



**State Term Contract
No. 80101507-SA-19-1
Information Technology Staff Augmentation Services**

**Between Florida Department of Management Services and INTERNATIONAL PROJECTS
CONSULTANCY SERVICES (IPCS), INC.**

This Contract is between the State of Florida, Department of Management Services (Department), Division of State Purchasing (Division), with offices at 4050 Esplanade Way, Tallahassee, FL 32399-0950, and INTERNATIONAL PROJECTS CONSULTANCY SERVICES (IPCS), INC. (Contractor).

The Contractor submitted a responsive Proposal to the Department's Request for Proposal (RFP) 15-80101507-SA-D for Information Technology Staff Augmentation Services. After evaluation of Proposals, the Department determined that the Contractor's Proposal is among those that are the most advantageous to the State of Florida and has decided to enter into this Contract.

Accordingly, the Department and Contractor agree as follows:

1. Contract Term

The Contract Term of this Contract for Information Technology Staff Augmentation Services will be for two (2) years with no renewals. Section 2.2 of the Contract Exhibit C, Special Contract Conditions, is superseded in its entirety by this section of the Contract. The Contract Term will begin on September 1, 2020, or the date of the last signature on this Contract, whichever occurs later.

2. Contract

As used in this document, the term "Contract" (whether or not capitalized) shall, unless the context requires otherwise, be considered to be references to this Contract.

This Contract, together with the following attached exhibits and 3rd Bid RFP 15-80101507-SA-D, all incorporated by reference, sets forth the entire understanding of the parties and supersedes all prior agreements, whether written or oral, with respect to such subject matter.

All exhibits to this Contract are incorporated in their entirety into, and form part of, this Contract. The Contract has the following exhibits:

- a) Contract Exhibit A: Statement of Work
- b) Contract Exhibit C: Special Contract Conditions
- c) Contract Exhibit D: Additional Special Contract Conditions
- d) Contract Exhibit E: Contractor's submitted Staffing Resource Management Plan
- e) Contract Exhibit F: The awarded category pricing from the Contractor's submitted Price Sheet from 3rd Bid RFP 15-80101507-SA-D
- f) Contract Exhibit G: Resume Acknowledgement Form
- g) Contract Exhibit H: Contractor Selection Justification Form
- h) Contract Exhibit I: Contractor Performance Survey
- i) Contract Exhibit J: Quarterly Sales Report

If a conflict exists among any of the Contract documents, the documents shall have priority in the order listed below:

- a) The Contract
- b) Statement of Work, Contract Exhibit A
- c) Additional Special Contract Conditions, Contract Exhibit D
- d) Special Contract Conditions, Contract Exhibit C
- e) Resume Acknowledgement Form, Contract Exhibit G
- f) Contractor Selection Justification Form, Contract Exhibit H
- g) Contractor Performance Survey, Contract Exhibit I
- h) Quarterly Sales Report, Contract Exhibit J
- i) 3rd Bid RFP 15-80101507-SA-D
- j) The awarded category pricing from the Contractor's submitted Price Sheet from 3rd Bid RFP 15-80101507-SA-D, Contract Exhibit F
- k) Contractor's submitted Staffing Resource Management Plan, Contract Exhibit E

3. Purchase Order Requirements

Information Technology Staff Augmentation Services, identified by the Customer in a Request for Quote, are diverse and routine services that may require any information technology functions and tasks.

Customers shall use a Request for Quote per section 287.056(2), Florida Statutes as a result of this state term contract. Customer shall order services from the Request for Quote via a Purchase Order with the Customer selected Contractor. The terms of the Purchase Order shall not conflict with the terms and conditions established by this Contract.

In accepting a Purchase Order, the Contractor recognizes its responsibility for all tasks and deliverables contained therein, warrants that it has fully informed itself of all relevant factors affecting accomplishment of the tasks and deliverables and agrees to be fully accountable for the performance thereof.

4. Amendments


No oral modifications to this Contract are permitted. All modifications to this Contract must be in writing and signed by both parties.

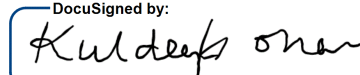
Notwithstanding the order listed in section 2, amendments executed after the Contract is executed may expressly change the provisions of the Contract. If they do so expressly, then the most recent amendment will take precedence over anything else that is part of the Contract.

This Contract is executed upon signature of authorized officers as of the dates signed below:

State of Florida:
Department of Management Services

Contractor:
INTERNATIONAL PROJECTS CONSULTANCY
SERVICES (IPCS), INC.

DocuSigned by:

By: _____
Name: **Jonathan R. Satter**
Title: **Secretary**
Date: **8/4/2020 | 1:33 PM EDT**

DocuSigned by:

By: _____
Name: **KULDEEP DHAR**
Title: **SR. VICE PRESIDENT**
Date: **8/3/2020 | 2:40 PM EDT**



**State Term Contract
No. 80101507-SA-19-1
Information Technology Staff Augmentation Services**

Contract Exhibit F

The awarded category pricing from the Contractor's submitted Price Sheet from 3rd Bid RFP 15-80101507-SA-D

INTERNATIONAL PROJECTS CONSULTANCY SERVICES (IPCS), INC.

Job Family	Job No.	Job Title	Scope Variant	Contractor's Submitted Price
Applications Development	1200	Director Systems and Programming	1. Team Leader	\$115.00
			2. Manager	\$125.00
			3. Sr. Manager	\$140.00
	1210	Mgmt. Applications Development	1. Team Leader	\$107.00
			2. Manager	\$120.00
			3. Sr. Manager	\$130.00
	1220	Applications Architect	A. Entry	\$80.00
			B. Intermediate	\$105.00
			C. Advanced	\$115.00
	1230	Enterprise Application Integration (EA) Engineer	No Variance	\$120.00
	1240	Systems Analyst	A. Entry	\$55.00
			B. Intermediate	\$90.00
			C. Advanced	\$95.00
	1250	Applications Development Analyst	A. Entry	\$65.00
			B. Intermediate	\$90.00
			C. Advanced	\$97.00
Data Strategy and Management	1400	Database Manager	1. Team Leader	\$110.00
			2. Manager	\$125.00
			3. Sr. Manager	\$130.00
	1410	Data Architect	A. Entry	\$72.00
			B. Intermediate	\$105.00
			C. Advanced	\$125.00
	1420	Data Modeler	A. Entry	\$60.00
			B. Intermediate	\$90.00
			C. Advanced	\$110.00
	1430	Database Analyst	A. Entry	\$65.00
			B. Intermediate	\$95.00
			C. Advanced	\$105.00
	1440	Database Administrator	A. Entry	\$65.00
			B. Intermediate	\$95.00
			C. Advanced	\$110.00
Quality Assurance	1600	Mgmt. Quality Assurance	1. Team Leader	\$90.00
			2. Manager	\$110.00

Job Family	Job No.	Job Title	Scope Variant	Contractor's Submitted Price
			3. Sr. Manager	\$120.00
			No Variance	\$95.00
			A. Entry	\$60.00
			B. Intermediate	\$75.00
			C. Advanced	\$90.00
Technology Research	1801	Manager, Technology Research	No Variance	\$125.00
	1810	Technology Research Analyst	A. Entry	\$75.00
			B. Intermediate	\$95.00
			C. Advanced	\$105.00
Client Technologies	2000	Manager, Client Technologies	1. Team Leader	\$80.00
			2. Manager	\$105.99
			3. Sr. Manager	\$130.00
	2010	Client Technologies Analyst	A. Entry	\$50.00
			B. Intermediate	\$72.00
			C. Advanced	\$82.00
	2020	Client Technologies Technician	A. Entry	\$48.00
			B. Intermediate	\$55.00
			C. Advanced	\$83.00
Customer Support	2200	Mgmt. Customer Support	1. Team Leader	\$70.00
			2. Manager	\$90.00
			3. Sr. Manager	\$120.00
	2210	Customer Support Analyst	A. Entry	\$36.00
			B. Intermediate	\$45.00
			C. Advanced	\$63.00 \$75.00
	2220	Customer Support Technician	A. Entry	\$45.00
			B. Intermediate	\$50.00
			C. Advanced	\$63.00
Network Management	2400	Director, Network Operations	1. Team Leader	\$125.00
			2. Manager	\$135.00
			3. Sr. Manager	\$150.00
	2410	Manager, Network Operations	1. Team Leader	\$85.00
			2. Manager	\$125.00
			3. Sr. Manager	\$140.00
	2420	Network Architect	A. Entry	\$75.00
			B. Intermediate	\$105.00
			C. Advanced	\$115.00
	2430	Network Engineer	A. Entry	\$75.00
			B. Intermediate	\$100.00
			C. Advanced	\$110.00
	2440	Network Analyst	A. Entry	\$68.00
			B. Intermediate	\$86.00
			C. Advanced	\$110.00
	2450	Network Administrator	A. Entry	\$60.00
			B. Intermediate	\$76.00
			C. Advanced	\$90.00
	2460	Network Technician	A. Entry	\$50.00
			B. Intermediate	\$65.00
			C. Advanced	\$68.00
Internet Planning, Eng. & Operations	2600	Mgmt. Internet Operations	1. Team Leader	\$110.00
			2. Manager	\$130.00
			3. Sr. Manager	\$140.00

Job Family	Job No.	Job Title	Scope Variant	Contractor's Submitted Price
	2610	Internet/Web Architect	A. Entry	\$65.00
			B. Intermediate	\$95.00
			C. Advanced	\$120.00
	2620	Internet/Web Engineer	A. Entry	\$60.00
			B. Intermediate	\$90.00
			C. Advanced	\$115.00
	2630	Web Applications Programmer	A. Entry	\$60.00
			B. Intermediate	\$95.00
			C. Advanced	\$105.00
	2640	Web Designer	A. Entry	\$50.00
			B. Intermediate	\$63.00
			C. Advanced	\$100.00
	2650	Webmaster	A. Entry	\$55.00
			B. Intermediate	\$70.00
			C. Advanced	\$95.00
	2660	Internet/Web Systems Administrator	A. Entry	\$55.00
			B. Intermediate	\$83.00
			C. Advanced	\$95.00
	2670	Web Customer Support Specialist	A. Entry	\$50.00
			B. Intermediate	\$64.00
			C. Advanced	\$77.00
Operations	2800	Director, Data Center Operations	No Variance	\$140.00
	2810	Manager, Computer Operations	1. Team Leader	\$80.00
			2. Manager	\$107.00
			3. Sr. Manager	\$130.00
	2820	Supervisor, Computer Operations	1. Team Leader	\$80.00
			2. Manager	\$85.00
	2830	Computer Operator	A. Entry	\$42.00
			B. Intermediate	\$45.00
			C. Advanced	\$50.00
	2840	Manager, Capacity Planning	No Variance	\$120.00
Telecommunications	3000	Manager, Telecommunication Operations	1. Team Leader	\$95.00
			2. Manager	\$120.00
			3. Sr. Manager	\$135.00
	3010	Telecommunication Engineer	A. Entry	\$50.00
			B. Intermediate	\$84.00
			C. Advanced	\$100.00
Electronic Commerce	3020	Telecommunication Technician	A. Entry	\$45.00
			B. Intermediate	\$68.00
			C. Advanced	\$82.00
	3200	Director, Electronic Commerce	No Variance	\$140.00
	3210	Manager, Electronic Commerce	No Variance	\$125.00
	3220	Electronic Commerce Analyst	A. Entry	\$50.00
			B. Intermediate	\$84.00
			C. Advanced	\$110.00

Job Family	Job No.	Job Title	Scope Variant	Contractor's Submitted Price
Business Intelligence Systems Management	3230	EDI Specialist	A. Entry	\$60.00
			B. Intermediate	\$84.00
			C. Advanced	\$88.00
	3400	Director, Data Warehouse	1. Team Leader	\$120.00
			2. Manager	\$145.00
			3. Sr. Manager	\$150.00
	3410	Manager, Data Warehouse	No Variance	\$145.00
	3420	Business Intelligence Analyst	No Variance	\$120.00
	3430	Data Warehouse Analyst	A. Entry	\$70.00
			B. Intermediate	\$95.00
			C. Advanced	\$110.00
	3440	Data Warehouse Administrator	No Variance	\$110.00
	3600	Manager, Decision Support	No Variance	\$130.00
	3610	Decision Support Specialist	A. Entry	\$58.00
			B. Intermediate	\$75.00
			C. Advanced	\$89.00
	3620	Decision Support Administrator	A. Entry	\$70.00
			B. Intermediate	\$95.00
			C. Advanced	\$115.00
	3800	Manager, CRM Technology	No Variance	\$150.00
	4000	Knowledge Engineer	No Variance	\$130.00
Enterprise Resource Planning (ERP)	4200	ERP Team Lead	No Variance	\$140.00
	4210	ERP Team Member	No Variance	\$120.00
	4220	ERP Configurer	No Variance	\$75.00
	4230	ERP Programmer/Analyst	A. Entry	\$60.00
			B. Intermediate	\$85.00
			C. Advanced	\$104.00
	4240	ERP Systems Support Specialist	No Variance	\$85.00
	4250	ERP Systems Administrator	No Variance	\$100.00
	4600	Basis/Ale Technical Consultant	No Variance	\$140.00
Sourcing and Vendor Relationship Management	4800	Chief Sourcing Officer	No Variance	\$145.00
	4810	Manager IT Procurement	No Variance	\$130.00
	4820	IT Procurement Specialist	No Variance	\$70.00
	5000	Manager, Vendor Relationships	1. Team Leader	\$85.00
			2. Manager	\$120.00
			3. Sr. Manager	\$140.00
	5010	Manager, Outsourcing Contracts	No Variance	\$125.00
	5020	Contracts Manager	No Variance	\$100.00
	5040	Finance/Administration Specialist	A. Entry	\$65.00
			B. Intermediate	\$95.00
			C. Advanced	\$115.00
	5200	Technical Advisor	No Variance	\$130.00
Business Management / Administration	5400	Asset Manager	No Variance	\$110.00
	5410	Asset Management Administrator	A. Entry	\$58.00
			B. Intermediate	\$65.00
			C. Advanced	\$73.00
	5500	Director, HR/IT	No Variance	\$135.00
	5600	Manager, HR/IT Staffing	No Variance	\$95.00
	5610	Technical Recruiter	A. Entry	\$50.00
			B. Intermediate	\$70.00
			C. Advanced	\$110.00

