

**GROUND TRANSPORTATION USE AGREEMENT
OTHER OPERATORS
(CUSTOM LIMOUSINE/LIVERY VEHICLE/PREMIUM SEDAN PERMIT)**

The City of St. Louis (“**City**”) hereby grants to **Company Name** (“**Permittee**”), permission to occupy and use the Non-Exclusive Space (“**Space**”) described below at St. Louis Lambert International Airport (“**Airport**”) under the terms and conditions of this Ground Transportation Use Agreement (“**Permit**”).

Section 1. **SPACE**: The Space for which access and use is granted is shown on the attached **EXHIBIT “A”** which is incorporated herein. City may relocate, add, substitute, or delete portions of the Space at its sole option as may be required in the opinion of the Director of Airports. The City will not be liable or responsible in any way for any inconvenience, cost, or loss by Permittee of work, time, revenue, profit, or business resulting from such changes including, without limitation, any actual, consequential, incidental, or special damages.

Permittee accepts the Space “**AS IS**” with no express or implied warranties or representations, either oral or written, of any kind whatsoever made by the City or any of its officers, employees, agents, or representatives. City, without limitation, expressly disclaims and negates, as to the Space: a) any implied or expressed warranty of merchantability, b) any implied or expressed warranty of fitness for a particular purpose, and c) any implied warranty with respect to the condition of the Space.

Section 2. **USE**: The Space is to be used by Permittee only for the transfer of Permittee’s customers who have made such arrangements. The use of the Space is granted only so long as Permittee strictly complies with the terms, covenants, warranties, conditions, and provisions (“**Provisions**”) of this Permit including, without limitation, the following conditions:

- A. Permittee may not solicit, in any manner, from the Space or anywhere on the Airport premises, except through authorized advertising arranged through the Airport’s agent. Permittee may not hire or contract with others to solicit for Permittee at the Airport (See Rules and Regulations Sections 3-1, 7-7, 7-8, & 7-9).
- B. Permittee’s vehicle(s) will display only the name and location of the Permittee for which this Permit is granted. No advertising or price information is allowed on the vehicles (See Rules and Regulations Section 4-7).
- C. Permittee’s vehicle(s) may remain in the Space for not more than thirty (30) minutes each time each vehicle enters the Airport premises (See Rules and Regulations Section 7-10).

- D. Drivers must remain in Permittee's vehicle(s) except to meet and assist customers at Terminal 1 (f/k/a Main Terminal) and Terminal 2 (f/k/a East Terminal) (See Rules and Regulations Section 7-9).
- E. Permittee, and its drivers, employees, representatives, or agents authorized to meet their passengers/customers in the terminals must not enter the terminal more than thirty (30) minutes prior to the scheduled arrival time of their customers/passengers or no earlier than thirty (30) minutes before a scheduled departure of a scheduled ground transportation service (See Rules and Regulations Section 7-10).
- F. Permittee must share Space with other similar vehicles approved by City.
- G. Permittee's vehicle(s) must display the identification placard, sticker, or clip-on issued by City while in the Space (See Rules and Regulations Sections 3-3 & 3-12).
- H. Permittee must have valid operating license issued by the appropriate authorizing agency or agencies as the case may be (i.e., Certificate of Convenience and Necessity from the State of Missouri or the U. S. Department of Transportation or Courtesy Vehicle Permits issued by Metropolitan Taxi Commission, or a combination thereof).
- I. Permittee must notify the City in writing of any change of ownership or d/b/a name at least thirty (30) calendar days in advance of such changes.
- J. Permittee acknowledges that it has received a copy of the Airport's "Ground Transportation Rules and Regulations" dated February 6, 2013 ("**Rules and Regulations**"), which are incorporated herein by reference, and agrees to strictly comply with all applicable Provisions of the Rules and Regulations now and as they may be amended or changed from time to time by the Director of Airports.

Permittee acknowledges that any failure to comply with any of this Permit will be deemed a material breach and may result in the suspension or termination of this Permit by City (see Section 14 entitled "Conditions of Default" and Section 33 entitled "Rights Cumulative").

Section 3. TERM: The term of this Permit begins on April 1, 2022, and ends on March 31, 2024, unless sooner suspended or terminated in accordance with other Provisions of this Permit. Permittee may terminate this Permit without cause by giving thirty (30) calendar days' written notice to City with no liability to Permittee, provided that the Permittee is not in default or breach under the terms of this Permit, and such termination will be deemed a no fault cancellation. City may terminate this Permit without cause by giving thirty (30) calendar days' written notice.

