

**MASTER AGREEMENT # 082025****CATEGORY: Firefighting Apparatus and Fire Service Vehicles****SUPPLIER: HUB Fire Engines & Equipment Ltd.**

This Master Agreement (Agreement) is between Sourcewell, a Minnesota service cooperative located at 202 12th Street Northeast, P.O. Box 219, Staples, MN 56479 (Sourcewell) and HUB Fire Engines & Equipment Ltd., 3175 McCallum Road, Abbotsford, British Columbia V2S 7W5 Canada (Supplier).

Sourcewell is a local government and service cooperative created under the laws of the State of Minnesota (Minnesota Statutes Section 123A.21) offering a Cooperative Purchasing Program to eligible participating government entities.

Under this Master Agreement entered with Sourcewell, Supplier will provide Included Solutions to Participating Entities through Sourcewell's Cooperative Purchasing Program.

**Article 1:
General Terms**

The General Terms in this Article 1 control the operation of this Master Agreement between Sourcewell and Supplier and apply to all transactions entered by Supplier and Participating Entities. Subsequent Articles to this Master Agreement control the rights and obligations directly between Sourcewell and Supplier (Article 2), and between Supplier and Participating Entity (Article 3), respectively. These Article 1 General Terms control over any conflicting terms. Where this Master Agreement is silent on any subject, Participating Entity and Supplier retain the ability to negotiate mutually acceptable terms.

- 1) **Purpose.** Pursuant to Minnesota law, the Sourcewell Board of Directors has authorized a Cooperative Purchasing Program designed to provide Participating Entities with access to competitively awarded cooperative purchasing agreements. To facilitate the Program, Sourcewell has awarded Supplier this cooperative purchasing Master Agreement following a competitive procurement process intended to meet compliance standards in accordance with Minnesota law and the requirements contained herein.
- 2) **Intent.** The intent of this Master Agreement is to define the roles of Sourcewell, Supplier, and Participating Entity as it relates to Sourcewell's Cooperative Purchasing Program.
- 3) **Participating Entity Access.** Sourcewell's Cooperative Purchasing Program Master Agreements are available to eligible public agencies (Participating Entities). A Participating Entity's authority to access Sourcewell's Cooperative Purchasing Program is determined through the laws of its respective jurisdiction.
- 4) **Supplier Access.** The Included Solutions offered under this Agreement may be made available to any Participating Entity. Supplier understands that a Participating Entity's use of this Agreement is at the Participating Entity's sole convenience. Supplier will educate its sales and service forces about Sourcewell eligibility requirements and required documentation. Supplier will be responsible for ensuring sales are with Participating Entities.

- 5) **Term.** This Agreement is effective upon the date of the final signature below. The term of this Agreement is four (4) years from the effective date. The Agreement expires at 11:59 P.M. Central Time on December 8, 2029, unless it is cancelled or extended as defined in this Agreement.
 - a) **Extensions.** Sourcewell and Supplier may agree to up to three (3) additional one-year extensions beyond the original four-year term. The total possible length of this Agreement will be seven (7) years from the effective date.
 - b) **Exceptional Circumstances.** Sourcewell retains the right to consider additional extensions as required under exceptional circumstances.
- 6) **Survival of Terms.** Notwithstanding the termination of this Agreement, the obligations of this Agreement will continue through the performance period of any transaction entered between Supplier and any Participating Entity before the termination date.
- 7) **Scope.** Supplier is awarded a Master Agreement to provide the solutions identified in (RFP #082025), Category 1: Structural Apparatus and Comprehensive Solutions, to Participating Entities. In Scope solutions include:
 - a. **Category 1: Structural Apparatus and Comprehensive Solutions**, including, but not limited to:
 - i. Pumper trucks, aerial trucks, tanker/tender or water supply trucks, and quints;
 - ii. Equipment, options, accessories, components, and supplies complementary to the offering of the unit types described in i. above;
 - iii. Related services including installation, customization, remounting, refurbishment, inspection, maintenance, repair, training, and support, directly related to the offering in i. – ii. above; and,
 - iv. **Category 1** responders **MAY** include **complementary** Specialty Apparatus and Equipment and Brush and Wildland Urban Interface (WUI) Apparatus solutions in their response.
- 8) **Included Solutions.** Supplier's Proposal to the above referenced RFP is incorporated into this Master Agreement. Only those Solutions included within Supplier's Proposal and within Scope (Included Solutions) are included within the Agreement and may be offered to Participating Entities.
- 9) **Indefinite Quantity.** This Master Agreement defines an indefinite quantity of sales to eligible Participating Entities.
- 10) **Pricing.** Pricing information (including Pricing and Delivery and Pricing Offered tables) for all Included Solutions within Supplier's Proposal is incorporated into this Master Agreement.
- 11) **Not to Exceed Pricing.** Suppliers may not exceed the prices listed in the current Pricing List on file with Sourcewell when offering Included Solutions to Participating Entities. Participating Entities may request adjustments to pricing directly from Supplier during the negotiation and execution of any transaction.
- 12) **Open Market.** Supplier's open market pricing process is included within its Proposal.

13) Supplier Representations:

- i) **Compliance.** Supplier represents and warrants it will provide all Included Solutions under this Agreement in full compliance with applicable federal, state, and local laws and regulations.
- ii) **Licenses.** As applicable, Supplier will maintain a valid status on all required federal, state, and local licenses, bonds, and permits required for the operation of Supplier's business with Participating Entities. Participating Entities may request all relevant documentation directly from Supplier.
- iii) **Supplier Warrants.** Supplier warrants that all Included Solutions furnished under this Agreement are free from liens and encumbrances, and are free from defects in design, materials, and workmanship. In addition, Supplier warrants the Solutions are suitable for and will perform in accordance with the ordinary use for which they are intended.

14) **Bankruptcy Notices.** Supplier certifies and warrants it is not currently in a bankruptcy proceeding. Supplier has disclosed all current and completed bankruptcy proceedings within the past seven years within its Proposal. Supplier must provide notice in writing to Sourcewell if it enters a bankruptcy proceeding at any time during the term of this Agreement.

15) **Debarment and Suspension.** Supplier certifies and warrants that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from programs operated by the State of Minnesota, the United States federal government, or any Participating Entity. Supplier certifies and warrants that neither it nor its principals have been convicted of a criminal offense related to the subject matter of this Agreement. Supplier further warrants that it will provide immediate written notice to Sourcewell if this certification changes at any time during the term of this Agreement.

16) **Provisions for non-United States federal entity procurements under United States federal awards or other awards (Appendix II to 2 C.F.R. § 200).** Participating Entities that use United States federal grant or other federal funding to purchase solutions from this Agreement may be subject to additional requirements including the procurement standards of the Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards, 2 C.F.R. § 200. Participating Entities may have additional requirements based on specific funding source terms or conditions. Within this Section, all references to "federal" should be interpreted to mean the United States federal government. The following list applies when a Participating Entity accesses Supplier's Included Solutions with United States federal funds.

- i) **EQUAL EMPLOYMENT OPPORTUNITY.** Except as otherwise provided under 41 C.F.R. § 60, all agreements that meet the definition of "federally assisted construction contract" in 41 C.F.R. § 60-1.3 must include the equal opportunity clause provided under 41 C.F.R. § 60-1.4(b), in accordance with Executive Order 11246, "Equal Employment Opportunity" (30 FR 12319, 12935, 3 C.F.R. §, 1964-1965 Comp., p. 339), as amended by Executive Order 11375, "Amending Executive Order 11246 Relating to Equal Employment Opportunity," and implementing regulations at 41 C.F.R. § 60, "Office of Federal Contract Compliance Programs, Equal

Employment Opportunity, Department of Labor.” The equal opportunity clause is incorporated herein by reference.

ii) **DAVIS-BACON ACT, AS AMENDED (40 U.S.C. § 3141-3148).** When required by federal program legislation, all prime construction contracts in excess of \$2,000 awarded by non-federal entities must include a provision for compliance with the Davis-Bacon Act (40 U.S.C. § 3141-3144, and 3146-3148) as supplemented by Department of Labor regulations (29 C.F.R. § 5, “Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction”). In accordance with the statute, contractors must be required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor. In addition, contractors must be required to pay wages not less than once a week. The non-federal entity must place a copy of the current prevailing wage determination issued by the Department of Labor in each solicitation. The decision to award a contract or subcontract must be conditioned upon the acceptance of the wage determination. The non-federal entity must report all suspected or reported violations to the federal awarding agency. The contracts must also include a provision for compliance with the Copeland “Anti-Kickback” Act (40 U.S.C. § 3145), as supplemented by Department of Labor regulations (29 C.F.R. § 3, “Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States”). The Act provides that each contractor or subrecipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The non-federal entity must report all suspected or reported violations to the federal awarding agency. Supplier must comply with all applicable Davis-Bacon Act provisions.

iii) **CONTRACT WORK HOURS AND SAFETY STANDARDS ACT (40 U.S.C. § 3701-3708).** Where applicable, all contracts awarded by the non-federal entity in excess of \$100,000 that involve the employment of mechanics or laborers must include a provision for compliance with 40 U.S.C. §§ 3702 and 3704, as supplemented by Department of Labor regulations (29 C.F.R. § 5). Under 40 U.S.C. § 3702 of the Act, each contractor must be required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of 40 hours in the work week. The requirements of 40 U.S.C. § 3704 are applicable to construction work and provide that no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous or dangerous. These requirements do not apply to the purchases of supplies, materials, or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence. This provision is hereby incorporated by reference into this Agreement. Supplier certifies that during the term of an award for all Agreements by Sourcewell resulting from this procurement process, Supplier must comply with applicable requirements as referenced above.

iv) **RIGHTS TO INVENTIONS MADE UNDER A CONTRACT OR AGREEMENT.** If the federal award meets the definition of “funding agreement” under 37 C.F.R. § 401.2(a) and the recipient or subrecipient wishes to enter into a contract with a small business firm or nonprofit organization regarding the substitution of parties, assignment or performance of experimental, developmental, or research work under that “funding agreement,” the recipient or subrecipient must comply with the requirements of 37 C.F.R. § 401, “Rights to Inventions Made by Nonprofit

Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements," and any implementing regulations issued by the awarding agency. Supplier certifies that during the term of an award for all Agreements by Sourcewell resulting from this procurement process, Supplier must comply with applicable requirements as referenced above.

- v) **CLEAN AIR ACT (42 U.S.C. § 7401-7671Q.) AND THE FEDERAL WATER POLLUTION CONTROL ACT (33 U.S.C. § 1251-1387).** Contracts and subgrants of amounts in excess of \$150,000 require the non-federal award to agree to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act (42 U.S.C. § 7401- 7671q) and the Federal Water Pollution Control Act as amended (33 U.S.C. § 1251- 1387). Violations must be reported to the Federal awarding agency and the Regional Office of the Environmental Protection Agency (EPA). Supplier certifies that during the term of this Agreement it will comply with applicable requirements as referenced above.
- vi) **DEBARMENT AND SUSPENSION (EXECUTIVE ORDERS 12549 AND 12689).** A contract award (see 2 C.F.R. § 180.220) must not be made to parties listed on the government wide exclusions in the System for Award Management (SAM), in accordance with the OMB guidelines at 2 C.F.R. § 180 that implement Executive Orders 12549 (3 C.F.R. § 1986 Comp., p. 189) and 12689 (3 C.F.R. § 1989 Comp., p. 235), "Debarment and Suspension." SAM Exclusions contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549. Supplier certifies that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation by any federal department or agency.
- vii) **BYRD ANTI-LOBBYING AMENDMENT, AS AMENDED (31 U.S.C. § 1352).** Suppliers must file any required certifications. Suppliers must not have used federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any federal contract, grant, or any other award covered by 31 U.S.C. § 1352. Suppliers must disclose any lobbying with non-federal funds that takes place in connection with obtaining any federal award. Such disclosures are forwarded from tier to tier up to the non-federal award. Suppliers must file all certifications and disclosures required by, and otherwise comply with, the Byrd Anti-Lobbying Amendment (31 U.S.C. § 1352).
- viii) **RECORD RETENTION REQUIREMENTS.** To the extent applicable, Supplier must comply with the record retention requirements detailed in 2 C.F.R. § 200.333. The Supplier further certifies that it will retain all records as required by 2 C.F.R. § 200.333 for a period of 3 years after grantees or subgrantees submit final expenditure reports or quarterly or annual financial reports, as applicable, and all other pending matters are closed.
- ix) **ENERGY POLICY AND CONSERVATION ACT COMPLIANCE.** To the extent applicable, Supplier must comply with the mandatory standards and policies relating to energy efficiency which are contained in the state energy conservation plan issued in compliance with the Energy Policy and Conservation Act.
- x) **BUY AMERICAN PROVISIONS COMPLIANCE.** To the extent applicable, Supplier must comply with all applicable provisions of the Buy American Act. Purchases made in accordance

with the Buy American Act must follow the applicable procurement rules calling for free and open competition.

- xi) **ACCESS TO RECORDS (2 C.F.R. § 200.336).** Supplier agrees that duly authorized representatives of a federal agency must have access to any books, documents, papers and records of Supplier that are directly pertinent to Supplier's discharge of its obligations under this Agreement for the purpose of making audits, examinations, excerpts, and transcriptions. The right also includes timely and reasonable access to Supplier's personnel for the purpose of interview and discussion relating to such documents.
- xii) **PROCUREMENT OF RECOVERED MATERIALS (2 C.F.R. § 200.322).** A non-federal entity that is a state agency or agency of a political subdivision of a state and its contractors must comply with Section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act. The requirements of Section 6002 include procuring only items designated in guidelines of the Environmental Protection Agency (EPA) at 40 C.F.R. § 247 that contain the highest percentage of recovered materials practicable, consistent with maintaining a satisfactory level of competition, where the purchase price of the item exceeds \$10,000 or the value of the quantity acquired during the preceding fiscal year exceeded \$10,000; procuring solid waste management services in a manner that maximizes energy and resource recovery; and establishing an affirmative procurement program for procurement of recovered materials identified in the EPA guidelines.
- xiii) **FEDERAL SEAL(S), LOGOS, AND FLAGS.** The Supplier cannot use the seal(s), logos, crests, or reproductions of flags or likenesses of Federal agency officials without specific pre-approval.
- xiv) **NO OBLIGATION BY FEDERAL GOVERNMENT.** The U.S. federal government is not a party to this Agreement or any purchase by a Participating Entity and is not subject to any obligations or liabilities to the Participating Entity, Supplier, or any other party pertaining to any matter resulting from the Agreement or any purchase by an authorized user.
- xv) **PROGRAM FRAUD AND FALSE OR FRAUDULENT STATEMENTS OR RELATED ACTS.** The Contractor acknowledges that 31 U.S.C. § 38 (Administrative Remedies for False Claims and Statements) applies to the Supplier's actions pertaining to this Agreement or any purchase by a Participating Entity.
- xvi) **FEDERAL DEBT.** The Supplier certifies that it is non-delinquent in its repayment of any federal debt. Examples of relevant debt include delinquent payroll and other taxes, audit disallowance, and benefit overpayments.
- xvii) **CONFLICTS OF INTEREST.** The Supplier must notify the U.S. Office of General Services, Sourcewell, and Participating Entity as soon as possible if this Agreement or any aspect related to the anticipated work under this Agreement raises an actual or potential conflict of interest (as described in 2 C.F.R. Part 200). The Supplier must explain the actual or potential conflict in writing in sufficient detail so that the U.S. Office of General Services, Sourcewell, and Participating Entity are able to assess the actual or potential conflict; and provide any additional information as necessary or requested.

xviii) **U.S. EXECUTIVE ORDER 13224.** The Supplier, and its subcontractors, must comply with U.S. Executive Order 13224 and U.S. Laws that prohibit transactions with and provision of resources and support to individuals and organizations associated with terrorism.

xix) **PROHIBITION ON CERTAIN TELECOMMUNICATIONS AND VIDEO SURVEILLANCE SERVICES OR EQUIPMENT.** To the extent applicable, Supplier certifies that during the term of this Agreement it will comply with applicable requirements of 2 C.F.R. § 200.216.

xx) **DOMESTIC PREFERENCES FOR PROCUREMENTS.** To the extent applicable, Supplier certifies that during the term of this Agreement, Supplier will comply with applicable requirements of 2 C.F.R. § 200.322.

Article 2: Sourcewell and Supplier Obligations

The Terms in this Article 2 relate specifically to Sourcewell and its administration of this Master Agreement with Supplier and Supplier's obligations thereunder.

- 1) **Authorized Sellers.** Supplier must provide Sourcewell a current means to validate or authenticate Supplier's authorized dealers, distributors, or resellers which may complete transactions of Included Solutions offered under this Agreement. Sourcewell may request updated information in its discretion, and Supplier agrees to provide requested information within a reasonable time.
- 2) **Product and Price Changes Requirements.** Supplier may request Included Solutions changes, additions, or deletions at any time. All requests must be made in writing by submitting a Sourcewell Price and Product Change Request Form to Sourcewell. At a minimum, the request must:
 - Identify the applicable Sourcewell Agreement number;
 - Clearly specify the requested change;
 - Provide sufficient detail to justify the requested change;
 - Individually list all Included Solutions affected by the requested change, along with the requested change (e.g., addition, deletion, price change); and
 - Include a complete restatement of Pricing List with the effective date of the modified pricing, or product addition or deletion. The new pricing restatement must include all Included Solutions offered, even for those items where pricing remains unchanged.

A fully executed Sourcewell Price and Product Change Request Form will become an amendment to this Agreement and will be incorporated by reference.

