece of hardware and software that it is responsible for and share the database with POLA. Every trouble item will be logged into the POLA's web-based help desk system. Knight will also provide a status report, in a format coordinated with the IT Manager, to the IT Manager which includes system status and trouble tickets.

Knight will maintain POLA's spare parts as needed.

### **Data Backup and Recovery**

Knight's Technicians will be able to back up system data and restore the system if necessary. An efficient method to back up and restore data will be proposed and will be coordinated with the IT Manager for implementation. Recovery of data backup shall be tested at least annually, the test date will be announced, and a complete report shall be made available to the IT Manager.

### **Change Management and Quality Control**

Knight will provide a detailed design, implementation and deployment plan for each requested development effort, including functional description, impact analysis, rollback and/or recovery procedures, implementation schedule and prototype testing results, based on the guidelines and procedures for change management and quality control to be provided by POLA after the execution of the agreement. Knight understands that impact analysis will identify any need for regression testing, and if needed, the Consultant will be responsible for providing a Regression Test Plan.

### **Transition Reporting**

Upon expiration of the agreement, Knight agrees to provide a transitional knowledge transfer to the POLA staff and/or the designates third party consultant for the relevant services rendered.

## Service Level Agreements

### Service Calls

Knight will respond in accordance with the required Service Level Agreement (SLA) Requirements shown in SLA Requirements for all service calls.

Knight will provide a centralized 24-hour a day, 7 days a week hotline (phone number and email) for receiving service requests. Depending on the nature of the issue, Knight will keep the IT Manager informed of the situation and upon resolution, a written report will be filed in the Port Police designated file retention location.

### Level of Service (LOS)

Knight will ensure that software patches, fixes and updates are performed during non-peak operation periods, as defined by POLA. For service renewals, renewal processes will be initiated three (3) months in advance of the expiration date to ensure timely processing. For equipment which requires pre-payment, Knight shall procure that equipment upfront to prevent service interruptions.

Knight agrees to implement systems, internal policies, and procedures to ensure that all hardware and software outages are fully restored to the Levels of Service (LOS) specified in SLA Requirements, operating continuously 24 hours a day, 7 days a week, 365 days a year. Upon completing each service call, Knight will follow standard procedures to properly close the service requests related to systems, interfaces, and equipment outages, and notify the person who initiated the service call.

When Knight is notified of an issue, we will respond and begin troubleshooting the reported or identified problem within the timeframe specified in SLA Requirements and agrees to make every effort to resolve the reported or identified problem and restore the system/equipment to full functionality within the timeframe specified in SLA Requirements.

### Documentation

Knight will maintain current documentation and records of the following information, including but not limited to:

- System settings and configuration
- System diagrams
- Field test data
- Equipment and system manuals
- Drawings depicting location of each location of workstations, peripherals, and kiosks and related components
- Preventative maintenance records
- Repair records
- Equipment locations, serial number, asset number (if applicable), model number, software and firmware version number, connections identification such as switch and port number and additional information as identified by POLA
- Software inventory, server number, port numbers, and additional information as identified POLA
- Service and maintenance records

## Performance Standards

Knight Communications will adhere to the following minimum performance standards. If POLA changes any of the standards set forth below, Knight will adhere to the new standards.

### Operating System

1. Operating system upgrades and patches implemented on mutually agreed-upon date.
2. Perform operating system and database tuning and capacity planning for supported application services quarterly.
3. Respond to all equipment and software specification requests within the same day.

**100%**

### Network

#### 1. Network Availability

**99.9%**

1. Respond to outages within 15 minutes during business hours
2. Respond to all other network calls within 30 minute – 2 hours (after business hours)
3. Maintain back up schedule and restoration capabilities

**100%**

### Third Party Vendor Coordination

Knight Communications will conduct meetings to address the issues and concerns relevant to the third- party vendor depending on the severity of the problem regarding the product. Knight will communicate the scope of work to be performed by the vendor.

Each primary task for implementing the system is clearly described, along with the timetable, data preparation, and system verification. Knight will conduct meetings with the vendor, as needed, to discuss ongoing projects and new technologies.

## SLA Requirements

Emergency

**P1**

An emergency with a severe overall impact; defined as a loss of a network, server, or email function

High

**P2**

A high priority incident that has a moderate business impact or high personal impact such as a critical application not working or workstation hardware failure

Medium

**P3**

A medium priority incident has a lower business impact or moderate individual impact such as failing backups, printing issues or application instability.

Low

**P4**

The incident has a low business or individual impact. Often tasks that can be scheduled for the most convenient time without creating a disruption.

Information Request

**IR**

Request for documentation or informational requests. Issues that do not have a business process impact.

## SLA Requirements Definitions

<b>Priority 1 – Critical Priority</b>	(1) CAD system, CAD network, and associated devices; (2) MDTs, MDT network, and related devices; (3) AT&T and DOJ devices connected to the CAD network; (4) Equipment failures requiring replacement; (5) Network support; (6) Cyber-attack or incident and (7) Other Port Police systems referenced in the RFP, as identified by the Port Police as needing immediate attention.
<b>Priority 2 – High Priority</b>	Any state or national emergency involving Port Police requiring equipment or software support, including the Consultant's physical presence on-site.
<b>Priority 3 - Medium Priority</b>	A non-critical software or hardware component is malfunctioning, resulting in moderate disruption to business operations.
<b>Priority 4 – Low Priority</b>	Minimal Impact: A non-critical software or hardware component is malfunctioning with minimal effect on operations, or a non-technical request has been submitted.

### SLA Resolution Times

Description	Priority 1: Critical Priority	Priority2: High Priority	Priority 3: Medium Priority	Priority 4: Low Priority
On-Site response time to notification during business hours	15 minutes	15 minutes	15 minutes	15 minutes
After business hours - response time to notification	30 minutes	30 minutes	30 minutes	30 minutes
Provide IT Manager status updates	Every 30 minutes	Every 30 minutes	Every 2 hours	On the next day
Time to resolve or complete an approved work-around	Must be resolved, or a satisfactory interim solution implemented, within one hour of notification	Must be resolved, or a satisfactory interim resolution implemented, within 4 hours of notification	The issue must be resolved, or an acceptable interim solution implemented, within 4 hours of notification	The issue must be resolved, or a satisfactory interim solution implemented on the next business day
Penalty (if applicable)	\$1000.00/hour	\$500.00/hour	\$500.00/hour	\$500.00/hour

### Reporting

Knight Communications will provide the following to effectively monitor the status of the proposed services. Knight agrees to participate in meetings to discuss service delivery and planning to ensure the IT needs of POLA are being met.

