



CITY AND COUNTY OF SAN FRANCISCO  
HUMAN RIGHTS COMMISSION

CONFIRMATION OF CONTRACT-BY-CONTRACT COMPLIANCE  
WITH CHAPTER 12B OF THE SAN FRANCISCO ADMINISTRATIVE CODE

(HRC Form 12B-109)

*This certification may only be used once, for the particular contract number referenced below, and does NOT apply to any other contract or transaction.*

For the purpose of entering into contract number: BPSS14000027 with department:

Department of Human Services, the contractor listed below has applied to the San Francisco Human Rights Commission and has been found to be in compliance with the requirements of Chapter 12B of the San Francisco Administrative Code. Compliance must be verified on a contract-by-contract basis because under applicable federal law (check all that apply):

- the contractor may continue discriminating in the provision of benefits to employees with spouses and employees with domestic partners in some of its U.S. locations, and the contractor has chosen to do so; and/or
- the contractor may continue discriminating in the provision of medical insurance and pension benefits to employees with spouses and employees with domestic partners, and the contractor has chosen to do so.

Guardsmark, Inc.  
Name of Contractor

22 S. Second St.  
Mailing Address of Company

59665  
Vendor Number

Memphis, TN 38103  
City, State, Zip

Human Rights Commission Authorization

Signature of HRC Staff: Tamara Winstanley Date: 2-5-14