- 3) **Authorized Representative.** Supplier will assign an Authorized Representative to Sourcewell for this Agreement and must provide prompt notice to Sourcewell if that person is changed. The Authorized Representative will be responsible for:
 - Maintenance and management of this Agreement;
 - Timely response to all Sourcewell and Participating Entity inquiries; and
 - Participation in reviews with Sourcewell.

Sourcewell's Authorized Representative is its Chief Procurement Officer.

- 4) **Performance Reviews.** Supplier will perform a minimum of one review with Sourcewell per agreement year. The review will cover transactions to Participating Entities, pricing and terms, administrative fees, sales data reports, performance issues, supply chain issues, customer issues, and any other necessary information.
- 5) **Sales Reporting Required.** Supplier is required as a material element to this Master Agreement to report all completed transactions with Participating Entities utilizing this Agreement. Failure to provide complete and accurate reports as defined herein will be a material breach of the Agreement and Sourcewell reserves the right to pursue all remedies available at law including cancellation of this Agreement.
- 6) **Reporting Requirements.** Supplier must provide Sourcewell an activity report of all transactions completed utilizing this Agreement. Reports are due at least once each calendar quarter (Reporting Period). Reports must be received no later than 45 calendar days after the end of each calendar quarter. Supplier may report on a more frequent basis in its discretion. Reports must be provided regardless of the amount of completed transactions during that quarter (i.e., if there are no sales, Supplier must submit a report indicating no sales were made).

The Report must contain the following fields:

- Participating Entity Name (e.g., City of Staples Highway Department);
- Participating Entity Physical Street Address;
- Participating Entity City;
- Participating Entity State/Province;
- Participating Entity Zip/Postal Code;
- Sourcewell Participating Entity Account Number;
- Transaction Description;
- Transaction Purchased Price;
- Sourcewell Administrative Fee Applied; and
- Date Transaction was invoiced/sale was recognized as revenue by Supplier.

If collected by Supplier, the Report may include the following fields as available:

- Participating Entity Contact Name;
- Participating Entity Contact Email Address;
- Participating Entity Contact Telephone Number;

- 7) **Administrative Fee.** In consideration for the support and services provided by Sourcewell, Supplier will pay an Administrative Fee to Sourcewell on all completed transactions to Participating Entities utilizing this Agreement. Supplier will include its Administrative Fee within its proposed pricing. Supplier may not directly charge Participating Entities to offset the Administrative Fee.
- 8) **Fee Calculation.** Supplier's Administrative Fee payable to Sourcewell will be calculated as a stated percentage (listed in Supplier's Proposal) of all completed transactions utilizing this Master Agreement within the preceding Reporting Period. For certain categories, a flat fee may be proposed. The Administrative Fee will be stated in Supplier's Proposal.

- 9) **Fee Remittance.** Supplier will remit fee to Sourcewell no later than 45 calendar days after the close of the preceding calendar quarter in conjunction with Supplier's Reporting Period obligations defined herein. Payments should note the Supplier's name and Sourcewell-assigned Agreement number in the memo; and must be either mailed to Sourcewell above "Attn: Accounts Receivable" or remitted electronically to Sourcewell's banking institution per Sourcewell's Finance department instructions.
- 10) **Noncompliance.** Sourcewell reserves the right to seek all remedies available at law for unpaid or underpaid Administrative Fees due under this Agreement. Failure to remit payment, delinquent payments, underpayments, or other deviations from the requirements of this Agreement may be deemed a material breach and may result in cancellation of this Agreement and disbarment from future Agreements.
- 11) **Audit Requirements.** Pursuant to Minn. Stat. § 16C.05, subdivision 5, the books, records, documents, and accounting procedures and practices relevant to this Agreement are subject to examination by Sourcewell and the Minnesota State Auditor for a minimum of six years from the end of this Agreement. Supplier agrees to fully cooperate with Sourcewell in auditing transactions under this Agreement to ensure compliance with pricing terms, correct calculation and remittance of Administrative Fees, and verification of transactions as may be requested by a Participating Entity or Sourcewell.
- 12) **Assignment, Transfer, and Administrative Changes.** Supplier may not assign or otherwise transfer its rights or obligations under this Agreement without the prior written consent of Sourcewell. Such consent will not be unreasonably withheld. Sourcewell reserves the right to unilaterally assign all or portions of this Agreement within its sole discretion to address corporate restructurings, mergers, acquisitions, or other changes to the Responsible Party and named in the Agreement. Any prohibited assignment is invalid. Upon request Sourcewell may make administrative changes to agreement documentation such as name changes, address changes, and other non-material updates as determined within its sole discretion.
- 13) **Amendments.** Any material change to this Agreement must be executed in writing through an amendment and will not be effective until it has been duly executed by the parties.
- 14) **Waiver.** Failure by Sourcewell to enforce any right under this Agreement will not be deemed a waiver of such right in the event of the continuation or repetition of the circumstances giving rise to such right.
- 15) **Complete Agreement.** This Agreement represents the complete agreement between the parties for the scope as defined herein. Supplier and Sourcewell may enter into separate written agreements relating specifically to transactions outside of the scope of this Agreement.
- 16) **Relationship of Sourcewell and Supplier.** This Agreement does not create a partnership, joint venture, or any other relationship such as employee, independent contractor, master-servant, or principal-agent.
- 17) **Indemnification.** Supplier must indemnify, defend, save, and hold Sourcewell, including their agents and employees, harmless from any claims or causes of action, including attorneys' fees incurred by

Sourcewell, arising out of any act or omission in the performance of this Agreement by the Supplier or its agents or employees; this indemnification includes injury or death to person(s) or property alleged to have been caused by some defect in design, condition, or performance of Included Solutions under this Agreement. Sourcewell's responsibility will be governed by the State of Minnesota's Tort Liability Act (Minnesota Statutes Chapter 466) and other applicable law.

18) Data Practices. Supplier and Sourcewell acknowledge Sourcewell is subject to the Minnesota Government Data Practices Act, Minnesota Statutes Chapter 13. As it applies to all data created and maintained in performance of this Agreement, Supplier may be subject to the requirements of this chapter.

19) Grant of License.

a) During the term of this Agreement:

- i) **Supplier Promotion.** Sourcewell grants to Supplier a royalty-free, worldwide, non-exclusive right and license to use the trademark(s) provided to Supplier by Sourcewell in advertising, promotional materials, and informational sites for the purpose of marketing Sourcewell's Agreement with Supplier.
- ii) **Sourcewell Promotion.** Supplier grants to Sourcewell a royalty-free, worldwide, non-exclusive right and license to use Supplier's trademarks in advertising, promotional materials, and informational sites for the purpose of marketing Supplier's Agreement with Sourcewell.

b) **Limited Right of Sublicense.** The right and license granted herein includes a limited right of each party to grant sublicenses to their respective subsidiaries, distributors, dealers, resellers, marketing representatives, partners, or agents (collectively "Permitted Sublicensees") in advertising, promotional, or informational materials for the purpose of marketing the Parties' relationship. Any sublicense granted will be subject to the terms and conditions of this Article. Each party will be responsible for any breach of this section by any of their respective sublicensees.

c) Use; Quality Control.

- i) Neither party may alter the other party's trademarks from the form provided and must comply with removal requests as to specific uses of its trademarks or logos.
- ii) Each party agrees to use, and to cause its Permitted Sublicensees to use, the other party's trademarks only in good faith and in a dignified manner consistent with such party's use of the trademarks. Each party may make written notice to the other regarding misuse under this section. The offending party will have 30 days of the date of the written notice to cure the issue or the license/sublicense will be terminated.

d) **Termination.** Upon the termination of this Agreement for any reason, each party, including Permitted Sublicensees, will have 30 days to remove all Trademarks from signage, websites, and the like bearing the other party's name or logo (excepting Sourcewell's pre-printed catalog of suppliers which may be used until the next printing). Supplier must return all marketing and

promotional materials, including signage, provided by Sourcewell, or dispose of it according to Sourcewell's written directions.

- 20) **Venue and Governing law between Sourcewell and Supplier Only.** The substantive and procedural laws of the State of Minnesota will govern this Agreement between Sourcewell and Supplier. Venue for all legal proceedings arising out of this Agreement between Sourcewell and Supplier will be in court of competent jurisdiction within the State of Minnesota. This section does not apply to any dispute between Supplier and Participating Entity. This Agreement reserves the right for Supplier and Participating Entity to negotiate this term to within any transaction documents.
- 21) **Severability.** If any provision of this Agreement is found by a court of competent jurisdiction to be illegal, unenforceable, or void then both parties will be relieved from all obligations arising from that provision. If the remainder of this Agreement is capable of being performed, it will not be affected by such determination or finding and must be fully performed.
- 22) **Insurance Coverage.** At its own expense, Supplier must maintain valid insurance policy(ies) during the performance of this Agreement with insurance company(ies) licensed or authorized to do business in the State of Minnesota having an "AM BEST" rating of A- or better, with coverage and limits of insurance not less than the following:
 - a) **Commercial General Liability Insurance.** Supplier will maintain insurance covering its operations, with coverage on an occurrence basis, and must be subject to terms no less broad than the Insurance Services Office ("ISO") Commercial General Liability Form CG0001 (2001 or newer edition), or equivalent. At a minimum, coverage must include liability arising from premises, operations, bodily injury and property damage, independent contractors, products-completed operations including construction defect, contractual liability, blanket contractual liability, and personal injury and advertising injury. All required limits, terms and conditions of coverage must be maintained during the term of this Agreement.
 - \$1,500,000 each occurrence Bodily Injury and Property Damage
 - \$1,500,000 Personal and Advertising Injury
 - \$2,000,000 aggregate for products liability-completed operations
 - \$2,000,000 general aggregate
 - b) **Certificates of Insurance.** Prior to execution of this Agreement, Supplier must furnish to Sourcewell a certificate of insurance, as evidence of the insurance required under this Agreement. Prior to expiration of the policy(ies), renewal certificates must be mailed to Sourcewell, 202 12th Street Northeast, P.O. Box 219, Staples, MN 56479 or provided to in an alternative manner as directed by Sourcewell. The certificates must be signed by a person authorized by the insurer(s) to bind coverage on their behalf. Failure of Supplier to maintain the required insurance and documentation may constitute a material breach.
 - c) **Additional Insured Endorsement and Primary and Non-contributory Insurance Clause.** Supplier agrees to list Sourcewell, including its officers, agents, and employees, as an additional insured under the Supplier's commercial general liability insurance policy with respect to liability arising out of activities, "operations," or "work" performed by or on behalf of Supplier, and products and completed operations of Supplier. The policy provision(s) or endorsement(s) must further provide that coverage is primary and not excess over or contributory with any other valid, applicable, and collectible insurance or self-insurance in force for the additional insureds.

- d) **Waiver of Subrogation.** Supplier waives and must require (by endorsement or otherwise) all its insurers to waive subrogation rights against Sourcewell and other additional insureds for losses paid under the insurance policies required by this Agreement or other insurance applicable to the Supplier or its subcontractors. The waiver must apply to all deductibles and/or self-insured retentions applicable to the required or any other insurance maintained by the Supplier or its subcontractors. Where permitted by law, Supplier must require similar written express waivers of subrogation and insurance clauses from each of its subcontractors.
- e) **Umbrella/Excess Liability/SELF-INSURED RETENTION.** The limits required by this Agreement can be met by either providing a primary policy or in combination with umbrella/excess liability policy(ies), or self-insured retention.

23) **Termination for Convenience.** Sourcewell or Supplier may terminate this Agreement upon 60 calendar days' written notice to the other Party. Termination pursuant to this section will not relieve the Supplier's obligations under this Agreement for any transactions entered with Participating Entities through the date of termination, including reporting and payment of applicable Administrative Fees.

24) **Termination for Cause.** Sourcewell may terminate this Agreement upon providing written notice of material breach to Supplier. Notice must describe the breach in reasonable detail and state the intent to terminate the Agreement. Upon receipt of Notice, the Supplier will have 30 calendar days in which it must cure the breach. Termination pursuant to this section will not relieve the Supplier's obligations under this Agreement for any transactions entered with Participating Entities through the date of termination, including reporting and payment of applicable Administrative Fees.

Article 3:
Supplier Obligations to Participating Entities

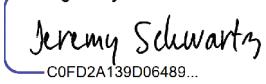
The Terms in this Article 3 relate specifically to Supplier and a Participating Entity when entering transactions utilizing the General Terms established in this Master Agreement. Article 1 General Terms control over any conflict with this Article 3. Where this Master Agreement is silent on any subject, Participating Entity and Supplier retain the ability to negotiate mutually acceptable terms.

- 1) **Quotes to Participating Entities.** Suppliers are encouraged to provide all pricing information regarding the total cost of acquisition when quoting to a Participating Entity. Suppliers and Participating Entities are encouraged to include all cost specifically associated with or included within the Suppliers proposal and Included Solutions within transaction documents.
- 2) **Shipping, Delivery, Acceptance, Rejection, and Warranty.** Supplier's proposal may include proposed terms relating to shipping, delivery, inspection, and acceptance/rejection and other relevant terms of tendered Solutions. Supplier and Participating Entity may negotiate final terms appropriate for the specific transaction relating to non-appropriation, shipping, delivery, inspection, acceptance/rejection of tendered Solutions, and warranty coverage for Included Solutions. Such terms may include, but are not limited to, costs, risk of loss, proper packaging, inspection rights and timelines, acceptance or rejection procedures, and remedies as mutually agreed include notice requirements, replacement, return or exchange procedures, and associated costs.

- 3) **Applicable Taxes.** Participating Entity is responsible for notifying supplier of its tax-exempt status and for providing Supplier with any valid tax-exemption certification(s) or related documentation.
- 4) **Ordering Process and Payment.** Supplier's ordering process and acceptable forms of payment are included within its Proposal. Participating Entities will be solely responsible for payment to Supplier and Sourcewell will have no liability for any unpaid invoice of any Participating Entity.
- 5) **Transaction Documents.** Participating Entity may require the use of its own forms to complete transactions directly with Supplier utilizing the terms established in this Agreement. Supplier's standard form agreements may be offered as part of its Proposal. Supplier and Participating Entity may complete and document transactions utilizing any type of transaction documents as mutually agreed. In any transaction document entered utilizing this Agreement, Supplier and Participating Entity must include specific reference to this Master Agreement by number and to Participating Entity's unique Sourcewell account number.
- 6) **Additional Terms and Conditions Permitted.** Participating Entity and Supplier may negotiate and include additional terms and conditions within transaction documentation as mutually agreed. Such terms may supplant or supersede this Master Agreement when necessary and as solely determined by Participating Entity. Sourcewell has expressly reserved the right for Supplier and Participating Entity to address any necessary provisions within transaction documents not expressly included within this Master Agreement, including but not limited to transaction cancellation, dispute resolution, governing law and venue, non-appropriation, insurance, defense and indemnity, force majeure, and other material terms as mutually agreed.
- 7) **Subsequent Agreements and Survival.** Supplier and Participating Entity may enter into a separate agreement to facilitate long-term performance obligations utilizing the terms of this Master Agreement as mutually agreed. Such agreements may provide for a performance period extending beyond the full term of this Master Agreement as determined in the discretion of Participating Entity.
- 8) **Participating Addendums.** Supplier and Participating Entity may enter a Participating Addendum or similar document extending and supplementing the terms of this Master Agreement to facilitate adoption as may be required by a Participating Entity.

Sourcewell

HUB Fire Engines & Equipment Ltd.

Signed by:

 Jeremy Schwartz
 COFD2A139D06489...
 By: _____
 Jeremy Schwartz
 Title: Chief Procurement Officer
 Date: _____
 12/5/2025 | 4:51 PM CST

DocuSigned by:

 REBECCA MASUHARA
 By: _____
 Rebecca Masuhara
 Title: CFO
 Date: _____
 12/5/2025 | 1:32 PM PST

RFP 082025 - Firefighting Apparatus and Fire Service Vehicles

Vendor Details

Company Name: HUB Fire Engines & Equipment Ltd
3175 McCallum Road
Address: Abbotsford, BC V2S 7W5
Contact: Trevor Edwards
Email: trevor@hubfire.com
Phone: 604-859-3124
Fax: 604-859-5821
HST#: 102418704

Submission Details

Created On: Thursday July 31, 2025 17:40:57
Submitted On: Wednesday August 20, 2025 13:07:38
Submitted By: Emma LaBelle
Email: emma@firetrucks.ca
Transaction #: a2934c26-017f-4344-a940-48dee7b719aa
Submitter's IP Address: 147.243.242.212

Specifications

Table 1: Proposer Identity & Authorized Representatives (Not Scored)

General Instructions (applies to all Tables) Sourcewell prefers a brief but thorough response to each question. Do not merely attach additional documents to your response without also providing a substantive response. Do not leave answers blank; respond "N/A" if the question does not apply to you (preferably with an explanation).

Table 1 Specific Instructions. Sourcewell requires identification of all parties responsible for providing Solutions under a resulting master agreement(s) (Responsible Supplier). Proposers are strongly encouraged to include all potential Responsible Suppliers including any corporate affiliates, subsidiaries, D.B.A., and any other authorized entities within a singular proposal. All information required under this RFP must be included for each Responsible Supplier as instructed. Proposers with multiple Responsible Supplier options may choose to respond individually as distinct entities, however each response will be evaluated individually and only those proposals recommended for award may result in a master agreement award. Unawarded entities will not be permitted to later be added to an existing master agreement through operation of Proposer's corporate organization affiliation.