Type of Reports		
Help Desk Tickets	Weekly	Completed and in-progress help desk tickets
Security	Weekly	Complete electronic systems audit, intrusions, internet usage with recommendations for improvements
Network	Bi-weekly	Network availability and projects
System Resources	Monthly	Report of resource management and usage with recommendations for improvements
Inventory	Quarterly	Current list of all hardware and software inventory

## SLA & Liaison Management Matrix for POLA

Knight Communications provides 24/7 support for Port Police systems under two distinct models:

**Direct Support Systems** – Knight maintains and resolves issues from end-to-end

**Liaison Systems** – Knight coordinates resolution through third-party vendors (Motorola CAD/LMR, AT&T 9-1-1, etc.)

### Critical Incident Response:

For any incident impacting operations, Knight serves as the primary responder performing rapid triage, escalating appropriately, and implementing interim measures to restore functionality while permanent fixes are completed.

### Liaison Systems Only:

The Resolution SLA clock pauses once Knight:

- Completes diagnostics confirming the issue resides with the vendor system
- Opens a formal vendor trouble ticket and, when possible, obtains the ticket number
- Notifies the PD/POLA IT Manager of findings and ticket details
- Knight continues to offer diagnostic support and coordinate with the vendor until the service is restored.

System Name	Direct Support Systems & Liaison System	Liaison Only	SLA Priority	Interim Solution
CAD & Core Subsystems	Yes	Yes	Priority 1	Knight shall diagnose issues to determine whether the fault lies with the Vendor’s interface or application. If confirmed vendor-side, Knight will provide supporting data, open a vendor ticket, and oversee restoration. After the ticket is logged and reported to the IT Manager.
700 MHz Radio / LMR	Yes	Yes	Priority 1	
9-1-1 PSAP Phone System	Yes	Yes	Priority 1	
Cyber Security (Motorola)	Yes	Yes	Priority 1	Identify the affected endpoints and notify the ITD CISO to initiate a response.
ALPR System	Yes	Yes	Priority 1	Knight shall diagnose issues to determine whether the fault lies with the Vendor’s hardware or application. If confirmed vendor-side, Knight will provide supporting data, open a vendor ticket, and oversee restoration. After the ticket is logged and reported to the IT Manager.

### SLA & Liaison Management Matrix for POLA

MDC / Mobile Data System	Yes	Yes	Priority 1	<p>Knight shall diagnose issues to determine whether the fault lies with the network issue or vendor application. If confirmed vendor-side, Knight will provide supporting data, open a vendor ticket, and oversee restoration. After the ticket is logged and reported to the IT Manager.</p>
Secured Police Network	Yes	No	Priority 1	<p>Isolate the failed segment and restore the routing or switching using secondary hardware.</p>
Mobile VPN (Netmotion)	Yes	No	Priority 1	<p>Perform direct server troubleshooting or restore from backup.</p>
Voice Logging Recorders	Yes	Yes	Priority 2	<p>Knight shall diagnose issues to determine whether the fault lies with the Vendor's interface or application. If confirmed vendor-side, Knight will provide supporting data, open a vendor ticket, and oversee restoration. After the ticket is logged and reported to the IT Manager.</p>
External Justice Systems	Yes	Yes	Priority 2/3	<p>Knight shall diagnose issues to determine whether the fault lies with the Vendor's interface or application. If confirmed vendor-side, Knight will provide supporting data, notify county of issue, and oversee restoration. After the notifying county and reported to the IT Manager.</p>
MAVS / Evidence Storage	Yes	Yes	Priority 2/3	<p>Knight shall diagnose issues to determine whether the fault lies with the Vendor's interface or application. If confirmed vendor-side, Knight will provide supporting data, open a vendor ticket, and oversee restoration. After the ticket is logged and reported to the IT Manager.</p>
Windows Applications	Yes	No	Priority 2/3	<p>Revert the updates or perform a direct restoration of the workstation or server.</p>
GIS Vehicle Locator	Yes	Yes	Priority 3	<p>Knight shall diagnose issues to determine whether the fault lies with the Vendor's interface or application. If confirmed vendor-side, Knight will provide supporting data, open a vendor ticket, and oversee restoration. After the ticket is logged and reported to the IT Manager.</p>
Range Management	Yes	Yes	Priority 4	<p>Knight shall diagnose issues to determine whether the fault lies with the Vendor's interface or application. If confirmed vendor-side, Knight will provide supporting data, open a vendor ticket, and oversee restoration. After the ticket is logged and reported to the IT Manager.</p>

## EDUCATION

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**Cal State Dominguez Hills**  
*Bachelors of Arts in Computer  
Technology*  
(Expected December 2025)

**Long Beach City College**  
*Associate of Science: Computer  
Security & Networking*

## CERTIFICATION & TECHNICAL SKILLS

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- TestOut Client Pro Certification
- TestOut Security Pro Certification
- IT Specialist - HTML and CSS - Certipoint - A Pearson VUE Business

## PROFESSIONAL SUMMARY

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Hardworking professional with a proven track record of reliability and advanced technical expertise. Experienced in managing technical projects, executing designs, and troubleshooting complex issues. He has the proven ability to read situations, navigate diverse personalities, and meet the needs and expectations of collaborators effectively.

At POLA, Christopher managed the deployment of Motorola's ActiveEye cybersecurity monitoring platform and the integration of the AERSS hardware sensor into the Port Police Department's secure CAD/RMS network. The project also included the implementation of Palo Alto Cortex Endpoint Detection and Response (EDR) software across all CAD and RMS workstations to enhance endpoint protection and threat visibility.

## PROJECT EXPERIENCE

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**Project Manage & IT Technician (2023 - Present)**  
Knight Communications Inc. – San Pedro, CA

- Directed all deployment activities, coordinating between Motorola's deployment team, Port Police IT personnel, and Knight Communications technicians.
- Oversaw scheduling, task assignments, and progress tracking to ensure timely completion of installation and configuration milestones.
- Supervised network integration of the AERSS hardware sensor, ensuring connectivity and data reporting aligned with Motorola's ActiveEye requirements.
- Managed the phased rollout of Palo Alto Cortex EDR across CAD and RMS systems, ensuring consistent implementation and security policy compliance.
- Maintained deployment documentation, technical notes, and daily status updates for project tracking and post-installation reference.
- Manage vendor communication to verify delivered items and invoices and authenticate invoices with received items.

