

**Participating Addendum for  
Body Armor and Ballistic Resistant Products  
between  
State of Iowa  
and  
Safariland, LLC**

This Participating Addendum is entered into by the State of Iowa ("Participating Entity") and the following Contractor (each a "Party" and collectively the "Parties") for the purpose of participating in NASPO ValuePoint Master Agreement Number 198469, executed by Contractor and the State of Colorado ("Lead State") for Body Armor and Ballistic Resistant Products ("Master Agreement"):

Safariland, LLC ("Contractor")  
13386 International Parkway  
Jacksonville, FL 32218

**I. PARTICIPATING ADDENDUM CONTACTS.**

Contractor's contact for this Participating Addendum is:

Jaime Marini  
Program Manager  
Jaime.Marini@Safariland.com  
904-807-1928

Participating Entity's contact for this Participating Addendum is:

Paul Manges  
Procurement Specialist III  
Paul.Manges@Iowa.gov  
515-330-7325

- II. TERM.** This Participating Addendum is effective as of the date of the last signature below or 11/11/2025 whichever is later, and will terminate upon termination of the Master Agreement, as amended, unless the Participating Addendum is terminated sooner in accordance with the terms set forth herein.
- III. PARTICIPATION AND USAGE.** This Participating Addendum may be used by all state agencies, institutions of higher education, cities, counties, districts, and other political subdivisions of the state, and nonprofit organizations within the state if authorized herein and by law. Participating Entity has sole authority to determine which entities are eligible to use this Participating Addendum. If Contractor becomes aware that an entity's use of this Participating Addendum is not authorized, Contractor will notify NASPO ValuePoint to initiate outreach to the appropriate parties.
- IV. GOVERNING LAW.** The construction and effect of this Participating Addendum and any Orders placed hereunder will be governed by, and construed in accordance with, the laws of the State of Iowa.
- V. AFFIRMATIVE ACTION / NONDISCRIMINATION CLAUSE.** The Contractor, its employees, agents, and subcontractors shall not engage in discriminatory employment practices which are forbidden by federal or state law, executive orders, and rules of the Iowa Department of Administrative Services. The Contractor, its employees, agents, and subcontractors shall comply with all applicable federal, state, and local laws, rules, ordinances, regulations, orders when performing under the Contract, including without limitation, all laws applicable to the prevention of discrimination in employment (e.g., Iowa Code chapter 216 and section 19B.7) and the use of targeted small businesses as subcontractors and suppliers

Upon the State's written request, the Contractor shall submit to the State a copy of its affirmative action plan, containing goals and time specifications, and accessibility plans and policies as required under Iowa Administrative Code chapter 11—121.

The Contractor, its employees, agents and subcontractors shall also comply with all federal, state, and local laws, including any permitting and licensure requirements, in carrying out the work performed under this Contract.

In the event Contractor contracts with third parties for the performance of any of the Contractor obligations under this Contract as set forth in section 1.15.11, Contractor shall take such steps as necessary to ensure such third parties are bound by the terms and conditions contained in this section.

Notwithstanding anything in this Contract to the contrary, Contractor's failure to fulfill any requirement set forth in this section shall be regarded as a material breach of this Contract and the State may cancel, terminate, or suspend, in whole or in part, this Contract. The State may further declare Contractor ineligible for future state contracts in accordance with authorized procedures or the Contractor may be subject to other sanctions as provided by law or rule.

- VI. SCOPE.** Except as otherwise stated herein, this Participating Addendum incorporates the scope, pricing, terms, and conditions of the Master Agreement and the rights and obligations set forth therein as applied to Contractor and Participating Entity and Purchasing Entities.
- a. Products.** All products available through the Master Agreement may be offered and sold by Contractor to Purchasing Entities.
  - b. Services.** All services available through the Master Agreement may be offered and sold by Contractor to Purchasing Entities.
  - c. Contractor Partners.** All subcontractors, dealers, distributors, resellers, and other partners identified on Contractor's NASPO ValuePoint webpage as authorized to provide Products and Services to Participating Entity may provide Products and Services to users of this Participating Addendum. Contractor will ensure that the participation of Contractor's subcontractors, dealers, distributors, resellers, and other partners is in accordance with the terms and conditions set forth in the Master Agreement and in this Participating Addendum.

Any amendment to the Master Agreement shall be deemed incorporated into this Participating Addendum unless the amendment is rejected by Participating Entity in writing to Contractor within ten (10) calendar days of the amendment's effective date and is documented thereafter via written amendment hereto.

**Any conflict between this Participating Addendum and the Master Agreement will be resolved in favor of the Participating Addendum.** The terms of this Participating Addendum, including those modifying or adding to the terms of the Master Agreement, apply only to the Parties and shall have no effect on Contractor's participating addenda with other participating entities or Contractor's Master Agreement with the Lead State.