Section 4. PERMIT FEE PAYMENT: Permittee will pay to City without demand on or before the first day of each month of the term of this Permit a monthly fee in the following amounts:

The greater of Three Hundred Dollars and No Cents (\$300.00) per month or Sixty Dollars and No Cents (\$60.00) per vehicle operated at, to or from the Airport by Permittee. The total per vehicle fee will be determined by

multiplying the number of vehicle identification tags issued to the Permittee for use each month by Sixty Dollars and No Cents (\$60.00).

City reserves the right to change the monthly fee at any time during the term of this Permit with thirty (30) calendar days' written notice to the Permittee. Permittee may request changes to the number of vehicle identification tags issued at any time during the month, however, City will not pro-rate fees for partial month usage for the previous month.

All unpaid fee payments due City hereunder will be considered delinquent if not paid by the 10th day of the month in which said payments are due and will be subject to a service charge of 1.5% per month. Permittee will pay and discharge all reasonable costs and expenses, including attorneys' fees and litigation costs incurred or expended by City in collection of said delinquent amounts due, within thirty (30) calendar days of the City's written request.

Payments will be made payable to the Treasurer of the City of St. Louis and mailed to Assistant Director of Finance & Accounting, P.O. Box 10036, St. Louis, Missouri 63145, or at such other place in the City of St. Louis, Missouri as City may hereafter notify Permittee and must be made in legal tender of the United States.

Section 5. PROMPT PAYMENT OF TAXES AND FEES: Permittee will pay promptly all lawful general taxes, special assessments, excises, license fees, permit fees, and utility service charges of whatever nature, applicable to its operation at the Airport. Permittee will obtain and keep current all licenses, municipal, state, or federal, required for the conduct of its business at and upon the Airport. Permittee will not permit any of said taxes, assessments, fees, and charges to become delinquent.

Section 6. COMPLIANCE WITH LAWS AND REGULATIONS: Permittee shall strictly comply with all applicable rules and regulations including, without limitation, ordinances, codes, resolutions, plans, operating directives, environmental plans, permits, or programs, the Airport Certification Manual, the City's Ground Transportation Rules and Regulations, directives, and other rules and regulations established by the Airport Authority, the Airport Commission, the Director of Airports, or the City, as they may be amended from time to time, while operating at or using the Airport or the City's premises including, without limitation, the Space. Permittee shall comply with all applicable statutes, laws, ordinances, orders, codes, rules, judgments, decrees, regulations, permits, environmental plans and programs, environmental permits, directives, directions, and requirements of the City. Permittee shall comply with all federal, state, city, local, and other governmental authorities including, without limitation, the City's Ground Transportation Rules, now or hereafter applicable to the Space, the City's premises, or to any adjoining public ways, as to its operations and the manner of use or the condition of the Space, the City's premises, or of adjoining public ways.

Section 7. PERSONNEL: Permittee shall require its employees to wear appropriate uniforms and company identification badges to indicate the fact and nature of their employment. Permittee's personnel performing services hereunder will be neat, clean, and courteous. Permittee shall prohibit and restrain its agents, servants, and employees from loud, noisy, boisterous, or otherwise objectionable behavior. Upon objection from the Director of Airports, concerning the conduct or

appearance of any such persons, Permittee shall immediately take all steps necessary to remove the cause of the objection (see Rules and Regulations Section VII).

Section 8. LIABILITY INSURANCE: Permittee will obtain, at its sole expense, at all times during the term of this Permit, liability insurance, **on an occurrence basis**, against the risk of all claims and demands by third persons for bodily injury (including wrongful death) and property damage arising or alleged to arise out of this Permit or of the activities or omissions of the Permittee, its officers, agents, employees, contract drivers, contractors, subcontractors, licensees, independent contractors, and invitees under the following types of coverage:

A. Commercial General Liability;

B. Comprehensive Automobile Liability (to cover at a minimum owned, scheduled, hired, and non-owned vehicles).

The minimum limits of coverage for the above classes of insurance will equal a combined single limit of **Two Million Dollars and No Cent (\$2,000,000.00)**, comprised of such primary and excess policies of insurance as Permittee finds it feasible to purchase during the term of this Permit.

Insurance shall be comprised of such primary and excess policies of insurance as Permittee finds it feasible to purchase during the term of this Permit.