Line Item	Question	Response *
1	Provide the legal name of the Proposer authorized to submit this Proposal.	Hub Fire Engines & Equipment Ltd.
2	In the event of award, is this entity the Responsible Supplier that will execute the master agreement with Sourcewell? Y or N.	Y
3	Identify all subsidiaries, D.B.A., authorized affiliates, and any other entity that will be responsible for offering and performing delivery of Solutions within this Proposal (i.e. Responsible Supplier(s) that will execute a master agreement with Sourcewell).	As contained herein, the "Company", "we", "us", "our" refers to: Hub Fire Engines & Equipment Ltd. (Hub), (Hub Fire Engines), Profire Emergency Equipment Inc., (Profire), Safetek Emergency Vehicles Ltd., (Safetek), (Safetek Profire), (Safetek Profire Hub).
4	Provide your CAGE code or Unique Entity Identifier (SAM):	N/A - As a Canadian company, we do not plan to work directly with U.S. federal agencies. True North Emergency - Cage code 1XD43
5	Provide your NAICS code applicable to Solutions proposed.	There's no dedicated Canadian NAICS code explicitly labeled for that activity in StatsCan's listings, but we can infer or align with U.S. classifications such as: 336120 – Heavy-duty truck manufacturing, which includes manufacturing special-purpose highway vehicles, such as firefighting vehicles.
6	Proposer Physical Address:	Hub Fire Engines & Equipment Ltd. 3175 McCallum Road Abbotsford, British Columbia V2S 7W5 Canada Safetek Emergency Vehicles Ltd. 2122 Peardonville Road Abbotsford, British Columbia V2T 6J8 Canada Profire Emergency Equipment Inc. 2122 Peardonville Road Abbotsford, British Columbia V2T 6J8 Canada
7	Proposer website address (or addresses):	https://www.hubfire.com https://firetrucks.ca https://www.profiretrucks.ca
8	Proposer's Authorized Representative (name, title, address, email address & phone) (The representative must have authority to sign the "Proposer's Assurance of Compliance" on behalf of the Proposer):	Trevor Edwards, Quotations & Design 3175 McCallum Road Abbotsford, British Columbia V2S 7W5 Email: trevor@hubfire.com Phone: 604-859-3124 ext. 233

9	Proposer's primary contact for this proposal (name, title, address, email address & phone):	Trevor Edwards, Quotations & Design 3175 McCallum Road Abbotsford, British Columbia V2S 7W5 Email: trevor@hubfire.com Phone: 604-859-3124 ext. 233	*
10	Proposer's other contacts for this proposal, if any (name, title, address, email address & phone):	Rebecca Masuhara, CFO 2122 Peardonville Road Abbotsford, BC Canada V2T 6J8 Email: rmasuhara@firetrucks.ca Phone: 604-308-5595	*

Table 2A: Financial Viability and Marketplace Success (50 Points, applies to Table 2A and 2B)

Line Item	Question	Response *
11	Provide a brief history of your company, including your company's core values, business philosophy, and industry longevity related to the requested Solutions.	<p>Company Overview – Hub Fire Engines, Safetek Emergency Vehicles, Profire Emergency Equipment</p> <p>The 2025 Sourcewell proposal is being submitted as a joint venture between Hub Fire Engines & Equipment Ltd. (Hub), Safetek Emergency Vehicles Ltd. (Safetek), and Profire Emergency Equipment Inc. (Profire). Together these three businesses operate as a Group, one of the largest suppliers of fire rescue vehicles, parts and services in Canada. The group has manufacturing, sales and service facilities in Abbotsford, BC, Airdrie, AB, and Mississauga, ON and works with authorized service partners in every region of Canada and the Pacific Northwest of the United States. This combined structure means the company can design, build, sell and support virtually every type of fire apparatus requested by Sourcewell from pumper and aerials to wildland units, ARFF and electric vehicles while offering nationwide after sale service and cooperative contract expertise.</p> <p>History</p> <p>Hub Fire Engines (founded 1959) Hub Fire Engines is Canada's continuously operating manufacturer of fire apparatus, with over 65 years of experience serving fire departments across Canada. Headquartered in Abbotsford, British Columbia, Hub remains privately owned, with ownership and senior leadership actively involved in day-to-day operations. Hub's deep-rooted culture of craftsmanship, attention to detail, and unwavering commitment to customer satisfaction differentiates it from larger, publicly traded OEMs.</p> <p>For more than 65 years, Hub has been dedicated exclusively to designing and building fire apparatus that meet the evolving needs of fire services across Canada. As part of the Safetek Profire Group, Hub combines its deep history with the strength of a national sales and service organization, giving Sourcewell participants the confidence of working with a trusted and proven partner.</p> <p>Hub's business philosophy is centered on long-term partnerships, transparency, and maximizing the operational readiness of emergency fleets. We achieve this by listening to our customers, adapting to their unique needs, and continuously investing in technology, people, and processes. Our approach ensures that every apparatus is engineered for reliability, safety, and performance in the most demanding conditions.</p> <p>Hub has delivered thousands of pumpers, tenders/tankers, aerials, and wildland units to departments of all sizes. Our experience has taught us that uptime, serviceability, and lifecycle value are the most important priorities for customers, and we have built our company around meeting those needs.</p> <p>As active members of the Fire Apparatus Manufacturers' Association (FAMA), we also contribute to and benefit from the collective industry knowledge that shapes best practices, standards, and safety advancements. This membership ensures that Sourcewell participants receive solutions that reflect not only Hub's expertise, but also the latest innovations and compliance standards across the fire service manufacturing community.</p> <p>Safetek Emergency Vehicles (founded 1993) Safetek was established in 1993 with the goal of introducing high performance aerials and other apparatus to the Canadian market. Safetek quickly grew to Canada's only national full service emergency vehicle dealer.</p> <p>Safetek has always differentiated itself through national coverage and multiple brand representation, providing coast to coast sales, service and warranty support. The company has delivered apparatus to departments in all ten provinces and three</p>

territories, including remote communities such as Inuvik in the high Arctic. Safetek's growth was further accelerated through acquisitions – Profire Emergency Equipment in 2009 and Hub Fire Engines in 2023 – enabling a full portfolio of apparatus and parts supply. Today Safetek continues to represent major North American and European manufacturers (e.g., Spartan ER, Smeal, E One, KME, Ferrara, SVI Trucks, EVI, Iturri) and operates Canada's largest cooperative purchasing program for fire rescue vehicles.

Profire Emergency Equipment (founded 1992)

Profire was formed in Abbotsford in 1992 as a dealer for Superior Emergency Vehicles. It soon began building custom apparatus for smaller departments in British Columbia and developed a reputation for innovation and quality. In 2009 Safetek acquired Profire and integrated it into the Safetek Profire Group, expanding after sales service and parts distribution from coast to coast. Profire continues to design and build wildland/quick attack apparatus and supports the group with more than \$5 million in OEM and aftermarket parts inventory. The company also operates mobile service units and provides warranty and parts support for all brands sold by Safetek.

Core Values

We operate under a "People First, Always" culture. The company's values, published on our corporate website, emphasize taking action, taking ownership, earning trust and respect, exercising strong judgement, being curious and willing to learn, delivering results, hiring and developing the best people, and communicating effectively. These values encourage employees to respond proactively, be accountable, treat others with dignity, make ethical decisions, continually improve, set high standards and foster talent. Such a culture reinforces the group's mission of 'serving those who keep our communities safe'.

Business Philosophy

The group's business philosophy centres on integrity, innovation and partnership. The Group's leadership notes that the company strives to build long term relationships by supplying high quality apparatus, honest pricing and nationwide support. Hub's history of remaining a small volume, high craftsmanship builder reflects a commitment to personalized service and durable construction. Profire complements this approach by focusing on flexible, rapid deployment of wildland units and comprehensive parts and warranty support. Together, the companies seek to design and deliver apparatus solutions tailored to each department's operational needs, support them through their lifecycle and continuously improve through new technologies (e.g., idle reduction systems, electric and hybrid chassis, modular stainless steel and poly body construction). This philosophy aligns closely with Sourcewell's emphasis on long-term value, innovation, customer service, and industry longevity, and directly supports Sourcewell's requested solutions.

Industry Longevity

The three companies bring more than 65 years of continuous apparatus manufacturing and over 30 years of national distribution and service. Hub's 1959 founding makes it the longest running Canadian manufacturer, while Safetek and Profire, both founded in the early 1990s, provide more than three decades of experience selling, servicing and upfitting apparatus across Canada. Safetek's unique position as the only national full-service emergency vehicle dealer allows the group to support agencies from coast to coast to coast, delivering equipment to all Canadian provinces and territories. The acquisitions of Profire and Hub expanded this capability, giving the group in-house manufacturing, and a deep parts and service network.

The combined organization offers a comprehensive range of firefighting apparatus – from pumper and aerials to tankers, rescue units, wildland apparatus, ARFF vehicles and electric or hybrid trucks – built to NFPA and ULC standards. With decades of industry longevity, a values driven culture, national reach and a proven record of Sourcewell cooperative contract compliance, we are uniquely positioned to meet and exceed the expectations of Sourcewell participating entities.

*Please refer to 'Additional_Documents_Safetek_Profire_Hub_Sourcewell_2025' under 'Company Values' in Additional Documents Folder.

12	What are your company's expectations in the event of an award?	We are fully committed to actively promoting Sourcewell (and its Canadian partner, Canoe) to drive usage of the cooperative contract among eligible agencies. We understand that one of Sourcewell's key criteria is a supplier's willingness and ability to market the contract effectively, and we have a proven track record of doing exactly that. Our entire sales team is trained and fluent in the advantages and procedures of Sourcewell/Canoe contracts, enabling them to educate fire chiefs and municipal buyers on how to procure through this program. We incorporate Sourcewell/Canoe messaging in all of our outreach channels. For example, on our company website we maintain a dedicated Cooperative Purchasing page explaining the benefits of Sourcewell/Canoe and how to utilize it, complete with testimonials from satisfied clients - https://firetrucks.ca/cooperative-purchasing/
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13	<p>Demonstrate your financial strength and stability with meaningful data. This could include such items as financial statements, SEC filings, credit and bond ratings, letters of credit, and detailed reference letters. Upload supporting documents (as applicable) in the document upload section of your response. DO NOT PROVIDE ANY TAX INFORMATION OR PERSONALLY IDENTIFIABLE INFORMATION.</p>	<p>Safetek, Profire and Hub demonstrate strong financial capacity, operational resilience, and long-term stability which are key indicators of our ability to successfully fulfill an awarded Sourcewell contract.</p> <p>Our Consolidated Financial Statements for the year ended March 31, 2025 confirm:</p> <ul style="list-style-type: none"> • Consistent revenue growth and positive cash flows from operations, reflecting a diversified customer base and recurring aftermarket service revenues. • Strong asset position, supported by significant property, plant, and equipment investments in our manufacturing facilities, service centres, and specialized tooling. • Healthy working capital and liquidity, ensuring operational agility and timely fulfillment of large-scale, multi-unit orders. <p>We also maintain robust corporate financing facilities with major Canadian financial institutions, including operating lines of credit and term loans, providing additional liquidity for project execution and inventory management. Our relationship with these institutions is longstanding and based on a track record of meeting all financial obligations without default.</p> <p>Safetek, Profire and Hub have never filed for bankruptcy or been subject to debarment or suspension. We operate with a disciplined approach to financial management, prudent leverage, and strong governance oversight.</p> <p>*Please refer to document 'Financial_Strength_and_Stability_Sourcewell_Safetek_Profire_Hub_2025'</p>
14	What is your US market share for the Solutions that you are proposing?	In the United States we work through our partner True North Emergency to represent Hub Fire Engines and the products we carry in the Pacific Northwest (Alaska, Washington, Oregon, Idaho, Montana and Wyoming), with an estimated 10% market share
15	What is your Canadian market share for the Solutions that you are proposing?	Hub, Safetek and Profire are recognized as the only national full-service emergency vehicle provider in Canada, with an estimated 22-25% market share in Canada.
16	Disclose all current and completed bankruptcy proceedings for Proposer and any included possible Responsible Party within the past seven years. Proposer must provide notice in writing to Sourcewell if it enters a bankruptcy proceeding at any time during the pendency of this RFP evaluation.	<p>Hub Fire Engines, Safetek Emergency Vehicles Ltd., and Profire Emergency Equipment Inc. confirm that neither the companies nor any responsible parties have filed for, nor completed, any bankruptcy proceedings within the past seven (7) years.</p> <p>We further confirm that, should any of the companies or responsible parties enter into bankruptcy proceedings at any time during the pendency of this RFP evaluation or the term of an awarded agreement, we will provide immediate written notice to Sourcewell in full compliance with the agreement requirements.</p> <p>This declaration affirms our strong financial stability and our ability to fulfill all contractual obligations to Sourcewell and its participating entities.</p>
17	<p>How is your organization best described: is it a manufacturer, a distributor/dealer/reseller, or a service provider? Answer the question that best applies to your organization, either a) or b).</p> <p>a) If your company is best described as a distributor/dealer/reseller (or similar entity), provide your written authorization to act as a distributor/dealer/reseller for the manufacturer of the products proposed in this RFP. If applicable, is your dealer network independent or company owned?</p> <p>b) If your company is best described as a manufacturer or service provider, describe your relationship with your sales and service force and with your dealer network in delivering the products and services proposed in this RFP. Are these individuals your employees, or the employees of a third party?</p>	<p>Organizational Description</p> <p>Hub Fire Engines is best described as a (b) manufacturer of custom firefighting apparatus, with integrated sales, distribution, and service capabilities through both company-owned and independent channels.</p> <p>Sales and Dealer Network</p> <ul style="list-style-type: none"> • In Canada, sales are managed directly through our company-owned dealer, Safetek, which provides full national coverage. • In the Pacific Northwest of the United States, sales and service are delivered through our independent dealer, True North Emergency. • In regions without dedicated sales representation, Hub supports direct-to-customer (DTC) sales through its factory sales team. • Additionally, as a long-standing Spartan/Smeal dealer of more than 30 years, Safetek has built deep relationships with the 28 Spartan/Smeal dealers across the U.S., allowing Hub products to be made available to Sourcewell participants through this established dealer network. <p>Service and After-the-Sale Support</p> <ul style="list-style-type: none"> • After-the-sale support, warranty service, and parts are delivered through a hybrid service model: -Company-owned service facilities and certified Emergency Vehicle Technicians (EVTs) across Canada (via Profire). -Independent dealer service centers (True North Emergency). -Collaborative access to the broader Spartan/Smeal dealer network, ensuring that any Hub product delivered in North America can be supported locally. • All warranty and service requests for Sourcewell participants are coordinated directly by Profire, ensuring consistency, transparency, and timely response regardless of location. <p>Employment Model</p> <ul style="list-style-type: none"> • Sales and service teams at Hub, Safetek and Profire are employees of the company.

- Dealer partners, such as True North Emergency and the Spartan/Smeal dealer network, are third-party employees operating under our oversight and collaborative agreements to ensure consistency of customer experience.

This integrated network ensures consistent quality, rapid response, and nationwide coverage for Sourcewell participating entities, with all representatives and service providers either employed directly by our companies or operating as authorized, contracted partners under our quality standards.

Our proposal represents an integrated organization that encompasses a manufacturer, a distributor/dealer, and a service provider under one corporate group. Safetek, Profire, and Hub are all part of the same company family, operating collaboratively to deliver end-to-end fire apparatus solutions. This structure enables us to provide a seamless experience from vehicle production (Hub/Profire) through sales/distribution (Safetek and True North Emergency) to after-sale support (Profire and True North) with unified accountability and quality control.

Dealer Network Relationship

Our fully authorized and trusted dealer partners Safetek – company-owned), and both True North, Greater Spartan dealer network operate as independent third-party organization(s) with their own team of experienced sales professionals, certified Emergency Vehicle Technicians (EVTs), and trained parts specialists.

We provide them with direct access to factory resources, engineering support, technical documentation, and OEM training to ensure they deliver solutions to the same high standard as our in-house team. In return, our dealers offer local market expertise, responsive customer engagement, and service capabilities through both fully equipped facilities and mobile service units.

Warranty, Parts, and Technical Support

Our dealers manage warranty coordination and routine maintenance for participating entities, with full oversight from our corporate service team. Parts are supplied from their own inventories, supplemented by our central distribution channels, ensuring fast turnaround and minimized downtime.

Consistent Customer Experience Across All Channels

This dealer partnership model ensures that Sourcewell participating entities receive consistent quality, technical expertise, and responsive service — whether working directly with our company-owned facilities or through our authorized dealer network. Our structured processes, shared training programs, and coordinated communication ensure a seamless customer experience nationwide.

*Please refer to document 'Additional_Documents_Safetek_Profire_Hub_Sourcewell_2025' under 'True North Emergency Equipment Company Overview' in Additional Documents Folder.