Job Family	Job No.	Job Title	Scope Variant	Contractor's Submitted Price
	5620	HR/IT Generalist	A. Entry	\$50.00
			B. Intermediate	\$74.00
			C. Advanced	\$100.00
	5800	Documentation Specialist/Technical Writer	A. Entry	\$55.00
			B. Intermediate	\$70.00
			C. Advanced	\$85.00
	6000	Manager, IT Finance	No Variance	\$130.00
	6100	Director, IT Risk and Compliance	No Variance	\$140.00
	6200	Manager, IT Audit	No Variance	\$130.00
Training	6210	IT Auditor	No Variance	\$105.00
	6400	Business Management Specialist	No Variance	\$105.00
	6600	Manager, Technical Training	1. Team Leader	\$80.00
			2. Manager	\$95.00
			3. Sr. Manager	\$125.00
	6610	Technical Trainer	A. Entry	\$55.00
			B. Intermediate	\$62.00
			C. Advanced	\$75.00
Security Management	6800	Security Manager	1. Team Leader	\$95.00
			2. Manager	\$120.00
			3. Sr. Manager	\$140.00
	6810	Security Analyst	A. Entry	\$60.00
			B. Intermediate	\$85.00
			C. Advanced	\$105.00
	6820	Data Security Specialist	No Variance	\$98.00
	6830	Network Security Specialist	No Variance	\$125.00
	6840	System Security Specialist	No Variance	\$90.00
Business Continuity Management	6850	Web Security Specialist	No Variance	\$100.00
	7000	Manager, Business Continuity	No Variance	\$135.00
	7010	Business Continuity Specialist	No Variance	\$105.00
Product Development	7200	Manager, Product Development	1. Team Leader	\$90.00
			2. Manager	\$115.00
			3. Sr. Manager	\$140.00
	7210	Product Architect	No Variance	\$140.00
	7220	Product Engineer	A. Entry	\$55.00
			B. Intermediate	\$85.00
			C. Advanced	\$110.00
	7230	Product Developer	A. Entry	\$55.00
			B. Intermediate	\$100.00
			C. Advanced	\$110.00
Systems Programming & Admin.	7400	Manager, Systems Software	1. Team Leader	\$115.00
			2. Manager	\$130.00
			3. Sr. Manager	\$140.00
	7410	Systems Architect	A. Entry	\$60.00
			B. Intermediate	\$95.00
			C. Advanced	\$140.00
	7420	Systems Software Programmer	A. Entry	\$65.00
			B. Intermediate	\$95.00
			C. Advanced	\$110.00

Job Family	Job No.	Job Title	Scope Variant	Contractor's Submitted Price
	7430	Groupware Specialist	A. Entry	\$75.00
			B. Intermediate	\$98.00
			C. Advanced	\$105.00
	7440	Systems Administrator	A. Entry	\$60.00
			B. Intermediate	\$78.00
			C. Advanced	\$100.00
	7450	UNIX System Administrator	No Variance	\$100.00
	7460	Storage Management Specialist	No Variance	\$103.00
Business Analysis and Planning	7500	Director, Enterprise Architecture	No Variance	\$145.00
	7600	Manager, IT Business Planning	1. Team Leader	\$110.00
			2. Manager	\$135.00
			3. Sr. Manager	\$140.00
	7610	Enterprise Architect	No Variance	\$140.00
	7620	Business Process Consultant	A. Entry	\$50.00
			B. Intermediate	\$86.00
			C. Advanced	\$110.00
	7630	IT Business Consultant	A. Entry	\$62.00
			B. Intermediate	\$93.00
			C. Advanced	\$96.00
	7640	Business Analyst	A. Entry	\$53.00
			B. Intermediate	\$84.00
			C. Advanced	\$95.00
	7700	Director, Business Relationships	No Variance	\$130.00
	7800	Manager, Customer Relations	No Variance	\$120.00
Release Management	8000	Configuration Management Analyst	A. Entry	\$57.00
			B. Intermediate	\$85.00
			C. Advanced	\$90.00
	8010	Release/Build Engineer	No Variance	\$95.00
Program Management	8200	Director, Program Management	No Variance	\$145.00
	8210	Program Manager	1. Team Leader	\$100.00
			2. Manager	\$120.00
			3. Sr. Manager	\$145.00
	8220	Project Manager	1. Team Leader	\$95.00
			2. Manager	\$115.00
			3. Sr. Manager	\$125.00
	8230	Project Leader	A. Entry	\$62.00
			B. Intermediate	\$105.00
			C. Advanced	\$115.00
	8235	Project Management Specialist	No Variance	\$85.00
	8240	Resource Manager	No Variance	\$120.00
Customer Service Hotline	8400	Manager, Customer Service Hotline	No Variance	\$85.00
	8410	Customer Service Hotline Representative	A. Entry	\$38.00
			B. Intermediate	\$45.00
			C. Advanced	\$56.00
Technical Product Support	8600	Manager, Technical Product Support	1. Team Leader	\$75.00
			2. Manager	\$93.00
			3. Sr. Manager	\$100.00
	8610	Technical Product Support Analyst	No Variance	\$72.00
	8620	Technical Product Support Specialist	A. Entry	\$40.00
			B. Intermediate	\$55.00
			C. Advanced	\$70.00

**Information Technology Staff Augmentation Services
Contract No. 80101507-SA-19-1**

**Contract Exhibit E
Staffing Resource Management Plan**

➤ A. Respondent's Proposed Employment Procedures

• Describe Respondent's plan to provide staff for IT Staff Augmentation Services.

IPCS has an efficient staff augmentation service delivery model supported by strong organizational infrastructure and operational capability. Our experienced recruiters with technology background bring years of extensive experience in identifying and providing right resources for matching qualification and skills needs from a large resource of well-qualified and experienced candidates. Supporting the staff augmentation requirements of many Agencies across the Country, IPCS practices rapid recruiting every day. Our plan for staff augmentation services includes following elements as part of our quality service delivery:

- We have a strong recruiting team dedicated to each state with many years of combined IT recruiting experience, and trained in active and passive candidate identification, screening and faster recruiting.
- Our recruiting process involves round the clock vetting of candidates, and making decisions based on our defined criteria for selection - stay topped up in recruiting the best talent matching Agency needs.
- We utilize our internal proprietary database to check and identify candidates who are available and matching the qualifications/skills for each work request.
- We use websites/portals, electronic boards, user groups and social media continually to develop 'resources pipeline' for service categories - helping us creating a large pool of local talent pool in each state.
- We recruit highly educated, skilled, multi-lingual and highly motivated professionals.
- We are committed to responding to each work request on time and in quality manner in line with the submittal stipulations for each work request.
- We make our proposed candidates available for interviews on the agreed to date and time.
- We are committed to making available our resources on time
- We provide talent for both on-site and off-site project needs.
- Our Project Management Office (PMO) provides customizable and sustainable operational support, candidate engagement performance monitoring, and quality service delivery to Agency stakeholders. We foster stewardship, flexibility, and efficiency within fields such as project steering, organization and methodology.

Specifically related to local markets, our staff augmentation team has expert knowledge in the tech industry and in local job markets that enables them finding the right IT professionals for both short and long term project engagements. We provide Agencies with customized solutions - understanding their specific skills need and overall business goals. The benefits to this approach include:

- Shorter hiring timelines
- Reduced cost of attaining talent
- Increased knowledge of business and industry trends and practices

Controlling costs and maximizing efficiency is critical to ensuring the success of an organization. IPCS helps Clients by lifting the burdens associated with recruiting and hiring process, and provides the required staff augmentation support with qualified candidates of the highest professional caliber. This allows our

Clients the flexibility to take on complex assignments that may not have been feasible with existing organizational resources.

IPCS has successful track record of staffing on projects within 5-7 business days after confirmation. We understand the importance of timing and our service delivery model is designed for faster identification and on-time availability of our resources. As a reliable partner, we are dedicated and commit whatever resources the engagement may require to ensure we have the selected candidate start on agreed-to date and time.

Our staff augmentation process involves effective communication between IPCS, our engaged resources and Agency Project Manager/Supervisor. IPCS ensures our resources are provided with adequate 'Reporting Details' in a defined format.

- Our full "requirement to check" streamlines process and transparency for onboarding and off boarding.
- Our high-touch service mitigates attrition.
- Our financial strength allows the flexibility to offer multiple options for pricing and invoicing.
- Our staff augmentation plan is designed for exceeding performance expectations.

We combine the best talent, processes and technology to consistently achieve excellent results. Our staff augmentation plan offers Agencies the advantages of:

1) Rich Expertise

- Our team combines cutting edge technology skills with rich domain expertise in staff augmentation and project execution models. What's equally important is that we share a strong customer orientation that means we actually start by listening to the customer. We also understand a compelling need to staff such projects with quality resources that bring expert level of experience which is contributory to the success of the projects. Our management is fully focused in gearing the operation to the next level of delivering services of high-tech competent resources (hard to find) with specific needs such as in areas of Service Oriented Architecture/Web services, Microsoft.NET-SharePoint technologies, Java tools and utilities, Mobile technologies, etc. IPCS maintains recruiters with expertise in finding the top talent.
- We have a highly motivated environment within the company that encourages all staff to perform and deliver. Our experience in software product development, business process automation, tools and technologies, best practices and methodologies, investment in our resources, and various business domains has built an overall excellence into our managing the IT staff augmentation model of the type demanded on this contract.

2) Ability to provide broadest range of Candidates at Short Notice

- We understand the importance of timing on the projects. Our track record is testimony to on-time staff augmentation services and complex projects delivered within and even before scheduled completion.
- We are continuously identifying and recruiting IT professionals proactively throughout the United States. In the process we provide our state government agencies with an unparalleled reach to a large workforce of well-qualified and experienced IT professionals who bring relevant experience and expertise. *On the State of Florida IT master contract IPCS will ensure exercising similar strategies in providing quality resources.*
- We maintain a large database of qualified candidates who are available for projects - As we are continuously identifying candidates in each State we have a repository of candidates who are engaged on the projects, candidates about to available as they completed the projects,

and candidates who are on bench and immediately available. *We are in constant contact with candidates as we submit them to various agencies. So we have a pool of local resources also available to us.*

- We have various automated tools (proprietary project management system, staff engagement portals, ATS on Demand & Crelate software, presence on various search engines, partner networks, referral sites, job boards – Dice.com, Monster.com, CareerBuilders.com, Indeed.com, etc.) that help our recruiting staff to identify and recruit broad range of candidates (with experience ranging from 5-25 years) on a continuous basis. It is our policy to respond to the client's staffing requests within the defined interval of the receipt of such requests. *Once a candidate is selected on the project engagement, IPCS ensures on-time availability of our candidate.*
- We also participate in career fairs, peer networking, engage current staff and consultants as referral source, posting job opportunities in colleges and universities placement offices as part of Outreach Process to attract local talent thereby building a 'pipeline of talented resources'. IPCS offers internship programs to transitioning college graduates with Master's degrees. *We invest upfront time with candidates and bring them on board after we review their skills and qualifications, and then present them as requirements flow in.*

3) Quality processes

- Our emphasis is on quality services and we continuously improve our business processes to support our service delivery model. This allows us to refine our function processes in each area of services (human resources, sales and marketing, contracts and client relationships) with the overall result providing us a capability to be highly responsive to Agency needs.

4) Reliable Partner

- We are dedicated and commit whatever resources the engagement may require to get the job done. We continuously add new clients. We believe we have a proven track record of success on the ASAP contract(s) and this is supported by our client references included in our submission.

• Describe Respondent's employment screening processes that contain the following elements:

➤ Respondent's employment standards (The minimum standards the Respondent requires its employees to follow).

Our employment standards are consistent with generally accepted industry norms. We believe in knowing our rights and obligations as an employer or employee under the Employment Standards Act. This acts as a guide which focuses on minimum wage, overtime pay, hours of work, termination of employment, public holidays, sick leave, severance pay, vacation, etc., and forms key elements of employer/employee rights and responsibilities.

Because of the complexity of employment relationships and the wide variety of situations that can arise, employment law involves legal issues as diverse as discrimination, wrongful termination, wages and taxation, and workplace safety. Many of these issues are governed by applicable federal and state law. But, where the employment relationship is based on a valid contract entered into by the employer and the employee, state contract law alone may dictate the rights and duties of the parties.

All employees have basic rights in the workplace - including the right to privacy, fair compensation, and freedom from discrimination. A job applicant also has certain rights even prior to being hired

as an employee. Those rights include the right to be free from discrimination based on age, gender, race, national origin, or religion during the hiring process. For example, IPCS as an employer cannot ask a job applicant certain family-related questions during the hiring process.

In most states, employees have a right to privacy in the workplace. This right to privacy applies to the employee's personal possessions, including handbags or briefcases, storage lockers accessible only by the employee, and private mail addressed only to employee. Employees may also have a right to privacy in their telephone conversations or voicemail messages. However, employees have very limited rights to privacy in their e-mail messages and Internet usage while using the employer's computer system.

There are certain pieces of information that an employer may not seek out concerning a potential job applicant or employee. An employer may not conduct a credit or background check of an employee or prospective employee unless the employer notifies the individual in writing and receives permission to do so.

➤ **How the Respondent validates staff's resume stated education.**

As part of our stringent recruiting and HR process, IPCS ensures authenticity of educational qualification of the proposed candidates. The process involves:

- Requesting candidates to submit copies of their education certificates.
- Requesting candidates to produce a certified copy of their education degrees (Bachelor's /Master's) from a recognized Educational Testing Service organization.
- For candidates with degrees from US colleges/universities, IPCS calls their Admission Offices to verify candidate's education.
- IPCS uses the services of HireRight and Verified Credentials to perform education verification of all our employee-applicants as part of mandatory background checking.
- We also use the services of HireRight and Verified Credentials to perform academic/education verifications of all contractor sub-contractor staff selected on project engagements.

At IPCS, we believe education verification check helps us combat the widespread overstatement and exaggeration of personal data on resumes. By verifying credentials, we ensure the competence of our selected staff/applicant while protecting our investment and decision to hire. The check allows us to document an applicant's education start dates, end dates, major fields of study and degrees earned.

IPCS has contracted with both HireRight and Verified Credentials to address our needs of background checks (including education verification) with the highest standard of security and professionalism. Each has established relationships with education institutions worldwide to verify education of our applicants. They have a consistent and auditable process, and typical turnaround time for education validation is 3-5 business days.

➤ **How the Respondent determines which staff fit the State's Job Title Description and/or Request for Quote criteria.**

Our recruiting process focuses on the following key elements with the staff working in tandem with a common goal to identify candidates with matching skills and experience, and those that fit the Agency's service category and title, mandatory and desired skills as detailed in the Request for Quote criteria.

- Immediately on receipt of the Request for Quote Criteria, IPCS technical recruiters in conjunction with our Subject Matter Experts (SME's) analyze the requirement by performing critical review and developing a better comprehension of the job requirement.
- Checking availability of internal candidates with matching skill levels and their availability so that they are recruited for the project engagement.
- In parallel contacting external candidates who we believe have similar skills and were presented on other project engagements.
- Accessing our current database of candidates and search for candidates matching the skill levels.
- Broadcasting on web portals and sourcing candidates with matching skills.
- Contacting our partner subcontractors and exploring availability of candidates matching the skills level.