## CORE COMPETENCIES

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- Strategic IT Planning
- Project-Based IT Deployment
- Public Safety Systems (CAD/RMS) Implementation
- Infrastructure Virtualization (Vmware, Veeam)
- Network Architecture (Cisco, Aruba, HP IMC)
- Microsoft 365, Exchange, Citrix Environment
- Disaster recovery and Business Continuity
- Cybersecurity and CJIS Compliance
- Vendor Management and Technology Procurement

## CERTIFICATION & TECHNICAL SKILLS

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- Microsoft Certified Systems Engineer (MCSE)
- VMware vSphere, Veeam Backup & Replication
- Cisco ASA, Sophos AV, SCCM
- ITIL Foundations Certification
- Security Tools: Nessus, IDS/IPS, Wireshark

## PROFESSIONAL SUMMARY

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Seasoned IT executive with over 18 years of experience in delivering technology solutions, managing enterprise IT operations, and leading strategic digital initiatives for public safety, municipal, and commercial clients. Recognized for successfully executing complex IT deployments, modernizing infrastructure, and aligning technology with business goals. As CTO of Knight Communications, Jose oversees all technical operations, client engagement, and infrastructure innovation initiatives.

## PROJECT EXPERIENCE

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**Chief Technology Officer** (2015 - Present)  
Knight Communications Inc. – Claremont, CA

- Led large-scale implementation of secure and scalable IT infrastructures, including Computer Aided Dispatch (CAD) systems and network communication systems for law enforcement and public safety agencies, optimizing field operations for midsize municipalities.
- Managed end-to-end project workflows, from requirements gathering and vendor selection to deployment and post-implementation support, ensuring seamless transitions and minimal client service disruptions.
- Planned and deployed virtualization solutions, cloud-based platforms, and disaster recovery systems tailored to the needs of organizations, facilitating cost-effective and robust IT environments.
- Supervised the integration of Microsoft 365, Citrix, VMware, and network architecture solutions, ensuring adaptability and scalability to suit midsize city departments and enterprises.

## EDUCATION

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### UC Berkeley

*Cyber Security Bootcamp  
Certificate*

### CalState San Bernardino

*MS Information Systems and  
Technology, Cyber Security*

### CalState San Bernardino

*BA in Business Administration,  
Marketing*

## CERTIFICATION & TECHNICAL SKILLS

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- CompTIA CySA+
- CompTIA Security+
- CompTIA Network+
- CompTIA CSAP
- AWS Certified Cloud Practitioner
- Motorola Vigilant Agency Manager
- Pursuing CISM and CISSP
- CJIS Security and Privacy Training

## PROFESSIONAL SUMMARY

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Dedicated Cybersecurity professional with a comprehensive skill set in network security and risk management. Holds a prestigious certificate from UC Berkeley's Cyber Security Boot Camp, along with industry-recognized certifications including CompTIA Security+, Network+, and CySA+. Proven ability to assess and mitigate operational risks within city/police environments. A detail-oriented problem solver proficient in conducting system vulnerability tests and implementing robust security measures. Passionate about fostering collaboration, sharing knowledge across teams, and continuous self-development to optimize time-management and operational efficiency.

## PROJECT EXPERIENCE

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### System Administrator (2023 - Present)

Knight Communications Inc. – San Pedro, CA

- Supervise daily operations of CAD and RMS for sworn officers and civilians, ensuring seamless functionality and security compliance
- Collaborate with vendors to manage vendor-specific applications such as Motorola, Axon, GST, and Jamf Pro
- Implement and maintain robust security postures to safeguard LAPP IT infrastructure
- Conduct system vulnerability assessments and mitigate potential security threats
- Actively involved in the ongoing LAPD Motorola PremierOne go-live project, ensuring successful deployment of Motorola P1 CAD/RMS
- Manage and troubleshoot network and security requirements for ongoing projects, including SIEM solution implementation and GST Map Solution
- Manage team of five technicians, provide guidance, and lead them through various projects and daily duties

## EDUCATION

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### U.E.I Los Angeles

*A+, Network+, Linux+ MSCA labs*

## CERTIFICATION & TECHNICAL SKILLS

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- System Security, Audit, Back and Recovery
- Intrusion IDS/IPS Firepower systems and monitoring
- Barracuda/Mimecast Spam cloud firewall management
- Office 365,19,16, OneDrive, Teams, SharePoint,
- Azure Hybrid, ActiveSync, Exchange 13
- Administration
- Tyler/Munis New World CAD/RMS/ PremierOne infrastructure
- PDDIC/LACRIS/CLETS/Windows Server/Desktop 08,12,16,19/7,10,11Ent,
- Hyper-convergence systems VMWare vSphere
- 6.X/ESXi/SimpliVity HPE/Hyper-V Administration and Management.
- VEEAM, DELL back up and replication

## PROFESSIONAL SUMMARY

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Reliable and dedicated with over 9 years of experience with a leading passion for technology and support provisions specialized across the public and law enforcement sector. A strong foundation and understanding of workflow, system servers, databases, and discretion with a strong emphasis on security. A good track record of being able to perform under pressure with objectives, deployment, implementation, and efficiency in a timely manner to meet organization needs with excellence and proficiency.

## PROJECT EXPERIENCE

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### Senior IT Technician (2014 - Present)

Knight Communications Inc. – San Pedro, CA

- Support, creation, configuration, and management for user's 600+ AD accounts/email, Exchange data base and service accounts.
- Customer calls, emails, and remote sessions for troubleshooting extensive wide range of issues and problem resolutions with ticketing and task management.
- Troubleshooting of printers, desktops, servers, and various software such as Office 365, LAN/WAN, networking equipment such as switches and routers, policy configurations as well as working with third party vendors to resolve issues.
- Deployment\Imaging of new desktops/servers and existing infrastructure, plan, migration strategy and configuration hardware/software, peripherals, services, settings, directories, storage, databases, backups, restores, testing in accordance with standards with operational requirements.

## EDUCATION

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**Universal Technical Institute**  
*Automotive & Motorcycle  
Technology*

**BMW Group University**  
*BMW Motorrad Policy Motor  
Service R1250-RT/P*

## CERTIFICATION & TECHNICAL SKILLS

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- ASE Certified Technician – Electrical/Electronic Systems (AG)
- ASE Refrigerant Recovery & Recycling (EPA Section 609 Certified)
- Automotive & Motorcycle Repairs: Engine work, brakes, electrical systems, suspension tuning
- Fleet Maintenance & Management: DOT compliance, preventive maintenance, dispatch logistics
- Electrical & Electronics: Police vehicle systems, ALPR, sirens, radios, CAD systems
- Diagnostic Tools: OBD-II scanners, multimeters, motorcycle tuning software
- Software: Basic troubleshooting, Microsoft Office Suite (Word, Excel, Outlook), Office 365

## PROFESSIONAL SUMMARY

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Certified Automotive and Motorcycle Technician with 15+ years of experience specializing in diagnostics, repair, maintenance, and fleet management. Skilled in law enforcement vehicle technology, including sirens, radios, and mobile data systems. Adept at leading teams, optimizing fleet performance, and ensuring compliance with DOT and industry standards.

