Reginald A. Crenshaw, Ph.D., President, District 3 Sherry Dillihay-McDade, Vice President, District 4

Lonnie Parsons, District 1 Don Stringfellow, District 2 Johnny Hatcher, District 5

1 Magnum Pass, P.O. Box 180069, Mobile, Alabama 36618

Superintendent Chresal D. Threadgill

Purchasing Department Phone (251)221-4473 Fax (251)221-4472 mcpss.com

Bid No. 25-47

BUYER: JULIE MORGAN

August 12, 2025

INVITATION TO BID SALE OF TIMBER

Gentlemen:

Sealed Proposals will be received by the Board of School Commissioners of Mobile County, Alabama, at its offices located in the Purchasing Department, 1 Magnum Pass, (former QMS Building) Mobile, Alabama, until **Tuesday September 9, 2025**, at **10:00 A.M.**, then publicly opened and read aloud for the sale of designated timber situated on the following described land owned by the Board of School Commissioners of Mobile County, Alabama:

Portions of Section 15, Township 2 South, Range 2 West (Oak Grove)

Said sale area being a lump-sum clear-cut operation approximately 147 acres in size

The buyer will be required to sign the Timber Sale Contract as per the enclosed form. The Buyer will have until **Tuesday, September 29, 2026,** to cut and remove said timber.

Bidders will be required to submit their Proposal on the form furnished by the Owner. No alterations shall be made to the form nor will any other form be accepted.

Each bid must be accompanied by a bid/performance deposit in the form of a certified check or cashiers check in an amount of \$5,000.00 made payable to the Board of School Commissioners of Mobile County, Alabama.

Page 2 - Invitation to Bid Sale of Timber

All Contract Documents related to the sale of timber located on the property herein above described can be obtained from the office of the Facilities/Land Manager of the Board of School Commissioners of Mobile County, Alabama at 1 Magnum Pass, Mobile, Alabama 36618.

No Proposal may be withdrawn for a period of thirty (30) calendar days after same has been opened and read aloud.

The Board of School Commissioners of Mobile County reserves the right to reject any and all bids and waive informalities.

BOARD OF SCHOOL COMMISSIONERS MOBILE COUNTY, ALABAMA

Russell Hudson Director of Purchasing

RH/jdm

INSTRUCTIONS TO BIDDERS

Bid Proposals to be entitled to consideration must be in accordance with the following instructions:

- 1. Proposals shall be submitted upon the form provided; therefore, all blank spaces on the forms must be fully filled in. Numbers shall be stated both in writing and figures. In case of disagreement between words and figures, the words shall govern.
- 2. The signature shall be in long hand and in ink. The completed form shall be without alterations or erasures. Anyone signing the Proposal as the agent of a firm or corporation must present legal evidence of his authority to do so.
- 3. Proposal shall be addressed to the Board of School Commissioners of Mobile County, Alabama, and delivered in a sealed envelope marked "Timber Sale" Bid # 25-47.
- 4. Should a bidder find discrepancies in or omissions from the drawings or specifications or should be in doubt as to their meaning, he should at once notify the Facilities/Land Manager of the Board of School Commissioners of Mobile County, Alabama, and/or Kris Bradley, Regions Bank who will send written instructions to all bidders. No oral instructions will be given.
- 5. Before submitting a Proposal, bidders should carefully examine all documents relative to this work and be fully informed of all conditions and shall include in his Proposal a sum to cover the cost of all items.
- 6. Any addenda issued during the time of bidding are to be covered in the Proposal and will become a part of the Contract.
- 7. Each proposal must be accompanied by a bid/performance deposit in the form of a certified check or cashier's check in an amount of \$5,000.00 made payable to the Board of School Commissioners of Mobile County, Alabama.
- 8. The proceeds from such check are to become the property of the Board of School Commissioners of Mobile County, Alabama if the Bidder fails to execute the Contract and furnish the full bid amount within the required time after notice of awards.

GENERAL CONDITIONS

1. SCOPE:

The contractor shall remove from the property owned by the Board of School Commissioners described in the Advertisement for Bids, the timber in accordance with the specifications for the cutting of timber which is hereinafter set forth in the section titled Timber Sale Contract. Said sale will include all merchantable pine and hardwood timber as outlined in the Timber Sale Contract in the designated sale area(s) as shown on attached map(s). All bids will be made stating a lump-sum price for the designated timber.

2. CRUISING TIMBER:

It will be the responsibility of each bidder to make or have made in his own behalf a cruise of the timber to be cut.