18	<p>If applicable, provide a detailed explanation outlining the licenses and certifications that are both required to be held, and actually held, by your organization (including third parties and subcontractors that you use) in pursuit of the business contemplated by this RFP.</p>	<p>UL / ULC Certification and Compliance</p> <p>Apparatus we manufacture are designed, built, and independently certified to meet the NFPA 1901 – 2013 Edition requirements and ULC to the Canadian ULC-S515-04 standard. Certification is performed through a Third-Party by Underwriters Laboratories (UL), providing customers with complete assurance that every unit meets or exceeds applicable safety and performance standards.</p> <p>Our UL certification process includes:</p> <ul style="list-style-type: none"> • Comprehensive design review to confirm compliance with NFPA 1901 specifications. • Production inspection to verify adherence to design and quality standards throughout manufacturing. • Operational and performance testing of the complete apparatus to validate functionality and safety in real-world conditions. <p>Every apparatus must successfully pass all design, production, operational, and performance tests before it is released for delivery. This rigorous process is not limited to Canadian units—all apparatus sold in the U.S. are held to the same stringent standards—underscoring our company-wide commitment to uncompromising quality, safety, and compliance.</p> <p>Both Hub Fire Engines and Profire Emergency Equipment are authorized by Transport Canada to apply and use the National Safety Mark (NSM) on fire apparatus we manufacture. This authorization is only granted to manufacturers that demonstrate compliance with all applicable Canada Motor Vehicle Safety Standards (CMVSS).</p> <p>This certification reinforces our commitment to manufacturing fire apparatus to the highest safety and quality standards, and provides Sourcewell participants with peace of mind that their investment is backed by both national regulatory compliance and our proven track record of delivering safe, reliable emergency vehicles. Please refer to certificates attached in Financial Strength and Stability Folder.</p> <p>FAMA Membership</p> <p>Hub and Safetek are both active members of the Fire Apparatus Manufacturers' Association (FAMA), the industry's leading trade association. For Sourcewell participants, this ensures our products are aligned with the latest safety standards, innovations, and best practices while also benefiting from FAMA's advocacy on funding and regulatory issues. Our membership demonstrates our commitment to continuous improvement and delivering apparatus that meet the evolving needs of the fire service. Please refer to FAMA certificate attached in Financial Strength and Stability Folder.</p> <p>Canadian Welding Bureau Certificate for Aluminum Welding (Annual Testing)</p> <p>Department of Transport Ministerial Authorization to apply CMVSS label (Random Audit)</p> <p>ULC certificate of compliance with current CAN/ULC S515</p> <p>Certificate of Good Standing with WorkSafeBC</p> <p>Our Teamsters Unionized employees individually maintain recognized licenses and certifications in heavy equipment operation and maintenance, first aid, various welding technologies across various materials (specifically aluminums and steels), machining technologies, metal fabrication, electrical system, body men/painters.</p> <p>*Please refer to document 'Financial_Strength_and_Stability_Sourcewell_Safetek_Profire_Hub_2025' under licenses in Financial Strength and Stability Folder.</p>
19	<p>Disclose all current and past debarments or suspensions for Proposer and any included possible Responsible Party within the past seven years. Proposer must provide notice in writing to Sourcewell if it enters a debarment or suspension status any time during the pendency of this RFP evaluation.</p>	<p>Hub Fire Engines & Equipment Ltd., Safetek Emergency Vehicles Ltd., and Profire Emergency Equipment Inc. confirm that neither we nor any of our affiliates, owners, officers or directors have been subject to debarment or suspension within the past seven (7) years.</p>
20	<p>Describe any relevant industry awards or recognition that your company has received in the past five years.</p>	<p>2024 – Spartan Emergency Response Outstanding Dealer 2023 - Spartan Emergency Response Outstanding Dealer 2023 – Spartan Emergency Response – Outstanding Dealer Achievement Award 2019 - Abbotsford Chamber of Commerce Manufacturing and Production Excellence Award</p>
21	<p>What percentage of your sales are to the governmental sector in the past three years?</p>	<p>Greater than 95%.</p>

22	What percentage of your sales are to the education sector in the past three years?	Less than 5%.	*
23	List all state, cooperative purchasing agreements that you hold. What is the annual sales volume for each of these agreement over the past three years?	<p>We currently participate exclusively in the Sourcewell/Canoe cooperative purchasing program. While we do not hold other state or cooperative purchasing agreements, our organization has extensive experience successfully delivering fire apparatus, equipment, and services through Sourcewell/Canoe over the past five years.</p> <p>Performance Through Sourcewell/Canoe</p> <ul style="list-style-type: none"> Safetek Participation: Safetek participates in Sourcewell/Canoe through the REV Fire Group contract, representing leading brands including Spartan Emergency Response, Smeal, Ladder Tower, Spartan Chassis, E-One, Ferrara, and KME. Number of Orders (Current): 40+ units currently on order. Total Estimated Value (Current Orders): In excess of \$60 million CAD. Geographic Reach: Deliveries to municipalities and fire services across Canada. Contract Utilization: Steady year-over-year growth in order volume, demonstrating strong market adoption and customer confidence in Sourcewell/Canoe cooperative purchasing as a procurement method. <p>Hub Participation</p> <p>Hub Fire Engines is active in Sourcewell/Canoe purchases through other approved vendors, including Spartan, Freightliner, and International chassis. Hub works closely with these approved vendors to provide Sourcewell/Canoe solutions to its customers and participating organizations, ensuring seamless integration of Hub's custom-built apparatus with these OEM platforms.</p> <p>Our combined track record with Sourcewell/Canoe demonstrates both capability and commitment to promoting and fulfilling cooperative purchasing contracts. This proven success will be leveraged and expanded under the proposed Sourcewell master agreement.</p>	*
24	List any GSA contracts or Standing Offers and Supply Arrangements (SOSA) that you hold. What is the annual sales volume for each of these contracts over the past three years?	<p>GSA Contracts and SOSA</p> <p>We do not currently hold any General Services Administration (GSA) contracts or Standing Offers and Supply Arrangements (SOSA). As such, there is no annual sales volume to report for the past three years.</p> <p>While we do not hold these specific contract types at present, we have extensive experience fulfilling large-scale procurement agreements with municipal, provincial, and national agencies across Canada, and have the operational capacity, financial stability, and infrastructure to successfully manage such contracts should opportunities arise.</p>	*

Table 2B: References/Testimonials

Line Item 25. Supply reference information from three customers who are eligible to be Sourcewell participating entities.

Entity Name *	Contact Name *	Phone Number *
Burnaby Fire Department 4867 Sperling Avenue BC Canada V5E 2S9	Ivan Koe, Assistant Chief	604-294-7552
Kelowna Fire Department 2255 Enterprise Way, Kelowna BC, Canada V1Y 6H7	Larry Watkinson, Deputy Chief	250-469-8754
Cranbrook Fire Rescue 2503 2nd Street South Cranbrook, BC, Canada V1C 1E3	Scott Driver, Fire Chief	250-426-2325
Fraser Fort George Regional District 155 George Street Prince George, BC, Canada V2L 1P8	Melanie Perrin, Fire Services Coordinator	250-960-4400

Table 3: Ability to Sell and Deliver Solutions (150 Points)

Describe your company's capability to meet the needs of Sourcewell participating entities across the US and Canada, as applicable. Your response should address in detail at least the following areas: locations of your network of sales and service providers, the number of workers (full-time equivalents) involved in each sector, whether these workers are your direct employees (or employees of a third party), and any overlap between the sales and service functions.

Line Item	Question	Response *
26	Sales force.	<p>Locations of Sales and Service Providers</p> <p>Safetek (Hub's company-owned dealer), provides complete national sales coverage across Canada. Our four (4) Regional Sales Managers (RSMs) are strategically located in British Columbia, Alberta, Ontario, and Atlantic Canada, each responsible for their home province and adjacent territories to ensure responsive service.</p> <p>This Canadian coverage is complemented by our authorized, independent dealer, True North Emergency, the exclusive Hub dealer for Alaska, Washington, Oregon, Utah, Idaho, Montana, and Wyoming, delivering sales, service, parts, and warranty support in their designated territory. Our service network spans coast-to-coast-to coast in Canada through Profire ensuring accessible support for all Sourcewell/Canoe participating entities.</p> <p>Number of Workers (FTEs) Involved in Each Sector</p> <p>Our sales force includes four (4) Regional Sales Managers, supported by Customer Experience personnel and four (4) Regional Sales Assistants dedicated to coordinating sales activities, bid support, and customer communication. The service network consists of emergency vehicle technicians, mobile technicians, and master emergency vehicle technicians across Canada, all working in direct coordination with the sales team.</p> <p>Direct Employees vs. Third-Party Employees</p> <p>All Canadian sales staff, including RSMs, Customer Experience Advisors, and RSAs, are direct employees of Safetek and Profire. In the Pacific Northwest U.S., sales and service are provided by True North Emergency, whose staff are direct employees of the authorized dealer.</p> <p>Overlap Between Sales and Service Functions</p> <p>Our sales and service operations are fully integrated, ensuring a seamless customer experience from the first inquiry through vehicle delivery and after-sales support. RSMs work closely with service managers, technicians, and warranty specialists to address technical requirements, manage configurations, and provide timely resolution of customer needs. This alignment ensures that Sourcewell/Canoe participants receive coordinated support across the full lifecycle of their apparatus.</p> <p>*Please refer to 'Additional_Documents_Safetek_Profire_Hub_Sourcewell_2025' under 'Organizational Chart', 'Sales Territory', and 'Spartan ER Dealer Directory' in the Additional Document Folder.</p>

27	<p>Describe the network of Authorized Sellers who will deliver Solutions, including dealers, distributors, resellers, and other distribution methods.</p>	<p>Sales Model</p> <p>Hub Fire Engines delivers a unique hybrid sales model designed to maximize accessibility, responsiveness, and value for Sourcewell participating entities across North America.</p> <ul style="list-style-type: none"> • Canada – Sales are led by Safetek, our company-owned dealer serving all regions of Canada. • Direct-to-Customer (DTC) – Hub sales are also delivered factory direct. • Pacific Northwest U.S. – Sales are supported through True North Emergency, our authorized dealer covering Alaska, Washington, Oregon, Idaho, Wyoming, and Utah. • U.S. National Coverage – Leveraging our 30+ year partnership as a Spartan/Smeal dealer, we collaborate with the 28 Spartan/Smeal dealers across the U.S. on a case-by-case basis to extend reach and ensure local expertise. <p>This hybrid approach provides Sourcewell members with the best of both worlds:</p> <ul style="list-style-type: none"> • Direct access to factory expertise and pricing. • Immediate coverage through established dealer networks. • Seamless collaboration that reduces sales cycle times and ensures consistency. <p>The result is a flexible, scalable, and proven sales network that allows any Hub apparatus to be delivered and supported effectively, lowering total cost of acquisition and maximizing customer confidence.</p> <p>Our hybrid sales model and comprehensive after-the-sale support plan offer unprecedented benefits to Sourcewell participating agencies. We bring immediate, national sales coverage, unparalleled customer service, and the confidence of a 30+ year dealer network legacy to every Hub apparatus delivered. We are excited to support Sourcewell participants wherever they may be – from the largest city to the most remote rural township – with a level of care and competence that sets a new standard. This approach is aligned with Sourcewell's mission to provide efficient, value-driven solutions to its members.</p> <p><small>*Please refer to 'Additional_Documents_Safetek_Profire_Hub_Sourcewell_2025' under 'Sales Model and Nationwide Support for Sourcewell Participants' in Additional Documents Folder.</small></p>
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28	<p>Service force.</p>	<p>Service Model</p> <p>Hub offers Sourcewell participants a service model that ensures comprehensive after-sale support across North America.</p> <p>In Canada, our company-owned service provider, Profire, provides nationwide service, parts, and warranty coverage. This coverage is supplemented with Third-Party service providers in Manitoba, and Atlantic Canada.</p> <p>In the U.S., we extend support through our dealer, True North Emergency, and—uniquely—through established partnerships with all 28 Spartan/Smeal dealers across the country.</p> <p>For Sourcewell participants, this means that any Hub apparatus can be serviced locally by certified technicians using OEM parts, minimizing downtime and reducing total cost of ownership. All warranty and service requests are coordinated directly by our team, ensuring consistency, transparency, and timely response, regardless of location. By leveraging an expansive, proven network, Sourcewell members gain access to a robust service and support program.</p> <p>Comprehensive North American Service Coverage</p> <p>Canada-Wide Support: Profire, our company-owned service arm, provides extensive coverage across Canada, supplying fire-rescue apparatus, parts, and service “coast to coast to coast” across all 10 provinces and 3 territories. This means Sourcewell members in even the most remote Canadian locations have ready access to authorized service and support from our in-house team.</p> <p>U.S. Regional Presence: In the United States, we extend our reach through key regional partners. For example, True North Emergency Equipment bolsters our coverage in the Pacific Northwest with fully equipped service facilities in Oregon and Washington. True North's two locations ensure that Sourcewell customers in that region receive prompt local service and parts support without delay.</p> <p>Nationwide Dealer Network Collaboration: As a Spartan/Smeal dealer for over 30 years, Safetek has forged deep relationships with all the Spartan Emergency Response/Smeal dealers across the U.S. We will partner with this entire network of 28 authorized Spartan/Smeal dealerships to support Hub apparatus anywhere in the country. Spartan's dealer network already spans 44 U.S. states and all of Canada, which gives our Sourcewell customers immediate access to service centers staffed by factory-trained technicians virtually in every region. In short, any Hub truck purchased through Sourcewell can be serviced by a nearby certified dealer, regardless of the department's location.</p> <p>In summary, our after-the-sale support strategy ensures that any Hub truck delivered via the Sourcewell contract will be supported for life by a responsive, well-resourced service network. From rapid parts availability and local service, we provide a safety net that keeps each apparatus in peak operating condition. This comprehensive support is a direct outcome of our group's longstanding commitment to firefighters and first responders – as a team that has sold and serviced apparatus for over six decades, we understand that winning a sale is only the beginning of the relationship. We measure our success by our customers' long-term satisfaction and the performance of their trucks on the front lines, so we have built a support system to uphold that success wherever our trucks are in operation.</p> <p>* Please refer to 'Additional_Documents_Safetek_Profire_Hub_Sourcewell_2025' under 'Innovative Hybrid Service Model for Unmatched North American After Sale Support' in Additional Document Folder.</p>
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29	<p>Describe the ordering process. If orders will be handled by distributors, dealers or others, explain the respective roles of the Proposer and others.</p>	<p>We will manage Sourcewell transactions through a structured and transparent process. Our internal procedures are designed to ensure contract compliance, pricing integrity and a seamless experience for Sourcewell participants.</p> <p>Proposal Development and Quoting A Regional Sales Manager (RSM) or our authorized dealer (e.g., True North Emergency in the Pacific Northwest) will work closely with the customer to develop a detailed apparatus specification. Using our proprietary quoting tools (Quote Writer, FyreSoft, Fire Truck Builder) we configure each build and automatically apply Sourcewell/Canoe pricing schedules. Each quote is flagged as a Sourcewell order and routed to our contracts team for review and approval, ensuring that discounts, volume incentives and delivery costs comply with the Master Agreement.</p> <p>Internal Pricing and Compliance Review Once the specification and preliminary pricing are complete, we review the configuration to verify technical accuracy and compliance with Sourcewell contract terms. Only after the configuration is validated and the correct Sourcewell pricing is confirmed do we present the final quotation to the customer.</p> <p>Purchase Order and Approval When the participating entity issues a purchase order, the PO and accompanying cost analysis are forwarded to our contracts department for final validation. We check the PO against the original quote, verify that all options are covered by the Sourcewell contract, and confirm that the administrative fee has been correctly calculated.</p> <p>Centralized Reporting and Fee Payment Regardless of whether a transaction is conducted through a dealer or directly, we take full responsibility for Sourcewell contract reporting. Our contracts administration team reports sales to Sourcewell on a quarterly basis and remits any administrative fees on behalf of our dealers and manufacturing partners. This ensures that all transactions remain transparent and fully auditable.</p> <p>By following this disciplined process—spanning specification, pricing, compliance review, PO validation and centralized reporting—we ensure that Sourcewell participants receive proper contract pricing, that our dealers and manufacturing partners remain compliant with all terms, and that the procurement experience remains seamless and straightforward.</p> <p>* Please refer to 'Additional_Documents_Safetek_Profire_Hub_Sourcewell_2025' under 'Sales Process' in Additional Documents Folder.</p>
30	<p>Describe in detail the process and procedure of your customer service program, if applicable. Include your response-time capabilities and commitments, as well as any incentives that help your providers meet your stated service goals or promises.</p>	<p>Our Customer Experience (CX) Team at Profire operates across Canada, enabling responsive service in all time zones and 24/7 availability for urgent service issues. All team members are cross-trained to provide support across multiple service areas, ensuring customers receive knowledgeable assistance without delay. We manage and monitor all incoming emails to ensure response is provided within 24 hours, while maintaining a parts inventory valued at over \$5 million to support rapid service. This inventory enables us to deliver required parts within 48 hours or less in 90% of cases, helping us consistently meet our service goals and uphold the high standards expected by our customers.</p>
31	<p>Describe your ability and willingness to provide your products and services to Sourcewell participating entities.</p>	<p>Nationwide Reach – Canada We are fully committed to serving Sourcewell/Canoe participating entities across Canada and the US.</p> <ul style="list-style-type: none"> • Safetek provides coast-to-coast sales coverage with company regional sales managers and support staff. • Profire delivers national after-sales service through company-owned service centers, mobile service units, and certified third-party partners. • Hub manufactures custom fire apparatus in Abbotsford, BC, and distributes in Canada primarily through Safetek. • Pacific Northwest United States <p>Through our authorized dealer, True North Emergency, we provide Hub sales, service, parts, and warranty support to participating entities in Alaska, Washington, Oregon, Utah, Idaho, Montana, and Wyoming. We extend access nationwide through collaboration with the 28 authorized Spartan/Smeal dealers across the U.S.</p> <ul style="list-style-type: none"> • Direct-to-Customer (DTC): In any region not directly serviced by a local sales representative, our Hub inside sales team provides direct sales and support, ensuring no geographic gaps. <p>Willingness to Serve We are ready, willing, and able to deliver any combination of our products and services to any Sourcewell participating entity within our coverage areas. This includes fast-track delivery of stock/demo units in as little as 30 days, and custom orders ranging from 90 to 850 days depending on complexity.</p>