## PROJECT EXPERIENCE

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### **Vehicle Installation & Maintenance Technician** *(2021 - Present)*

Knight Communications Inc. – San Pedro, CA

- Install, maintain, and troubleshoot advanced police vehicle, motorcycle, and boat technology.
- Specialize in emergency lights, sirens, two-way radios, ALPR systems, and CAD systems.
- Diagnose and repair electrical faults using OBD-II scanners and diagnostic tools.
- Support city mechanics with troubleshooting and electrical repairs.
- Diagnose and repair mechanical and electrical systems for automobiles and motorcycles.
- Perform full-service maintenance, including brake jobs, engine repairs, and suspension tuning.

### **Facility Fleet Coordinator** *(2015 - 2021)*

OnTrac – Commerce, CA

- Led a team of 3 mechanics to ensure optimal fleet performance.
- Conducted daily inspections and repairs, maintaining DOT compliance.
- Managed fleet operations to meet evolving business demands.

## EDUCATION

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**Santa Monica Community College**  
2013- 2014

## CERTIFICATION & TECHNICAL SKILLS

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- BMW Motorrad Policy Motor Service R1250-RT/P (BMW Group University)
- Automotive Diagnostics Repair
- Specialty Electronics Troubleshooting
- Technical documentation
- Windows and Microsoft proficiency
- Fleet maintenance & coordination
- Preventative maintenance
- Custom service & sales support

## PROFESSIONAL SUMMARY

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Automotive Service and Technical Specialist with expertise in diagnostics, fleet maintenance, and specialty electronics for law enforcement vehicles. Proven ability to identify complex issues, perform precise repairs, and support high-volume service operations. Recognized for strong problem-solving, communication, and cross-team collaboration. Bilingual: English & Spanish.

## PROJECT EXPERIENCE

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### **Vehicle Installation & Maintenance Technician** (2022 - Present)

Knight Communications Inc. – San Pedro, CA

- Maintain and troubleshoot specialty electronics for LAPD fleet vehicles.
- Diagnose and repair faults, ensuring operational readiness.
- Conduct safety and compliance inspections across the fleet.
- Internet Sales Representative

### **Assistant Speciaty Technician** (2015 - 2022)

Culver City Honda – Culver City, CA

- Handled 100+ customer inquiries daily and scheduled appointments.
- Delivered product demonstrations and onboarding support.
- Coordinated with sales/service teams to improve customer satisfaction.
- Supported service operations with vehicle transport and shop tasks.
- Acted as first point of contact for customer service inquiries.



# EXHIBIT B COST PROPOSAL

The following table lists the total not-to-exceed amount for the agreement.

<b>Table 1: Cost Per Year</b>			
	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>
<b>Annual Maintenance and Support</b>	\$1,422,000.00	\$1,493,100.00	\$1,567,755.00
Motorola Radio Technician	\$240,671.00	\$257,518.00	\$275,544.00
Marine Exchange Facility Maintenance	\$20,000.00	\$17,940.00	\$18,480.00
Software Maintenance	\$120,000.00	\$132,000.00	\$157,000.00
Hardware Replacement/Maintenance		\$220,000.00	\$40,000.00
Contingency	\$200,000.00	\$220,000.00	\$247,992.00
<b>Total Per Agreement Year</b>	<b>\$2,002,671.00</b>	<b>\$2,340,558.00</b>	<b>\$2,306,771.00</b>
<b>Total Not-to-Exceed Amount</b>			<b>\$6,650,000.00</b>

## Cost Proposal

**Table 2: Operation Maintenance, Repair, Preventative Maintenance, and Technical Support Services\***

	Monthly Cost	Annual Cost
First Year of Agreement	\$118,500	\$1,422,000
Second Year of Agreement	\$124,425	\$1,493,100
Third Year of Agreement	\$130,646.25	\$1,576,755
<b>Total Cost</b>	<b>\$373,571.25</b>	<b>\$4,491,855</b>

*\*This price is only inclusive of the Project Manager, System Analysts, Vehicle Maintenance Technicians, and 24/7 Remote Network Monitoring Services*

**Table 3: Radio Technician [Motorola Solutions]**

	Annual Cost
First Year of Agreement	\$240,671.00
Second Year of Agreement	\$257,518.00 <sup>1</sup>
Third Year of Agreement	\$275,544.00 <sup>1</sup>
<b>Total Cost</b>	<b>\$773,733.00<sup>1</sup></b>

*<sup>1</sup>This price may change based on the final quote from Motorola at the beginning of the second and third year.*

**Table 4: Radio Communications Facility Maintenance**

	Monthly Cost	Annual Cost	Notes
First Year of Agreement	\$1,666.66	\$20,000.00	Generator stabilization cost included
Second Year of Agreement	\$1,495	\$17,940	Standard maintenance costs included
Third Year of Agreement	\$1,540	\$18,480	3% increase from previous year
<b>Total Cost</b>		<b>\$56,420</b>	

## Cost Proposal (continued)

**Table 5: Rate Table for Proposed Staff**

	Hourly Cost	Monthly Cost
Project Manager	\$135.00/hour	
Systems Analysts	\$135.00/hour	
Vehicle Installation Technicians	\$135.00/hour	
Information Technician (Optional)	\$100.00/hour	
Radio Technician (Optional)	\$140.00/hour	
Monthly 24/7 Support		\$6,000/month

**Table 6: Percent Mark-Up from Third-Party Vendors**

	Maximum Percentage Mark-Up
Mark-up for 3 <sup>rd</sup> Party Costs from Motorola	5%
Mark-up for 3 <sup>rd</sup> Party Costs from other Vendors	10%

## Cost Proposal

### Services Included in Radio Communications Facility Maintenance

#### Services Included in Monthly Retainer

The Marine Exchange Radio Site maintenance covers the following equipment and services:

##### Facility Support:

- Routine building structure and foundation inspections
- Roof tile and cable seal inspection, repair, and replacement
- Water ingress prevention and electrical safety maintenance

##### HVAC Systems:

##### Dual Marv air wall units (Model: AVPA48ACA050NU):

- Bi-annual comprehensive inspections
- Visual inspections of all components, including fan assemblies, belts, motors, coils, filters, electrical connections, bearings, seals, and drains
- Physical testing, including lubrication, pressures, temperatures, voltages, refrigerant charges, and system leak detection
- Preventive maintenance, including calibration, adjustments, cleaning, and worn component replacement

##### Backup Generator:

##### 50kW Cummins diesel generator (Model: QSB5-G13):

- Bi-annual comprehensive inspections
- Visual inspections of fluid levels, batteries, exhaust, fuel system, cooling system, belts, and connections
- Physical testing, including battery condition, fuel filters, oil changes, coolant, circuit breakers, and load testing
- Preventive maintenance, including calibration, adjustments, filter changes, cleaning, and component replacement

##### Year 1 Enhanced Generator Service:

- Four additional dedicated generator service visits to address known issues
- Complete generator system assessment and stabilization plan