In addition to matching skills levels, we also focus on these general requirements:

- Quickly arranging initial interview, evaluating candidate's skills and experience with respect to mandatory and highly desired skills, duties to be performed, education and certifications they may possess.
- Facilitating Skills Test – candidates have to pass our internal web based test(s) in their areas of specialization - It is imperative candidates secure minimum 85% on such technical tests.
- Conducting 2 rounds of interviews (Skype, Phone, in-person) to assess candidate's personal attributes, communication skills, adaptability, commitment, dedication and integrity etc.
- Checking for excellent past performance references at least from 3 previous employers / clients.

Based on the above process and criteria, we generally try to select 3-4 short listed candidates for each position. We perform due diligence on our findings and then decide confidently who to submit to the Agency as a 'best fit' for the requirement.

➤ **How Respondent will implement required Resume Self-Certification Form (Contract Exhibit F).**

We ensure making candidates attaching Resume Self-Certification Form with his/her resume as one single document.

The witnesses have to be people at responsible levels which could be former employers or supervisors/managers – and not candidate's friends or relatives.

➤ **How the Respondent will conduct interviews and include interview criteria.**

IPCS has a very most rigorous recruiting standard. Our strategy is to attract and retain people of the highest professional and personal standards. Each professional must possess excellent technical backgrounds, business knowledge, and the ability to communicate and transfer knowledge to our clients. In addition, our people are chosen for their ability to work in harmony in team environments and for their initiative in responding to unexpected problems. This flexibility allows us to assume end-product responsibility or work under the client's supervision to deliver a reliable product or application on time and within the budget.

- Supporting the needs of IT master contracts with over 20 state governments and ASAP-IT / Fast-Track staff augmentation types of contracts, IPCS's HR and recruiting professionals play an active role in setting company recruiting strategies and ensuring effective execution. We approach each Agency and every project with a proven recruitment method that ensures we deliver the best skills at best value.
- IPCS's recruitment policy involves an extensive interview(s) and evaluation process. Each candidate must pass our internal methods of qualification, verification and certification of their credentials.
- Pre-screening (In-person or Skype/phone) - Candidates are thoroughly examined with respect to their experience to determine if their experience and skills match the requirement. Where appropriate they are also required to undergo technical skills test to validate their level of knowledge and proficiency in their specializations. They are also examined with respect to their educational qualifications (degrees in Computer Science, Engineering, MIS, Computer Applications, and Mathematics), previous job history, communication skills and other job performance criteria. We also focus on personal skills such as creativity, analytical and people skills, ability and commitment to get the job done on time and in a quality manner. The objective is to ensure that our IT professionals assigned to projects bring with them the required skills necessary to contribute to the project. Finally, if they meet our defined criteria and the requirement, our recruiters finalize the compensation package with them, and this is followed by the management interview – which is arranged immediately considering the exigency of the requirement to be staffed.
- Management Interview – This interview further reinforces our commitment to ensure candidates understand the project requirement, services to be provided, candidate evaluation with respect to any special client recommended requirement (like candidate adaptability, high level of communication, analytical skills, nature of responsibilities on the project, performance evaluation, etc.). During this process IPCS also conducts reference check on the candidates – a minimum of 3 professional references are contacted and these include former clients and managers under whom the candidate has performed.

Our management interview is comprehensive in nature and is the final decision whether or not to hire the candidate.

This is followed by the execution of employment /HR documents, completion of skills matrix, etc. This process takes place on a top priority basis.

In the event the candidate is sourced from a subcontractor, our recruiters will extensively screen and interview all candidates prior to submittal. Their professional and personal references will also be checked and verified on a top priority basis.

➤ **How the Respondent will conduct reference checks on staff.**

IPCS has a defined policy in conducting reference checks on staff and also on subcontractor candidates engaged on the projects. We use a standard reference form which is easily fillable and does not consume much time of the references.

All staff has to complete a reference form. IPCS requires three (3) references from the supervisors of the staff or consultants under whom they have performed on previous projects. Our reference form is included below. All references are requested to return the completed form directly to designated person at IPCS.

IPCS Staff / Consultant Reference Check

Candidate Name:	
Reference Name:	
Company:	
Title:	
Date:	
Phone:	
Email	

The above candidate has included in his resume that he worked on a project engagement with you from ____ to _____. Please confirm the following:

1. Is the above engagement period correct? ☐ YES ☐ NO
2. What is/was your relationship w/him/her? ☐ Supervisor ☐ CO-WORKER
3. How would you rate his/her work performance on a scale of 1-10 (1 being lowest score, 10 being the highest)? _____
4. Communication Skills? ☐ Excellent ☐ Good ☐ Satisfactory
☐ Poor
5. Analytical Skills? ☐ Excellent ☐ Good ☐ Satisfactory
☐ Poor
6. Team Interaction? ☐ Excellent ☐ Good ☐ Satisfactory
☐ Poor
7. Quality of Deliverables? ☐ Excellent ☐ Good ☐ Satisfactory
☐ Poor
8. Reporting to work on Time? ☐ Always ☐ Not always
9. Professional Appearance? ☐ Excellent ☐ Good ☐ Satisfactory
☐ Poor
10. Why did he/she leave? ☐ Contract Over ☐ Performance Issues
11. Would you rehire him/her? ☐ YES ☐ NO
12. Any additional comments that you feel might be helpful to us?

Signature: _____

Date: _____

NOTE: Please return the form by email to: HR@ipcs.net

Based on the review of reference checks if any questions arise, IPCS calls the references for more clarifications. IPCS accordingly decides whether or not the Staff or consultant is hired or engaged on the project. All references are checked before a candidate's profile is submitted to the Agency.

➤ **How will Respondent have staff demonstrate their experience prior to submission to State as candidate for a Request for Quote**

Our recruiting process focuses on following key elements with staff working in tandem with a common goal to: Identify, Select and Respond to each service request on time and in a quality manner.

Our recruiting unit comprises of well-qualified and experienced individuals who have 10-20 years of previous experience in IT projects implementations and technologies. Each brings comprehensive knowledge of varied IT technologies, systems, applications, tools, techniques and methodologies etc. The end result of this is that they will understand, analyze and interpret the needs of each "Request for Quote" faster and accurately. Accordingly, they are able to identify the right candidates quickly and respond in a timely manner.

The need to match the individual candidates to defined skill requirement takes a high priority. At IPCS, over the years, we have mastered this technique. We believe communication with the

Consultant /staff and the Agency plays a vital role in this process. Analyzing and understanding Agency requirements (Order for Service, SOW, Work Request, Fast Track Req., etc.) by careful reviews, Q/A process, and developing a better comprehension of the job requirement / assignment allows our recruitment staff to identify and offer the 'best fit' talent matching Agency's specific needs.

IPCS retains well-qualified and experienced technical subject matter experts (SME) as part of our IT consulting and management practice. Each SME has specialized background and is available to us in interviewing our short-listed candidates at quick notice. Their feedback is a key in our candidate finalization. As a standard process in our service delivery model we will receive their feedback quickly within 6-12 hours of receipt ASAP-IT / Order for Service request. As part of our stringent selection process we ensure to select candidates who meet the mandatory and highly desired technical qualification and experience; bring specific industry /application domain and knowledge; government project experience, if required; excellent project references; relevant certifications; and we have scored over 85% on our internal technical skills testing/web-based – Skype practical exams; and other interview assessments.

➤ **Describe Respondent's Operational Formula to ensure staffing availability for IT Staff Augmentation services.**

Our 'Operational Formula' for staffing availability for staff augmentation services is designed very carefully to ensure timely availability of the staff in the service categories as listed in the RFP.

- Continually Recruiting - As we are supporting over 20 State Government on IT Master Contracts and other forms of Fast Track/ASAP/Convenience Contracts we are continually recruiting. We, therefore, maintain a large resource of qualified and experienced software professionals who are readily available on the projects and/or are about to complete their project engagements. So at any given point of time we have screened resources available in almost many service categories and in line with the ones listed in the RFP. This allows us to match their skills on possible staff augmentation opportunities with various state government agencies. This is the reason of IPCS makes available many technical resources to agencies faster. Majority of staff bring previous government project experience.
- Resources available through our Software Unit - Since we also develop software products we employ best resources, tools, technologies, techniques, methodologies and practices in the creation of innovative solutions. Our software unit always recruits and selects quality resources. This allows us to create a pool of readily available skilled resources that are screened with clear background checks. The services of these motivated staff could be drawn upon as and when required to meet the needs on Agency staff augmentation projects.

Additionally, IPCS has internal projects going on and we are continuously identifying candidates with niche skills. This pool of candidates is also available for outside consulting engagements.

- External Candidate Source - We contact external candidates who we believe have similar skills and were presented on other project engagements by cross-referencing with their matching skills.
- Local Candidate Resource - IPCS maintains a database of local candidates. We continuously announce job postings on local job boards, participate in local career fairs,

posting job opportunities in local colleges and universities placement offices and building a talent pipeline of resources (transitioning college graduates), etc. We invest upfront time with candidates and bring them on board after we review their skills and qualifications, and then present them as requirements flow in.

- Referral program - We engage current staff and consultants as a referral source and through peer networking.
- Social media – We have access to DICE, Monster.com, Career Builders, Indeed.com, and other job portals where we continually broadcast/post our requirements and source resources.
- College recruiting and training -As part of our outreach program we visit and recruit staff from Colleges and Universities - set College booths and participating in campus employment fairs. We offer internship programs to students who graduate with Bachelor and Master's degrees
- Subcontractor Resources - We contact our partner subcontractors and explore availability of candidates matching the skills level. We also have good relationships with some fully vetted subcontractors including those with niche skills expertise and they regularly assist us by providing with additional candidates, as and when required, and in some situations within 24 hours.

Our outreach process is part of our continuous recruiting process. As staffing needs have increased we at IPCS believe in creating an 'engaged talent pipeline', and we have been using this model for over 5 years now. This process involves candidate engagement upfront with an understanding their working exclusively with IPCS. This process builds a mutual trust worthy relationship and provides an ability to IPCS to submit candidates who we own. This arrangement also decreases the time necessary to staff. Further in our recruiting process we use proven standards and methodologies that enable us to support the staffing needs of Agencies. We have automated business processes by using various tools and technologies- web portals, internal SharePoint portals, Candidate database, Technical skills portals, Applicant Portal etc. We also use tools such as ATS on Demand and Create recruiting tools.

Our success in such staffing engagements is based on the business processes in the recruiting that have been designed enabling us to meet Agency response times. These business processes have evolved overtime with continuous improvements as part of our agile/Lean process management initiatives. In the process we provide our state government agencies with an unparalleled reach to a large workforce of well-qualified, experienced and highly motivated IT professionals who bring relevant experience and expertise to the project.

As a reliable partner, we are dedicated and commit whatever resources the engagement may require to ensure we have the selected candidate start on agreed-to date and time. IPCS human resources department is fully geared to ensure candidate relocation, if any, involved is arranged on top-priority basis.

➤ **Describe Respondent's ability to remedy staff performance issues.**

Our process for inadequate performance states that it needs to be dealt with constructively and with a plan to avoid any further escalation. We recognize the human experience of non-performance and related dispute resolution involves emotions, perceptions, and actions.

Our policy is to address these and to ensure such issues are attended to on a top-priority basis and resolutions found in the interest of any impact on the project. We trust our client managers and in the event they observe a participant is not performing to their expectations in spite of repeated warnings or alerts IPCS has no option but to provide a qualified replacement within 3-5 days.

Our policy has always been to prevent or mitigate such issues. In our experience in IT industry for over 17 years we have always ensured our participants bring relevant experience and perform to the expectations of stakeholders. This is our strategy to prevent non-performance related issues. We have been successful in bringing this strategy as part of our service delivery model.

However, in the event of any disagreement of the nature as stated in this question, IPCS, as part of the issue resolution, will discuss the non-performance issue with the affected placement immediately to ensure he/she recognizes the issue and its impact on team dynamics and overall project performance. Understanding the facts and the factors that led to termination may help the affected participant recognize the skills limitations and that he/she needs to work upon.

In our issue resolution process we ensure we adhere to our company defined approach -Dealing with conflict immediately; Being open, if people have issues; Practicing clear communication; Practicing identifying assumptions; Not letting conflict get personal; Focusing on actionable solutions; Encouraging different points of view; Not looking for blame; Demonstrating respect; and Keeping team issues within the team.

In the event there is a request for candidate replacement IPCS will ensure to provide a replacement within 3-5 working days. IPCS will coordinate this process with Agency Project Manager(s) and/or with any other designated contacts and take necessary steps to their satisfaction.

All efforts will be made to ensure the replacement candidate brings good experience and expertise as required in performing the work tasks and deliverables, and has the required ability to get started rapidly and contribute effectively to the project engagement.

IPCS executive management and designated contract manager exercises continuous monitoring of the performance of the candidate during the project engagement to ensure the candidate is well adjusted in the work environment and is performing on the project to the complete satisfaction of the client manager. We believe performance reviews are critical given the nature of IT business we are in where skills, experience and expertise play a vital role in career advancement and compensation structure.

Our formal employee/consultant performance appraisal is conducted twice a year. Our employees /consultants are made aware of our expectations and established standards of performance right at the beginning which are designed based on our quality service delivery model. Since our clients expect high performance from us we accordingly insist on excellence in work performance from our employees/consultants. As such we define and enforce standards for we know people always perform better when they know the rules. We also recognize and award employees for their positive performance and cultivation of personal attributes.

- We have standardized forms for performance appraisals which includes the name of the employee, date the performance form was completed, dates specifying the time interval over which the employee is being evaluated, performance dimensions (including responsibilities from the job description, any assigned goals from the strategic plan, along with needed skills, such as communications, administration, etc.), a rating system (e.g., poor, average, good, excellent), space for commentary for each dimension, a final section for overall commentary, a final section for action plans to address improvements, and lines

for signatures of the supervisor and employee. Signatures may either specify that the employee accepts the appraisal or has seen it, depending on wording on the form.

- We schedule the first performance review for six months after the employee starts employment; and schedule another six months later, and then every year on the employee's anniversary date. However considering the nature of consulting engagements – short term and long term- we do seek appraisals from client managers during and after the completion engagement and it remains on record for evaluation purposes.
- We initiate the performance review process and upcoming meeting with the employee and request suggesting any updates to the job description and provide written input to the appraisal.
- We hold the performance appraisal meeting with the employee and update and finalize the performance appraisal form with agreed-to commentary and signed by both the employee and the supervisor.