Insofar as said insurance provides protection against liability for damages to a third party for bodily injury, death, and property damage, St. Louis County, the City, and its Board of Aldermen, Airport Commission, and their respective officers, agents, and employees will be named by endorsement as "Additional Insured." Such liability insurance coverage must also extend to damage, destruction and injury to City-owned or leased property and City personnel, and caused by or resulting from work, acts, operations, or omissions of Permittee, its officers, agents, employees, contract drivers, contractors, subcontractors, licensees, independent contractors and invitees. In addition, such insurance must include contractual liability insurance sufficient to cover Permittee's indemnity obligation hereunder. St. Louis County, the City, and its Board of Aldermen, Airport Commission, and their respective officers, agents, and employees will have no liability for any premiums charged for such coverage. The inclusion of St. Louis County, the City, and its Board of Aldermen, Airport Commission, officers, agents, and employees as Additional Insureds is not intended to and does not make St. Louis County or the City, its officers, agents, and employees a partner or joint venturer with Permittee in its operations hereunder. Each such insurance policy must, by endorsement, also provide primary coverage to St. Louis County, the City, and its Board of Aldermen, Airport Commission, officers, agents, and employees when any policy issued to St. Louis County and the City provides duplicate or similar coverage; then, in such circumstances, St. Louis County's and City's policy must be excess over Permittee's policies.

Permittee will maintain, and upon request furnish evidence in a form and content satisfactory to City, adequate Provisions for Workers' Compensation and Employees' Liability Insurance and Social Security and Unemployment Compensation at least at statutory limits and to the extent such Provisions are applicable to Permittee's operations hereunder.

Section 9. EVIDENCE OF INSURANCE: Certificates or other evidence of insurance coverage and all special endorsements required of Permittee in this Permit or requested by the City must be promptly delivered to the Director of Airports in a form and content satisfactory to City.

At least thirty (30) calendar days prior to the expiration of any such policy, Permittee shall submit to the Director of Airports a certificate showing that such insurance coverage has been renewed. If such coverage is cancelled or reduced, Permittee shall within fifteen (15) calendar days after the date of such written notice from the insurer of such cancellation or reduction in coverage, file with the Director of Airports, a certificate showing that the required insurance has been reinstated or provided through another insurance company or companies.

All policies of insurance herein will be in a form and in a company or companies approved by City, and qualified to do business in the State of Missouri. Each such policy will provide that the policy may not be materially changed, altered, or cancelled by the insurer during its term without first giving thirty (30) day notice to the City.

Section 10. INDEMNIFICATION: Permittee shall protect, defend, and hold St. Louis County, the City, its Board of Aldermen, and Airport Commission, and their respective officers, agents, and employees completely harmless from and against any and all liabilities, losses, suits, claims, judgments, fines, or demands arising by reason of injury or death of any person or damage to any property, including all reasonable costs for investigation and defense thereof (including, but not limited to, attorneys' fees, court costs, and expert fees), of any nature whatsoever arising out of or incident to this Permit or the use or occupancy of the Space or the acts or omissions of Permittee, its officers, agents, employees, contract drivers, contractors, subcontractors, licensees, independent contractors, or invitees regardless of where the injury, death, or damage may occur, unless and to the extent such injury, death, or damage is caused by the negligence or willful misconduct of City. This indemnification also includes environmental matters. The Director of Airports or his/her designee shall give to Permittee reasonable notice of any such claims or actions. Permittee shall also use counsel reasonably acceptable to the City Counselor of City or his/her designee, after consultation with the Director of Airports or his/her designee, in carrying out its obligations hereunder. The Provisions of this section will survive the suspension, expiration, or early termination of this Permit.

Section 11. WAIVER OF SUBROGATION: Permittee, on behalf of itself and its insurers, hereby waives any claim or right of recovery from St. Louis County, the City and its Board of Aldermen and Airport Commission, and their respective officers, agents, and employees for any loss or damage to Permittee or its property or the property of others under Permittee's control, to the extent that such loss is covered by valid insurance policies or could be covered by valid insurance policies as required under this Permit. Permittee acknowledges and agrees that insurance coverage obtained hereunder will, by endorsement, expressly waive any claim or right in the nature of subrogation to recover against St. Louis County, the City and its Board of Aldermen and Airport Commission, and their respective officers, agents, and employees.

Section 12. ASSIGNMENT AND SUBLETTING: Permittee shall not assign or transfer this Permit. Permittee will not sublet the Space.