##### Additional Services

- 24/7 emergency response availability
- All labor for scheduled visits and Year 1 additional generator visits
- Parts and materials allowance of \$500 per quarter (\$2,000 per year)
- Standard consumables, including filters, fluids, and lubricants
- Travel and logistics costs
- Detailed inspection and service reports
- Emergency assessment and stabilization (first 4 hours of any emergency)

## Cost Proposal

### Services NOT INCLUDED in Radio Communications Facility Maintenance

#### Services Not Included in Monthly Retainer:

The following items are excluded from the monthly retainer and will be billed separately with Port authorization:

#### **Parts and Major Repairs:**

- Parts and materials exceeding the \$500 quarterly allowance
- Major component repairs or replacements
- Equipment end-of-life replacement

#### **Additional Service Calls:**

- Service visits beyond six (6) total in Year 1
- Emergency calls beyond two (2) per year in Years 2-3

#### **Structural and Facility Work:**

- Structural repairs beyond routine maintenance
- Foundation failures or building code compliance upgrades
- Complete roof replacement (repairs and maintenance are included)
- Seismic retrofitting or structural upgrades

#### **Excluded Events and Circumstances:**

- Natural disasters, including earthquakes, floods, hurricanes, wildfires, lightning strikes, and severe weather events
- External damage from vandalism, theft, vehicle impact, or terrorism
- Utility failures, power surges, or grid disruptions from external sources
- Environmental contamination or hazardous material incidents
- Equipment failure due to operator error, misuse, or unauthorized modifications
- Damage covered under manufacturer warranties or equipment insurance policies
- Pre-existing damage or deferred maintenance before the contract start date
- Regulatory compliance upgrades or code modifications
- Any work requiring a Port issued directive

## Cost Proposal

### Parts Approval Process for Radio Communications Facility Maintenance

#### Parts Approval Process

For any parts or materials costing more than \$500 individually, the Contractor will provide a written quote within three (3) business days for Port approval prior to purchase. Emergency situations requiring immediate parts procurement will be communicated to the Port's designated representative by phone and email within two (2) hours.

#### **EMERGENCY RESPONSE**

Emergency assessment and initial stabilization, within the first four (4) hours, are provided for all events regardless of cause. Repairs required due to excluded events will be provided on a time-and-materials basis with separate Port authorization.

#### **Terms and Conditions**

- **Contract Duration:** Thirty-six (36) months.
- **Payment Terms:** Monthly invoicing in arrears, with payment due Net 30 days.
- **Service Level:** Scheduled maintenance will be coordinated at least two weeks in advance, with a four-hour emergency response time.
- **All-Inclusive Costs:** All costs quoted include labor, overhead, travel, field costs, home office costs, and profit.

## MONTHLY SUBCONSULTANT MONITORING REPORT

Instructions: Please indicate the SBE/VSBE/MBE/WBE/OBE/DBE participation levels achieved for the month of \_\_\_\_\_ covered by the referenced contract number.

Contract No. \_\_\_\_\_ Division \_\_\_\_\_ Contractor Administrator \_\_\_\_\_

Contractor \_\_\_\_\_ \*Group \_\_\_\_\_ Contract Title/Project \_\_\_\_\_

Contract Amount \_\_\_\_\_ Start Date \_\_\_\_\_ End Date \_\_\_\_\_

Total Amount Invoiced to Date \_\_\_\_\_

SBE Mandated Participation Percentage \_\_\_\_\_ SBE \_\_\_\_\_ VSBE \_\_\_\_\_

Proposed Subcontractor Percentage \_\_\_\_\_ MBE \_\_\_\_\_ WBE \_\_\_\_\_ OBE \_\_\_\_\_ DVBE \_\_\_\_\_

				PROPOSED			ACTUALS		
#	Name of Subcontractor	Type of Work Performed	Group SBE/VSBE/MBE/WBE/OBE/DBE	Original Proposed Amount	Original Proposed Percentage	Amount Paid to Date	Amount Paid to Date Percentage	Contract Amount	Contract Percentage
1									
2									
3									
4									
5									
6									
7									
8									
9									
10									

**Directions:**  
 Original Proposed Percentage: Original Proposed Percentage of Total Contract Amount  
 Amount Paid to Date Percentage: Percentage of Total Amount Invoiced to Date  
 Contract Amount Percentage: Percentage Paid to Date of Total Contract Amount

\* Group = (SBE/VSBE/MBE/WBE/OBE/DVBE)

## **EXHIBIT D - AFFIRMATIVE ACTION PROGRAM PROVISIONS**

### **Sec. 10.8.4 Affirmative Action Program Provisions.**

Every non-construction and construction Contract with, or on behalf of, the City of Los Angeles for which the consideration is \$25,000 or more shall contain the following provisions which shall be designated as the AFFIRMATIVE ACTION PROGRAM provisions of such Contract:

A. During the performance of a City Contract, the Contractor certifies and represents that the Contractor and each Subcontractor hereunder will adhere to an Affirmative Action Program to ensure that in its employment practices, persons are employed and employees are treated equally and without regard to or because of race, color, religion, national origin, ancestry, sex, sexual orientation, age, disability, marital status, domestic partner status or medical condition.

1. This section applies to work or services performed or materials manufactured or assembled in the United States.

2. Nothing in this section shall require or prohibit the establishment of new classifications of employees in any given craft, work or service category.

3. The Contractor shall post a copy of Paragraph A., hereof, in conspicuous places at its place of business available to employees and applicants for employment.

B. The Contractor shall, in all solicitations or advertisements for employees placed, by or on behalf of, the Contractor, state that all qualified applicants will receive consideration for employment without regard to their race, color, religion, national origin, ancestry, sex, sexual orientation, age, disability, marital status, domestic partner status or medical condition.

C. At the request of the Awarding Authority or the DAA, the Contractor shall certify on an electronic or hard copy form to be supplied, that the Contractor has not discriminated in the performance of City Contracts against any employee or applicant for employment on the basis or because of race, color, religion, national origin, ancestry, sex, sexual orientation, age, disability, marital status, domestic partner status or medical condition.

D. The Contractor shall permit access to, and may be required to provide certified copies of, all of its records pertaining to employment and to its employment practices by the Awarding Authority or the DAA for the purpose of investigation to ascertain compliance with the Affirmative Action Program provisions of City Contracts and, upon request, to provide evidence that it has or will comply therewith.

E. The failure of any Contractor to comply with the Affirmative Action Program provisions of City Contracts may be deemed to be a material breach of a City Contract. The failure shall only be established upon a finding to that effect by the Awarding

Authority, on the basis of its own investigation or that of the DAA. No finding shall be made except upon a full and fair hearing after notice and an opportunity to be heard has been given to the Contractor.