The feedback received from these evaluations allows us to conduct performance conversations and critically examine the employee / consultant's strengths and weaknesses. It provides an opportunity for a supervisor and employee to discuss past performance and make plans for the employee's future performance and development. It is the process of measuring an employee's performance in the current position and summarizes the employee's contributions in specific areas over the entire appraisal period. It helps supervisors feel more honest in their relationships with the employee/consultant and feel better about themselves in their supervisory roles. Employees/Consultants are assured clear understanding of what's expected from them, their own personal strengths and areas for development and a solid sense of their relationship with their supervisor.

➤ **Describe Respondent's ability to ensure its employees protect confidential information.**

All IPCS staff or consultants engaged on the staff augmentation contracts are required to sign a 'Confidentiality Agreement' for the protection of Agency's all proprietary software technology, business /commercial data, information, processes, code, and related documentation, etc. Additionally, some State Government Agencies make them sign Agency-specific Confidentiality Agreements. All our staff and resources assigned to project sign these agreements and are bound by the terms and conditions of such Agreements.

In accordance with our Human Resources Policy all our staff and consultants are required to renew these agreements every year. All staff and consultants understand the mandatory requirement and are cognizant of their duties and responsibilities to protect confidential information.

➤ **Describe Respondent's procedures to timely accommodate a Customer's designation of a job as one of special trust that requires a background screening.**

IPCS will respond expeditiously to such request for reasonable accommodation of performing a background screening of the candidate. In fact IPCS conducts the background screening of all candidates selected and assigned on the project engagements. We perform background checks basically to protect clients and customers; to enhance workplace safety; to identify the best candidates; and it is mandated by law. Conducting background checks makes job candidates to know the importance placed on safety in the workplace for both the customer and the employee. This increased transparency helps a candidate and employees know that employers value their safety and continue to help build the company brand and help with recruiting efforts.

IPCS has created their background screening policies and programs based on our needs as part of our quality staff augmentation service delivery to our clients. Our background checks include not just the simple employment verifications or reference checks but also a criminal background check, education verifications, credit history, social media checks and drug and health screenings.

Since we are working with so many state government agencies we are quite familiar with such procedures. IPCS has previously worked with State of Florida on IT Master Contract, particularly with EPA where we have accommodated such task expeditiously to the satisfaction of State Agency. Our experience record of meeting such request have been met and executed within 24 hours example - State of Maine and State of South Carolina mandates using their State designated websites for performing criminal background checks of the selected candidates. On the other hand we use Verified Credentials and/or HireRight to perform required background checks on our candidates and Medtox for drug screening. The results of such tests can be electronically transmitted to our Agencies, if required.

➤ **B. Respondent's Principal Personnel**

It is preferred that the Respondent's Principal Personnel have IT experience.

- List Respondent's Principal Personnel who will make management decisions concerning staff placement for services under the contract(s) that results from this solicitation and include the following:

➤ **Each Principal Personnel's name, education, credentials and certifications, job title, years of IT experience, and number of years employed with the Respondent.**

Listed below is IPCS Principal Personnel that will be responsible for the staff augmentation services under the contract(s) resulting from this solicitation:

ANUPA DHAR

President and CEO

Education: Master of Science - Computer Science & Engineering, *University of Minnesota*
Diploma in Computers, *City University of New York*
Master of Science, University of Delhi-India

Certifications: ITIL

Years of IT Experience: 20+ years

Years Employed by IPCS: 20 Years

JAMES AHLES

Senior Vice President

Education: BS in Computer Science
University of Saint Cloud, Minnesota

Certifications: Scrum Master, MCSD

Years of IT Experience: 25 years

Years Employed by IPCS: 15 Years

KULDEEP DHAR

Senior Vice President

Education: Master's in Business Administration (MBA)

Carlson School of Management, University of Minnesota
Bachelor of Electrical Engineering, India

Years of IT Experience: 20 years
Years Employed by IPCS: 15 Years

➤ **Describe the role each Principal Personnel will have in a contract(s) that may result from this solicitation**

Role of each IPCS Principal Personnel on the contract(s) that may result from this solicitation is as follows:

KULDEEP DHAR, Senior Vice President

Role: Manage complete staff augmentation services to State of Florida Agencies. All IPCS's recruiting staff, contracts, proposal submission unit, human resources, sub-contractor relationships etc. will be managed by him. He will be responsible for complete service delivery to State of Florida, and will ensure timely and quality services, and effective monitoring of the staff performance in line with the expectations of the State of Florida Agency stakeholders.

JAMES AHLES, Senior Vice President

Role: Manage the technical evaluations and selection of the candidates matching Agency needs. All IPCS subject matter experts and technical staff and consultants who interview our candidates report to him.

ANUPA DHAR, President and CEO

Role: Exercise effective control on the overall service quality delivery to State Agencies including overseeing contracts, finance and accounting. In her role she monitors each and every project engagement and provides required guidance and direction to key personnel and staff for exceeding Agency expectations. She manages TQM and ensures appreciation to staff and Consultants who exceed their performance and delivery.

➤ **Describe each Principal Personnel's staffing resource management role in past IT Staff Augmentation contracts.**

ANUPA DHAR, President and CEO

Over Twenty Years (20) years of extensive experience in IT staffing resource management. Responsible for a) creating a robust service delivery platform involving Lean processes and high-level of business process automation for quality service delivery to clients; b) hiring key staff for various resource management roles; c) guiding and directing key staff overseeing service quality; d) maintaining client relationships, ensuring seamless communication, and oversees contract performance.

With her strong technology background in enterprise solution architecture and design, application development, application security, project and program management & control, she is instrumental in thoroughly interviewing SMEs/Staff/Consultants for the staff augmentation project engagements.

JAMES AHLES, Senior Vice President – IT Service Delivery

Over 25 years of extensive experience in the information technology industry involved in management of IT projects, Staff request analysis, resource selection, training and

mentoring. Experience in project management functions with demonstrated achievements in planning, directing and implementing multiple concurrent projects- interviewing and selecting resources based on extensive technical evaluation, assessment, and recommendations.

KULDEEP DHAR, Senior Vice President- Government Contracts

An Accomplished Business Executive with a proven track record of over 20 years in IT consulting, project implementation and staff augmentation services; He has led large, complex IT/software development projects in a matrix team environments with a broad and progressive background in various technologies providing comprehensive oversight for all phases from conception through planning and implementation ensuring delivery of high quality service to Government Agencies. He possesses extensive experience in staff augmentation service delivery and contract management-managing detailed project responses and proposals. A seasoned leader adept at developing, motivating, coaching, and building business, recruiting and functional teams to excel in reaching stated goals and priorities while managing budget, schedules and quality operations

Key management responsibilities include: Staff Augmentation strategic planning and tactical execution; developing and managing Federal and State Government RFS responses, contracts, and post contract responsibilities; Resource management & performance monitoring; Organizational change management, Project planning & management, communication management, risk management and mitigation strategies.

➤ **Detail any unique expertise and capabilities each Principal Personnel possess that could bring additional value to the State.**

Unique expertise and capabilities of IPCS's Key Personnel

ANUPA DHAR, President and CEO

- Solution Architecture - solution design (UI Interfaces, data models, data architecture & design, middleware, etc.)
- Business Process Management – LEAN business process analysis and design, BPM, BPRM, Workflow design & development
- Rules Engine – Design and development
- B-B and B-C transaction processing engine design and development
- Agile methodologies
- Patent Holder:
 - Object-based Workflow Automation Framework
 - Automated BPRM driven Consumer Lending Technologies

JAMES AHLES, Senior Vice President – IT Service Delivery

- Enterprise Architecture
- Security Architecture & Design
- Application Migration from Legacy to Microsoft .NET environment
- Business Process Rules Management (BPRM) framework
- Automated Workflow technologies
- Rules Engine
- B-B and B-C transaction processing engine design and development
- Agile methodologies

- Patent Holder: -Object-based Workflow Automation Framework
 -Automated BPRM driven Consumer Lending Technologies

KULDEEP DHAR, Senior Vice President- Government Contracts

- Business Process Management – LEAN business process analysis and design, BPM, BPRM, Workflow architecture & design.
- Rules Engine
- Automated framework for B-B and B-C models including transaction processing
- Government-specific large applications
 - Case Management, Grants Management, Document & Records Management, Law Enforcement Applications – CJIS, Responder Management Systems, etc.
- Project & program management
- Agile methodologies
- Patent Holder: -Object-based Workflow Automation Framework
 -Automated BPRM driven Consumer Lending Technologies

**Information Technology Staff Augmentation Services
Contract No. 80101507-SA-19-1**

CONTRACT EXHIBIT A

STATEMENT OF WORK

Section 1. Contract Deliverables

The Contractor shall provide information technology staff augmentation services, including comprehensive management of staff, as set forth in this Contract. The term “staff” refers to the temporary staff provided by the Contractor to render information technology services identified by Customers, but that staff shall not be deemed an employee of the State or deemed to be entitled to any benefits associated with such employment.

Contracts resulting from this solicitation should not be structured as fixed-price agreements or used for any services requiring authorization for payment of milestone tasks. Contractor shall only provide information technology staff augmentation services for those Job Titles awarded to the Contractor and shall be paid on an hourly basis.

The Department’s intent is for Contractor’s information technology staff to provide services closely related to those described in the [Job Family Descriptions document](#). Detailed scopes of work, specific requirements of the work to be performed, and any requirements of staff shall be provided by the Customer in a Request for Quote. The Contractor shall possess the professional and technical staff necessary to allocate, outsource, and manage qualified information technology staff to perform the services requested by the Customer. The Contractor shall provide Customers with staff who must have sufficient skill and experience to perform the services assigned to them.

All of the information technology staff augmentation services to be furnished by the Contractor under the Contract shall meet the professional standards and quality that prevails among information technology professionals in the same discipline and of similar knowledge and skill engaged in related work throughout Florida under the same or similar circumstances. The Contractor shall provide, at its own expense, training necessary for keeping Contractor’s staff abreast of industry advances and for maintaining proficiency in equipment and systems that are available on the commercial market.

The Contractor shall be responsible for the administration and maintenance of all employment and payroll records, payroll processing, remittance of payroll and taxes, and all administrative tasks required by state and federal law associated with payment of staff. The Contractor shall, at its own expense, be responsible for adhering to the Contract background screening requirements, testing, evaluations, advertising, recruitment, and disciplinary actions of Contractor’s information technology staff. The Contractor shall maintain during the term of the Contract all licenses, permits, qualifications, insurance and approvals of whatever nature that are legally required to perform the information technology staff augmentation services.

Section 2. Ongoing Performance Measures

The Department intends to use performance-reporting tools in order to measure the performance of Contractor(s). These tools will include the Contractor Performance Survey (Exhibit I), to be completed by Customers on a quarterly basis. Such measures will allow the Department to better track Contractor(s) performance through the term of the Contract(s) and ensure that Contractor(s) consistently provide quality services to the State and its Customers. The Department reserves the right to modify the Contractor Performance Survey document and introduce additional performance-reporting tools as they are developed, including online tools (e.g., tools within MFMP or on the Department's website).

**Information Technology Staff Augmentation Services
Contract No. 80101507-SA-19-1**

CONTRACT EXHIBIT C

SPECIAL CONTRACT CONDITIONS

Table of Contents

SECTION 1. DEFINITIONS.....2

SECTION 2. CONTRACT TERM AND TERMINATION.....2

SECTION 3. PAYMENT AND FEES.3

SECTION 4. CONTRACT MANAGEMENT4

SECTION 5. COMPLIANCE WITH LAWS.6

SECTION 6. MISCELLANEOUS.....7

SECTION 7. WORKERS’ COMPENSATION AND GENERAL LIABILITY INSURANCE, AND
INDEMNIFICATION9

SECTION 8. PUBLIC RECORDS, TRADE SECRETS, DOCUMENT MANAGEMENT AND
INTELLECTUAL PROPERTY.10

SECTION 9. DATA SECURITY AND SERVICES.....11

SECTION 10. GRATUITIES, LOBBYING, AND COMMUNICATIONS.....13

SECTION 11. CONTRACT MONITORING.13

SECTION 12. CONTRACT AUDITS.15

SECTION 13. BACKGROUND SCREENING AND SECURITY.....15

SECTION 14. INFORMATION TECHNOLOGY.....17

In accordance with Rule 60A-1.002(5), F.A.C., Form PUR 1000 is included herein by reference, but is superseded in its entirety by these Special Contract Conditions.

SECTION 1. DEFINITION.

The following definition applies in addition to the definitions in Chapter 287, Florida Statutes, (F.S.) and rule Chapter 60A-1, Florida Administrative Code (F.A.C.):

1.1 Customer.

The agency or eligible user that purchases commodities or contractual services pursuant to the Contract.

SECTION 2. CONTRACT TERM AND TERMINATION.

2.1 Term.

The initial term will begin on the date set forth in the Contract documents or on the date the Contract is signed by all Parties, whichever is later.

2.2 Renewal.

Upon written agreement, the Department and the Contractor may renew the Contract in whole or in part only as set forth in the Contract documents, and in accordance with section 287.057(13), F.S.

2.3 Suspension of Work and Termination.

2.3.1 Suspension of Work.

The Department may, at its sole discretion, suspend any or all activities under the Contract, at any time, when it is in the best interest of the State of Florida to do so. The Customer may suspend a resulting contract or purchase order, at any time, when in the best interest of the Customer to do so. The Department or Customer will provide the Contractor written notice outlining the particulars of suspension. Examples of a reason for suspension include, but are not limited to, budgetary constraints, declaration of emergency, or other such circumstances. After receiving a suspension notice, the Contractor must comply with the notice and will cease the activities associated with any active or new purchase orders. Within ninety (90) calendar days, or any longer period agreed to by the Contractor, the Department or Customer will either (1) issue a notice authorizing resumption of work, at which time activity will resume, or (2) terminate the Contract or purchase order. Suspension of work will not entitle the Contractor to any additional compensation.

2.3.2 Termination for Convenience.

The Contract may be terminated by the Department in whole or in part at any time, in the best interest of the State of Florida. If the Contract is terminated before performance is completed, the Contractor will be paid only for that work satisfactorily performed for which costs can be substantiated. Such payment, however, may not exceed an amount which is the same percentage of the Contract price as the amount of work satisfactorily performed. All work in progress will become the property of the Customer and will be turned over promptly by the Contractor.

2.3.3 Termination for Cause.

If the performance of the Contractor is not in compliance with the Contract requirements or the Contractor has defaulted, the Department may: (a) immediately terminate the Contract; (b) notify the Contractor of the noncompliance or default and require correction within a specified time, otherwise the Contract will terminate at the end of such time; or (c) take other action deemed appropriate by the Department.

SECTION 3. PAYMENT AND FEES.

3.1 Pricing.

The Contractor will not exceed the pricing set forth in the Contract documents.

