



PARIC
EXPERIENCE. EXCELLENCE.

Trade Partner Code of Conduct

Experience. Excellence.

For nearly half a century, PARIC, LLC has dedicated itself to shaping the future of the construction industry. With a workforce of 500 individuals and a presence throughout North America, our team is passionately committed to revolutionizing the construction industry through innovation and efficiency in the construction lifecycle.

We Build People. We Build Community. We Build Answers.

At PARIC, we are guided by our core values of unity, excellence, engagement, integrity, and innovation.

POWER OF ONE TEAM - Unity - Because people are the force behind every success. We have unity in purpose and diversity in talent.

EXCEEDING EXPECTATIONS - Excellence - Because surpassing all expectations is so profoundly satisfying. This commitment to excellence extends to every employee and to every project.

ENHANCING OUR COMMUNITY - Engagement - Because we build more than buildings. We give our time, talents, and resources to a range of community efforts.

DOING WHAT WE SAY - Integrity - Because as the adage says: "You're only as good as your word." If we say something is going to happen, it will happen.

RELENTLESS EVOLUTION - Innovation - Because if you're not learning from your mistakes you're not growing. We embrace positive change, face challenges head-on and get even better with every project.



PARIC is committed to maintaining fair and equitable relationships with our team, clients, subcontractors, vendors, specialty contractors, material and equipment suppliers, and others (collectively, our "Trade Partners"). True partnerships entail strengthening our connections through collaboration aimed at achieving common goals, mutual advantages, and shared success. Our main goal is to develop and maintain the following: mutual trust and respect, nurturing collaboration among our Trade Partners, diverse viewpoints, and candid, open communication.

As such, we hold ourselves accountable to fair and equitable business practices for all current and potential Trade Partners. The following Code of Conduct outlines the principles and guidelines that govern our business decisions. While we may not provide examples for every possible situation, our message remains clear: PARIC and its employees are committed to integrity, honesty, and a dedication to excellence to ensure the highest standards in every business interaction.

PARIC fully complies with all relevant laws in its business operations and partnerships. In any situation where legal requirements and the standards of this Code conflict, PARIC will consistently adhere to the higher standard, ensuring that we act in the best interest of our clients, Trade Partners, and the communities in which we build.

1. Equal Opportunity and Inclusion

PARIC promotes equal opportunity and encourages diversity and inclusion in our subcontracting practices. We are committed to engaging subcontractors from various backgrounds, including Minority-Owned, Women-Owned, and Disadvantaged Business Enterprises, and providing them with equal opportunities to participate in our projects. We have a diverse business participation goal of 10% on all PARIC projects. This goal is increased when obligated to meet legal or owner requirements.

2. Transparent Bid Solicitation

PARIC follows a transparent and consistent process for soliciting subcontractor bids. We will provide clear and comprehensive bidding documents, ensuring that subcontractors have access to the necessary information to prepare competitive bids. Our bid solicitation process will comply with all relevant legal requirements and will promote open competition.

Budgets/Awards

The majority of PARIC projects are negotiated with clients, requiring multiple rounds of budgeting to align with their needs and preferences before a project moves forward.



We may request budgetary pricing to assist clients in making informed design and financial choices. However, budgetary pricing is not used for determining contract awards. In these communications, those efforts will be labeled as "budgetary."

When the project timeline and design reach a stage where contract awards are needed, we will refer to these requests as "for award" in our solicitations.

PARIC Self-Perform

PARIC has the capability to self-perform several scopes of work, primarily focusing on structural concrete, rough/finish carpentry, cold-formed metal framing/drywall, and glass/glazing.

The PARIC Self-Perform department (PSP) operates independently within PARIC. Resources from PSP and PARIC's estimating/ preconstruction departments are kept strictly separate.

In some cases, we may choose not to request bids for certain scopes of work if our intent is to self-perform them. However, when competition is necessary, bids for those scopes of work will be solicited. In these situations, PSP may also submit pricing, which will be evaluated with the same rigor, and the contract will be awarded to the lowest responsible bidder.

PARIC will not self-perform a scope of work based on a value submitted by a Trade Partner.

3. Fair Bid Evaluation

PARIC conducts fair and unbiased evaluations of subcontractor bids. Our evaluation criteria are based on objective factors such as experience, qualifications, pricing, capacity, and compliance with project requirements, and not just low cost without these factors taken into consideration. We ensure that all bids are evaluated consistently and without favoritism. All Trade Partners that submit a legitimate proposal will have an opportunity to discuss their scope(s) before a subcontract is awarded.