F. Upon a finding duly made that the Contractor has breached the Affirmative Action Program provisions of a City Contract, the Contract may be forthwith cancelled, terminated or suspended, in whole or in part, by the Awarding Authority, and all monies due or to become due hereunder may be forwarded to and retained by the City of Los Angeles. In addition thereto, the breach may be the basis for a determination by the Awarding Authority or the Board of Public Works that the Contractor is a non-responsible bidder or proposer pursuant to the provisions of Section 10.40 of this Code. In the event of such determination, the Contractor shall be disqualified from being awarded a contract with the City of Los Angeles for a period of two years, or until he or she shall establish and carry out a program in conformance with the provisions hereof.

G. In the event of a finding by the Fair Employment and Housing Commission of the State of California, or the Board of Public Works of the City of Los Angeles, or any court of competent jurisdiction, that the Contractor has been guilty of a willful violation of the California Fair Employment and Housing Act, or the Affirmative Action Program provisions of a City Contract, there may be deducted from the amount payable to the Contractor by the City of Los Angeles under the contract, a penalty of ten dollars for each person for each calendar day on which the person was discriminated against in violation of the provisions of a City Contract.

H. Notwithstanding any other provisions of a City Contract, the City of Los Angeles shall have any and all other remedies at law or in equity for any breach hereof.

I. The Public Works Board of Commissioners shall promulgate rules and regulations through the DAA and provide to the Awarding Authorities electronic and hard copy forms for the implementation of the Affirmative Action Program provisions of City contracts, and rules and regulations and forms shall, so far as practicable, be similar to those adopted in applicable Federal Executive Orders. No other rules, regulations or forms may be used by an Awarding Authority of the City to accomplish this contract compliance program.

J. Nothing contained in City Contracts shall be construed in any manner so as to require or permit any act which is prohibited by law.

K. By affixing its signature to a Contract that is subject to this article, the Contractor shall agree to adhere to the provisions in this article for the duration of the Contract. The Awarding Authority may also require Contractors and suppliers to take part in a pre-registration, pre-bid, pre-proposal, or pre-award conference in order to develop, improve or implement a qualifying Affirmative Action Program.

1. The Contractor certifies and agrees to immediately implement good faith effort measures to recruit and employ minority, women and other potential employees in

a non-discriminatory manner including, but not limited to, the following actions as appropriate and available to the Contractor's field of work. The Contractor shall:

- (a) Recruit and make efforts to obtain employees through:
  - (i) Advertising employment opportunities in minority and other community news media or other publications.
  - (ii) Notifying minority, women and other community organizations of employment opportunities.
  - (iii) Maintaining contact with schools with diverse populations of students to notify them of employment opportunities.
  - (iv) Encouraging existing employees, including minorities and women, to refer their friends and relatives.
  - (v) Promoting after school and vacation employment opportunities for minority, women and other youth.
  - (vi) Validating all job specifications, selection requirements, tests, etc.
  - (vii) Maintaining a file of the names and addresses of each worker referred to the Contractor and what action was taken concerning the worker.
  - (viii) Notifying the appropriate Awarding Authority and the DAA in writing when a union, with whom the Contractor has a collective bargaining agreement, has failed to refer a minority, woman or other worker.
- (b) Continually evaluate personnel practices to assure that hiring, upgrading, promotions, transfers, demotions and layoffs are made in a non-discriminatory manner so as to achieve and maintain a diverse work force.
- (c) Utilize training programs and assist minority, women and other employees in locating, qualifying for and engaging in the training programs to enhance their skills and advancement.
- (d) Secure cooperation or compliance from the labor referral agency to the Contractor's contractual Affirmative Action Program obligations.
- (e) Establish a person at the management level of the Contractor to be the Equal Employment Practices officer. Such individual shall have the authority to disseminate and enforce the Contractor's Equal Employment and Affirmative Action Program policies.
- (f) Maintain records as are necessary to determine compliance with Equal Employment Practices and Affirmative Action Program obligations and make the records available to City, State and Federal authorities upon request.

(g) Establish written company policies, rules and procedures which shall be encompassed in a company-wide Affirmative Action Program for all its operations and Contracts. The policies shall be provided to all employees, Subcontractors, vendors, unions and all others with whom the Contractor may become involved in fulfilling any of its Contracts.

(h) Document its good faith efforts to correct any deficiencies when problems are experienced by the Contractor in complying with its obligations pursuant to this article. The Contractor shall state:

- (i) What steps were taken, how and on what date.
- (ii) To whom those efforts were directed.
- (iii) The responses received, from whom and when.
- (iv) What other steps were taken or will be taken to comply and when.
- (v) Why the Contractor has been or will be unable to comply.

2. Every contract of \$25,000 or more which may provide construction, demolition, renovation, conservation or major maintenance of any kind shall also comply with the requirements of Section 10.13 of the Los Angeles Administrative Code.

L. The Affirmative Action Program required to be submitted hereunder and the pre-registration, pre-bid, pre-proposal or pre-award conference which may be required by the Awarding Authority shall, without limitation as to the subject or nature of employment activity, be concerned with such employment practices as:

1. Apprenticeship where approved programs are functioning, and other on-the-job training for non-apprenticeable occupations;
2. Classroom preparation for the job when not apprenticeable;
3. Pre-apprenticeship education and preparation;
4. Upgrading training and opportunities;
5. Encouraging the use of Contractors, Subcontractors and suppliers of all racial and ethnic groups; provided, however, that any contract subject to this ordinance shall require the Contractor, Subcontractor or supplier to provide not less than the prevailing wage, working conditions and practices generally observed in private industries in the Contractor's, Subcontractor's or supplier's geographical area for such work;
6. The entry of qualified women, minority and all other journeymen into the industry; and

7. The provision of needed supplies or job conditions to permit persons with disabilities to be employed, and minimize the impact of any disability.

M. Any adjustments which may be made in the Contractor's work force to achieve the requirements of the City's Affirmative Action Program in purchasing and construction shall be accomplished by either an increase in the size of the work force or replacement of those employees who leave the work force by reason of resignation, retirement or death and not by termination, layoff, demotion or change in grade.

N. This ordinance shall not confer upon the City of Los Angeles or any Agency, Board or Commission thereof any power not otherwise provided by law to determine the legality of any existing collective bargaining agreement and shall have application only to discriminatory employment practices by Contractors engaged in the performance of City Contracts.

O. All Contractors subject to the provisions of this article shall include a similar provision in all subcontracts awarded for work to be performed under the Contract with the City and shall impose the same obligations including, but not limited to, filing and reporting obligations, on the Subcontractors as are applicable to the Contractor. Failure of the Contractor to comply with this requirement or to obtain the compliance of its Subcontractors with all such obligations shall subject the Contractor to the imposition of any and all sanctions allowed by law, including, but not limited to, termination of the Contractor's Contract with the City.