Section 13. NOTICE: Except as herein otherwise expressly provided, all notices required to be given to City hereunder must be in writing and must be sent by certified mail, return receipt requested, to the Director of Airports, St. Louis Airport Authority, P.O. Box 10212, Lambert Station, St. Louis, Missouri, 63145, with a copy to the Airport Properties Manager at the same address. All notices, demands, and requests by City to Permittee must be sent by certified mail, return receipt requested addressed to **Manager, Company Name and Address**. Either party may designate in writing from time to time any changes in addresses or any addresses of substitute or supplementary persons in connection with said notices. The effective date of service of any such notice will be the date such notice is mailed to Permittee or said Director of Airports.

Section 14. CONDITIONS OF DEFAULT: Upon ten (10) calendar days' written notice, the Director of Airports may suspend or terminate this Permit if the Permittee should fail or refuse to comply with any provision of this Permit, or fail or refuse to comply with the Rules and Regulations, or otherwise for good cause. Permittee may upon written request obtain a written statement from the Director of Airports providing the basis of the suspension or termination. Permittee may timely appeal such suspension or termination in writing and request to appear before the Director of Airports to determine if the suspension or termination is proper. The Permittee's request must be received by the Director of Airports within ten (10) calendar days after receipt of the notice of the suspension or termination or the request for an informal hearing/meeting will be deemed automatically waived. Upon receiving said timely request for a written appeal, the Director of Airports will reconsider the reasons for the denial, suspension, or termination, and at his/her sole discretion may arrange for a meeting with the appealing party. The Director of Airports will issue a final determination, in writing, within thirty (30) calendar days of receipt of the timely appeal. For purposes of this Section 14, the Director of Airports means the Director of Airports or his/her authorized or designated representative. Notwithstanding the above, the Director of Airports may immediately (effective upon the issuance of written notice) suspend, revoke, or terminate this Permit for failure of the Permittee to: i) make any payments when due under this Permit, ii) maintain and timely provide proof of any insurance coverage required under this Permit, iii) maintain and timely provide required approvals, licenses, certificates, security, or badging requirements, iv) comply with Section 12 of this Permit regarding no assignment or subletting, or v) to protect the public health, welfare, or safety (see Section 33, entitled "Rights Cumulative").

Section 15. NON-DISCRIMINATION AND AFFIRMATIVE ACTION PROGRAM:

- A. Permittee understands and agrees that the City, in its operation and use of the Airport, will not, on the grounds of race, creed, color, religion, sex, age, disability, national origin, or ancestry, discriminate or permit discrimination against any person or group of persons in a manner prohibited by Part 21 of the Federal Aviation Regulations of the Office of the Secretary of Transportation. Permittee hereby agrees that its premises must be posted to such effect as required by such regulation.
- B. Permittee agrees that in performing under this Permit, neither it nor anyone under its control will permit discrimination against any employee, worker, or applicant for employment because of race, creed, color, religion, sex, age, disability, national origin, or ancestry. Permittee will take affirmative action to insure that applicants are employed and

that employees are treated fairly without regard to race, creed, color, religion, sex, age, disability, national origin, or ancestry. Such action must include, but will not be limited to, action to bar, employ, upgrade, recruit, expel, discharge, demote, transfer, layoff, terminate, or create intolerable working conditions, rates of pay or other forms of compensation, and selection for training, including apprenticeship.

- C. Permittee will, in all printed or circulated solicitations or other advertisement or publication for employees placed by or on behalf of Permittee, state that all qualified applicants must receive meaningful consideration for employment without regard to race, creed, color, religion, sex, age, disability, national origin, or ancestry. All advertisements or solicitations for applicants for employment must contain the phrase "An Equal Opportunity Employer." Permittee will not make inquiry in connection with prospective employment, which expresses directly or indirectly any limitation, specification, or discrimination because of race, creed, color, religion, sex, age, disability, national origin, or ancestry.
- D. Permittee agrees that should it be determined by Permittee or City that it will be unable to conform to its approved positive employment program submitted to determine eligibility under the fair employment practices Provisions of the City Code, it will notify the Fair Employment Practices Division of the Civil Rights Enforcement Agency (**CREA**) within ten (10) calendar days of such determination, as to the steps to be taken by Permittee to achieve the Provisions of its program.
- E. Permittee will permit reasonable access by City to such persons, reports, and records as are necessary for the purpose of ascertaining compliance with fair employment practices.
- F. Permittee further agrees that these clauses (B through E) covering discrimination and equal opportunity practices in all matters of employment and training for employment will be incorporated by Permittee in all contracts or agreements it enters into with suppliers of materials or services, contractors and subcontractors, and all labor organizations, furnishing skilled, unskilled, and craft union skilled labor, or who may perform any such labor or service in connection with this Permit.
- G. Whenever Permittee is sued by a subcontractor, vendor, individual, group, or association as a result of compliance with the clauses (A through F) of these Provisions relating to fair employment practices, Permittee shall notify the City Counselor in writing of such suit or threatened suit within ten (10) calendar days.
- H. Permittee shall comply with all applicable nondiscriminatory requirements that may be imposed pursuant to the Federal Aviation Act of 1958, as amended; Title VI of the Civil Rights Act of 1964, as amended; 49 C.F.R. Parts 21, 23, and 26, as said regulations may be amended; and state and local laws.