- VII. ORDERS.** Purchasing Entities may place orders under this Participating Addendum by referencing the Master Agreement Number 198469 on an Order. Each Order placed under this Participating Addendum is subject to the pricing and terms set forth herein and in the Master Agreement, including applicable discounts, reporting requirements, and payment of administrative fees to NASPO ValuePoint and Participating Entity, if applicable.
- VIII. PAYMENT TERMS.** Per Iowa Code 8A.514 the State of Iowa is allowed sixty (60) days to pay an invoice submitted by a Contractor.
- IX. INSURANCE CERTIFICATE.** The Contractor shall submit certificates of the insurance, which indicate coverage and notice provisions as required by this Contract, to the Agency upon execution of this Contract. Send the Certificate of Insurance (COI) to the State of Iowa Contract Manager.

Please include in the COI the following additions:

**COI - Description of Operations box shall state:**

State of Iowa and the Iowa Department of Administrative Services are named as additional insured. No cancellation of the insurance shall be made without at least thirty (30) days prior written notice to the State of Iowa and the Iowa Department of Administrative Services.

**COI - The Certificate Holder box shall state:**

State of Iowa - Department of Administrative Services  
1305 East Walnut Street  
Des Moines, IA 50319

**X. PARTICIPATING ENTITY REPORTING REQUIREMENTS AND ADMINISTRATIVE FEE.**

- a. **Quarterly Reports.** This contract permits other State Agencies and political subdivisions to make purchases off of the Contract. The Contractor shall keep a record of the purchases made pursuant to the Contract and shall submit a report to the Agency on a quarterly basis. The report shall identify all of the State agencies and political subdivisions making purchases off of this Contract and the quantities purchased pursuant to the Contract during the reporting period. The Contractor shall submit quarterly reports to the State of Iowa Contract Manager. Please log in to your IMPACS vendor portal to find the Contract Manager assigned to your contract. Vendor portal website:  
<https://solutions.sciquest.com/apps/Router/SupplierLogin?CustOrg=DASlowa>

Quarterly Reporting Schedule – based on Calendar year

Quarter 1 (Jan 1 – Mar 31) Due Apr 30  
Quarter 2 (Apr 1 – Jun 30) Due July 31  
Quarter 3 (July 1 – Sept 30) Due Oct 31  
Quarter 4 (Oct 1 – Dec 31) Due Jan 31

- b. **Administration Fees.** Without affecting the approved Goods or Services prices or discounts specified in the Contract, the State of Iowa shall be entitled to a **one percent (1%)** administrative fee on all sales made within the State of Iowa against this agreement. The administration fee due to the State of Iowa shall be paid quarterly by the Contractor directly to the State of Iowa, made payable to the “Iowa Department of Administrative Services”.

**Send To:**

State of Iowa – DAS/Central Services Enterprise  
Attention: DAS – CSE COO  
1305 E. Walnut Street  
Des Moines, IA 50319

**XI. NOTICE.** Any notice required herein shall be sent to the following:

For Contractor:

Jaime Marini  
Program Manager  
Jaime.marini@safariland.com  
904-807-1928

For Participating Entity:

Paul Manges  
Procurement Specialist III  
Paul.Manges@iowa.gov  
515-330-7325

- XII. SUBMISSION OF PARTICIPATING ADDENDUM TO NASPO VALUEPOINT.** Upon execution, Contractor shall promptly email a copy of this Participating Addendum and any amendments hereto to NASPO ValuePoint at [pa@naspovaluepoint.org](mailto:pa@naspovaluepoint.org). The Parties acknowledge and agree that the Participating Addendum, as amended, may be published on the NASPO ValuePoint website.

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**Body Armor and Ballistic Resistant Products**  
Between **the State of Iowa** and  
**Safariland, LLC**

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**SIGNATURE**

The undersigned for each Party represents and warrants that this Participating Addendum is a valid and legal agreement binding on the Party and enforceable in accordance with the Participating Addendum's terms and that the undersigned is duly authorized and has legal capacity to execute and deliver this Participating Addendum and bind the Party hereto.

IN WITNESS WHEREOF, the Parties have executed this Participating Addendum.

**CONTRACTOR:**

*James Duncan*

**Signature**

James Duncan

**Printed Name**

Vice President and General Manager, Armor

**Title**

07/31/2025

**Date**

**PARTICIPATING ENTITY:**

*Paul Manges*

**Signature**

Paul Manges

**Printed Name**

Procurement Specialist III

**Title**

07/31/2025

**Date**

# Safariland PA unsigned 7.30.25

Final Audit Report

2025-07-31

|                 |                                              |
|-----------------|----------------------------------------------|
| Created:        | 2025-07-30                                   |
| By:             | Paul Manges (paul.manges@iowa.gov)           |
| Status:         | Signed                                       |
| Transaction ID: | CBJCHBCAABAATuXpMySaTuYEsoJgGu73WvbvwyAsp-M6 |

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