



Mental Health Support in Construction Grant

GRANT REQUEST FOR PROPOSAL (RFP)

Minnesota Department of Labor and Industry
443 Lafayette Road N.
St. Paul, MN 55155

dli.mn.gov/grants

Oct. 10, 2025

To obtain this information in a different format, call: 651-284-5005.

Cover Page

Table 1 RFP summary

Available funding:	Up to \$750,000 is available.
Purpose:	The purpose of this grant is to create outreach and engagement programming as well as develop resources and worksite strategies to promote mental health and prevent suicide in the construction industry.
Period of performance:	Grant contracts may begin Feb. 1, 2026, or the date the contract is fully executed, whichever occurs later, until Dec. 31, 2027. Funding for grant contracts is available until June 30, 2030. There is an option for continuation for up to 30 months at the discretion of the department. Continuation awards are contingent upon progress made during the initial grant period, continued funding, and priorities of the department.
Application due date:	Applications are due no later than 4:30pm Central Daylight Time on Nov. 14, 2025.
Questions:	Questions may be submitted by phone or email. Questions and answers will be posted on Fridays, up to Nov. 7, 2025, on the grant webpage at https://www.dli.mn.gov/about-department/about-dli/mental-health-support-construction-grant. Contact: Kelly Cooper Email: Kelly.Cooper@state.mn.us Phone: 651-284-5813 If needed, our agency has access to Language Line, a free language translation service for limited-English speakers. Contact us and we will get in touch with an interpreter at 651-284-5005 or 800-342-5354.
Notification of Award:	Applicant awards will be announced by Dec. 31, 2025.
RFP and application documents:	https://www.dli.mn.gov/about-department/about-dli/mental-health-support-construction-grant

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RFP Part 1: Overview

Grant Overview

- Grant Name: Mental Health Support in Construction Grant
- <https://www.dli.mn.gov/about-department/about-dli/mental-health-support-construction-grant>
- Open for Applications: Oct. 10, 2025
- Application Due Date: Nov. 14, 2025 at 4:30 p.m. central standard time

The Minnesota Department of Labor and Industry's (DLI) mission is to ensure Minnesota's work and living environments are equitable, healthy and safe. The department serves employees, employers and the public by regulating buildings and workplaces through education and enforcement. DLI will advance equity by identifying disparities and creating systemic change to better serve and protect all Minnesotans.

The Construction Codes and Licensing Division (CCLD) regulates and enforces construction-related health and safety codes and administers related licensing laws in Minnesota, ensuring compliance with various building codes. CCLD also offers education and outreach services to support workers in the construction industry in remaining current on all industry standards.

Understanding that workers in the construction industry face higher rates of suicide than the general population, CCLD will offer resources to perform outreach, education, resource development and worksite strategizing to reduce stigma and enhance mental well-being in the construction industry.

Funding Availability

- Pursuant to [2025 Minnesota Session Laws Chapter 6, Article 2, Section 2, Subd. 10](#), \$500,000 in each of fiscal years 2026 and 2027 are appropriated for initiatives to promote mental health and prevent suicide in the construction industry. Funds may be used for outreach, education, development of resources related to stigma reduction and worksite strategies, and grants to industry groups for related activities. Due to the broad array of uses for this funding, DLI designates up to \$750,000 for grants to carry out the intended purposes of the program. Total amount of funds available is up to \$750,000.
- The minimum amount of funding that can be requested by any single applicant is \$150,000.
- DLI plans to award funding to approximately one to four applicants.
- Due to the appropriation of funding by the state legislature across two fiscal years, DLI may be required to encumber grant funds to grantees in installments. A cumulative amount not to exceed \$500,000 may be disbursed between the present date and June 30, 2026. The remaining \$250,000 designated for the grant program will be allocated and made available to grantees beginning July 1, 2026.

Funding will be allocated through a competitive process. If selected, you may only incur eligible expenditures when the grant contract agreement is fully executed, and the grant has reached its effective date.

If your proposal is offered a partial award, you will have the opportunity to review your workplan based on the final award amount. If an awarded organization is unable to expend the award or complete the grant execution, DLI reserves the right to reallocate awarded funds to other organizations who have been awarded Mental Health Support in Construction Competitive Grants funds, have demonstrated satisfactory grant performance, and the ability to utilize additional funds.