3.2 Price Decreases.

The following price decrease terms will apply to the Contract:

(a) Preferred Pricing. Consistent with the goals of section 216.0113, F.S., Contractor acknowledges and recognizes that the Department wants to take advantage of any improvements in pricing over the course of the Contract period. To that end, the pricing indicated in this Contract is a maximum guarantee under the terms of this clause. Contractor's pricing will not exceed the pricing offered under comparable contracts. Comparable contracts are those which are similar in size, scope, and terms. Contractor must annually submit an affidavit from an authorized representative attesting that the Contract is in compliance with this clause.

(b) Sales Promotions. In addition to decreasing prices for the balance of the Contract term due to a change in market conditions, the Contractor may conduct sales promotions involving price reductions for a specified lesser period. The Contractor must submit documentation identifying the proposed (1) starting and ending dates of the promotion, (2) commodities or contractual services involved, and (3) promotional prices compared to then-authorized prices.

3.3 Payment Invoicing.

The Contractor will be paid upon submission of invoices to the Customer after delivery and acceptance of commodities or contractual services is confirmed by the Customer. Invoices must contain detail sufficient for an audit and contain the Contract Number and the Contractor's Federal Employer Identification Number.

3.4 Purchase Order.

A Customer may use purchase orders to buy commodities or contractual services pursuant to the Contract. If applicable, the Contractor must provide commodities or contractual services pursuant to purchase orders. The purchase order period of performance survives the expiration of the Contract. The duration of purchase orders must not exceed the expiration of the Contract by more than twelve (12) months.

3.5 Travel.

Travel expenses are not reimbursable unless specifically authorized by the Customer in writing, and may be reimbursed only in accordance with section 112.061, F.S.

3.6 Annual Appropriation.

Pursuant to section 287.0582, F.S., if the Contract binds the State of Florida or an agency for the purchase of services or tangible personal property for a period in excess of one fiscal year, the State of Florida's performance and obligation to pay under the Contract is contingent upon an annual appropriation by the Legislature.

3.7 Transaction Fees.

The State of Florida, through the Department of Management Services, has instituted MyFloridaMarketPlace, a statewide eProcurement system pursuant to section 287.057(22), F.S. All

Florida Department of Management Services
Information Technology Staff Augmentation Services – 3rd Bid
RFP No. 15-80101507-SA-D

payments issued by Customers to registered Vendors for purchases of commodities or contractual services will be assessed Transaction Fees as prescribed by rule 60A-1.031, F.A.C., or as may otherwise be established by law. Vendors must pay the Transaction Fees and agree to automatic deduction of the Transaction Fees when automatic deduction becomes available. Vendors will submit any monthly reports required pursuant to the rule. All such reports and payments will be subject to audit. Failure to comply with the payment of the Transaction Fees or reporting of transactions will constitute grounds for declaring the Vendor in default and subject the Vendor to exclusion from business with the State of Florida.

3.8 Taxes.

Taxes, customs, and tariffs on commodities or contractual services purchased under the Contract will not be assessed against the Customer unless authorized by Florida law.

3.9 Return of Funds.

Contractor will return any overpayments due to unearned funds or funds disallowed pursuant to the terms of the Contract that were disbursed to the Contractor. The Contractor must return any overpayment within forty (40) calendar days after either discovery by the Contractor, its independent auditor, or notification by the Department or Customer of the overpayment.

SECTION 4. CONTRACT MANAGEMENT.

4.1 Composition and Priority.

The Contractor agrees to provide commodities or contractual services to the Customer as specified in the Contract. Additionally, the terms of the Contract supersede the terms of any and all prior agreements between the Parties.

4.2 Notices.

All notices required under the Contract must be delivered to the designated Contract Manager by certified mail, return receipt requested; reputable air courier service; email; personal delivery; or as otherwise identified by the Department.

4.3 Department's Contract Manager.

The Department's Contract Manager, who is primarily responsible for the Department's oversight of the Contract, will be provided in a separate writing to the Contractor upon Contract signing in the following format:

Jane Doe
Address
Telephone #
Email

In the event that the Department changes the Contract Manager, the Department will notify the Contractor. Such a change does not require an amendment to the Contract.

4.4 Contractor's Contract Manager.

The Contractor's Contract Manager, who is primarily responsible for the Contractor's oversight of the Contract performance, will be provided in a separate writing to the Department upon Contract signing in the following format:

Jane Doe
Florida Department of Management Services
Information Technology Staff Augmentation Services – 3rd Bid
RFP No. 15-80101507-SA-D

<Insert Contractor name>
<Insert Contractor's physical address>
Telephone: (XXX) 555-XXXX
Email: jane.doe@business.gmail.com

In the event that the Contractor changes its Contract Manager, the Contractor will notify the Department. Such a change does not require an amendment to the Contract.

4.5 Diversity Reporting.

The State of Florida supports its diverse business community by creating opportunities for woman-, veteran-, and minority-owned small business enterprises to participate in procurements and contracts. The Department encourages supplier diversity through certification of woman-, veteran-, and minority-owned small business enterprises, and provides advocacy, outreach, and networking through regional business events. For additional information, please contact the Office of Supplier Diversity (OSD) at osdinfo@dms.myflorida.com.

Upon request, the Contractor will report to the Department its spend with business enterprises certified by the OSD. These reports must include the time period covered, the name and Federal Employer Identification Number of each business enterprise utilized during the period, commodities and contractual services provided by the business enterprise, and the amount paid to the business enterprise on behalf of each Department purchasing under the Contract.

4.6 RESPECT.

Subject to the agency determination provided for in section 413.036, F.S., the following statement applies:

IT IS EXPRESSLY UNDERSTOOD AND AGREED THAT ANY ARTICLES THAT ARE THE SUBJECT OF, OR REQUIRED TO CARRY OUT, THIS CONTRACT SHALL BE PURCHASED FROM A NONPROFIT AGENCY FOR THE BLIND OR FOR THE SEVERELY HANDICAPPED THAT IS QUALIFIED PURSUANT TO CHAPTER 413, FLORIDA STATUTES, IN THE SAME MANNER AND UNDER THE SAME PROCEDURES SET FORTH IN SECTION 413.036(1) AND (2), FLORIDA STATUTES; AND FOR PURPOSES OF THIS CONTRACT THE PERSON, FIRM, OR OTHER BUSINESS ENTITY CARRYING OUT THE PROVISIONS OF THIS CONTRACT SHALL BE DEEMED TO BE SUBSTITUTED FOR THE STATE AGENCY INsofar AS DEALINGS WITH SUCH QUALIFIED NONPROFIT AGENCY ARE CONCERNED.

Additional information about RESPECT and the commodities or contractual services it offers is available at <http://www.respectofflorida.org>.

4.7 PRIDE.

Subject to the agency determination provided for in sections 287.042(1) and 946.515, F.S., the following statement applies:

IT IS EXPRESSLY UNDERSTOOD AND AGREED THAT ANY ARTICLES WHICH ARE THE SUBJECT OF, OR REQUIRED TO CARRY OUT, THIS CONTRACT SHALL BE PURCHASED FROM THE CORPORATION IDENTIFIED UNDER CHAPTER 946, F.S., IN THE SAME MANNER AND UNDER THE SAME PROCEDURES SET FORTH IN SECTION 946.515(2) AND (4), F.S.; AND FOR PURPOSES OF THIS CONTRACT THE PERSON, FIRM, OR OTHER BUSINESS ENTITY CARRYING OUT THE PROVISIONS OF THIS CONTRACT SHALL BE DEEMED TO BE

SUBSTITUTED FOR THIS AGENCY INsofar AS DEALINGS WITH SUCH CORPORATION ARE CONCERNED.

Additional information about PRIDE and the commodities or contractual services it offers is available at <http://www.pride-enterprises.org>.

SECTION 5. COMPLIANCE WITH LAWS.

5.1 Conduct of Business.

The Contractor must comply with all laws, rules, codes, ordinances, and licensing requirements that are applicable to the conduct of its business, including those of federal, state, and local agencies having jurisdiction and authority. For example, the Contractor must comply with section 274A of the Immigration and Nationality Act, the Americans with Disabilities Act, Health Insurance Portability and Accountability Act, if applicable, and all prohibitions against discrimination on the basis of race, religion, sex, creed, national origin, handicap, marital status, or veteran's status.

Pursuant to subsection 287.058(1), F.S., the provisions of subparagraphs 287.058(1)(a)-(c), and (g), F.S., are hereby incorporated by reference, to the extent applicable.

5.2 Dispute Resolution, Governing Law, and Venue.

Any dispute concerning performance of the Contract shall be decided by the Department's designated Contract Manager, who will reduce the decision to writing and serve a copy on the Contractor. The decision of the Contract Manager shall be final and conclusive. Exhaustion of this administrative remedy is an absolute condition precedent to the Contractor's ability to pursue legal action related to the Contract or any other form of dispute resolution. The laws of the State of Florida govern the Contract. The Parties submit to the jurisdiction of the courts of the State of Florida exclusively for any legal action related to the Contract. Further, the Contractor hereby waives any and all privileges and rights relating to venue it may have under Chapter 47, F.S., and any and all such venue privileges and rights it may have under any other statute, rule, or case law, including, but not limited to those based on convenience. The Contractor hereby submits to venue in the county chosen by the Department.

5.3 Department of State Registration.

Consistent with Chapters 605 through 623, F.S., the Contractor and any subcontractors that assert status, other than a sole proprietor, must provide the Department with conclusive evidence of a certificate of status, not subject to qualification, if a Florida business entity, or of a certificate of authorization if a foreign business entity.

5.4 Suspended, Convicted and Discriminatory Vendor Lists.

In accordance with sections 287.042, 287.133, and 287.134, F.S., an entity or affiliate who is on the Suspended Vendor List, Convicted Vendor List or the Discriminatory Vendor List may not perform work as a contractor, supplier, subcontractor, or consultant under the Contract. The Contractor must notify the Department if it or any of its suppliers, subcontractors or consultants have been placed on the Suspended Vendor List, Convicted Vendor List or the Discriminatory Vendor List during the term of the Contract.

5.5 Contractor Certification.

The Department may, at its option, terminate the Contract if the Contractor is found to have submitted a false certification as provided under section 287.135(5), F.S., or been placed on the Scrutinized Companies with Activities in Sudan List or the Scrutinized Companies with Activities in the Iran

Petroleum Energy Sector List, or been engaged in business operations in Cuba or Syria, or to have been placed on the Scrutinized Companies that Boycott Israel List or is engaged in a boycott of Israel.

5.6 Cooperation with Inspector General and Records Retention.

Pursuant to subsection 20.055(5), F.S., Contractor, and any subcontractor to the Contractor, understand and will comply with their duty to cooperate with the Inspector General in any investigation, audit, inspection, review, or hearing. Upon request of the Inspector General or any other authorized State official, the Contractor must provide any information the Inspector General deems relevant to the Contractor's integrity or responsibility. Such information may include, but will not be limited to, the Contractor's business or financial records, documents, or files of any type or form that refer to or relate to the Contract. The Contractor will retain such records for five years after the expiration of the Contract, or the period required by the General Records Schedules maintained by the Florida Department of State, at the Department of State's Records Management website, whichever is longer. The Contractor agrees to reimburse the State of Florida for the reasonable costs of investigation incurred by the Inspector General or other authorized State of Florida official for investigations of the Contractor's compliance with the terms of this or any other agreement between the Contractor and the State of Florida which results in the suspension or debarment of the Contractor. Such costs will include, but will not be limited to: salaries of investigators, including overtime; travel and lodging expenses; and expert witness and documentary fees.

5.7 Inspection.

Section 215.422, F.S., provides that agencies have five (5) working days, unless the Contract specifies otherwise, to inspect and approve commodities or contractual services. Items may be tested for compliance with specifications. Items delivered not conforming to specifications may be rejected and returned at the Contractor's expense. Interest penalties for late payment are also limited according to section 215.422, F.S.

SECTION 6. MISCELLANEOUS.

6.1 Subcontractors.

The Contractor will not subcontract any work under the Contract without prior written consent of the Department. The Contractor is fully responsible for satisfactory completion of all its subcontracted work. The Department supports diversity in its procurements and contracts, and requests that Contractor offer subcontracting opportunities to certified woman-, veteran-, and minority-owned small businesses. The Contractor may contact the OSD at osdhelp@dms.myflorida.com for information on certified small business enterprises available for subcontracting opportunities.

6.2 Assignment.

The Contractor will not sell, assign, or transfer any of its rights, duties, or obligations under the Contract without the prior written consent of the Department. However, the Contractor may waive its right to receive payment and assign same upon notice to the Department. In the event of any assignment, the Contractor remains responsible for performance of the Contract, unless such responsibility is expressly waived by the Department. The Department may assign the Contract with prior written notice to the Contractor.

6.3 Independent Contractor.

The Contractor and its employees, agents, representatives, and subcontractors are independent contractors and not employees or agents of the Department and are not entitled to State of Florida benefits. The Department will not be bound by any acts or conduct of the Contractor or its employees, agents, representatives, or subcontractors. The Contractor agrees to include this provision in all of its subcontracts under the Contract.

6.4 Risk of Loss.

Matters of inspection and acceptance are addressed in section 215.422, F.S. Until acceptance, risk of loss or damage will remain with the Contractor. The Contractor will be responsible for filing, processing, and collecting all damage claims. To assist the Contractor with damage claims, the Customer will: record any evidence of visible damage on all copies of the delivering carrier's Bill of Lading; report damages to the carrier and the Contractor; and provide the Contractor with a copy of the carrier's Bill of Lading and damage inspection report. When a Customer rejects a commodity, Contractor will remove the commodity from the premises within ten (10) calendar days after notification of rejection, and the risk of loss will remain with the Contractor.

Commodities not removed by the Contractor within ten (10) calendar days will be deemed abandoned by the Contractor and the Customer will have the right to dispose of such commodities. Contractor will reimburse the Customer for costs and expenses incurred in storing or effecting removal or disposition of rejected commodities.

6.5 Safety Standards.

Performance of the Contract for all commodities or contractual services must comply with requirements of the Occupational Safety and Health Act and other applicable State of Florida and federal requirements.

6.6 Ombudsman.

A Vendor Ombudsman has been established within the Department of Financial Services. The duties of this office are found in section 215.422, F.S., which include disseminating information relative to prompt payment and assisting contractors in receiving their payments in a timely manner from a Customer. The Vendor Ombudsman may be contacted at (850) 413-5516.

6.7 Time is of the Essence.

Time is of the essence regarding each and every obligation of the Contractor under the Contract. Each obligation is deemed material, and a breach of any such obligation (including a breach resulting from untimely performance) is a material breach.

6.8 Waiver.

The delay or failure by the Department or the Customer to exercise or enforce any rights under the Contract will not constitute waiver of such rights.

