



REQUEST FOR PROPOSALS:
Staffing Services

RFP #:
COG-2148

ISSUED BY:
The Cooperative Council of Governments
On Behalf of Equalis Group

*6001 Cochran Road, Suite 333
Cleveland, Ohio 44139*

DATED:
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SECTION ONE:
Part A – Overview, Scope, and Project Information
Part B – Conditions and Other Requirements
Part C – Bid Submission, Format, Evaluation, and Award

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Section One, Part A – Overview, Scope, and Project Information

1. Overview

This request for proposal (“**RFP**”) is published by the Cooperative Council of Governments (“**CCOG**”) for the purpose of awarding a master cooperative purchasing agreement (the “**Master Agreement**”) and creating a cooperative purchasing program for staffing services (the “**Program**”) that will be available to current and future members of Equalis Group (the “**Members**”). Companies and organizations which respond to this RFP (“**Bidders**”) and awarded a Master Agreement are referred to, throughout this RFP and supporting documentation, as a “**Winning Supplier**” or “**Awarded Supplier**”. The use of the Master Agreement by any public agency is preceded by registration with Equalis Group and by using the Master Agreement (a “**Program Participant**”), any such Program Participant agrees that it is registered with Equalis Group, whether pursuant to the terms of a Master Intergovernmental Purchasing Cooperative Agreement, that can be accessed at <https://equalisgroup.org/member-registration/>, or as otherwise agreed to. Under applicable state statutes, public sector entities nationwide that join Equalis Group can purchase products and services through the resulting Master Agreement without having to conduct their own formal procurement process, thereby saving both themselves and the Winning Supplier significant time and money.

2. CCOG Background

[CCOG](#) is a Council of Governments and Ohio political subdivision organized under Chapter 167 of the Ohio Revised Code. CCOG is an Equalis Group, LLC (“**Equalis Group**”) lead public agency and, in that role, conducts formal public sector competitive solicitation processes in compliance with applicable public sector procurement guidelines to select a Winning Supplier(s) to provide products and services to Members.

At the conclusion of this RFP process, CCOG will award a Master Agreement to the Winning Supplier(s).

3. Role of Equalis Group

[Equalis Group](#) works with lead public agencies, such as CCOG, that are legally empowered to conduct formal procurement processes, enter into Master Agreements, and make those Master Agreements available to public sector organizations such as: municipalities, K-12 school districts, counties, higher education institutions, special districts, tribal nations, and state and federal agencies as well as non-profit and for-profit organizations across the country.

The Winning Supplier(s) and Equalis Group will also enter into a separate management agreement (the “**Administration Agreement**”) which defines i) the roles and responsibilities of both parties relating to marketing and selling the Program to current and prospective Members and ii) the financial terms between the parties. The Winning Supplier and Equalis Group will work closely together to develop and implement marketing and sales strategies to drive program adoption with current and future Members across the country.

Equalis Group, is committed to actively engage with the Winning Suppliers to grow profitable public sector revenue by:

- 3.1. **Training Supplier Partners’ sales representatives** on the pricing, terms, and conditions of the Master Agreement and how to sell their products and services through this already procured contract vehicle.
- 3.2. **Developing sales tools** that address common legal, procurement and compliance questions.
- 3.3. **Creating, implementing, and managing marketing and sales campaigns** to jointly identify public sector prospects across the country.
- 3.4. **Supporting the sales process** by providing subject matter expertise to prospective Members on the legitimacy of the procurement process that established the Master Agreement.

4. Purpose

The primary purpose of this Program is to offer Members a complete and comprehensive offering of staffing services that can be customized to meet the unique needs of each Member. This RFP and contract award process is a solutions-based solicitation; meaning that CCOG is seeking solutions that meet the general requirements of the scope of this RFP and that are commonly desired or are required by law or industry standards.

5. Scope

CCOG is seeking proposals for staffing services that support our public sector members which include city, counties, state agencies, k12 school, colleges, universities and non-profits. Bidders may elect to limit their proposals to a single service within any category, or multiple products and services within any and all categories. However, Bidders are encouraged to include their entire offering of products and services. The information provided below summarizes the different solutions, industries and services included in this scope intended to communicate the breadth and depth of this scope and should not be considered as a comprehensive list. The scope should be read as inclusive of all staffing solutions, employee industries, and services related to public agencies like state, local governments and educational institutions.

- 5.1. Staffing Solutions: Provide solutions to public agencies which may include but are not limited to direct-to-hire or permanent placement, temporary, temp-to-hire, contract work, executive search, project work, and outsourced or managed services.
- 5.2. Industries: Provide services that support industry standards which may include but are not limited to the following services areas:
 - *Information Technology* – programmers, web developers, network administrators, tech support staff, IT infrastructure managers, cybersecurity analysts, cloud engineers
 - *Finance and Accounting* – accountants, auditors, treasurer, billing, accounts payable, controller
 - *Educational* – substitute teachers, intervention staff, reading specialists, principals, staff, special and alternative education professionals, counselors
 - *Healthcare* – nurses, physicians, administrative and support staff
 - *Skilled Trades* – construction, carpentry, electrician, welder, pipefitter, plumbing, concrete, HVAC, masons, painters
 - *Hospitality* – hotels, resorts, restaurants for housekeeping, cooks, servers, events
 - *Administrative and Clerical* – administrative assistants, receptionists, data entry, office and facility managers, payroll and bookkeeping, procurement and purchasing
 - *Marketing and Advertising* – copywriters, graphic designers, social media specialists
 - *Other* – custodial, food & nutrition, manufacturing, solar
- 5.3. Additional Services: Provide services that supplement and support the staffing industries above including but not limited to:
 - Testing and assessment
 - *Recruitment and placement*
 - *Background checks and pre-employment screening*
 - *Payroll*
 - *Onboarding & orientation*
 - *Performance management*

- *Reporting and metrics*
- *Workforce management & employee relations support*
- *Consulting and advisory*
- *Independent contractor compliance and risk management*

This scope should be read as including all products, equipment, software, services, and any other capability that Bidders are able to offer which supports or complements the scope as defined above.

6. RFP Documents

This RFP documents consist of the following:

6.1. Section One:

- Part A – Overview, Scope, and Project Information
- Part B – Conditions and Other Requirements
- Part C – Bid Submission, Format, Evaluation, and Award

6.2. Section Two:

- Proposal Submission, Technical Proposal, Cost Proposal and Required Forms

6.3. Section Three:

- General Terms and Conditions of Master Agreement

6.4. Attachments:

- Attachment A – Sample Administration Agreement
- Attachment B – Cost Proposal Template
- Attachment C – State Notice

7. Anticipated Procurement Timetable

CCOG reserves the right to revise this schedule after providing reasonable notice in the best interest of CCOG and/or to comply with the State of Ohio procurement procedures and regulations. All times are Eastern time zone. CCOG utilizes [Bonfire](#), an online procurement platform, to publish RFPs, manage communication including the Q&A process, and receive proposals.

| Activity | Dates & Times |
|---|--|
| RFP Publication; Q&A Period Opens | May 22, 2023 |
| Pre-Proposal Meeting | June 19 th , 2023 from 1PM to 2 PM Eastern* |
| Q&A Period Closes | June 22, 2023, at 5 PM Eastern |
| Q&A Responses Distributed | June 23, 2023 |
| Deadline for Proposal Submission & Public Opening | June 30, 2023, at 3 PM Eastern* |
| Finalist Presentations | To Be Determined |

| | |
|-----------------------|-------------------------------|
| Contract Award Issued | September 1, 2023 (estimated) |
|-----------------------|-------------------------------|

*Any Bidders experiencing technical difficulties accessing the RFP through Bonfire should contact Bonfire customer support by submitting a support ticket to Support@GoBonfire.com, access the Vendor FAQ at www.gobonfire.com/support/, or receive online support via online chat at www.gobonfire.com/support/.

8. Q&A Period

Bidders may submit questions regarding this RFP through Bonfire during the Q&A Period as outlined in **Anticipated Procurement Timetable**. To submit a question, Bidders must submit written questions under the Messages section on Bonfire. Questions about this RFP must reference the section number of this RFP in question.

CCOG may, at its sole discretion, disregard any questions which do not appropriately reference an RFP or attachment. CCOG will not respond to any questions received after the date and time that the Q&A Period closes.

CCOG's responses to all questions submitted through Bonfire will be added to Bonfire as an addendum to the RFP on or before the date provided in **Anticipated Procurement Timetable**. Any interpretation or correction of the RFP will be made only by an addendum posted on Bonfire. CCOG will not be responsible for providing any other explanations or interpretations of the RFP.

Bidders' proposals are to take into account any information communicated by CCOG in the RFP Q&A Addendum. **It is the responsibility of all Bidders to check for all updates regarding this RFP on Bonfire.**

9. Pre-Proposal Meeting

At the date and time indicated in the **Anticipated Procurement Timetable**, a voluntary pre-proposal meeting will be held via Zoom. The intent of this meeting is to provide an overview of CCOG, Equalis Group, the RFP, the document package and to field any questions Bidders may have related to this RFP. Information to participate in the pre-proposal meeting will be posted on Bonfire under Events section.

10. Public Opening

The public opening of proposals received in response to this RFP will be held at the date and time proposals are due and will solely consist of opening all proposal received and identifying the Bidders who responded. The public opening will be held via Zoom with the information to participate posted on Bonfire under Events section. **All responses must be received by the date and time listed for the Public Opening. Late responses will not be considered, and it is the responsibility of Bidders to ensure they are able to properly submit through the Bonfire platform.**

11. Communications Prohibited

From the issuance date of this RFP until an the award of contract to the Winning Supplier(s), there may be no communications concerning the RFP between any Bidder that expects to submit a proposal and any employee of CCOG, Equalis Group, any member of the Proposal Review Team ("PRT"), or any other individual, regardless of their employment status, who is in any way involved in the development of the RFP or the selection of a Winning Supplier ("**Communications Prohibited**"). The only exceptions to the Communications Prohibited are as follows:

- 11.1. Any communications related specifically to the Question & Answer (Q&A) Period;
- 11.2. As necessary in any pre-existing or on-going business relationship between CCOG, Equalis Group, and any supplier that could submit a proposal in response to this RFP;
- 11.3. As part of any Bidder interview process or proposal clarification process initiated by CCOG, which CCOG deems necessary at its sole discretion; and

11.4. Any Public Records Requests made to CCOG.

IMPORTANT NOTE: addenda or attachments to the RFP or to any documents related to the RFP will be accessible to Bidders through Bonfire. CCOG may not specifically notify any Bidder of changes or announcements related to this RFP except through posting on Bonfire. It is the affirmative responsibility of interested Bidders to be aware of and to fully respond to all updated information regarding this RFP posted on Bonfire.

CCOG is not responsible for the accuracy of any information regarding this RFP that was obtained or gathered through a source other than from CCOG directly or through the Q&A process described in this RFP. Any attempts at Communications Prohibited by a Bidder may result in the disqualification of that Bidder's proposal.

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Section One, Part B – Conditions and Other Requirements

1. Bidder Requirements

Bidders are to base their RFP responses, including the details and costs, on the requirements and performance expectations established in this RFP, inclusive of all attachments.

2. Authorization of Dealers, Resellers, and Distributors

If Bidder requires the use of dealers, resellers, or distributors to sell or service the products and services included in their proposal, the proposal should provide a list of or direct the Proposal Review Team to where they can locate a list of the Bidder's dealers, resellers, or subcontractors who will be authorized to sell through the contract in the event the Bidder received a contract award.

3. Costs Incurred

Costs incurred in the preparation of this RFP are to be borne by the bidders. Both CCOG & Equalis Group will not contribute in any way to the costs of the preparation.

4. Trade Secret Prohibition, Public Information Disclaimers

CCOG will consider all proposals voluntarily submitted in response to this RFP to be free of trade secrets and such proposals will, in their entirety, be made a part of the public record in compliance with **O.R.C. Chapter 125.01**, et seq. However, if a proposal is submitted in response to this RFP, and the proposal contains trade secret information as defined in **O.R.C. Chapter 1333.61**, then such trade secret information must be clearly and conspicuously marked and/or identified as "**Trade Secret Information**" at the time that such proposal is submitted. If such trade secret information is so marked and/or identified, then, in accordance with **O.R.C. Chapter 149.43**, CCOG shall designate such information as trade secret information and shall maintain and keep such trade secret information.

All proposals and any other documents submitted in response to this RFP will become the property of CCOG. This RFP and proposals submitted in response to the RFP, except for such portions, sections, or parts of a proposal that are clearly and conspicuously marked and/or identified as Trade Secret Information, are deemed to be public records pursuant to **O.R.C. Chapter 149.43**. For purposes of this section, "**proposal**" will mean both the i) Technical Proposal, and ii) Cost Proposal (if opened by CCOG), all forms submitted by Bidder, and any attachments, addenda, appendices, or sample products.

Any proposal submitted in response to this or any CCOG RFP that fails to clearly and conspicuously mark and/or identify trade secret information at the time that such proposal is submitted to CCOG for consideration shall be deemed and considered by CCOG to not contain trade secret information and such proposals shall be deemed to be public records in their entirety in accordance with this section and **O.R.C. Chapter 149.43**.

5. Master Agreement

CCOG and Equalis Group will enter into a Master Agreement with the Winning Supplier. This Master Agreement defines a) the terms of the relationship between CCOG, Equalis Group, and the Winning Supplier, and b) the terms, conditions, and pricing of products and services and related capabilities offered to Members. The products and services made available in this contract are defined by the contents of the Winning Supplier's Cost Proposal submission ("**Products & Services**").

Any contract with a Winning Supplier resulting from the issuance of this RFP is subject to the terms and conditions as provided in this RFP and Master Agreement as amended by the mutual agreement of CCOG, Equalis Group, and the Winning Supplier.

Many of the terms and conditions contained in the Master Agreement template are required by state and federal law; however, Bidders may propose changes to the Master Agreement by communicating any exceptions or deviations in the **General Terms and Conditions Acceptance Form** provided in **Section Two** of this RFP. Any proposed changes are subject to CCOG and Equalis Group review and approval. Any exceptions or deviations not disclosed in the General Terms and Conditions Acceptance form will not be considered by CCOG after Notice of Intent to Contract has been issued.

6. Formation of Master Agreement

A response to this solicitation is an offer to establish a Master Agreement with CCOG and Equalis Group based upon the terms, conditions, scope of work, and specifications contained in this request. A contract is formed when an award is made and CCOG's Board President or designee signs the **Master Agreement Signature Form** provided in **Section Two** of this RFP. **The Bidder must submit a signed Master Agreement Signature Form with the response, thus eliminating the need for a formal signing process.**

7. Administration Agreement

Equalis Group and the Winning Supplier will enter into a separate Administration Agreement, which defines i) the roles and responsibilities of both parties relating to marketing and selling the Program to current and prospective Members, and ii) the financial terms between Equalis Group and Winning Supplier. Bidders will review the Administration Agreement template, which is included as **Attachment A – Administration Agreement** and complete **Equalis Group Administration Agreement Declaration Form** in **Section Two**.

8. Ethical & Conflict of Interest

- 8.1.** No Bidder or individual, company, or organization seeking a CCOG contract award will promise or give to any CCOG or Equalis Group employee anything of value that is of such character as to manifest a substantial and improper influence upon the employee with respect to his or her duties;
- 8.2.** No Bidder or individual, company, or organization seeking a contract will solicit any CCOG or Equalis Group employee to violate any of the conduct requirements for employees;
- 8.3.** When acting on behalf of CCOG and Equalis Group, Winning Supplier will refrain from activities which could result in violations of ethics and/or conflicts of interest. Any Winning Supplier who violates the requirements and prohibitions defined herein or **in O.R.C. Chapter 102.04** is subject to termination of the Master Agreement or refusal by CCOG and Equalis Group to enter into the Master Agreement; and
- 8.4.** CCOG and Equalis Group employees who violate **O.R.C. Chapters 102.03, 102.04, 2921.42, or 2921.43** may be prosecuted for criminal violations.

9. Waiver of Minor Proposal Errors

CCOG may, at its sole discretion, waive minor errors or omissions in a Bidder's proposals when those errors do not unreasonably obscure the meaning of the content, or the competitive nature of the proposal submitted in response to this RFP.

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Section One, Part C – Bid Submission, Format, Evaluation, and Award

1. Proposal Submission

All Bidders must complete and submit a proposal consisting of all required forms and attachments referenced or provided in **Section Two** of the RFP. CCOG requires proposals to be submitted electronically via [Bonfire](#) no later than the deadline for proposal submission identified in the **Anticipated Procurement Timetable**. Proposals must be prepared and submitted in accordance with instructions found in this **Section One, Part C**. Fax, email, mail or any other form of submissions will not be accepted.

All proposals will be valid for a period of ninety (90) days from the date the proposals are received by CCOG.

In addition to the requirements outlined above, any proposal submitted by a Bidder excluded from contracting with CCOG by Ohio Revised Code (O.R.C.) § 9.24 as the result of an unresolved finding for recovery will be deemed unresponsive.

2. Supplemental Submission Documents

Any other supplemental information thought to be relevant to a Bidder's proposal but not explicitly requested by CCOG including, but not limited to, product literature, technical specifications, and financial information must be submitted with your proposal under the section titled "Supplemental Information" in the Bonfire proposal submission process. CCOG reserves the right not to review submitted appendices which include information/materials not required in the RFP.

3. Proposal Amendment & Withdrawal

A proposal may be amended or withdrawn up to the time the proposals are due through the Bonfire procurement application, as indicated in the Anticipated Procurement Timetable.

Any Bidder seeking to withdraw its proposal from consideration after the proposal due date must submit such request in writing directly to CCOG at Procurement@EqualisGroup.org.

4. Estimated Quantities & Available Funds

CCOG and Equalis Group anticipate a substantial number of current and future Members will enter into contracts resulting from this solicitation; however, CCOG and Equalis Group makes no guarantee or commitment of any kind concerning quantities or usage of contracts resulting from this solicitation. The total annual volume for this contract category is estimated to be over fifty million dollars (\$50,000,000.00) annually by year three (3) of the contract. This information is provided solely as an aid to Bidders preparing proposals only and performance will be determined by other factors such as awarded supplier's competitiveness and overall performance and support of the contract. The Awarded Supplier(s) discount and pricing schedule shall apply regardless of the volume of business under the contract.

Neither CCOG or Equalis Group are asserting any public funds have been allocated to purchase the products and services that will be available through this Program.

5. Cost Proposal & Pricing

The Cost Proposal will be used to define the Products & Services Bidders are offering Equalis Group Members through the Winning Supplier's Master Agreement. **Winning Supplier's contract pricing shall remain firm for 120 days after the award of a contract.**

5.1. Cost Proposal Requirements

A template for **Proposal Form 2: Cost Proposal** has been included as **Attachment B – Cost Proposal Template** and must be used as the base document for when Bidders submit their Cost Proposal.

In the excel workbook **Attachment B – Cost Proposal Template** Bidder's will find two worksheets titled *Staffing Price List* and *Services & Other Discounts*. Based on the description of the two worksheets provided below, Bidder's will determine which worksheet or worksheets aligns with their preferred pricing methodology.

- a. **Staffing Price List.** For each Position and Job Category provided markup that is applied to both the regular wages and overtime wages. Individual pay rates are not required but shown in the worksheet for the purpose of providing a calculation example of the bill rates to the program participant.
- b. **Services and Other Discount.** Provide a calculation for pricing on all other services made available under the scope of this RFP. The calculation should be based on a discount from a verifiable price list or catalog. Cost plus a percentage as a primary method is not allowed for pricing in this section.

5.2. Additional Pricing Information

Below are details which should be taken into consideration when Bidders are developing their Cost Proposal:

- a. **Auditable Pricing.** It is the responsibility of the Bidder to provide a complete Cost Proposal that includes pricing based on a verifiable pricing methodology for all Products & Services to be considered part of the final Master Agreement offered to the Members.
- b. **Value to the Members.** CCOG requests that Bidders offer Products & Services at lower prices and with better value than what they would ordinarily offer to a single government agency, educational institution, or regional cooperative.
- c. **Not to Exceed Pricing.** CCOG requests that pricing be submitted as not to exceed. Bidder may adjust pricing lower if needed but cannot exceed the pricing submitted.
- d. **Indefinite Quantity.** This RFP requests pricing for an indefinite quantity of products or related services.
- e. **Total Acquisition Cost.** The pricing included in your Cost Proposal must be clearly understood, complete, and fully describe the total cost of acquisition (e.g., the cost of the proposed equipment, products, and services delivered and operational for its intended purpose in the Member's location).
- f. **Prevailing Wage.** The awarded vendor and any of its subcontractors agree to comply with all laws regarding prevailing wage rates applicable to constructions of public work, and any related federal requirements, including the Davis-Bacon Act, applicable to this RFP and Equalis Group Members. The Equalis Group Member will notify the Awarded Supplier of the applicable prevailing wage rates and must apply any local wage rates requested.
- g. **Administrative Fee.** The pricing provided shall include the administrative fee paid to Equalis Group.
- h. **Relevant Information.** All line items included in your Cost Proposal should be described by, but not limited to, characteristics such as manufacture name, stock or part number, size, or functionality.
- i. **Discounts.** Discounts shall be clearly defined. Pricing with multiple discounts levels based on quantity, sales volume, or any other factor is allowable and must be based on a fixed or defined price or sales range or configuration of products & services.

5.3. Common Pricing Methodologies

Examples of commonly used pricing methodologies include, but are not limited to:

- a. **Markup on Pay Rates.** Provide a markup applied to individual pay rates for regular hours and overtime hours.
- b. **Line-Item Pricing.** Products & Services are individually priced based on a line-item discount. For each line-item entry, Bidders must provide both verifiable price ("List Price") as well as the price which will be offered to the Members ("Contract Price") and the associated price discount (if applicable) in their pricing

model where the Contract Price is calculated by applying the applicable discount to the List Price. The List Price will be the standard “quantity of one” price currently available to government and educational customers.

- c. **Percentage Discount Off List Price by Catalog or Category.** Products, services, and/or solutions associated with a defined catalog or category are given a specific and uniform percentage discount based on a published List Price (“Catalog Discount” or “Category Discount”). Individualized percentage discounts can be applied to any number of defined product groupings. The types of products, parts, and services using the Catalog or Category Discount methodology must be clearly identified and defined.

5.4. Other Pricing Scenarios

- a. **Open Market Items or Sourced Goods.** Bidders can provide an alternative method of costing to cover any product and/or service not covered by Common Pricing Methodologies due to the projects or application’s specifications, conditions, and/or requirements.
- b. **Additional Discounts and Savings.** A Bidder may disclose the volume requirements and subsequent discounts extended to Members who purchase larger than normal volumes. All other rebate programs or incentives should be described and quantified as a part of your Cost Proposal.

5.5. All Products & Services Must Be Priced

All products and additional services including, but not limit to installation, delivery, tech support, training, and other services must be priced. Any product or service provided free of charge should be listed in order to be included on any resulting contract award.

6. Evaluation Process

6.1. Evaluation Caveats

- a. **Proposal Rejection.** The Proposal Review Team reserves the right to reject any and all proposals, in whole or in part, received in response to this RFP. All proposals will be reviewed for responsiveness to the material requirements of the solicitation. Proposals that are materially non-responsive will be rejected and CCOG will provide notice of rejection to the Bidder.
- b. **Negligence.** Negligence on the part of Bidder in preparing its proposal submitted in response to this RFP confers no right of modification or withdrawal of Bidder’s proposal after the proposal due date.
- c. **Competitive Range.** It may be necessary to establish a competitive range. Factors from the evaluation criteria will be used to make this determination. Responses not in the competitive range are unacceptable and do not receive further award consideration.
- d. **Past Performance.** A Bidder’s performance and actions under previously awarded contracts to schools, local, state, or federal agencies are relevant in determining whether or not the Bidder is likely to provide quality Products & Services to our members; including the administrative aspects of performance; the vendor’s history of reasonable and cooperative behavior and commitment to customer satisfaction; and generally, the Respondent’s businesslike concern for the interests of the customer.

6.2. Evaluation and Scoring of Proposals

The Proposal Review Team will evaluate based on Bidder’s proposal submission. Proposal scoring will be weighted as described in this section. Bidders should not assume that the Proposal Review Team is familiar with current or past work activities of any Bidder.

In scoring the proposals, the PRT will score in two (2) parts:

a. Part One – Technical Proposal Scoring Criteria:

The PRT will score Technical Proposals by assessing a Bidder's response to the questions presented in **Proposal Form One: Technical Proposal**. The PRT will read, review, discuss, and reach consensus on the final technical score for each Technical Proposal.

A maximum of **65** points will be awarded for the Technical Proposal and points will be distributed according to the schedule below.

- **Supplier Overview & Qualifications**
 - Twenty (20) total points allocated to:
 - Financial Strength & Legal Consideration
 - Industry Qualifications
 - Public Sector Focus
 - Customer References
 - Insurance Coverage
- **Products, Services, Capabilities**
 - Thirty (30) total points allocated to:
 - Products & Services Offering
 - Differentiators
 - Additional Features
 - Warranty
 - Customer Service
 - Order & Invoice Processing; Payment
- **Go to Market Strategy**
 - Fifteen (15) total points allocated to:
 - Public Sector Growth Plan
 - Bidder Organizational Structure & Staffing Relationship
 - Contract Implementation & Expectations

b. Part Two – Cost Proposal Scoring Criteria

In order to be considered for an award, and for the PRT team to review the Cost Proposal, A Technical Proposal must achieve a total of at least **45** points (a score which represents that Bidder can successfully perform the resulting contractual duties) out of the possible **65** points to qualify for continued consideration. Any Technical Proposal which does not meet the minimum required point threshold will be determined nonresponsive to this RFP and the associated sealed Cost Proposal will neither be opened nor considered.

Once the Technical Proposal has achieved a score of **45** points or greater, the PRT will review Cost Proposals to determine the best overall financial value. The PRT will take into account the Bidder's responses to the questions provided, pricing for Products & Services, and any costs or charges associated with service and support, reporting, and additional services proposed.

CCOG may, at its sole discretion, select specific data from Bidder's Cost Proposal to evaluate. CCOG also reserves the right to request additional pricing scenarios for the purpose of providing Market Basket Pricing or Project Based Pricing to compare Bidders' Cost Proposals more accurately.

A maximum of **35** points will be awarded for the Cost Proposal and points will be distributed according to the schedule below.

- **Pricing of Products & Service**

- Thirty-five (35) total points allocated to:
 - Pricing for all available Products & Services
 - Ability for Members to verify that they received contract pricing
 - Other factors relevant to this section as submitted by the Bidder

7. Clarification & Negotiation

7.1. Proposal Clarification

Bidders identified as finalists may be requested to participate in a proposal clarification discussion as part of the evaluation process, if deemed necessary. The PRT reserves the right to select Bidders within the competitive range for discussion and may not seek clarification of all Bidders. Any Bidders interviewed will bear all their costs of any scheduled interview.

7.2. Negotiation

CCOG, in its sole discretion, may request all Bidders in the competitive range to submit a Best and Final Offer. Bidders must submit their Best and Final Offers in writing. If a Bidder does not respond to the request for a Best and Final Offer, that Bidders most recent offer will be considered to be its Best and Final Offer.

8. Final Scoring and Supplier Recommendation

The total of each Bidder's Technical Proposal and Cost Proposal will be added together to calculate the final points awarded to each Bidder.

9. Final Supplier Recommendation

The PRT will recommend to CCOG the Bidder or Bidders deemed to be responsible and whose proposals are most advantageous to Members, taking into consideration factors such as price and the evaluation of criteria in the Technical Proposal.

10. Contract Award.

10.1. Award Criteria

CCOG will award the contract to the responsible Bidder whose proposal is most advantageous with price and other factors consideration such as price and the evaluation of criteria in the Technical Proposal. The decision to award multiple contracts, award only one contract, or to make no awards rests solely with CCOG.

10.2. Award Caveats

CCOG is under no obligation to issue a contract as a result of this solicitation if, in the opinion of CCOG and the PRT, none of the proposals are sufficiently responsive to the objectives and needs of Members, CCOG, or Equalis Group. CCOG reserves the right to not select any Bidder should CCOG decide not to proceed for any reason.

11. Protests

11.1. Protest of RFP

A protest may be filed by a prospective or actual Bidder alleging improprieties in the issuance of the RFP or any other event preceding the deadline for proposal submission. The protest must be sent via email to Procurement@EqualisGroup.org and prior to the proposal due date.

11.2. Contract Award Protests

Any potential or actual Bidder objecting to the award of a contract resulting from the issuance of this RFP may file a protest of contract award and must be submitted no later than 12:00 PM Eastern of the eighth (8th) calendar day after the public announcement of contract award. The Bidder(s) who would have been awarded the contract will be notified of the receipt of the protest.

11.3. Required information For Protest Submission

Whether for a protest of the RFP or contract award(s) the protest must be filed in writing and must contain the following information;

- a. The name, address, and telephone number of the protestor;
- b. The name and number of the RFP being protested;
- c. A detailed statement of the legal and factual grounds for the protest, including copies of any relevant documents;
- d. A request for a ruling by CCOG;
- e. A statement as to the form of relief requested from CCOG; and
- f. Any other information the protestor believes to be essential to the determination of the factual and legal questions at issue in the written protest.

CCOG will issue written decisions on all timely protests and will notify any protestor who filed an untimely protest as to whether or not the protest will be considered.

11.4. Protest Caveats

An untimely protest may be considered by CCOG if CCOG, in its sole discretion, determines that the protest raises issues significant to CCOG's procurement methodology. An untimely protest is one received by CCOG after the time periods set forth in this section.

11.5. Protest Submission

All protests must be filed at the following location:

Cooperative Council of Governments
Attn: Procurement
6001 Cochran Road, Suite 333
Cleveland, Ohio 44139

REQUEST FOR PROPOSALS:
Staffing Services

RFP #:
COG-2148

ISSUED BY:
The Cooperative Council of Governments
On Behalf of Equalis Group

*6001 Cochran Road, Suite 333
Cleveland, Ohio 44139*

DATED:
May 22, 2023

SECTION TWO:
Proposal Submission Documents, Technical Proposal, Cost
Proposal and Other Required Forms

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PROPOSAL FORM CHECKLIST

The following documents must be submitted with the Proposal

The below documents can be found in Section 2; Proposal Submission and Required Bid Forms and must be submitted with the proposal. Please note Proposal Form 2 is a separate attachment (attachment B).

TECHNICAL PROPOSAL

- ☐ **Proposal Form 1: Technical Proposal**

PROPOSAL PRICING: Attachment B is provided separately in a Microsoft Excel file and is required to complete your cost proposal.

