



OFFICE OF THE GENERAL COUNSEL

October 1, 2025

Senator Steve West  
Representative James Tipton  
Representative Scott Lewis  
Interim Joint Committee on Education  
700 Capital Avenue  
Frankfort, KY 40601

Re: KRS 164.2898 Compliance Report

Dear Senator and Representatives,

In compliance with KRS 164.2898, please consider this letter Western Kentucky University's annual report listing policies, practices, and procedures that promote or provide differential treatment based on religion, race, sex, color or national origin and that are required pursuant to any applicable federal or state law, court order, or binding contract,

**Contracts**

1. Personal Service Contracts

Prior to the effective date of the House Bill 4 legislation, University Procurement utilized a personal services contract form that contained the following language:

*The Contractor will comply with all provisions of Executive Order No. 11246 of September 24, 1965, as amended, and of the rules, regulations, and relevant orders of the Secretary of Labor.*

While I cannot attest to whether the contractors identified below promoted or provided differential treatment based on religion, race, sex, color or national origin in fulfilling their personal services contracts with the University, in the spirit of full transparency, each of the following contracts contained the excerpted language above:

Contract Type	Number	Allocation Award <u>up</u> to:	End Date	Company Name	Contract Purpose
Consulting	PS222403/2	\$9,066.00	9/30/2025	Steven Weintraub	Consulting on Amendment 1 issues

*The Spirit Makes the Master*

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Equal Education and Employment Opportunities • Printing paid from state funds, KRS 57.375 • Hearing Impaired Only: 270.745.5389

Lobbying	PS242508	\$145,960.00	6/30/2026	Commonwealth Alliances	Lobbying Services
Embry Merritt Womack Nance, PLLC	PS242515	\$375.00	12/1/2025	Embry Merritt Womack Nance, PLLC	Title IX Hearing Officer
Consulting	PS242601	\$9,000.00	6/30/2026	Jackson Lewis P C	WKU's Affirmation Action Plan
Health Plan	PS242602	\$260,000.00	6/30/2026	Mercer Health and Benefits	Health Plan
Design	PS242603	\$6,415,300.00	6/30/2026	Gensler Architecture, Design & Planning, P.C.	Chandler Hall
Design	PS242604	\$200,000.00	6/30/2026	Hafer Associates PC	Cliff Todd Center
High Voltage Engineering	PS242605	\$600,000.00	6/30/2026	KFI Engineers, PC	Campus master planning
Design	PS242606	\$2,931,455.00	6/30/2026	K. Norman Berry Associates Architects	Indoor Athletic Facility
Design	PS242607	\$586,291.00	6/30/2026	K. Norman Berry Associates Architects	Athletics - Press Box and Elevator
Design	PS242608	\$600,000.00	6/30/2026	Multi-Contract	General architectural services for PDC
Design	PS242609	\$600,000.00	6/30/2026	Multi-Contract	Branding Design Services-general PDC projects
Design	PS242610	\$600,000.00	6/30/2026	Multi-Contract	Civil Design- general PDC projects
Design	PS242611	\$600,000.00	6/30/2026	Multi-Contract	Commissioning/Special Inspections- general PDC projects
Design	PS242612	\$600,000.00	6/30/2026	Multi-Contract	Energy Management Design Services-general PDC projects
Design	PS242613	\$600,000.00	6/30/2026	Multi-Contract	Engineering Design-general PDC projects
Design	PS242614	\$600,000.00	6/30/2026	Multi-Contract	Environmental/Geotech Design Services-general PDC projects
Landscape Design	PS242615	\$600,000.00	6/30/2026	Multi-Contract	Landscape Design-general PDC projects