6.9 Modification and Severability.

The Contract may only be modified by written agreement between the Department and the Contractor. Should a court determine any provision of the Contract is invalid, the remaining provisions will not be affected, and the rights and obligations of the Parties will be construed and enforced as if the Contract did not contain the provision held invalid.

6.10 Cooperative Purchasing.

Agencies wishing to make purchases under this Contract are required to follow the requirements of section 287.042(16) or 287.057(3) (b), F.S., and rule 60A-1.045, F.A.C. These provisions require

Florida Department of Management Services
Information Technology Staff Augmentation Services – 3rd Bid
RFP No. 15-80101507-SA-D

the Department to determine that the requesting agency's use of the Contract is cost-effective and in the best interest of the State.

Pursuant to their own governing laws, and subject to the agreement of the Contractor, government entities may make purchases under the terms and conditions contained herein, if agreed to by Contractor. Non-Customer purchases are independent of the Contract between the Department and the Contractor. The Department is not a party to any transaction between the Contractor and any purchaser.

SECTION 7. WORKERS' COMPENSATION AND GENERAL LIABILITY INSURANCE, AND INDEMNIFICATION

7.1 Workers' Compensation Insurance.

To the extent required by law, the Contractor must be self-insured against, or must secure and maintain during the life of the contract, Worker's Compensation Insurance for all its employees connected with the work of this project, and in case any work is subcontracted, the Contractor must require the subcontractor similarly to provide Worker's Compensation Insurance for all of the latter's employees unless such employees engaged in work under the resulting contract are covered by the Contractor's insurance program. Self-insurance or insurance coverage must comply with the Florida Worker's Compensation law. In the event hazardous work is being performed by the Contractor under the resulting contract and any class of employees performing the hazardous work is not protected under Worker's Compensation statutes, the Contractor must provide, and cause each subcontractor to provide adequate insurance satisfactory to the Department for the protection of employees not otherwise protected.

7.2 General Liability Insurance.

The Contractor must secure and maintain Commercial General Liability Insurance, including bodily injury, property damage, products, personal & advertising injury, and completed operations. This insurance must provide coverage for all claims that may arise from the services and/or operations completed under the Contract, whether such services or operations are by the Contractor or anyone directly or indirectly employed by them. Such insurance must include the State of Florida as an additional named insured for the entire length of the resulting contract. The Contractor is responsible for determining the minimum limits of liability necessary to provide reasonable financial protections to the Contractor and the State of Florida under the resulting contract.

All insurance policies must be with insurers licensed or eligible to transact business in the State of Florida. The Contractor must submit via email, to the Department's contract manager, insurance certificates evidencing such insurance coverage prior to execution of a contract with the Department and provide Department notice of any cancellation or nonrenewal at least ten (10) calendar days prior to cancellation or nonrenewal.

7.3 Indemnification.

To the extent permitted by Florida law, the Contractor agrees to indemnify, defend, and hold the Department, the Customer and the State of Florida, its officers, employees, and agents harmless from all fines, claims, assessments, suits, judgments, or damages, including consequential, special, indirect, and punitive damages, including court costs and attorney's fees, arising from or relating to violation or infringement of a trademark, copyright, patent, trade secret, or intellectual property right or out of any acts, actions, breaches, neglect, or omissions of the Contractor, its employees, agents, subcontractors, assignees, or delegates related to the Contract, as well as for any determination arising out of or related to the Contract that the Contractor or Contractor's

employees, agents, subcontractors, assignees, or delegates are not independent contractors in relation to the Department. The Contract does not constitute a waiver of sovereign immunity or consent by the Department or the State of Florida or its subdivisions to suit by third parties. Without limiting this indemnification, the Department or Customer may provide the Contractor (1) written notice of any action or threatened action, (2) the opportunity to take over and settle or defend any such action at Contractor's sole expense, and (3) assistance in defending the action at Contractor's sole expense.

SECTION 8. PUBLIC RECORDS, TRADE SECRETS, DOCUMENT MANAGEMENT AND INTELLECTUAL PROPERTY.

8.1 Public Records.

The Department may unilaterally cancel this Contract for refusal by the Contractor to comply with this section by not allowing access to all public records, as defined in Chapter 119, Florida Statutes, made or received by the Contractor in conjunction with the Contract.

Pursuant to section 119.0701(2) (a), F.S., for contracts for services with a contractor acting on behalf of a public agency, as defined in section 119.011(2), F.S., the following applies:

IF THE CONTRACTOR HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO THE CONTRACTOR'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS CONTRACT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT THE TELEPHONE NUMBER, EMAIL ADDRESS AND MAILING ADDRESS PROVIDED IN THE RESULTING CONTRACT OR PURCHASE ORDER.

Pursuant to section 119.0701(2)(b), F.S., for contracts for services with a contractor acting on behalf of a public agency as defined in section 119.011(2), F.S., the Contractor shall:

- (a) Keep and maintain public records required by the public agency to perform the service.
- (b) Upon request from the public agency's custodian of public records, provide the public agency with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in Chapter 119, F.S., or as otherwise provided by law.
- (c) Ensure that public records that are exempt or confidential and exempt from public records disclosure are not disclosed except as authorized by law for the duration of the contract term and following the completion of the Contract if the contractor does not transfer the records to the public agency.
- (d) Upon completion of the Contract, transfer, at no cost, to the public agency all public records in possession of the Contractor or keep and maintain public records required by the public agency to perform the service. If the contractor transfers all public records to the public agency upon completion of the contract, the contractor shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If the contractor keeps and maintains public records upon completion of the contract, the contractor shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to the public agency, upon request from the public agency's custodian of public records, in a format that is compatible with the information technology systems of the public agency.

8.2 Protection of Trade Secrets or Confidential Information.

If the Contractor considers any portion of materials made or received in the course of performing the Contract ("contract-related materials") to be trade secret under section 688.002 or 812.081, F.S., or otherwise confidential under Florida or federal law, the Contractor must clearly designate that portion of the materials as trade secret or otherwise confidential when submitted to the Department. The Contractor will be responsible for responding to and resolving all claims for access to contract-related materials it has designated trade secret or otherwise confidential.

If the Department is served with a request for discovery of contract-related materials designated by the Contractor as trade secret or otherwise confidential, the Contractor will be responsible for filing the appropriate motion or objection in response to the request for discovery. The Department will provide materials designated trade secret or otherwise confidential if the Contractor fails to take appropriate and timely action to protect the materials designated as trade secret or otherwise confidential.

The Contractor will protect, defend, indemnify, and hold harmless the Department for claims, costs, fines, and attorney's fees arising from or relating to its designation of contract-related materials as trade secret or otherwise confidential.

8.3 Document Management.

The Contractor must retain sufficient documentation to substantiate claims for payment under the Contract and all other records, electronic files, papers and documents that were made in relation to this Contract. Contractor must retain all documents related to the Contract for five (5) years after expiration of the Contract, or, if longer, the period required by the General Records Schedules maintained by the Florida Department of State available at the Department of State's Records Management website.

8.4 Intellectual Property.

Unless specifically addressed in the Contract, intellectual property rights to all property created or otherwise developed by the Contractor for the Department or the Customer will be owned by the State of Florida at the completion of the Contract.

Any inventions or discoveries developed in the course of or as a result of services performed under the Contract which are patentable pursuant to 35 U.S.C. § 101 are the sole property of the State of Florida. Contractor must inform the Customer of any inventions or discoveries developed or made in connection with the Contract and will be referred to the Florida Department of State for a determination on whether patent protection will be sought for the invention or discovery. The State of Florida will be the sole owner of any and all patents resulting from any invention or discovery made in connection with this contract.

Contractor must notify the Department or State of Florida of any publications, artwork, or other copyrightable works developed in connection with the Contract. All copyrights created or developed in connection with the Contract are the sole property of the State of Florida.

SECTION 9. DATA SECURITY AND SERVICES.

9.1 Duty to Provide Secure Data.

Florida Department of Management Services
Information Technology Staff Augmentation Services – 3rd Bid
RFP No. 15-80101507-SA-D

The Contractor will maintain the security of State of Florida data including, but not limited to, a secure area around any displayed visible data. The Contractor will also comply with all HIPAA requirements and any other state and federal rules and regulations regarding security of information.

9.2 Warranty of Security.

Unless otherwise agreed in writing, the Contractor and its subcontractors will not perform any of the services from outside of the United States, and the Contractor will not allow any State of Florida data to be sent by any medium, transmitted, or accessed outside of the United States.

The Contractor agrees that a violation of items listed above will result in immediate and irreparable harm to the Customer and will entitle the Customer to a credit as provided in the Contract documents. This credit is intended only to cover the Customer's internal staffing and administrative costs as well as the diminished value of services provided under the Contract and will not preclude the Customer from recovering other damages it may suffer as a result of such violation. For purposes of determining the damages due hereunder, a group of violations relating to a common set of operative facts (e.g., same location, same time period, same off-shore entity) will be treated as a single event. A violation of this provision will also entitle the Customer to recover any damages arising from a breach of this section and constitutes an event of default.

The Contractor must notify the Department and the Customer as soon as possible, in accordance with the requirements of section 501.171, F.S., if applicable, and in all events within one (1) business day in the event Contractor discovers any data is breached, any unauthorized access of data occurs (even by persons or companies with authorized access for other purposes), any unauthorized transmission of data occurs, or of any credible allegation or suspicion of a material violation of the above. This notification is required regardless of the number of persons or type of data affected. The notification must be clear and conspicuous and include a description of the following:

- (a) The incident in general terms.
- (b) The type of information that was subject to the unauthorized access and acquisition.
- (c) The type and number of entities who were, or potentially have been affected by the breach.
- (d) The actions taken by the Contractor to protect the data from further unauthorized access. However, the description of those actions in the written notice may be general so as not to further increase the risk or severity of the breach.

9.3 Remedial Measures.

Upon becoming aware of an alleged security breach, Contractor's Contract Manager must set up a conference call with the Department's and the Customer's Contract Manager. The conference call invitation must contain a brief description of the nature of the event. When possible, a thirty (30)-minute notice will be given to allow Department personnel to be available for the call. If the designated time is not practical for the Customer, an alternate time for the call will be scheduled. Contractor must share all available information on the call. The Contractor must answer all questions based on the information known at that time and answer additional questions as additional information becomes known. The Contractor must provide the Department and Customer with final documentation of the incident including all actions that took place. If the Contractor becomes aware of a security breach or security incident outside of normal business

hours, the Contractor must notify the Department's and the Customer's Contract Manager and in all events, within one business day.

9.4 Indemnification (Breach of Warranty of Security).

The Contractor agrees to defend, indemnify, and hold harmless the Department, the Customer and the State of Florida, its officers, directors, and employees for any claims, suits, or proceedings related to a breach of the Warranty of Security. The Contractor will include credit monitoring services at its own cost for those individuals affected or potentially affected by a breach of this warranty for a two-year period of time following the breach.

9.5 Annual Certification.

The Contractor is required to submit an annual certification demonstrating compliance with the Warranty of Security to the Department by December 31 of each Contract year.

SECTION 10. GRATUITIES, LOBBYING, AND COMMUNICATIONS.

10.1 Gratuities.

The Contractor will not, in connection with this Contract, directly or indirectly (1) offer, give, or agree to give anything of value to anyone as consideration for any State of Florida officer or employee's decision, opinion, recommendation, vote, other exercise of discretion, or violation of a known legal duty, or (2) offer, give, or agree to give to anyone anything of value for the benefit of, or at the direction or request of, any State of Florida officer or employee.

10.2 Lobbying.

In accordance with sections 11.062 and 216.347, F.S., Contract funds are not for the purpose of lobbying the Legislature, the judicial branch, or the Department. Pursuant to subsection 287.058(6), F.S., the Contract does not prohibit the Contractor from lobbying the executive or legislative branch concerning the scope of services, performance, term, or compensation regarding the Contract, after the Contract execution and during the Contract's term.

10.3 Communications.

Contractor shall not, without first notifying the Department's Contract Manager and securing the Department's prior written consent, make public statements which concern the Contract or its subject matter, disclose or permit disclosure of any data or information obtained or furnished in accordance with the Contract, or use any statement attributable to the Department or its employees. Public statements include press releases, publicity releases, promotions, marketing materials, corporate communications, or other similar communications. The Department's written consent shall not be construed to supersede or waive the Contract requirements imposed on the Contractor to maintain confidential information.

SECTION 11. CONTRACT MONITORING.

11.1 Performance Standards.

The Contractor agrees to perform all tasks and provide deliverables as set forth in the Contract. The Department and the Customer will be entitled at all times, upon request, to be advised as to the status of work being done by the Contractor and of the details thereof.

11.2 Performance Deficiencies and Financial Consequences of Non-Performance.

In addition to the processes set forth in the Contract (e.g., service level agreements), if the Department determines that there is a performance deficiency that requires correction by the Contractor, then the Department will notify the Contractor. The correction must be made within a time-frame specified by the Department. The Contractor must provide the Department with a corrective action plan describing how the Contractor will address all performance deficiencies identified by the Department.

If the corrective action plan is unacceptable to the Department, or implementation of the plan fails to remedy the performance deficiencies, the Department will retain ten percent (10%) of the total invoice amount. The retainage will be withheld until the Contractor resolves the performance deficiencies. If the performance deficiencies are resolved, the Contractor may invoice the Department for the retained amount. If the Contractor fails to resolve the performance deficiencies, the retained amount will be forfeited in order to compensate the Department for the performance deficiencies.

11.3 Liquidated Damages.

The Contractor will promptly notify the Department or the Customer upon becoming aware of any circumstances that may reasonably be expected to jeopardize the timely and successful completion (or delivery) of any commodity or contractual service. The Contractor will use commercially reasonable efforts to avoid or minimize any delays in performance and will inform the Department or the Customer of the steps the Contractor is taking or will take to do so, and the projected actual completion (or delivery) time. If the Contractor believes a delay in performance by the Department or the Customer has caused or will cause the Contractor to be unable to perform its obligations on time, the Contractor will promptly so notify the Department and use commercially reasonable efforts to perform its obligations on time notwithstanding the Department's delay.

The Contractor acknowledges that untimely performance or other material noncompliance will damage the Department, but by their nature such damages are difficult to ascertain. Accordingly, the liquidated damages provisions stated in the Contract documents will apply. Liquidated damages are not intended to be a penalty and are solely intended to compensate for damages.