Section 16. NO PERSONAL LIABILITY: No Alderman, Commissioner, Director, officer, employee, or other agent of the City will be charged personally or held contractually liable to the Permittee under any provision of this Permit or because of any breach hereof or because of its or their execution of the Permit. Any administrative complaint brought against the City relating to

any aspect of this Permit must be brought against the City and not against named individual respondents.

Section 17. FORCE MAJEURE: Neither party hereto will be liable to the other for any failure, delay, or interruption in performing its obligations hereunder due to acts, events, or conditions beyond its control, including acts of God, weather conditions, shortages of energy or materials, embargoes, riots, rebellions, sabotage, acts of a public enemy, war, terrorism, insurrection, strikes, boycotts, picketing, slow-downs, work stoppages or other labor actions affecting the rights or obligations of the City or Permittee hereunder, their respective contractors or subcontractors, except to the extent that such failure, delay, or interruption directly or indirectly results from failure on the part of the City or Permittee to use reasonable care to prevent, or make reasonable efforts to cure, such failure, delay, or interruption; provided, however, that, except as herein specifically provided, nothing in this Section 17 is intended or will be construed to abate, postpone, or in any respect diminish Permittee's obligations to make any payments due to the City pursuant to this Permit.

The City is under no obligation to supply any service if and to the extent that during any period that the supplying of any such service or the use of any component necessary therefor is prohibited or rationed by any law, ordinance, rule, regulation, requirement, order, or directive of any federal, state, county, or municipal government having jurisdiction.

Section 18. GOVERNING LAW: This Permit is made and entered into in the State of Missouri and Missouri law and the City's Charter and its ordinances, rules, and regulations, as they may be amended from time to time, govern and apply to this Permit. Any cause of action, claim, suit, demand, or other case or controversy arising from or related to this Permit must be brought only in a federal or state court in the City of St. Louis, Missouri. Permittee and the City hereby admit and consent to the jurisdiction and venue of such courts. The Provisions of this section survive the expiration or termination of this Permit.

Section 19. WAIVERS: No Provision of this Permit will be deemed to have been waived by either party unless such waiver is in writing, signed by the party making the waiver, and addressed to the other party, nor will any custom or practice that may evolve between the parties in the administration of the terms of this Permit be construed or interpreted to waive or lessen the right of either party to insist upon the performance of the other party in strict accordance with the terms of this Permit.

Section 20. INVALID PROVISIONS: If any Provision in this Permit is held to be invalid, illegal, or unenforceable by any court of competent jurisdiction, or conclusively determined to be inconsistent with federal law or FAA grant assurances, such Provision will be deemed amended to conform to applicable laws so as to be valid or enforceable or, if it cannot be so amended without materially altering the intention of the parties, it will be stricken. If stricken, all other Provisions of this Permit will remain in full force and effect provided that the striking of such covenants, conditions, or Provisions does not materially prejudice either the City or Permittee in its respective rights and obligations contained in the valid Provisions of this Permit.

Section 21. AGREEMENTS WITH THE UNITED STATES: This Permit is subject and subordinate to the Provisions of any agreements heretofore made between City and the United States government or government authority, relative to the operation or maintenance of the Airport, the execution of which has been or will be required as a condition precedent to the granting of federal funds or the approval to impose or use Passenger Facility Funds (“PFCs”) for the improvement or development of the Airport. Permittee shall not cause the City to violate any assurances made by the City to the United States government in connection with the granting of such federal funds or the approval of such PFCs. All Provisions of this Permit are subordinate to the rights of the United States of America to operate all of the Airport or any part thereof during time of war or national emergency. Such rights supersede any Provisions of this Permit inconsistent with the operation of the Airport by the United States of America.