3. **BID/PERFORMANCE DEPOSIT:**

Each bidder must submit with this proposal a bid/performance deposit, certified check or cashier's check in an amount of \$5,000.00. The high bidder and the next to high bidders' Bid/Performance Deposit or check will be retained until it is determined if the high bidder enters into a contract with the Board of School Commissioners of Mobile County, Alabama. The high bidder, in the event his bid is accepted, and he fails to sign a contract within (10) calendar days after Notice of Acceptance, the monies due under his Bid/Performance Deposit or check submitted with his Proposal will become the property of the Board of School Commissioners of Mobile County. The remaining bidders' bid/performance deposit or check will be returned by mail within seven (7) working days of bid opening.

4. BID/PERFORMANCE DEPOSIT:

The Bid/Performance Deposit shall guarantee the faithful compliance of the Contractor with all terms and conditions of the Contract Documents.

Bid # 25-47

PROPOSAL FORM TIMBER SALE

TO: Board of School Commissioners Mobile County, Alabama 1 Magnum Pass Mobile, Alabama 36618

property on which same is Documents titled Timber Sa	by declares that he has examined the timber and the located and that he fully understands the Contract le, Section 15, T2S, R2W (Oak Grove). As shown on on no
The undersigned bidder h	ereby proposes to pay to the Board of School
	ounty, Alabama for all timber designated for sale on
the above described prope of	rty and described Contract Documents the sum
Dollars (\$), cash.
necessary bid/performance	her agrees that he will execute a contract, furnish the deposit and make settlement with the Owner as Documents no less than ten (10) days after Notice of
contract, provide the bid/p Owner as provided within th certified check will be paid i	ther agrees that in the event he fails to execute the erformance deposit and make settlement with the ne time set out above, the monies payable under this not the funds of the Board of School Commissioners
,	as damages and added cost to the Owner. Attached
for the sum of	Bank of
Dollars (\$	

Page 6 - Invitation to Bid Sale of Timber

Proposal Form Page 2 – Bid # 25-47

The bidder further agrees that if awarded the contract and he executes same that he can elect to allow the certified check attached to the Proposal to become his performance deposit.

The bidder further agrees that the Seller reserves the right to reject any and all bids and waive informalities.

BIDDER		
ADDRESS		
CITY	ST	ZIP
TELEPHONE	- Y2 - 10	
FAX		
PRINT NAME OF	AUTHORIZEI	O SIGNATURE
ALITHORIZED	CICNIATIIE) Tr

TIMBER SALE CONTRACT

THIS CONTRACT, executed and effective this day of 2025 by
and between THE BOARD OF SCHOOL COMMISSIONERS OF MOBILE
COUNTY, ALABAMA whose address is Post Office Box 180069 Mobile, Alabama
36618 hereinafter called Seller, and whose address
is hereinafter called Buyer.
WITNESSETH:
1. Upon the terms hereinafter provided, Seller agrees to sell to Buyer and Buyer agrees to purchase from Seller, as herein stated, those certain trees of the species hereinafter specified which are located upon those certain lands situated in MOBILE COUNTY ALABAMA described as follows, to-wit:
Township 2 South - Range 2 West
Portion of Section 15 (Oak Grove)
(Oak Glove)
Said sale area comprising approximately 147 (+/-) acres, more specifically shown on the attached map(s).
2. The price to be paid for all designated timber within the designated sale area is (\$) and
is to be paid in advance. PAYMENT IS TO BE MADE OUT TO THE

3. The trees designated for cutting under this contract are as follows: All merchantable pine and hardwood timber located within the designated sale area(s).

BOARD OF SCHOOL COMMISSIONERS OF MOBILE COUNTY.

- 4. Seller hereby grants and gives to Buyer the authority to enter upon the above-described lands for the purpose of cutting and removing said timber, but in strict accordance with the terms of this contract and all its conditions and requirements.
- 5. All said timber shall be cut and removed by Buyer from the above-described lands and the terms of this agreement satisfied on or before Tuesday, September 29, 2026. Buyer shall have no further rights or interests in or with respect to any standing designated trees or any designated trees felled but not yet removed and paid for. This agreement shall not be assigned in whole or in part without written consent of Seller.