- ☐ **Proposal Form 2: Cost Proposal**

OTHER REQUIRED PROPOSAL FORMS:

- ☐ **Proposal Form 3: Diversity Vendor Certification Participation**
- ☐ **Proposal Form 4: Certifications and Licenses**
- ☐ **Proposal Form 5: Unresolved Findings for Recovery**
- ☐ **Proposal Form 6: Mandatory Disclosures**
- ☐ **Proposal Form 7: Dealer, Reseller, and Distributor Authorization**
- ☐ **Proposal Form 8: Mandatory Supplier & Proposal Certifications**
- ☐ **Proposal Form 9: Clean Air Act & Clean Water Act**
- ☐ **Proposal Form 10: Debarment Notice**
- ☐ **Proposal Form 11: Lobbying Certification**
- ☐ **Proposal Form 12: Contractor Certification Requirements**
- ☐ **Proposal Form 13: Boycott Certification**
- ☐ **Proposal Form 14 Federal Funds Certification Forms**
- ☐ **Proposal Form 15: Arizona Contractor Requirements**
- ☐ **Proposal Form 16: New Jersey Requirements**
- ☐ **Proposal Form 17: General Terms and Conditions Acceptance Form**
- ☐ **Proposal Form 18: Equalis Group Administration Agreement Declaration**
- ☐ **Proposal Form 19: Master Agreement Signature Form**

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PROPOSAL FORM 1: TECHNICAL PROPOSAL

1. OVERVIEW & QUALIFICATIONS

1.1. Company Information

| | | |
|---|---|-------------------------------|
| 1.1.1. Company Name: | Enter legal name of entity responding to the RFP. | |
| 1.1.2. Corporate Street Address: | Street Address, City, State & Zip. | |
| 1.1.3. Website: | Click here to enter response. | |
| 1.1.4. Formation. In what year was the company formed? For how long has your company been operating under its present business name? If your company has changed its business name, include the most recent prior business name and the year of the name change. | Click here to enter response. | |
| 1.1.5. Primary Point of Contact. Provide information about the Bidder representative/contact person authorized to answer questions regarding the proposal submitted by your company: | Contact Name: | Click here to enter response. |
| | Title: | Click here to enter response. |
| | Phone: | Click here to enter response. |
| | E-Mail Address: | Click here to enter response. |
| 1.1.6. Authorized Representative. Print or type the name of the Bidder representative authorized to address contractual issues, including the authority to execute a contract on behalf of Bidder, and to whom legal notices regarding contract termination or breach, should be sent (if not the same individual as in 1.1.9., provide the following information on each such representative and specify their function). | Contact Name: | Click here to enter response. |
| | Title: | Click here to enter response. |
| | Phone: | Click here to enter response. |
| | E-Mail Address: | Click here to enter response. |

1.2. Financial Strength & Legal Considerations

| | |
|---|-------------------------------|
| 1.2.1. Financial Strength. Demonstrate your financial strength and stability with meaningful data. This could include, but is not limited to, such items as financial statements, SEC filings, credit & bond ratings, letters of credit, and detailed reference letters. Note: If the information disclosed in your response is considered "Trade Secret" as defined in Ohio Revised Code, respondents may mark the information as a "Trade Secret" and the response | Click here to enter response. |
|---|-------------------------------|

| | |
|--|-------------------------------|
| will be redacted from any future use of the RFP response. | |
| 1.2.2. <i>Bankruptcy & Insolvency.</i> Describe any bankruptcy or insolvency for your organization (or its predecessors, if any) or any principal of the firm in the last three (3) years. | Click here to enter response. |
| 1.2.3. <i>Litigation.</i> Describe any litigation in which your company has been involved in the last three (3) years and the status of that litigation. | Click here to enter response. |
| 1.3. Industry Qualifications | |
| 1.3.1. <i>Company Identification.</i> How is your organization best identified? Is it a manufacturer, distributor, dealer, reseller, or service provider? | Click here to enter response. |
| 1.3.2. <i>Manufacturer Authorization.</i> If your company is best described as a distributor/dealer/reseller (or similar entity), please certify that your organization is authorized to sell on behalf of the products and services you represent. | Click here to enter response. |
| 1.3.3. <i>Authorized Distributors, Agents, Dealers, or Resellers.</i> Describe the different channels in which this contract will be made available to Equalis Group Members. Your response should include, but is not limited to, whether your organization will serve as the single point of sale or if the contract will be made available through a network of distributors, agents, dealers, or resellers. NOTE: Bidders intending to authorize distributors, agents, dealers, or resellers must complete <u>Proposal Form 7 - Dealer, Distributor and Reseller Authorization Form.</u> | Click here to enter response. |
| 1.3.4. <i>Network Relationship.</i> If your company is best described as a manufacturer or service provider, please describe how your dealer network operates to sell and deliver the Products & Services proposed in this RFP. If applicable, is your network independent or company owned? | Click here to enter response. |

| | |
|---|--------------------------------------|
| <p>1.3.5. Industry Experience. How long has your company provided the products and services outlined in your response to this RFP? What percentage of your company's revenue in each of the last three (3) full calendar years was generated from these products and services?</p> | <p>Click here to enter response.</p> |
| <p>1.3.6. Geographic Reach. Describe your company's service area in the United States and which areas you intend to offer services under a resulting contract if awarded.</p> | <p>Click here to enter response.</p> |
| <p>1.3.7. Certifications and Licenses. Provide a detailed explanation outlining the licenses and certifications that are i) required to be held, and ii) actually held by your organization (including third parties and subcontractors that you use). Has your company maintained these certifications on an ongoing basis? If not, when and why did your company lose any referenced certifications?</p> <p>NOTE: Provide copies of any of the certificates or licenses included in your response in <u>Proposal Form 5 - Certifications and Licenses.</u></p> | <p>Click here to enter response.</p> |
| <p>1.4. Public Sector Experience</p> | |
| <p>1.4.1. Public Sector Cooperative Contracts. Provide a list of the public sector cooperative contracts (e.g., state term contracts, public sector cooperatives, etc.) you currently hold and the annual revenue through those contracts in each of the last three (3) calendar year. Please exclude information and data associated with Federal or GSA contracts</p> | <p>Click here to enter response.</p> |
| <p>1.4.2. Education Success. What is the i) total dollar amount, and ii) percentage of your company's total annual revenue generated by sales to educational institutions (i.e., K-12 schools & school districts and high education)?</p> | <p>Click here to enter response.</p> |
| <p>1.4.3. Government Success. What is the i) total dollar amount, and ii) percentage of your company's total annual revenue generated by sales to local governments</p> | <p>Click here to enter response.</p> |

| | |
|--|--------------------------------------|
| <p>(i.e., municipalities, counties, special districts, and state agencies)?</p> | |
| <p>1.4.4. Customer References. Provide references of at least five (5) local government or educational institution customers for which your company has provided products and services similar in nature and scope to those defined in this RFP in the last three (3) years. Each reference should include:</p> <ul style="list-style-type: none"> a. Customer contact person and their title, telephone number, and email address; b. A brief description of the products and services provided by your company; c. Customer relationship starting and ending dates; and, d. Notes or other pertinent information relating to the customer and/or the products and services your company provided. | <p>Click here to enter response.</p> |
| <h2>2. <u>Products & Services</u></h2> | |
| <h3>2.1. PRODUCTS & SERVICES</h3> | |
| <p>2.1.1. Product & Services Description(s). Provide a detailed description of the products and services you are offering as a part of your proposal.</p> <p>Your response may include, but is not limited to, information related to differentiators, manufacturing capabilities & advantages, warranty information, turnkey capabilities, installation or set-up, training services, maintenance services, or any other piece of information that would help understand the breadth and depth of your products and service offering.</p> <p>IMPORTANT. This description along with the products and services included in the <u>Attachment B – Cost Proposal</u> will be utilized to define the overall products and services available under a resulting contract.</p> | <p>Click here to enter response.</p> |

| | |
|---|-------------------------------|
| 2.1.2. Recruitment and Selection. Describe your process for sourcing, screening, and selecting candidates. How does your organization ensure the quality of candidates. | Click here to enter response. |
| 2.1.3. Additional Offering. Include any additional products and services not included in the scope of the solicitation that you think will enhance and add value to this contract's participating agencies. | Click here to enter response. |
| 2.1.4. Compliance. Describe your organization's approach to compliance with relevant labor laws. | Click here to enter response. |
| 2.1.5. Open Market Products. Provide a detailed description of your ability to accommodate requests for Open Market Products. Open Market Products is a category of products or services that cannot be found in your standard catalog offering or non-inventoried products. | Click here to enter response. |
| 2.2. Customer Service & Client Management | |
| 2.2.1. Customer Service Department. Describe your company's approach to customer service. | Click here to enter response. |
| 2.2.2. Candidate/Client Support. Describe any candidate/client support or management services or tools offered by your organization. | Click here to enter response. |
| 3. <u>Business Operations</u> | |
| 3.1. Customer Set Up; Order & Invoice Processing; Payment | |
| 3.1.1. Order & Invoice Process. Describe your company's proposal development, order, and invoice process. Your response should include, but is not limited to, acceptable payment methods and standard payment terms. | Click here to enter response. |
| 4. <u>PRICING</u> | |
| 4.1. Cost Proposal | |

| | |
|---|---|
| 4.1.1. Pricing Model. Provide a description of your pricing model or methodology identifying how the model works for the products and services included in your proposal. Your response should describe how the proposed pricing model is able to be audited by an Equalis Group member to assure compliance with the pricing in the Master Agreement. | Click here to enter response. |
| 4.1.2. Auditable. Describe how the proposed pricing model is able to be audited by public sector agencies or CCOG to assure compliance with pricing in the Master Agreement. | Click here to enter response. |
| 4.1.3. Cost Proposal Value. Which of the following statements best describes the pricing offered included in Bidder's cost proposal. | The prices offered in your Cost Proposal are: <input type="checkbox"/> lower than what you offer other group purchasing organizations, cooperative purchasing organizations, or state purchasing departments. <input type="checkbox"/> equal to what you offer other group purchasing organizations, cooperative purchasing organizations, or state purchasing departments. <input type="checkbox"/> higher than what you offer other group purchasing organizations, cooperative purchasing organizations, or state purchasing departments. <input type="checkbox"/> not applicable. Please explain below. |
| | Click or tap here to enter text. |
| 4.1.4. Total Cost of Acquisition. Identify any total cost of acquisition costs that are <u>NOT</u> included in the pricing submitted with your response. This cost includes all additional charges that are not directly identified as freight or shipping charges. For example, list costs for items like installation, set up, mandatory training, or initial inspection. Identify any parties that impose such costs and their relationship to the Bidder. | Click here to enter response. |
| 5. <u>GO-TO-MARKET STRATEGY</u> | |
| 5.1. Bidder Organizational Structure & Staffing of Relationship | |
| 5.1.1. Key Contacts. Provide contact information and resumes for the person(s) who will be responsible for the following areas; | Click here to enter response. |

| | |
|---|---|
| <ol style="list-style-type: none"> 1. Executive Contact 2. Contract Manager 3. Sales Leader 4. Reporting Contact 5. Marketing Contact. <p>Indicate who the primary contact will be if it is not the Sales Leader</p> | |
| 5.1.2. Sales Organization. Provide a description of your sales organization, including key staff members, the size of the organization, in-house vs. third-party sales resources, geographic territories, vertical market segmentation, etc. | Click here to enter response. |
| 5.2. Contract Implementation Strategy & Expectations | |
| 5.2.1. Contract Expectation. What are your company's expectations in the event of a contract award? | Click here to enter response. |
| 5.2.2. Five (5) Year Sales Vision & Strategy. Describe your company's vision and strategy to leverage a resulting contract with Equalis over the next five (5) years. Your response may include but is not limited to; the geographic or public sector vertical markets being targeted; your strategy for acquiring new business and retaining existing business; how the contract will be deployed with your sales team; and the time frames in which this will be completed. | Click here to enter response. |
| 5.2.3. Sales Objectives. What are your top line sales objectives in each of the five (5) years if awarded this contract? | Click here to enter response. |
| 6. <u>ADMIN FEE & REPORTING</u> | |
| 6.1. Bidder Organizational Structure & Staffing of Relationship | |

| | |
|---|--------------------------------------|
| <p>6.1.1. Administrative Fee. Equalis Group only generates revenue when the Winning Supplier generates revenue based on contract utilization by current and future Members.</p> <p>The administrative fee is normally calculated as a percentage of the total Spend for agencies accessing product and services through the Master Agreement and is typically two percent (2%) to three percent (3%). In some categories, a flat fee or another fee structure may be acceptable.</p> <p>Please provide your proposed Administrative Fee percentage or structure.</p> <p>NOTE: The proposed Administrative Fee language for this contract is based on the terms disclosed in the <u>Attachment A – Model Administration Agreement</u>.</p> | <p>Click here to enter response.</p> |
| <p>6.1.2. Sales & Administrative Fee Reporting. Equalis Group requires monthly reports detailing sales invoiced the prior month and associated Administrative Fees earned by the 15th of each month. Confirm that your company will meet this reporting requirement. If not, explain why and propose an alternative time schedule for providing these reports to Equalis Group.</p> | <p>Click here to enter response.</p> |
| <p>6.1.3. Self-Audit. Describe any self-audit process or program that you plan to employ to verify compliance with your proposed contract with Equalis Group. This process includes ensuring that Members obtain the correct pricing, reports reflect all sales made under the Contract, and Winning Supplier remit the proper admin fee to Equalis.</p> | <p>Click here to enter response.</p> |

PROPOSAL FORM 2: COST PROPOSAL

A template for the Cost Proposal has been included as **Attachment B** and must be uploaded as a separate attachment to a Bidder's proposal submission. Bidder's Cost Proposal must include the information requested in **Section 5 – Cost Proposal & Pricing**.

NOTE: Cost Proposals will remain sealed and will only be opened and reviewed for those Bidders that meet the minimum Technical Proposal score threshold as described in **Section 6.2 - Evaluation and Scoring of Proposals**.

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PROPOSAL FORM 3: DIVERSITY VENDOR CERTIFICATION PARTICIPATION

Diversity Vendor Certification Participation - It is the policy of some Members participating in Equalis Group to involve minority and women business enterprises (M/WBE), small and/or disadvantaged business enterprises, disable veterans business enterprises, historically utilized businesses (HUB) and other diversity recognized businesses in the purchase of goods and services. Respondents shall indicate below whether or not they hold certification in any of the classified areas and include proof of such certification with their response.

a. Minority Women Business Enterprise

Respondent certifies that this firm is an MWBE: ☐Yes ☐No

List certifying agency: [Click or tap here to enter text.](#)

b. Small Business Enterprise (SBE) or Disadvantaged Business Enterprise ("DBE")

Respondent certifies that this firm is a SBE or DBE: ☐Yes ☐No

List certifying agency: [Click or tap here to enter text.](#)

c. Disabled Veterans Business Enterprise (DVBE)

Respondent certifies that this firm is an DVBE: ☐Yes ☐No

List certifying agency: [Click or tap here to enter text.](#)

d. Historically Underutilized Businesses (HUB)

Respondent certifies that this firm is an HUB: ☐Yes ☐No

List certifying agency: [Click or tap here to enter text.](#)

e. Historically Underutilized Business Zone Enterprise (HUBZone)

Respondent certifies that this firm is an HUBZone: ☐Yes ☐No

List certifying agency: [Click or tap here to enter text.](#)

f. Other

Respondent certifies that this firm is a recognized diversity certificate holder: ☐Yes ☐No

List certifying agency: [Click or tap here to enter text.](#)

PROPOSAL FORM 4: CERTIFICATIONS AND LICENSES

Provide a copy of all current licenses, registrations and certifications issued by federal, state and local agencies, and any other licenses, registrations or certifications from any other governmental entity with jurisdiction, allowing Bidder to provide the products and services included in their proposal which can include, but not limited to licenses, registrations or certifications. M/WBE, HUB, DVBE, small and disadvantaged business certifications and other diverse business certifications, as well as manufacturer certifications for sales and service must be included if applicable.

Please also list and include copies of any certificates you hold that would show value for your response not already included above.

[Click or tap here to enter text.](#)

(The rest of this page is intentionally left blank)

PROPOSAL FORM 5: UNRESOLVED FINDINGS FOR RECOVERY

O.R.C. Chapter 9.24 prohibits CCOG from awarding a contract to any entity against whom the Auditor of State has issued a finding for recovery, if such finding for recovery is “unresolved” at the time of award. By submitting a proposal, a Bidder warrants that it is not now, and will not become, subject to an “unresolved” finding for recovery under **O.R.C. Chapter 9.24** prior to the award of any contract arising out of this RFP, without notifying CCOG of such finding. The Proposal Review Team will not evaluate a proposal from any Bidder whose name, or the name of any of the subcontractors proposed by the Bidder, appears on the website of the Auditor of the State of Ohio as having an “unresolved” finding for recovery.

Is your company the subject of any unresolved findings for recoveries?

- ☐ Yes
- ☐ No

PROPOSAL FORM 6: MANDATORY DISCLOSURES

1. *Mandatory Contract Performance Disclosure.*

Disclose whether your company's performance and/or the performance of any of the proposed subcontractor(s) under contracts for the provision of products and services that are the same or similar to those to be provided for the Program which is the subject of this RFP has resulted in any formal claims for breach of those contracts. For purposes of this disclosure, "**formal claims**" means any claims for breach that have been filed as a lawsuit in any court, submitted for arbitration (whether voluntary or involuntary, binding or not), or assigned to mediation. For any such claims disclosed, fully explain the details of those claims, including the allegations regarding all alleged breaches, any written or legal action resulting from those allegations, and the results of any litigation, arbitration, or mediation regarding those claims, including terms of any settlement. While disclosure of any formal claims will not automatically disqualify a Bidder from consideration, at the sole discretion of Equalis Group, such claims and a review of the background details may result in a rejection of a Bidder's proposal. Equalis Group will make this decision based on the Proposal Review Team's determination of the seriousness of the claims, the potential impact that the behavior that led to the claims could have on the Bidder's performance of the work, and the best interests of Members.

Provide statement here. [Insert statement here.](#)

2. *Mandatory Disclosure of Governmental Investigations.*

Indicate whether your company and/or any of the proposed subcontractor(s) has been the subject of any adverse regulatory or adverse administrative governmental action (federal, state, or local) with respect to your company's performance of services similar to those described in this RFP. If any such instances are disclosed, Bidders must fully explain, in detail, the nature of the governmental action, the allegations that led to the governmental action, and the results of the governmental action including any legal action that was taken against the Bidder by the governmental agency. While disclosure of any governmental action will not automatically disqualify a Bidder from consideration, such governmental action and a review of the background details may result in a rejection of the Bidder's proposal at Group's sole discretion. Equalis Group will make this decision based on the Proposal Review Team's determination of the seriousness of the claims, the potential impact that the behavior that led to the claims could have on the Bidder's performance of the work, and the best interests of Members.

Provide statement here. [Insert statement here.](#)

PROPOSAL FORM 7: DEALER, RESELLER, AND DISTRIBUTOR AUTHORIZATION

CCOG allows Suppliers to authorize dealers, distributors, and resellers to sell the products and services made available through, and consistent with the Terms and Conditions set forth in, the Master Agreement. If Supplier intends to authorize their dealers, distributors, or resellers access to the Master Agreement in the event of a contract award Supplier must provide a list, either in the form of a document or a weblink, to identify those organizations who are being authorized access to the Master Agreement.

Will the Supplier authorize dealers, distributors, resellers access to Master Agreement?

☐ **Yes**

☐ **No**

If yes, how will Supplier disclose which organization(s) will have access to the Master Agreement? This list can be updated from time to time upon CCOG's approval.

Bidder Response: Click or tap here to enter text.

PROPOSAL FORM 8: MANDATORY SUPPLIER & PROPOSAL CERTIFICATIONS

CCOG may not enter into contracts with any suppliers who have been found to be ineligible for state contracts under specific federal or Ohio statutes or regulations. Bidders responding to any CCOG RFP MUST certify that they are NOT ineligible by signing each of the statements below. **Failure to provide proper affirming signature on any of these statements will result in a Bidder's proposal being deemed nonresponsive to this RFP.**

I, **Insert name here.**, hereby certify and affirm that **Bidder Name**, has not been debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in transactions by the United States Department of Labor, the United States Department of Health and Human Services, or any other federal department or agency as set forth in 29 CFR Part 98, or 45 CFR Part 76, or other applicable statutes.

AND

I, **Insert name here.**, hereby certify and affirm that **Bidder Name**, is in compliance with all federal, state, and local laws, rules, and regulations, including but not limited to the Occupational Safety and Health Act and the Ohio Bureau of Employment Services and the following:

- Not penalized or debarred from any public contracts or falsified certified payroll records or any other violation of the Fair Labor Standards Act in the last three (3) years;
- Not found to have violated any worker's compensation law within the last three (3) years;
- Not violated any employee discrimination law within the last three (3) years;
- Not have been found to have committed more than one (1) willful or repeated OSHA violation of a safety standard *(as opposed to a record keeping or administrative standard)* in the last three (3) years;
- Not have an Experience Modification Rating of greater than 1.5 (a penalty-rated employer) with respect to the Bureau of Workers' Compensation risk assessment rating; and
- Not have failed to file any required tax returns or failed to pay any required taxes to any governmental entity within the past three (3) years.

AND

I, **Insert name here.**, hereby certify and affirm that **Bidder Name**, is not on the list established by the Ohio Secretary of State, pursuant to **ORC Section 121.23**, which identifies persons and businesses with more than one unfair labor practice contempt of court finding against them.

AND

I, **Insert name here.**, hereby certify and affirm that **Bidder Name** either is not subject to a finding for recovery under **ORC Section 9.24**, or has taken appropriate remedial steps required under that statute to resolve any findings for recovery, or otherwise qualifies under that section to enter into contracts with CCOG.

I, **Insert name here.**, hereby affirm that this proposal accurately represents the capabilities and qualifications of **Bidder Name**, and I hereby affirm that the cost(s) proposed to CCOG for the performance of services and/or provision of goods covered in this proposal in response to this CCOG RFP is a firm fixed price structure as described in the Cost Proposal, inclusive of all incidental as well as primary costs. *(Failure to provide the proper affirming signature on this item may result in the disqualification of your proposal.)*

PROPOSAL FORM 9: CLEAN AIR ACT & CLEAN WATER ACT

The Bidder is in compliance with all applicable standards, orders or regulations issued pursuant to the Clean Air Act of 1970, as Amended (42 U.S. C. 1857 (h), Section 508 of the Clean Water Act, as amended (33 U.S.C. 1368), Executive Order 117389 and Environmental Protection Agency Regulation, 40 CFR Part 15 as required under OMB Circular A-102, Attachment O, Paragraph 14 (1) regarding reporting violations to the grantor agency and to the United States Environment Protection Agency Assistant Administrator for the Enforcement.

Authorized signature: _____

Printed Name: [Click or tap here to enter text.](#)

Company Name: [Click or tap here to enter text.](#)

Mailing Address: [Click or tap here to enter text.](#)

Email Address: [Click or tap here to enter text.](#)

Job Title: [Click or tap here to enter text.](#)

PROPOSAL FORM 10: DEBARMENT NOTICE

I, the Bidder, certify that my company has not been debarred, suspended or otherwise ineligible for participation in Federal Assistance programs under Executive Order 12549, “Debarment and Suspension”, as described in the Federal Register and Rules and Regulations.

| | |
|---------------------|---|
| Respondents Name: | <u>Click or tap here to enter text.</u> |
| Mailing Address: | <u>Click or tap here to enter text.</u> |
| Signature | |
| Title of Signatory: | <u>Click or tap here to enter text.</u> |

PROPOSAL FORM 11: LOBBYING CERTIFICATIONS

Submission of this certification is a prerequisite for making or entering into this transaction and is imposed by **Section 1352, Title 31, U.S. Code**. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Any person who fails to file the required certification shall be subject to civil penalty of not less than ten thousand dollars (\$10,000) and not more than one hundred thousand dollars (\$100,000) for each such failure.

The undersigned certifies, to the best of his/her knowledge and belief, on behalf of Bidder that:

1. No Federal appropriated funds have been paid or will be paid on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of a Federal contract, the making of a Federal grant, the making of a Federal loan, the entering into a cooperative agreement, and the extension, continuation, renewal, amendment, or modification of a Federal contract, grant, loan, or cooperative agreement.
2. If any funds other than Federal appropriated funds have been or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract or cooperative agreement, the undersigned shall complete and submit Standard Form LLL, "Disclosure of Lobbying Activities," in accordance with its instructions.
3. The undersigned shall require that the language of this certification be included in the award documents for all covered sub-awards exceeding one hundred thousand dollars (\$100,000) in Federal funds at all appropriate tiers and that all sub-recipients shall certify and disclose accordingly.

Signature:

Date:

[Click or tap here to enter text.](#)

PROPOSAL FORM 12: CONTRACTOR CERTIFICATION REQUIREMENTS

1. *Contractor's Employment Eligibility*

By entering the contract, Contractor warrants compliance with the Federal Immigration and Nationality Act (FINA), and all other federal and state immigration laws and regulations. The Contractor further warrants that it is in compliance with the various state statutes of the states it will operate this contract in.

Participating Government Entities including School Districts may request verification of compliance from any Contractor or subcontractor performing work under this Contract. These Entities reserve the right to confirm compliance in accordance with applicable laws.

Should the Participating Entities suspect or find that the Contractor or any of its subcontractors are not in compliance, they may pursue any and all remedies allowed by law, including, but not limited to: suspension of work, termination of the Contract for default, and suspension and/or debarment of the Contractor. All costs necessary to verify compliance are the responsibility of the Contractor.

The Respondent complies and maintains compliance with the appropriate statutes which requires compliance with federal immigration laws by State employers, State contractors and State subcontractors in accordance with the E-Verify Employee Eligibility Verification Program.

Contractor shall comply with governing board policy of the CCOG Participating entities in which work is being performed.

2. *Fingerprint & Criminal Background Checks*

If required to provide services on school district property at least five (5) times during a month, contractor shall submit a full set of fingerprints to the school district if requested of each person or employee who may provide such service. Alternately, the school district may fingerprint those persons or employees. An exception to this requirement may be made as authorized in Governing Board policy. The district shall conduct a fingerprint check in accordance with the appropriate state and federal laws of all contractors, subcontractors or vendors and their employees for which fingerprints are submitted to the district. Contractor, subcontractors, vendors and their employees shall not provide services on school district properties until authorized by the District.

The Respondent shall comply with fingerprinting requirements in accordance with appropriate statutes in the state in which the work is being performed unless otherwise exempted.

Contractor shall comply with governing board policy in the school district or Participating Entity in which work is being performed.

Signature: _____
Date: [Click or tap here to enter text.](#)

PROPOSAL FORM 13: BOYCOTT CERTIFICATION

Bidder must certify that during the term of any Agreement, it does not boycott Israel and will not boycott Israel. "Boycott" means refusing to deal with, terminating business activities with, or otherwise taking any action that is intended to penalize, inflict economic harm on, or limit commercial relations specifically with Israel, or with a person or entity doing business in Israel or in an Israeli-controlled territory, but does not include an action made for ordinary business purposes.

Does Bidder agree? _ [Click or tap here to enter text.](#)
(Initials of Authorized Representative)

PROPOSAL FORM 14: FEDERAL FUNDS CERTIFICATION FORMS

When a participating agency seeks to procure goods and services using funds under a federal grant or contract, specific federal laws, regulations, and requirements may apply in addition to those under state law. This includes, but is not limited to, the procurement standards of the Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards, 2 CFR 200 (sometimes referred to as the “Uniform Guidance” or “EDGAR” requirements).

All bidders submitting proposals must complete this Federal Funds Certification Form regarding bidder’s willingness and ability to comply with certain requirements which may be applicable to specific participating agency purchases using federal grant funds. This completed form will be made available to Members for their use while considering their purchasing options when using federal grant funds. Members may also require Supplier Partners to enter into ancillary agreements, in addition to the contract’s general terms and conditions, to address the member’s specific contractual needs, including contract requirements for a procurement using federal grants or contracts.

For each of the items below, respondent should certify their agreement and ability to comply, where applicable, by having respondents authorized representative complete and initial the applicable lines after each section and sign the acknowledgment at the end of this form. If a Bidder fails to complete any item in this form, CCOG will consider the respondent’s response to be that they are unable or unwilling to comply. A negative response to any of the items may, if applicable, impact the ability of a participating agency to purchase from the Supplier Partner using federal funds.

1. *Supplier Partner Violation or Breach of Contract Terms*

Contracts for more than the simplified acquisition threshold currently set at one hundred fifty thousand dollars (\$150,000), which is the inflation adjusted amount determined by the Civilian Agency Acquisition Council and the Defense Acquisition Regulations Council (Councils) as authorized by 41 USC 1908, must address administrative, contractual, or legal remedies in instances where Supplier Partners violate or breach contract terms, and provide for such sanctions and penalties as appropriate.

Any contract award will be subject to Terms and Conditions of the Master Agreement, as well as any additional terms and conditions in any purchase order, participating agency ancillary contract, or Member construction contract agreed upon by Supplier Partner and the participating agency which must be consistent with and protect the participating agency at least to the same extent as the CCOG Terms and Conditions.

The remedies under the contract are in addition to any other remedies that may be available under law or in equity. By submitting a proposal, you agree to these Supplier Partner violation and breach of contract terms.

Does Bidder agree? [Click or tap here to enter text.](#)
(Initials of Authorized Representative)

2. *Termination for Cause or Convenience*

When a participating agency expends federal funds, the participating agency reserves the right to immediately terminate any agreement in excess of ten thousand dollars (\$10,000) resulting from this procurement process in the event of a breach or default of the agreement by Offeror in the event Offeror fails to: (1) meet schedules, deadlines, and/or delivery dates within the time specified in the procurement solicitation, contract, and/or a purchase order; (2) make any payments owed; or (3) otherwise perform in accordance with the contract and/or the procurement solicitation. Participating agency also reserves the right to terminate the contract immediately, with written notice to offeror, for convenience, if participating agency believes, in its sole discretion that it is in the best interest of participating agency to do so. Bidder will be compensated for work performed and accepted and goods accepted by participating agency as of the termination date if the contract is terminated for convenience of participating agency. Any award under this procurement process is not exclusive and participating agency reserves the right to purchase goods and services from other offerors when it is in participating agency’s best interest.

Does Bidder agree? [Click or tap here to enter text.](#)
(Initials of Authorized Representative)

3. Equal Employment Opportunity

Except as otherwise provided under 41 CFR Part 60, all participating agency purchases or contracts that meet the definition of “federally assisted construction contract” in 41 CFR Part 60-1.3 shall be deemed to include the equal opportunity clause provided under 41 CFR 60-1.4(b), in accordance with Executive Order 11246, “Equal Employment Opportunity” (30 FR 12319, 12935, 3 CFR Part, 1964-1965 Comp., p. 339), as amended by Executive Order 11375, “Amending Executive Order 11246 Relating to Equal Employment Opportunity,” and implementing regulations at 41 CFR Part 60, “Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor.”

The equal opportunity clause provided under 41 CFR 60-1.4(b) is hereby incorporated by reference. Supplier Partner agrees that such provision applies to any participating agency purchase or contract that meets the definition of “federally assisted construction contract” in 41 CFR Part 60-1.3 and Supplier Partner agrees that it shall comply with such provision.