32	Describe your ability and willingness to provide your products and services to Sourcewell participating entities in Canada.	<p>Our commitment to Canadian Sourcewell/Canoe members is unparalleled. We are a Canadian company and have been proudly serving all regions of Canada for six decades. We will provide our full range of firefighting apparatus, equipment, parts, and services to every province and territory through this contract. From major metropolitan fire departments to small rural volunteer services, any Canadian participating entity can count on Safetek/Profire/Hub to meet their needs.</p> <p>Over the past several years, we have successfully leveraged the Canoe Procurement Group (Sourcewell's Canadian partner) to sell fire apparatus across the country. Our global manufacturing partners (like REV Group) also have a footprint in Canada through us, ensuring parts and technical support are readily available country-wide. In short, there are no areas in Canada that we will not serve under the Sourcewell contract. This includes remote and northern communities; we have experience arranging delivery to challenging locations and coordinating local service training for those departments. See video of delivery to Iqaluit Fire Department's KME Aerial Ladder being loaded onto a ship. https://www.instagram.com/reel/CVERcBjgs_O/</p> <p>Our ability and willingness to serve all of Canada is demonstrated by our track record: we currently have dozens of fire trucks on order for Canadian cities and towns via cooperative purchasing, and we routinely attend national conferences (e.g. the Canadian Association of Fire Chiefs conference) to engage with agencies from all corners of the country. We are enthusiastic about continuing to grow Sourcewell/Canoe usage across Canada – if awarded this contract, we will intensify our outreach so that every eligible Canadian entity knows about and can benefit from this procurement option.</p>
33	Identify any geographic areas of the United States or Canada that you will NOT be fully serving through the proposed agreement.	<p>With our company-owned dealer Safetek and our authorized U.S. dealer True North Emergency, provides full sales and service coverage across Canada and the United States.</p> <ul style="list-style-type: none"> • Canada: All regions are fully supported by Safetek Profire's national sales and service network. • United States: We cover the Pacific Northwest through True North Emergency (Alaska, Washington, Oregon, Idaho, Wyoming, Utah) and extend access nationwide through collaboration with the 28 authorized Spartan/Smeal dealers across the U.S. • Direct-to-Customer (DTC): In any region not directly serviced by a local sales representative, our Hub inside sales team provides direct sales and support, ensuring no geographic gaps. <p>Result: Under our hybrid sales model, no area in Canada or the U.S. is left uncovered. Sourcewell participating entities, regardless of location, will have seamless access to our products, sales expertise, and after-the-sale support.</p>
34	Identify any account type of Participating Entity which will not have full access to your Solutions if awarded an agreement, and the reasoning for this.	Our organizations will not restrict any Sourcewell/Canoe Participating Entity or account type from accessing our solutions. We serve municipalities, fire districts, federal and provincial agencies, educational institutions, Indigenous communities, and qualified non-profit organizations with equal priority.
35	Define any specific requirements or restrictions that would apply to our participating entities in Hawaii and Alaska and in US Territories.	We do not impose any specific requirements or restrictions on Sourcewell participating entities located in Alaska, Hawaii or other U.S. territories. The products and services offered through this agreement are available to all eligible entities regardless of geography, and we will work with them to arrange delivery and support.
36	Will Proposer extend terms of any awarded master agreement to nonprofit entities?	We serve qualified non-profit organizations with equal priority.

Table 4: Marketing Plan (100 Points)

Line Item	Question	Response *
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37	<p>Describe your marketing strategy for promoting this opportunity. Upload representative samples of your marketing materials (if applicable) in the document upload section of your response.</p> <p>At Safetek, Profire, and Hub our marketing strategy following a successful Sourcewell contract award will focus on visibility, education, and enablement ensuring that our customers, sales team, and dealer network clearly understand the value of cooperative purchasing through Sourcewell. Our strategy will include the following actions:</p> <p>Website Landing Page</p> <ul style="list-style-type: none"> Develop a dedicated Sourcewell landing page on our websites, firetrucks.ca, profiretrucks.ca, and hubfire.com, highlighting the benefits of cooperative purchasing and the simplified procurement process. Include a prominent Sourcewell logo, contract number, and hyperlinked redirect to Sourcewell's official site. Add a direct contact form for lead capture and customer inquiries related to Sourcewell-eligible units. Optimize the page using SEO best practices and structured data (schema markup) to improve visibility in AI-powered search tools like ChatGPT, Gemini, and Perplexity. Content will include keyword-rich descriptions and Q&A formats to increase search relevance. <p>Targeted Communications</p> <ul style="list-style-type: none"> Publish a formal press release announcing the Sourcewell contract award, outlining how customers can leverage the program. This release will be distributed through traditional PR outlets, social media, and paid media. Deliver recurring customer email campaigns showcasing available units and educating procurement officials on Sourcewell advantages. Launch a blog series highlighting new orders and deliveries made via Sourcewell to drive both SEO performance and customer confidence. Update corporate email signatures for all customer-facing staff to include a hyperlinked Sourcewell logo and contract reference, enhancing daily exposure to the program. <p>Trade Show & Event Marketing</p> <ul style="list-style-type: none"> Display Sourcewell-eligible trucks at key national and regional industry trade shows. Distribute branded Sourcewell brochures and quick guides at events, providing clear steps to purchase through the contract. Feature Sourcewell contract signage on units and at booth displays, including window decals and large poster boards. When applicable, leverage speaking opportunities to educate attendees on how Sourcewell streamlines access to custom-built apparatus. <p>Sales & Dealer Enablement</p> <ul style="list-style-type: none"> Launch a Sourcewell Sales Toolkit for our internal and external sales network, including: <ul style="list-style-type: none"> -A quick-reference FAQ -Process and pricing flowcharts -Pre-written customer emails and leave-behinds Integrate the Sourcewell contract into our internal quoting templates and spec tools, enabling our sales and dealer teams to confidently promote and configure units under the program. This multi-channel approach ensures that the Sourcewell program is not only visible, but fully embedded into Safetek, Profire, and Hub's brand narrative, sales strategy, and customer experience. <p><small>*Please refer to 'Marketing_Plan_Samples_2025' in Marketing Plan/Samples Folder.</small></p>
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38	<p>Describe your use of technology and digital data (e.g., social media, metadata usage) to enhance marketing effectiveness.</p>	<p>Our marketing efforts are led by a dedicated in-house team that collaborates closely with departments across the organization including sales, production, and customer experience teams to ensure our digital content is accurate, impactful, and aligned with customer needs. This collaborative approach leverages technology and data to strategically expand our marketing reach, optimize effectiveness, and track performance through measurable KPIs.</p> <p>Website Optimization and Analytics</p> <ul style="list-style-type: none"> Our website is optimized for mobile and desktop users, with clear navigation, high-resolution photos, and regularly updated content. We utilize Squarespace Analytics to track user engagement, assess campaign performance, and refine our messaging based on audience behaviour. <p>Social Media Strategy</p> <ul style="list-style-type: none"> We maintain an active presence on LinkedIn (http://linkedin.com/company/safetekprofire) (http://linkedin.com/company/hubfire), Instagram (https://www.instagram.com/safetekprofire/) (https://www.instagram.com/hubfire/), Facebook (https://www.facebook.com/safetekprofire/) (https://www.facebook.com/hubfire/), and YouTube (https://www.youtube.com/@safetekprofire7416) (https://www.youtube.com/@HubFire), sharing a variety of content including: -Order announcements -Delivery announcements -Build progress photos and videos -Trade show highlights -Sourcewell procurement success stories Work with business partners to share posts and/or videos simultaneously on respective profiles and feeds for increased page visibility and engagement relating to Sourcewell opportunities. <p>Through this integrated use of technology, data, and cross-departmental collaboration, Safetek, Profire, and Hub ensures that our Sourcewell messaging is not only discoverable, but meaningful, actionable, and aligned with the needs of public safety decision-makers.</p>
39	<p>In your view, what is Sourcewell's role in promoting agreements arising out of this RFP? How will you integrate a Sourcewell-awarded agreement into your sales process?</p>	<p>In our view, Sourcewell's role in promoting agreements arising out of this RFP is to serve as both a trusted procurement facilitator and a central platform for awareness, education, and accessibility. Through its established network of municipal, governmental, and non-profit members, Sourcewell can amplify awareness of awarded agreements, providing resources, marketing materials, and training that enable vendors and members to maximize the program's value. Sourcewell also plays a critical role in building credibility and trust in awarded vendors by ensuring transparency, compliance, and streamlined procurement processes.</p> <p>Upon being successfully awarded, we will launch a landing page with contract details, eligibility, and contact options. We will add Sourcewell information to proposals, quotes, and marketing materials, run joint promotions with Sourcewell, and highlight the contract at events and customer meetings as an easier alternative to traditional procurement.</p> <p>By embedding Sourcewell into our sales process from the moment of award, we will ensure members can quickly access our solutions while experiencing the efficiency, compliance, and value that Sourcewell offers.</p>
40	<p>Are your Solutions available through an e-procurement ordering process? If so, describe your e-procurement system and how governmental and educational customers have used it.</p>	<p>Our solutions are not currently available through an e-procurement ordering process. This is an intentional aspect of our business model, as the emergency vehicles we provide are highly customizable, technical, and often require specialized configuration to meet the unique operational, safety, and regulatory requirements of each customer.</p>

Table 5A: Value-Added Attributes (100 Points, applies to Table 5A and 5B)

Line Item	Question	Response *
41	<p>Describe any product, equipment, maintenance, or operator training programs that you offer to Sourcewell participating entities. Include details, such as whether training is standard or optional, who provides training, and any costs that apply.</p>	<p>Standard Orientation Training (Included)</p> <p>Vehicle and equipment training/orientation is provided as a standard part of every vehicle delivery for Sourcewell members. Upon delivery, we conduct an on-site Delivery Orientation session before the apparatus is placed in service. This orientation covers basic vehicle operation, safety features, and routine maintenance checks, ensuring your personnel are comfortable and proficient with the new equipment. On-site training at delivery is included at no additional cost, and it provides a comprehensive overview of operations and maintenance consistent with industry standards.</p> <p>Optional Advanced Training Programs (Additional Cost)</p> <p>In addition to the standard orientation, we offer comprehensive advanced training programs tailored to your needs – these go above and beyond the basics. Such training is available on an optional basis and can be scheduled at the time of purchase or at a later date as</p>

needed. For example, we can arrange for factory-certified instructors to provide in-depth operator or technician training on specific systems (pump operations, aerial device usage, foam systems, etc.) or enroll your team in regional training classes offered throughout the year. Advanced training and refresher courses are often customized to the department's schedule and requirements and can cover a range of topics from advanced apparatus driving techniques to detailed maintenance procedures.

One highlight is our manufacturer's Annual Fire Truck Training Conference (FTTC), an intensive hands-on training symposium. Through programs like FTTC, your personnel have the opportunity to learn directly from apparatus engineers and even test for Emergency Vehicle Technician (EVT) certification or recertification during the event.

*Please refer to 'Additional_Documents_Safetek_Profire_Hub_Sourcewell_2025' under 'Fire Truck Training Conference 2025' in Additional Documents.

Training Providers and Delivery Methods

Who provides the training: We utilize a combination of our in-house expert trainers, Original Equipment Manufacturer (OEM) training personnel, and certified third-party specialists to deliver training. Basic orientation is typically led by our dealership's delivery specialists or technicians. For advanced programs, we may bring in OEM factory instructors or partner with professional fire apparatus training organizations, ensuring that the training is delivered by subject-matter experts.

Where and how training is delivered: Standard orientation training is usually conducted on-site at your location upon delivery (for maximum convenience and real-time hands-on learning with the actual vehicle). Optional advanced trainings can be held at various venues depending on the program – for instance, at our company's training facility, the manufacturer's training center, or even at national conferences. Some programs (especially those by equipment OEMs) are available online or via virtual classrooms for added flexibility. We work with each participating entity to determine the most effective delivery method for any extra training they require.

Costs: Basic new-vehicle orientation training is included at no charge as part of the vehicle purchase. Any additional or advanced training programs are offered as add-ons and may involve an extra cost. We are transparent about these costs: if advanced training is requested at the time of vehicle order, we can include it in the quote, or it can be quoted separately later. The pricing for specialized training courses (for example, intensive maintenance courses or multi-day operator seminars) is provided up front – often per a published rate or customized quote – and schedules are made available on our training website or by request. This structure allows Sourcewell members to take advantage of as much or as little extra training as they need, controlling costs while still benefiting from advanced learning opportunities.

Maintenance and Testing Programs Offered

Beyond operator training, we also offer annual maintenance and testing programs as a value-added service to keep your apparatus in peak condition. Our service team (which includes EVT certified technicians) can perform routine preventive maintenance as well as required annual testing and certifications on fire apparatus components. This includes NFPA 1911 annual inspections and testing for pumps, ground ladders, and aerial devices, as well as full aerial ladder stress tests and pump performance tests with certification report. We can schedule annual service visits to handle these tests and any required preventive maintenance tasks, ensuring your fleet remains compliant and operationally ready. Minor repairs, adjustments, and even major overhauls can be handled through our maintenance program as needed. These maintenance/testing programs are optional services intended to complement in-house maintenance — you can utilize them on a contract or as-needed basis, with transparent pricing provided for any such service package. Many Sourcewell participating agencies find value in bundling these services for convenience and peace of mind regarding ongoing apparatus upkeep.

Emergency Vehicle Technician (EVT) Training and Certification

To support the long-term self-sufficiency of your department's fleet maintenance, we facilitate Emergency Vehicle Technician (EVT) training opportunities for mechanics and technicians. We sponsor or host annual EVT training courses (often in conjunction with the manufacturer's training conference) that prepare participants to attain EVT certification or renew their credentials.

This commitment to training – from basic operator orientation to advanced technical and EVT education – underscores our dedication to customer support. All these training programs, whether standard or custom-tailored, are aimed at maximizing the safe and effective use of your fire apparatus throughout its service life.

42	Describe any technological advances that your proposed Solutions offer.	Innovative Products & Technologies We are committed to delivering next-generation fire apparatus equipped with proven, forward-
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looking technologies that enhance operational safety, reduce operating costs, and improve fleet sustainability. Below are key innovations available through our proposal, each offering tangible benefits to Sourcewell member agencies.

1. Idle Reduction Technology (IRT)

Overview: IRT is an advanced idle mitigation system that powers on-board electronics, HVAC, scene lighting, and communications using high-capacity lithium-ion batteries—without running the engine.

End-User Benefits:

- Reduces fuel consumption and emissions by allowing the chassis engine to shut off during idle periods
- Minimizes engine wear and lowers maintenance costs, extending vehicle life
- Enables quieter operation at emergency scenes, improving situational awareness and communication
- Supports compliance with anti-idling regulations and sustainability goals

2. Smart Truck Water Flow Control System

<https://www.samflows.com/us/>

Overview: SAM is a revolutionary fire pump control system that automates and streamlines water flow operations using digital valve control, pump pressure automation, and touchscreen operation.

End-User Benefits:

- Reduces cognitive load on pump operators during high-stress incidents
- Prevents pressure spikes and equipment damage through smart pressure regulation
- Enhances safety and consistency in water delivery, especially for less-experienced crews
- Allows one firefighter to safely and confidently manage pump operations

3. Harbinger Electric/Hybrid Chassis

<https://harbingermotors.com/>

Overview: Hub Fire Engines is proud to offer apparatus built on Harbinger's electric and hybrid chassis platforms, designed specifically for vocational fleets and built in North America.

End-User Benefits:

- Provides a fully zero-emission solution for progressive municipalities and clean fleet initiatives
- Delivers high torque at low speeds, ideal for firefighting applications
- Reduces noise pollution at the scene and in residential areas
- Lowers long-term maintenance and fuel costs versus traditional combustion chassis

4. MODUS Stainless Steel Body Construction (Hub Exclusive)

<https://www.hubfire.com/modus>

Overview: MODUS apparatus features fully bolted stainless steel body construction, leveraging the strength and corrosion resistance of stainless steel for long-term durability.

End-User Benefits:

- Exceptional resistance to rust and corrosion, ideal for northern climates and winter road conditions
- Withstands demanding operational use with minimal body fatigue over time
- Reduces lifecycle costs due to fewer repairs and longer apparatus service life
- Maintains higher resale value thanks to structural integrity and cosmetic durability

5. Poly Body Construction

<https://www.iturri.com/en/vehicles/ecopolyfire-epf-en/>

Overview: Hub offers a modular poly body system that is lightweight, highly impact resistant, and resistant to corrosion.

End-User Benefits:

- Provides a non-corrosive, impact-resistant body ideal for wildland and rural applications
- Reduces vehicle weight, improving fuel efficiency and increasing payload capacity
- Low maintenance—no repainting, rust-proofing, or major repairs required
- Modular design allows for easy repairs and scalable configurations

6. Multiplex Electrical System

Overview: Our multiplex system is a peer-to-peer multiplex electrical system designed specifically for fire apparatus. It integrates vehicle electrical functions through a smart, modular network.