Table 1 Funding Summary

Funding	Estimate
Estimated Amount to Grant	\$750,000
Estimated Number of Awards	1-4
Estimated Award Minimum	\$150,000

Project Dates

Estimated project dates are Feb. 1, 2026 or the date the contract is fully executed, whichever occurs later, until Dec. 31, 2027.

Funding is available through June 30, 2030.

There is an option for continuation for up to 30 months. Continuation awards are contingent upon progress made during the initial grant period, continued funding, and priorities of the state.

Eligibility

Applicants must meet the minimum requirements to be considered for this grant opportunity. If an application does not fully meet these requirements it will not be further reviewed.

An eligible applicant must be an organization that can demonstrate the ability to implement programming to support mental health in the construction industry. Eligible applicants must be organizations that are registered and in good standing with the Internal Revenue Service and Minnesota Secretary of State.

To be eligible for funding, applicants must:

1. meet the application deadline;
2. submit a complete application with supporting documents as appropriate;
3. serve the focus populations listed for this grant program; and
4. be an eligible applicant.

Priorities

It is the policy of the state of Minnesota to ensure fairness, precision, equity and consistency in competitive grant awards. This includes implementing diversity and inclusion in grant-making. [Office of Grants Management \(OGM\) Policy 08-02: Rating Criteria for Competitive Grant Review](#) establishes the expectation that grant programs intentionally identify how the grant serves diverse populations, especially populations experiencing inequities or disparities.

This grant program seeks to support mental health and prevent suicide in the construction industry through development and implementation of outreach and education programs. Applicants can achieve desired outcomes through a variety of activities. Eligible activities may include but are not limited to:

- Create and distribute resources in multiple languages, such as brochures and website content, to support mental health and reduce stigma and enhance mental well-being
- Create industry-specific materials to complement existing prevention and crisis intervention resources
- Establish peer-led programs and prevention and crisis response training in the construction industry

The grant will ultimately serve workers in the construction industry in the state of Minnesota.

Grant outcomes will include increased knowledge, awareness and stigma reduction. Measures may include:

- Quality evidence-based materials developed and published;
- Number of organizations receiving and distributing materials;
- Number of workers receiving materials and content;
- Number of individuals/organizations trained in suicide prevention, risk factors, warning signs, and intervention strategies;
- Number of website visits and social media engagement; and
- Geographic impact.

Collaboration

Applicants may include a stand-alone organization or a collaboration of organizations. However, a single entity who intends to be the fiscal agent for the grant must be noted as the lead applicant and will be listed as the delegated authority on all grant contracts and documents. Collaborating organizations will be considered subrecipients of the lead organization.

Organizations are limited to a single application. For instance, an organization may not apply as a collaborative partner with another lead agency and as a lead on their own application.

Selection Criteria and Weight

The review committee will be reviewing each applicant on a 100-point scale.

The review criteria below will be used to evaluate proposals in each scoring category. Review criteria are based both on the grant program requirements and on an applicant's ability to achieve the requirements of the grant.

The Mental Health Support in Construction grant program has the following weighted criteria:

Table 2 Scoring Criteria

Scoring factor	Scoring criteria	Total points possible
Program summary	Clearly summarizes the major activities and/or services they will provide to meet the goals of the program.	5
Organizational capacity	Clearly lays out the plan for administering the program if a grant is awarded and demonstrates sufficient staffing and experience to be successful.	15
Equity	Sufficiently demonstrates their ability to embed the principles and practices of equity, diversity and inclusion into their outreach programming.	10
Program collaboration	Describes intended collaborative partnerships and areas of Minnesota to be served.	15
Workplan	Includes a realistic timeline for major program activities, resources, partner roles and grant outcomes.	20

Measuring success and outcomes	Provides a process for how data will be collected and an estimate of the number and types of products or materials and the anticipated number of workers and organizations benefiting from efforts	20
Sustainability	Describes how the work can be sustained after the grant ends.	5
Budget and budget narrative	Provides a listing of budgeted line-items that are within the allowable expense categories and any mandated limitations; proposed budget is appropriate for anticipated uses; proposed budget narrative offers a detailed account for proposed expenditures.	10
Total score available		100

Questions, Technical Assistance and Information Sessions

All questions regarding this RFP must be submitted by email to Kelly Cooper at Kelly.Cooper@state.mn.us or by phone to 651-284-5813.