Does Bidder agree? [Click or tap here to enter text.](#)
(Initials of Authorized Representative)

4. Davis-Bacon Act

When required by Federal program legislation, Supplier Partner agrees that, for all participating agency prime construction contracts/purchases in excess of two thousand dollars (\$2,000), Supplier Partner shall comply with the Davis-Bacon Act (40 USC 3141-3144, and 3146-3148) as supplemented by Department of Labor regulations (29 CFR Part 5, “Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction”). In accordance with the statute, Supplier Partner is required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determinate made by the Secretary of Labor. In addition, Supplier Partner shall pay wages not less than once a week.

Current prevailing wage determinations issued by the Department of Labor are available at www.wdol.gov. Supplier Partner agrees that, for any purchase to which this requirement applies, the award of the purchase to the Supplier Partner is conditioned upon Supplier Partner’s acceptance of the wage determination.

Supplier Partner further agrees that it shall also comply with the Copeland “Anti-Kickback” Act (40 USC 3145), as supplemented by Department of Labor regulations (29 CFR Part 3, “Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States”). The Act provides that each Supplier Partner or subrecipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled.

Does Bidder agree? [Click or tap here to enter text.](#)
(Initials of Authorized Representative)

5. *Contract Work Hours and Safety Standards Act*

Where applicable, for all participating agency contracts or purchases in excess of one hundred thousand dollars (\$100,000) that involve the employment of mechanics or laborers, Supplier Partner agrees to comply with 40 USC 3702 and 3704, as supplemented by Department of Labor regulations (29 CFR Part 5). Under 40 USC 3702 of the Act, Supplier Partner is required to compute the wages of every mechanic and laborer on the basis of a standard work week of forty (40) hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of forty (40) hours in the work week. The requirements of 40 USC 3704 are applicable to construction work and provide that no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous or dangerous. These requirements do not apply to the purchases of supplies or materials or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence.

Does Bidder agree? [Click or tap here to enter text.](#)
(Initials of Authorized Representative)

6. *Right to Inventions Made Under a Contract or Agreement*

If the participating agency's Federal award meets the definition of "funding agreement" under 37 CFR 401.2(a) and the recipient or subrecipient wishes to enter into a contract with a small business firm or nonprofit organization regarding the substitution of parties, assignment or performance or experimental, developmental, or research work under that "funding agreement," the recipient or subrecipient must comply with the requirements of 37 CFR Part 401, "Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements," and any implementing regulations issued by the awarding agency.

Supplier Partner agrees to comply with the above requirements when applicable.

Does Bidder agree? [Click or tap here to enter text.](#)
(Initials of Authorized Representative)

7. *Clean Air Act and Federal Water Pollution Control Act*

Clean Air Act (42 USC 7401-7671q.) and the Federal Water Pollution Control Act (33 USC 1251-1387), as amended – Contracts and subgrants of amounts in excess of one hundred fifty thousand dollars (\$150,000) must contain a provision that requires the non-Federal award to agree to comply with all applicable standards, orders, or regulations issued pursuant to the Clean Air Act (42 USC 7401-7671q.) and the Federal Water Pollution Control Act, as amended (33 USC 1251-1387). Violations must be reported to the Federal awarding agency and the Regional Office of the Environmental Protection Agency (EPA).

When required, Supplier Partner agrees to comply with all applicable standards, orders, or regulations issued pursuant to the Clean Air Act and the Federal Water Pollution Control Act.

Does Bidder agree? [Click or tap here to enter text.](#)
(Initials of Authorized Representative)

8. *Debarment and Suspension*

Debarment and Suspension (Executive Orders 12549 and 12689) – A contract award (see 2 CFR 180.220) must not be made to parties listed on the government-wide exclusions in the System for Award Management (SAM), in accordance with the OMB guidelines at 2 CFR 180 that implement Executive Orders 12549 (3 CFR Part 1966 Comp. p. 189) and 12689

(3CFR Part 1989 Comp. p. 235), “Debarment and Suspension.” SAM Exclusions contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549.

Supplier Partner certifies that Supplier Partner is not currently listed on the government-wide exclusions in SAM, is not debarred, suspended, or otherwise excluded by agencies or declared ineligible under statutory or regulatory authority other than Executive Order 12549. Supplier Partner further agrees to immediately notify the Cooperative and all Members with pending purchases or seeking to purchase from Supplier Partner if Supplier Partner is later listed on the government-wide exclusions in SAM, or is debarred, suspended, or otherwise excluded by agencies or declared ineligible under statutory or regulatory authority other than Executive Order 12549.

Does Bidder agree? [Click or tap here to enter text.](#)
(Initials of Authorized Representative)

9. *Byrd Anti-Lobbying Amendment*

Byrd Anti-Lobbying Amendment (31 USC 1352) – Supplier Partners that apply or bid for an award exceeding one hundred thousand dollars (\$100,000) must file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any Federal contract, grant or any other award covered by 31 USC 1352. Each tier must also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the non-Federal award. As applicable, Supplier Partner agrees to file all certifications and disclosures required by, and otherwise comply with, the Byrd Anti-Lobbying Amendment (31 USC 1352).

Does Bidder agree? [Click or tap here to enter text.](#)
(Initials of Authorized Representative)

10. *Procurement of Recovered Materials*

For participating agency purchases utilizing Federal funds, Supplier Partner agrees to comply with Section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act where applicable and provide such information and certifications as a participating agency maybe required to confirm estimates and otherwise comply. The requirements of Section 6002 includes procuring only items designated in guidelines of the Environmental Protection Agency (EPA) at 40 CFR Part 247 that contain the highest percentage of recovered materials practicable, consistent with maintaining a satisfactory level of competition, where the purchase price of the item exceeds ten thousand dollars (\$10,000) or the value of the quantity acquired during the preceding fiscal year exceeded ten thousand dollars (\$10,000); procuring solid waste management services in a manner that maximizes energy and resource recovery, and establishing an affirmative procurement program for procurement of recovered materials identified in the EPA guidelines.

Does Bidder agree? [Click or tap here to enter text.](#)
(Initials of Authorized Representative)

11. *Profit as a Separate Element of Price*

For purchases using federal funds in excess of one hundred fifty thousand dollars (\$150,000), a participating agency may be required to negotiate profit as a separate element of the price. See, 2 CFR 200.324(b). When required by a participating agency, Supplier Partner agrees to provide information and negotiate with the participating agency regarding profit as a separate element of the price for a particular purchase. However, Supplier Partner agrees that the total price, including

profit, charged by Supplier Partner to the participating agency shall not exceed the awarded pricing, including any applicable discount, under Supplier Partner's Group Purchasing Agreement.

Does Bidder agree? [Click or tap here to enter text.](#)
(Initials of Authorized Representative)

12. Prohibition on Certain Telecommunications and Video Surveillance Services or Equipment

Vendor agrees that recipients and subrecipients are prohibited from obligating or expending loan or grant funds to procure or obtain, extend or renew a contract to procure or obtain, or enter into a contract (or extend or renew a contract) to procure or obtain equipment, services, or systems that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system from companies described in Public Law 115-232, section 889. Telecommunications or video surveillance equipment or services produced or provided by an entity that the Secretary of Defense, in consultation with the Director of the National Intelligence or the Director of the Federal Bureau of Investigation, reasonably believes to be an entity owned or controlled by, or otherwise connected to, the government of a covered foreign country are also prohibited.

Does Bidder agree? [Click or tap here to enter text.](#)
(Initials of Authorized Representative)

13. Domestic preferences for procurements

For participating agency purchases utilizing Federal funds, Bidder agrees to provide proof, where applicable, that the materials, including but not limited to, iron, aluminum, steel, cement, and other manufactured products are produced in the United States.

"Produced in the United States" means, for iron and steel products, that all manufacturing processes, from the initial melting stage through the application of coatings, occurred in the United States.

"Manufactured products" means items and construction materials composed in whole or in part of non-ferrous metals such as aluminum; plastics and polymer-based products such as polyvinyl chloride pipe; aggregates such as concrete; glass, including optical fiber; and lumber.

Does Bidder agree? [Click or tap here to enter text.](#)
(Initials of Authorized Representative)

14. General Compliance and Cooperation with Members

In addition to the foregoing specific requirements, Vendor agrees, in accepting any purchase order from a Member, it shall make a good faith effort to work with Members to provide such information and to satisfy such requirements as may apply to a particular participating agency purchase or purchases including, but not limited to, applicable recordkeeping and record retention requirements.

Does Bidder agree? [Click or tap here to enter text.](#)
(Initials of Authorized Representative)

15. Applicability to Subcontractors

Offeror agrees that all contracts it awards pursuant to the Contract shall be bound by the foregoing terms and conditions.

Does Bidder agree? [Click or tap here to enter text.](#)
(Initials of Authorized Representative)

By signature below, I certify that the information in this form is true, complete, and accurate and that I am authorized by my company to make this certification and all consents and agreements contained herein.

Authorized signature:

Printed Name: [Click or tap here to enter text.](#)

Company Name: [Click or tap here to enter text.](#)

Mailing Address: [Click or tap here to enter text.](#)

Job Title: [Click or tap here to enter text.](#)

PROPOSAL FORM 15: ARIZONA CONTRACTOR REQUIREMENTS

Please answer the following question. If yes, please complete Proposal Form 15.

| | |
|--|------------------------------|
| Does the awarded supplier intend to make their products and services available to public agencies in the State of Arizona? | <input type="checkbox"/> Yes |
| | <input type="checkbox"/> No |

In the event the Awarded Supplier desires to pursue public sector opportunities in the State of Arizona, it is important to understand the requirements for working with those public agencies. The documentation and information contained in this proposal form are intended to provide the respondent with documentation that could be relevant to the providing products & services to public agencies in the State of Arizona. It is the responsibility of the public agency to ensure they are in compliance with local requirements.

AZ Compliance with Federal and State Requirements

Contractor agrees when working on any federally assisted projects with more than \$2,000.00 in labor costs, to comply with all federal and state requirements, as well as Equal Opportunity Employment requirements and all other federal and state laws, statutes, etc. Contractor agrees to post wage rates at the work site and submit a copy of their payroll to the member for their files. Contractor must retain records for three years to allow the federal grantor agency access to these records, upon demand. Contractor also agrees to comply with the Arizona Executive Order 75-5, as amended by Executive Order 99-4.

When working on contracts funded with Federal Grant monies, contractor additionally agrees to comply with the administrative requirements for grants, and cooperative agreements to state, local and federally recognized Indian Tribal Governments.

AZ compliance with workforce requirements

Pursuant to ARS 41-4401, Contractor and subcontractor(s) warrant their compliance with all federal and state immigration laws and regulations that relate to their employees, and compliance with ARS 23-214 subsection A, which states, "... every employer, after hiring an employee, shall verify the employment eligibility of the employee through the E-Verify program"

CCOG reserves the right to cancel or suspend the use of any contract for violations of immigration laws and regulations. CCOG and its members reserve the right to inspect the papers of any contractor or subcontract employee who works under this contract to ensure compliance with the warranty above.

AZ Contractor Employee Work Eligibility

By entering into this contract, contractor agrees and warrants compliance with A.R.S. 41-4401, A.R.S. 23-214, the Federal Immigration and Nationality Act (FINA), and all other Federal immigration laws and regulations. CCOG and/or CCOG members may request verification of compliance from any contractor or sub-contractor performing work under this contract. CCOG and CCOG members reserve the right to confirm compliance. In the event that CCOG or CCOG members suspect or find that any contractor or subcontractor is not in compliance, CCOG may pursue any and all remedies allowed by law, including but not limited to suspension of work, termination of contract, suspension and/or debarment of the contractor. All cost associated with any legal action will be the responsibility of the contractor.

AZ Non-Compliance

All federally assisted contracts to members that exceed \$10,000.00 may be terminated by the federal grantee for noncompliance by contractor. In projects that are not federally funded, Respondent must agree to meet any federal, state or local requirements as necessary. In addition, if compliance with the federal regulations increases the contract costs beyond the agreed upon costs in this solicitation, the additional costs may only apply to the portion of the work paid by the federal grantee.

Registered Sex Offender Restrictions (Arizona)

For work to be performed at an Arizona school, contractor agrees that no employee or employee of a subcontractor who has been adjudicated to be a registered sex offender will perform work at any time when students are present, or reasonably expected to be present. Contractor agrees that a violation of this condition shall be considered a material breach and may result in the cancellation of the purchase order at the CCOG member's discretion. Contractor must identify any additional costs associated with compliance to this term. If no costs are specified, compliance with this term will be provided at no additional charge.

Offshore Performance of Work Prohibited

Due to security and identity protection concerns, direct services under this contract shall be performed within the borders of the United States.

Terrorism Country Divestments: In accordance with A.R.S. 35-392, CCOG and CCOG members are prohibited from purchasing from a company that is in violation of the Export Administration Act. By entering into the contract, contractor warrants compliance with the Export Administration Act.

The undersigned hereby accepts and agrees to comply with all statutory compliance and notice requirements listed in this document.

Does Bidder agree? [Click or tap here to enter text.](#)
(Initials of Authorized Representative)

Date: [Click or tap here to enter text.](#)

PROPOSAL FORM 16: NEW JERSEY REQUIREMENTS

Please answer the following question.

| | |
|---|------------------------------|
| Does the awarded supplier intend to make their products and services available to public agencies in the State of New Jersey? | <input type="checkbox"/> Yes |
| | <input type="checkbox"/> No |

In the event the Awarded Supplier desires to pursue public sector opportunities in the State of New Jersey, it is important to understand the requirements for working with those public agencies. The documentation and information contained in this proposal form are intended to provide the respondent with documentation that could be relevant to the providing products & services to public agencies in the State of New Jersey. It is the responsibility of the public agency to ensure they are in compliance with local requirements.

New Jersey vendors are also required to comply with the following New Jersey statutes when applicable:

- All anti-discrimination laws, including those contained in N.J.S.A. 10:2-1 through N.J.S.A. 10:2-14, N.J.S.A. 10:5-1, and N.J.S.A. 10:5-31 through 10:5-38.
- Compliance with Prevailing Wage Act, N.J.S.A. 34:11-56.26, for all contracts within the contemplation of the Act.
- Compliance with Public Works Contractor Registration Act, N.J.S.A. 34:11-56.26
- Bid and Performance Security, as required by the applicable municipal or state statutes.

A. Ownership Disclosure Form (N.J.S. 52:25-24.2)

Pursuant to the requirements of P.L. 1999, Chapter 440 effective April 17, 2000 (Local Public Contracts Law), the Respondent shall complete the form attached to these specifications listing the persons owning 10 percent (10%) or more of the firm presenting the proposal.

Company Name:

Street:

City, State, Zip Code:

Complete as appropriate:

I, , certify that I am the sole owner of , that there are no partners and the business is not incorporated, and the provisions of N.J.S. 52:25-24.2 do not apply.

OR:

I, , a partner in , do hereby certify that the following is a list of all individual partners who own a 10% or greater interest therein. I further certify that if one (1) or more of the partners is itself a corporation or partnership, there is also set forth the names and addresses of the stockholders holding 10% or more of that corporation's stock or the individual partners owning 10% or greater interest in that partnership.

OR:

I, , an authorized representative , a corporation, do hereby certify that the following is a list of the names and addresses of all stockholders in the corporation who own 10% or more of its stock of any class. I further certify that if one (1) or more of such stockholders is itself a corporation or partnership, that there is also set forth the names and addresses of the stockholders holding 10% or more of the corporation's stock or the individual partners owning a 10% or greater interest in that partnership.

(Note: If there are no partners or stockholders owning 10% or more interest, indicate none.)

| Name | Address | Interest |
|------|---------|----------|
|------|---------|----------|

I further certify that the statements and information contained herein, are complete and correct to the best of my knowledge and belief.

Signature: _____
Date: Click or tap here to enter text.

B. Non-Collusion Affidavit

Bidder Name: Enter Bidder Name

Street Address: Enter Bidder Name

City, State Zip: Enter Bidder Name

State of New Jersey

County of **Insert County name**

*I, **Insert name here.** of the **Insert name of City** in the County of **Insert name of County**, State of **Insert name of State** of full age, being duly sworn according to law on my oath depose and say that:*

*I am the **Insert name of job title** of the firm of **Insert company name.** the Bidder making the Proposal for the goods, services or public work specified under the Harrison Township Board of Education attached proposal, and that I executed the said proposal with full authority to do so; that said Respondent has not directly or indirectly entered into any agreement, participated in any collusion, or otherwise taken any action in restraint of free, competitive bidding in connection with the above proposal, and that all statements contained in said bid proposal and in this affidavit are true and correct, and made with full knowledge that the Harrison Township Board of Education relies upon the truth of the statements contained in said bid proposal and in the statements contained in this affidavit in awarding the contract for the said goods, services or public work.*

I further warrant that no person or selling agency has been employed or retained to solicit or secure such contract upon an agreement or understanding for a commission, percentage, brokerage or contingent fee, except bona fide employees or bona fide established commercial or selling agencies maintained by

Authorized signature:

Job Title: Insert job title here.

Subscribed and sworn before me

this _____ day of _____, 20____

Notary Public of New Jersey

My commission expires _____, 20____

SEAL

C. **Affirmative Action Affidavit (P.L. 1975, C.127)**

Company Name: Click or tap here to enter text.
Street Address: Click or tap here to enter text.
City, State, Zip Code: Click or tap here to enter text.

Bid Proposal Certification:

Indicate below your compliance with New Jersey Affirmative Action regulations. Your proposal will be accepted even if you are not in compliance at this time. No contract and/or purchase order may be issued, however, until all Affirmative Action requirements are met.

Required Affirmative Action Evidence:

Procurement, Professional & Service Contracts (Exhibit A)

Suppliers must submit with proposal:

1. A photo copy of their Federal Letter of Affirmative Action Plan Approval
OR
2. A photo copy of their Certificate of Employee Information Report
OR
3. A complete Affirmative Action Employee Information Report (AA302)

Public Work – Over \$50,000 Total Project Cost:

☐ No approved Federal or New Jersey Affirmative Action Plan. We will complete Report Form AA201-A upon receipt from the Harrison Township Board of Education

☐ Approved Federal or New Jersey Plan – certificate enclosed

I further certify that the statements and information contained herein, are complete and correct to the best of my knowledge and belief.

Authorized Signature: _____
Title of Signatory: Click or tap here to enter text.
Date: Click or tap here to enter text.

P.L. 1995, c. 127 (N.J.A.C. 17:27)

MANDATORY AFFIRMATIVE ACTION LANGUAGE

PROCUREMENT, PROFESSIONAL AND SERVICE CONTRACTS

During the performance of this contract, the contractor agrees as follows:

The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation. The contractor will take affirmative action to ensure that such applicants are recruited and employed, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment

advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this non-discrimination clause.

The contractor or subcontractor, where applicable will, in all solicitations or advertisement for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation.

The contractor or subcontractor, where applicable, will send to each labor union or representative of workers with which it has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer advising the labor union or workers' representative of the contractor's commitments under this act and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time and the Americans with Disabilities Act.

The contractor or subcontractor agrees to attempt in good faith to employ minority and female workers trade consistent with the applicable county employment goal prescribed by N.J.A.C. 17:27-5.2 promulgated by the Treasurer pursuant to P.L. 1975, C.127, as amended and supplemented from time to time or in accordance with a binding determination of the applicable county employment goals determined by the Affirmative

Action Office pursuant to N.J.A.C. 17:27-5.2 promulgated by the Treasurer pursuant to P.L. 1975, C.127, as amended and supplemented from time to time.

The contractor or subcontractor agrees to inform in writing appropriate recruitment agencies in the area, including employment agencies, placement bureaus, colleges, universities, labor unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

The contractor or subcontractor agrees to revise any of its testing procedures, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decisions of the state of New Jersey and as established by applicable Federal law and applicable Federal court decisions.

The contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and lay-off to ensure that all such actions are taken without regard to age, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation, and conform with the applicable employment goals, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

The contractor and its subcontractors shall furnish such reports or other documents to the Affirmative Action Office as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Affirmative Action Office for conducting a compliance investigation pursuant to Subchapter 10 of the Administrative Code (NJAC 17:27).

Signature of Procurement Agent

D. C. 271 Political Contribution Disclosure Form

PUBLIC AGENCY INSTRUCTIONS

This page provides guidance to public agencies entering into contracts with business entities that are required to file Political Contribution Disclosure forms with the agency. **It is not intended to be provided to contractors.** What follows are instructions on the use of form local units can provide to contractors that are required to disclose political contributions pursuant to N.J.S.A. 19:44A-20.26 (P.L. 2005, c. 271, s.2). Additional information is available in Local Finance Notice 2006-1 (https://www.nj.gov/dca/divisions/dlgs/resources/lfns_2006.html).

1. The disclosure is required for all contracts in excess of \$17,500 that are **not awarded** pursuant to a “fair and open” process (N.J.S.A. 19:44A-20.7).
2. Due to the potential length of some contractor submissions, the public agency should consider allowing data to be submitted in electronic form (i.e., spreadsheet, pdf file, etc.). Submissions must be kept with the contract documents or in an appropriate computer file and be available for public access. **The form is worded to accept this alternate submission.** The text should be amended if electronic submission will not be allowed.
3. The submission must be **received from the contractor and** on file at least 10 days prior to award of the contract. Resolutions of award should reflect that the disclosure has been received and is on file.
4. The contractor must disclose contributions made to candidate and party committees covering a wide range of public agencies, including all public agencies that have elected officials in the county of the public agency, state legislative positions, and various state entities. The Division of Local Government Services recommends that contractors be provided a list of the affected agencies. This will assist contractors in determining the campaign and political committees of the officials and candidates affected by the disclosure.
 - a) The Division has prepared model disclosure forms for each county. They can be downloaded from the “County PCD Forms” link on the Pay-to-Play web site at https://www.state.nj.us/dca/divisions/dlgs/programs/pay_2_play.html. They will be updated from time-to-time as necessary.
 - b) A public agency using these forms **should edit them to properly reflect the correct legislative district(s)**. As the forms are county-based, **they list all legislative districts** in each county. **Districts that do not represent the public agency should be removed from the lists.**
 - c) Some contractors may find it easier to provide a single list that covers all contributions, regardless of the county. These submissions are appropriate and should be accepted.
 - d) The form may be used “as-is”, subject to edits as described herein.
 - e) The “Contractor Instructions” sheet is intended to be provided with the form. It is recommended that the Instructions and the form be printed on the same piece of paper. The form notes that the Instructions are printed on the back of the form; where that is not the case, the text should be edited accordingly.
 - f) The form is a Word document and can be edited to meet local needs, and posted for download on web sites, used as an e-mail attachment, or provided as a printed document.
5. It is recommended that the contractor also complete a “Stockholder Disclosure Certification.” This will assist the local unit in its obligation to ensure that contractor did not make any prohibited contributions to the committees listed on the Business Entity Disclosure Certification in the 12 months prior to the contract. (See Local Finance Notice 2006-7 for additional information on this obligation) A sample Certification form is part of this package and the instruction to complete it is included in the Contractor Instructions. **NOTE: This section is not applicable to Boards of Education.**

CONTRACTOR INSTRUCTIONS

Business entities (contractors) receiving contracts from a public agency in the state of New Jersey that are NOT awarded pursuant to a “fair and open” process (defined at N.J.S.A. 19:44A-20.7) are subject to the provisions of P.L. 2005, c. 271, s.2 (N.J.S.A. 19:44A-20.26). This law provides that 10 days prior to the award of such a contract, the contractor shall disclose contributions to:

- any State, county, or municipal committee of a political party
- any legislative leadership committee*
- any continuing political committee (a.k.a., political action committee)
- any candidate committee of a candidate for, or holder of, an elective office:
 - of the public entity awarding the contract
 - of that county in which that public entity is located
 - of another public entity within that county
 - or of a legislative district in which that public entity is located or, when the public entity is a county, of any legislative district which includes all or part of the county. The disclosure must list reportable contributions to any of the committees that exceed \$300 per election cycle that were made during the 12 months prior to award of the contract. See N.J.S.A. 19:44A-8 and 19:44A-16 for more details on reportable contributions.

N.J.S.A. 19:44A-20.26 itemizes the parties from whom contributions must be disclosed when a business entity is not a natural person. This includes the following:

- individuals with an “interest” ownership or control of more than 10% of the profits or assets of a business entity or 10% of the stock in the case of a business entity that is a corporation for profit
- all principals, partners, officers, or directors of the business entity or their spouses
- any subsidiaries directly or indirectly controlled by the business entity
- IRS Code Section 527 New Jersey based organizations, directly or indirectly controlled by the business entity and filing as continuing political committees, (PACs). When the business entity is a natural person, “a contribution by that person’s spouse or child, residing therewith, shall be deemed to be a contribution by the business entity.” [N.J.S.A. 19:44A-20.26(b)] The contributor must be listed on the disclosure. Any business entity that fails to comply with the disclosure provisions shall be subject to a fine imposed by ELEC in an amount to be determined by the Commission which may be based upon the amount that the business entity failed to report. The enclosed list of agencies is provided to assist the contractor in identifying those public agencies whose elected official and/or candidate campaign committees are affected by the disclosure requirement. It is the contractor’s responsibility to identify the specific committees to which contributions may have been made and need to be disclosed. The disclosed information may exceed the minimum requirement. The enclosed form, a content-consistent facsimile, or an electronic data file containing the required details (along with a signed cover sheet) may be used as the contractor’s submission and is disclosable to the public under the Open Public Records Act. The contractor must also complete the attached Stockholder Disclosure Certification. This will assist the agency in meeting its obligations under the law.

NOTE: This section does not apply to Board of Education contracts.

¹ N.J.S.A. 19:44A-3(s): “The term “legislative leadership committee” means a committee established, authorized to be established, or designated by the President of the Senate, the Minority Leader of the Senate, the Speaker of the General Assembly or the Minority Leader of the General Assembly pursuant to section 16 of P.L.1993, c.65 (C.19:44A-10.1) for the purpose of receiving contributions and making expenditures.”

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Required Pursuant To N.J.S.A. 19:44A-20.26

This form or its permitted facsimile must be submitted to the local unit no later than 10 days prior to the award of the contract.

Part I – Vendor Information

| | | | |
|--------------|-----------------------------|--------------|--------------|
| Vendor Name: | Insert vendor name here. | | |
| Address: | Insert street address here. | | |
| City: | Insert City Here. | State:State. | Zip:Zip Code |

The undersigned being authorized to certify, hereby certifies that the submission provided herein represents compliance with the provisions of N.J.S.A. 19:44A-20.26 and as represented by the Instructions accompanying this form.

| | | |
|---------------------|------------------|---------------|
| _____ | Insert Full Name | Insert Title. |
| Signature of Vendor | Printed Name | Title |

Part II – Contribution Disclosure

Disclosure requirement: Pursuant to N.J.S.A. 19:44A-20.26 this disclosure must include all reportable political contributions (more than \$300 per election cycle) over the 12 months prior to submission to the committees of the government entities listed on the form provided by the local unit.

☐ Check here if disclosure is provided in electronic form.

| Contributor Name | Recipient Name | Date | Dollar Amount |
|------------------|----------------|------|---------------|
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☐ Check here if the information is continued on subsequent page(s)

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Page ____ of ____

| Contributor Name | Recipient Name | Date | Dollar Amount |
|------------------|----------------|------|---------------|
| Contributor Name | Recipient Name | Date | Amount |
| Contributor Name | Recipient Name | Date | Amount |
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| Contributor Name | Recipient Name | Date | \$Amount |
| Contributor Name | Recipient Name | Date | \$Amount |
| Contributor Name | Recipient Name | Date | \$Amount |

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List of Agencies with Elected Officials Required for Political Contribution Disclosure

N.J.S.A. 19:44A-20.26

County Name:

State: Governor, and Legislative Leadership Committees

Legislative District #s:

State Senator and two members of the General Assembly per district.

County:

Freeholders
{County Executive}

County Clerk
Surrogate

Sheriff

Municipalities (Mayor and members of governing body, regardless of title):

USERS SHOULD CREATE THEIR OWN FORM, OR DOWNLOAD FROM WWW.NJ.GOV/DCA/LGS/P2P A COUNTY-BASED, CUSTOMIZABLE FORM.

E. Stockholder Disclosure Certification

Name of Business:

☐ I certify that the list below contains the names and home addresses of all stockholders holding 10% or more of the issued and outstanding stock of the undersigned.

OR

☐ I certify that no one stockholder owns 10% or more of the issued and outstanding stock of the undersigned.

Check the box that represents the type of business organization:

- ☐ Partnership
- ☐ Corporation
- ☐ Sole Proprietorship
- ☐ Limited Partnership
- ☐ Limited Liability Corporation
- ☐ Limited Liability Partnership
- ☐ Subchapter S Corporation

Sign and notarize the form below, and, if necessary, complete the stockholder list below.

Stockholders:

| | |
|-------------------------------|-------------------------------|
| Name: Stockholder Name | Name: Stockholder Name |
| Home Address: Home Address | Home Address: Home Address |
| Name: Stockholder Name | Name: Stockholder Name |

| | |
|---|---|
| Home Address: Home Address | Home Address: Home Address |
| Name: Stockholder Name Home Address: Home Address | Name: Stockholder Name Home Address: Home Address |
| Subscribed and sworn before me this ____ day of _____, 2 ____. (Notary Public) | _____ (Affiant) _____ (Print name & title of affiant) _____ (Corporate Seal) |
| My Commission expires: | |

PROPOSAL FORM 17: GENERAL TERMS AND CONDITIONS ACCEPTANCE FORM

Check one of the following responses to the General Terms and Conditions in this solicitation, including the Master Agreement:

☐ We take no exceptions/deviations to the general terms and conditions

(Note: If none are listed below, it is understood that no exceptions/deviations are taken.)

☐ We take the following exceptions/deviations to the general terms and conditions. All exceptions/deviations must be clearly explained. Reference the corresponding general terms and conditions that you are taking exceptions/deviations to. Clearly state if you are adding additions terms and conditions to the general terms and conditions. Provide details on your exceptions/deviations below:

[Click or tap here to enter text.](#)

(Note: Unacceptable exceptions shall remove your proposal from consideration for award. CCOG shall be the sole judge on the acceptance of exceptions/deviations and the decision shall be final.)

PROPOSAL FORM 18: EQUALIS GROUP ADMINISTRATION AGREEMENT DECLARATION

Attachment A - Sample Administration Agreement of this solicitation is for reference only. Contracting with Equalis Group and the Winning Supplier will occur after contract award.

Execution of the Administration Agreement is required for the Master Agreement to be administered by Equalis Group. **Attachment A - Sample Administration Agreement** defines i) the roles and responsibilities of both parties relating to marketing and selling the Program to current and prospective Members, and ii) the financial terms between Equalis Group and Winning Supplier.

Redlined copies of this agreement should not be submitted with the response. Should a respondent be recommended for award, this agreement will be negotiated and executed between Equalis Group and the respondent. Respondents must select one of the following options for submitting their response.