11.4 Force Majeure, Notice of Delay, and No Damages for Delay.

The Contractor will not be responsible for delay resulting from its failure to perform if neither the fault nor the negligence of the Contractor or its employees or agents contributed to the delay and the delay is due directly to fire, explosion, earthquake, windstorm, flood, radioactive or toxic chemical hazard, war, military hostilities, terrorism, civil emergency, embargo, riot, strike, violent civil unrest, or other similar cause wholly beyond the Contractor's reasonable control, or for any of the foregoing that affect subcontractors or suppliers if no alternate source of supply is available to the Contractor. The foregoing does not excuse delay which could have been avoided if the Contractor implemented any risk mitigation required by the Contract. In case of any delay the Contractor believes is excusable, the Contractor will notify the Department in writing of the delay or potential delay and describe the cause of the delay either (1) within ten (10) calendar days after the cause that creates or will create the delay first arose, if the Contractor could reasonably foresee that a delay could occur as a result, or (2) if delay is not reasonably foreseeable, within five (5) calendar days after the date the Contractor first had reason to believe that a delay could result. The foregoing will constitute the Contractor's sole remedy or excuse with respect to delay. Providing notice in strict accordance with this paragraph is a condition precedent to such remedy. No claim for damages will be asserted by the Contractor. The Contractor will not be entitled to an increase in the Contract price or payment of any kind from the Department for direct, indirect, consequential, impact or other costs, expenses or damages, including but not limited to costs of

acceleration or inefficiency, arising because of delay, disruption, interference, or hindrance from any cause whatsoever. If performance is suspended or delayed, in whole or in part, due to any of the causes described in this paragraph, after the causes have ceased to exist the Contractor will perform at no increased cost, unless the Department determines, in its sole discretion, that the delay will significantly impair the value of the Contract to the State of Florida or to Customers, in which case the Department may (1) accept allocated performance or deliveries from the Contractor, provided that the Contractor grants preferential treatment to Customers with respect to commodities or contractual services subjected to allocation, or (2) purchase from other sources (without recourse to and by the Contractor for the related costs and expenses) to replace all or part of the commodity or contractual services that are the subject of the delay, which purchases may be deducted from the Contract quantity, or (3) terminate the Contract in whole or in part.

SECTION 12. CONTRACT AUDITS.

12.1 Performance or Compliance Audits.

The Department may conduct or have conducted performance and/or compliance audits of the Contractor and subcontractors as determined by the Department. The Department may conduct an audit and review all the Contractor's and subcontractors' data and records that directly relate to the Contract. To the extent necessary to verify the Contractor's fees and claims for payment under the Contract, the Contractor's agreements or contracts with subcontractors, partners or agents of the Contractor, pertaining to this Contract, may be inspected by the Department upon fifteen (15) calendar days' notice, during normal working hours and in accordance with the Contractor's facility access procedures where facility access is required. Release statements from its subcontractors, partners or agents are not required for the Department or its designee to conduct compliance and performance audits on any of the Contractor's contracts relating to this Contract. The State of Florida's Chief Financial Officer and the Office of the Auditor General also have authority to perform audits and inspections.

12.2 Payment Audit.

Records of costs incurred under terms of the Contract will be maintained in accordance with section 8.3 of these Special Contract Conditions. Records of costs incurred will include the Contractor's general accounting records, together with supporting documents and records of the Contractor and all subcontractors performing work, and all other records of the Contractor and subcontractors considered necessary by the Department, State of Florida's Chief Financial Officer or the Office of the Auditor General.

SECTION 13. BACKGROUND SCREENING AND SECURITY.

13.1 Background Check.

The Department or Customer may require the Contractor and its employees, agents, representatives, and subcontractors to provide fingerprints and be subject to such to conduct background checks as directed by the Department or Customer. The cost of the background checks will be borne by the Contractor. The Department or Customer may require the Contractor to exclude the Contractor's employees, agents, representatives or subcontractors based on the background check results. In addition, the Contractor must ensure that all persons have a responsibility to self-report to the Contractor within three (3) calendar days any arrest for any disqualifying offense. The Contractor must notify the Contract Manager within twenty-four (24) hours of all details concerning any reported arrest. The Contractor will ensure that all background screening will be refreshed upon the request of the Department or Customer for each person during the term of the Contract.

Florida Department of Management Services
Information Technology Staff Augmentation Services – 3rd Bid
RFP No. 15-80101507-SA-D

13.2 E-Verify.

In accordance with Executive Order 11-116, the Contractor agrees to utilize the U.S. Department of Homeland Security's E-Verify system to verify the employment eligibility of all new employees hired during the term of the Contract for the services specified in the Contract. The Contractor must also include a requirement in subcontracts that the subcontractor must utilize the E-Verify system to verify the employment eligibility of all new employees hired by the subcontractor during the Contract term. In order to implement this provision, the Contractor must provide a copy of its DHS Memorandum of Understanding (MOU) to the Contract Manager within five (5) calendar days of Contract execution. If the Contractor is not enrolled in DHS E-Verify System, it will do so within five (5) calendar days of notice of Contract award, and provide the Contract Manager a copy of its MOU within five (5) calendar days of Contract execution. The link to E-Verify is <https://www.uscis.gov/e-verify>. Upon each Contractor or subcontractor new hire, the Contractor must provide a statement within five (5) calendar days to the Contract Manager identifying the new hire with its E-Verify case number.

13.3 Disqualifying Offenses.

If at any time it is determined that a person has been found guilty of a misdemeanor or felony offense as a result of a trial or has entered a plea of guilty or nolo contendere, regardless of whether adjudication was withheld, within the last six (6) years from the date of the court's determination for the crimes listed below, or their equivalent in any jurisdiction, the Contractor is required to immediately remove that person from any position with access to State of Florida data or directly performing services under the Contract. The disqualifying offenses are as follows:

- (a) Computer related crimes
- (b) Information technology crimes;
- (c) Fraudulent practices;
- (d) False pretenses;
- (e) Frauds;
- (f) Credit card crimes;
- (g) Forgery;
- (h) Counterfeiting;
- (i) Violations involving checks or drafts;
- (j) Misuse of medical or personnel records; and
- (k) Felony theft.

13.4 Confidentiality.

The Contractor must maintain confidentiality of all confidential data, files, and records related to the services and/or commodities provided pursuant to the Contract and must comply with all state and federal laws, including, but not limited to sections 381.004, 384.29, 392.65, and 456.057, F.S. The Contractor's confidentiality procedures must be consistent with the most recent version of the Department security policies, protocols, and procedures. The Contractor must also comply with any applicable professional standards with respect to confidentiality of information.

SECTION 14. INFORMATION TECHNOLOGY.

The following applies to all contracts for information technology commodities and contractual services. "Information technology" is defined in section 287.012(15), F.S., to have the same meaning as provided in section 282.0041, F.S.

14.1 Limitation of Liability.

For all claims against the Contractor under any contract or purchase order, and regardless of the basis on which the claim is made, the Contractor's liability under a contract or purchase order for direct damages shall be limited to the greater of \$250,000, the dollar amount of the contract or purchase order, or two times the charges rendered by the Contractor under the purchase order. This limitation shall not apply to claims arising under the Indemnity paragraph contained in this agreement.

Unless otherwise specifically enumerated in the Contract or in the purchase order, no party shall be liable to another for special, indirect, punitive, or consequential damages, including lost data or records (unless the contract or purchase order requires the Contractor to backup data or records), even if the party has been advised that such damages are possible. No party shall be liable for lost profits, lost revenue, or lost institutional operating savings. The State and Department may, in addition to other remedies available to them at law or equity and upon notice to the Contractor, retain such monies from amounts due to the Contractor as may be necessary to satisfy any claim for damages, penalties, costs, and the like asserted by or against them. The State may set off any liability or other obligation of the Contractor or its affiliates to the State against any payments due to the Contractor under any contract with the State.

14.2 Information Technology Standards.

Pursuant to sections 282.0051 and 282.318, F.S., the Agency for State Technology (AST) is to establish standards for the implementation and management of information technology resources. Vendors agree to cooperate with the agency in furtherance of its efforts to comply with AST standards, established in Title 74, F.A.C., as applicable.

Information Technology Staff Augmentation Services
Contract No. 80101507-SA-19-1

CONTRACT EXHIBIT D

ADDITIONAL SPECIAL CONTRACT CONDITIONS

Table of Contents

SECTION 1. ELECTRONIC INVOICING (eINVOICING).....2

SECTION 2. PURCHASING CARD (P-CARD) PROGRAM.....2

SECTION 3. SUBCONTRACTS.....2

SECTION 4. BUSINESS REVIEW MEETINGS.....3

SECTION 5. ETHICAL BUSINESS PRACTICES.....3

SECTION 6. DELAYS AND COMPLAINTS.....3

SECTION 7. INSURANCE, LOSS DEDUCTIBLE.....3

SECTION 8. INSURANCE, SUBCONTRACTOR’S PUBLIC LIABILITY AND PROPERTY DAMAGE.....3

SECTION 9. PERFORMANCE AND PAYMENT BONDS.....3

SECTION 10. CONTRACT REVISIONS.....4

SECTION 11. CONTRACTOR EMPLOYEE CONDUCT.....4

SECTION 12. CONTRACTOR SECURITY CLEARANCE.....4

SECTION 13. REQUEST FOR QUOTES.....4

SECTION 14. RESUME ACKNOWLEDGEMENT FORM.....5

SECTION 15. QUARTERLY CONTRACTOR PERFORMANCE REPORTING.....5

SECTION 16. QUARTERLY SALES REPORTS.....5

SECTION 17. QUARTERLY REPORTING TIMEFRAMES.....5

SECTION 18. PURCHASE ORDER DURATION.....6

SECTION 18. BACKGROUND CHECK.....6

SECTION 18. E-VERIFY.....6

1. Electronic Invoicing (eInvoicing)

The Contractor may supply electronic invoices in lieu of paper-based invoices for those transactions processed through MFMP. Contractor may establish electronic invoicing within ninety (90) days of written request to the Department. Electronic invoices shall be submitted to the Customer through the Ariba Network (AN) in one of three mechanisms as listed below. The Contractor will work with the MFMP management team to obtain specific requirements for the eInvoicing.

1.1 Commerce eXtensible Markup Language (cXML)

This standard establishes the data contents required for invoicing via cXML within the context of an electronic environment. This transaction set can be used for invoicing via the AN for catalog and non-catalog goods and services. The cXML format is the Ariba preferred method for electronic invoicing.

1.2 Electronic Data Interchange (EDI)

This standard establishes the data contents of the Invoice Transaction Set (810) for use within the context of an EDI environment. This transaction set can be used for invoicing via the AN for catalog and non-catalog goods and services.

1.3 Purchase Order Flip via Ariba Network (AN)

The online process allows suppliers to submit invoices via the AN for catalog and non-catalog goods and services. Contractors have the ability to create an invoice directly from their Inbox in their AN account by simply “flipping” the purchase order into an invoice. This option does not require any special software or technical capabilities.

For the purposes of this section, the Contractor warrants and represents that it is authorized and empowered to and hereby grants the State and the third-party provider of MFMP the right and license to use, reproduce, transmit, distribute, and publicly display within the system the information outlined above. In addition, the Contractor warrants and represents that it is authorized and empowered to and hereby grants the State and the third-party provider the right and license to reproduce and display within the system the Contractor’s trademarks, system marks, logos, trade dress, or other branding designation that identifies the products made available by the Contractor under the Contract.

2. Purchasing Card (P-card) Program

Contractor must accept the Universal card format Purchasing Cards (e.g., American Express, MasterCard, and Visa). However, the Purchasing Card is not the exclusive method of payment (e.g., Purchase Order). The method of ordering and payment (e.g., Purchase Order, Purchasing Card) shall be selected by the Customer.

3. Subcontracts

Section 6.1 of the Special Contract Conditions is superseded in its entirety by this Subcontracts section. The Contractor is fully responsible for satisfactory completion of all work on this contract. The Contractor shall ensure, and provide assurances to the Department or Customer upon request, that any subcontractor selected for work under this Contract has the necessary qualifications and abilities to perform in accordance with the terms and conditions of this Contract. The Contractor must provide the Customer with the names of any subcontractor considered for work on a purchase order issued under this Contract. The Customer shall retain the right to reject any of Contractor’s or subcontractor’s staff whose qualifications or performance, in the Customer’s judgment, are insufficient. The Contractor agrees to be responsible for all work performed and all expenses incurred by the subcontractor while performing work under this contract. Any

subcontract arrangements must be evidenced by a written document available to the Department or Customer upon request.

The Contractor agrees to make payments to the subcontractor within seven (7) working days after receipt of full or partial payments from the Customer in accordance with Section 287.0585, F.S., unless otherwise stated in the contract between Contractor and subcontractor. The Contractor agrees that neither the Department nor the Customer shall be liable to any subcontractor for any expenses or liabilities incurred under the subcontract and Contractor shall be solely liable to the subcontractor for all expenses and liabilities incurred under the subcontract. The Contractor, at its expense, will defend the Customer and the Department against such claims.

The Department supports diversity in its procurements and contracts, and requests that Contractors offer subcontracting opportunities to certified woman-, veteran-, and minority-owned small businesses. The Contractor may contact the OSD at osdinfo@dms.myflorida.com for information on certified business enterprises available for subcontracting opportunities.

4. Business Review Meetings

The Department reserves the right to schedule business review meetings as frequently as necessary. The Department will provide the format for the Contractor's agenda. Prior to the meeting, the Contractor shall submit the completed agenda to the Department for review and acceptance. The Contractor shall address the agenda items and any of the Department's additional concerns at the meeting. Failure to comply with this section may result in the Contractor being found in default and contract termination.

5. Ethical Business Practices

The Contractor shall work in partnership with the State to ensure a successful and valuable contract, and ethical practices are required of State employees, Contractors, and all parties representing the Contractor. All work performed under this Contract will be subject to review by the Inspector General of the State of Florida, and any findings suggesting unethical business practices may be cause for termination or cancellation.

6. Delays and Complaints

Delivery delays and service complaints will be monitored on a continual basis. Documented inability to perform under the conditions of the contract, via the Complaint to Vendor process (PUR 7017 form) contemplated for this Contract, may result in default proceedings and cancellation.

7. Insurance, Loss Deductible

The Customer shall be exempt from, and in no way liable for, any sums of money which may represent a deductible in any insurance policy. The payment of such deductible shall be the sole responsibility of the Contractor providing such insurance. Upon request, the Contractor shall furnish the Customer an insurance certificate proving appropriate coverage is in full force and effect.

8. Insurance, Subcontractor's Public Liability and Property Damage

The Contractor shall require each of its subcontractors to secure and maintain during the life of the subcontract, insurance of the type specified in this Contract, or, the Contractor may insure the activities of its subcontractors in the Contractor's policy, as specified in this Contract.

9. Performance and Payment Bonds

The authority and responsibility for requesting performance and payment bonds shall rest with the Customer. Under this Contract, the Customer issuing the purchase order may request a performance and payment bond, as deemed necessary by the size of the job. Inability to provide a bond may result in the Contractor being found in default of the purchase order.