End-User Benefits:

- Peer-to-peer architecture means faster diagnostics and fewer failure points
- Supports remote diagnostics, reducing service time and downtime
- Provides superior redundancy and operational reliability
- Easily expandable for future upgrades (e.g. electric-powered add-ons, data logging)

43	Describe any "green" initiatives that relate to your company or to your Solutions, and include a list of the certifying agency for each.	<p>While we do not currently hold formal certifications, our practices align with internationally recognized standards and deliver tangible benefits to Sourcewell participants.</p> <ul style="list-style-type: none"> • Energy & Efficiency: We invest in energy-efficient manufacturing processes and pursue continuous improvement to reduce resource consumption. • Circular Economy: Local sourcing reduces transportation emissions, while recycling and refurbishment programs extend product life and minimize waste. • Alternative Drive Systems: Through partnerships with chassis manufacturers, we offer electric and hybrid drive solutions, lightweight composite bodies, and idle-reduction technology—helping departments cut fuel use, emissions, and operating costs. • Eco-Friendly Materials: MODUS stainless-steel and Poly Fire bodies are recyclable, lightweight, and highly durable, reducing lifecycle waste and fuel consumption. • Responsible Service: Profire's closed-loop fluids management and regional mobile service units reduce environmental impact while ensuring uptime. <p>Benefit to Sourcewell Participants: By selecting us, agencies gain access to advanced, durable, and eco-friendly apparatus backed by proven sustainable practices. This approach reduces lifecycle costs, lowers environmental impact, and ensures alignment with evolving emissions and clean energy goals over the full term of the Sourcewell contract.</p>
44	Identify any third-party issued eco-labels, ratings or certifications that your company has received for the Solutions included in your Proposal related to energy efficiency or conservation, life-cycle design (cradle-to-cradle), or other green/sustainability factors.	<p>Eco-Labels, Ratings, and Certifications</p> <p>At this time, we do not hold any third-party-issued eco-labels, ratings, or sustainability certifications specifically related to the products, equipment, or services included in this proposal.</p> <p>While we do not have formal certifications, we are committed to energy efficiency, resource conservation, and sustainable life-cycle practices in our operations and product designs.</p> <p>Examples include:</p> <ul style="list-style-type: none"> • Incorporating fuel-efficient and low-emission engines and electric drive systems. • Utilizing recyclable and corrosion-resistant materials such as stainless steel and copoly in apparatus bodies to extend service life and reduce replacement frequency. • Supporting refurbishment and remanufacturing programs to extend the life of existing apparatus, reducing environmental impact compared to full replacement. • Offering idle-reduction technologies and alternative power solutions to minimize fuel consumption during on-scene operations. <p>These measures demonstrate our alignment with green and sustainable principles, even in the absence of formal eco-label certification, and reinforce our commitment to environmental stewardship for Sourcewell Participating Entities.</p>
45	What unique attributes does your company, your products, or your services offer to Sourcewell participating entities? What makes your proposed solutions unique in your industry as it applies to Sourcewell participating entities?	<p>Unique Attributes and Differentiation</p> <p>We offer Sourcewell/Canoe participating entities a truly unique value proposition in the fire apparatus industry: the strength of a proven Canadian manufacturer with the reach and support of a North American dealer and service network.</p> <ul style="list-style-type: none"> • Made-in-Canada Advantage: In today's challenging geo-political climate, many Canadian municipalities and fire services are seeking reliable, homegrown solutions. Hub Fire Engines, Canada's oldest continuously operating fire apparatus manufacturer (est. 1959), provides Sourcewell/Canoe participants with a viable Canadian option for fire trucks and emergency vehicles—ensuring supply chain security, reduced cross-border risks, and support for the Canadian economy. • Proven Legacy & National Trust: Hub has delivered thousands of apparatus to departments across Canada, earning decades of trust through reliability, customization, and service. This long-standing reputation gives Sourcewell participants confidence that they are working with a manufacturer deeply embedded in the Canadian fire service community. • Hybrid North American Support Model: While Canadian participants benefit from a strong domestic option, Hub products are also supported across the United States through Safetek's long-standing relationships with the 28 Spartan/Smeal dealers nationwide. This ensures that all Sourcewell participants, regardless of location, have access to service, warranty support, and OEM parts through an established, proven dealer network. • Compelling Alternative in Cooperative Procurement: For Canadian entities using Sourcewell/Canoe procurement, our proposal fills a critical gap by offering "Made in Canada" apparatus under a trusted cooperative contract. For U.S. entities, it adds value through expanded choice, competitive innovation, and access to Canadian-built products with the same transparent pricing, service consistency, and performance standards. <p>In summary: Hub Fire Engines brings Sourcewell participants the best of both worlds—a Canadian-built, time-tested solution backed by the scale, strength, and reliability of a North American service and support network. This combination lowers risk, maximizes fleet uptime, and ensures participants have access to durable, innovative, and locally supported apparatus for the full term of the Sourcewell contract.</p>

46	Describe how your solutions meet United States fire related standards, such as NFPA, for the equipment and products offered in your proposal, including applicable federal and state requirements.	<p>We are fully committed to ensuring that all proposed apparatus strictly adheres to the exhaustive list of mandatory industry standards and regulations. All apparatus meet or exceed the following standards:</p> <ul style="list-style-type: none"> • NFPA 1900 (2024), Chapters 7-27 (Fire Apparatus – General Requirements NFPA 1901/1906), Standard for Automotive Fire Apparatus. • NFPA 1910 (2024), Standard for The Inspection, Maintenance, Refurbishment, Testing, and Retirement of In-Service Emergency Vehicles. • NFPA 412 and 414 for ARFF • FMVSS – Federal Motor Vehicle Safety Standards • All custom cabs meet Economic Commission for Europe (ECE) R-29 crash testing • Society of Automotive Engineers (SAE) Standards where applicable • Underwriter's Laboratories (UL and ULC) • Federal Aviation Administration (FAA) AC 150-5220-10 for ARFF • American Welding Society (AWS) standards for welding and inspecting stainless steel and steel. • Motor Vehicle Act, RSBC 1996, c. 318. • Motor Vehicle Safety Act, S.C. 1993, c. 16. • National Electrical Code (NEC).1 • US Federal Environmental Protection Agency (EPA).
47	Describe how your solutions meet Canadian fire related standards such as NFPA, and CAN/ULC S515 for the equipment and products offered in your proposal, including applicable federal and provincial requirements.	<p>We are fully committed to ensuring that all proposed apparatus strictly adheres to the exhaustive list of mandatory industry standards and regulations. All apparatus meet or exceed the following standards:</p> <ul style="list-style-type: none"> • CAN/ULC S515, Automobile Fire Fighting Apparatus, with each unit tested by Underwriters Laboratories of Canada (ULC). • CMVSS – Canadian Motor Vehicle Safety Standards • Underwriter's Laboratories (UL and ULC) • All custom cabs meet Economic Commission for Europe (ECE) R-29 crash testing • Canadian Welding Bureau and Canadian Standards Association (CWB/CSA) standards for welding and inspecting aluminum, stainless steel, and steel.
48	Describe available service and repair options for the equipment and products offered in your proposal and how the process works with those servicing the equipment.	<p>Service and Repair Options Safetek, Profire and Hub provide comprehensive service and repair solutions for all equipment and products offered in this proposal, ensuring rapid response and consistent quality across Canada and select U.S. markets.</p> <ul style="list-style-type: none"> • Company-Owned Facilities – Our strategically located service centres are staffed with OEM-certified Emergency Vehicle Technicians (EVTs) who perform routine maintenance, diagnostics, repairs, annual testing, and complex structural or mechanical work. • Authorized Dealer Service Network – We leverage our nationwide dealer partnerships to deliver factory-trained service in-region, reducing downtime and travel costs for participating entities. • Approved Third-Party Service Providers – In areas without a dealer or company-owned facility, we partner with carefully vetted independent vendors to meet our quality and safety standards. • Customer-Provided Services – Where participating entities prefer to use their own fleet service departments, we supply OEM parts, technical documentation, and warranty coordination to support in-house work. <p>Process – Participating entities contact our centralized service desk for all repair and warranty needs. We coordinate the entire process—triage, scheduling, parts sourcing, technical support, and warranty administration—with the appropriate service provider, ensuring seamless communication and consistent service delivery regardless of location.</p>

Table 5B: Value-Added Attributes

Line Item	Question	Certification	Offered	Comment
49	Select any Women or Minority Business Entity (WMBE), Small Business Entity (SBE), or veteran owned business certifications that your company or hub partners have obtained. Upload documentation and a listing of dealerships, HUB partners or re-sellers if available. Select all that apply.		<input type="radio"/> Yes <input checked="" type="radio"/> No	<p>Because Safetek, Profire and Hub Fire are wholly Canadian-owned and operate under Canadian law, we do not qualify for these U.S. certification programs. Consequently, we have no WMBE, SBE or veteran-owned certifications to report.</p> <p>Although ineligible for these American programs, we place a high value on diversity, inclusion and equitable employment. Approximately 25% of our team are women, including leadership roles such as Chief Financial Officer, Service Manager and Marketing/Brand Manager. We provide a living wage for all employees and maintain a profit-sharing program so that staff share in the company's success. Our recruitment practices seek individuals with diverse characteristics, backgrounds and perspectives, because we believe world-class talent is enriched—not defined—by differences in gender, ethnicity, national origin, sexual identity or orientation, age, religion or disability. In addition, we offer competitive compensation and a comprehensive benefits package that includes group insurance, a health-care spending account, a retirement savings plan, ongoing training and education, and a safe, healthy work environment.</p> <p>By fostering diversity and providing robust employee benefits, we demonstrate a commitment to many of the same goals embodied in WMBE and similar programs, even though formal U.S. certification is not applicable to our Canadian-based organization.</p>
50		Minority Business Enterprise (MBE)	<input type="radio"/> Yes <input checked="" type="radio"/> No	N/A
51		Women Business Enterprise (WBE)	<input type="radio"/> Yes <input checked="" type="radio"/> No	N/A
52		Disabled-Owned Business Enterprise (DOBE)	<input type="radio"/> Yes <input checked="" type="radio"/> No	N/A
53		Veteran-Owned Business Enterprise (VBE)	<input type="radio"/> Yes <input checked="" type="radio"/> No	N/A
54		Service-Disabled Veteran-Owned Business (SDVOB)	<input type="radio"/> Yes <input checked="" type="radio"/> No	N/A
55		Small Business Enterprise (SBE)	<input type="radio"/> Yes <input checked="" type="radio"/> No	N/A
56		Small Disadvantaged Business (SDB)	<input type="radio"/> Yes <input checked="" type="radio"/> No	N/A
57		Women-Owned Small Business (WOSB)	<input type="radio"/> Yes <input checked="" type="radio"/> No	N/A

Table 6A: Pricing (400 Points, applies to Table 6A and 6B)

Provide detailed pricing information in the questions that follow below.

Line Item	Question	Response *

58	Describe your payment terms and accepted payment methods.	<p>We have structured payment policies that balance financial flexibility for Sourcewell/Canoe members. The key points are:</p> <ul style="list-style-type: none"> • Standard Terms: Payment in full is due upon completion of the apparatus or upon delivery of the service or parts. We do not require down payments or progress payments as a condition of acceptance. For smaller transactions (e.g., parts orders or minor service work), we typically extend standard Net-30 terms to approved accounts. • Flexible Payment Options: To support budgeting and capital planning, Sourcewell/Canoe participants may request alternate terms. We are willing to accommodate progress payments, milestone billing schedules, retainage arrangements, or financing solutions to meet specific procurement or fiscal-year requirements. We also offer discounts for customers who elect to make early payments. • Accepted Payment Methods: We accept electronic funds transfer (ACH/EFT), wire transfers, and cheques as standard payment methods. For parts and service transactions, we also accept major credit cards. All invoices are issued in Canadian dollars for Canadian customers and in U.S. dollars for U.S. customers. • Compliance and Transparency: Payment terms for each purchase are clearly stated in our quotations and sales agreements. We work closely with Sourcewell/Canoe participating entities to ensure that the invoicing and payment process complies with local procurement regulations and Sourcewell's contractual requirements. <p>Regardless of whether the sale is direct or through a dealer, we take responsibility for all Sourcewell contract reporting and fee payment.</p>
59	Describe any leasing or financing options available for use by educational or governmental entities.	<p>Flexible Financing, Leasing & Trade-In Programs</p> <ul style="list-style-type: none"> • Financing Options Through DLL: We partner with DLL Finance, a global vendor finance company with over €30 billion in assets, to provide tailored municipal leasing and financing solutions for apparatus procurement. • Municipal Finance Authority of BC (MFA): We support public agency financing in British Columbia through MFA—a government-backed institution providing long-term, low-interest capital funding for local governments. • Private Sector Financing: We also work with banks and credit unions to offer competitive financing options for municipal and industrial customers across Canada and the U.S. • Trade-In & Surplus Management: We assist customers with decommissioning and replacing aging apparatus through: <ul style="list-style-type: none"> -In-House Trade-In Programs -Third-Party Broker Disposition -Surplus Disposal Coordination (selling, donating, recycling, or responsibly scrapping outdated equipment)

60	<p>Describe any standard transaction documents that you propose to use in connection with an awarded agreement (order forms, terms and conditions, service level agreements, etc.). Upload all template agreements or transaction documents which may be proposed to Participating Entities.</p>	<p>We use a set of standardized documents to streamline transactions and ensure consistency for every Sourcewell participating entity. These include:</p> <ul style="list-style-type: none"> • Order Form / Purchase Order: A one-page document summarizing the participating entity's selected chassis, body configuration, options, and accessories, along with agreed pricing, discounts, delivery schedule and payment terms. It serves as the binding order confirmation once it is executed by both parties. • Proposal – Standard Terms: A contract addendum outlining mutual obligations, including warranty obligations, payment deadlines, cancellation rights, and compliance with Sourcewell's master agreement. The terms address delivery, acceptance, title transfer and liability, and they incorporate any statutory requirements specific to the purchasing jurisdiction. These terms remain consistent across all orders to provide transparency and legal compliance. • Warranty Registration & Claim Forms: Simple forms used to register each apparatus and to initiate warranty claims. These ensure that we capture all pertinent information (e.g. delivery date, mileage, service records) and streamline the claim review process. • Change Order Form: If a participating entity requests modifications after the initial order is placed, a standard change order form captures the change description, cost impact and revised delivery schedule. This helps maintain an audit trail and avoids misunderstandings. <p>We are also willing to integrate Sourcewell's own purchase order or contract documents where required, and we can work with individual entities to incorporate local legal or procedural requirements into our standard forms. Overall, our documentation package ensures clarity and consistency while remaining flexible to accommodate the needs of Sourcewell members.</p>
61	<p>Do you accept the P-card procurement and payment process? If so, is there any additional cost to Sourcewell participating entities for using this process?</p>	<p>N/A. We do not currently process purchases directly through P-Cards. However, we recognize their importance to many Sourcewell participants and are open to implementing P-Card acceptance to support member procurement preferences.</p>

62	<p>Describe your pricing model (e.g., line-item discounts or product-category discounts). Provide detailed pricing data (including standard or list pricing and the Sourcewell discounted price) on all of the items that you want Sourcewell to consider as part of your RFP response. If applicable, provide a SKU for each item in your proposal. Upload your pricing materials (if applicable) in the document upload section of your response.</p>	<p>Flexible, Multi-Layered Pricing Structure Our pricing approach combines several discount mechanisms to ensure Sourcewell/Canoe participants obtain the best possible value for every procurement. Key features include:</p> <ul style="list-style-type: none"> • Base Discount Off MSRP: Each apparatus is priced with a 12% percentage discount off the manufacturer's suggested retail price (MSRP). This discount is applied to the complete vehicle and forms the foundation of our pricing structure. • Line-Item (Option) Discounts: Optional features and accessories are priced individually, with additional 12% discount from MSRP. This allows agencies to save more when adding equipment such as foam systems, ladder packages, and technology upgrades. • Non-Published Options: Due to the specialized nature of this work, these products and services are priced on a time-and-materials basis. • Pre-Payment & Progress-Payment Incentives: Further discounts are available for customers who choose to pre-pay for their apparatus or use scheduled progress payments tied to milestones (e.g., chassis completion, body completion, final inspection). These incentives reward early or milestone-based payment, providing additional budget flexibility. • Quarterly Pricing Updates: We review and adjust pricing quarterly to reflect changing material and labour costs. • Comprehensive Price Book: Our price book lists MSRP and all applicable discounts for each apparatus type (pumpers, aerials, tankers, wildland units, rescues, etc.). It also specifies line-item ensuring all cost components are clear and consistent. <p>Currency & Foreign Exchange Transparency</p> <ul style="list-style-type: none"> • Canadian Sourcewell/Canoe Participants: All pricing for Canadian agencies is quoted and invoiced in Canadian dollars (CAD). • U.S. Sourcewell Participants: Pricing for U.S. customers is provided in U.S. dollars (USD). • Daily FX Updates: Because cross-border transactions are sensitive to currency fluctuations, we monitor foreign exchange rates daily. This ensures that when pricing in USD or CAD, the exchange rate used is current, transparent, and fair to all Sourcewell/Canoe participants. Final pricing adjustments are based on the exchange rate at time of quotation to eliminate surprise cost variances. <p>Conditional Pricing Statement</p> <p>All prices quoted are based on current component costs, exchange rates, applicable tariffs, and surcharges as of the proposal date. As the majority of components are sourced from the United States, final pricing is subject to adjustment in the event of material changes to any of these factors. Any such adjustments will be communicated transparently to the participating entity prior to order confirmation.</p> <p>By combining base, line-item, multi-unit, pre-pay and progress payment discounts with clearly documented pricing and daily currency updates, our flexible approach ensures agencies of every size and location can obtain best-value pricing under a variety of purchase scenarios.</p> <p>*Please refer to document 'Pricing_Hub_Profire_2025' under 'Sourcewell Models and Pricing Complete Products' in Pricing Folder.</p>
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63	<p>Quantify the pricing discount represented by the pricing proposal in this response. For example, if the pricing in your response represents a percentage discount from MSRP or list, state the percentage or percentage range.</p>	<p>Proposed Pricing Discount Structure</p> <p>Our pricing proposal provides Sourcewell Participating Entities with substantial, transparent, and consistent discounts across all categories of products and services under this contract.</p> <ul style="list-style-type: none"> • New, Demo, and Stock Vehicles – We offer a 12% discount from MSRP on all qualifying apparatus. This discount applies equally to custom-built units, in-stock/demo vehicles. • Parts, Maintenance Services, Accident Repair, Refurbishment, and Incomplete Vehicles and Component Kits – Due to the specialized nature of this work, these products and services are priced on a time-and-materials basis. <p>Value to Participating Entities</p> <p>This structure ensures predictable, competitive pricing that aligns with the advantages Sourcewell members expect. By applying discounts directly to MSRP, we eliminate ambiguity and provide verifiable savings. Discounts are consistent nationwide for all eligible Sourcewell members and are clearly itemized on every quote and invoice.</p> <p>Transparency and Verification</p> <p>All discounts will be documented in writing on proposals and invoices, referencing the original MSRP or standard rate and the discounted price, enabling straightforward verification by the participating entity.</p>
64	<p>Describe any quantity or volume discounts or rebate programs that you offer.</p>	<p>Quantity and Volume Discount Programs</p> <p>We offer significant and flexible volume discounts to Sourcewell Participating Entities, designed to maximize value for both individual departments and groups that coordinate purchases.</p> <ul style="list-style-type: none"> • Apparatus Volume Discounts – Orders of three (3) or more vehicles placed at the same time and built concurrently qualify for discounts. The discount amount is determined on a case-by-case basis, factoring in the size, scope, and total cost of the project. This program is open to all Participating Entities and supports cooperative purchasing, allowing multiple entities to combine orders to achieve volume pricing. • Parts, Service, and Maintenance Discounts – Participating Entities that bundle multiple services—such as annual inspections, pump testing, and ground ladder testing—receive a discount off standard rates. This approach encourages proactive maintenance planning while delivering measurable cost savings. Multiple entities may combine orders to achieve volume pricing. <p>Value to Participating Entities</p> <p>These discounts are designed to be transparent, equitable, and scalable, ensuring that savings increase with the size and efficiency of the order.</p>
65	<p>Propose a method of facilitating "sourced" products or related services, which may be referred to as "open market" items or "non-contracted items". For example, you may supply such items "at cost" or "at cost plus a percentage," or you may supply a quote for each such request.</p>	<p>Requests for "sourced" or non-contracted items will be quoted separately for full transparency, ensuring participating entities understand all costs prior to purchase. We will manage sourcing, logistics, and delivery to maintain quality, timeliness, and compatibility with contracted products and services.</p>