To ensure fair bid evaluations, subcontractors are asked to submit letters outlining their scope of work at least 24 hours prior to the final bid submission. PARIC requests bids from subcontractors in advance of their own final bid submission to provide sufficient time for bid evaluation, address any inquiries regarding the bid, receive answers to questions, and prevent errors by our team and/or the Trade Partners. We also ask that, when applicable, a completed bid form also be submitted as part of the Trade Partner's proposal. Under no circumstances will PARIC engage in the practice of "bid shopping".



Questions we may ask to ensure level proposal evaluations include total labor hours, lead times, General Conditions included/excluded, anticipated schedule, scope and quantity verification, etc.

PARIC reserves the right to solicit bids for any item required to complete our pricing after the deadline for receiving Trade Partner bids if no responsive or reasonable bids were received for such items.

4. Evaluation of Potentially Deficient Bids

If we receive a bid that appears incorrect, incomplete, or deficient, we will promptly reach out to the bidder to discuss concerns and request clarification on any aspects of the proposal that seem miscalculated or unrealistic. Conversation will focus on understanding their pricing assumptions, scope, and any potential errors in their calculations to ensure that bids are accurate, feasible, and fair for all parties. If, after this review, the bid is still deemed unsuitable, we reserve the right to disqualify it in favor of a proposal that aligns better with the project's standards and requirements.

5. Confidentiality

PARIC will not share details regarding competitive advantages for value engineering or creative solutions to other competing Trade Partners. If the information holds merit, we will provide high level concepts to key decision makers on the Owner's team for buy-in or approval.

6. Bid Evaluation Feedback

PARIC will always provide bid evaluation feedback. Timing of the feedback may vary, but will be post-subcontract award. After bid evaluation feedback has been provided, we will no longer accept revised pricing. Typical pricing feedback will include the percentage range from low to high and the rank of the proposal.

7. Prompt Payment Practices

We believe in prompt and fair payment practices. We establish clear payment terms and schedules in our subcontract agreements and adhere to them diligently. We aim to process subcontractor invoices in a timely manner and promptly resolve any payment-related issues.



8. Clear Communication

PARIC maintains open lines of communication with Trade Partners throughout the project lifecycle by providing clear and timely instructions, clarifications, and project updates. PARIC encourages Trade Partners to ask questions, seek clarifications, participate in a collaborative scheduling process, and express concerns. PARIC is committed to responding promptly and professionally.

9. Professional Relationship Management

PARIC fosters professional and respectful relationships with all Trade Partners, by treating them with courtesy, respecting their expertise, and by valuing their input. PARIC encourages constructive collaboration and open dialogue to achieve project objectives effectively.

10. Safety and Compliance

Safety is PARIC's top priority on every project. The well-being of our team, including all Trade Partners' staff is more important than any deadline or deliverable. PARIC is committed to not only providing a safe working environment but also to helping our Trade Partners improve their safety practices and protocols. Fostering a culture where safety comes first and working together to identify risks and provide ways to mitigate those risks allows us to protect our most valuable assets – our people.

11. Performance Evaluation and Feedback

PARIC conducts periodic performance evaluations of our Trade Partners based on pre-defined criteria and project-specific requirements. We provide constructive feedback to Trade Partners to help them improve their performance and address any areas of concern.

12. Continuous Improvement

PARIC is committed to continuously improving our partnerships and business practices. We regularly review and update our policies, procedures, and guidelines to align with industry best practices and evolving standards. We also invite and expect our Trade Partners to provide performance evaluations and feedback on us and our team members.



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13. Compliance and Enforcement

PARIC team members are expected to avoid financial arrangements or conflicts that could compromise their obligation to act with integrity and are not permitted to offer or accept any form of bribe, kickback, or engage in improper practices to obtain undue advantages in business arrangements. In instances where a Trade Partner's employee has a familial relationship with a PARIC team member or any relationship that might pose a conflict of interest, disclosure is mandatory.

Compliance with this code is mandatory for all PARIC employees and stakeholders involved in contracting activities. Any violations or concerns related to this policy should be reported promptly to the Vice President of Preconstruction, and appropriate action will be taken to address them.

PARIC's goal is to be our Trade Partners' preferred General Contractor, and by adhering to this Code, we aim to foster a collaborative and ethical environment, ensuring fairness, respect, and excellence in all our interactions and projects.