- ☐ Bidder agrees to all terms and conditions outlined in the **Attachment A - Sample Administration Agreement.**
- ☐ Bidder wishes to negotiate directly with Equalis Group on terms and conditions outlined in the Sample Administration Agreement. Negotiations will commence after CCOG has completed contract award.

PROPOSAL FORM 19: MASTER AGREEMENT SIGNATURE FORM

BIDDERS MUST SUBMIT THIS FORM COMPLETED AND SIGNED WITH THEIR RESPONSE TO BE CONSIDERED FOR AWARD.

The undersigned hereby proposes and agrees to furnish Products & Services in strict compliance with the terms, specifications, and conditions contained within this RFP and the Master Agreement at the prices proposed within the submitted proposal unless noted in writing. The undersigned further certifies that he/she is an officer of the company and has authority to negotiate and bind the company named below and has not prepared this proposal in collusion with any other Bidder and that the contents of this proposal as to prices, terms or conditions of said proposal have not been communicated by the undersigned nor by any employee or agent to any person engaged in this type of business prior to the official opening of this proposal.

| | |
|----------------|-------------------------|
| Company Name | <u>Company Name</u> |
| Address | <u>Address</u> |
| City/State/Zip | <u>City, State, Zip</u> |
| Phone Number | <u>Phone Number</u> |
| Email Address | <u>Email Address</u> |
| Printed Name | <u>Print Name</u> |
| Job Title | <u>Job Title</u> |

Authorized Signature _____

Initial Term of the Master Agreement

Contract Effective Date: September 1 , 2023

Contract Expiration Date: August 31, 2027

Contract Number:

(Note: Contract Number will be applied prior to CCOG and Equalis Group countersigning.)

The Cooperative Council of Governments, Inc.
6001 Cochran Road, Suite 333
Cleveland, Ohio 44139

Equalis Group, LLC.
5550 Granite Parkway, Suite 298
Plano, Texas 75024

By: _____
Name: Franklyn A. Corlett
As: CCOG Board President
Date: _____

By: _____
Name: Eric Merkle
As: EVP, Procurement & Operations
Date: _____



REQUEST FOR PROPOSALS:
Staffing Services

RFP #:
COG-2148

ISSUED BY:
The Cooperative Council of Governments
On Behalf of Equalis Group

*6001 Cochran Road, Suite 333
Cleveland, Ohio 44139*

DATED:
May 22, 2023

SECTION THREE:
General Terms and Conditions of Master Agreement

THIS MASTER COOPERATIVE PURCHASING AGREEMENT (this "**Master Agreement**") is entered into by and between The Cooperative Council of Governments, Inc., the Winning Supplier, And Equalis. Throughout this Master Agreement, CCOG, Winning Supplier, and Equalis are referred to interchangeably as in the singular "**Party**" or in the plural "**Parties**."

1. RECITALS

A. CCOG is a Council of Governments formed under Chapter 167 of the Ohio Revised Code and serves as a lead agency (a "**Lead Public Agency**") for Equalis Group ("**Equalis Group**"), a national cooperative purchasing organization, by publicly procuring Master Agreements for products and services to be made available to current and prospective Equalis Group members ("**Equalis Group Member**" or "**Member**").

B. Equalis is the third-party procurement administrator for and duly authorized agent of CCOG, and in that role manages the procurement, contract management, marketing, sales, reporting, and financial activities of, for, and on behalf of CCOG at the direction and with the authorization of the CCOG Board of Directors.

C. To the extent that the laws of a state, region, territory, and/or country permit, any public sector entity may join Equalis Group as a Member. The term "**Public Sector Entities**" includes, but is not limited to, political subdivisions, municipal corporations, counties, townships, villages, school districts, special districts, public institutions of higher education or training, units of government, state/regional/territorial agencies, state/regional/territorial governments, federal/national agencies, federal/national governments, and other entities receiving financial support from tax monies and/or public funds.

D. Any organization that is exempt from federal income tax under Section 501(c)(3) of the IRS Code, and any other entity if permitted under the IRS Code and other applicable law, including for-profit companies, may also join Equalis Group as a Member.

E. Equalis Group makes its Master Agreements available through groups and associations ("**Association Partners**") that contract with Equalis for the purpose of providing additional benefits to the members of such Association Partners.

F. Members, Association Partners, and Association Partners' members are referred to throughout this Master Agreement as Equalis Group participants ("**Equalis Group Participants**").

G. CCOG issued this request for proposal ("**RFP**") on behalf of Equalis Group Participants for and awarded a contract to Winning Supplier as a lowest responsive and responsible bidder. The products and services made available in this contract are defined by the contents of the Winning Supplier's Cost Proposal submission ("**Products & Services**").

H. CCOG and Equalis agree to make the Products & Services from Winning Supplier available to Equalis Group Participants and Winning Supplier agrees to provide the same to Equalis Group Participants who purchase Products & Services ("**Program Participants**") subject to the terms of this Master Agreement.

NOW, THEREFORE, in consideration of the mutual promises contained herein, the Parties agree to the following terms and conditions:

2. TERMS & CONDITIONS

2.1. Personnel & Equipment. The Parties agree that the number and types of any subcontractors, dealers, distributors, personnel, or specialized equipment which may be required to furnish Products & Services to Program Participants will be

determined by Winning Supplier. Winning Supplier agrees to engage the number and types of subcontractors, personnel, and/or specialized equipment necessary to furnish the types of Products & Services to all Program Participants throughout the Term of this Master Agreement and any Customer Agreement.

2.2. Supplemental Agreements. Winning Supplier may enter into separate supplemental agreements with an Equalis Group Participant and/or Program Participant to further define the terms and conditions of purchasing Products & Services (“**Customer Agreement**”). Notwithstanding the foregoing, by ordering products or services under this Master Agreement, all terms and conditions of this Master Agreement will be incorporated into a resulting Customer Agreement unless the Customer Agreement as mutually agreed between Winning Supplier and the Program Participant states otherwise. Any Customer Agreement entered into as a result of this contract is exclusively between the Program Participant and Winning Supplier. Neither CCOG, Equalis Group, its agents, Member and employees shall be made party to any claim for breach of such agreement.

2.3. Pricing

a. Not-To-Exceed Pricing. All contract pricing is “*Not-To-Exceed Pricing*” where Members will receive pricing that does not exceed the per unit pricing provided by the respondent in Attachment B. Winning Supplier may adjust pricing lower if needed, without any approval needed, but cannot exceed the pricing on their contract price list.

b. Pricing Adjustments. No price increases are permitted within the first ninety (90) days of this contract’s Effective Date. Should it become necessary or proper during the Term of this Agreement to make any change in design or any alterations that will increase expense, Equalis Group must be notified immediately. Price increases must be approved by CCOG and no payment for additional materials or services, beyond the amount stipulated in the Agreement, shall be paid without prior approval. All price increases must be supported by manufacturer documentation, or a formal cost justification letter.

It is Winning Supplier’s responsibility to keep all pricing up to date and on file with Equalis Group. All price changes must be provided to Equalis Group, using the same format as was accepted in the original contract.

c. Rates & Charges. The rates, fees, and charges to be charged to and paid by Program Participants for Products & Services are set forth in contract price list. Winning Supplier agrees that there are no other applicable rates, fees, charges, or other monetary incentives for Products & Services except those set forth in Winning Supplier’s cost proposal.

2.4. The Term. This Master Agreement and the Appendices attached hereto will become effective as of effective date identified in the **Master Agreement Signature Form** (the “**Effective Date**”). This Master Agreement will remain in effect for four (4) years and will expire on the date identified in the **Master Agreement Signature Form** (the “**Termination Date**”) unless extended, terminated, or cancelled as set forth in the Master Agreement (the “**Initial Term**”). This Master Agreement may be renewed for one (1) additional one (1) year period by CCOG (a “**Renewal Term**”) unless this Master Agreement is terminated as set forth herein. By mutual consent of the Parties, the Term of this Master Agreement may be extended beyond the Initial and Renewal Term (the “**Extended Term**”). The Initial Term together with all Renewal Terms and Extended Terms exercised are hereinafter collectively referred to as the “**Term.**”

2.5. Formation of Contract

a. Bidder Contract Documents. CCOG and Equalis Group will review proposed Bidder contract documents. Bidder’s contract document shall not become part of CCOG and Equalis Groups’ contract with Bidder unless and until an authorized representative of CCOG and Equalis Group reviews and approves it.

b. Entire Agreement. This Master Agreement, including its Recitals, together with all components of the RFP, the components of the Winning Supplier’s proposal, attachments, appendices, and exhibits hereto, constitutes the entire

agreement between the Parties with respect to the subject matter hereof and supersedes all prior oral or written representations and agreements with regard to the same subject matter. The Parties acknowledge that this Master Agreement has been negotiated and incorporates their collective agreement as to the provisions to be contained herein. Therefore, no presumption will arise giving benefit of interpretation by virtue of authorship of any provision of this Master Agreement, and any ambiguity may not be construed for or against any Party. Winning Supplier's complete and final RFP response is hereby incorporated into and made part of this Master Agreement.

c. **Modification.** No release, discharge, abandonment, waiver, alteration, or modification of any of the provisions of this Master Agreement, or any of the Appendices incorporated herein, shall be binding upon any Party unless set forth in a writing signed by authorized representatives of the Parties.

d. **Assignment.** This Master Agreement and the rights and obligations hereunder may not be assignable by any Party hereto without the prior written consent of the other Parties, which consent shall not be unreasonably withheld, conditioned, or delayed, provided, however, that Winning Supplier and Equalis may assign their respective rights and obligations under this Master Agreement without the consent of the other Parties in the event either Winning Supplier or Equalis shall hereafter effect a corporate reorganization, consolidation, merger, merge into, sale to, or a transfer of all or substantially all of its properties or assets to another entity. Subject to the preceding sentence, this Master Agreement will be binding upon, inure to the benefit of, and be enforceable by the Parties and their respective successors and assigns. Any instrument purporting to make an assignment in violation of this section shall be null and void. This Master Agreement may be extended to additional entities affiliated with the Parties upon the mutual agreement of the Parties. No such extension will relieve the extending Party of its rights and obligations under this Master Agreement.

e. **Order of Precedence.**

- (1) General terms and conditions of Master Agreement
- (2) Specifications and scope of work, as awarded
- (3) Attachments and exhibits to the Master Agreement
- (4) The solicitation and all attachments thereto; and
- (5) The Bidder's proposal and all attachments thereto.

2.6. Confidentiality.

a. **Obligation.** The nature and details of the business relationship established by this Master Agreement, and the business information regarding the other Party(ies) (the "**Disclosing Party**") to which a Party(ies) (the "**Receiving Party**") may become privy during the Term of this Master Agreement (collectively, the "**Information**") constitute confidential and proprietary information, the disclosure, copying, or distribution of which could result in competitive harm to the Disclosing Party. Each Party agrees to maintain the other Parties' Information in the strictest confidence and agrees not to disclose, copy, or distribute the other Parties' Information, whether orally or in writing, directly or indirectly, in whole or in part, except to those of the Receiving Party's employees, agents, subcontractors, and suppliers with a need to know the Information. The foregoing will not limit a Receiving Party, for purposes of marketing, from informing actual or potential Equalis Group Participants of the existence of a contractual relationship between the Parties. The Parties further agree that they will require that all of their employees, agents, subcontractors, and suppliers abide by the terms of these confidentiality obligations. The confidentiality obligations set forth in this section will continue in effect for the Term of this Master Agreement and for a period of two (2) years after the date this Master Agreement is terminated or expires.

b. **Exceptions.** Nothing herein will apply to any information (a) which is or becomes generally available to the public other than as a result of a disclosure by a Receiving Party or its representatives, (b) which was available on a non-confidential basis prior to its disclosure by the Disclosing Party or its representatives, (c) which becomes available to a Receiving Party on a non-confidential basis from a source other than the Disclosing Party or its representatives, provided

that such source is not known to be subject to any prohibition against transmitting the information, (d) which is disclosed pursuant to an order of court; provided that in the event that proprietary information is disclosed or threatened to be disclosed pursuant to this clause (d), the Receiving Party will give the original Disclosing Party prompt, written Notice, as hereinafter defined, of such threatened disclosure and the right to defend against such disclosure, at Disclosing Party's expense, and provided further that the original Receiving Party will cooperate reasonably in such defense, or (e) which is subject to a Freedom of Information Act Request or other public records request to which a Party is, or may be, required to respond by applicable law.

2.7. Indemnification. Winning Supplier shall protect, indemnify, and hold harmless both CCOG and Equalis Group, administrators, employees, and agents ("**Indemnified Parties**") against all claims, damages, losses and expenses ("**Claims**") arising out of or resulting from the actions of Winning Supplier, Winning Supplier employees or subcontractors in the preparation of the solicitation and the later performance under the contract, including any Customer Agreements with Program Participants ("**Losses**").

2.8. Winning Supplier Insurance. During the Term of this Master Agreement, and for two (2) years following expiration or termination of this Master Agreement, Winning Supplier, at its own expense, shall maintain and shall require that its agents, subcontractors, and suppliers engaged in Winning Supplier's performance of its duties under this Master Agreement maintain general liability insurance, property insurance, and automobile insurance (at a minimum, in the amount of \$1,000,000 per occurrence/\$5,000,000 annual aggregate) applicable to any claims, liabilities, damages, costs, or expenses arising out of its performance under this Master Agreement, or any Appendix, and with respect to, or arising out of, Winning Supplier's provision of Products & Services to Program Participants. CCOG, Equalis, and their respective officers, directors, employees, and agents will be named as certificate holders on Winning Supplier's related insurance policies. All such insurance policies shall incorporate a provision requiring the giving of written Notice to CCOG and Equalis at least thirty (30) days prior to the cancellation, nonrenewal, and/or material modification of any such policies. Winning Supplier shall submit to Equalis within ten (10) calendar days after the Effective Date of this Master Agreement, and prior to furnishing Products & Services to any Program Participants, valid certificates evidencing the effectiveness of the foregoing insurance policies. Winning Supplier shall provide such valid certificates on an annual basis until the terms of this section are no longer applicable.

2.9. Termination Rights. The Parties shall have the termination rights set forth below.

a. Insolvency. If a petition in bankruptcy is filed by any Party, or if any Party is adjudicated as bankrupt, or if any Party makes a general assignment for the benefit of creditors, or if a receiver is appointed on account of the insolvency of any Party, then the other Parties, without prejudice to any other right or remedy, may terminate this Master Agreement upon giving at least five (5) business days prior written Notice of such termination.

b. Mutual Consent. This Master Agreement, or any Appendix, may be terminated at any time by the mutual written consent of the Parties.

c. Breach. In the event that any Party commits a material breach of its obligations under this Master Agreement, except for a payment obligation, the non-breaching Party(ies) may provide written Notice describing the material breach to the breaching Party. The breaching Party will have thirty (30) calendar days to cure such breach or provide acceptable reassurance to the non-breaching Party(ies), or, if the Parties agree that a cure or reassurance is not feasible within thirty calendar (30) days, such period of time for cure or satisfactory reassurance as the Parties may agree in writing. If the breach is not cured within such period or if satisfactory reassurance is not accepted by the non-breaching Party(ies) in such period, then the Party(ies) not in breach may terminate this Master Agreement upon ten (10) business days written Notice at the Addresses for Notices.

2.10. Effects of Termination. Upon termination of this Agreement for any reason, all Customer Agreements entered into with Program Participants shall immediately terminate. Winning Supplier shall immediately cease any sales of Products & Services to any Program Participant under and through the terms of this Master Agreement. Following the date of termination, Winning Supplier shall not be precluded from selling its products and services to individuals, businesses, and entities that were Program Participants when this Master Agreement was in effect either directly or through some other contract vehicle. Following the date of termination, CCOG and Equalis shall not be precluded from transitioning individuals, businesses, and entities that were Program Participants when this Master Agreement was in effect to another agreement or Equalis Group supplier partner.

2.11. Audit of Winning Supplier. CCOG and Equalis, whether directly or through an independent auditor or accounting firm, shall have the right to perform audits, including inspection of books, records, and computer data relevant to Winning Supplier's provision of Products & Services to Program Participants pursuant to this Master Agreement, to ensure that pricing, inventory, quality, process, and business controls are maintained; provided, however, that such inspections and audits will be conducted upon reasonable notice to Winning Supplier and so as not to unreasonably interfere with Winning Supplier's business or operations.

2.12. Force Majeure. This Master Agreement will be temporarily suspended during any period to the extent that any Party during that period is unable to carry out its obligations under this Master Agreement or the Appendices by reason of an Act of God or the public enemy, act of terrorism, epidemic or pandemic, fire, flood, labor disorder not caused by Winning Supplier, civil commotion, closing of the public highways not caused by Winning Supplier, government interference, government regulations, or any other event or occurrence beyond the reasonable control of the affected Party ("**Event of Force Majeure**"). No Party will have any liability to the other Party(ies) for a delay in performance nor failure to perform to the extent this Master Agreement or any Appendix is so temporarily suspended; provided that nothing contained herein shall apply to payment obligations with respect to obligations which have already been performed under this Master Agreement. If the provision of Products & Services are impeded due to an Event of Force Majeure, then Winning Supplier may apportion the provision of Products & Services among its present and future customers on a fair and reasonable basis after consulting with Equalis and the Program Participants potentially affected and in a manner that would not reasonably be expected to disproportionately affect Program Participants.

2.13. Notices. All notices, claims, certificates, requests, demands, and other communications required or permitted hereunder ("**Notice**") must be in writing and will be deemed given to the Addresses for Notices (a) when delivered personally to the recipient, (b) upon delivery by reputable overnight courier service (charges prepaid), or (c) upon delivery or refusal of delivery by certified or registered mail, return receipt requested, and addressed to the intended recipient. The Parties agree that the day-to-day business communications, including notification of a change of address, pricing updates, or revisions to any Appendix, may be made via electronic communication.

a. Addresses for Notices. Written notices for the Winning Supplier will be sent to the remittance address provided the Winning Supplier's proposal.

i. If to **CCOG**:

The Cooperative Council of
Governments, Inc.
Attn: Board President
6001 Cochran Road, Suite 333
Cleveland, Ohio 44139
Facsimile: 440.337.0002

ii. If to **EQUALIS**:

Equalis Group, LLC.
Attn: Eric Merkle, SVP
5550 Granite Parkway,
Suite 298
Plano, Texas 75024

2.14. Waiver. Other than the rights and obligations with respect to payment provided by this Master Agreement, waiver by any Party(ies) of or the failure of any Party(ies) hereto to enforce at any time its rights with regard to any breach or failure to comply with any provision of this Master Agreement by the other Party(ies) may not be construed as, or constitute, a continuing waiver of such provision, or a waiver of any other future breach of or failure to comply with the same provision or any other provision of this Master Agreement.

2.15. Governing Law; Invalidity. This Master Agreement shall be construed and enforced in accordance with, and governed by, the laws of the State of Ohio without regard to rules of conflict of laws. If any provision of this Master Agreement is declared unlawful or unenforceable by judicial determination or performance, then the remainder of this Master Agreement shall continue in force as if the invalidated provision did not exist. Any suits filed by any Party pursuant to this Master Agreement shall be brought in a court of competent jurisdiction located in Cuyahoga County, Ohio. In the event any Party initiates a suit and that suit is adjudicated by a court of competent jurisdiction, the prevailing Party shall be entitled to reasonable attorney's fees and costs from the non-prevailing Party in addition to any other relief to which the court determines the prevailing Party is entitled or awarded.

2.16. No Third-Party Beneficiaries; Survival of Representations. This Master Agreement is made solely for the benefit of the Parties to it, and no other persons will acquire or have any right under or by virtue of this Master Agreement. Except as otherwise provided herein, all representations, warranties, covenants, and agreements of the Parties shall remain in full force and effect regardless of any termination of this Master Agreement, in whole or in part.

2.17. Execution in Counterparts. This Master Agreement may be executed in one or more counterparts, each of which will be deemed an original. For purposes of this Master Agreement, a facsimile, scanned, or electronic signature will be deemed an original signature.

2.18. Nondiscrimination & Intimidation.

a. Winning Supplier expressly agrees that in the hiring of employees for the performance of work or services under this Master Agreement or any subcontract that takes place in the State of Ohio, Winning Supplier, its subcontractors, or any person acting on a Winning Supplier's or its subcontractor's behalf shall not discriminate in the hiring of employees by reason of race, creed, sex, disability as defined in **Section 4112.01** of the Ohio Revised Code nor shall it discriminate against any citizen of the State of Ohio in the employment of labor or workers who are qualified and available to perform the Work to which the employment relates.

b. Winning Supplier expressly agrees that Winning Supplier, any of its subcontractors, or any person on behalf of Winning Supplier or its subcontractors in any manner shall not discriminate against or intimidate any employee hired for the performance of work or services under this Master Agreement on account of race, creed, sex, disability as defined in **Section 4112.01** of the Ohio Revised Code, or color.

c. Winning Supplier expressly agrees to include principally similar provisions of this section in each of its written subcontractor agreements for the Products & Services subject to this Master Agreement.

ADDENDUM #1

REQUEST FOR PROPOSALS:

Staffing Services

RFP #:

COG-2148

ISSUED BY:

The Cooperative Council of Governments
On Behalf of Equalis Group

DATED:

June 23, 2023

This Addendum #1 amends the Request for Proposal (RFP) for Staffing Services (“**Addendum #1**”). To the extent of any discrepancy between the original RFP and this Addendum, this Addendum shall prevail.

This Addendum #1 is hereby issued to incorporate the Q&A Summary into the RFP’s documentation as provided below.

Q&A Summary

22nd Century Technologies, Inc.

Diversity Vendor Certification Participation

Shikha Sharma, Jun 22, 2023 4:53 PM EDT

Is it mandatory to subcontract with minority and women business enterprises (M/WBE), small and/or disadvantaged business enterprises, disabled veterans business enterprises, historically utilized businesses (HUB) and other diversity recognized businesses

David Robbins, Jun 23, 2023 8:18 AM EDT

There are no subcontracting requirements.

Diversity Vendor Certification Participation

Shikha Sharma, Jun 22, 2023 4:56 PM EDT

We are NMSDC and SWaM, Virginia certified MBE, can we self-perform the services? Or do we still need to subcontract with other M/WBE, small and/or disadvantaged business enterprises, disabled veterans business enterprises, historically utilized businesses (HUB) and other diversity recognized businesses

David Robbins, Jun 23, 2023 8:18 AM EDT

There are no subcontracting requirements.

Diversity Vendor Certification Participation

Shikha Sharma, Jun 22, 2023 4:58 PM EDT

Is there any specific Certifying agency i.e., MBE should only be certified from State of Ohio, or can be certified by any State agency?

David Robbins, Jun 23, 2023 8:16 AM EDT

We are asking for any relevant diversity certifications regardless of certifying agency or the location of the certification.

Abacus Service Corporation

Evaluation Factors

April Szlaga, Jun 22, 2023 1:01 PM EDT

What are the key factors or criteria that you will consider when evaluating proposals from potential winning suppliers?

David Robbins, Jun 23, 2023 8:37 AM EDT

See Section One, Part C, Subsection 6 Evaluation Process.

Budget

April Szlaga, Jun 22, 2023 1:01 PM EDT

Do you have a budget range allocated for the staffing services program?

David Robbins, Jun 23, 2023 8:40 AM EDT

See Section One, Part C, Subsection 4 Estimated Quantities & Available Funds.

David Robbins, Jun 23, 2023 8:40 AM EDT

See Section One, Part C, Subsection 4 Estimated Quantities & Available Funds.

Financial Requirements

April Szlaga, Jun 22, 2023 1:02 PM EDT

Are there any specific financial or billing requirements that the winning supplier(s) need to consider when submitting their proposals?

David Robbins, Jun 23, 2023 8:42 AM EDT

See Attachment A - Sample Administration Agreement. In the event of contract award, the winning supplier will need to come to an agreement with Equalis Group regarding the terms and conditions contained in the Administration Agreement. Specifically Appendix A & Appendix B.

Contract Term

| |
|---|
| <i>April Szlaga, Jun 22, 2023 1:02 PM EDT</i> |
| Are there any provisions or possibilities for contract extensions beyond the initial term? |
| <i>David Robbins, Jun 23, 2023 8:44 AM EDT</i> |
| See Section Three, Subsection 2.4 The Term for information regarding the Contract Term and renewal options. |
| <i>David Robbins, Jun 23, 2023 8:57 AM EDT</i> |
| See Section Three, Subsection 2.4 - The Term. |

Support

| |
|---|
| <i>April Szlaga, Jun 22, 2023 1:02 PM EDT</i> |
| What kind of support or resources will be available to program participants throughout the duration of the agreement? |
| <i>David Robbins, Jun 23, 2023 8:46 AM EDT</i> |
| See Appendix B, Section 1 Equalis Services of Attachment A - Sample Administration Agreement. |

Priority of Factors

| |
|---|
| <i>April Szlaga, Jun 22, 2023 1:03 PM EDT</i> |
| How do you prioritize factors such as cost, service quality, industry expertise, and program customization? |
| <i>David Robbins, Jun 23, 2023 8:47 AM EDT</i> |
| See Section One Part C, Subsection 6 Evaluation Process. |

All-N-One Services, LLC

CCG 2148- Staffing Services

E. Ann Guliex, May 23, 2023 10:47 AM EDT

Our staffing firm is located in Houston, Texas and we would like to know if we are eligible to bid on the above subject RFP?

David Robbins, May 25, 2023 10:22 AM EDT

Yes, staffing service providers from across the country are able to submit proposals to this RFP.

Apex Systems, LLC.

Contract Vehicle

Eric Sholl, Jun 21, 2023 2:27 PM EDT

How much revenue annually is driven through this contract Vehicle?

David Robbins, Jun 21, 2023 3:47 PM EDT

This is a new contract category and there is no historic spend to offer.

Cost

Eric Sholl, Jun 21, 2023 2:28 PM EDT

How much is IT since this us all staffing, not just IT?

David Robbins, Jun 21, 2023 3:46 PM EDT

This is an indefinite demand, indefinite quantity contract opportunity. There is no current spend allocated to any of the products and services included in the scope of the contract.

Beacon Systems, Inc.

Staffing Services - RFP No: COG-2148

Ritu Singh, Jun 22, 2023 7:27 AM EDT

1) Is there an incumbent on this contract? If so, will the CCOG provide the incumbent name, current contract number, duration, historical level of effort, and value of the contract? 2) Is the incumbent eligible to bid on this project? 3) Is US citizenship required to work on this project or Green Card and H1 VISA holders will also be allowed to work on this project? 4) Can the work be performed outside the USA, such as in India? 5) Can the work be performed remotely? 6) Are resumes required? 7) Can the offeror include additional labor categories in the service area of Information Technology Services? 8) Attachment B – The cost proposal in MS Excel does not have an hourly rate column. Is CCOG expecting to provide an hourly rate? If so, how should the offeror provide the hourly rate? 9) Can the CCOG extend the deadline by a week?

David Robbins, Jun 22, 2023 8:21 AM EDT

1) There is no incumbent. 2) There is no incumbent. 3) There is no requirement related to citizenship or VISA status. If awarded, Members will provide their preference related to these areas. 4) There is no requirement that says work need to be performed in the US. 5) There is nothing to say that work cannot be done remotely. If awarded, Members will provide their preference related to these areas. 6) Resumes are requested in question 5.1.1 in Section Two, Proposal Form 1. 7) Yes 8) We've requested the markup on the hourly rate. The hourly rate is not required.

COGENT Infotech Corporation

(No Subject)

Justin Acord, May 25, 2023 5:39 PM EDT

What would be the number of awards you intend to give(approximate number)?

David Robbins, May 29, 2023 8:46 PM EDT

There are no pre-determined number of awards that will be issued at the conclusion of this RFP process. CCOG has sole discretion to determine the number of contracts awarded.

(No Subject)

Justin Acord, May 25, 2023 5:39 PM EDT

Is this an old contract or new contract?

| |
|---|
| <i>David Robbins, May 29, 2023 8:50 PM EDT</i> |
| This is the first cooperative purchasing program for staffing services developed by CCOG. |

(No Subject)

| |
|---|
| <i>Justin Acord, May 25, 2023 5:39 PM EDT</i> |
| What is the tentative start date of this engagement? |
| <i>David Robbins, May 29, 2023 8:52 PM EDT</i> |
| As provided in Section One, Part A, Article 7 - Anticipated Procurement Timetable the estimated contract award date is September 1, 2023. |

(No Subject)

| |
|---|
| <i>Justin Acord, May 25, 2023 5:39 PM EDT</i> |
| Is this a new contract or are there any incumbents? If there is an incumbent, could you please let us know the incumbent name and pricing and are the incumbents eligible to submit the proposal again? |
| <i>David Robbins, May 29, 2023 8:57 PM EDT</i> |
| This is the first cooperative purchasing program for staffing services procured by CCOG and as a result, there are no incumbent contract holders with CCOG. |

(No Subject)

| |
|--|
| <i>Justin Acord, May 25, 2023 5:40 PM EDT</i> |
| Are there any pain points or issues with the current vendor(s)? |
| <i>David Robbins, May 29, 2023 8:58 PM EDT</i> |
| There are no current vendors who provide staffing services through contracts procured by CCOG. |

(No Subject)

Justin Acord, May 25, 2023 5:40 PM EDT

Could you please share the previous spending on this contract, if any?

David Robbins, May 29, 2023 9:01 PM EDT

This is the first cooperative purchasing program for staffing services procured by CCOG and as a result there is no previous spend related to staffing services contracts.

(No Subject)

Justin Acord, May 25, 2023 5:40 PM EDT

Is there any mandatory subcontracting requirement for this contract? If yes, Is there any specific goal for the subcontracting?

David Robbins, May 29, 2023 9:03 PM EDT

It's not clear what your question is related to. Can you please provide a page number, section number, section title or some other reference in the RFP that your question is related to?

(No Subject)

Justin Acord, May 25, 2023 5:40 PM EDT

How many requisitions were filled in the previous contract?

David Robbins, May 29, 2023 9:01 PM EDT

This is the first cooperative purchasing program for staffing services procured by CCOG and as a result, there is no information to provide.

(No Subject)

| |
|---|
| <i>Justin Acord, May 25, 2023 5:40 PM EDT</i> |
| How many requisitions will be required per year or throughout the contract? |
| <i>David Robbins, May 29, 2023 9:05 PM EDT</i> |
| There is no such requirement related to this RFP or contract opportunity. |

(No Subject)

| |
|---|
| <i>Justin Acord, May 25, 2023 5:40 PM EDT</i> |
| If the proposed candidates are not available at the time of award, will the agency allow us to provide replacement personnel with similar or more skill sets? |
| <i>David Robbins, May 29, 2023 9:10 PM EDT</i> |
| This question is not relevant to this RFP. Please review Section One, Part A – Overview, Scope, and Project Information. |

(No Subject)

| |
|--|
| <i>Justin Acord, May 25, 2023 5:41 PM EDT</i> |
| Can we provide hourly rate ranges for the given positions? |
| <i>David Robbins, May 29, 2023 9:42 PM EDT</i> |
| Each bidder must submit a cost proposal which provides pricing for the proposed services. Cost Proposals must be submitted according to the information provided Section One, Part C, Article 5 - Cost Proposal & Pricing. |
| <i>David Robbins, May 29, 2023 9:42 PM EDT</i> |
| Each bidder must submit a cost proposal which provides pricing for the proposed services. Cost Proposals must be submitted according to the information provided Section One, Part C, Article 5 - Cost Proposal & Pricing. |

(No Subject)

Justin Acord, May 25, 2023 5:41 PM EDT

Is it entirely onsite work or can it be done remotely to some extent / Does the services need to be delivered onsite or is there a possibility for remote operations and performance?

