



Notice of Intent to Award

Solicitation Number	GG000029	Award Date	4/9/2026 11:53 AM CDT
Solicitation Title	Leadership in Energy and Environmental Design (LEED) Consulting Services		
Buyer Name	Brad Wall	Buyer Email	brad.wall@nashville.gov
BAO Rep	Evans Cline	BAO Email	evans.cline@nashville.gov

Awarded Supplier(s)

In reference to the above solicitation and contingent upon successful contract negotiation, it is the intent of the Metropolitan Government of Nashville and Davidson County to award to the following supplier(s):

Company Name	Paladin, Inc.	Company Contact	Candice B. Rogers
Street Address	121 Old Lafayette Ave		
City	Lexington	State	KY
		Zipcode	40502

Company Name		Company Contact	
Street Address			
City		State	
		Zipcode	

Company Name		Company Contact	
Street Address			
City		State	
		Zipcode	

Certificate of Insurance

The awarded supplier(s) must submit a certificate of insurance (COI) indicating all applicable coverage required by the referenced solicitation. The COI should be emailed to the referenced buyer no more than 15 days after the referenced award date.

Equal Business Opportunity Program

Where applicable, the awarded supplier(s) must submit a signed copy of the letter of intent to perform for any and all minority-owned (MBE) or woman-owned (WBE) subcontractors included in the solicitation response. The letter(s) should be emailed to the referenced business assistance office (BAO) rep no more than two business days after the referenced award date.

☒ Yes, the EBO Program is applicable.

☐ No, the EBO Program is not applicable.

Monthly Reporting

Where applicable, the awarded supplier(s) will be required monthly to submit evidence of participation and payment to all small (SBE), minority-owned (MBE), women-owned (WBE), LGBT-owned (LGBTBE), and service-disabled veteran owned (SDV) subcontractors. Sufficient evidence may include, but is not necessarily limited to copies of subcontracts, purchase orders, applications for payment, invoices, and cancelled checks.

Questions related to contract compliance may be directed to the referenced BAO rep.

☒ Yes, monthly reporting is applicable.

☐ No, monthly reporting is not applicable.

Public Information and Records Retention

Solicitation and award documentation are available upon request. Please email the referenced buyer to arrange. A copy of this notice will be placed in the solicitation file and sent to all offerors.

Right to Protest

Per MCL 4.36.010 – any actual or prospective bidder, offeror, or contractor who is aggrieved in connection with the solicitation or award of a contract may protest to the purchasing agent. The protest shall be submitted in writing within ten (10) days after such aggrieved person knows or should have known of the facts giving rise thereto.

Dennis Rowland

Dennis Rowland

Purchasing Agent & Chief Procurement Officer

ZAK (Initial)

Zak Kelley



RFQ #GG000029 – Leadership in Energy and Environmental Design (LEED) Consulting Services

Company Name	Qualifications and Experience (30 Points)	Capacity to Perform (30 Points)	Cost/Pricing (40 Points)	Financial Offer	Contract Exceptions (Y/N)	Total Points (100)
Gresham Smith	26.00	30.00	40.00	\$3,087,262.47	Yes	96.00
Paladin, Inc.	30.00	30.00	38.97	\$3,168,480.99	No	98.97
Skidmore, Owings & Merrill LLP	21.00	24.00	32.48	\$3,801,551.34	Yes	77.48
Smith Seckman Reid, Inc.	26.00	28.00	34.94	\$3,534,822.62	No	88.94
The Epstein Group, Inc.	21.00	23.00	35.30	\$3,498,189.59	No	79.30
WSP USA, Inc.	28.00	26.00	36.42	\$3,390,945.04	Yes	90.42

Gresham Smith	
Strengths	Weaknesses
- The offeror’s organizational chart of the proposed team was clear and provided a primary point of contact which meets expectations. - The work samples provided by the offeror are diverse. - Offeror provides a well-structured and detailed approach for integrating the LEED activities into the design and construction phases which are above expectation in this regard. - Offeror demonstrates their capacity to perform alternative analyses relevant to Metro projects which is above expectation in this regard.	- Resumes for staff and the Senior LEED AP lacked detail on LEED specific project experience which is below expectations in this regard. - One of the reference projects lacked detail on the specific LEED services provided which are below expectation in this regard.