**EXHIBIT E**  
**SMALL/VERY SMALL BUSINESS ENTERPRISE PROGRAM**  
**LOCAL BUSINESS PREFERENCE PROGRAM**

(1) **SMALL/VERY SMALL BUSINESS ENTERPRISE PROGRAM:**

The Harbor Department is committed to creating an environment that provides all individuals and businesses open access to the business opportunities available at the Harbor Department in a manner that reflects the diversity of the City of Los Angeles. The Harbor Department's Small Business Enterprise (SBE) Program was created to provide additional opportunities for small businesses to participate in professional service and construction contracts. An overall Department goal of 25% SBE participation, including 5% Very Small Business Enterprise (VSBE) participation, has been established for the Program. The specific goal or requirement for each contract opportunity may be higher or lower based on the scope of work.

It is the policy of the Harbor Department to solicit participation in the performance of all service contracts by all individuals and businesses, including, but not limited to, SBEs, VSBEs, women-owned business enterprises (WBEs), minority-owned business enterprises (MBEs), and disabled veteran business enterprises (DVBES). The SBE Program allows the Harbor Department to target small business participation, including MBEs, WBEs, and DVBES, more effectively. It is the intent of the Harbor Department to make it easier for small businesses to participate in contracts by providing education and assistance on how to do business with the City, and ensuring that payments to small businesses are processed in a timely manner. **In order to ensure the highest participation of SBE/VSBE/MBE/WBE/DVBES, all proposers shall utilize the City's contracts management and opportunities database, the Regional Alliance Marketplace for Procurement (RAMP), at <http://www.RAMPLA.org>, to outreach to potential subconsultants.**

The Harbor Department defines a SBE as an independently owned and operated business that is not dominant in its field and meets criteria set forth by the Small Business Administration in Title 13, Code of Federal Regulations, Part 121. Go to [www.sba.gov](http://www.sba.gov) for more information. The Harbor Department defines a VSBE based on the State of California's Micro-business definition which is 1) a small business that has average annual gross receipts of \$5,000,000 or less within the previous three years, or (2) a small business manufacturer with 25 or fewer employees.

The SBE Program is a results-oriented program, requiring consultants who receive contracts from the Harbor Department to perform outreach and utilize certified small businesses. **Based on the work to be performed, it has been determined that the percentage of small business participation will be 25%, including 5% VSBE participation.** The North American Industry Classification System (NAICS) Code for the scope of services is **541512, 541513, 541519**. This NAICS Code is the industry code that corresponds to at least 51% of the scope of services and will be used to determine the size standard for SBE participation of the Prime Consultant. The maximum SBE size standard for this NAICS Code is \$0million.

Consultant shall be responsible for determining the SBE status of its subconsultants for purposes of meeting the small business requirement. Subconsultants must qualify as an SBE based on the type of services that they will be performing under the Agreement. All business participation will be determined by the percentage of the total amount of compensation under the agreement paid to SBEs. The Consultant shall not substitute an SBE firm without obtaining prior approval of the City. A request for substitution must be based upon demonstrated good cause. If substitution is permitted, Consultant shall endeavor to make an in-kind substitution for the substituted SBE.

Consultant shall complete, sign, and submit as part of the executed agreement the attached Affidavit and Consultant Description Form. The Affidavit and Consultant Description Form, when signed, will signify the Consultant's intent to comply with the SBE requirement. All SBE/VSBE firms must be certified by the time proposals are due to receive credit. In addition all consultants and subconsultants must be registered on the RAMP by the time proposals are due.

(2) LOCAL BUSINESS PREFERENCE PROGRAM:

The Harbor Department is committed to maximizing opportunities for local and regional businesses, as well as encouraging local and regional businesses to locate and operate within the Southern California region. It is the policy of the Harbor Department to support an increase in local and regional jobs. The Harbor Department's Local Business Preference Program (LBPP) aims to benefit the Southern California region by increasing jobs and expenditures within the local and regional private sector.

Consultants who qualify as a Local Business Enterprise (LBE) will receive an 8% preference on any proposal for services valued in excess of \$150,000. The preference will be applied by adding 8% of the total possible evaluation points to the Consultant's score. Consultants who do not qualify as a LBE may receive a maximum 5% preference for identifying and utilizing LBE subconsultants. Consultants may receive 1% preference, up to a maximum of 5%, for every 10% of or portion thereof, of work that is subcontracted to a LBE. LBE subconsultant preferences will be determined by the percentage of the total amount of compensation proposed under the Agreement.

The Harbor Department defines a LBE as:

- (a) A business headquartered within Los Angeles, Orange, Riverside, San Bernardino, or Ventura Counties. Headquartered shall mean that the business physically conducts and manages all of its operations from a location in the above-named counties; or
- (b) A business that has at least 50 full-time employees, or 25 full-time employees for specialty marine contracting firms, working in Los Angeles, Orange, Riverside, San Bernardino, or Ventura Counties.

In order for Harbor Department staff to determine the appropriate LBE preference, Consultant shall complete, sign, notarize (where applicable) and submit the attached Affidavit and Consultant Description Form. The Affidavit and Consultant Description Form will signify the LBE status of the Consultant and subconsultants.

In the event of Consultant's noncompliance during the performance of the Agreement, Consultant shall be considered in material breach of contract. In addition to any other remedy available to City under this Agreement or by operation of law, the City may withhold invoice payments to Consultant until noncompliance is corrected, and assess the costs of City's audit of books and records of Consultant and its subconsultants. In the event the Consultant falsifies or misrepresents information contained in any form or other willful noncompliance as determined by City, City may disqualify the Consultant from participation in City contracts for a period of up to five (5) years.

## AFFIDAVIT OF COMPANY STATUS

"The undersigned declares under penalty of perjury pursuant to the laws of the State of California that the following information and information contained on **the attached Consultant Description Form** is true and correct and includes all material information necessary to identify and explain the operations of

**KNIGHT COMMUNICATIONS INC.**

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Name of Firm

as well as the ownership and location thereof. Further, the undersigned agrees to provide complete and accurate information regarding ownership in the named firm, and all of its domestic and foreign affiliates, any proposed changes of the ownership and to permit the audit and examination of firm ownership documents, and the ownership documents of all of its domestic and foreign affiliates, in association with this agreement."