- 6. When the Buyer has completed his operations as authorized by this contract, he shall remove all equipment and other objects located on the property by himself, his agent(s), or his employees, and notify the Seller or his agent(s), who will make final inspection of the sale area. Buyer shall give notification to Seller thereof in writing five (5) days after such completion.
- 7. Buyer's possession of timber belonging to Seller shall in no way constitute Buyer as Sellers agent(s), employee, joint venture or other representative. All designated timber must be cut and removed.
- 8. The Seller hereby designates Regions Bank's Natural Resources Department (Agent) as its technical agents and gives said agents the responsibility of determining compliance with the terms of this contract by the buyer and also gives said agent authority to stop all operations of the Buyer on the Seller(s) property when it appears that terms of this contract are being violated.
- 9. Prior to beginning, resuming or completing timber cutting operations hereunder, the Buyer shall give advance notice thereof to Regions Bank Natural Resources Department, Attention: Kris Bradley, (251) 690-1368 not less than three (3) days before any such action.
- 10. Buyer or his representative and contractor agree to have a conference with a Facilities/Land Department representative prior to cutting in order to discuss logging specifications and plans.
- 11. Buyer shall conduct all operations under this agreement in a workmanlike manner and shall not unnecessarily damage trees not designated for cutting. The workmanlike manner more specifically shall include, but not be limited to:

 (a) Forestry Best Management Practices have been developed by the State of Alabama. Seller requires Buyer to fully comply with those Best Management Practices applicable to Buyer's operation.
 - (b) **Directional Felling:** Insofar as possible, trees should be felled with the direction of the skid so as to prevent unnecessary turning of the logs. The Buyer agrees to cut all trees within six (6) inches of the ground.

- (c) **Limbing and Topping:** The use of limbing gates will be permissible provided that the debris will be scattered throughout the stand.
- (d) **Severed Tops, Limbs or Butts** shall not be left within five (5) feet of living trees on and adjacent to landings. All tops severed out in the stand become property of the Seller.
- (e) Any Trees Cut Outside a Straight Line between two adjacent boundary markers will be considered as cutting undesignated trees.
- (f) Skid Trails and Logging Ramps shall be kept to a minimum number necessary for removal of timber. The seller reserves the right to designate the location of loading ramps and skid trails if necessary.
- (g) **Buyer Expressly Agrees to Conduct** all harvesting operations in compliance with the Occupational Safety And Health Administration's Logging Standard.
- (h) **Seller Reserves** the right to suspend harvesting operations during periods of wet weather.
- (i) Extreme Care will be taken to avoid injury to all trees left standing.
- 12. The Buyer will confine cutting operations to one compartment at a time and will complete all cutting in a compartment before beginning cutting in another compartment unless written consent of the Seller's agent is first obtained.
- 13. At the time of execution of this contract, neither Seller nor Buyer was aware of the presence on this property of any plant or animal species listed by the U.S. Wildlife Service as a threatened or endangered under the Endangered Species Act. If Seller or Buyer discovers any such listed threatened or endangered species on this property during the term of this contract, it is agreed that actions to protect such species will be taken. If any restriction by law or governmental regulation or is any action from a state, federal or local governmental agency prevents Buyer from cutting and removing any volume of timber purchased hereunder, Seller hereby agrees to reimburse Buyer for such volume, such volume determined by joint cruise conducted by Buyer and Seller.

- 14. Buyer, in all phases of construction and logging operations shall protect to the maximum extent all roads, bridges, trails, telephone lines, ditches, fences, gas lines and other improvements, and if any such improvements are damaged by Buyer's operations under this agreement, Buyer shall restore the improvement immediately to a condition satisfactory to Seller and without expense to Seller. Existing roads used by Buyer shall be left in same or improved condition following the harvesting operations or before the termination of this contract, whichever is sooner. Buyer shall remove all tops and other logging debris from or in all ditches, road and streams. Buyer is authorized to use roads, structures and improvements necessary in the operations hereunder, upon the lands described herein and upon other Seller lands in the vicinity thereof, all at its own risk and provided that all such roads, structures and improvements shall be located, maintained and operated subject to the regulations of Seller and all applicable laws and regulations. Such roads, structures and improvements on Seller's lands shall become the sole property of Seller at the termination of this agreement. All merchantable timber used in construction of bridges, roads and
- agreement. All merchantable timber used in construction of bridges, roads and landings necessary to the cutting and removal of timber covered by this agreement shall be cut and removed as provided for marked trees herein and paid for at the unit rates set forth in this agreement. Seller makes no representations or warranties that any roads, bridges, or other improvements on the above-described property or any other property are safe or suitable for use by Buyer or those acting for or under Buyer, and all such parties may use any such roads, bridges or other improvements only at their own risk. No new logging

roads shall be cut or opened by buyer without the prior approval of the Seller and its representative. No excessive rubbish shall be left in the woods.

- 15. Buyer shall take all reasonable precautions and efforts to prevent and suppress forest fires that endanger the timber on the above described or adjacent lands. Buyer shall be liable to Seller for the full appraised value, as determined by Seller and Seller's representative, of all the standing timber and wood products and other property damaged or destroyed by fire, the origin or spread of which Buyer caused or could reasonable have suppressed. In the event any designated timber is damaged by fire, Seller and Buyer will jointly remark the trees (when applicable) as nearly as practicable as before and Buyer will cut and remove the designated damaged trees according to the terms hereof. Purchaser shall bear the risk of loss for the timber herein purchased.
- 16. Buyer agrees to protect Seller, the lands of Seller, and the timber thereon, whether or not authorized to be cut hereunder from and against all liens and claims of liens in any way arising out of any act or default upon Buyer's part.