David Robbins, May 29, 2023 9:51 PM EDT

This question is not relevant to this RFP. Please review Section One, Part A – Overview, Scope, and Project Information.

(No Subject)

Justin Acord, May 25, 2023 5:41 PM EDT

Are resumes required at the time of proposal submission? If yes, Do we need to submit the actual resumes for proposed candidates or can we submit the sample resumes?

David Robbins, May 29, 2023 10:00 PM EDT

CCOG is not requesting any candidates through this RFP. CCOG is procuring Master Agreement, as defined in Section One of the RFP. These Master Agreements can be accessed by Equalis Group members across the country to purchase the products and services requested during the rfp or procurement process without having to conduct with own RFP or Bid.

(No Subject)

Justin Acord, May 25, 2023 5:41 PM EDT

Could you please provide the list of holidays?

David Robbins, May 29, 2023 10:00 PM EDT

This question is not relevant to this RFP. Please review Section One, Part A – Overview, Scope, and Project Information.

Justin Acord, Jun 05, 2023 3:50 PM EDT

Noted

(No Subject)

Justin Acord, May 25, 2023 5:41 PM EDT

Are there any mandated Paid Time Off, Vacation, etc.?

David Robbins, May 29, 2023 8:45 PM EDT

For purposes of understanding the context of your question, can you please provide a page number, section number, section title or some other reference in the RFP that your question is related to?

Justin Acord, Jun 05, 2023 3:50 PM EDT

This question is related to holiday or vacation pay

David Robbins, Jun 07, 2023 2:57 PM EDT

The requirements of the Member is not defined in the RFP. Each Member who works with the Awarded Supplier will specify any requirements including holiday or vacation pay.

California Creative Solutions, Inc.

Form 4: Certifications and Licenses

Raminder Singh, Jun 22, 2023 4:18 PM EDT

Could CCOG please clarify the type of certifications and licenses would like to see in Proposal Form 4: Certifications and Licenses?

David Robbins, Jun 23, 2023 8:49 AM EDT

CCOG expects to respondents to provide a copy of all current licenses, registrations and certifications issued by federal, state and local agencies, and any other licenses, registrations or certifications from any other governmental entity with jurisdiction, allowing Bidder to provide the products and services

included in their proposal which can include, but not limited to licenses, registrations or certifications. M/WBE, HUB, DVBE, small and disadvantaged business certifications and other diverse business certifications, as well as manufacturer certifications for sales and service must be included if applicable.

Forms Format

Raminder Singh, Jun 22, 2023 4:19 PM EDT

Can CCOG please clarify if we can convert the forms from Word to PDF?

David Robbins, Jun 23, 2023 8:50 AM EDT

That is acceptable.

Certifications and Licenses

Raminder Singh, Jun 22, 2023 4:20 PM EDT

In Proposal Form 1: Technical Proposal, point 1.3.7. Certifications and Licenses in the notes it requests to include in the response the Proposal Form 5 - Certifications and Licenses. However, in the forms listed Form 5 is named Proposal Form 5: Unresolved Findings for Recovery. Could CCOG please clarify if this is a typo?

David Robbins, Jun 23, 2023 8:50 AM EDT

Correct. Please provide Certifications and Licenses in Proposal Form 4.

License to do Business

Raminder Singh, Jun 22, 2023 4:20 PM EDT

Is the license to do business in New Jersey required at the time of submission?

David Robbins, Jun 23, 2023 8:56 AM EDT

Each respondent should answer the questions at the beginning of Proposal Form 16. Any documentation contained within Proposal Form 16 would need to be provided if requested by a Program Participant in New Jersey.

Electronic Signatures

Raminder Singh, Jun 22, 2023 4:21 PM EDT

Are electronic signatures allowed?

David Robbins, Jun 23, 2023 8:56 AM EDT

Yes

Number of Awards

Raminder Singh, Jun 22, 2023 4:21 PM EDT

How many vendors is CCOG planning to award?

David Robbins, Jun 23, 2023 8:58 AM EDT

There is no predetermined number of awards allocated for award.

Category Eligibility

Raminder Singh, Jun 22, 2023 4:26 PM EDT

Could CCOG please confirm if vendors are allowed to bind on only one category without being disqualified?

David Robbins, Jun 23, 2023 8:59 AM EDT

As stated in Section One, Part A, Subsection 5 Scope, "Bidders may elect to limit their proposals to a single service within any category, or multiple products and services within any and all categories."

Category Eligibility

Raminder Singh, Jun 22, 2023 4:27 PM EDT

Could CCOG please confirm if vendors are allowed to bind on only one category without being disqualified?

David Robbins, Jun 23, 2023 10:09 AM EDT

As stated in Section One, Part A, Subsection 5 Scope, "Bidders may elect to limit their proposals to a single service within any category, or multiple products and services within any and all categories."

Preference for vendors

Raminder Singh, Jun 22, 2023 4:29 PM EDT

Could CCOG please confirm if they will favor vendors who bid on all the categories?

David Robbins, Jun 23, 2023 10:11 AM EDT

Information related to the evaluation process is provided in Section One, Part C, Subsection 6 Evaluation Process.

Contract Budget

Raminder Singh, Jun 22, 2023 4:29 PM EDT

Could CCOG please disclose the budget allocated to this contract?

David Robbins, Jun 23, 2023 10:12 AM EDT

This is an Indefinite Demand, Indefinite Quantity contract opportunity. See Section One, Part C, Subsection 4 Estimated Quantities & Available Funds for more info.

IT Services Positions

Raminder Singh, Jun 22, 2023 4:30 PM EDT

Under section 5 Scope, point 5.2, Information Technology, could CCOG please clarify if those positions are they only positions available for IT Staffing Services or vendors can provide their catalog of positions?

David Robbins, Jun 23, 2023 10:14 AM EDT

As stated in Section One, Part A, Subsection 5 Scope, "Bidders may elect to limit their proposals to a single service within any category, or multiple products and services within any and all categories. However, Bidders are encouraged to include their entire offering of products and services."

IT Staff Augmentation Services

Raminder Singh, Jun 22, 2023 4:30 PM EDT

Is CCOG looking for vendors to provide IT Staff Augmentation Services?

David Robbins, Jun 23, 2023 10:36 AM EDT

See Section One, Part A, Subsection 5 - Scope for a summary of the products and services requested through this RFP.

IT Staff Augmentation Services

Raminder Singh, Jun 22, 2023 4:31 PM EDT

Could CCOG please clarify if they are looking for vendors to provide IT Staff Augmentation services to recruit the positions once the contract is awarded, or is CCOG looking for a vendor who has In-house personnel to fill the positions required?

David Robbins, Jun 23, 2023 10:40 AM EDT

Please review Section One, Part A to understand the overview, scope, and project information.

David Robbins, Jun 23, 2023 10:40 AM EDT

See Section One, Part A, Subsection 5 - Scope for a summary of the products and services requested through this RFP.

In-house personnel

Raminder Singh, Jun 22, 2023 4:33 PM EDT

Could CCOG please clarify if they are looking for vendors to provide IT Staff Augmentation services to recruit the positions once the contract is awarded, or is CCOG looking for a vendor who has In-house personnel to fill the positions required?

David Robbins, Jun 23, 2023 10:40 AM EDT

See Section One, Part A, Subsection 5 - Scope for a summary of the products and services requested through this RFP.

Additional Services

Raminder Singh, Jun 22, 2023 4:33 PM EDT

Could CCOG please clarify if vendors do not provide additional services as stated in section 5.3, that will affect the evaluation response?

David Robbins, Jun 23, 2023 10:41 AM EDT

See Section One, Part C, Subsection 6 - Evaluation Process for details related to the evaluation process.

Cost Proposal

Raminder Singh, Jun 22, 2023 4:33 PM EDT

In Attachment B Cost Proposal, if we only bind on Information Technology Category, can we list the positions listed in the RFP and provide hourly rates for staffing services?

David Robbins, Jun 23, 2023 10:44 AM EDT

CCOG is not requesting hourly rates in the Attachment B. Each respondents is responsible for making sure that CCOG easily understands the information provided in the Cost Proposal.

Proposal Form 1

Raminder Singh, Jun 22, 2023 4:34 PM EDT

Could CCOG please clarify if the technical proposal response has to be based only on Proposal Form 1: Technical Proposal?

David Robbins, Jun 23, 2023 10:48 AM EDT

All respondents are required to complete and submit Proposal Form 1 as a part of their proposal submission. See Section 1, Part C, Subsection 2 - Supplemental Submission Documents for additional info related to supplemental information.

David Robbins, Jun 23, 2023 10:49 AM EDT

All respondents are required to complete and submit Proposal Form 1 as a part of their proposal submission. See Section 1, Part C, Subsection 2 - Supplemental Submission Documents for additional info related to supplemental information.

Proposal Form 1

Raminder Singh, Jun 22, 2023 4:34 PM EDT

Could CCOG please clarify if aside from Proposal Form 1: Technical Proposal, do we have to provide more information for the Technical Response?

David Robbins, Jun 23, 2023 10:49 AM EDT

All respondents are required to complete and submit Proposal Form 1 as a part of their proposal submission. See Section 1, Part C, Subsection 2 - Supplemental Submission Documents for additional info related to supplemental information.

Proposal Form 1

Raminder Singh, Jun 22, 2023 4:35 PM EDT

Could CCOG please confirm if apart from Proposal Form 1: Technical Proposal, vendors can provide additional relevant information?

David Robbins, Jun 23, 2023 10:49 AM EDT

All respondents are required to complete and submit Proposal Form 1 as a part of their proposal submission. See Section 1, Part C, Subsection 2 - Supplemental Submission Documents for additional info related to supplemental information.

Proposal Form 1

Raminder Singh, Jun 22, 2023 4:35 PM EDT

Proposal Form 1: Technical Proposal, point 1.4 Public Sector Experience, the space to list the public sector clients is not enough, can we manipulate the text box, to be able to add all the clients?

David Robbins, Jun 23, 2023 10:52 AM EDT

Point 1.4 is not a question. It's a section title. No response needs to be provided for the line 1.4 Public Sector Experience. Respondents should answer questions 1.4.1, 1.4.2, 1.4.3, and 1.4.4.

Proposal Form 1: Technical Proposal, point 1.4 Public Sector Experience

Raminder Singh, Jun 22, 2023 4:35 PM EDT

Proposal Form 1: Technical Proposal, point 1.4 Public Sector Experience, could CCOG please confirm if vendors just need to list the public sector clients and not provide the contact information for those clients?

David Robbins, Jun 23, 2023 10:53 AM EDT

Each respondents is responsible for determining how best to respond to the questions and request for information contained in this RFP.

Proposal Form 1: Technical Proposal, point 1.4.2 and 1.4.3

Raminder Singh, Jun 22, 2023 4:36 PM EDT

Proposal Form 1: Technical Proposal, point 1.4.2 and 1.4.3, is it mandatory to respond to both questions? for example, if we have the point 1.4.3 Government Success but we do not have the point 1.4.2 Education Success, will that disqualify us?

David Robbins, Jun 23, 2023 10:55 AM EDT

There is no requirement that mandates organizations work with government agencies or educational institutions. Each respondents is responsible for determining how best to respond to the questions and request for information contained in this RFP.

Proposal Form 1: Technical Proposal, point 1.4.2 and 1.4.3

Raminder Singh, Jun 22, 2023 4:36 PM EDT

Proposal Form 1: Technical Proposal, point 1.4.2 and 1.4.3, is it mandatory to respond to both questions? for example, if we have the point 1.4.3 Government Success but we do not have the point 1.4.2 Education Success, will that affect our evaluation response?

David Robbins, Jun 23, 2023 10:57 AM EDT

There is no requirement that mandates organizations work with government agencies or educational institutions. Each respondents is responsible for determining how best to respond to the questions and request for information contained in this RFP. See Section One, Part C, Subsection 6 - Evaluation Process for information on how the proposals are evaluated.

Proposal Form 1: Technical Proposal, point 1.4.4 Customer References

Raminder Singh, Jun 22, 2023 4:36 PM EDT

Proposal Form 1: Technical Proposal, point 1.4.4 Customer References, could CCOG please confirm if vendors are allowed to provide commercial references?

David Robbins, Jun 23, 2023 10:57 AM EDT

Each respondents is responsible for determining how best to respond to the questions and request for information contained in this RFP.

Proposal Form 1: Technical Proposal, point 1.4.4 Customer References

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| <i>Raminder Singh, Jun 22, 2023 4:36 PM EDT</i> |
| Proposal Form 1: Technical Proposal, point 1.4.4 Customer References, could CCOG please confirm if vendors are allowed to provide ongoing contracts as references? |
| <i>David Robbins, Jun 23, 2023 10:57 AM EDT</i> |
| Each respondents is responsible for determining how best to respond to the questions and request for information contained in this RFP. |

Proposal Form 1: Technical Proposal, section 2 Products & Services, point 2.1.1

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|--|
| <i>Raminder Singh, Jun 22, 2023 4:36 PM EDT</i> |
| Proposal Form 1: Technical Proposal, section 2 Products & Services, point 2.1.1 it states "Provide a detailed description of the products and services you are offering as a part of your proposal ", do vendors have to answer this point in the text box provided on the form, or vendors can answer on a separate page? |
| <i>David Robbins, Jun 23, 2023 10:58 AM EDT</i> |
| Each respondents is responsible for determining how best to respond to the questions and requests for information contained in this RFP. |

MBE, WBE, HUB Goal

| |
|--|
| <i>Raminder Singh, Jun 22, 2023 4:37 PM EDT</i> |
| Could CCOG please confirm if there is any MBE, WBE, HUB, goal for this contract? if yes, we are a MBE firm certified by the State of Florida, is that sufficient to meet the goal? |
| <i>David Robbins, Jun 23, 2023 11:00 AM EDT</i> |
| Program Participants will communicate to the Awarded Supplier(s) any of their MBE, WBE, or HUB goals that are relevant to their staffing needs. |

Proposal Form 1: Technical Proposal

Raminder Singh, Jun 22, 2023 4:37 PM EDT

Regarding the Proposal Form 1: Technical Proposal, could CCOG please confirm if vendors can take each question from the form and respond it separately or if vendors must respond to each question in the text box included on the Proposal Form 1: Technical Proposal?

David Robbins, Jun 23, 2023 11:01 AM EDT

As stated in Section One, Part C, Subsection 1 - Proposal Submission "all Bidders must complete and submit a proposal consisting of all required forms and attachments referenced or provided in Section Two of the RFP."

Proposal Form 1: Technical Proposal, point 2.1.2

Raminder Singh, Jun 22, 2023 4:38 PM EDT

Proposal Form 1: Technical Proposal, point 2.1.2, could the CCOG please clarify if vendors can respond by referring to an attachment in the text box to answer this point?

David Robbins, Jun 23, 2023 11:02 AM EDT

Each respondents is responsible for determining how best to respond to the questions and requests for information contained in this RFP.

Proposal Form 1: Technical Proposal, point 2.1.2

Raminder Singh, Jun 22, 2023 4:38 PM EDT

Proposal Form 1: Technical Proposal, point 2.1.2, could the CCOG please clarify if vendors can provide graphics to respond to this point?

David Robbins, Jun 23, 2023 11:03 AM EDT

Each respondents is responsible for determining how best to respond to the questions and requests for information contained in this RFP.

Proposal Form 1: Technical Proposal, point 1.2.1 Financial Strength

| |
|---|
| <i>Raminder Singh, Jun 22, 2023 4:38 PM EDT</i> |
| Proposal Form 1: Technical Proposal, point 1.2.1 Financial Strength, could CCOG please confirm if vendors must insert the financial statements in the text box? |
| <i>David Robbins, Jun 23, 2023 11:03 AM EDT</i> |
| Each respondents is responsible for determining how best to respond to the questions and requests for information contained in this RFP. |

Proposal Form 1: Technical Proposal, point 1.2.1 Financial Strength

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|--|
| <i>Raminder Singh, Jun 22, 2023 4:39 PM EDT</i> |
| Proposal Form 1: Technical Proposal, point 1.2.1 Financial Strength, could CCOG please confirm if vendors can respond by referring to an attachment in the text box to provide the Financial Statements? |
| <i>David Robbins, Jun 23, 2023 11:03 AM EDT</i> |
| Each respondents is responsible for determining how best to respond to the questions and requests for information contained in this RFP. |

Page Limit

| |
|--|
| <i>Raminder Singh, Jun 22, 2023 4:39 PM EDT</i> |
| Could CCOG please confirm if there is a page limit for the response? |
| <i>David Robbins, Jun 23, 2023 11:04 AM EDT</i> |
| There is no page limit. |

Proposal Form 1: Technical Proposal, point 1.3.4

| |
|---|
| <i>Raminder Singh, Jun 22, 2023 4:40 PM EDT</i> |
|---|

Proposal Form 1: Technical Proposal, point 1.3.4, we are an IT Staffing Firm, offering IT Staffing Services for this contract, could CCOG please confirm if we are required to answer this point?

David Robbins, Jun 23, 2023 11:04 AM EDT

Each respondents is responsible for determining how best to respond to the questions and requests for information contained in this RFP.

Proposal Form 1: Technical Proposal, point 1.3.7

Raminder Singh, Jun 22, 2023 4:40 PM EDT

Proposal Form 1: Technical Proposal, point 1.3.7 it requires copies of any certificates or licenses included in your response in proposal Form 5 certifications and licenses, could CCOG please confirm if vendors have to attach the certificates in the text box or vendors can respond by referring to an attachment?

David Robbins, Jun 23, 2023 11:04 AM EDT

Each respondents is responsible for determining how best to respond to the questions and requests for information contained in this RFP.

Proposal Form 1: Technical Proposal, point 2.1.1

Raminder Singh, Jun 22, 2023 4:40 PM EDT

Proposal Form 1: Technical Proposal, point 2.1.1, could CCOG please confirm if vendors are allowed to provide graphics and tables to respond to this point?

David Robbins, Jun 23, 2023 11:04 AM EDT

Each respondents is responsible for determining how best to respond to the questions and requests for information contained in this RFP.

Proposal Form 1: Technical Proposal, point 2.1.1

Raminder Singh, Jun 22, 2023 4:41 PM EDT

Proposal Form 1: Technical Proposal, point 2.1.1, could CCOG please confirm if vendors can respond by referring to an attachment in the text box to answer this point?

David Robbins, Jun 23, 2023 11:05 AM EDT

Each respondents is responsible for determining how best to respond to the questions and requests for information contained in this RFP.

Cost Proposal

Raminder Singh, Jun 22, 2023 4:41 PM EDT

Regarding the attachment B Cost Proposal, could CCOG please clarify what information vendors are required to provide in column Flex Fields?

David Robbins, Jun 23, 2023 11:08 AM EDT

The "flex fields" are intended to allow flexibility in describing the product or service you are offering.

Extension for Due Date

Raminder Singh, Jun 22, 2023 4:41 PM EDT

Could CCOG kindly consider granting an extension for the response due date, considering that the Questions and Answers need to be submitted by 06/22/2023, and furthermore, the response submission is on 06/30/2023?

David Robbins, Jun 23, 2023 11:14 AM EDT

CCOG will not be considering extension to the Deadline for Proposal Submission at this time.

Proposal Form 1: Technical Proposal, point 1.4.1

Raminder Singh, Jun 22, 2023 4:41 PM EDT

Proposal Form 1: Technical Proposal, point 1.4.1, if we do not have Public Sector Cooperative Contracts, will that affect our evaluation?

David Robbins, Jun 23, 2023 11:15 AM EDT

The "flex fields" are intended to allow flexibility in describing the product or service you are offering. See Section One, Part C, Subsection 6 - Evaluation Process for details related to the evaluation process.

David Robbins, Jun 23, 2023 11:16 AM EDT

Sorry for the confusion. My response should read: Each respondents is responsible for determining how best to respond to the questions and requests for information contained in this RFP. See Section One, Part C, Subsection 6 - Evaluation Process for details related to the evaluation process.

Proposal Form 1: Technical Proposal, point 1.4.1

Raminder Singh, Jun 22, 2023 4:42 PM EDT

Proposal Form 1: Technical Proposal, point 1.4.1, if we do not have Public Sector Cooperative Contracts, will that disqualify us?

David Robbins, Jun 23, 2023 11:18 AM EDT

There are no requirements related to this RFP that state you must currently hold Public Sector Cooperative Contracts to qualify for award.

Proposal Form 1: Technical Proposal, point 1.3.2

Raminder Singh, Jun 22, 2023 4:42 PM EDT

Proposal Form 1: Technical Proposal, point 1.3.2, we are an IT Firm offering IT Staffing Services, could CCOG please confirm if we are required to answer this point?

David Robbins, Jun 23, 2023 11:28 AM EDT

Each respondents is responsible for determining how best to respond to the questions and requests for information contained in this RFP.

Proposal Form 1: Technical Proposal, point 2.1.3

Raminder Singh, Jun 22, 2023 4:42 PM EDT

Proposal Form 1: Technical Proposal, point 2.1.3, could CCOG please confirm if vendors are required to answer this point?

David Robbins, Jun 23, 2023 11:28 AM EDT

Each respondents is responsible for determining how best to respond to the questions and requests for information contained in this RFP.

Proposal Form 1: Technical Proposal, point 4.1.2

Raminder Singh, Jun 22, 2023 4:43 PM EDT

Proposal Form 1: Technical Proposal, point 4.1.2, could CCOG please clarify how vendors need to address this point?

David Robbins, Jun 23, 2023 8:42 AM EDT

Each respondent it responsible for determining how best to respond the questions or requests for information.

Diskriter, Inc.

Pre proposal conference

Laveena Yadav, Jun 07, 2023 3:56 PM EDT

We haven't able to get any kind of link or id/password for the pre proposal meeting. So please issue a addendum mentioning the place or location of pre proposal meeting with id or password

David Robbins, Jun 09, 2023 10:57 AM EDT

The pre-proposal registration information was just posted under Important Events.

Diverse Staffing Services, Inc.

Insurance

Amber Amores-Villalobos, May 22, 2023 10:11 AM EDT

Can the \$1,000,000 per occurrence/\$5,000,000 annual aggregate be achieved by utilizing our umbrella policy?

David Robbins, May 25, 2023 11:16 AM EDT

CCOG has not set any requirements as to how agencies meet the insurance requirements.

Number of Awarded Suppliers

Amber Amores-Villalobos, May 22, 2023 10:19 AM EDT

How many supplies do you anticipate awarding?

David Robbins, May 22, 2023 3:45 PM EDT

CCOG cannot anticipate how many suppliers will be awarded through the RFP process.

Spend

Amber Amores-Villalobos, May 22, 2023 10:19 AM EDT

What was last year's spend on this contract?

David Robbins, May 22, 2023 3:41 PM EDT

here is no historical staffing data to offer as this is a new contract opportunity through CCOG.

Number of temporaries

Amber Amores-Villalobos, May 22, 2023 10:19 AM EDT

How many temporaries were placed last year under this procurement.

David Robbins, May 22, 2023 3:41 PM EDT

There is no historical staffing data to offer as this is a new contract opportunity through CCOG.

Administrative Fee

Amber Amores-Villalobos, May 22, 2023 10:25 AM EDT

What is the administrative fee paid to Equalis?

David Robbins, May 22, 2023 3:40 PM EDT

The Admin Fee is not prescribed by CCOG in the RFP. Each bidder will have an opportunity to respond with a proposed Admin Fee that best suits their organization. Information regarding the Administrative Fee can be found in Section Two, Article 6 - Admin Fee & Reporting.

Attachment A

Amber Amores-Villalobos, Jun 14, 2023 7:43 AM EDT

In attachment A, Administrative Agreement, item 1.1, it notes the supplier is required to "attend at least one Winning Supplier company-wide sales and/or leadership meeting per year." Is this a virtual meeting?

David Robbins, Jun 14, 2023 10:49 AM EDT

Article 1.1 of Appendix B in the Administration Agreement discusses the responsibilities of Equalis Group not the Winning Supplier. The roles & responsibilities of the Winning Supplier is addressed in Article 2 of Appendix B.

Enterprise Solutions Inc.

Need Clarification

Sunder Pillai, Jun 05, 2023 10:09 AM EDT

General Questions • Is this a new contract or renewal of an existing contract? • Is this a single award or multi-award contract? • If it is multi-award contract, how many awards will be made

under this contract? • If there is an existing contract, could you please share the name of the Current Contractors (who are currently providing Staffing Services to The Cooperative Council of Governments)? • Could you please share the current contractor's pricing and Proposals? • Can you share details from where we can get old proposal details? • Can you please share the email id/details where we can raise the public record request for old RFP? • Is there any issue with existing contractors? • When was the existing contract started, and what is the annual spent value of the current contract since inception? • Can you please let us know the previous spending on this contract? Please Confirm. • Can you please share the amount of business each Contractor did under this contract in previous years? • How many positions are expected to fill under this contract? • Please share the minimum estimated hours for all job positions? • Please share the total number of temporary staff placed annually under the ongoing contract? • Please share the most commonly filled position? • In order to be responsive, is it mandatory to bid on all job positions/titles? • How will job requests be shared among multiple awarded Contractors? Please confirm. "1.2.1. Financial Strength. Demonstrate your financial strength and stability with meaningful data. This could include, but is not limited to, such items as financial statements, SEC filings, credit & bond ratings, letters of credit, and detailed reference letters."

• Can we provide Audited Financial Statements with the proposal? Please confirm. • Is it mandatory to provide all documents, i.e., financial statements, SEC filings, credit & bond ratings, letters of credit, and detailed reference letters with the proposal. Please confirm. • Can we suffice the above Financial strength requirement by providing our Audited Financial Statements with the proposal? Please confirm. "1.3.4. Network Relationship. If your company is best described as a manufacturer or service provider, please describe how your dealer network operates to sell and deliver the Products & Services proposed in this RFP. If applicable, is your network independent or company owned?" • We are a purely Staffing company. As per our understanding, Is CCOG asking for staffing services delivered from our office locations. Please confirm. • If not, please confirm what exactly CCOG is expecting in response to please describe how your dealer network operates to sell and deliver the Products & Services proposed in this RFP. If applicable, is your network independent or company owned. • To be responsive, is it mandatory to maintain a permanent place of business in where services are required? • To be responsive, is it mandatory to have a local business office within particular regions where services are required? "1.3.7. Certifications and Licenses. Provide a detailed explanation outlining the licenses and certifications that are i) required to be held, and ii) actually held by your organization (including third parties and subcontractors that you use). Has your company maintained these certifications on an ongoing basis? If not, when and why did your company lose any referenced certifications?" • Can you please share the list of certifications and licenses needed to be submitted with the proposal. • What kind of certifications and licenses CCOG need at the time of proposal submission? "1.4.1. Public Sector Cooperative Contracts. Provide a list of the public sector cooperative contracts (e.g., state term contracts, public sector cooperatives, etc.) you currently hold and the annual revenue through those contracts in each of the last three (3) calendar year. Please exclude information and data associated with Federal or GSA contracts." • Would CCOG be giving preference to those vendors who has similar experience with government clients? Please confirm. • Would CCOG be allowing vendors to submit similar experience with commercial clients? Please confirm. • Would CCOG be giving preference to vendors who has past experience with Public Sector Cooperative Contracts? Please confirm. • To be responsive, is it mandatory to have experience with public sector cooperatives? Please confirm. • To be responsive, is it mandatory to have experience with public agencies? Please confirm. "1.4.2. Education Success. What is the i) total dollar

amount, and ii) percentage of your company's total annual revenue generated by sales to educational institutions (i.e., K-12 schools & school districts and high education)?" • To be responsive, is it mandatory to have experience with educational institutions? Please confirm.

- Would CCOG be giving preference to vendors who has past experience with educational institutions? Please confirm.
- Would CCOG be allowing vendors to submit similar experience with commercial clients? Please confirm.

"1.4.4. Customer References. Provide references of at least five (5) local government or educational institution customers for which your company has provided products and services similar in nature and scope to those defined in this RFP in the last three (3) years. Each reference should include:" • Can we provide large commercial references? • Is it mandatory to provide local government, out of state government agencies or educational institution references. Please confirm.

"3.1.1. Order & Invoice Process. Describe your company's proposal development, order, and invoice process. Your response should include, but is not limited to, acceptable payment methods and standard payment terms." • Could you provide CCOG's acceptable payment methods and standard payment terms.

"4.1.2. Auditable. Describe how the proposed pricing model is able to be audited by public sector agencies or CCOG to assure compliance with pricing in the Master Agreement." • Please confirm what exactly CCOG is expecting in response to how the proposed pricing model is able to be audited by public sector agencies or CCOG to assure compliance with pricing in the Master Agreement.

"PROPOSAL FORM 3: DIVERSITY VENDOR CERTIFICATION PARTICIPATION: Diversity Vendor Certification Participation - It is the policy of some Members participating in Equalis Group to involve minority and women business enterprises (M/WBE), small and/or disadvantaged business enterprises, disable veterans business enterprises, historically utilized businesses (HUB) and other diversity recognized businesses in the purchase of goods and services." • Is subcontracting mandatory to be responsive for this RFP? Please confirm.

- If subcontracting is mandatory, then please confirm the goal percentage we need to achieve.

"PROPOSAL FORM 4: CERTIFICATIONS AND LICENSES: Provide a copy of all current licenses, registrations and certifications issued by federal, state and local agencies, and any other licenses, registrations or certifications from any other governmental entity with jurisdiction, allowing Bidder to provide the products and services included in their proposal which can include, but not limited to licenses, registrations or certifications. M/WBE, HUB, DVBE, small and disadvantaged business certifications and other diverse business certifications, as well as manufacturer certifications for sales and service must be included if applicable" • Can you please share the list of certifications and licenses needed to be submitted with the proposal.

- What kind of registrations, certifications and licenses CCOG need at the time of proposal submission?
- Do we need to submit Business Registration Certificates (BRCs) and licenses with the proposal. Please confirm.
- Can we submit BRCs and licenses after intent of award. Please confirm.
- Is it mandatory to provide licenses, registrations and certifications with the proposal. Please confirm.