If needed, DLI has access to Language Line, a free language translation service for limited-English speakers. Contact us and we will get in touch with an interpreter at 651-284-5005 or 800-342-5354.

Questions and answers (FAQs) will be posted within three days of receipt on the grant webpage: <https://www.dli.mn.gov/about-department/about-dli/mental-health-support-construction-grant>. Please submit questions no later than 4:30pm Central Daylight Time, on Friday, Nov. 7, 2025.

All prospective applicants are encouraged to attend an information session. DLI will host one webinar during the application period on Wednesday, Oct. 22, 2025, at 1:00 p.m. The link to register will be available on the grant webpage. Questions and answers from the informational sessions will be posted in the FAQs within three days following the webinar.

RFP Part 2: Submission

Applications must be received no later than 4:30pm Central Time, on Friday, Nov. 14, 2025. The applicant will incur all costs associated with applying to this RFP. **Late applications will not be accepted.**

Email to: Kelly Cooper

Email: Kelly.Cooper@state.mn.us

Application Content

You must submit the following in order for the application to be considered complete:

1. Application Form
2. Exhibit A: Capacity Responses
3. Exhibit B: Certification that the entity is not suspended or debarred by the State of Minnesota or the federal government
4. Exhibit C: Evidence of Good Standing
5. Exhibit D: Nonprofit grantee as applicable

- Or Exhibit E: For-Profit Certification Disclosure and Required Documents as applicable
- 6. Exhibit F: Certification that no current principals have been convicted of a felony financial crime in the last ten years
- 7. Affidavit of Non-collusion
- 8. Signed partnership/matching funds commitment letters if applicable
- 9. Copy of your organization's Equal Employment Opportunity Policy

Incomplete applications will be rejected and not evaluated. Applications must include all required application materials, including attachments. Do not provide any materials that are not requested in this RFP, as such materials will not be considered nor evaluated.

DLI reserves the right to reject any application that does not meet these requirements.

By submitting an application, each applicant warrants that the information provided is true, correct and reliable for purposes of evaluation for potential grant award. The submission of inaccurate or misleading information may be grounds for disqualification from the award, as well as subject the applicant to suspension or debarment proceedings and other remedies available by law.

All costs incurred in responding to this RFP will be borne by the applicant.

RFP Part 3: Application Review Process

Review Process

Funding will be allocated through a competitive process with review by a committee. The review committee will use the point scale provided above to evaluate all eligible and complete applications received by the deadline. Reviewers will meet and discuss the proposals and then put forth their recommendations. The Commissioner of DLI will make the final funding decisions and award notification will be communicated by email to applicants.

Timeline

- Oct. 10, 2025: RFP posted on the DLI website
- Nov. 7, 2025, at 4:30 p.m., Central Time: Questions due
- Nov. 14, 2025, at 4:30 p.m., Central Time: Applications due
- Nov. 21, 2025: Committee begins review of applications
- Dec. 7, 2025: Selected applicants undergo pre-award risk assessment
- Dec. 31, 2025 – Jan. 31, 2026: Selected grantees announced; grant contract agreement negotiations begin
- Feb. 1, 2026: Work plans approved and grant begins

Conflicts of Interest

State grant policy requires that steps and procedures are in place to prevent individual and organizational conflicts of interest, both in reference to applicants and reviewers per [Minnesota Statutes § 16B.98 subd. 2-3 and OGM Policy 08-01 Conflict of Interest in State Grant-Making Policy](#).

Organizational conflicts of interest occur when:

- a grantee or applicant is unable or potentially unable to render impartial assistance or advice to the department due to competing duties or loyalties; or
- a grantee's or applicant's objectivity in carrying out the grant is or might be otherwise impaired due to competing duties or loyalties.

In cases where a conflict of interest is in question or disclosed, the applicants or grantees will be notified and actions may be pursued, including but not limited to, revising the grant work plan or grantee duties to mitigate the risk, requesting the grant applicant to submit an organizational conflict of interest mitigation plan, disqualification from eligibility for the grant award, amending the grant, or termination of the grant contract agreement.