Plumbing, Mechanical & Electrical	PS242616	\$600,000.00	6/30/2026	Multi-Contract	Plumbing, Mechanical, Electrical- general PDC projects
Structural & Subsurface Design Services	PS242617	\$600,000.00	6/30/2026	Multi-Contract	Structural and Subsurface Design Services- general PDC projects
Surveying Design Services	PS242618	\$600,000.00	6/30/2026	Multi-Contract	Surveying Design Services- general PDC projects
Wellness & Health Management	PS242621	\$220,000.00	6/30/2026	Health Fitness Corporation	Health and Fitness Management programs and services for employees
Health Plan	PS242622	\$260,000.00	6/30/2026	Mercer Health and Benefits	Health Plan
Consulting	PS242623	\$220,000.00	6/30/2026	Huron Consulting Services LLC	Consulting for Strategy Finance and Budget
Consulting	Ps242625	\$94,500.00	6/30/2026	Mary C Willoughby dba Willoughby and Crane	Consulting for Federal Grant
Administrative Services	PS242626	\$95,000.00	6/30/2026	Employers Risk Services	Third party TPS services for Workers Compensation
Appraisal Services	PS242627	\$10,000.00	6/30/2026	Multi-Contract	General appraisals needed for campus
Auditing Services	PS242628	\$400,000.00	6/30/2026	FORVIS LLP	External Auditor Services
Consulting	PS242629	\$50,000.00	6/30/2026	Multi-Contract	TTAS Grant funded specialized consultants (Health, education, nutrition, mental health needs)
Consulting	PS242630	\$75,000.00	6/30/2026	Multi-Contract	TTAS specialized consultants (Health, education, nutrition, mental health needs)
Consulting	PS242631	\$300,000.00	6/30/2026	Huron Consulting Services LLC	Consulting for Strategy Finance and Budget
Legal Services	PS242633	\$150,000.00	6/30/2026	Dinsmore & Shohl LLP	Legal Services
Legal Services	PS242634	\$499,999.00	6/30/2026	Kerrick Bachert Law Firm	Legal Services

Consulting	PS242636	\$260,000.00	6/30/2026	Huron Consulting Services LLC	Consulting for Strategy Finance and Budget
Architecture	PS242637	\$12,988,440.00	6/30/2026	HASTINGS Architecture, LLC	Architectural and Engineering Services Academic Complex
Sign Language	PS242638	\$400,000.00	6/30/2026	Multi-Contract	Sign language services for students and events
Champlin	PS242639	\$5,122,309.00	6/30/2026	EOP Champlin	Architectural and Engineering Services Cherry Hall
External Evaluator	PS242640	\$32,500.00	6/30/2026	Grantibly LLC	External evaluator for Project CARE
Jennifer Clayton Consulting	PS242641	\$10,000.00	6/30/2026	Jennifer K. Clayton, PhD	Consulting for Grant LULA24A60AP000072 -01-00
BWF	PS242643	\$330,000.00	6/30/2026	Bentz, Whaley, Flessner & Associates, Inc.	Consulting for Annual Giving
Trip C	PS252601	\$75,943.00	6/30/2026	TripC LLC dba UNITE	Corporate engagement framework
Lerman Senter	PS252602	\$15,000.00	6/30/2026	Lerman Senter PLLC	Federal Communications Commission services
Stokes Production Services	PS252603	\$200,000.00	6/30/2026	Stokes Production Services, Inc.	License TV Production Engineer
Consulting	PS252604	\$9,100.00	6/30/2026	Amwins Benefit Watch, Inc. DBA Amwins Health and Employee Benefits Consulting (formerly Impact Interactive)	Employee benefits consulting
Facilities Management	PS252605	\$245,373.34	6/30/2026	Sodexo	Facilities Management contract - on campus facilities management services
Air Quality Analysis	PS252606	\$5,000.00	7/30/2026	Shield Environmental Associates, Inc.	Air quality services for campus

External Evaluation	PS252607	\$9,000.00	6/30/2026	Kentucky Center for Agriculture and Rural Development	External evaluator for ad and food services
Legal Services	PS252610	\$400,000.00	6/30/2026	Dinsmore & Shohl LLP	Legal Services
Ambulance Services	PS252611	\$6,000.00	6/30/2026	Medical Center EMS	Ambulance service for football games
Legal Services	PS252612	\$150,000.00	6/30/2026	McBrayer, McGinnis, Leslie & Kirkland, PLLC (NCSL Bluegrass Social)	Legal Service
Health Services	1106	\$840.00	12/31/2032	The Medical Center	On-campus health services for students, staff, faculty and community
FORVIS formerly BKD CPAs & Auditors	1033		2/28/2027	BKD, LLP	WKU Auditors
Tarkett Integrated Flooring	768/2		8/31/2026	Tarkett USA Inc.	Flooring services
Health Plan Consulting	1150		8/31/2026	Mercer Health and Benefits	Consulting for employee health plan

Since the effective date of House Bill 4, the University no longer utilizes affirmative action-based language in personal service contracts.