66	<p>Identify any element of the total cost of acquisition that is NOT included in the pricing submitted with your response. This includes all additional charges associated with a purchase that are not directly identified as freight or shipping charges. For example, list costs for items like pre-delivery inspection, installation, set up, mandatory training, or initial inspection. Identify any parties that impose such costs and their relationship to the Proposer.</p>	<p>Excluded Costs</p> <p>The following costs are not included in the pricing submitted with this proposal and, when applicable, will be quoted separately for full transparency:</p> <ul style="list-style-type: none"> • Delivery & Freight – Transportation from factory to customer location. • Pre-Delivery Inspection (PDI) – Comprehensive inspection prior to handover. • Installation of Dealer or Customer Supplied Equipment – Any post-production equipment or modifications. • Training – Standard delivery training is included; optional or advanced training programs are quoted separately. • Service Agreements – Extended maintenance or service contracts beyond standard warranty coverage. • Customer Inspection Travel – Costs associated with customer travel to/from the factory for inspections. • All applicable provincial/state, federal, and local taxes are not included and will be added to the final invoice as required by law. If the Buyer qualifies for tax exemption, proof of tax-exempt status must be submitted with the purchase order. • Performance Bonds <p>Any such charges will be clearly itemized on quotations and invoices, ensuring participating entities have complete cost visibility before purchase.</p>
67	<p>If freight, delivery, or shipping is an additional cost to the Sourcewell participating entity, describe in detail the complete freight, shipping, and delivery program.</p>	<p>Freight, Shipping, and Delivery</p> <p>Freight, delivery, and shipping are additional costs and are quoted separately for full transparency. Pricing is based on destination, mode of transport, seasonal conditions, and customer preferences. We coordinate all logistics using reputable, insured carriers to ensure secure and timely delivery.</p>
68	<p>Specifically describe freight, shipping, and delivery terms or programs available for Alaska, Hawaii, Canada, or any offshore delivery.</p>	<p>Freight, Shipping, and Delivery</p> <p>Freight, delivery, and shipping costs are not included in the base pricing and will be quoted separately for full transparency. Charges are calculated based on:</p> <p>Destination – Customer location, accessibility, and regional requirements.</p> <p>Time of Year – Seasonal factors that may affect transport availability and cost.</p> <p>Customer Preference – Mode of transport (e.g., flatbed, enclosed carrier, ship, air, train, ice-road or standard drive-away service) and scheduling needs.</p> <p>We work with reputable, insured carriers to ensure safe, timely delivery. All delivery arrangements are coordinated by our logistics team in collaboration with the participating entity, with a detailed cost estimate provided and approved prior to shipment.</p>
69	<p>Describe any unique distribution and/or delivery methods or options offered in your proposal.</p>	<p>We tailor our distribution and delivery methods to each customer's needs and location, offering options such as drive-away, flatbed, containerized shipping, marine transport, or air freight. The chosen method is based on factors like distance from factory, accessibility, seasonal conditions, and delivery timelines. All delivery costs are quoted separately and logistics are coordinated to ensure safe, efficient, and on-time arrival.</p>

70	<p>Specifically describe any self-audit process or program that you plan to employ to verify compliance with your proposed agreement with Sourcewell. This process includes ensuring that Sourcewell participating entities obtain the proper pricing.</p>	<p>Self-Audit Process to Ensure Compliance with Sourcewell Agreement</p> <p>We will employ a structured and documented self-audit program to ensure full compliance with all terms of the Sourcewell Master Agreement. This program is designed to verify that every Sourcewell Participating Entity receives the proper contract pricing, applicable discounts, and agreed-upon delivery terms.</p> <ol style="list-style-type: none"> 1. Automated Contract Pricing Controls <ul style="list-style-type: none"> • All Sourcewell pricing structures, discount schedules, and product configurations are pre-loaded into our QW quoting system, Microsoft Dynamics 365 Business Central ERP system. • Pricing templates are locked and require management approval for any deviation, preventing accidental or unauthorized pricing changes. • For each order, the system cross-checks the customer's eligibility as a Sourcewell Participating Entity before finalizing pricing. 2. Quarterly Internal Audits <ul style="list-style-type: none"> • Our Finance and Contracts teams conduct quarterly audits of all Sourcewell transactions to verify that invoiced amounts match contract terms. • This includes a line-item review of discounts, freight charges, and any additional options or accessories to ensure no discrepancies. • Findings are documented and retained for a minimum of five years. 3. Management Review and Corrective Action <ul style="list-style-type: none"> • Any variance identified in the audit is escalated to senior management for immediate review and corrective action. • If a Participating Entity is found to have been invoiced incorrectly, a credit or refund is issued promptly, along with a written explanation. 4. Reporting to Sourcewell <ul style="list-style-type: none"> • Upon request, Sourcewell may receive a summary of audit results, corrective actions taken, and procedural improvements implemented to prevent recurrence. 5. Continuous Improvement <ul style="list-style-type: none"> • Audit results are used to identify trends and training needs. • Staff involved in quoting, contract administration, and invoicing receive refresher training annually on Sourcewell compliance requirements. <p>Benefit to Sourcewell and Participating Entities: This self-audit process ensures transparent, accurate, and fair pricing for all Participating Entities, builds confidence in the contract's integrity, and safeguards against pricing errors, protecting both Sourcewell and its members.</p>
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71	<p>If you are awarded an agreement, provide a few examples of internal metrics that will be tracked to measure whether you are having success with the agreement.</p>	<p>Internal Metrics to Measure Agreement Success</p> <p>We will employ a structured performance tracking program to ensure the agreement's success. Our internal metrics will include, but are not limited to, the following:</p> <ol style="list-style-type: none"> 1. Contract Utilization and Sales Performance <ol style="list-style-type: none"> a. Number of Sourcewell participating entities engaged. b. Volume of proposals and quotes issued under the agreement. c. Total sales value and units delivered through the contract, tracked monthly and annually. 2. Customer Engagement and Satisfaction <ol style="list-style-type: none"> a. Post-delivery customer satisfaction survey results. b. Average response time to Sourcewell participant inquiries and support requests. c. Rate of repeat business from participating entities. 3. Operational Efficiency and Compliance <ol style="list-style-type: none"> a. Average lead times from purchase order to delivery. b. On-time delivery percentage versus contractual commitments. c. Self-audit compliance checks ensuring pricing accuracy and adherence to Sourcewell terms. 4. Market Growth and Awareness <ol style="list-style-type: none"> a. Geographic expansion of Sourcewell contract use (e.g., number of new municipalities or regions purchasing via the agreement). b. Effectiveness of marketing activities promoting the Sourcewell contract (e.g., website traffic to dedicated cooperative purchasing pages, trade show lead generation). <p>These metrics will be reviewed quarterly by our leadership team and shared internally across sales, service, and operations to drive continuous improvement.</p>
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72	<p>Provide a proposed Administration Fee payable to Sourcewell. The Fee is in consideration for the support and services provided by Sourcewell. The propose an Administrative Fee will be payable to Sourcewell on all completed transactions to Participating Entities utilizing this Agreement. The Administrative Fee will be calculated as a stated percentage, or flat fee as may be applicable, of all completed transactions utilizing this Master Agreement within the preceding Reporting Period defined in the agreement.</p>	<p>Administrative Fee Proposal</p> <p>We propose a flat administrative fee of \$2,000 CAD per order for sales within Canada and \$2,000 USD per order for sales within the United States. This fee applies to each completed transaction under this Agreement, regardless of the number of apparatus included in the order.</p> <p>We believe a flat fee structure offers significant advantages for Sourcewell and participating entities:</p> <p>Transparency and Simplicity: A flat fee is easy to calculate, communicate, and understand for all parties, eliminating uncertainty around variable percentage-based fees.</p> <p>Ease of Administration: Streamlined reporting and payment processes reduce administrative burden for both Sourcewell and our organization.</p> <p>Predictability for Participating Entities: Participating agencies know the exact fee amount in advance, supporting clear and consistent procurement planning.</p> <p>Fair Compensation to Sourcewell: The flat fee reflects Sourcewell's role in facilitating cooperative purchasing, ensuring that the organization is compensated equitably for its support and services.</p> <p>This approach aligns with our philosophy of ensuring clarity, fairness, and efficiency in cooperative procurement. It also demonstrates our commitment to a long-term, collaborative relationship with Sourcewell and its participating entities.</p> <p>Payment & Reporting</p> <ul style="list-style-type: none"> Quarterly Remittance: Fees will be collected from completed transactions and remitted to Sourcewell on a quarterly basis, accompanied by a detailed sales report (date, participating entity, unit price, and fee). Currency: Fees for Canadian participants will be calculated and paid in Canadian dollars (CAD); fees for U.S. participants will be in U.S. dollars (USD). We monitor foreign exchange rates daily to provide accurate and transparent pricing. Transparency: Each invoice to a Sourcewell participant will clearly show the applicable administrative fee so that both the customer and Sourcewell can verify the proper amount.
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Table 6B: Pricing Offered

Line Item	The Pricing Offered in this Proposal is: *	Comments
73	The pricing offered is as good as or better than pricing typically offered through existing cooperative contracts, state contracts, or agencies.	We are offering significant discounts from MSRP exclusively to Sourcewell and Canoe participating entities, ensuring exceptional value, cost savings, and transparency.

Table 7A: Depth and Breadth of Offered Solutions (200 Points, applies to Table 7A, 7B, 7C and 7D)

Line Item	Question	Response *
74	Provide a detailed description of all the Solutions offered, including used Solutions if applicable, offered in the proposal.	<p>Industry Longevity and Breadth of Offering</p> <p>Established in 1959, Hub is Canada's oldest continuous manufacturer of custom fire apparatus. As a vertically integrated manufacturer and distributor, our Group delivers the full scope of products and services requested by Sourcewell, including:</p> <p>Fire Apparatus and Vehicles</p> <ul style="list-style-type: none"> Custom and Commercial Pumpers – Front-line pumper engines built on custom fire chassis or commercial truck chassis, tailored to department needs. Stock, Demo, and Quick-Delivery Apparatus – Pre-built fire trucks available for immediate delivery, including demo units and in-stock pumpers or rescues.

- Aerial Ladders, Platforms, and Elevated Water Towers (through Safetek under REV's Sourcewell contract) – Aerial firefighting apparatus such as ladder trucks, platform (tower) trucks, and telescoping water tower units for high-reach operations.
- Tankers and Tenders – Water tender apparatus (single- or tandem-axle) for bulk water transport and mobile water supply at fire scenes.
- Wildland Fire Apparatus (NWCG Types 1–7) – Brush and wildland fire trucks across NWCG types 1 through 7, including initial attack pumper, crew carriers, and off-road capable units.
- Aircraft Rescue and Firefighting (ARFF) & Industrial Fire Apparatus (through Safetek under REV's Sourcewell contract) – Specialized ARFF vehicles for airports and industrial-site fire apparatus (foam units, industrial pumper) designed for unique hazards.
- Electric and Hybrid Fire Trucks – Next-generation fire apparatus with electric or hybrid propulsion for eco-friendly, innovative firefighting capabilities.
- Quick Attack and Initial Response Units – Small rapid-response firefighting vehicles (mini-pumpers and skid-unit trucks) for quick initial attack on fires and incidents.
- Command Vehicles – Incident command and responder vehicles (small, midsize, or large SUVs/trucks) outfitted as command units) to coordinate emergency scenes.
- Technical and Specialty Rescue Units – Rescue apparatus of various sizes, from light rescue trucks to heavy technical rescue/hazardous materials units, built to carry specialized equipment.
- Medical Response Units – EMS first response vehicles equipped for medical emergencies, integrated into fire service operations.
- Pre-Owned Fire Apparatus – Refurbished or quality pre-owned fire trucks and equipment available for departments seeking cost-effective solutions (used apparatus inventory).
- Custom Chassis – Purpose-built custom fire apparatus chassis and cab modules engineered for fire service applications, to serve as the platform for new fire apparatus builds.

We manufacture a comprehensive range of custom and commercial fire and emergency vehicles tailored to each customer's operational requirements. Apparatus are built on both custom chassis (including Spartan) and commercial chassis (such as International, Freightliner, Kenworth, Ford, GMC, Dodge RAM, and Acela), with additional chassis options sourced as needed to meet performance, budget, and delivery requirements.

Current and Future Products & Solutions

We continually evaluate and source new options to ensure our solutions align with evolving technologies, environmental considerations, and end-user needs.

We also recognize the rapid pace of innovation and product development in the emergency vehicle sector. As this Sourcewell contract extends over a five-year term, new and emerging products may become available during the contract period. Hub Fire Engines commits to making these future products accessible to Sourcewell participating entities under the same terms, conditions, and pricing framework as current offerings, and in compliance with the Master Agreement.

For participating entities, the benefit is clear: they gain not only immediate access to our current portfolio, but also guaranteed access to future innovations, technologies, and product enhancements introduced during the contract term. This approach ensures Sourcewell members can continually adopt the latest advancements, reduce long-term acquisition risks, and maximize the value of their fleets over the life of the contract.

Products Offered Through REV Fire Group

In addition to Hub Fire Engines' products, Safetek also offers fire apparatus and solutions through REV Fire Group under their Sourcewell contract (Canada only). This includes access to leading brands such as Spartan, Smeal, E-One, Ferrara, and KME.

By incorporating REV Fire Group products under their existing Sourcewell award, our proposal provides participating entities with the widest possible range of fire apparatus solutions—from custom pumpers and aerials to industrial units and ARFF vehicles. This ensures that Sourcewell members benefit from:

- One of the broadest product portfolios in the industry, all accessible through compliant procurement channels.
- Maximum flexibility to select the apparatus that best meets their operational, geographic, and budgetary needs.
- Seamless integration with our nationwide service, parts, and warranty support capabilities.