Public Data

Per [Minn Stat. §13.599](#)

- Names and addresses of grant applicants and amount requested will be public data once proposal responses are opened.
- All remaining data in proposal responses (except trade secret data as defined and classified in [§13.37](#)) will be public data after the evaluation process is completed (for the purposes of this grant, data will be considered public when all the grant contract agreements have been fully executed).
- All data created or maintained by DLI as part of the evaluation process (except trade secret data as defined and classified in [§13.37](#)) will be public data after the evaluation process is completed (for the purposes of this grant, data will be considered public when all the grant contract agreements have been fully executed).

RFP Part 4: Award Requirements and Grant Management Responsibilities

Pre-award Risk Assessment and Financial Review

In accordance with [Minnesota Statute §16B.981](#) and [OGM Policy 08-06: Pre-award Risk Assessment of Potential Grantees](#), it is required to consider a grant applicant's past performance and financial and operational capacity before awarding grants of \$50,000 or more. Granting agencies will request, review, and analyze information, including Exhibits A-F, as referenced in this RFP, as applicable.

Grant Contract Agreements

Each grantee must formally enter into a grant contract agreement. The grant contract agreement will address the conditions of the award, including implementation for the project. Grantees should read the grant contract agreement, sign, and once signed, comply with all conditions of the grant contract agreement. No work on grant activities can begin until a fully executed grant contract agreement is in place and the State's Authorized Representative has notified the Grantee that work may start. The funded applicant will be legally responsible for assuring implementation of the work plan and compliance with all applicable state requirements including workers' compensation insurance, nondiscrimination, data privacy, budget compliance, and reporting.

Accountability and Reporting Requirements

It is the policy of the state of Minnesota to monitor progress on state grants by requiring grantees to submit written progress reports at least annually until all grant funds have been expended and all of the terms in the grant contract agreement have been met.

The grantee must take part in required progress update and technical assistance calls. Additionally, the grantee must submit quarterly reports, using templates provided by DLI.

All reports and required supporting documentation must be submitted on a quarterly basis no later than 20 business days after the last day of the reporting quarter. Quarters are as follows:

- Jan. 1 to Mar. 31
- April 1 to June 30
- July 1 to Sept. 30
- Oct. 1 to Dec. 31

Grantees must also provide a final grant report which summarizes all grant activity. The final grant report must be provided within 30 days of the end of the grant period of performance and final invoices must be submitted within 60 days of the end of the grant period of performance, or as specified in the contract.

Grant Monitoring

[Minnesota Statutes § 16B.97](#) and [Policy on Grant Monitoring](#) require the following:

- One monitoring visit during the grant period on all state grants over \$50,000.
- Annual monitoring visits during the grant period on all grants over \$250,000.
- Conducting a financial reconciliation of grantee's expenditures at least once during the grant period on grants over \$50,000.

The monitoring schedule will be:

- By June 30, 2026, for all grants over \$50,000.
- Grants over \$250,000, will receive additional annual monitoring by June 30 for each subsequent year.

Grant Payments

Per [State Policy on Grant Payments](#), reimbursement is the method for making grant payments. All grantee requests for reimbursement must correspond to the approved grant budget. The State shall review each request for reimbursement against the approved grant budget, grant expenditures to-date and the latest grant progress report before approving payment. Grant payments shall not be made on grants with past due progress reports unless DLI has given the grantee a written extension. Payments will be made through the State's SWIFT accounting system.

The invoicing and payment schedule will follow the quarterly reporting schedule.

Authorized Representatives

Pursuant to [Minn. Stat. §16B.98, subd. 5 \(d\)](#), grantees must clearly post on the grantee's website the names of, and contact information for, the grantee's leadership and the employee or other person who directly manages and oversees a grant contract agreement on behalf of the grantee.

Contracting and Bidding Requirements

A. Municipalities

Grantees that are political subdivisions or municipalities must use these guidelines:

- A. Municipalities are required to comply with Minn. Stat. §471.345, Uniform Municipal Contracting Law.
- B. The grantee and any subrecipients must comply with prevailing wage rules per Minn. Stat. §§ 177.41 through 177.50, as applicable.
- C. Municipalities and any subrecipients must not contract with vendors who are suspended or debarred by the State of Minnesota or the federal government: Suspended and Debarred Vendors, Minnesota Office of State Procurement.
- D. The Grantee must maintain written standards of conduct covering conflicts of interest and governing the actions of its employees engaged in the selection, award, and administration of contracts.

