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Addendum No. 03

File Reference Number: RFP 2026 071

Title: Post-Incident and Reasonable Cause Drug and Alcohol Testing Services

RE: Clarifications/Questions

CLARIFICATIONS/QUESTIONS

Item 1: Would ONTC consider an alternative pricing approach that more accurately aligns costs with service utilization and program requirements? Additionally, the Scope of Work references compliance testing requirements, including DOT testing, which do not appear to be fully reflected in the pricing schedule.

Answer: ONTC will accept and review alternative pricing approaches provided that proponents submit pricing in accordance with the pricing schedule outlined in the RFP. **Appendix E – Schedule of Prices must not be modified and is a mandatory submission requirement.** Proponents may include a separate worksheet within their pricing submission to present an alternative pricing model for ONTC's review and consideration.

Proponents may include pricing related to DOT testing under the **Fit for Duty** requirements. Please note that **pre-employment testing is not included in the current Scope of Work** and should not be included in the proposed pricing.

Item 2: How many drivers participate in the regulated DOT testing program?

Answer: Approximately 30 drivers participate in the regulated DOT testing program.

Item 3: Does ONTC perform all Clearinghouse requirements internally, and is support required for this program?

Answer: Yes. ONTC currently performs all applicable Clearinghouse requirements and will require support from the successful respondent for this program.

Item 4: How many employees are in safety-sensitive positions and subject to testing?

Answer: ONTC currently has over 600 employees in safety-sensitive positions who may be subject to testing requirements.

Item 5: Do you require supervisor training to support your Fitness for Duty policy, including reasonable cause testing?

Answer: Yes. ONTC requires a supervisor-training module to support its Fitness for Duty program, including reasonable cause testing requirements.

Item 6: Given the remote nature of certain testing locations, will ONTC accept alternative testing solutions that meet defensible standards while improving cost efficiency.

Answer: Yes. ONTC will accept alternative testing solutions for remote locations, provided that the proposed solution meets all applicable legal, regulatory, and defensibility requirements.

Item 7: How many pre-employment drug tests are expected for 2027?

Answer: Pre-employment testing is not included within the current Scope of Work; therefore, no estimated volume is available.

Item 8: Can Ontario Northland provide a geographical breakdown of where employees are located?

Answer: The successful respondent will receive detailed employee distribution information following contract award. Proponents should prepare their submissions based on the ONTC operating locations identified in the RFP.

Item 9: The RFP requires proponents to identify all subcontractors that may be utilized in delivering the services. Would ONTC accept a description of the proponent's subcontractor management process and qualification criteria instead of a fixed list of subcontractors at the proposal stage?

Answer: Yes. ONTC will accept a description of the proponent's subcontractor management process and qualification criteria in lieu of a fixed list of subcontractors at the time of proposal submission. However, the successful respondent may be required to disclose subcontractors utilized during the term of the agreement upon request.

Item 10: Drug panels: What drug panels and substances are required for each testing method: point-of-collection urine screening, laboratory urine testing and oral fluid testing? Please distinguish between DOT and non-DOT requirements.

Testing cutoffs: What screening and confirmation cutoff levels apply to each testing method? Please distinguish between DOT and non-DOT requirements.

Answer: Please refer to Page 6 of the Fit for Duty Policy issued with Addendum No. 01. The same principles, requirements, and processes outlined therein shall apply to both DOT and Non-DOT testing.

Item 11: DOT applicability: Which ONTC operations and employee groups are subject to U.S. DOT testing requirements.

Answer: Motor Coach Operators, Passenger Services.

Item 12: Does the reference to DOT testing relate to cross-border motor coach operations, or has ONTC adopted DOT testing standards for certain Canadian operations?

Answer: Only applicable for Motor Coach Operations.

Item 13: Please provide estimated testing volumes by test type and DOT/non-DOT category, if available.

Answer: Six per month. Random Testing.

Item 14: Please confirm that the price per test in the fee schedule is inclusive of collection, laboratory testing and MRO review.

Answer: Yes.