## 2. Bid solicitations / contracts

Prior to the effective date of the House Bill 4 legislation, University Procurement utilized form language in bid solicitations which governed the contractual relationship between the University and the selected contractor. The following bid solicitations contained preference-based language to utilize minority vendors, when possible.

Contract Number	Contract Type	Allocation Award <u>up</u> to	End Date	Company Name	Contract Purpose
WKU-10088	WKU Farm Livestock Fencing	70,000	Estimated completion 6-8 weeks	B & B Fencing LLC	Remove and replace farm fencing

WKU-10127	Full-Service Printing	NA	12/31/2025 with renewal options	Multi-Vendors	Full service printing needs of the University
WKU-10213	WKU JOC Price Contract for Electric	As Needed	10/29/2025	Multi-Vendors	Contractor for university electrical services
WKU-10214	WKU JOC Price Contract for Flooring Contractor	As Needed	11/8/2025	Multi-Vendors	Contractor for Flooring and installation
WKU-10233	Water Treatment	NA	5/12/2026 With 3 one year renewals available	ChemTreat	Provide a complete service-oriented water treatment program
WKU-10235	WKU JOC Price Contract for Plumbing Contractor	As Needed	4/5/2026	Multi-Vendors	Contractor for University plumbing services
WKU-10281	Whole Building/District Chilled Water Refrigeration Equipment Inspection & Maintenance	As Needed	7/1/2031	Johnson Controls Inc	Chilled Water inspection and routine maintenance
WKU-10314	Solid Waste Disposal & Recycling	0.08/lb with a 4% price increase in 8/01/2023	6/30/2027 With 5 one year renewals available	Scott Waste Services	Solid Waste removal and upkeep/repair of trash dumpster
WKU-10334	WKU Price contract for Asbestos and Lead Based Paint Removal	As Needed	10/31/2025 with 3 one year renewals available	Multi-Vendors Romac Inc and RED Environmental LLC	Contractor for Asbestos and Lead Based Paint Removal
WKU-10358	Workers Compensation Third Party Administration and Managed Care Services	\$15,000 per year	6/30/26 with renewals through 2031	Employers Risk Services	WKU's 3rd party TPA and managed care workers compensation provider.
WKU-10366	WKU JOC Price Contract for Striping and Sealing Contractors	As Needed	7/31/2026 with 3 one year renewals available	Multi-Vendors K&B Striping and Reynolds Sealing and Striping	Striping and Sealing contractors for WKU
WKU-10370	WKU JOC Price Contract for Masonry Contractor	As needed	7/31/2026 with 3 one year renewals available	Multi-Vendors Kramer Construction and Silliman Contracting Group	Masonry contractors for WKU facilities
WKU-10376	Graphic Design	As needed	8/31/2028	Multi-Vendors	Graphic design as needed