Paladin, Inc.	
Strengths	Weaknesses
- The offeror’s organizational chart of the proposed team is clear and provides a primary point of contact, resumes are detailed and demonstrate extensive LEED v5 expertise which is above expectations in this regard. - Offeror’s Senior LEED AP is highly credentialed and experienced, which is above expectation in this regard and will be committed to the project throughout its duration. - The offeror provided detailed work samples and LEED project examples performed that are relevant to what Metro is seeking. - Project examples reflected a diverse range of LEED services that can be provided to Metro and are above expectation in this regard. - The offeror description of their approach to developing design strategies and LEED guidance demonstrates a thorough understanding of Metro’s needs; specifically, offeror will work to facilitate scopes of work based on the LEED Scorecard pursuits that align with Metro’s goals and have clear direction for LEED compliance. - To foster teamwork, the offeror clearly states how they will align team members around the intent and importance of LEED credits and is above expectations in this regard. - To minimize adversarial relationships, offeror will ensure that project team members are supported to overcome concerns about sustainable strategies and will highlight successful project examples which are above Metro’s expectation.	No specific deficiencies were noted.

Skidmore, Owings & Merrill LLP	
Strengths	Weaknesses
The firm’s approach to developing design strategies and providing LEED requirement guidance to the project team is sufficient and meets expectations in this regard.	Based on the organizational chart submitted, Metro is unclear about the exact structure of the team and who the primary point of contact is and is somewhat below expectations in this regard.

	• Offeror’s proposal lacks clarity of the LEED AP(s) relevant qualifications and experience based on the information provided and is below expectations in this regard. • The project descriptions for most of the offerors’ LEED project examples were somewhat vague and didn’t demonstrate the firm’s specific role in the project in terms of LEED services and are below expectations in this regard. • The roles of the team members were not identified in all the LEED project examples. • Offeror failed to provide work samples as part of their LEED project examples and is below expectations in this regard. • Offeror provided the year of construction completion but failed to provide the month for their LEED project examples. • Offeror’s proposal is unclear on what tasks would be delegated to the project team, versus the LEED consultant team, including how they plan to integrate into the design process and is below expectation in this regard.
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Smith Seckman Reid, Inc.	
Strengths	Weaknesses
• The offeror’s organizational chart of the proposed team was clear and provided a primary point of contact which meets expectations. • Offeror provided a LEED v5 project example. • Offer provided an organized and logical approach to integrating LEED activities into the design and construction phases, including how they will foster teamwork and minimize adversarial relationships and meet expectations.	• Offeror’s proposal lacks demonstration of the Senior LEED AP relevant qualifications and experience (e.g. LEED BD+C credential) based on the information provided and is below expectations in this regard. • For the reference project examples, offeror provided the year of construction completion but failed to provide the month. • On one of the reference project examples the timeline was not up to date. • The offerors’ approach to developing design strategies and providing LEED requirement guidance to the project team lacks specific details on how they would integrate specific technologies to achieve targeted LEED credits and is slightly below expectations in this regard.

The Epstein Group, Inc.	
Strengths	Weaknesses
• No specific strengths were noted.	• The offeror references an organizational chart in their proposal; however, the offeror failed to provide an organizational chart in their proposal for Metro to view and is below expectations in this regard. • Based on the resumes provided, Metro lacks clarity of who the core team is comprised of, along with the sufficiency of their experience level and is below expectation in this regard. • One of the offeror’s proposed Senior LEED APs has only one (1) project that has been completed with the LEED certification process and the other projects that were referenced on their resume were targeting LEED certifications. • For the reference project examples, offeror failed to specify at what stage the offeror began engaging with the project, lacked a clear explanation of team roles and is below expectation in this regard. • Offeror provided a reference project example outside of the five (5) year date range as requested. • Offeror provided few reference project examples of fully completed and certified projects and is below expectation in this regard. • The offeror’s approach to integrating LEED activities into the design and construction phases, including how they will foster teamwork and minimize adversarial relationships lacked detail and is below expectations in this regard. • The offerors’ approach to developing design strategies and providing LEED requirement guidance to the project team lacks specific details on how they would integrate specific technologies to achieve targeted LEED credits and is slightly below expectations in this regard.