Item 15: As the fee schedule provides a single per-test rate by region, how should proponents present different rates for point-of-collection urine screening, laboratory urine testing and oral fluid testing?

Answer: Proponents must complete Appendix E – Schedule of Prices as provided and submit a single all-inclusive per-test rate for each region in accordance with the pricing schedule. The submitted rate shall include all costs associated with the testing encounter, including collection, laboratory analysis (where applicable), Medical Review Officer (MRO) review, administration, and any other charges required to deliver the services.

Proponents wishing to provide separate pricing for point-of-collection urine screening, laboratory urine testing, oral fluid testing, or other testing methodologies may do so in a separate pricing worksheet submitted with their proposal for ONTC's review and consideration; however, Appendix E – Schedule of Prices must not be modified and remains the basis for price evaluation.

Item 16: Does the historical 157 total tests represent individual drug or alcohol tests, or complete testing encounters? What exact reporting period does it cover, and does it include DOT random testing?

Answer: 157 Includes post incident, and reasonable cause testing numbers. Does not include DOT Random Testing numbers. Number represents number of tests completed, covered 1 year worth of data.

Item 17: How many spare motor coach operators are currently included in the DOT random testing pool, and is North Stream expected to administer the selection process, compliance documentation and annual reporting?

Answer: Approximately 30 spare Motor Coach Operators (MCOs) are included in the DOT random testing pool. Please note that not all individuals in the pool are selected for testing each month. Ontario Northland will retain responsibility for the selection process, compliance documentation, and annual reporting; these activities are not expected to be administered by the successful respondent.

Item 18: Given the breath alcohol procedures in Section 4.7 of the Fit for Duty Policy, would remotely supervised oral fluid alcohol screening be acceptable as an initial screening method, with evidential breath confirmation arranged where required, for non-DOT testing?

Answer: Yes.

Item 19: Would ONTC accept a proposal from a laboratory-based provider acting as the prime contractor, with qualified third-party service providers supporting mobile specimen collection, breath alcohol testing, MRO services and other required activities?

Answer: Yes, ONTC will accept this approach, provided that the proponent is able to satisfy all requirements of the RFP and deliver the services in accordance with the specifications and requirements set out in the RFP documents.

Item 20: Does ONTC require one contractor to provide the complete scope of services, or would proposals focused specifically on laboratory drug screening and confirmation be considered?

Answer: ONTC requires a single prime contractor to be responsible for the overall delivery and management of the services under this RFP. Proponents may utilize subcontractors to perform portions of the work; however, the prime contractor shall remain the primary point of contact for ONTC and shall be fully responsible for the performance of all services provided under the Agreement. The Agreement will be entered into between ONTC and the prime contractor.

Item 21: Are there specific laboratory accreditation or certification requirements for the drug testing services, particularly for DOT and non-DOT testing? Would ISO/IEC 17025 accreditation be acceptable for applicable non-DOT testing?

Answer: Yes. ISO/IEC 17025 accreditation will be considered acceptable for applicable non-DOT testing services. Proponents remain responsible for ensuring compliance with all applicable legal and regulatory requirements.

Item 22: Are there established response-time requirements for mobile collection services at Northern Ontario locations, particularly remote locations such as Moosonee?

Answer: Response times will vary based on the location, accessibility, weather conditions, and transportation availability. ONTC expects the successful respondent to initiate testing as soon as

reasonably practicable following notification and to identify proposed response times for each location in its submission.

Item 23: For a newly established laboratory with experienced forensic toxicology personnel, would ONTC consider the previous professional experience of key personnel when evaluating corporate experience and qualifications?

Answer: Yes.

Item 24: Could ONTC clarify whether emergency callout fees, after-hours services and travel to remote locations should be incorporated into the standard rates or identified separately in the pricing schedule?

Answer: For evaluation purposes, emergency callout fees, after-hours services, and all other costs required to deliver the services shall be included in the rates submitted in Appendix E – Schedule of Prices. Proponents may identify alternative pricing approaches in a separate worksheet for ONTC's review and consideration.

All other terms and conditions of the RFP remain unchanged.

This Addendum hereby forms part of the RFP.

Regards,

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