WKU-10385	WKU JOC Price Contract for Painting Contractors	As Needed	11/26/2026 With 4 one year renewals available	Multi-Vendors	Painting contractors for WKU facilities
WKU-10386	WKU JOC Price Contract for Interior Cleaning Contractors	As Needed	1/08/2026 with renewal option	Multi-Vendors B&B Cleaning, Tina Hargett, Refuge Employment Services (dba Fresh Start Cleaning)	Interior Cleaning of WKU buildings
WKU-10387	WKU JOC Price Contract for Roofing Contractors	As Needed	1/8/2026 with renewal option	Multi-Vendors Bouldin Roofing Co, Build 2 Suit, Geoghegan Roofing and Supply	Provide Roofing services on WKU's campus
WKU-10392	Enterprise Information Technology Products & Services	NA	2/19/2029 with renewal option	Multi-Vendors	Qualified manufacturers and/or resellers of Enterprise Information Technology products and services.
WKU-10400	WKU JOC Price Contract for General Contractors	As needed	3/5/2026 with renewal options	Multi-Vendors	General Contracting Services
WKU-10403	WKU JOC Price Contract for Power Washing Contractors	As needed	4/21/2026 with renewal options	Multi-Vendors	Provide power washing services on WKU Campus
WKU-10426	WKU Price Contract for Fertilizer Services	Prices Vary based on feed type and purchase amounts.	2/20/2026	Southern States Bowling Green CoOp	Provide Fertilizer and spreading services for WKU Farm
WKU-10427	Owensboro Landscaping and Snow Removal Services	As Needed	4/16/2026 with renewal options	Multi-Vendors (Pushers, JTHOMAS, Whitaker's)	Lawn Care, Landscaping, and Snow Removal
WKU-10429	WKU JOC Price Contract for HVAC	As Needed	6/25/2026 with 5 one-year renewals	Multi-Vendors	HVAC Services
WKU-10436	Public Private Partnership Legal Services	Not Yet awarded	Not yet awarded	Not yet awarded	On campus housing

WKU-10322	WKU Concrete/Sidewalks Contractor	As Needed	05/03/2025 with renewal options	Multi-Vendors Wimpee's Welding, Ranger Steel, Lyons Company	Welding on WKU Campus
WKU-10343	WKU JOC Price Contract for Tree Removal	As needed	04/16/2026 with renewal options	Multi-Vendors Madison Tree Services, and Anthony Willis	Tree Removal on WKU Campus
WKU-10369	WKU JOC Price Contract for Welding Contractor	As Needed	07/21/2026 with renewal options	Multi-Vendors Owl Creek Farm, Scott Murphy & Daniel, Infinity Pipeline	Concrete/Sidewalks on WKU Campus
WKU-10104	Laundry Services	This has been converted to rental/lease agreement. \$168 per machine	6/30/2026	CSC Servieworks	Laundry machines for students on campus.
WKU-10219	Commencement Photography	NA- Student pay	11/30/2025	GradImages	Graduation Photos
WKU-10238	Specialized Flooring Contractor	One-time payment \$105,486.75	9/27/2020	Harlequin Floors	Spring Wood Spring Floor

### **Scholarships**

The University no longer offers scholarships to students based on religion, race, sex, color, or national origin. The last students awarded the Cornelius Martin Scholarship for underrepresented minorities are the class of 2028, at which point the University's scholarship commitment ends. For fiscal year 2025-26, the University anticipates a scholarship obligation of 2.5 million.

The Student Life Foundation is collaborating with their independent counsel to revise scholarship criteria affected by the HB 4 legislation.

### **International Student Office**

The University maintains an International Admissions & Student Services office that processes visas for foreign national students and provides academic advising and other relevant support. Based on the language in KRS 164.2895 (2)(o), I believe these services are exempt as they apply to or affect bona fide qualifications based on nation origin.

### **Sponsorship of foreign national faculty**

At present, the University is sponsoring 26 faculty and staff in H-1B status. Sixteen of those faculty members are at various stages of sponsorship for permanent residency.



## Senate Joint Resolution 55

The University will adopt an antisemitism policy by January 1, 2026, as required by Joint Resolution 55 of the General Assembly.

### Court order

The University is not compelled by court order to promote or provide differential treatment or benefits to individuals based on religion, race, sex, color, or national origin.

Thank you for the opportunity to disclose contracts and other legal obligations executed prior to the effective date of the legislation, the provisions of which may no longer be required or permitted in future commitments under federal or state law. Should you have questions about these disclosures, please do not hesitate to contact me.

Sincerely,

Sincerely,  
Andrea F. Anders

Andrea P. Anderson

## VERIFICATION

I, Andrea P. Anderson, hereby verify the information contained herein is true and accurate to the best of my knowledge and belief.

Andreas P. Andersen

Andrea P. Anderson, General Counsel  
Western Kentucky University

[illegible]

SUBSCRIBED AND SWORN to before me by Andrea P. Anderson on  
this 1<sup>st</sup> day of October, 2025.

Lauren H. Osello KYNP221264

Notary Public, State-at-Large

My Commission Expires: 03/24/2029