"2.8. Winning Supplier Insurance. During the Term of this Master Agreement, and for two (2) years following expiration or termination of this Master Agreement, Winning Supplier, at its own expense, shall maintain and shall require that its agents, subcontractors, and suppliers engaged in Winning Supplier's performance of its duties under this Master Agreement maintain general liability insurance, property insurance, and automobile insurance (at a minimum, in the amount of \$1,000,000 per occurrence/\$5,000,000 annual aggregate) applicable to any claims, liabilities, damages, costs, or expenses arising out of its performance under this Master Agreement, or any Appendix, and with respect to, or arising out of, Winning Supplier's provision of Products & Services to Program Participants." General liability insurance (at a minimum, in the amount of \$1,000,000 per occurrence/\$5,000,000 annual aggregate) • Could you please confirm if we can suffice the

requirement with our Umbrella cover? • We have Commercial General Liability Insurance of \$4,000,000 for annual aggregate and \$2,000,000 per occurrence. Could you please confirm if the above-mentioned Insurance requirement can be amended accordingly? • Can we provide the certificate of insurance after intent to award. Please confirm. Property insurance (at a minimum, in the amount of \$1,000,000 per occurrence/\$5,000,000 annual aggregate) • As of now, we do not have property insurance in our certificate of insurance (COI). Can we provide COI after intent to award. Please confirm. • Is it mandatory to provide property insurance with the proposal. Please confirm. Automobile insurance (at a minimum, in the amount of \$1,000,000 per occurrence/\$5,000,000 annual aggregate) • Could you please confirm if we can suffice the requirement with our Umbrella cover? • We have Automobile insurance of \$1,000,000 per occurrence. Could you please confirm if the above-mentioned Insurance requirement can be amended accordingly?

Sunder Pillai, Jun 06, 2023 11:01 AM EDT

U. Secretary of State Requirements. (Page#13) 1. In accordance with Louisiana law, all corporations (see La. R.S. 12:262.1) and limited liability companies (see La. R.S. 12:1308.2) must be registered and in good standing with the Louisiana Secretary of State in order to hold a purchase order and/or a contract with the State. Question: As per our understanding BRC will be required prior to award. Question: Do we need to submit BRC with proposal? Please confirm.

David Robbins, Jun 08, 2023 4:44 PM EDT

1. Is this a new contract or renewal of an existing contract? a. This is a new contract for CCOG.
 2. Is this a single award or multi-award contract? a. CCOG has not predetermined the number of contracts that will be awarded through this RFP. 3. If it is multi-award contract, how many awards will be made under this contract? a. CCOG has not predetermined the number of contracts that will be awarded through this RFP. 4. If there is an existing contract, could you please share the name of the Current Contractors a. CCOG does not have any Staffing Service providers under contract. 5. (who are currently providing Staffing Services to The Cooperative Council of Governments)? a. CCOG does not have any Staffing Service providers under contract. 6. Could you please share the current contractor's pricing and Proposals? a. CCOG does not have any Staffing Service providers under contract. 7. Can you share details from where we can get old proposal details? a. There are no old proposal details to share. 8. Can you please share the email id/details where we can raise the public record request for old RFP? a. CCOG does not have any Staffing Service providers under contract. CCOG's public records policies can be found here: <https://cooperativecogohio.org/wp-content/uploads/2023/03/Policy-CCOG-Public-Records-Policy.pdf> 9. Is there any issue with existing contractors? a. CCOG does not have any Staffing Service providers under contract. 10. When was the existing contract started, and what is the annual spent value of the current contract since inception? a. CCOG does not have any Staffing Service providers under contract. 11. Can you please let us know the previous spending on this contract? Please Confirm. a. CCOG does not have any Staffing Service providers under contract. 12. Can you please share the amount of business each Contractor did under this contract in previous years? a. CCOG does not have any Staffing Service providers under contract. 13. How many positions are expected to fill under this contract? a. This resulting Master Cooperative Purchasing Agreement is an indefinite demand, indefinite quantity

contract ("IDIQ"). Neither CCOG or Equalis Group make any assurances for contract utilization. 14.

Please share the minimum estimated hours for all job positions? a. N/A 15.

Please share the total number of temporary staff placed annually under the ongoing contract?

a. CCOG does not have any Staffing Service providers under contract. 16. Please share the most commonly filled position? a. N/A 17.

In order to be responsive, is it mandatory to bid on all job positions/titles? a. Respondents are not required to provide proposals for all services requested in the RFP. 18.

How will job requests be shared among multiple awarded Contractors? Please confirm. a. N/A "1.2.1. Financial Strength. Demonstrate your financial strength and stability with meaningful data. This could include, but is not limited to, such items as financial statements, SEC filings, credit & bond ratings, letters of credit, and detailed reference letters." 19.

Can we provide Audited Financial Statements with the proposal? Please confirm. a. It is the responsibility of each respondent to determine how best to respond to each question provided in Section Two, Proposal Form 1 – Technical Proposal. 20. Is it mandatory to provide all documents, i.e., financial statements, SEC filings, credit & bond ratings, letters of credit, and detailed reference letters with the proposal. Please confirm. a. It is the responsibility of each respondent to determine how best to respond to each question provided in Section Two, Proposal Form 1 – Technical Proposal. 21. Can we suffice the above Financial strength requirement by providing our Audited Financial Statements with the proposal? Please confirm. a. It is the responsibility of each respondent to determine how best to respond to each question provided in Section Two, Proposal Form 1 – Technical Proposal. "1.3.4. Network Relationship. If your company is best described as a manufacturer or service provider, please describe how your dealer network operates to sell and deliver the Products & Services proposed in this RFP. If applicable, is your network independent or company owned?" 22.

We are a purely Staffing company. As per our understanding, Is CCOG asking for staffing services delivered from our office locations. Please confirm. a. CCOG is not requesting any staffing services for its own benefit. The purpose of a Master Cooperative Purchasing Contract is to make the services of the Awarded Suppliers available to Members of CCOG and Equalis Group. There are no requirements related from where the staffing services will be delivered.

23. If not, please confirm what exactly CCOG is expecting in response to please describe how your dealer network operates to sell and deliver the Products & Services proposed in this RFP. If applicable, is your network independent or company owned. a.

It is the responsibility of each respondent to determine how best to respond to each question provided in Section Two, Proposal Form 1 – Technical Proposal. 24.

To be responsive, is it mandatory to maintain a permanent place of business in where services are required? a. There is no mandate related to a permanent place of business in where serviced are required. 25.

To be responsive, is it mandatory to have a local business office within particular regions where services are required? a. There is no mandate related to a permanent place of business in where serviced are required. "1.3.7.

Certifications and Licenses. Provide a detailed explanation outlining the licenses and certifications that are i) required to be held, and ii) actually held by your organization (including third parties and subcontractors that you use). Has your company maintained these certifications on an ongoing basis? If not, when and why did your company lose any referenced certifications?" 26.

Can you please share the list of certifications and licenses needed to be submitted with the proposal. a. This RFP and contract award process is a solutions-based solicitation; meaning that CCOG is seeking solutions that meet the general requirements of the scope of this RFP and that are commonly desired or are required by law or industry standards. 27.

What kind of certifications and licenses CCOG need at the time of proposal submission? a. This RFP and contract award process is a solutions-based solicitation; meaning that CCOG is seeking solutions that meet the general requirements of the scope of this RFP and that are commonly desired or are required by law

or industry standards. “1.4.1. Public Sector Cooperative Contracts. Provide a list of the public sector cooperative contracts (e.g., state term contracts, public sector cooperatives, etc.) you currently hold and the annual revenue through those contracts in each of the last three (3) calendar year. Please exclude information and data associated with Federal or GSA contracts.” 28. Would CCOG be giving preference to those vendors who has similar experience with government clients? Please confirm. a. The Evaluation Criteria for the RFP is provided in Section One, Part C, Article 5 – Evaluation Process. 29. Would CCOG be allowing vendors to submit similar experience with commercial clients? Please confirm. a. It is the responsibility of each respondent to determine how best to respond to each question provided in Section Two. 30. Would CCOG be giving preference to vendors who has past experience with Public Sector Cooperative Contracts? Please confirm. a. The Evaluation Criteria for the RFP is provided in Section One, Part C, Article 5 – Evaluation Process. 31. To be responsive, is it mandatory to have experience with public sector cooperatives? Please confirm. a. There is no such requirement for responsiveness. 32. To be responsive, is it mandatory to have experience with public agencies? Please confirm. a. There is no such requirement for responsiveness. “1.4.2. Education Success. What is the i) total dollar amount, and ii) percentage of your company's total annual revenue generated by sales to educational institutions (i.e., K-12 schools & school districts and high education)?” 33. To be responsive, is it mandatory to have experience with educational institutions? Please confirm. a. There is no such requirement for responsiveness. 34. Would CCOG be giving preference to vendors who has past experience with educational institutions? Please confirm. a. The Evaluation Criteria for the RFP is provided in Section One, Part C, Article 5 – Evaluation Process. 35. Would CCOG be allowing vendors to submit similar experience with commercial clients? Please confirm. a. It is the responsibility of each respondent to determine how best to respond to each question provided in Section Two. “1.4.4. Customer References. Provide references of at least five (5) local government or educational institution customers for which your company has provided products and services similar in nature and scope to those defined in this RFP in the last three (3) years. Each reference should include:” 36. Can we provide large commercial references? a. It is the responsibility of each respondent to determine how best to respond to each question provided in Section Two. 37. Is it mandatory to provide local government, out of state government agencies or educational institution references. Please confirm. a. It is the responsibility of each respondent to determine how best to respond to each question provided in Section Two. “3.1.1. Order & Invoice Process. Describe your company's proposal development, order, and invoice process. Your response should include, but is not limited to, acceptable payment methods and standard payment terms.” 38. Could you provide CCOG's acceptable payment methods and standard payment terms. a. CCOG does not dictate the payment methods of our members. “4.1.2. Auditable. Describe how the proposed pricing model is able to be audited by public sector agencies or CCOG to assure compliance with pricing in the Master Agreement.” 39. Please confirm what exactly CCOG is expecting in response to how the proposed pricing model is able to be audited by public sector agencies or CCOG to assure compliance with pricing in the Master Agreement. a. The audit process is requested by Members to demonstrate that the cost of the service(s) a Member receives from an Awarded Supplier is in compliance with the accepted pricing methodology submitted in the Cost Proposal. “PROPOSAL FORM 3: DIVERSITY VENDOR CERTIFICATION PARTICIPATION: Diversity Vendor Certification Participation - It is the policy of some Members participating in Equalis Group to involve minority and women business enterprises (M/WBE), small and/or disadvantaged business enterprises, disable veterans business enterprises, historically utilized businesses (HUB) and other diversity recognized businesses in the purchase of

goods and services.” 40. Is subcontracting mandatory to be responsive for this RFP? Please confirm. a. There is no such requirement for responsiveness. 41. If subcontracting is mandatory, then please confirm the goal percentage we need to achieve. a. N/A “PROPOSAL FORM 4: CERTIFICATIONS AND LICENSES: Provide a copy of all current licenses, registrations and certifications issued by federal, state and local agencies, and any other licenses, registrations or certifications from any other governmental entity with jurisdiction, allowing Bidder to provide the products and services included in their proposal which can include, but not limited to licenses, registrations or certifications. M/WBE, HUB, DVBE, small and disadvantaged business certifications and other diverse business certifications, as well as manufacturer certifications for sales and service must be included if applicable” 42. Can you please share the list of certifications and licenses needed to be submitted with the proposal. a. This RFP and contract award process is a solutions-based solicitation; meaning that CCOG is seeking solutions that meet the general requirements of the scope of this RFP and that are commonly desired or are required by law or industry standards. 43. What kind of registrations, certifications and licenses CCOG need at the time of proposal submission? a. Only the registrations, certificates, and licenses that are required to provide staffing services, if applicable. 44. Do we need to submit Business Registration Certificates (BRCs) and licenses with the proposal. Please confirm. a. It is the responsibility of each respondent to determine how best to respond to each question provided in Section Two 45. Can we submit BRCs and licenses after intent of award. Please confirm. a. It is the responsibility of each respondent to determine how best to respond to each question provided in Section Two 46. Is it mandatory to provide licenses, registrations and certifications with the proposal. Please confirm. a. It is the responsibility of each respondent to determine how best to respond to each question provided in Section Two. “2.8. Winning Supplier Insurance. During the Term of this Master Agreement, and for two (2) years following expiration or termination of this Master Agreement, Winning Supplier, at its own expense, shall maintain and shall require that its agents, subcontractors, and suppliers engaged in Winning Supplier’s performance of its duties under this Master Agreement maintain general liability insurance, property insurance, and automobile insurance (at a minimum, in the amount of \$1,000,000 per occurrence/\$5,000,000 annual aggregate) applicable to any claims, liabilities, damages, costs, or expenses arising out of its performance under this Master Agreement, or any Appendix, and with respect to, or arising out of, Winning Supplier’s provision of Products & Services to Program Participants.” General liability insurance (at a minimum, in the amount of \$1,000,000 per occurrence/\$5,000,000 annual aggregate) 47. Could you please confirm if we can suffice the requirement with our Umbrella cover? a. COG has not set any requirements as to how agencies meet the insurance requirements. 48. We have Commercial General Liability Insurance of \$4,000,000 for annual aggregate and \$2,000,000 per occurrence. Could you please confirm if the above-mentioned Insurance requirement can be amended accordingly? a. Any exceptions or deviations to the RFP or the terms & conditions of the Master Agreement can be communicated through Proposal Form 17: General Terms & Conditions Acceptance Form. 49. Can we provide the certificate of insurance after intent to award. Please confirm. a. It is the responsibility of each respondent to determine how best to respond to each question provided in Section Two. Property insurance (at a minimum, in the amount of \$1,000,000 per occurrence/\$5,000,000 annual aggregate) 50. As of now, we do not have property insurance in our certificate of insurance (COI). Can we provide COI after intent to award. Please confirm. a. It is the responsibility of each respondent to determine how best to respond to each question provided in Section Two. 51. Is it mandatory to provide property insurance with the proposal. Please confirm. a. Any exceptions or deviations to the RFP or the terms & conditions of the Master Agreement can be communicated through Proposal Form 17: General Terms & Conditions Acceptance Form.

Automobile insurance (at a minimum, in the amount of \$1,000,000 per occurrence/\$5,000,000 annual aggregate) 52. Could you please confirm if we can suffice the requirement with our Umbrella cover? a. It is the responsibility of each respondent to determine how best to respond to each question provided in Section Two. 53. We have Automobile insurance of \$1,000,000 per occurrence. Could you please confirm if the above-mentioned Insurance requirement can be amended accordingly? a. It is the responsibility of each respondent to determine how best to respond to each question provided in Section Two. Sunder Pillai (Enterprise Solutions Inc.) Jun 6th 2023, 11:01 AM EDT U. Secretary of State Requirements. (Page#13) 1. In accordance with Louisiana law, all corporations (see La. R.S. 12:262.1) and limited liability companies (see La. R.S. 12:1308.2) must be registered and in good standing with the Louisiana Secretary of State in order to hold a purchase order and/or a contract with the State. 54. Question: As per our understanding BRC will be required prior to award. a. It is the responsibility of each respondent to determine how best to respond to each question provided in Section Two. 55. Question: Do we need to submit BRC with proposal? Please confirm. a. It is the responsibility of each respondent to determine how best to respond to each question provided in Section Two.

Sunder Pillai, Jun 09, 2023 1:43 PM EDT

"During the Term of this Master Agreement, and for two (2) years following expiration or termination of this Master Agreement, Winning Supplier, at its own expense, shall maintain and shall require that its agents, subcontractors, and suppliers engaged in Winning Supplier's performance of its duties under this Master Agreement maintain general liability insurance, property insurance, and automobile insurance (at a minimum, in the amount of \$1,000,000 per occurrence/\$5,000,000 annual aggregate) applicable to any claims, liabilities, damages, costs, or expenses arising out of its performance under this Master Agreement, or any Appendix, and with respect to, or arising out of, Winning Supplier's provision of Products & Services to Program Participants. CCOG, Equalis, and their respective officers, directors, employees, and agents will be named as certificate holders on Winning Supplier's related insurance policies." Question: can you please share the limits for each general liability insurance, property insurance, and automobile insurance,

David Robbins, Jun 09, 2023 2:07 PM EDT

Under the Master Agreement shall maintain general liability insurance, property insurance, and automobile insurance, at a minimum, in the amount of \$1,000,000 per occurrence/\$5,000,000 annual aggregate.

Need Clarification

Sunder Pillai, Jun 15, 2023 8:38 AM EDT

Additional Services: Provide services that supplement and support the staffing industries above including but not limited to: • Testing and assessment • Recruitment and placement • Background checks and pre-employment screening • Payroll • Onboarding & orientation • Performance management Page | 3 • Reporting and metrics • Workforce management & employee relations support • Consulting and advisory • Independent contractor compliance and risk management Do we need to provide pricing for the above-mentioned additional services. Please confirm.

David Robbins, Jun 15, 2023 1:24 PM EDT

Pricing should be provided for all services that are included in your organization's proposal. If you do not provide or intend to provide those services through an awarded contract then no pricing is required.

Need Clarification

Sunder Pillai, Jun 16, 2023 9:21 AM EDT

"B. Non-Collusion Affidavit" Question: Is it mandatory to provide our New Jersey office address in the form. Please confirm. Question: Can we provide our Illinois Headquarter office address in the form. Please confirm.

David Robbins, Jun 16, 2023 2:54 PM EDT

Each respondent is responsible for determining how best to respond to requests for information. Proposal Form 16 consists of different State of New Jersey documents and neither CCOG or Equalis Group can answer your questions.

Need Clarification

Sunder Pillai, Jun 22, 2023 8:25 AM EDT

"Describe your company's proposal development, order, and invoice process. Your response should include, but is not limited to, acceptable payment methods and standard payment terms." Can you please confirm what exactly CCOG is expecting in response to Describe your company's proposal development.

David Robbins, Jun 22, 2023 8:28 AM EDT

It is the responsibility of each bidder to determine how best to respond to the questions included in this RFP.

Need Clarification

Sunder Pillai, Jun 22, 2023 8:35 AM EDT

3.1.1. Order & Invoice Process. Describe your company's proposal development, order, and invoice process. Your response should include, but is not limited to, acceptable payment methods and standard payment terms. Can you please confirm what exactly CCOG is expecting in response to Describe your company's proposal development, order, and invoice process.

David Robbins, Jun 22, 2023 9:14 AM EDT

Each bidder is responsible for determining how best to respond to questions or requested for information within the RFP.

Need Clarification

Sunder Pillai, Jun 22, 2023 9:06 AM EDT

Do we need to fill details and submit the CCOG Staffing (Section 2) as Technical proposal?

David Robbins, Jun 22, 2023 9:09 AM EDT

Yes.

Imagine Staffing Technology, Inc.

Imagine Staffing RFP Questions

Sarah Salisbury, Jun 22, 2023 3:28 PM EDT

1. What are the top 3 objectives for the evaluation committee and how will the RFP responses be weighed as a percentage against them? 2. How many active suppliers are there today? 3. Are you weighing existing and potential new suppliers on the same or different scales? 4. What are the top 3 pain points with the current suppliers? 5. What was the Total Talent Management (TTM) spend for 2021 and 2022? Can you break down contingent spend vs. direct

hire? What is the projected 2023 and 2024 spend? 6. Are there any obstacles, challenges, or circumstances that would prevent this program from launching?

David Robbins, Jun 23, 2023 8:24 AM EDT

1) See Section One, Part C, Subsection 6 - Evaluation Process. 2) CCOG does not have any current or incumbent supplier. 3) See Section One, Part C, Subsection 6 - Evaluation Process. 4) CCOG does not have any current or incumbent supplier. 5) CCOG does not have any current or incumbent supplier. 6) We are unaware of any such obstacles, challenges, or circumstances that would prevent this program from launching.

Infojini, Inc.

Current vendor(s)

Sandeep Harjani, May 24, 2023 7:38 PM EDT

Is this a new initiative? If not, please provide the names of the current vendor(s) providing the services.

David Robbins, May 25, 2023 10:48 AM EDT

This is a new contract category for CCOG but not Equalis Group. All current Equalis Group contract holders are available at <https://equalisgroup.org/purchasing-contracts/>.

Previous spending

Sandeep Harjani, May 24, 2023 7:39 PM EDT

Can you please let us know the previous spending of this contract?

David Robbins, May 25, 2023 10:48 AM EDT

CCOG does not have any historical spend data to provide for this category.

Incumbent(s)

Sandeep Harjani, May 24, 2023 7:39 PM EDT

| |
|--|
| Please confirm if we can get the proposals or pricing of the incumbent(s). |
| <i>David Robbins, May 25, 2023 10:50 AM EDT</i> |
| All available contract documents can be found on the landing page of each of our suppliers. You can view a list of Equalis Group contract holders here https://equalisgroup.org/purchasing-contracts/ |

Current vendor(s)

| |
|---|
| <i>Sandeep Harjani, May 24, 2023 7:39 PM EDT</i> |
| Are there any pain points or issues with the current vendor(s)? |
| <i>David Robbins, May 25, 2023 9:47 AM EDT</i> |
| Equalis Group's current contracts were procured through Region 10 ESC. CCOG does not have any current vendors that offer staffing services. CCOG cannot comment on Region 10's vendor relationship. |

Number of awards

| |
|--|
| <i>Sandeep Harjani, May 24, 2023 7:39 PM EDT</i> |
| Please confirm the anticipated number of awards. |
| <i>David Robbins, May 25, 2023 9:45 AM EDT</i> |
| There no pre-determined number of awards that will be issued at the conclusion of this RFP process. CCOG has sole discretion to determine the number of contracts awarded. |

Kapital Data Corp

Inquiry About ERP systems

| |
|---|
| <i>Ashwini Bhaskar, May 22, 2023 11:43 AM EDT</i> |
|---|

Dear Cooperative Council of Governments (CCOG) Team, Could you please clarify what is the ERP systems that are being used for the organization? Is Oracle, PeopleSoft or Workday used at all? Thank You.

David Robbins, May 22, 2023 3:50 PM EDT

That information is not available.

Medical Edge Recruitment LLC

Questions for COG-2148

Amy Stephens, Jun 12, 2023 9:39 AM EDT

1. Do we have to bid on all positions? 2. Who is the incumbent(s), and how long have they been providing the requested services? 3. What is the current incumbent's rate(s)? 4. To what extent, if any, will the location of the bidder's proposed location or headquarters have a bearing on the award? 5. Do vendors have to provide proof of rates? If so, is it required that the rates be published?

David Robbins, Jun 12, 2023 11:42 AM EDT

1. There is no requirement to submit a proposal for all solutions, industries, or additional services identified in the scope of this RFP. 2. CCOG does not have any Staffing Service providers under contract. 3. There are no incumbent supplier rates to provide. 4. The location of the bidders does not impact the evaluation or scoring of the proposals. 5. Pricing requirements are addressed in Section One, Part C, Article 5 - Cost Proposal & Pricing.

Personnel Specialists LLC

Ref. #: COG-2148

Norm Keene, May 22, 2023 2:40 PM EDT

Is this just for Ohio or for national staffing?

David Robbins, May 22, 2023 3:37 PM EDT

The contracts awarded at the conclusion of this RFP can be accessed by public agencies across the country. However, it is not a requirement that your organization is able to provide staffing services in all 50 states.

Public Consulting Group, LLC

Public Consulting Group Questions Regarding Attachment B Cost Proposal Template

Lisbeth Bell, Jun 13, 2023 2:56 PM EDT

Attachment B Cost Proposal Template – I am not certain how to fill-out the cost proposal. PCG can recruit, hire and provide staff for a number of different positions and service areas. We also can provide workforce management, employee relations support and consulting services. a. Can I complete the cost proposal by filling out the “Staffing Price List” worksheet with a “Regular Markup %” and “Overtime Markup %” without listing a particular position? b. What is the “Regular Markup %” on? For example is the regular markup % a multiplier of the position’s pay rate or is the regular markup % a multiplier of the employers cost of the position? I would prefer the regular markup % be on the employers cost of the position because in addition to the employee taxes we pay, we also provide benefits including PTO, holiday, 401K and insurance. These are significant costs to us (the employer) that other vendors may not offer, resulting in our regular markup % being higher than other vendors who do not offer benefit plans. c. Does the bidder need to include a markup % as part of their markup for CCOG? If so, what is that percentage? d. RFP, Section 5.3, Additional Services, page 2 – There are several additional services listed under section 5.3 (e.g. recruitment and placement, background checks and pre-employment screening, payroll, etc.) that are part of our staffing services and the cost of these services would normally be included as part of our Markup %. Is it okay to include these services as part of our markup rate for the positions in which we’re filling?

David Robbins, Jun 14, 2023 1:53 PM EDT

a. It is up to the each respondent to determine how best to complete Attachment B. Providing specificity around the types of positions or categories would be helpful information to understand the full scope of what is included in your cost proposal. If your markup does not vary by position, then this would be acceptable. b. Markup should be applied to the position's hourly rate. c. According to Section One, Part C, Article 5.2(g) - Administrative Fee, the pricing must include the Administration Fee. Respondents should use the Administrative Fee suggested in response to Section Two, Proposal Form 1, Question 6.1.1. when accounting for the fee in their cost proposal calculations. d. Yes. All costs being charged to the members utilizing this awarded contract must be addressed in the Markup. Additionally, the columns in Attachment B - Cost Proposal Template titled "Flex Field" can be used to add additional descriptions or provide more information of the services being proposed.

RK Software Inc

June Nineteenth

Sarah Inoue, Jun 15, 2023 11:46 AM EDT

Hello, June 19th is a federal holiday. Can the pre-bid meeting be on a different day? Thank you.

David Robbins, Jun 15, 2023 1:22 PM EDT

Unfortunately it's too late to make a change the day of the pre-proposal meeting. However, the pre-proposal meeting will be recorded and made available to all prospective respondents.

SOPHUS IT SOLUTIONS

Bid Proposal Certification:

Kurumila Pavithra, Jun 08, 2023 12:54 PM EDT

can you please confirm for us the Bid Proposal Certifications (photocopy of Federal letter of Affirmative or Certificate of Employee Information Report or Affirmative Action Employee Information Report) can we submit these documents after the contract is awarded, or is this mandatory at the time of the proposal?

David Robbins, Jun 08, 2023 4:45 PM EDT

It is the responsibility of each respondent to determine how best to respond to each request for information.

Search and Staff

Vendor Location

Taneshia Jones, May 22, 2023 7:32 PM EDT

Our business office is located in Texas. However, we staff all over North America (US ONLY) can we still participate in this RFP / COOP? Do we have to be in the local areas listed in this RFP?

David Robbins, May 25, 2023 10:01 AM EDT

CCOG does not limit the geographic availability of the awarded contract(s). The winning supplier will be able to determine the contracts availability based on where they are able to do business and where state or local requirements allow for the procurement of these good and services through a cooperative contract.

Staffmark Group

Contract Award

Sherry Donovan, Jun 21, 2023 8:16 AM EDT

How many Staffing Companies do you anticipate selecting as a "Winning Supplier"? At a minimum, we would like to understand the probability of multiple staffing suppliers being awarded.

David Robbins, Jun 21, 2023 4:02 PM EDT

There is no predetermined amount of contracts that have been allocated for award. The number of the contracts awarded is at the sole discretion of CCOG. The goal of this RFP is to be able to provide the full scope services contained in the RFP to CCOG and Equalis Members across the country through the fewest number of awarded contracts. That may mean that multiple contracts are distributed 1) to fulfill the scope of services intended to be offered or 2) to ensure as many members as possible are able to be serviced. Without knowing the capabilities and geographic reach of all RFP participants, it is impossible to determine the number of contracts that will be awarded.

TRYFACTA, INC.

Questions in references to COG-2148

Adesh Tyagi, Jun 22, 2023 11:03 AM EDT

Ques 1: Do we need to enter the position category and job position from our end in the Excel price sheet, or do we need to refer to section 5.2 and include those categories and positions only? Please suggest. Ques 2: Can you please share the Flex Field meaning mentioned in columns C and D? Ques 3: Do staffing companies need to provide any detail in the Services & other discounts sheet of pricing? Quest 4: Please explain what we need to provide in the Services & other discounts sheet of pricing. Quest 5: Please share the incumbent's name, contract utilization, number of resources engaged by the incumbent and their pricing for the previous contract. Quest 6: Apart from the Administrative Fee of 2 to 3% do we need to propose any other fee, or do we need to agree with the Administrative Fee of 2 to 3%? Please suggest. Quest 7: Do we need to provide an actual copy of insurance at the time of response submission, or can we provide it after award notification? Please

suggest. Quest 8: What kind of products are required in this RFP, if applicable? Quest 9: Do you have diversity goal set for this RFP?

David Robbins, Jun 23, 2023 8:36 AM EDT

1) Each bidder is responsible for communicating their cost proposal, and all its components in such a way that is easy to understand and comprehend the products and services being proposed. 2) The "flex fields" are intended to allow flexibility in describing the product or service you are offering. 3) Staffing companies would use the "Service & Other Discounts" sheet if they are providing additional services that can not be priced under the "Staffing Price List". 4) Staffing companies would use the "Service & Other Discounts" sheet if they are providing additional services that can not be priced under the "Staffing Price List". 5) There is no incumbent. 6) There are no other fees outside the Administrative Fee. 7) A certificate of insurance can be provided after award notification. 8) See Section One, Part A, Subsection 5 Scope. 9) Diversity goals would be communicated by each program participant.

Tradesmen International, LLC

Equalis Fee

Bruce Wester, May 26, 2023 4:15 PM EDT

I did not see, possibly I missed it, the % fee associated with the contract.

Bruce Wester, May 26, 2023 5:52 PM EDT

I found the answer working through the submission document.

David Robbins, May 29, 2023 8:37 PM EDT

Thanks for confirming that you found the answer.

V-Soft Consulting Group

RFP Questions:

Faisal Al Quadir, Jun 22, 2023 8:53 AM EDT

1. is it mandatory to have registration and license from the State of Arizona, and the State of New Jersey? Please confirm. 2. Do we need to provide an insurance copy with the proposal submission? 3. Can you please confirm Compliance with all applicable standards, orders or regulations issued pursuant to the Clean Air Act of 1970, as Amended (42 U.S. C. 1857 (h), Section 508 of the Clean Water Act? 4. Can you please confirm us Do we need to provide the resumes of key staff? 5. Can you please provide the previous spending budget and who are the vendors? 6. Can you please provide previously awarded vendors' proposal responses?

David Robbins, Jun 22, 2023 9:13 AM EDT

1) If you plan to offer your services in AZ or NJ and requirements are applicable to your line of work, then yes. 2) Insurance does not need to be submitted with the proposal. 3) I am not sure what you are asking to confirm. 4) Each bidder is responsible for determining how best to respond to questions or requested for information within the RFP. 5) There is no incumbent. This is a new contract category. 6) There are no previously awarded vendors.

Zilren Technologies Inc

Section 1: 5.1. a - Staffing Price List

kumar S, Jun 21, 2023 5:03 PM EDT

Section 1: 5.1. a - Staffing Price List - For each Position and Job Category, only the markup for regular wages and Overtime Wages has been asked. It clearly said, no individual pay rates are required. please confirm that the individual pay rates are not required but only the markups.

David Robbins, Jun 22, 2023 8:36 AM EDT

Correct.