(1) **Small/Very Small Business Enterprise Program:** Please indicate the ownership of your company. Please check all that apply. At least one box must be checked:

SBE     VSBE     MBE     WBE     DVBE     OBE


- A Small Business Enterprise (SBE) is an independently owned and operated business that is not dominant in its field and meets criteria set forth by the Small Business Administration in Title 13, Code of Federal Regulations, Part 121.
- A Very Small Business Enterprise (VSBE) is 1) a small business that has average annual gross receipts of \$5,000,000 or less within the previous three years, or (2) a small business manufacturer with 25 or fewer employees.
- A Minority Business Enterprise (MBE) is defined as a business in which a minority owns and controls at least 51% of the business. A Woman Business (WBE) is defined as a business in which a woman owns and controls at least 51% of the business. For the purpose of this project, a minority includes:
  - (1) Black (all persons having origins in any of the Black African racial groups not of Hispanic origin);
  - (2) Hispanic (all persons of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish Culture or origin, regardless of race);
  - (3) Asian and Pacific Islander (all persons having origins in any of the original peoples of the Far East, Southeast Asia, The Indian Subcontinent, or the Pacific Islands); and
  - (4) American Indian or Alaskan Native (all persons having origins in any of the original peoples of North America and maintaining identifiable tribal affiliations through membership and participation or community identification).
- A Disabled Veteran Business Enterprise (DVBE) is defined as a business in which a disabled veteran owns at least 51% of the business, and the daily business operations are managed and controlled by one or more disabled veterans.
- An OBE (Other Business Enterprise) is any enterprise that is neither an SBE, VSBE, MBE, WBE, or DVBE.

(2) **Local Business Preference Program:** Please indicate the Local Business Enterprise status of your company.

Only one box must be checked:

LBE     Non-LBE

- A Local Business Enterprise (LBE) is: (a) a business headquartered within Los Angeles, Orange, Riverside, San Bernardino, or Ventura Counties; or (b) a business that has at least 50 full-time employees, or 25 full-time employees for specialty marine contracting firms, working in Los Angeles, Orange, Riverside, San Bernardino, or Ventura Counties. "Headquartered" shall mean that the business physically conducts and manages all of its operations from a location in the above-named counties.
- A Non-LBE is any business that does not meet the definition of an LBE.

Signature:   
Printed Name: PAUL RAMAKRISHNAN

Title: CEO  
Date Signed: 10/20/2025

## EXHIBIT F

### Sec. 10.8.2.1. Equal Benefits Ordinance.

Discrimination in the provision of employee benefits between employees with domestic partners and employees with spouses results in unequal pay for equal work. Los Angeles law prohibits entities doing business with the City from discriminating in employment practices based on marital status and/or sexual orientation. The City's departments and contracting agents are required to place in all City contracts a provision that the company choosing to do business with the City agrees to comply with the City's nondiscrimination laws.

It is the City's intent, through the contracting practices outlined in this Ordinance, to assure that those companies wanting to do business with the City will equalize the total compensation between similarly situated employees with spouses and with domestic partners. The provisions of this Ordinance are designed to ensure that the City's contractors will maintain a competitive advantage in recruiting and retaining capable employees, thereby improving the quality of the goods and services the City and its people receive, and ensuring protection of the City's property.

#### (c) Equal Benefits Requirements.

(1) No Awarding Authority of the City shall execute or amend any Contract with any Contractor that discriminates in the provision of Benefits between employees with spouses and employees with Domestic Partners, between spouses of employees and Domestic Partners of employees, and between dependents and family members of spouses and dependents and family members of Domestic Partners.

(2) A Contractor must permit access to, and upon request, must provide certified copies of all of its records pertaining to its Benefits policies and its employment policies and practices to the DAA, for the purpose of investigation or to ascertain compliance with the Equal Benefits Ordinance.

(3) A Contractor must post a copy of the following statement in conspicuous places at its place of business available to employees and applicants for employment: "During the performance of a Contract with the City of Los Angeles, the Contractor will provide equal benefits to its employees with spouses and its employees with domestic partners." The posted statement must also include a City contact telephone number which will be provided each Contractor when the Contract is executed.

(4) A Contractor must not set up or use its contracting entity for the purpose of evading the requirements imposed by the Equal Benefits Ordinance.

(d) Other Options for Compliance. Provided that the Contractor does not discriminate in the provision of Benefits, a Contractor may also comply with the Equal Benefits Ordinance in the following ways:

(1) A Contractor may provide an employee with the Cash Equivalent only if the DAA determines that either:

a. The Contractor has made a reasonable, yet unsuccessful effort to provide Equal Benefits; or

b. Under the circumstances, it would be unreasonable to require the Contractor to provide Benefits to the Domestic Partner (or spouse, if applicable).

(2) Allow each employee to designate a legally domiciled member of the employee's household as being eligible for spousal equivalent Benefits.

(3) Provide Benefits neither to employees' spouses nor to employees' Domestic Partners.

(e) Applicability.

(1) Unless otherwise exempt, a Contractor is subject to and shall comply with all applicable provisions of the Equal Benefits Ordinance.

(2) The requirements of the Equal Benefits Ordinance shall apply to a Contractor's operations as follows:

a. A Contractor's operations located within the City limits, regardless of whether there are employees at those locations performing work on the Contract.

b. A Contractor's operations on real property located outside of the City limits if the property is owned by the City or the City has a right to occupy the property, and if the Contractor's presence at or on that property is connected to a Contract with the City.

c. The Contractor's employees located elsewhere in the United States but outside of the City limits if those employees are performing work on the City Contract.

(3) The requirements of the Equal Benefits Ordinance do not apply to collective bargaining agreements ("CBA") in effect prior to January 1, 2000. The Contractor must agree to propose to its union that the requirements of the Equal Benefits Ordinance be incorporated into its CBA upon amendment, extension, or other modification of a CBA occurring after January 1, 2000.

(f) **Mandatory Contract Provisions Pertaining to Equal Benefits.** Unless otherwise exempted, every Contract shall contain language that obligates the Contractor to comply with the applicable provisions of the Equal Benefits Ordinance. The language shall include provisions for the following:

(1) During the performance of the Contract, the Contractor certifies and represents that the Contractor will comply with the Equal Benefits Ordinance.

(2) The failure of the Contractor to comply with the Equal Benefits Ordinance will be deemed to be a material breach of the Contract by the Awarding Authority.

(3) If the Contractor fails to comply with the Equal Benefits Ordinance the Awarding Authority may cancel, terminate or suspend the Contract, in whole or in part, and all monies due or to become due under the Contract may be retained by the City. The City may also pursue any and all other remedies at law or in equity for any breach.

(4) Failure to comply with the Equal Benefits Ordinance may be used as evidence against the Contractor in actions taken pursuant to the provisions of Los Angeles Administrative Code Section 10.40, et seq., Contractor Responsibility Ordinance.

(5) If the DAA determines that a Contractor has set up or used its Contracting entity for the purpose of evading the intent of the Equal Benefits Ordinance, the Awarding Authority may terminate the Contract on behalf of the City. Violation of this provision may be used as evidence against the Contractor in actions taken pursuant to the provisions of Los Angeles Administrative Code Section 10.40, et seq., Contractor Responsibility Ordinance.