This combined offering of Hub and Safetek (under REV Fire Group's Sourcewell contract) speaks directly to the strength and depth of our proposal, ensuring

		Sourcewell participants can source the most comprehensive range of solutions through a single, trusted partner.
75	Within this RFP category there may be subcategories of solutions. List subcategory titles that best describe your products and services.	<p>Support, Maintenance, and Training Services</p> <p>Parts Supply and Replacement – Comprehensive parts supply for all apparatus and equipment offered, ensuring ready access to replacement parts and upgrades (pumps, valves, lighting, etc.).</p> <p>Preventative Maintenance and Repair Services – Scheduled preventative maintenance programs and general repair services for fire apparatus, performed by certified technicians to maximize uptime.</p> <p>Accident Repair and Body Work – Fire apparatus accident repair services, including body repair, repainting, and component replacement to restore vehicles to operational condition.</p> <p>Apparatus Refurbishment, Remounts, and Retrofits – Full refurbishment of aging apparatus, remounting of fire bodies onto new chassis, and updating/refitting of systems to extend service life.</p> <p>Operator Training and Education – Hands-on training programs for apparatus operators and fire department mechanics, ensuring safe operation and proper maintenance of all equipment provided.</p> <p>Warranty Support Services – Comprehensive warranty coverage on new apparatus and prompt warranty support, including handling of warranty claims and coordination of repairs through manufacturers.</p> <p>Vehicle Upfitting and Customization</p> <p>Emergency Vehicle Upfitting – Custom upfitting of vehicles with specialized fire/rescue equipment and technology. This includes installation of emergency lighting and sirens, radios/communications gear, tool mounts, custom cabinetry, and other agency-specific modifications to fire service vehicles. All upfitting work is performed to meet fire service standards and integrated seamlessly with vehicle systems.</p> <p>Firefighting Slip-On (Skid) Units – Modular skid-mounted firefighting units (water tank, pump, hose reel assemblies) that can be slipped onto pickups, UTVs, or trailers for wildland and auxiliary firefighting.</p> <p>Poly Water Tanks – Durable poly firefighting water tanks and tank components for apparatus (for new builds, replacements, or retrofits of water tanks on fire trucks).</p> <p>Incomplete Vehicles and Component Kits</p> <p>In addition to complete fire apparatus, we also offer incomplete vehicles and major component “knock-down kits” similar to those provided by automotive and heavy truck manufacturers. These kits are designed for participating entities that have the facilities and expertise to complete final assembly.</p> <p>Our component kits may include, but are not limited to:</p> <ul style="list-style-type: none"> • Apparatus bodies • Poly water tanks • Pump and plumbing systems • Electrical and emergency warning systems <p>By supplying these systems in kit form, Sourcewell participating entities benefit from:</p> <ul style="list-style-type: none"> • Flexibility – the ability to integrate components into their own assembly process, meeting unique local specifications. • Cost efficiency – reducing shipping costs and final acquisition expenses by performing assembly in-house. • Faster deployment – entities with fabrication and technical capabilities can assemble units locally, shortening lead times. • OEM-grade quality – all kits use the same engineered systems, poly tanks, and wiring harnesses that we integrate into our complete vehicles, ensuring durability, safety, and compliance. <p>This option provides Sourcewell members with the best of both worlds—direct access to OEM-engineered systems and components, with the freedom to complete assembly using their own workforce and resources. Due to the custom, project-specific nature of these products, pricing is based on time and materials, with a detailed scope and estimate provided for approval before work begins.</p> <p>By providing a broad depth and breadth of fire apparatus solutions and related services, we ensure Sourcewell members can find everything from frontline firefighting vehicles to lifecycle support services under this contract.</p>

76	Describe available remount or refurbishing services included within your proposal, the pricing method for such services, and any related order processes.	<p>Remount and Refurbishing Services We provide comprehensive apparatus remounting and refurbishment services for participating entities, covering structural, mechanical, electrical, and cosmetic upgrades to extend service life and enhance performance.</p> <p>Due to the custom, project-specific nature of these services, pricing is based on time and materials, with a detailed scope and estimate provided for approval before work begins. For transparency and value, Sourcewell participating entities receive a discount off our quoted estimate.</p> <p>Projects follow a structured process:</p> <ol style="list-style-type: none"> 1. Needs Assessment – On-site or virtual evaluation of the apparatus to define scope. 2. Detailed Proposal – Itemized estimate with timeline and specifications. 3. Work Execution – Performed by certified technicians using OEM-approved components. 4. Final Inspection & Delivery – Comprehensive quality and safety checks before return to service.
77	Describe in detail warranties offered and how they will be administered, including if they cover all products, parts, labor, technician travel, and geographic regions covered.	<p>The following is a concise summary of the warranties offered, and how they will be administered.</p> <p>Covered Products and Duration</p> <p>Administration & Claims Process</p> <ul style="list-style-type: none"> • Single Point of Contact: We act as the primary administrator for all warranties sold through this contract. Customers need only contact our warranty department; we will liaise with the respective OEM on their behalf. • Registration & Record-Keeping: We register each apparatus and major component with the manufacturer and track warranty start dates, mileage and service history in our ERP system. • Parts & Labour: Warranty repairs cover OEM parts and labour required to remedy defects. For Hub apparatus and Spartan chassis, repairs are performed by Profire's EVT-certified technicians or by authorized dealer or third-party. Engine and transmission repairs may be handled by factory-authorized Cummins or Allison service centres as required. • Travel & Technician Charges: Travel expenses may be charged where the OEM warranty does not cover travel. We coordinate approval with the OEM in advance. • Geographic Coverage: Warranties apply throughout Canada and the United States. • Exclusions: May apply. • Conditions: Warranties are non-transferable unless approved by the manufacturer. Claims must be authorized before work begins to ensure coverage. <p>Our Commitment</p> <p>By consolidating OEM warranties under a unified administration and service network, we ensure that Sourcewell/Canoe participants receive consistent coverage across all apparatus systems.</p> <p>*Please refer to 'Additional_Documents_Safetek_Profire_Hub_Sourcewell_2025' under 'Combined Warranties' in Additional Documents Folder.</p>
78	Will you cover warranty service for items made by other manufacturers that are part of your proposal, or are these warranty issues typically passed on to the original equipment manufacturer?	<p>Our approach to warranty service reflects our commitment to customer convenience and seamless support. We act as a single point of contact for all warranty claims—including those related to components manufactured by our partners. When a warranty issue arises on a third-party component:</p> <ul style="list-style-type: none"> • We handle triage and repairs wherever possible: • We manage coordination with the OEM: • We provide documentation and follow-up: <p>By taking responsibility for third-party warranty issues and liaising directly with manufacturers, we avoid simply "hanging off" problems to the OEM.</p>
79	Describe any service contract options or extended warranties being offered with your proposal.	<p>Extended Warranty Options</p> <p>In addition to our comprehensive standard warranties, we offer optional extended coverage through select OEM partners, including Cummins, GTT, and major chassis manufacturers.</p> <p>To ensure all apparatus have at least one year of complete coverage, we offer an optional one-year bumper-to-bumper warranty that extends any shorter vendor warranties to a minimum of twelve months.</p> <p>All extended warranties are available at an additional cost and can be tailored to meet the operational needs and budget of each Sourcewell/Canoe participating entity. This flexibility allows customers to enhance their protection and reduce long-term maintenance risk.</p>

Table 7B: Category 1: Structural Apparatus and Comprehensive Solutions - Proposers may submit in Category 1 OR Category 2 OR Category 3, NOT MULTIPLE

Indicate below if the listed types or classes of Solutions are offered within your proposal. Provide additional comments in the text box provided, as necessary.

■ We will not be submitting for Table 7B: Category 1: Structural Apparatus and Comprehensive Solutions - Proposers may submit in Category 1 OR Category 2 OR Category 3, NOT MULTIPLE

Line Item	Category or Type	Offered *	Comments
80	Pumper trucks, aerial trucks, tanker/tender or water supply trucks, and quints	<input checked="" type="radio"/> Yes <input type="radio"/> No	Custom and Commercial Pumpers Aerial Ladders, Platforms, and Quints (through Safetek under REV's Sourcewell contract) Tankers and Tenders – (single- or tandem-axle)
81	Equipment, options, accessories, components, and supplies complementary to the offering of the unit types described in 77 above	<input checked="" type="radio"/> Yes <input type="radio"/> No	Vehicle Upfitting and Customization Emergency Vehicle Upfitting Firefighting Slip-On (Skid) Units Poly Water Tanks Incomplete Vehicles and Component Kits
82	Related services including installation, customization, remounting, refurbishment, inspection, maintenance, repair, training, and support, directly related to the offering in 77 - 78 above	<input checked="" type="radio"/> Yes <input type="radio"/> No	Parts Supply and Replacement Preventative Maintenance and Repair Services Accident Repair and Body Work Apparatus Refurbishment, Remounts, and Retrofits Operator Training and Education Warranty Support Services
83	Category 1 responders MAY include COMPLEMENTARY Specialty Apparatus and Equipment and Brush and Wildland Urban Interface (WUI) Apparatus solutions in their response	<input checked="" type="radio"/> Yes <input type="radio"/> No	Wildland Fire Apparatus (NWCG Types 1-7) Quick Attack and Initial Response Units Medical Response Units, Technical and Specialty Rescue Units Aircraft Rescue and Firefighting (ARFF) & Industrial Fire Apparatus (through Safetek under REV's Sourcewell contract) Command Vehicles Pre-Owned Fire Apparatus Custom Chassis

Table 7C: Category 2: Specialty Apparatus and Equipment - Proposers may submit in Category 1 OR Category 2 OR Category 3, NOT MULTIPLE

Indicate below if the listed types or classes of Solutions are offered within your proposal. Provide additional comments in the text box provided, as necessary.

We will not be submitting for Table 7C: Category 2: Specialty Apparatus and Equipment - Proposers may submit in Category 1 OR Category 2 OR Category 3, NOT MULTIPLE

Line Item	Category or Type	Offered *	Comments
84	Specialty apparatus including but not limited to: aircraft rescue and firefighting (ARFF), command and communication units, mobile foam units, and custom rescue trailers	<input type="radio"/> Yes <input type="radio"/> No	*
85	Equipment, options, accessories, components, and supplies complementary to the offering of the unit types described in 81 above	<input type="radio"/> Yes <input type="radio"/> No	*
86	Related services including installation, customization, remounting, refurbishment, inspection, maintenance, repair, training, and support, directly related to the offering in 81 - 82 above	<input type="radio"/> Yes <input type="radio"/> No	*
87	Category 2 responders MAY include COMPLEMENTARY Brush and Wildland Urban Interface (WUI) Apparatus solutions in their response	<input type="radio"/> Yes <input type="radio"/> No	*

Table 7D: Category 3: Brush and Wildland Urban Interface (WUI) Apparatus - Proposers may submit in Category 1 OR Category 2 OR Category 3, NOT MULTIPLE

Indicate below if the listed types or classes of Solutions are offered within your proposal. Provide additional comments in the text box provided, as necessary.

We will not be submitting for Table 7D: Category 3: Brush and Wildland Urban Interface (WUI) Apparatus - Proposers may submit in Category 1 OR Category 2 OR Category 3, NOT MULTIPLE

Line Item	Category or Type	Offered *	Comments
88	Wildland firefighting apparatus, such as brush trucks and wildland urban interface (WUI) units	<input type="radio"/> Yes <input type="radio"/> No	*
89	Equipment, options, accessories, components, and supplies complementary to the offering of the unit types described in 85 above	<input type="radio"/> Yes <input type="radio"/> No	*
90	Related services including installation, customization, remounting, refurbishment, inspection, maintenance, repair, training, and support, directly related to the offering in 85 - 86	<input type="radio"/> Yes <input type="radio"/> No	*
91	Category 3 responders MAY include COMPLEMENTARY Specialty Apparatus and Equipment solutions in their response	<input type="radio"/> Yes <input type="radio"/> No	*

Table 8: Exceptions to Terms, Conditions, or Specifications Form

Line Item 92. NOTICE: To identify any exception, or to request any modification, to Sourcewell standard Master Agreement terms, conditions, or specifications, a Proposer must submit the proposed exception(s) or requested modification(s) via redline in the Master Agreement Template provided in the "Bid Documents" section. Proposer must upload the redline in the "Requested Exceptions" upload field. All exceptions and/or proposed modifications are subject to review and approval by Sourcewell and will not automatically be included in the Master Agreement.

Do you have exceptions or modifications to propose?	Acknowledgement *
	<input type="radio"/> Yes <input checked="" type="radio"/> No

Documents

Ensure your submission document(s) conforms to the following:

1. Documents in PDF format are preferred. Documents in Word, Excel, or compatible formats may also be provided.
2. Documents should NOT have a security password, as Sourcewell may not be able to open the file. It is your sole responsibility to ensure that the uploaded document(s) are not either defective, corrupted or blank and that the documents can be opened and viewed by Sourcewell.
3. Sourcewell may reject any response where any document(s) cannot be opened and viewed by Sourcewell.
4. If you need to upload more than one (1) document for a single item, you should combine the documents into one zipped file. If the zipped file contains more than one (1) document, ensure each document is named, in relation to the submission format item responding to. For example, if responding to the Marketing Plan category save the document as "Marketing Plan."
 - [Pricing](#) - Pricing_Hub_Profire_2025.pdf - Wednesday August 20, 2025 11:00:04
 - [Financial Strength and Stability](#) - Financial_Strength_and_Stability_Sourcewell_Safetek_Profire_Hub_2025.pdf - Monday August 18, 2025 17:43:07
 - [Marketing Plan/Samples](#) - Marketing_Plan_Samples_2025.pdf - Wednesday August 20, 2025 12:45:49
 - WMBE/MBE/SBE or Related Certificates (optional)
 - [Standard Transaction Document Samples](#) - Standard Transaction Document Samples Cover.pdf - Wednesday August 20, 2025 11:46:02
 - [Upload Additional Document](#) - Additional_Documents_Safetek_Profire_Hub_Sourcewell_2025.pdf - Wednesday August 20, 2025 12:51:33
 - Requested Exceptions (optional)

Addenda, Terms and Conditions

PROPOSER AFFIDAVIT OF COMPLIANCE

I certify that I am an authorized representative of Proposer and have authority to submit the foregoing Proposal:

1. The Proposer is submitting this Proposal under its full and complete legal name, and the Proposer legally exists in good standing in the jurisdiction of its residence.
2. The Proposer warrants that the information provided in this Proposal is true, correct, and reliable for purposes of evaluation for award.
3. The Proposer certifies that:
 - (1) The prices in this Proposal have been arrived at independently, without, for the purpose of restricting competition, any consultation, communication, or agreement with any other Proposer or competitor relating to:
 - (i) Those prices;
 - (ii) The intention to submit an offer; or
 - (iii) The methods or factors used to calculate the prices offered.
 - (2) The prices in this Proposal have not been and will not be knowingly disclosed by the Proposer, directly or indirectly, to any other Proposer or competitor before award unless otherwise required by law; and
 - (3) No attempt has been made or will be made by Proposer to induce any other concern to submit or not to submit a Proposal for the purpose of restricting competition.
4. To the best of its knowledge and belief, and except as otherwise disclosed in the Proposal, there are no relevant facts or circumstances which could give rise to an organizational conflict of interest. An organizational conflict of interest is created when a current or prospective supplier is unable to render impartial service to Sourcewell due to the supplier's: a. creation of evaluation criteria during performance of a prior agreement which potentially influences future competitive opportunities to its favor; b. access to nonpublic and material information that may provide for a competitive advantage in a later procurement competition; c. impaired objectivity in providing advice to Sourcewell.
5. Proposer will provide to Sourcewell Participating Entities Solutions in accordance with the terms, conditions, and scope of a resulting master agreement.
6. The Proposer possesses, or will possess all applicable licenses or certifications necessary to deliver Solutions under any resulting master agreement.
7. The Proposer will comply with all applicable provisions of federal, state, and local laws, regulations, rules, and orders.
8. Proposer its employees, agents, and subcontractors are not:
 1. Included on the "Specially Designated Nationals and Blocked Persons" list maintained by the Office of Foreign Assets Control of the United States Department of the Treasury found at: <https://www.treasury.gov/ofac/downloads/sdnlist.pdf>;
 2. Included on the government-wide exclusions lists in the United States System for Award Management found at: <https://sam.gov/SAM/>; or
 3. Presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from programs operated by the State of Minnesota; the United States federal government, as applicable; or any Participating Entity. Vendor certifies and warrants that neither it nor its principals have been convicted of a criminal offense related to the subject matter of this solicitation.

By checking this box I acknowledge that I am bound by the terms of the Proposer's Affidavit, have the legal authority to submit this Proposal on behalf of the Proposer, and that this electronic acknowledgment has the same legal effect, validity, and enforceability as if I had hand signed the Proposal. This signature will not be denied such legal effect, validity, or enforceability solely because an electronic signature or electronic record was used in its formation. - Wayne Stevens, President, Hub Fire Engines and Equipment Ltd.

The Proposer declares that there is an actual or potential Conflict of Interest relating to the preparation of its submission, and/or the Proposer foresees an actual or potential Conflict of Interest in performing the obligations contemplated in the solicitation proposal.

Yes No

The Bidder acknowledges and agrees that the addendum/addenda below form part of the Bid Document.

Check the box in the column "**I have reviewed this addendum**" below to acknowledge each of the addenda.

File Name	I have reviewed the below addendum and attachments (if applicable)	Pages
Addendum_7_Firefighting_Apparatus_RFP_082025 Wed August 6 2025 04:28 PM	<input checked="" type="checkbox"/>	2
Addendum_6_Firefighting_Apparatus_RFP_082025 Mon August 4 2025 05:42 PM	<input checked="" type="checkbox"/>	1
Addendum_5_Firefighting_Apparatus_RFP_082025 Thu July 31 2025 04:55 PM	<input checked="" type="checkbox"/>	1
Addendum_4_Firefighting_Apparatus_RFP_082025 Fri July 25 2025 04:25 PM	<input checked="" type="checkbox"/>	2
Addendum_3_Firefighting_Apparatus_RFP_082025 Wed July 23 2025 04:42 PM	<input checked="" type="checkbox"/>	3
Addendum_2_Firefighting_Apparatus_RFP_082025 Thu July 3 2025 03:37 PM	<input checked="" type="checkbox"/>	1
Addendum_1_Firefighting_Apparatus_RFP_082025 Wed July 2 2025 03:49 PM	<input checked="" type="checkbox"/>	1