Section 1: 5.1.b - Services and Other Discount

kumar S, Jun 21, 2023 5:04 PM EDT

Section 1: 5.1.b - Services and Other Discount - What is a verifiable price list? Is it verifiable our price list or a 3rd party price list? or it is verifiable with the one INDEED provides at <https://www.indeed.com/career/etl-developer/salaries/OH?>

David Robbins, Jun 22, 2023 8:35 AM EDT

If applicable, a verifiable price list can be used to demonstrate compliance with the respondents proposed pricing. Not all pricing requires an external verifiable price list.

Section 1: 5.2 - Additional pricing Info

kumar S, Jun 21, 2023 5:04 PM EDT

Section 1: 5.2 - Additional pricing Info - Please explain Auditable Pricing. What is "pricing based on a verifiable pricing methodology"? Is it again on some 3rd party pricing like the one provided by INDEED at <https://www.indeed.com/career/etl-developer/salaries/OH?>

David Robbins, Jun 22, 2023 8:27 AM EDT

If awarded, each Awarded Supplier must be able to demonstrate compliance with the pricing methodology.

Section 1: 5.3.b - Common pricing Methodologies

kumar S, Jun 21, 2023 5:05 PM EDT

Section 1: 5.3.b - Common pricing Methodologies - Here it says we can follow the "Products & Services are individually priced based online-item discount". In 5.1. a, there is a line "individual pay rates are not required". This conflict is a bit confusing in providing prices, which we prefer to give for individual positions as well as markup for regular wages and overtime wages.

David Robbins, Jun 22, 2023 8:24 AM EDT

If completing the "Staffing Price List" tab provided in Attachment B, you must only provide the markup on the hourly rate. You may find other pricing methodologies are applicable to the "Services & Other Discounts" tab provided in Attachment B.

Section 2: 1.2.1

kumar S, Jun 21, 2023 5:05 PM EDT

Section 2: 1.2.1 - The financial data asked may be "This could include, but is not limited to, such items as financial statements, SEC filings, credit & bond ratings, letters of credit, and detailed reference

letters" - These documents may run into pages. Can we provide them in supplemental information with reference here? or should we attach the documents to the proposal document itself?

David Robbins, Jun 22, 2023 8:33 AM EDT

It is the responsibility of each bidder to determine how best to respond to the questions included in this RFP.

Section 2: 1.3.7

kumar S, Jun 21, 2023 5:06 PM EDT

Section 2: 1.3.7 - The reference here should be Proposal Form 4 (not Proposal Form 5 as mentioned). Please confirm.

David Robbins, Jun 22, 2023 8:32 AM EDT

Correct.

Section 2: 1.4.4

kumar S, Jun 21, 2023 5:06 PM EDT

Section 2: 1.4.4 - For customer references, though we have been in operation for 15+ years, we may not have 5 local govt or educational institution customers. Can we provide commercial organization references?

David Robbins, Jun 22, 2023 8:31 AM EDT

Yes

Section 2: 2.1.1

kumar S, Jun 21, 2023 5:06 PM EDT

Section 2: 2.1.1 - This response here can be very elaborate and run to a few pages. Should we add as an attachment the proposal document or provide supplemental information with a reference here in the column space provided? This is also applicable to 2.1.2, 2.1.3, 2.1.4, and 2.1.5.

David Robbins, Jun 22, 2023 8:31 AM EDT

It is the responsibility of each bidder to determine how best to respond to the questions included in this RFP.

Staffing Price List (Attachment B - Cost Proposal Template)

kumar S, Jun 21, 2023 5:07 PM EDT

Staffing Price List (Attachment B - Cost Proposal Template) The Position Category and Job Position can be chosen, but any specific skill-set requirements are not provided. While we can consider Junior, Senior, and Expert levels for segmentation, some of the skill sets are better or lesser valued due to a) demand-supply profile b) specific or exclusive domain skills. Would you consider providing skill-set requirements for as many positions as possible? or allow variable pricing under demand-supply or domain specialty reasons?

David Robbins, Jun 22, 2023 8:31 AM EDT

The evaluation criteria has already been determined for this solicitation. Pricing adjustments can occur throughout the term of the Master Agreement. Details are provided in Section 3.

Section 2: Page 34 PROPOSAL FORM 16: NEW JERSEY REQUIREMENTS B. Non-Collusion Affidavit

kumar S, Jun 22, 2023 12:44 PM EDT

Section 2: Page 34 PROPOSAL FORM 16: NEW JERSEY REQUIREMENTS B. Non-Collusion Affidavit We are a Houston, TX-based company. Should we need to fill-up, sign this & Notarise this form B. Non-Collusion Affidavit?

David Robbins, Jun 23, 2023 8:37 AM EDT

Each respondent is responsible for determining how best to respond the requests for information and questions through this RFP.

Attachment A – Equalis Group Sample Administration Agreement

THIS ADMINISTRATION AGREEMENT (this "**Agreement**"), effective as of September 1, 2023, (the "**Effective Date**"), is entered into by and between **Winning Supplier**, a **State** corporation with its principal place of business at **street address, City, State Zip** ("**Winning Supplier**") and Equalis Group LLC, a Delaware limited liability company with its principal place of business at 5550 Granite Parkway, Suite 298, Plano, Texas 75024 ("**Equalis**"). Throughout this Agreement, Winning Supplier and Equalis are referred to interchangeably as in the singular "**Party**" or in the plural "**Parties**."

SECTION 1. RECITALS

- A.** The Cooperative Council of Governments, Inc. ("**CCOG**") serves as a lead public agency (a "**Lead Public Agency**") for Equalis Group ("**Equalis Group**"), a national cooperative purchasing organization, by publicly procuring master cooperative purchasing agreements for products and services to be made available to Equalis Group members ("**Equalis Group Member**" or "**Member**").
- B.** CCOG issued request for proposal ("**RFP**") #COG-2148 dated May 22, 2023 for contracting on behalf of Equalis Group Members for staffing services and awarded a contract to Winning Supplier for the products and services included in their submitted proposal ("**Products & Services**").
- C.** CCOG, Equalis, and Winning Supplier entered into that certain master cooperative purchasing agreement (the "**Master Agreement**") #**contract number** effective as of the Effective Dates to provide Products & Services to Equalis Group Members.
- D.** Equalis serves as the Contract Administrator of the Master Agreement on behalf of CCOG.
- E.** Equalis actively promotes Master Agreements to current and prospective Equalis Group Members (collectively "**Prospective Participants**") through a range of marketing, prospecting, and sales strategies, including, but not limited to, marketing and sales collateral development, direct mail, web marketing, electronic communications, attendance at events, Winning Supplier sales representative training, and Winning Supplier field sales support (collectively, "**Equalis Services**") as more fully defined in **Appendix B**.
- F.** Any Prospective Participant who purchases Products & Services from Winning Supplier subject to the Master Agreement shall be considered a "**Program Participant**".
- G.** Winning Supplier desires to promote and expand its operations and increase the sales of its Products & Services to public sector, private sector, and non-profit organizations through Equalis Group.

NOW, THEREFORE, in consideration of the mutual promises contained herein, the Parties agree to the following terms and conditions:

SECTION 2. BUSINESS TERMS

2.1. **Defined Terms.** Any capitalized terms contained herein not defined in this Agreement shall have the same meaning as defined in the Master Agreement.

2.2. **Appendices.** Winning Supplier agrees to provide Products & Services to Program Participants as may be agreed to by the Parties in accordance with the specific terms and conditions set forth in the Master Agreement, this Agreement, and the appendices attached hereto and made a part of this Agreement (if one, an “**Appendix**” or more, “**Appendices**”).

- (i) **Appendix A** defines Winning Supplier’s reporting requirements.
- (ii) **Appendix B** sets forth the roles and responsibilities of the Parties.
- (iii) **Appendix C** defines the financial terms between the Parties.

2.3. **Terms in Appendices.** In all cases where the terms of this Agreement and any Appendices disagree, the terms in the Appendix shall control.

2.4. **Publicity & Joint Marketing.**

(a) **Publicity.** A Party may only issue press releases or other public announcements with respect to this Agreement with the prior, written consent of the other Party.

(b) **Joint Marketing / Logo & Name Use.** Winning Supplier authorizes Equalis to use Winning Supplier’s trademarks, names, and logos as provided by Winning Supplier to Equalis. Equalis authorizes Winning Supplier to use Equalis’ trademarks, names, and logos as provided by Equalis to Winning Supplier. Each Party’s use of the other Party’s trademarks, names, and logos will be limited to standard communication, including correspondence, newsletters, and website material, and joint marketing efforts, including, but not limited to, utilizing the same on correspondence, collateral, agreements, websites, newsletters, or other marketing materials promoting the Products & Services pursuant to the Master Agreement and this Agreement. Notwithstanding the foregoing, the Parties understand and agree that except as provided herein, neither Party shall have any right, title, or interest in the other Party’s trademarks, names, and logos. Upon termination of this Agreement, each Party shall immediately cease use of the other Party’s trademarks, names, and logos.

SECTION 3. TERMS & CONDITIONS

3.1. **Express Limitation of Equalis Liability.** With respect to any purchases of Products & Services by CCOG or any Program Participant pursuant to the Master Agreement, Equalis shall not be: (i) construed as a dealer, re-marketer, representative, partner, or agent of any type of the Winning Supplier, CCOG, or any Program Participant; (ii) obligated by, liable for, or in any way responsible for any order of Products & Services made by CCOG or any Program Participant or any employee thereof under the Master Agreement or for any payment required to be made with respect to such order for Products & Services; and (iii) obligated by, liable for, or in any way responsible for any failure by CCOG or any Program Participant to comply with procedures or requirements of applicable law or the Master Agreement or to obtain the due authorization and approval necessary to purchase Products & Services under the Master Agreement. Equalis makes no representation or guaranty with respect to any minimum purchases by CCOG or any Program Participant, whether individually or collectively, or any employee thereof under this Agreement or the Master Agreement. The terms of this section shall survive the termination of this Agreement.

3.2. **Term & Termination.** The Term of this Agreement is the same as the Term of the Master Agreement. This Agreement shall only be terminated, and shall be terminated, if and when the Master Agreement is terminated. Upon termination of the Master Agreement for any reason, Winning Supplier shall continue making Administrative Fee and other payments, as set forth in **Appendix C**, to Equalis that are generated by individual Program Participant's purchase of Products & Services through the term of the then current Customer Agreement to the extent that Winning Supplier continues to generate revenue from each Program Participant's purchase of Products & Services following the termination of the Master Agreement.

3.3. **Audit of Winning Supplier.** Equalis, whether directly or through an independent auditor or accounting firm, shall have the right to perform audits, including inspection of books, records, and computer data relevant to Winning Supplier's provision of Products & Services to Program Participants and payment of Administrative Fees to Equalis pursuant to the Master Agreement and this Administration Agreement, to ensure that pricing, inventory, quality, process, and business controls are maintained; provided, however, that such inspections and audits will be conducted upon reasonable notice to Winning Supplier and so as not to unreasonably interfere with Winning Supplier's business or operations.

3.4. **Force Majeure.** This Agreement will be temporarily suspended during any period to the extent that either Party during that period is unable to carry out its obligations under this Agreement or the Appendices by reason of an Act of God or the public enemy, act of terrorism, pandemic or epidemic, fire, flood, labor disorder not caused by Winning Supplier, civil commotion, closing of the public highways not caused by Winning Supplier, government interference, government regulations, or any other event or occurrence beyond the reasonable control of the affected Party ("**Event of Force Majeure**"). Neither Party will have any liability to the other Party for a delay in performance nor failure to perform to the extent this Agreement or any Appendix is so temporarily suspended; provided that nothing contained herein shall apply to payment obligations with respect to obligations which have already been performed under this Agreement.

3.5. **Notices.** All notices, claims, certificates, requests, demands, and other communications required or permitted hereunder ("**Notice**") must be in writing and will be deemed given to the addresses set forth herein (a) when delivered personally to the recipient, (b) upon delivery by reputable overnight courier service (charges prepaid), or (c) upon delivery or refusal of delivery by certified or registered mail, return receipt requested, and addressed to the intended recipient. The Parties agree that day-to-day business communications, including notification of a change of address or revisions to any Appendix, may be made via electronic communication, including email.

3.6. **Addresses for Notices.** This section may be modified at any time by either Party providing the other Party with written Notice, including via email, of a change of address or addition or deletion to the individuals who will be copied on all Notices.

a. If to **Winning Supplier:**

and with copy to:

Winning Supplier
Attn: Name, Title
Street Address 1
Street Address 2
City, State Zip

Company Name
Attn: Name, Title
Street Address 1
Street Address 2
City, State Zip

b. If to **EQUALIS:**

Equalis Group LLC
Attn: Eric Merkle, SVP
5550 Granite Parkway, Suite 298
Plano, Texas 75024

3.7. **Waiver.** Other than the rights and obligations with respect to payment provided by this Agreement, waiver by either Party or the failure of either Party hereto to enforce at any time its rights with regard to any breach or failure to comply with any provision of this Agreement by the other Party may not be construed as, or constitute, a continuing waiver of such provision, or a waiver of any other future breach of or failure to comply with the same provision or any other provision of this Agreement.

3.8. **Governing Law; Invalidity.** This Agreement shall be construed and enforced in accordance with, and governed by, the laws of the State of Ohio without regard to rules of conflict of laws. If any provision of this Agreement is declared unlawful or unenforceable by judicial determination or performance, then the remainder of this Agreement shall continue in force as if the invalidated provision did not exist. Any suits filed by either Party pursuant to this Agreement shall be brought in a court of competent jurisdiction located in Cuyahoga County, Ohio. In the event either Party initiates a suit, and that suit is adjudicated by a court of competent jurisdiction, the prevailing Party shall be entitled to reasonable attorney's fees and costs from the non-prevailing Party in addition to any other relief to which the court determines the prevailing Party is entitled or awarded.

3.9. **Modification.** No release, discharge, abandonment, waiver, alteration, or modification of any of the provisions of this Agreement, or any of the Appendices incorporated herein, shall be binding upon either Party unless set forth in a writing signed by authorized representatives of the Parties.

3.10. **Assignment.** This Agreement and the rights and obligations hereunder may not be assignable by either Party hereto without the prior written consent of the other Party, which consent shall not be unreasonably withheld, conditioned, or delayed, provided, however, that either Party may assign its respective rights and obligations under this Agreement without the consent of the other Party in the event either Party shall hereafter effect a corporate reorganization, consolidation, merger, merge into, sale to, or a transfer of all or substantially all of its properties or assets to another entity. Subject to the preceding sentence, this Agreement will be binding upon, inure to the benefit of, and be enforceable by the Parties and their respective successors and assigns. Any instrument purporting to make an assignment in violation of this section shall be null and void. This Agreement may be extended to additional entities affiliated with either Party upon the agreement of the other Party. No such extension will relieve the extending Party of its rights and obligations under this Agreement.

3.11. **No Third-Party Beneficiaries; Survival of Representations.** This Agreement is made solely for the benefit of the Parties to it, and no other persons will acquire or have any right under or by virtue of this Agreement. Except as otherwise

provided herein, all representations, warranties, covenants, and agreements of the Parties shall remain in full force and effect regardless of any termination of this Agreement, in whole or in part.

3.12. **Entire Agreement.** The Master Agreement and this Agreement, together with all attachments, appendices, and exhibits hereto, constitutes the entire agreement between the Parties with respect to the subject matter hereof and supersedes all prior oral or written representations and agreements with regard to the same subject matter. The Parties acknowledge that this Agreement has been negotiated and incorporates their collective agreement as to the provisions to be contained herein. Therefore, no presumption will arise giving benefit of interpretation by virtue of authorship of any provision of this Agreement, and any ambiguity may not be construed for or against any Party.

3.13. **Execution in Counterparts.** This Agreement may be executed in one or more counterparts, each of which will be deemed an original. For purposes of this Agreement, a facsimile, scanned, or electronic signature will be deemed an original signature.

3.14. **Titles, Headings & Recitals.** The Preamble to this Agreement is hereby incorporated herein and made part of this Agreement. The Recitals stated within this Agreement are deemed to be a part of this Agreement. The titles and headings of the sections and paragraphs of this Agreement are inserted for convenience only and shall not constitute a part hereof or affect in any way the meaning or interpretation of this Agreement.

[SIGNATURE PAGE TO FOLLOW]

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their duly authorized representatives as of the Effective Date.

WINNING SUPPLIER

By: _____
Name: _____
As: _____
Date: _____

EQUALIS GROUP LLC

By: _____
Name: Eric Merkle
As: EVP, Procurement & Operations
Date: _____

SAMPLE

APPENDIX A: WINNING SUPPLIER REPORTING REQUIREMENTS

This Appendix may be modified at any time with the mutual written consent of the Parties, including via email.

Winning Supplier shall electronically provide Equalis with a detailed line-item monthly report showing the dollar volume of all member Products & Services sales under the contract for the previous month. Reports shall be sent via e-mail to Equalis offices at Reporting@EqualisGroup.org. Reports are due on the **fifteenth (15th)** day after the end of the previous month. It is the responsibility of Winning Supplier to collect and compile all sales under the Master Agreement from Program Participants and submit one (1) monthly report. Fields below marked as ***required** indicate a required field. All other fields are preferred, but not required:

| | |
|------------------|---|
| Member Data | Equalis Member ID |
| | Vendor Customer Number *required (or Equalis Member ID) |
| | Customer Name *required |
| | Customer Street Address *required |
| | Customer City *required |
| | Customer Zip Code *required |
| | Customer State *required |
| Distributor Data | Distributor Name |
| | Distributor ID |
| | Distributor Street Address |
| | Distributor City |
| | Distributor Zip Code |
| | Distributor State |
| Product Data | Product Category level 1 |
| | Product Category level 2 <i>(Where available or applicable)</i> |
| | Product Category level 3 <i>(Where available or applicable)</i> |
| | Distributor Product Number |
| | Manufacturer Product Number |
| | Product Description |
| | Product Brand Name |
| | Product packaging Unit of Measure level 1 |
| | Product packaging Unit of Measure level 2 |
| | Product packaging Unit of Measure level 3 |
| Spend Data | Purchase Unit of Measure |
| | Purchase Quantity |
| | Distributor Landed Cost Total \$ (without deviations) |
| | Distributor Landed Cost Total \$ (with mfr deviations) |
| | Customer Purchase Total \$ *required |
| | Admin Fee % *required |
| | Admin Fee \$ *required |

APPENDIX B: ROLES & RESPONSIBILITIES

This Appendix defines the roles and responsibilities of Equalis and Winning Supplier under this Agreement. This Appendix may be modified at any time with the mutual written consent of the Parties, including via email.

1. Equalis Services.

- 1.1. **Winning Supplier Sales Representative Training.** Equalis will develop, as appropriate and subject to Winning Supplier approval, various sales training materials, sales tools, and marketing collateral to promote the Master Agreement and Winning Supplier's Products & Services. Equalis, as appropriate, will i) conduct periodic sales trainings with Winning Supplier sales representatives assigned to sell Products & Services, ii) provide sales representatives with marketing collateral and sales tools to utilize with sales prospects, with particular focus on the procurement process that led to the establishment of the Master Agreement, the legal ability for sales prospects in any state to purchase Products & Services through the Master Agreement without having to conduct their own bid or RFP process, and the key differentiators in the design of this program with Winning Supplier, and iii) attend at least one Winning Supplier company-wide sales and/or leadership meeting per year.
- 1.2. **Sales Support.** Equalis will engage in Winning Supplier sales efforts as agreed by the Parties through participating in i) individual sales calls, ii) joint sales calls, iii) communications and customer service, iv) discussions and communication with sales prospects during the sales process to address questions relating to the procurement process, legal authority to purchase through the Master Agreement, and program design, v) trainings for Equalis Members' teams, vi) regular business reviews to monitor Program success, and vii) general contract administration.
- 1.3. **Marketing.** Equalis will incorporate information about the Products & Services into Equalis Group's website and general collateral materials. Equalis and Winning Supplier will jointly develop and approve marketing materials to promote Products & Services, such as website content, brochures and collateral, talking points, press releases, and correspondence. Equalis will market the Products & Services to Prospective Participants as part of Equalis' ongoing marketing activities through Equalis Group; these marketing efforts may consist of a combination of i) general marketing of all of Equalis Group's Master Agreements, including the Master Agreement and Winning Supplier's Products & Services, ii) marketing of Winning Supplier's Products & Services specifically and/or as part of a package of selected Master Agreements to targeted Prospective Participants, and iii) attending trade shows, conferences, and meetings.

2. Winning Supplier Roles & Responsibilities.

As a condition to Winning Supplier entering into the Master Agreement, which is available to all Public Sector Entities, Winning Supplier must make certain representations, warranties, and covenants to Equalis designed to ensure the success of the Master Agreement for all Prospective Participants, sales prospects, and Winning Supplier.

- 2.1. **Equalis Group Membership Agreement.** Winning Supplier will make available the Equalis Group Master Intergovernmental Cooperative Purchasing Agreement (whether in hard copy, electronically, or via www.EqualisGroup.org) and request any Prospective Participants subject to the Master Agreement who have not already joined Equalis Group to join Equalis Group in conjunction with executing Winning Supplier's Customer Agreements and/or beginning to purchase Products & Services from Winning Supplier to ensure that Winning Supplier and each Program Participant are in full compliance with applicable state procurement statutes.

- 2.2. **Corporate Commitment.** Winning Supplier commits that i) the Master Agreement has received all necessary corporate authorizations and support of Winning Supplier's executive management, ii) the Master Agreement will be promoted to Public Sector Entities, and iii) Winning Supplier will identify an executive corporate sponsor and a separate national account manager that will be responsible for the overall management of the Master Agreement and this Agreement.
- 2.3. **Sales Commitment.** Winning Supplier commits to market the Master Agreement as a market strategy in the public sector and that its sales force will be trained, engaged, and committed to offering the Master Agreement to Public Sector Entities through Equalis Group in the geographies defined in the Master Agreement. Winning Supplier commits that all sales under the Master Agreement will be accurately and timely reported to Equalis. Winning Supplier also commits that its sales force will be compensated, including sales incentives, for sales to Program Participants under the Master Agreement in a consistent or better manner compared to sales to Public Sector Entities if Winning Supplier were not awarded the Master Agreement. Winning Supplier will make available to interested Prospective Participants such price lists or quotes as may be necessary for such Prospective Participants to evaluate potential purchases of Products & Services under the Master Agreement.
- 2.4. **Marketing Commitment.** As mutually agreeable, Winning Supplier commits to work with Equalis to develop a sales and marketing plan ("**Plan**") within the first ninety (90) days of the Master Agreement Effective Date. The Plan may include, but is not limited to, the following:
- 2.4.1. Issuing co-branded press release
 - 2.4.2. Publishing Master Agreement details and contact information on both Equalis Group and Winning Supplier's websites
 - 2.4.3. Scheduling and holding training on the Master Agreement for the sales teams of both Equalis Group and Winning Supplier
 - 2.4.4. Jointly participating in national and regional conferences
 - 2.4.5. Jointly attending national and regional Equalis Group Member networking events
 - 2.4.6. Designing, publishing, and distributing co-branded marketing materials
 - 2.4.7. Engaging in ongoing marketing and promotion of the Master Agreement for the entire Term of the Master Agreement (e.g., developing and presenting case studies, collateral pieces, and presentations)

APPENDIX C: FINANCIAL TERMS

This Appendix may be modified at any time with the mutual written consent of the Parties.

1. Administrative Fee.

On or before the fifteenth (15th) of each month, Winning Supplier shall remit to Equalis an administrative fee payment (the “**Administrative Fee**”) of **written number** percent (**number**%) of the total Winning Supplier revenue (the “**Equalis Group Spend**” or “**Spend**”) invoiced to Program Participants during the prior calendar month. “Spend” shall mean the cumulative purchases of Products & Services by Program Participants under the Master Agreement net of taxes, shipping costs, returns, and credits. All Administrative Fees not paid when due shall bear interest at a rate equal to the lesser of one- and one-half percent (1.5%) per month or the maximum rate permitted by law until paid in full.

2. Case-by-Case Administrative Fee Adjustments.

The Parties understand and acknowledge that Winning Supplier may have to provide aggressive deviated pricing on a case-by-case basis to win certain opportunities with Prospective Participants when those opportunities represent a sufficiently large Spend and/or are highly competitive. In such situations, Winning Supplier may request Equalis accept a reduced Administrative Fee. The Parties agree to evaluate each such situation as it arises and utilize best efforts to establish an adjusted Administrative Fee rate upon mutual written agreement (including via email) of the Parties.

3. Rebates or Other Payments.

Insert rebate or other payment language as agreed.

[illegible][illegible]

¹Flex fields may be customized to best fit the respondents products or services offering. These fields are not required and may be left blank.

[illegible]

ATTACHMENT C: STATE NOTICE

Pursuant to certain state notice provisions, including but not limited to Oregon Revised Statutes Chapter 279A.220, the following public agencies and political subdivisions of the referenced public agencies are eligible to register with Equalis Group and access the Vendor Contract award made pursuant to this solicitation, and hereby given notice of the foregoing Request for Proposal for purposes of complying with the procedural requirements of said statutes:

Nationwide:

| | | | | |
|----------------------|--------------------|------------------------|-------------------------|------------------------|
| State of Alabama | State of Hawaii | State of Massachusetts | State of New Mexico | State of South Dakota |
| State of Alaska | State of Idaho | State of Michigan | State of New York | State of Tennessee |
| State of Arizona | State of Illinois | State of Minnesota | State of North Carolina | State of Texas |
| State of Arkansas | State of Indiana | State of Mississippi | State of North Dakota | State of Utah |
| State of California | State of Iowa | State of Missouri | State of Ohio | State of Vermont |
| State of Colorado | State of Kansas | State of Montana | State of Oklahoma | State of Virginia |
| State of Connecticut | State of Kentucky | State of Nebraska | State of Oregon | State of Washington |
| State of Delaware | State of Louisiana | State of Nevada | State of Pennsylvania | State of West Virginia |
| State of Florida | State of Maine | State of New Hampshire | State of Rhode Island | State of Wisconsin |
| State of Georgia | State of Maryland | State of New Jersey | State of South Carolina | State of Wyoming |
| District of Columbia | | | | |

Lists of political subdivisions and local governments in the above referenced states/districts may be found at http://www.usa.gov/Agencies/State_and_Territories.shtml and <https://www.usa.gov/local-governments>.

CITIES, TOWNS, VILLAGES AND BOROUGHES INCLUDING BUT NOT LIMITED TO:

BAKER CITY GOLF COURSE, OR

CITY OF ADAIR VILLAGE, OR

CITY OF ASHLAND, OR

CITY OF AUMSVILLE, OR

CITY OF AURORA, OR

CITY OF BAKER, OR

CITY OF BATON ROUGE, LA

CITY OF BEAVERTON, OR

CITY OF BEND, OR

CITY OF BOARDMAN, OR

CITY OF BONANAZA, OR

CITY OF BOSSIER CITY, LA

CITY OF BROOKINGS, OR

CITY OF BURNS, OR

CITY OF CANBY, OR

CITY OF CANYONVILLE, OR

CITY OF CLATSKANIE, OR

CITY OF COBURG, OR

CITY OF CONDON, OR

CITY OF COQUILLE, OR

CITY OF CORVALLI, OR

CITY OF CORVALLIS PARKS AND RECREATION DEPT., OR

CITY OF COTTAGE GROVE, OR

CITY OF DONALD, OR

CITY OF EUGENE, OR

CITY OF FOREST GROVE, OR

CITY OF GOLD HILL, OR

CITY OF GRANTS PASS, OR

CITY OF GRESHAM, OR

CITY OF HILLSBORO, OR

CITY OF INDEPENDENCE, OR

CITY AND COUNTY OF HONOLULU, HI

CITY OF KENNER, LA

CITY OF LA GRANDE, OR

CITY OF LAFAYETTE, LA

CITY OF LAKE CHARLES, OR

CITY OF LEBANON, OR

CITY OF MCMINNVILLE, OR

CITY OF MEDFORD, OR

CITY OF METAIRIE, LA

CITY OF MILL CITY, OR

CITY OF MILWAUKIE, OR

CITY OF MONROE, LA

CITY OF MOSIER, OR

CITY OF NEW ORLEANS, LA

CITY OF NORTH PLAINS, OR

CITY OF OREGON CITY, OR

CITY OF PILOT ROCK, OR

CITY OF PORTLAND, OR

CITY OF POWERS, OR

CITY OF PRINEVILLE, OR

CITY OF REDMOND, OR

CITY OF REEDSPORT, OR

CITY OF RIDDLE, OR

CITY OF ROGUE RIVER, OR

CITY OF ROSEBURG, OR

CITY OF SALEM, OR

CITY OF SANDY, OR

CITY OF SCAPPOOSE, OR

CITY OF SHADY COVE, OR

CITY OF SHERWOOD, OR

CITY OF SHREVEPORT, LA

CITY OF SILVERTON, OR

CITY OF SPRINGFIELD, OR

CITY OF ST. HELENS, OR

CITY OF ST. PAUL, OR

CITY OF SULPHUR, LA

CITY OF TIGARD, OR

CITY OF TROUTDALE, OR

CITY OF TUALATIN, OR

CITY OF WALKER, LA

CITY OF WARRENTON, OR

CITY OF WEST LINN, OR

CITY OF WILSONVILLE, OR

CITY OF WINSTON, OR

CITY OF WOODBURN, OR

LEAGUE OF OREGON CITIES

THE CITY OF HAPPY VALLEY OREGON

ALPINE, UT

ALTA, UT

ALTAMONT, UT

ALTON, UT

AMALGA, UT

AMERICAN FORK CITY, UT

ANNABELLA, UT

ANTIMONY, UT

APPLE VALLEY, UT

AURORA, UT

BALLARD, UT

BEAR RIVER CITY, UT

BEAVER, UT

BICKNELL, UT

BIG WATER, UT

BLANDING, UT

BLUFFDALE, UT

BOULDER, UT

CITY OF BOUNTIFUL, UT

BRIAN HEAD, UT

BRIGHAM CITY CORPORATION, UT

BRYCE CANYON CITY, UT

CANNONVILLE, UT

CASTLE DALE, UT

CASTLE VALLEY, UT

CITY OF CEDAR CITY, UT

CEDAR FORT, UT

CITY OF CEDAR HILLS, UT

CENTERFIELD, UT

CENTERVILLE CITY CORPORATION, UT

CENTRAL VALLEY, UT
CHARLESTON, UT
CIRCLEVILLE, UT
CLARKSTON, UT
CLAWSON, UT
CLEARFIELD, UT
CLEVELAND, UT
CLINTON CITY CORPORATION, UT
COALVILLE, UT
CORINNE, UT
CORNISH, UT
COTTONWOOD HEIGHTS, UT
DANIEL, UT
DELTA, UT
DEWEYVILLE, UT
DRAPER CITY, UT
DUCHESNE, UT
EAGLE MOUNTAIN, UT
EAST CARBON, UT
ELK RIDGE, UT
ELMO, UT
ELSINORE, UT
ELWOOD, UT
EMERY, UT
ENOCH, UT
ENTERPRISE, UT
EPHRAIM, UT
ESCALANTE, UT
EUREKA, UT
FAIRFIELD, UT
FAIRVIEW, UT
FARMINGTON, UT
FARR WEST, UT
FAYETTE, UT
FERRON, UT
FIELDING, UT
FILLMORE, UT
FOUNTAIN GREEN, UT
FRANCIS, UT
FRUIT HEIGHTS, UT
GARDEN CITY, UT
GARLAND, UT
GENOLA, UT
GLENDALE, UT
GLENWOOD, UT
GOSHEN, UT
GRANTSVILLE, UT
GREEN RIVER, UT
GUNNISON, UT
HANKSVILLE, UT
HARRISVILLE, UT
HATCH, UT
HEBER CITY CORPORATION, UT
HELPER, UT