B. Nongovernmental entities

Grantees that are nongovernmental entities must use these guidelines:

- A. Any services and/or materials that are expected to cost \$100,000 or more must undergo a formal notice and bidding process.
- B. Services and/or materials that are expected to cost between \$25,000 and \$99,999 must be competitively awarded based on a minimum of three (3) verbal quotes or bids or awarded to a targeted vendor.
- C. Services and/or materials that are expected to cost between \$10,000 and \$24,999 must be competitively awarded based on a minimum of two (2) verbal quotes or bids or awarded to a targeted vendor.
- D. The grantee must take all necessary affirmative steps to assure that targeted vendors from businesses with active certifications through these entities are used when possible:
 - a. State Department of Administration's Certified Targeted Group, Economically Disadvantaged and Veteran-Owned Vendor List
 - b. Metropolitan Council Underutilized Business Program
 - c. Small Business Certification Program through Hennepin County, Ramsey County, and City of St. Paul: Central Certification Directory
- E. The grantee must maintain written standards of conduct covering conflicts of interest and governing the actions of its employees engaged in the selection, award and administration of contracts.

- F. The grantee must maintain support documentation of the purchasing or bidding process used to contract services in their financial records, including support documentation justifying a single source bid, if applicable.
- G. Notwithstanding the above, the State may waive bidding process requirements when:
 - a. Vendors included in response to competitive grant request for proposal process were approved and incorporated as an approved work plan for the grant; or
 - b. It is determined there is only one reasonably able and available source for such materials or services and that grantee has established a fair and reasonable price.
- H. The Grantee and any subrecipients must comply with prevailing wage rules per Minnesota Statutes §§177.41 through 177.50, as applicable.
- The grantee and any subrecipients must not contract with vendors who are suspended or debarred by the State of Minnesota or the federal government: Suspended and Debarred Vendors, Minnesota Office of State Procurement.

Audits

Per [Minn. Stat. § 16B.98 subd. 8](#), the grantee's books, records, documents, and accounting procedures and practices of the grantee or other party that are relevant to the grant or transaction are subject to examination by the Commissioner of the Minnesota Department of Administration, the State granting agency, the State Auditor, the Attorney General, and the Legislative Auditor as appropriate. This requirement will last for a minimum of six years from the grant contract agreement end date, receipt, and approval of all final reports, or the required period of time to satisfy all state and program retention requirements, whichever is later.

Grant Provisions

Grant contract agreement templates are available for review on the [Office of Grants Management Policies, Statutes, and Forms/Forms and FAQs page](#).

Eligible Expenses

Eligible expenses include but may not be limited to:

Table 3 Budget Categories

Budget categories	Examples of Allowable Expenditures
Grant-funded personnel	Employee wages and benefits directly related to grant program activities and reporting. Please identify the position(s) funded by this grant, the hourly rate (wages plus fringe), number of hours billed to the grant, and the total. Positions can also be identified by the portion of the FTE charged to the grant. <i>Example: Project coordinator, \$31.25 / hr x 80 hrs = \$2,500</i> <i>Example: Project coordinator at .1 FTE (\$65,000 total annual salary, plus fringe) = \$6,500</i>

Budget categories	Examples of Allowable Expenditures
Grant-funded personnel travel	Grant-related staff travel expenses in the state of Minnesota. Breakout your travel expenses, where possible, and use the federal mileage reimbursement rate. <i>Example: hotel for 2 nights at \$170 / night = \$340; mileage at .70-cents / mile x 700 miles = \$490; per diem at \$50 / day x 2 days = \$100</i>
Supplies and materials	Office and training materials and supplies directly supporting program activities. Breakout your supply expenses and provide estimates or quotes, where possible. <i>Example: \$500 for display board cases</i>
Contractual	Vendor services necessary to provide grant program activities and services. Breakout your contractual expenses, where possible. <i>Example: \$5,000 to marketing firm for website development</i>
Communications and Outreach	Expenses related to advertising, focus groups, and development of resources such as posters and handouts. Any purchases of food over \$500 must be pre-approved by DLI. Please outline your estimated expenses where possible. <i>Example: \$200 for radio ads; \$1000 for social media posts.</i>
Total programmatic costs	The sum of all of the above categories; excludes administrative costs.
Administrative costs	Expenses incurred by grant recipients in support of the day-to-day operations of their organization that are not directly tied to a specific program purpose. Administrative costs may include, but are not limited to, administrative oversight, accounting support, insurance and facility rent or overhead. Administrative costs cannot exceed 10% of the total grant budget.
Total Projected Budget	The total budget is the sum of the programmatic costs plus administrative costs.