Section 22. MODIFICATIONS FOR GRANTING FAA FUNDS: If the Federal Aviation Administration (“FAA”) requires, as a condition precedent to granting of funds for the improvement of the Airport, modifications or changes to this Permit, Permittee agrees to consent to such amendments, modifications, revisions, supplements, or deletions of any of the Provisions of this Permit, as may be required to enable City to obtain said Federal Aviation Administration funds.

Section 23. AMERICANS WITH DISABILITIES ACT (ADA): Permittee shall be responsible for compliance with the Federal ADA, and any other federal, state, or local laws and City ordinances pertaining to the disabled individual having access to Permittee’s services. Pursuant to 49 CFR Section 37.29, Permittee shall not discriminate against individuals with disabilities by actions including, but not limited to, refusing to provide service to individuals with disabilities who can use Permittee’s vehicles, refusing to assist with the stowing of mobility devices, and charging higher fares for carrying individuals with disabilities and their equipment than are charged to other persons.

Section 24. ADVERTISING: Permittee has no right to use the trademarks, symbols, trade names, or name of the Airport, either directly or indirectly, in connection with any production, promotion service, or publication without the prior written consent of the Director of Airports.

Section 25. CONFLICTS BETWEEN TENANTS: In the event of a conflict between Permittee and any other permittee, tenant, licensee, or concessionaire, or any other user of the Airport, as to the respective rights of the others, the Director of Airports will review the applicable agreements and by reasonable interpretation thereof determine the rights of each party, and Permittee agrees to be bound by such decision. All determinations by the Director of Airports are final and binding.

Section 26. TIME IS OF THE ESSENCE: The parties hereto expressly agree that time is of the essence in this Permit. The parties agree that time is of the essence in the performance of each and every obligation and understanding of this Permit. Failure by a party to complete performance within the time specified, or within a reasonable time if no time is specified herein, will relieve the other party, without liability of any obligation to accept such performance.

Section 27. ACKNOWLEDGEMENT OF TERMS AND CONDITIONS: The parties affirm that each has full knowledge of the Provisions contained in this Permit. Any ambiguities, either of this

Permit or any amendment, modification, or exhibit thereto, will be fairly construed and should not be construed against the drafting party. The Provisions of this Permit will survive the suspension, expiration, or early termination of this Permit.

Section 28. WITHHOLDING REQUIRED APPROVALS: Whenever the approval of the Permittee is required herein, no such approval will be unreasonably requested or withheld.

Section 29. REQUIRED APPROVALS: When the consent, approval, notice, waiver, or certification (“Approval”) of the other party is required under the terms of this Permit, such Approval must be in writing and signed by the party making the Approval. Whenever the Approval of City or the Director of Airports is required, the Approval must be from the Director of Airports or his/her authorized or designated representative. City and Permittee agree that extensions of time for performance may be made by the written, mutual consent of the Director of Airports and Permittee or its designee.

Section 30. ENTIRE AGREEMENT: This Permit, together with all exhibits attached hereto, the “Ground Transportation Permit Application,” which is incorporated herein by reference, and the Rules and Regulations, also incorporated herein by reference, constitutes the entire agreement between the parties hereto and all other representations or statements heretofore made, verbal or written, are merged herein and this Permit may be amended only in writing and executed by duly authorized representatives of the parties hereto. If there is any ambiguity, inconsistency, or conflict between the Provisions of this Permit, the ambiguity, inconsistency, or conflict will be resolved by giving preference in the following order: a) Permit, b) Exhibits to the Permit, c) Rules and Regulations, d) the Ground Transportation Permit Application, and e) supplemental attachments to Ground Transportation Permit Application.

Section 31. ENVIRONMENTAL NOTICE: Permittee shall promptly notify the Director of Airports of (1) any change in the nature of the Permittee’s operation on the Airport premises that will materially or substantially change the Permittee’s or City’s potential obligations or liabilities under the environmental laws, or (2) the commencement of any governmental entity of a formal administrator proceeding before an administrative law judge or a civil or criminal action before a judicial tribunal alleging a violation of environmental law in connection with Permittee’s operation on the Airport premises.

Section 32. SECURITY BADGING: The Permittee, at its cost, shall ensure that each shuttle driver maintains and displays an Airport Employee Identification (ID) Badge at all times while on the Space or Airport property. Implementation of this Section will be phased in with Permittee being given a thirty day (30) notice as to when Permittee’s shuttle drivers must apply for their Airport ID badge.