HENEFER, UT
HENRIEVILLE, UT
HERRIMAN, UT
HIDEOUT, UT
HIGHLAND, UT
HILDALE, UT
HINCKLEY, UT
HOLDEN, UT
HOLLADAY, UT
HONEYVILLE, UT
HOOPER, UT
HOWELL, UT
HUNTINGTON, UT
HUNTSVILLE, UT
CITY OF HURRICANE, UT
HYDE PARK, UT
HYRUM, UT
INDEPENDENCE, UT
IVINS, UT
JOSEPH, UT
JUNCTION, UT
KAMAS, UT
KANAB, UT
KANARRAVILLE, UT
KANOSH, UT
KAYSVILLE, UT
KINGSTON, UT
KOOSHAREM, UT
LAKETOWN, UT
LA VERKIN, UT
LAYTON, UT
LEAMINGTON, UT
LEEDS, UT
LEHI CITY CORPORATION, UT
LEVAN, UT
LEWISTON, UT
LINDON, UT
LOA, UT
LOGAN CITY, UT
LYMAN, UT
LYNN DYLL, UT
MANILA, UT
MANTI, UT
MANTUA, UT
MAPLETON, UT
MARRIOTT-SLATERVILLE, UT
MARYSVALE, UT
MAYFIELD, UT
MEADOW, UT
MENDON, UT
MIDVALE CITY INC., UT
MIDWAY, UT
MILFORD, UT
MILLVILLE, UT

MINERSVILLE, UT
MOAB, UT
MONA, UT
MONROE, UT
CITY OF MONTICELLO, UT
MORGAN, UT
MORONI, UT
MOUNT PLEASANT, UT
MURRAY CITY CORPORATION, UT
MYTON, UT
NAPLES, UT
NEPHI, UT
NEW HARMONY, UT
NEWTON, UT
NIBLEY, UT
NORTH LOGAN, UT
NORTH OGDEN, UT
NORTH SALT LAKE CITY, UT
OAK CITY, UT
OAKLEY, UT
OGDEN CITY CORPORATION, UT
OPHIR, UT
ORANGEVILLE, UT
ORDERVILLE, UT
OREM, UT
PANGUITCH, UT
PARADISE, UT
PARAGONAH, UT
PARK CITY, UT
PAROWAN, UT
PAYSON, UT
PERRY, UT
PLAIN CITY, UT
PLEASANT GROVE CITY, UT
PLEASANT VIEW, UT
PLYMOUTH, UT
PORTAGE, UT
PRICE, UT
PROVIDENCE, UT
PROVO, UT
RANDOLPH, UT
REDMOND, UT
RICHFIELD, UT
RICHMOND, UT
RIVERDALE, UT
RIVER HEIGHTS, UT
RIVERTON CITY, UT
ROCKVILLE, UT
ROCKY RIDGE, UT
ROOSEVELT CITY CORPORATION, UT
ROY, UT
RUSH VALLEY, UT
CITY OF ST. GEORGE, UT
SALEM, UT

SALINA, UT
SALT LAKE CITY CORPORATION, UT
SANDY, UT
SANTA CLARA, UT
SANTAQUIN, UT
SARATOGA SPRINGS, UT
SCIPIO, UT
SCOFIELD, UT
SIGURD, UT
SMITHFIELD, UT
SNOWVILLE, UT
CITY OF SOUTH JORDAN, UT
SOUTH OGDEN, UT
CITY OF SOUTH SALT LAKE, UT
SOUTH WEBER, UT
SPANISH FORK, UT
SPRING CITY, UT
SPRINGDALE, UT
SPRINGVILLE, UT
STERLING, UT
STOCKTON, UT
SUNNYSIDE, UT
SUNSET CITY CORP, UT
SYRACUSE, UT
TABIONA, UT
CITY OF TAYLORSVILLE, UT
TOOELE CITY CORPORATION, UT
TOQUERVILLE, UT
TORREY, UT
TREMONTON CITY, UT
TRENTON, UT
TROPIC, UT
UINTAH, UT
VERNAL CITY, UT
VERNON, UT
VINEYARD, UT
VIRGIN, UT
WALES, UT
WALLSBURG, UT
WASHINGTON CITY, UT
WASHINGTON TERRACE, UT
WELLINGTON, UT
WELLSVILLE, UT
WENDOVER, UT
WEST BOUNTIFUL, UT
WEST HAVEN, UT
WEST JORDAN, UT
WEST POINT, UT
WEST VALLEY CITY, UT
WILLARD, UT
WOODLAND HILLS, UT
WOODRUFF, UT
WOODS CROSS, UT

COUNTIES AND PARISHES INCLUDING BUT NOT LIMITED TO:

ASCENSION PARISH, LA
ASCENSION PARISH, LA, CLEAR OF COURT
CADDO PARISH, LA
CALCASIEU PARISH, LA
CALCASIEU PARISH SHERIFF'S OFFICE, LA
CITY AND COUNTY OF HONOLULU, HI
CLACKAMAS COUNTY, OR
CLACKAMAS COUNTY DEPT OF TRANSPORTATION, OR
CLATSOP COUNTY, OR
COLUMBIA COUNTY, OR
COOS COUNTY, OR
COOS COUNTY HIGHWAY DEPARTMENT, OR
COUNTY OF HAWAII, OR
CROOK COUNTY, OR
CROOK COUNTY ROAD DEPARTMENT, OR
CURRY COUNTY, OR
DESCHUTES COUNTY, OR
DOUGLAS COUNTY, OR
EAST BATON ROUGE PARISH, LA
GILLIAM COUNTY, OR
GRANT COUNTY, OR
HARNEY COUNTY, OR
HARNEY COUNTY SHERIFFS OFFICE, OR
HAWAII COUNTY, HI
HOOD RIVER COUNTY, OR
JACKSON COUNTY, OR
JEFFERSON COUNTY, OR
JEFFERSON PARISH, LA
JOSEPHINE COUNTY GOVERNMENT, OR
LAFAYETTE CONSOLIDATED GOVERNMENT, LA
LAFAYETTE PARISH, LA
LAFAYETTE PARISH CONVENTION & VISITORS COMMISSION
LAFOURCHE PARISH, LA
KAUAI COUNTY, HI
KLAMATH COUNTY, OR
LAKE COUNTY, OR
LANE COUNTY, OR
LINCOLN COUNTY, OR
LINN COUNTY, OR
LIVINGSTON PARISH, LA
MALHEUR COUNTY, OR
MAUI COUNTY, HI
MARION COUNTY, SALEM, OR
MORROW COUNTY, OR
MULTNOMAH COUNTY, OR
MULTNOMAH COUNTY BUSINESS AND COMMUNITY SERVICES,
OR
MULTNOMAH COUNTY SHERIFFS OFFICE, OR
MULTNOMAH LAW LIBRARY, OR
ORLEANS PARISH, LA
PLAQUEMINES PARISH, LA
POLK COUNTY, OR
RAPIDES PARISH, LA

SAINT CHARLES PARISH, LA
SAINT CHARLES PARISH PUBLIC SCHOOLS, LA
SAINT LANDRY PARISH, LA
SAINT TAMMANY PARISH, LA
SHERMAN COUNTY, OR
TERREBONNE PARISH, LA
TILLAMOOK COUNTY, OR
TILLAMOOK COUNTY SHERIFF'S OFFICE, OR
TILLAMOOK COUNTY GENERAL HOSPITAL, OR
UMATILLA COUNTY, OR
UNION COUNTY, OR
WALLOWA COUNTY, OR
WASCO COUNTY, OR
WASHINGTON COUNTY, OR
WEST BATON ROUGE PARISH, LA
WHEELER COUNTY, OR
YAMHILL COUNTY, OR
COUNTY OF BOX ELDER, UT
COUNTY OF CACHE, UT
COUNTY OF RICH, UT
COUNTY OF WEBER, UT
COUNTY OF MORGAN, UT
COUNTY OF DAVIS, UT
COUNTY OF SUMMIT, UT
COUNTY OF DAGGETT, UT
COUNTY OF SALT LAKE, UT
COUNTY OF TOOELE, UT
COUNTY OF UTAH, UT
COUNTY OF WASATCH, UT
COUNTY OF DUCHESNE, UT
COUNTY OF Uintah, UT
COUNTY OF CARBON, UT
COUNTY OF SANPETE, UT
COUNTY OF JUAB, UT
COUNTY OF MILLARD, UT
COUNTY OF SEVIER, UT
COUNTY OF EMERY, UT
COUNTY OF GRAND, UT
COUNTY OF BEVER, UT
COUNTY OF PIUTE, UT
COUNTY OF WAYNE, UT
COUNTY OF SAN JUAN, UT
COUNTY OF GARFIELD, UT
COUNTY OF KANE, UT
COUNTY OF IRON, UT
COUNTY OF WASHINGTON, UT

**OTHER AGENCIES INCLUDING ASSOCIATIONS, BOARDS,
DISTRICTS, COMMISSIONS, COUNCILS, PUBLIC
CORPORATIONS, PUBLIC DEVELOPMENT AUTHORITIES,
RESERVATIONS AND UTILITIES INCLUDING BUT NOT LIMITED
TO:**
BANKS FIRE DISTRICT, OR
BATON ROUGE WATER COMPANY

BEND METRO PARK AND RECREATION DISTRICT
 BIENVILLE PARISH FIRE PROTECTION DISTRICT 6, LA
 BOARDMAN PARK AND RECREATION DISTRICT
 CENTRAL CITY ECONOMIC OPPORTUNITY CORP, LA
 CENTRAL OREGON INTERGOVERNMENTAL COUNCIL
 CITY OF BOGALUSA SCHOOL BOARD, LA
 CLACKAMAS RIVER WATER
 CLATSKANIE PEOPLE'S UTILITY DISTRICT
 CLEAN WATER SERVICES
 CONFEDERATED TRIBES OF THE UMATILLA INDIAN
 RESERVATION
 COOS FOREST PROTECTIVE ASSOCIATION
 CHEHALEM PARK AND RECREATION DISTRICT
 DAVID CROCKETT STEAM FIRE COMPANY #1, LA
 EUGENE WATER AND ELECTRIC BOARD
 HONOLULU INTERNATIONAL AIRPORT
 HOODLAND FIRE DISTRICT #74
 HOUSING AUTHORITY OF PORTLAND
 ILLINOIS VALLEY FIRE DISTRICT
 LAFAYETTE AIRPORT COMMISSION, LA
 LAFOURCHE PARISH HEALTH UNIT – DHH-OPH REGION 3
 LOUISIANA PUBLIC SERVICE COMMISSION, LA
 LOUISIANA WATER WORKS
 MEDFORD WATER COMMISSION
 MELHEUR COUNTY JAIL, OR
 METRO REGIONAL GOVERNMENT
 METRO REGIONAL PARKS
 METROPOLITAN EXPOSITION RECREATION COMMISSION
 METROPOLITAN SERVICE DISTRICT (METRO)
 MULTNOMAH EDUCATION SERVICE DISTRICT
 NEW ORLEANS REDEVELOPMENT AUTHORITY, LA
 NORTHEAST OREGON HOUSING AUTHORITY, OR
 PORT OF BRANDON, OR
 PORT OF MORGAN CITY, LA
 PORTLAND DEVELOPMENT COMMISSION, OR
 PORTLAND FIRE AND RESCUE
 PORTLAND HOUSING CENTER, OR
 OREGON COAST COMMUNITY ACTION
 OREGON HOUSING AND COMMUNITY SERVICES
 OREGON LEGISLATIVE ADMINISTRATION
 ROGUE VALLEY SEWER, OR
 SAINT LANDRY PARISH TOURIST COMMISSION
 SAINT MARY PARISH REC DISTRICT 2
 SAINT MARY PARISH REC DISTRICT 3
 SAINT TAMMANY FIRE DISTRICT 4, LA
 SALEM MASS TRANSIT DISTRICT
 SEWERAGE AND WATER BOARD OF NEW ORLEANS, LA
 SOUTH LAFOURCHE LEVEE DISTRICT, LA
 TRI-COUNTY METROPOLITAN TRANSPORTATION DISTRICT OF
 OREGON
 TUALATIN HILLS PARK & RECREATION DISTRICT
 TUALATIN VALLEY FIRE & RESCUE
 TUALATIN VALLEY WATER DISTRICT
 WILLAMALANE PARK AND RECREATION DISTRICT

WILLAMETTE HUMANE SOCIETY

K-12 INCLUDING BUT NOT LIMITED TO:

ACADIA PARISH SCHOOL BOARD
 BEAVERTON SCHOOL DISTRICT
 BEND-LA PINE SCHOOL DISTRICT
 BOGALUSA HIGH SCHOOL, LA
 BOSSIER PARISH SCHOOL BOARD
 BROOKING HARBOR SCHOOL DISTRICT
 CADDO PARISH SCHOOL DISTRICT
 CALCASIEU PARISH SCHOOL DISTRICT
 CANBY SCHOOL DISTRICT
 CANYONVILLE CHRISTIAN ACADEMY
 CASCADE SCHOOL DISTRICT
 CASCADES ACADEMY OF CENTRAL OREGON
 CENTENNIAL SCHOOL DISTRICT
 CENTRAL CATHOLIC HIGH SCHOOL
 CENTRAL POINT SCHOOL DISTRICT NO.6
 CENTRAL SCHOOL DISTRICT 13J
 COOS BAY SCHOOL DISTRICT NO.9
 CORVALLIS SCHOOL DISTRICT 509J
 COUNTY OF YAMHILL SCHOOL DISTRICT 29
 CULVER SCHOOL DISTRICT
 DALLAS SCHOOL DISTRICT NO.2
 DAVID DOUGLAS SCHOOL DISTRICT
 DAYTON SCHOOL DISTRICT NO.8
 DE LA SALLE N CATHOLIC HS
 DESCHUTES COUNTY SCHOOL DISTRICT NO.6
 DOUGLAS EDUCATIONAL DISTRICT SERVICE
 DUFUR SCHOOL DISTRICT NO.29
 EAST BATON ROUGE PARISH SCHOOL DISTRICT
 ESTACADA SCHOOL DISTRICT NO.10B
 FOREST GROVE SCHOOL DISTRICT
 GEORGE MIDDLE SCHOOL
 GLADSTONE SCHOOL DISTRICT
 GRANTS PASS SCHOOL DISTRICT 7
 GREATER ALBANY PUBLIC SCHOOL DISTRICT
 GRESHAM BARLOW JOINT SCHOOL DISTRICT
 HEAD START OF LANE COUNTY
 HIGH DESERT EDUCATION SERVICE DISTRICT
 HILLSBORO SCHOOL DISTRICT
 HOOD RIVER COUNTY SCHOOL DISTRICT
 JACKSON CO SCHOOL DIST NO.9
 JEFFERSON COUNTY SCHOOL DISTRICT 509-J
 JEFFERSON PARISH SCHOOL DISTRICT
 JEFFERSON SCHOOL DISTRICT
 JUNCTION CITY SCHOOLS, OR
 KLAMATH COUNTY SCHOOL DISTRICT
 KLAMATH FALLS CITY SCHOOLS
 LAFAYETTE PARISH SCHOOL DISTRICT
 LAKE OSWEGO SCHOOL DISTRICT 7J
 LANE COUNTY SCHOOL DISTRICT 4J
 LINCOLN COUNTY SCHOOL DISTRICT

LINN CO. SCHOOL DIST. 95C
 LIVINGSTON PARISH SCHOOL DISTRICT
 LOST RIVER JR/SR HIGH SCHOOL
 LOWELL SCHOOL DISTRICT NO.71
 MARION COUNTY SCHOOL DISTRICT
 MARION COUNTY SCHOOL DISTRICT 103
 MARIST HIGH SCHOOL, OR
 MCMINNVILLE SCHOOL DISTRICT NOAO
 MEDFORD SCHOOL DISTRICT 549C
 MITCH CHARTER SCHOOL
 MONROE SCHOOL DISTRICT NO.1J
 MORROW COUNTY SCHOOL DIST, OR
 MULTNOMAH EDUCATION SERVICE DISTRICT
 MULTISENSORY LEARNING ACADEMY
 MYRTLE PINT SCHOOL DISTRICT 41
 NEAH-KAH-NIE DISTRICT NO.56
 NEWBERG PUBLIC SCHOOLS
 NESTUCCA VALLEY SCHOOL DISTRICT NO.101
 NOBEL LEARNING COMMUNITIES
 NORTH BEND SCHOOL DISTRICT 13
 NORTH CLACKAMAS SCHOOL DISTRICT
 NORTH DOUGLAS SCHOOL DISTRICT
 NORTH WASCO CITY SCHOOL DISTRICT 21
 NORTHWEST REGIONAL EDUCATION SERVICE DISTRICT
 ONTARIO MIDDLE SCHOOL
 OREGON TRAIL SCHOOL DISTRICT NOA6
 ORLEANS PARISH SCHOOL DISTRICT
 PHOENIX-TALENT SCHOOL DISTRICT NOA
 PLEASANT HILL SCHOOL DISTRICT
 PORTLAND JEWISH ACADEMY
 PORTLAND PUBLIC SCHOOLS
 RAPIDES PARISH SCHOOL DISTRICT
 REDMOND SCHOOL DISTRICT
 REYNOLDS SCHOOL DISTRICT
 ROGUE RIVER SCHOOL DISTRICT
 ROSEBURG PUBLIC SCHOOLS
 SCAPPOOSE SCHOOL DISTRICT 1J
 SAINT TAMMANY PARISH SCHOOL BOARD, LA
 SEASIDE SCHOOL DISTRICT 10
 SHERWOOD SCHOOL DISTRICT 88J
 SILVER FALLS SCHOOL DISTRICT 4J
 SOUTH LANE SCHOOL DISTRICT 45J3
 SOUTHERN OREGON EDUCATION SERVICE DISTRICT
 SPRINGFIELD PUBLIC SCHOOLS
 SUTHERLIN SCHOOL DISTRICT
 SWEET HOME SCHOOL DISTRICT NO.55
 TERREBONNE PARISH SCHOOL DISTRICT
 THE CATLIN GABEL SCHOOL
 TIGARD-TUALATIN SCHOOL DISTRICT
 UMATILLA MORROW ESD
 WEST LINN WILSONVILLE SCHOOL DISTRICT
 WILLAMETTE EDUCATION SERVICE DISTRICT
 WOODBURN SCHOOL DISTRICT
 YONCALLA SCHOOL DISTRICT

ACADEMY FOR MATH ENGINEERING & SCIENCE (AMES), UT
 ALIANZA ACADEMY, UT
 ALPINE DISTRICT, UT
 AMERICAN LEADERSHIP ACADEMY, UT
 AMERICAN PREPARATORY ACADEMY, UT
 BAER CANYON HIGH SCHOOL FOR SPORTS & MEDICAL
 SCIENCES, UT
 BEAR RIVER CHARTER SCHOOL, UT
 BEAVER SCHOOL DISTRICT, UT
 BEEHIVE SCIENCE & TECHNOLOGY ACADEMY (BSTA), UT
 BOX ELDER SCHOOL DISTRICT, UT
 CBA CENTER, UT
 CACHE SCHOOL DISTRICT, UT
 CANYON RIM ACADEMY, UT
 CANYONS DISTRICT, UT
 CARBON SCHOOL DISTRICT, UT
 CHANNING HALL, UT
 CHARTER SCHOOL LEWIS ACADEMY, UT
 CITY ACADEMY, UT
 DAGGETT SCHOOL DISTRICT, UT
 DAVINCI ACADEMY, UT
 DAVIS DISTRICT, UT
 DUAL IMMERSION ACADEMY, UT
 DUCHESNE SCHOOL DISTRICT, UT
 EARLY LIGHT ACADEMY AT DAYBREAK, UT
 EAST HOLLYWOOD HIGH, UT
 EDITH BOWEN LABORATORY SCHOOL, UT
 EMERSON ALCOTT ACADEMY, UT
 EMERY SCHOOL DISTRICT, UT
 ENTHEOS ACADEMY, UT
 EXCELSIOR ACADEMY, UT
 FAST FORWARD HIGH, UT
 FREEDOM ACADEMY, UT
 GARFIELD SCHOOL DISTRICT, UT
 GATEWAY PREPARATORY ACADEMY, UT
 GEORGE WASHINGTON ACADEMY, UT
 GOOD FOUNDATION ACADEMY, UT
 GRAND SCHOOL DISTRICT, UT
 GRANITE DISTRICT, UT
 GUADALUPE SCHOOL, UT
 HAWTHORN ACADEMY, UT
 INTECH COLLEGIATE HIGH SCHOOL, UT
 IRON SCHOOL DISTRICT, UT
 ITINERIS EARLY COLLEGE HIGH, UT
 JOHN HANCOCK CHARTER SCHOOL, UT
 JORDAN DISTRICT, UT
 JUAB SCHOOL DISTRICT, UT
 KANE SCHOOL DISTRICT, UT
 KARL G MAESER PREPARATORY ACADEMY, UT
 LAKEVIEW ACADEMY, UT
 LEGACY PREPARATORY ACADEMY, UT
 LIBERTY ACADEMY, UT
 LINCOLN ACADEMY, UT
 LOGAN SCHOOL DISTRICT, UT

MARIA MONTESSORI ACADEMY, UT
 MERIT COLLEGE PREPARATORY ACADEMY, UT
 MILLARD SCHOOL DISTRICT, UT
 MOAB CHARTER SCHOOL, UT
 MONTICELLO ACADEMY, UT
 MORGAN SCHOOL DISTRICT, UT
 MOUNTAINVILLE ACADEMY, UT
 MURRAY SCHOOL DISTRICT, UT
 NAVIGATOR POINTE ACADEMY, UT
 NEBO SCHOOL DISTRICT, UT
 NO UT ACAD FOR MATH ENGINEERING & SCIENCE (NUAMES), UT
 NOAH WEBSTER ACADEMY, UT
 NORTH DAVIS PREPARATORY ACADEMY, UT
 NORTH SANPETE SCHOOL DISTRICT, UT
 NORTH STAR ACADEMY, UT
 NORTH SUMMIT SCHOOL DISTRICT, UT
 ODYSSEY CHARTER SCHOOL, UT
 OGDEN PREPARATORY ACADEMY, UT
 OGDEN SCHOOL DISTRICT, UT
 OPEN CLASSROOM, UT
 OPEN HIGH SCHOOL OF UTAH, UT
 OQUIRRH MOUNTAIN CHARTER SCHOOL, UT
 PARADIGM HIGH SCHOOL, UT
 PARK CITY SCHOOL DISTRICT, UT
 PINNACLE CANYON ACADEMY, UT
 PIUTE SCHOOL DISTRICT, UT
 PROVIDENCE HALL, UT
 PROVO SCHOOL DISTRICT, UT
 QUAIL RUN PRIMARY SCHOOL, UT
 QUEST ACADEMY, UT
 RANCHES ACADEMY, UT
 REAGAN ACADEMY, UT
 RENAISSANCE ACADEMY, UT
 RICH SCHOOL DISTRICT, UT
 ROCKWELL CHARTER HIGH SCHOOL, UT
 SALT LAKE ARTS ACADEMY, UT
 SALT LAKE CENTER FOR SCIENCE EDUCATION, UT
 SALT LAKE SCHOOL DISTRICT, UT
 SALT LAKE SCHOOL FOR THE PERFORMING ARTS, UT
 SAN JUAN SCHOOL DISTRICT, UT
 SEVIER SCHOOL DISTRICT, UT
 SOLDIER HOLLOW CHARTER SCHOOL, UT
 SOUTH SANPETE SCHOOL DISTRICT, UT
 SOUTH SUMMIT SCHOOL DISTRICT, UT
 SPECTRUM ACADEMY, UT
 SUCCESS ACADEMY, UT
 SUCCESS SCHOOL, UT
 SUMMIT ACADEMY, UT
 SUMMIT ACADEMY HIGH SCHOOL, UT
 SYRACUSE ARTS ACADEMY, UT
 THOMAS EDISON - NORTH, UT
 TIMPANOGOS ACADEMY, UT
 TINTIC SCHOOL DISTRICT, UT

TOOELE SCHOOL DISTRICT, UT
 TUACAHN HIGH SCHOOL FOR THE PERFORMING ARTS, UT
 UINTAH RIVER HIGH, UT
 UINTAH SCHOOL DISTRICT, UT
 UTAH CONNECTIONS ACADEMY, UT
 UTAH COUNTY ACADEMY OF SCIENCE, UT
 UTAH ELECTRONIC HIGH SCHOOL, UT
 UTAH SCHOOLS FOR DEAF & BLIND, UT
 UTAH STATE OFFICE OF EDUCATION, UT
 UTAH VIRTUAL ACADEMY, UT
 VENTURE ACADEMY, UT
 VISTA AT ENTRADA SCHOOL OF PERFORMING ARTS AND TECHNOLOGY, UT
 WALDEN SCHOOL OF LIBERAL ARTS, UT
 WASATCH PEAK ACADEMY, UT
 WASATCH SCHOOL DISTRICT, UT
 WASHINGTON SCHOOL DISTRICT, UT
 WAYNE SCHOOL DISTRICT, UT
 WEBER SCHOOL DISTRICT, UT
 WEILENMANN SCHOOL OF DISCOVERY, UT

HIGHER EDUCATION INCLUDING, BUT NOT LIMITED TO:

ARGOSY UNIVERSITY
 BATON ROUGE COMMUNITY COLLEGE, LA
 BIRTHINGWAY COLLEGE OF MIDWIFERY
 BLUE MOUNTAIN COMMUNITY COLLEGE
 BRIGHAM YOUNG UNIVERSITY - HAWAII
 CENTRAL OREGON COMMUNITY COLLEGE
 CENTENARY COLLEGE OF LOUISIANA
 CHEMEKETA COMMUNITY COLLEGE
 CLACKAMAS COMMUNITY COLLEGE
 COLLEGE OF THE MARSHALL ISLANDS
 COLUMBIA GORGE COMMUNITY COLLEGE
 CONCORDIA UNIVERSITY
 GEORGE FOX UNIVERSITY
 KLAMATH COMMUNITY COLLEGE DISTRICT
 LANE COMMUNITY COLLEGE
 LEWIS AND CLARK COLLEGE
 LINFIELD COLLEGE
 LINN-BENTON COMMUNITY COLLEGE
 LOUISIANA COLLEGE, LA
 LOUISIANA STATE UNIVERSITY
 LOUISIANA STATE UNIVERSITY HEALTH SERVICES
 MARYLHURST UNIVERSITY
 MT. HOOD COMMUNITY COLLEGE
 MULTNOMAH BIBLE COLLEGE
 NATIONAL COLLEGE OF NATURAL MEDICINE
 NORTHWEST CHRISTIAN COLLEGE
 OREGON HEALTH AND SCIENCE UNIVERSITY
 OREGON INSTITUTE OF TECHNOLOGY
 OREGON STATE UNIVERSITY
 OREGON UNIVERSITY SYSTEM
 PACIFIC UNIVERSITY
 PIONEER PACIFIC COLLEGE

PORTLAND COMMUNITY COLLEGE
PORTLAND STATE UNIVERSITY
REED COLLEGE
RESEARCH CORPORATION OF THE UNIVERSITY OF HAWAII
ROGUE COMMUNITY COLLEGE
SOUTHEASTERN LOUISIANA UNIVERSITY
SOUTHERN OREGON UNIVERSITY (OREGON UNIVERSITY SYSTEM)
SOUTHWESTERN OREGON COMMUNITY COLLEGE
TULANE UNIVERSITY
TILLAMOOK BAY COMMUNITY COLLEGE
UMPQUA COMMUNITY COLLEGE
UNIVERSITY OF HAWAII BOARD OF REGENTS
UNIVERSITY OF HAWAII-HONOLULU COMMUNITY COLLEGE
UNIVERSITY OF OREGON-GRADUATE SCHOOL
UNIVERSITY OF PORTLAND
UNIVERSITY OF NEW ORLEANS
WESTERN OREGON UNIVERSITY
WESTERN STATES CHIROPRACTIC COLLEGE
WILLAMETTE UNIVERSITY
XAVIER UNIVERSITY
UTAH SYSTEM OF HIGHER EDUCATION, UT
UNIVERSITY OF UTAH, UT
UTAH STATE UNIVERSITY, UT
WEBER STATE UNIVERSITY, UT
SOUTHERN UTAH UNIVERSITY, UT
SNOW COLLEGE, UT
DIXIE STATE COLLEGE, UT
COLLEGE OF EASTERN UTAH, UT
UTAH VALLEY UNIVERSITY, UT
SALT LAKE COMMUNITY COLLEGE, UT
UTAH COLLEGE OF APPLIED TECHNOLOGY, UT

STATE AGENCIES INCLUDING BUT NOT LIMITED TO:

ADMIN. SERVICES OFFICE
BOARD OF MEDICAL EXAMINERS
HAWAII CHILD SUPPORT ENFORCEMENT AGENCY
HAWAII DEPARTMENT OF TRANSPORTATION
HAWAII HEALTH SYSTEMS CORPORATION
OFFICE OF MEDICAL ASSISTANCE PROGRAMS
OFFICE OF THE STATE TREASURER
OREGON BOARD OF ARCHITECTS
OREGON CHILD DEVELOPMENT COALITION
OREGON DEPARTMENT OF EDUCATION
OREGON DEPARTMENT OF FORESTRY
OREGON DEPT OF TRANSPORTATION
OREGON DEPT. OF EDUCATION
OREGON LOTTERY
OREGON OFFICE OF ENERGY
OREGON STATE BOARD OF NURSING
OREGON STATE DEPT OF CORRECTIONS
OREGON STATE POLICE
OREGON TOURISM COMMISSION
OREGON TRAVEL INFORMATION COUNCIL
SANTIAM CANYON COMMUNICATION CENTER
SEIU LOCAL 503, OPEU
SOH- JUDICIARY CONTRACTS AND PURCH
STATE DEPARTMENT OF DEFENSE, STATE OF HAWAII
STATE OF HAWAII
STATE OF HAWAII, DEPT. OF EDUCATION
STATE OF LOUISIANA
STATE OF LOUISIANA DEPT. OF EDUCATION
STATE OF LOUISIANA, 26TH JUDICIAL DISTRICT ATTORNEY
STATE OF UTAH

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