- 17. Seller is not associated or in any manner connected with the actual performance of the contract on the part of Buyer, either as a partner, joint venture, employer, principal or agent, or otherwise. Buyer is an independent contractor respecting the performance of this contract and is solely liable for all its acts and all labor and expenses in connection with his performance of this contract. Seller shall however, have the right to inspect the operations of Buyer to insure that only those trees designated for cutting are being cut, that proper forestry practices and other terms of this contract are being observed, but the direction of any and all Buyer's operations shall at all times be with the Buyer, and Seller shall have no right to instruct, deal with, supervise or suggest the manner of carrying on the work of Buyer's employees, agents, servants or subcontractors.
- 18. Buyer shall indemnify, hold harmless and defend Sellers and Seller's agents and employees from and against any and all claims, suits, damages, judgments, expenses, costs and charges of every kind and nature on account of bodily injuries (including death) to any person including, but not limited to, agents and employees of the Seller, Buyer or any subcontractor, and on account of injury or destruction of property (including the loss of use thereof) of the Seller or others, arising out of or occurring in connection with the performance of the work to be done pursuant to this contract and whether or not caused by or contributed to, or alleged to have been caused by or contributed to, by the active, passive, affirmative, sole or concurrent breach of any duty, whether non-delegable or otherwise, on the part of the Seller or its agents or employees, or liability therefore imputed as a matter of law to the Seller and/or its agents or employees, or from the failure of or any condition in land, materials, tools or machinery furnished by the Seller, Buyer or any Sub-Contractor and/or their respective agents or employees.
- 19. Continuously throughout the period of Buyer's operations under this contract, Buyer, at its own expense, shall carry public liability insurance of not less than \$500,000.00 for the death of injury of one person, \$1,000,000.00 for the death or injury of more than one person in the same occurrence and \$500,000.00 for damage to property, including contractual coverage with respect to the indemnity provisions in paragraph 18 above, and Buyer shall have Seller and sellers agent named as an additional insured thereon. Such insurance shall be the primary liability coverage for all purposes hereunder. Prior to commencement of any operations on these lands, and continuously during the contract or any extensions as provided for herein, Buyer shall place on file with Seller certificates of such insurance acceptable to Seller. Such certificates shall contain provisions that the coverage afforded will not be canceled or materially changed until at least ten (10) days prior written notice has been given to Sellers

by the insurer. Buyer will also maintain insurance which will protect it from claims under workman's compensation laws, disability benefit laws or other similar employee benefit laws.

- 20. Seller and its representative and assigns shall have the right to go upon said lands and to perform any acts or operations thereon that will not unreasonably interfere with the rights of the Buyer and under this contract; and Seller shall continue to have full right to use, occupy, sell, lease or otherwise enjoy or dispose of any said lands or any other timber or forest products thereon. Purchaser shall pay all severance taxes and all other taxes, licenses and excises required by law to be paid on account of the timber felling and logging operations hereunder.
- 21. Upon the execution of this contract, Buyer has deposited with the Board of School Commissioner's of Mobile County a Certified or Cashier's Check in the amount of \$5,000.00 as Performance Deposit which check is made payable to **The** Board of School Commissioner's of Mobile County. Upon completion of cutting or after the expiration of the time for cutting under this contract, whichever comes first, a final inspection of cutting will be made jointly by the Seller or its representative, and the Buyer or its representative. If Buyer shall have complied with all of its obligations under the terms and provisions of this contract and shall not have caused any damage to the property of Seller, including trees not sold hereunder, The Board of School Commissioner's of Mobile County shall return the amount of the performance deposit. However, if Buyer has caused any damage to any such property of Seller or has breached any other terms of this agreement or causes other losses, Seller may make a written statement of the amount of such damage, loss, expense or liability (including without limitation, any liquidated damages for the cutting of undesignated timber) giving the nature of the same to Buyer, and retain from the proceeds of the performance deposit the amount of such statement of damage, loss, liability and expense. If the aggregated amount of such statement shall be less than the unused portion of the performance deposit, then the surplus will be paid to Buyer. If the amount of such statement shall exceed this amount, Seller shall retain the full said sums and Buyer shall promptly pay to Seller an amount equal to the excess.
- 22. Buyer, in the exercise of the rights herein granted, shall not in any way interfere with the use by Seller or said lands. This contract is subject to any rights previously granted or hereafter granted by Seller to lessees, contractor or agents of Seller and to any easements which now as may exist over, upon or across the lands of Seller, all of which Buyer shall not interfere with; and, with respect to the above described land and all other lands of Seller, Seller reserve the

right to grant rights similar to those granted Buyer there under to the Buyers of timber on other property of Seller (or to exercise such rights itself) to any degree which does not unreasonably prevent Buyer's exercising Buyer's rights hereunder.