Permittee’s shuttle drivers are required to successfully complete an Airport Police Background Check. The following information on each shuttle driver must be submitted to the Airport Police Security Operations Bureau: name, address, telephone number, a valid Commercial Driver’s License, place of birth, date of birth, and work authorization (Social Security card or appropriate immigration documents if not a U. S. citizen). Permittee shall be responsible for any cost to process each Permittee’s drivers’ application for an Airport ID Badge. Permittee at all times shall

maintain adequate control of said Airport ID Badges. Replacement cost for lost, stolen, or damaged Airport ID Badges will be the sole responsibility of the Permittee. Permittee at its cost shall timely supply to and timely update and maintain, as needed or requested by the Airport Police Security Operations Bureau and the Airport Properties Department, a current list in a form acceptable to the City of all Permittee's drivers to be issued an Airport Employee ID Badge.

Section 33. RIGHTS CUMULATIVE: It is agreed that the rights and remedies of the City and Permittee specified in this Permit including, without limitation, Section 14, are not intended to be, and are not exclusive of one another or exclusive of any common law right of either of the parties hereto. This Permit will be considered in default when Permittee fails to fulfill any Provision of this Permit, and such default or breach will be considered a material breach of this Permit for which the City, at its option, may suspend or terminate this Permit and seek other remedies at law or in equity.

Section 34. SECURITY PLAN AND FACILITIES: Permittee hereby acknowledges that the City is required by TSA 1500 to adopt and put into use facilities and procedures designed to prevent and deter persons and vehicles from unauthorized access to the Security Identification Display Area as defined in TSA 1500 ("**SIDA**") and the Airline Operating Area ("**AOA**"). The City has met said requirements by developing a master security plan for the Airport, and Permittee covenants and agrees to be fully bound by and immediately responsive to the requirements of the plan in connection with Permittee's exercise of the privileges granted to the Permittee hereunder. Permittee will, within thirty (30) calendar days of the City's request, reimburse the City for any penalties imposed upon City by the TSA or the FAA resulting from Permittee's negligence or failure to act or wrongful conduct in relation to TSA 1500 or any other applicable airport security requirements.

Section 35. SURVIVAL OF WARRANTIES: All warranties and covenants set forth in this Permit survive the execution and performance of this Permit.

Section 36. NO THIRD PARTY BENEFICIARIES: This Permit is for the sole benefit of the parties hereto and nothing herein expressed or implied gives, or should be construed or interpreted to give to any person or entity (including other permittees) other than the parties hereto, any legal or equitable rights hereunder.

Section 37. SUCCESSORS AND ASSIGNS: The terms, conditions, warranties, and covenants of this Permit inure to the benefit of, and are binding upon, the parties hereto and upon their permitted successors and assigns, if any. This Section 37 does not constitute a waiver of the prohibitions regarding assignment or subletting contained in Section 12 of this Permit entitled "Assignment and Subletting." Notwithstanding any other term or provision of this Agreement, the City may assign this Agreement at its sole discretion by providing Notice to Lessee as described in Section 13 herein.

Section 38. FAA NON-DISCRIMINATION: The Permittee, for itself, personal representatives, successors in interest, and assigns, as part of the consideration hereof, does hereby covenant and agree that:

- A. In the event facilities, structures, or improvements are constructed, maintained, or otherwise operated on the premises for a purpose for which an FAA activity, facility or program is extended or for another purpose involving the provision of similar services or benefits, the Permittee will maintain and operate such facilities and services in compliance with all requirements imposed by the Acts and Regulations such that no person on the grounds of race, color, or national origin, will be excluded from participating in, denied the benefits of, or otherwise subjected to discrimination in the use of the premises;
- B. No person on the ground of race, color, or national origin will be excluded from participation in, denied the benefits of, or be otherwise subject to discrimination in the use of the premises or the facilities, structures, or improvements within the premises;
- C. In the construction of any improvements on, over, or under the premises, and the furnishing of services thereon, no person on the ground of race, color, or national origin will be excluded from participation, denied the benefits of, or otherwise be subject to discrimination,
- D. The Permittee will use the premises or facilities, structures, or improvements within the premises in compliance with the Acts and Regulations; and
- E. For purposes of this Section 38, references to “Acts or Regulations” will mean or include the following statutory and regulatory cites, as may be amended from time to time:
- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin); and 49 CFR part 21;
 - The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced whose property has been acquired because of federal or federal-aid programs and projects);
 - Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 et seq.), as amended, (prohibits discrimination on the basis of disability); and 49 CFR part 27;
 - The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.), (prohibits discrimination on the basis of age);
 - Airport and Airway Improvement Act of 1982, (49 USC § 471, Section 47123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);
 - The Civil Rights Restoration Act of 1987, (PL 100-209), (broadened the scope, coverage, and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975, and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms “programs or activities” to include all of the

programs or activities of the federal-aid recipients, sub-recipients, and contractors, whether such programs or activities are federally funded or not);