*It is the responsibility of grantees to assure that the same support services are not also being paid through other funding sources.

All costs submitted for reimbursement must be allowable by the terms of the grant, reasonable and necessary, rationally allocated and adequately documented. No costs can be double funded using other sources.

Expenses directly related to delivering grant objectives can include personnel, fringe benefits, travel, equipment, supplies, communications and contractual. These items should be included in the budget as specific budget line items.

Expenses not directly related to delivering grant objectives but necessary to support this grant-funded program can include administrative costs. Administrative costs may include a portion of the following expenses: accounting, human

resources, IT support, general office expenses, executive or supervisory salaries and fringe, rent, facilities maintenance costs, utilities, etc.

Pursuant to Minnesota Statutes §16B.98, Subd. 1, the Grantee agrees to include necessary and reasonable administrative costs as a condition of this grant. No more than 10% of the total grant funds can be dedicated to administrative cost for individual grantees or regional coalition partners.

Documentation of grant expenses includes, but is not limited to, that showing the costs occurred (payroll records, quotes/bids, contracts, purchase orders, invoices, mileage reimbursement forms, itemized receipts, etc.) and that showing payment occurred (canceled checks, bank statements, paystubs showing direct deposit, etc.).

Ineligible Expenses

Ineligible expenses include but are not limited to:

- Direct funding to program participants
- Fundraising
- Taxes, except sales tax on goods and services and payroll taxes
- Lobbyists, political contributions
- Bad debts, late payment fees, finance charges, or contingency funds
- Parking violations and traffic violations
- Out of state transportation and travel expenses. Minnesota will be considered the home state for determining whether travel is out of state.
- No expenses submitted for reimbursement can be double funded using other sources

DLI reserves the right to offset overpayments and disallowances by reducing a subsequent cash payment or requiring repayment of costs.

Affirmative Action and Nondiscrimination

The grantee agrees not to discriminate against any employee or applicant for employment because of race, color, creed, religion, national origin, sex, marital status, status in regard to public assistance, membership or activity in a local commission, disability, sexual orientation, or age in regard to any position for which the employee or applicant for employment is qualified per [Minn. Stat. § 363A.02](#). The grantee agrees to take affirmative steps to employ, advance in employment, upgrade, train, and recruit minority persons, women, and persons with disabilities.

The grantee must not discriminate against any employee or applicant for employment because of physical or mental disability in regard to any position for which the employee or applicant for employment is qualified. The grantee agrees to take affirmative action to employ, advance in employment, and otherwise treat qualified disabled persons without discrimination based upon their physical or mental disability in all employment practices such as the following: employment, upgrading, demotion or transfer, recruitment, advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. Minnesota Rules, Part 5000.3500.

The grantee agrees to comply with the rules and relevant orders of the Minnesota Department of Human Rights issued pursuant to the Minnesota Human Rights Act.

Voter Registration

The grantee will comply with [Minn. Stat. §201.162](#) by providing voter registration services for its employees and for the public served by the grantee.

Right of Cancellation

The State reserves the right to cancel this solicitation if it is considered to be in its best interest. The State reserves the right to negotiate modifications to the application or to reject any and all applications received as a result of this Request for Proposals. The State does not intend to award a grant contract agreement solely on the basis of any response made to this request, or pay for information solicited or obtained.

RFP attachments, available on website

1. **Application Form**
2. **Form: Exhibit A: Capacity Responses**
3. **Form: Exhibit B: Certification that the entity is not suspended or debarred by the State of Minnesota or the federal government**
4. **Form: Exhibit C: Evidence of Good Standing**
5. **Form: Exhibit D: Nonprofit grantee as applicable**
 - **Or Form Exhibit E: For-Profit Certification Disclosure and Required Documents**
6. **Form: Exhibit F: Certification that no current principals have been convicted of a felony financial crime in the last ten years**
7. **Form: Affidavit of Non-collusion**