- 23. Buyer shall exercise due care to avoid unnecessary damage to the timber not being cut. All undesignated trees which are unnecessarily damaged in the course of the Buyer's operations shall be marked by Seller or its representative and paid for at the following rates which are considered to be fair compensation for the stumpage value, expense incurred on account of the damage and future growth loss of the damaged trees: \$68.00 per standard cord for Pine Pulpwood; \$650.00 per MBF Doyle for Pine Saw timber; \$56.00 per standard cord for Hardwood Pulpwood; and \$550.00 per MBF Doyle for Hardwood Saw timber. Unnecessary damage will be considered breakage to the main stem, uprooting or any abrasion, which results in damage to one-third or more of the circumference of the main stem, which could have been avoided in the course of logging operation.
- 24. Buyer shall not cut undesignated trees of any kind. If any trees not designated by the Seller or its representatives should be cut by the Buyer, its contractors, employees or other representatives, Buyer shall be obligated to pay to Seller liquidated damages for each of the undesignated trees at the rate of double stumpage, based on a stump cruise by Seller and assuming the merchantable length of all undesignated trees to have been sixty-four (64) feet if it cannot be accurately determined by the Seller or his agent provided that such payment shall not release Buyer from liability for any damage accruing to the Seller other than for value of said tree. Double stumpage is based on the selling price for this timber sale, and the resulting price being paid for each product class, as determined by Seller, unless otherwise noted in the timber sale prospectus. Seller in Seller's sole discretion may waive such damages if Seller shall deem that this cutting was necessary to the operation hereunder. Buyer shall pay Seller damages for: (a) property corners moved or knocked out: \$800.00 and (b) witness trees cut: \$400.00 each.
- 25. It is understood that the Seller makes no covenant or warranty whatsoever with respect to the quality, merchantability of fitness of such timber for the purpose of the Buyer or with respect to title to such timber or land on which such timber is located, and the Seller shall not be liable to the Buyer for any defects in such timber affecting its quality, merchantability or fitness for such purpose or for any failure of title to such timber or lands. If there be a failure of title to any part of such timber or if title to the land on which the same is located, so that the Buyer is prohibited or prevented by third party claiming

title thereto from cutting and removing any part of such timber, then in such case the Seller will refund to the Buyer for such timber with respect to which the title has failed.

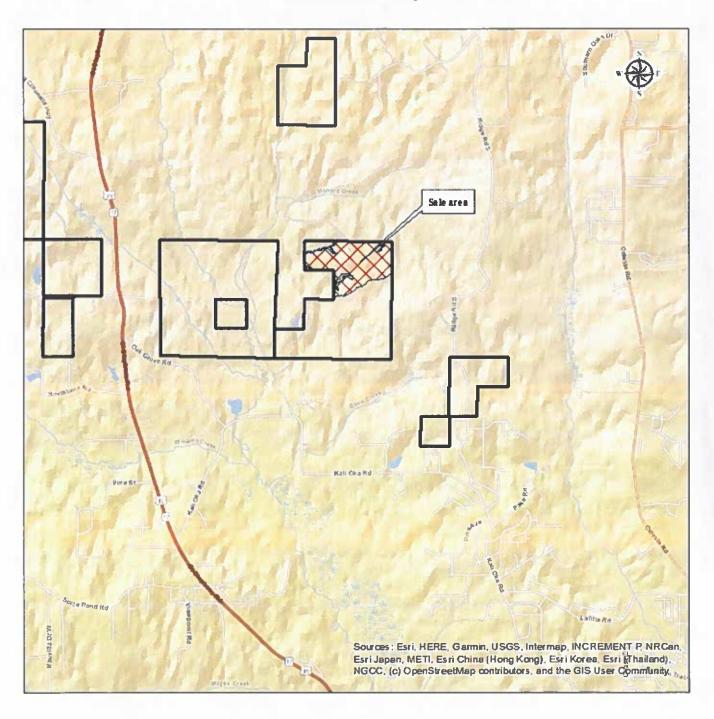
- 26. The Buyer and the Seller agree that the Instructions to Bidders, the General Conditions of the Contract, and the drawings, together with this Agreement, form the Contract, and they are as fully a part of the Contract as if hereto attached or herein repeated. The following is an enumeration of the documents, specifications, and drawings:
 - 1. Invitation to Bid # 25-47
 - 2. Instructions to Bidders
 - 3. Form of Proposal
 - 4. Timber Sale Contract
 - 5. General Conditions
 - 6. Bid/Performance Deposit
 - 7. Maps and Tables
 - 8. Addendum _____

The Buyer and Seller for themselves, their successors, executors and administrators, and assigns to the full performance of the covenants herein contained. IN WITNESS WHEREOF they have executed this agreement, the day and the year first written above in four (4) counterparts, each of which shall, without proof of account for the other counterpart, be deemed an original contract.