- Titles II and III of the Americans with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131 - 12189) as implemented by Department of Transportation regulations at 49 CFR parts 37 and 38 (also see 49 CFR part 27 and 28 CFR parts 35 and 36);
- The Federal Aviation Administration’s Non-discrimination statute (49 U.S.C. §47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures non-discrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;
- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, which expands national origin discrimination to include discrimination because of limited English proficiency (LEP), which requires reasonable steps to ensure that LEP persons have meaningful access to programs (70 Fed. Reg. at 74087 to 74100); and
- Title IX of the Education Amendments of 1972, as amended, which prohibits discrimination because of sex in education programs or activities (20 U.S.C. 1681 et seq.).

Section 39. Binding Contract; Counterparts; Facsimile Signatures: This Lease Agreement will become effective and binding only upon the execution and delivery hereof by the City and Lessee. This Lease Agreement and any companion document or instruments referred to herein, may be executed in any number of counterparts, each of which will be original, but all of which together will constitute one document or instrument, and it will constitute sufficient proof of this Lease, Agreement to present any copy, electronic copies or facsimiles signed by the parties hereto.

Section 40. ENHANCED MEASURES. Permittee will timely and promptly comply with any orders and directives (“**Enhanced Measures**”) related to the health and safety of airport users that may be instituted, in any form (directives, Executive Orders, St. Louis County orders, ordinances, etc.). Examples of Enhanced Measures include, but are not necessarily limited to:

1. Enhanced security procedures. Permittee acknowledges that it will comply with any enhanced security procedures instituted by the Transportation Security Administration, the FAA, and / or other state and local officials. Examples of these enhances procedures include, but are not necessarily limited to, employee screening procedures, security badging changes, and access control adjustments;

2. Enhanced cleaning procedures. Permittee acknowledges that it will comply with any enhanced cleaning procedures instituted by the City, St. Louis County, the state of Missouri, health officials (including the Centers For Disease Control, the City Health Department, the St. Louis County Department of Health, and other federal, state, and local authorities). Examples of enhanced cleaning procedures include, but are not necessarily limited to, disinfectant cleaning and fogging, pest control, use of approved and recommended cleaning materials and supplies, laundry requirements, and staff health screening / hygiene / personal protective equipment requirements;
3. Enhanced administrative procedures. Permittee acknowledges that it will comply with any advanced administrative procedures that may be instituted by the City or federal, state, or local authorities. Examples of enhanced administrative procedures include, but are not necessarily limited to, compliance recordkeeping, work logs, cleaning logs, and other records that the City may deem useful in complying with rules and regulations.
4. Enhanced capacity standards. Permittee shall immediately comply with Enhanced Measures related to any reduced or adjusted passenger capacity within its vehicles.

Section 41. RIGHT TO AUDIT CLAUSE: The Permittee's "**records**" related to its Airport Ground Transportation business must be open to inspection and subject to audit and reproduction during normal working hours and kept within the greater St. Louis metropolitan area. A City representative may perform such audits or an outside representative engaged by the City. The City or its designee may conduct such audits or inspections throughout the term of this Agreement, and for a period of three years after the early termination or the expiration of this Agreement or longer if required by law. Contractor may maintain such records at its corporate office but must make true, accurate, and complete and auditable records available at the Airport upon 15 days' notice.

[Signature Page to Follow]

IN WITNESS WHEREOF, the parties hereto for themselves, their successors, and assigns, have executed this Permit the day and year below written pursuant to City Ordinance 69382, approved February 6, 2013.

CITY OF ST. LOUIS BY:

Director of Airports Date

APPROVED AS TO FORM BY:

COUNTERSIGNED BY:

City Counselor, Date
City of St. Louis

Comptroller, Date
City of St. Louis

ATTESTED TO BY:

Register, Date
City of St. Louis

Company Name

Title: _____

Date: _____