WSP USA, Inc.	
Strengths	Weaknesses
• The offeror’s resumes of the proposed team were acceptable and meets expectations. • The offeror provided detailed work samples and LEED project examples performed that were relevant to what Metro is seeking. • Project examples reflected a diverse range of LEED services that can be provided to Metro and are above expectation in this regard.	• Based on the organizational chart provided, it is unclear on how the firm is structured for Metro’s services. • Based on relevant qualifications and experience proposed by the offeror, the Senior LEED AP lacked information demonstrating LEED specific project experience which is below expectations in this regard. • The offeror's response focused on project management rather than how LEED specific activities are being integrated into the design and construction and is slightly below expectation in this regard.

• Offeror provides a well-structured and detailed approach that was tailored to Metro for project management in the design and construction phases, including how they will foster teamwork and minimize adversarial relationships which are above expectation in this regard. • The offeror provided an approach to developing design strategies across the breadth of LEED: LEED BD+C, O+M, and LEED Zero certification strategies.	• The offeror’s approach to providing LEED requirement guidance to the project team lacked specific detail and is below expectation in this regard.
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Solicitation Number and Title		
RFQ #GG000029 Leadership in Energy and Environmental Design (LEED) Consulting Services	SBE/SDV Requirement	Total Cost Points
	20.00%	40.00
Offeror's Name	Bids	RFP Cost Points
Gresham Smith	\$3,087,262.47	40.00
Paladin, Inc.	\$3,168,480.99	38.97
Skidmore, Owings & Merrill LLP	\$3,801,551.34	32.48
Smith Seckman Reid Inc.	\$3,534,822.62	34.94
The Epsten Group, Inc.	\$3,498,189.59	35.30
WSP USA Inc.	\$3,390,945.04	36.42



Statement of M/WBE Utilization **A&E ONLY**

Proposer's/Firm's Name: Paladin , Inc	Proposer's Phone #: (859) 252-3047
Solicitation Title: Leadership in Energy and Environmental Design (LEED) Consulting Services	Proposer's Email Address: RogersC@Paladin-inc.net
Solicitation #: RFQ GG000029	Total Bid Amount: \$3,168,480.00
EBO Goal (%) : <u>4.00</u> MBE% <u>4</u> WBE%	EBO Goal Met? (Y/N) Y

The following MWBE* subcontractor(s)/supplier(s) will be utilized for the performance of this project:

MBE/WBE Firm Name		MBE/WBE Firm Address	Phone/E-Mail	Certificate Type (MBE or WBE)	* MBE/WBE Group Type *	Code # UNSPS/NAICS	Description of Work
1	2KB Energy Services	1750 Old Spring House Ln, Atlanta, GA 30338	(470) 709-5148	MBE	Select	81100000	Energy planning and portfolio-level decarbonization roadmaps, including baseline development, goal setting, and
2	WQECTN	2630 Elm Hill Pike, Suite 100, Nashville, TN 37206	(615) 292-4812	WBE	Select	77100000	Provides guidance and field reporting on site development during construction to support the LEED PreReq for St
3				Select	Select		
4				Select	Select		
5				Select	Select		
6				Select	Select		
7				Select	Select		

I am the duly authorized representative and certify the facts and representations contained in this form and supporting documents are true and correct.

Authorized Representative (Printed Name/Title/Signature) Candice B. Rogers President		Date 03/09/2026
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*Note: MWBE is defined as business enterprise maintaining a significant business presence in the Program Area & performing a commercial useful function that is owned by one or more of the following: (1) African Americans (2) Native Americans, (3) Hispanic Americans, (4) Asian Americans, and (5) Women.

Has Prime Acknowledged EBO Goals Acheivement?	Yes	For Internal Office Use ONLY <i>If No, Good Faith Efforts Met?</i>	BAO Only
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BAO Representative :	<u>Evans Cline</u>	Metro Buyer:	<u>Brad Wall</u>
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Project Manager:	<u></u>	Date:	<u>04/07/26</u>
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BAO Notes:

Prime acknowledges they can achieve both M/WBE subcontracting goals. Consistent with the procurement code, final dollars and percentages will be confirmed during negotiations.

BAO SBE Assessment Sheet		
BAO Specialist: Evans Cline		
Contract Specialist: Brad Wall		
Date: 4/7/26		
Department Name: General Services		
RFP/ITB Number: GG000029		
Project Name: LEED Consulting Services (A&E)		
Primary Contractor	SBE/SDV Requirement Acknowledged?	Comments
Paladin, Inc.	Yes	Proposer acknowledged the 20% SBE/SDV participation expectation over the life of the project as required by the solicitation. The prime is an approved SBE and proposed no engagement of SBE subcontractors.