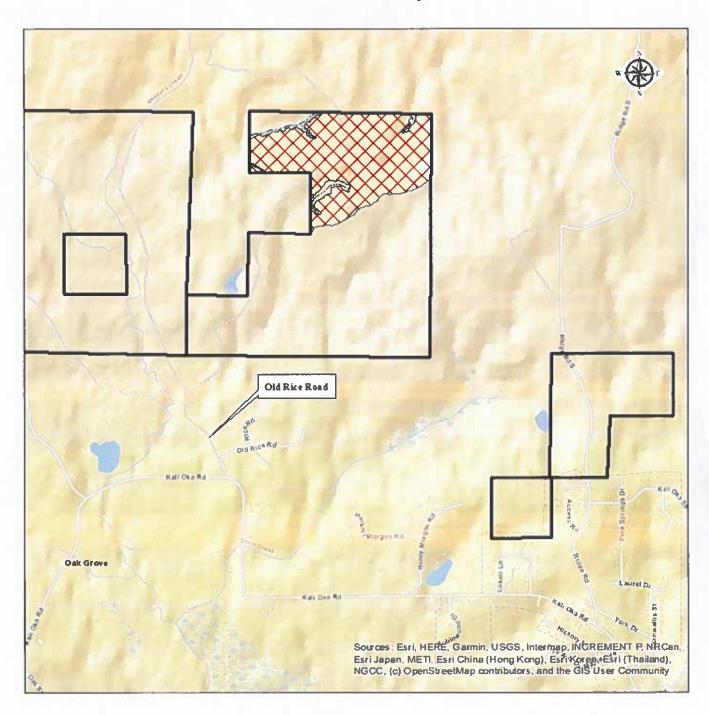
BOARD OF SCHOOL COMMISSIONERS MOBILE COUNTY, ALABAMA

	MR. CHRESAL D. THREADGILL, SUPERINTENDENT
WITNESS:	
	BUYER:
	BY:
	AS ITS:
WITNESS:	

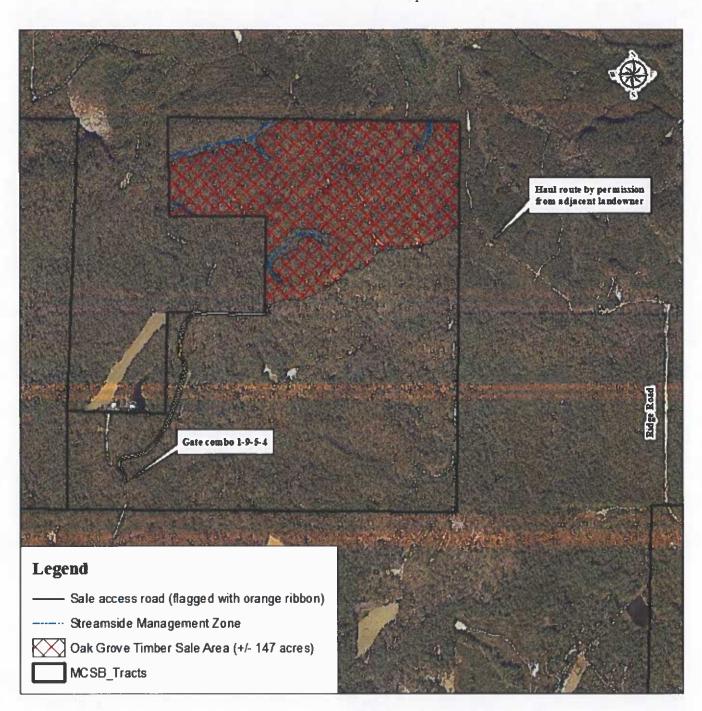
General Location Map



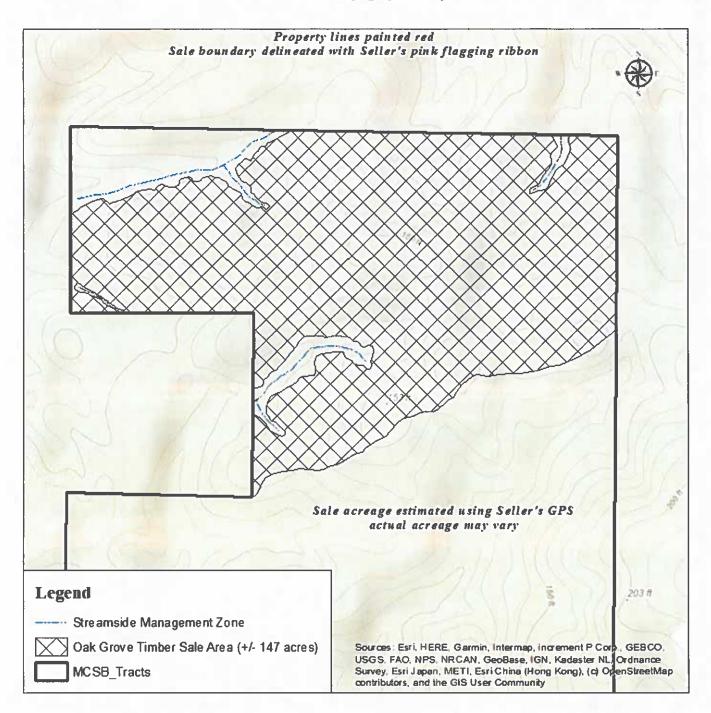
Sale Area Location Map



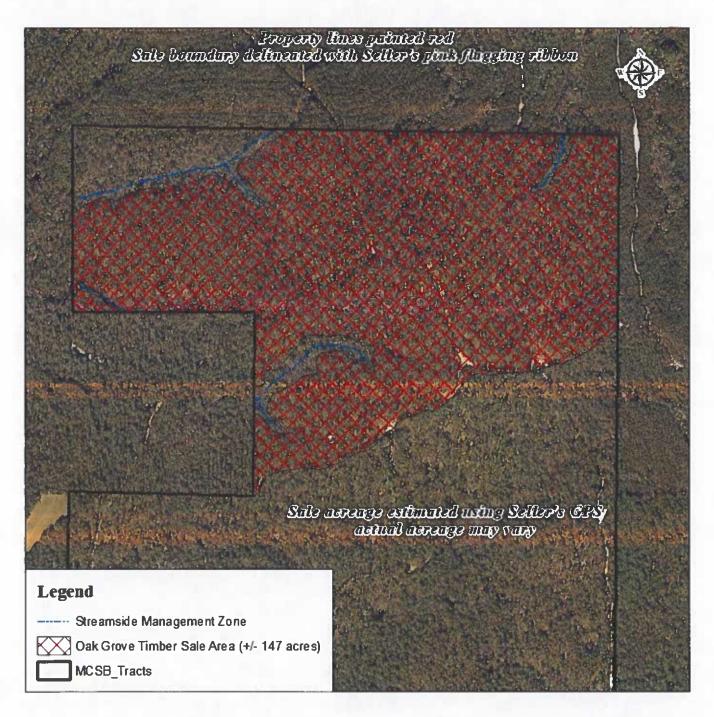
Sale Area Access Map



Sale Area & Topographic Map



Aerial Photograph



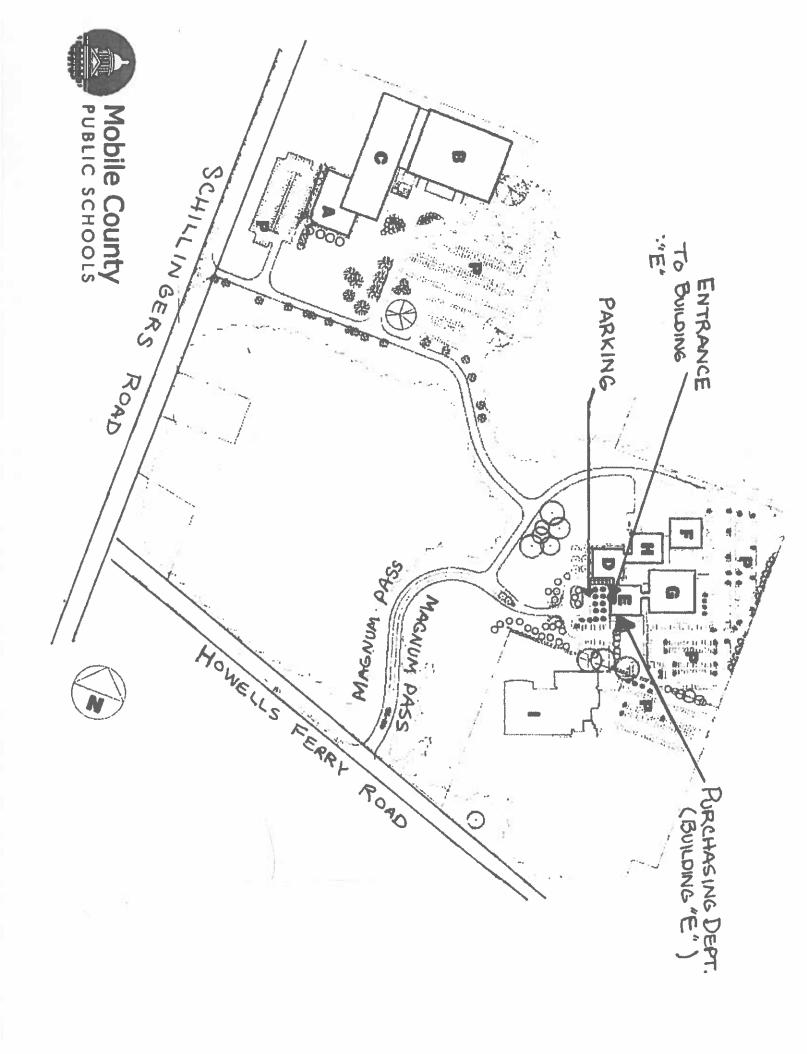
NEW BUILDING ENTRANCE

FOR

"PURCHASING DEPARTMENT"

Please note the entrance to Building "E" (1 Magnum Pass) has changed. You will need to enter Building "E" as shown on the following diagram where you will be checked in by a security officer and then directed to the Purchasing Department.

Please <u>allow</u> sufficient time for this change if you are dropping off a bid on the same day as the bid closes. MCPSS will NOT be responsible for any late bids.



Directory

Outletten F

C Student Services 4245 Hauth Services 4262 Microcomputor Services 5142 STI Off carClassroom Sollvere Support 6201 52 35 Hardware Support 6222 Nelwork Support 6222 Security Office. Porthering. Accounting Accounts Psystia Local School Accounting Armi Sop. Environmental Services Tedbooks. Business Building Building E Expertive Suidding Student Services Sulfilleg Professional Development. Carrieral Receiving/Distribution Chief Francis Officer Office of the Superintendent. Child Nuciban Program §6248 98444 5112 6013 6013 6013 6013 6013 9 9 ס Facilies Office Sourd Offices & Board Meeting Room. 4357 Academic Affairs. 4159 Cariculum & Instruction. 4141 Federal Programs 5220 Special Education 4220 Careen/Technical Education. 4019 J Human Resources Office. Psyroll Office. TV Studio. D goldsburg G Technology Building Parking - Public and Employee Internation Technology Severs Instructional Technology Office of Communications. Suffding N Public Board Meetings Building ! Acedemic Affaire Building 32.5 182

BOARD OF SCHOOL COMMISSIONERS MOBILE COUNTY PUBLIC SCHOOLS

VENDOR MINORITY QUESTIONNAIRE

BID NO#: 25-47

Please complete this form and return it with your bid proposal. Should you choose not to bid at this time, please complete this form and forward back to our office as soon as possible. It is necessary that you check all categories that apply to your company. Failure to comply could result in rejection of your proposal and/or removal of your name from our bidder's list, as we are now required to provide this information to the State Department.

VENDOR NAME:				
ADDRESS:				
PHONE #:				
FAX #:				
IS THE COMPANY	' MINORITY OWNED?:	YES	NO	
IS THE COMPANY	OWNED BY:	MALE	FEMALE	BOTH
IS THE COMPANY	/ INCORPORATED	YES	NO	
ETHNICITY OF OV	WNERSHIP:			
AME BLA DIS. HIS	ABLED) <i>:</i>		
SIGNATURE:				
PRINT NAME:			_	
TITLE:				
DATE:				

IMMIGRATION LAW COMPLIANCE

CONFIRMATION REQUEST: AFFIDAVIT OF ALABAMA IMMIGRATION COMPLIANCE

	Vendor Information		
Name:			
Address:			Cuite // Init #
Street Address			Suite/Unit #
City Phone: ()	Alternate Phone: _()	State	ZIP Code
Please Read the attached I	Immigration Notice and Selec	t one (1) of	the
Following:			
☐ The Alabama Immigration Law D	OES NOT apply to the above named com	ıpany. Please ex	plain:
	· -		
The Alabama Immigration Law D Mobile County School System	OES apply to the above named company	and the docume	nts are on file with
	OCES apply to the above named company		AVIT OF ALABAMA
The documents are available at w	ww.mcpss.com/immigrataion and wy	vw.dhs.gov/e-\	<u>rerify</u>
Employee Signature		Date	