10. Contract Revisions

Notwithstanding Contract Exhibit C, Special Contract Conditions section 6.9, the following types of revisions can be made to the Contract without a formal Contract amendment, upon written notice:

Revisions by the Contractor:

- 1) Contractor's Information and Contacts
- 2) Contractor's Contract Manager

Revisions by the Department:

- 1) Department's Contract Manager
- 2) Department's Quarterly Sales Report (Contract Exhibit J)
- 3) Contractor Performance Survey (Contract Exhibit I)

Contract Exhibit C, Special Contract Conditions section 6.9, applies to all other modifications to the Contract.

11. Contractor Employee Conduct

The Contractor's employees shall adhere to the standards of conduct prescribed in the Customer's personnel policy and procedure guidelines, particularly rules of conduct, security procedures, and any other applicable rules, regulations, policies and procedures of the Customer.

The Contractor shall ensure that the Contractor's employees wear attire suitable for the position, either a standard uniform or business casual dress.

12. Contractor Security Clearance

Customers may designate certain duties and/or positions as positions of "special trust" because they involve special trust responsibilities, are located in sensitive locations, or have key capabilities with access to sensitive or confidential information. The designation of a special trust position or duties is at the sole discretion of the Customer. Contractor or Contractor's employees who, in the performance of this Contract, will be assigned to work in positions determined by the Customer to be positions of special trust, may be required to submit to background screening and be approved by the Customer to work on this Contract.

13. Request for Quotes

13.1 Customers needing information technology staff augmentation services will create a Request for Quote (RFQ) eQuote event in MFMP Sourcing, each time they desire to solicit information technology staff augmentation services. The Customer shall issue a detailed RFQ that includes a term, service levels, educational qualifications and experience needed.

13.2 The Customer shall select at least three (3) awarded Contractors for the RFQ event. MFMP Sourcing will automatically add an additional five (5) randomly selected awarded Contractors to the RFQ event. All eight (8) awarded Contractors sent the RFQ will receive a notification of the RFQ and may respond. Customers may view the RFQ Contractor List on the event's "Overview" tab.

13.3 The specific format of the RFQ is left to the discretion of the Customer's Contracting Officer. Pursuant to section 287.056(2), F.S., RFQs performed within the scope of this Contract are not independent competitive solicitations and are not subject to the notice or challenge provisions of section 120.57(3), F.S.

13.4 All Customers who utilize MFMP must use the MFMP Sourcing application for creating RFQ's on this contract. Customers who do not utilize MFMP will create a RFQ document each time they desire to solicit information technology staff augmentation

services and shall send the RFQ document electronically via email to at least (8) awarded Contractors.

14. Resume Acknowledgement Form

When submitting a response to an RFQ the Contractor shall submit with its response a completed and signed Resume Acknowledgment Form (Contract Exhibit G) to the Customer for each staff augmentation person included in the RFQ response.

15. Quarterly Contractor Performance Reporting

Customers shall complete a Contractor Performance Survey (Exhibit I) for each Contractor on a Quarterly basis. Customers will electronically submit the completed Contractor Performance Survey(s) to the Department Contract Manager no later than the due date indicated in Contract Exhibit D, Section 17, Additional Special Contract Conditions.

The completed Contractor Performance Survey(s) will be used by the Department as a performance-reporting tool to measure the performance of Contractors. The Department reserves the right to modify the Contractor Performance Survey document and introduce additional performance-reporting tools as they are developed, including online tools (e.g. tools within MyFloridaMarketPlace or on the Department's website).

16. Quarterly Sales Reports

The Contractor agrees to submit a completed Contract Quarterly Sales Report, Contract Exhibit J, to the DMS Contract Manager as set forth below. A MS Excel version of the Contract Quarterly Sales Report will be provided by the Contract Manager prior to the first reporting period and upon any revisions to the form.

The Contractor will submit the completed Sales Report forms by email in a MS Excel Format to the Department Contract Manager no later than the due date indicated in Contract Exhibit D, Section 17, Additional Special Contract Conditions. Submission of these reports is considered a material requirement of this Contract and the Contractor.

The Contract Quarterly Sales Report will include all sales (orders) from Customers received (associated with this Contract) during the reporting period. Initiation and submission of the Sales Report is the responsibility of the Contractor without prompting or notification from the DMS Contract Manager. If no orders are received during the reporting period, the Contractor must submit a Contract Quarterly Sales Report indicating that there was no activity.

Failure to provide quarterly sales reports, including those indicating no sales, within ten (10) calendar days following the end of each quarter is considered as Non-Performance by the Contractor.

Exceptions may be made if a delay in submitting reports is attributable to circumstances that are clearly beyond the control of the Contractor. The burden of proof of unavoidable delay shall rest with the Contractor and shall be supplied in a written form and submitted to the Department.

The Department reserves the right to request additional sales information as needed.

17. Quarterly Reporting Timeframes

Quarterly reporting timeframes coincide with the State Fiscal Year as follows:

- Quarter 1 - (July-September) – Due by October 10
- Quarter 2 - (October-December) – Due by January 10
- Quarter 3 - (January-March) – Due by April 10
- Quarter 4 - (April-June) – Due by July 10

18. Purchase Order Duration

Purchase orders issued pursuant to this State Term Contract must be received by the Contractor no later than close of business on the last day of the Contract's term to be considered timely. The Contractor is obliged to fill those orders in accordance with the Contract's terms and conditions. Purchase orders received by the Contractor after close of business on the last day of the State Term Contract's term shall be considered void.

Purchase orders for a one-time performance of contractual services shall be valid through the performance by the Contractor, and all terms and conditions of the State Term Contract shall apply to the single delivery/performance, and shall survive the termination of the Contract.

Contractors are required to accept purchase orders specifying delivery schedules exceeding the contracted schedule even when such extended delivery will occur after expiration of the State Term Contract. For example, if a state term contract calls for delivery 30 days after receipt of order (ARO), and an order specifies delivery will occur both in excess of 30 days ARO and after expiration of the state term contract, the Contractor will accept the order. However, if the Contractor expressly and in writing notifies the ordering office within ten (10) calendar days of receipt of the purchase order that Contractor will not accept the extended delivery terms beyond the expiration of the state term contract, then the purchase order will either be amended in writing by the ordering entity within ten (10) calendar days of receipt of the contractor's notice to reflect the state term contract delivery schedule, or it shall be considered withdrawn.

The duration of purchase orders for recurring deliveries of commodities or performance of services shall not exceed the expiration of the State Term Contract by more than twelve months. However, if an extended pricing plan offered in the State Term Contract is selected by the Customer, the Contract terms on pricing plans shall govern the maximum duration of purchase orders reflecting such pricing plans.

Timely purchase orders shall be valid through their specified term and performance by the Contractor, and all terms and conditions of the State Term Contract shall apply to the recurring delivery/performance as provided herein, and shall survive the termination of the Contract.

Ordering offices shall not renew a purchase order issued pursuant to a State Term Contract if the underlying contract expires prior to the effective date of the renewal.

19. Background Check

Section 13.1 of the Special Contract Conditions is superseded in its entirety by this Background Check section. The Department or Customer may require the Contractor to conduct background checks as directed by the Department or Customer. The cost of the background checks will be borne by the Contractor. The Department or Customer may require the Contractor to exclude the Contractor's employees, agents, representatives or subcontractors based on the background check results. In addition, the Contractor must ensure that all persons have a responsibility to self-report to the Contractor within three (3) calendar days any arrest for any disqualifying offense. The Contractor must notify the Contract Manager within twenty-four (24) hours of all details concerning any reported arrest. The Contractor will ensure that all background screening will be refreshed upon the request of the Department or Customer for each person during the term of the Contract.

20. E-Verify

Section 13.2 of the Special Contract Conditions is superseded in its entirety by this E-Verify section. The Contractor (and its subcontractors) have an obligation to utilize the U.S. Department of Homeland Security's (DHS) E-Verify system for all newly hired employees. By executing this Contract, the Contractor certifies that it is registered with, and uses, the E-Verify system for all newly hired employees. The Contractor must obtain an affidavit from its subcontractors in accordance with paragraph (2)(b) of section 448.095, F.S., and maintain a copy of such affidavit for the duration of

the Contract. In order to implement this provision, the Vendor shall provide a copy of its DHS Memorandum of Understanding (MOU) to the Contract Manager within five days of Contract execution. Upon each Contractor or subcontractor new hire, the Contractor must provide a statement within five (5) calendar days to the Contract Manager identifying the new hire with its E-Verify case number.

This section serves as notice to the Contractor regarding the requirements of section 448.095, F.S., specifically sub-paragraph (2)(c)1, and the Department's obligation to terminate the Contract if it has a good faith belief that the Contractor has knowingly violated section 448.09(1), F.S. If terminated for such reason, the Contractor will not be eligible for award of a public contract for at least one year after the date of such termination. The Department reserves the right to order the immediate termination of any contract between the Contractor and a subcontractor performing work on its behalf should the Department develop a good faith belief that the subcontractor has knowingly violated section 448.095(1), F.S.

**Information Technology Staff Augmentation Services
Contract No. 80101507-SA-19-1**

CONTRACT EXHIBIT G

RESUME ACKNOWLEDGEMENT FORM

Each staff augmentation person provided by the Contractor to render information technology services identified by a Customer shall sign this form acknowledging the accuracy of their experience and all other information within their resume before beginning staff augmentation services under this Contract. Completed Resume Acknowledgement Forms shall be submitted with the Contractor's response to Customer's RFQs (see Section 14 of the Contract Exhibit D, Additional Special Contract Conditions).

In submitting a resume for staff augmentation services under this Contract, the staff augmentation person acknowledges that the information in his/her resume is true, correct, complete, and made in good faith. If the resume contains any omissions, falsifications, misstatements, or misrepresentations regarding education, work ability, experience, employment history, or fitness for employment, the staff augmentation person understands that he/she may be disqualified as a contract employee for the State of Florida and that the matter may be reported to the appropriate agency or law enforcement personnel.

The signature on this form will constitute a statement in writing made to a public servant in the performance of his or her official duty. In accordance with section 837.06, Florida Statutes, a person making false official statements knowingly made with the intent to mislead a public servant in the performance of his or her official duty shall be guilty of a misdemeanor of the second degree. The staff augmentation person further acknowledges that he/she understands that there may be civil or criminal penalties for misrepresenting pertinent information in connection with contract positions, including, but not limited to, penalties available under sections 287.133 and 817.566, Florida Statutes.

Print Full Legal Name of Staff Augmentation Employee

Staff Augmentation Employee's Signature

Date

Information Technology Staff Augmentation Services
Contract No. 80101507-SA-19-1

Contract Exhibit H

CONTRACTOR SELECTION JUSTIFICATION FORM

Customers must complete this Contractor Selection Justification Form for each candidate selected to provide services to the Customer and must attach all completed forms to the purchase order issued to the Contractor providing such candidate.

Date: _____

Contractor's Name: _____

Contractor's Contact Information: Address: _____

Phone: _____
Email: _____

Candidate's Name: _____

Date Candidate will be available: _____

Hourly rate of candidate: \$ _____

Position candidate selected for: _____

Justification for selection of candidate:

Agency: _____ Division/Section/Unit: _____

Printed Name: _____ Title: _____

Signature _____ Date: _____

**Information Technology Staff Augmentation Services
Contract No. 80101507-SA-19-1**

CONTRACT EXHIBIT I

CONTRACTOR PERFORMANCE SURVEY

Note: This is an example of the questions contained in the Contractor Performance Survey. The actual survey will be provided in electronic form. Customers shall complete this Contractor Performance Survey for each Contractor on a Quarterly basis. Customers will electronically submit the completed Contractor Performance Survey(s) to the Department Contract Manager no later than the due date indicated in Section 17 of Contract Exhibit D, Additional Special Contract Conditions.

Contractor's Name: _____ Quarter: _____

Purchase Order (PO) Number: _____ PO Total \$ Amount: _____

PO Starting Date _____ Ending Date _____

Please review the attached Rating Definitions and provide your opinion by rating the following:

Quality of Service

- | | | | |
|-----------------------------------|----------------------------|----------------------------|----------------------------|
| 1. Effectiveness performing tasks | 3 <input type="checkbox"/> | 2 <input type="checkbox"/> | 1 <input type="checkbox"/> |
| 2. Quality & completeness of work | 3 <input type="checkbox"/> | 2 <input type="checkbox"/> | 1 <input type="checkbox"/> |

Cost Control

- | | | | |
|---|----------------------------|----------------------------|----------------------------|
| 3. Accuracy and control of estimated costs to complete work | 3 <input type="checkbox"/> | 2 <input type="checkbox"/> | 1 <input type="checkbox"/> |
| 4. Timely submission of accurate and complete invoices | 3 <input type="checkbox"/> | 2 <input type="checkbox"/> | 1 <input type="checkbox"/> |

Timeliness of Performance

- | | | | |
|---|----------------------------|----------------------------|----------------------------|
| 5. Adherence to delivery schedule (major tasks, milestones) | 3 <input type="checkbox"/> | 2 <input type="checkbox"/> | 1 <input type="checkbox"/> |
| 6. Timely, current, and complete reporting, tracking, and documentation | 3 <input type="checkbox"/> | 2 <input type="checkbox"/> | 1 <input type="checkbox"/> |

Business Relations

- | | | | |
|--|----------------------------|----------------------------|----------------------------|
| 7. Effectively communicated with Customer management & staff | 3 <input type="checkbox"/> | 2 <input type="checkbox"/> | 1 <input type="checkbox"/> |
| 8. Staff was professional, cooperative & flexible | 3 <input type="checkbox"/> | 2 <input type="checkbox"/> | 1 <input type="checkbox"/> |

Customer Satisfaction

- | | | | |
|---|----------------------------|----------------------------|----------------------------|
| 9. Overall Satisfaction with Contractor | 3 <input type="checkbox"/> | 2 <input type="checkbox"/> | 1 <input type="checkbox"/> |
|---|----------------------------|----------------------------|----------------------------|

Comments:

Customer: _____ Division/Section/Unit: _____

Rater's Printed Name: _____ Title: _____

Rater's Signature _____ Date: _____

Phone Number: _____ Email Address: _____

Rating Definitions

Excellent (3)

- There are no quality problems.
- There are no cost issues.
- There are no delays.
- Responses to inquiries, technical, service, and administrative issues are effective and responsive.

Acceptable (2)

- Minimal non-conformances that do not impact achievement of contract requirements.
- Cost issues that do not impact achievement of contract requirements.
- Delays that do not impact achievement of contract requirements.
- Responses to inquiries, technical, service, and administrative issues are usually effective and responsive.

Poor (1)

- Non-conformances are compromising the achievement of purchase order requirements.
- Cost issues are compromising performance of purchase order requirements.
- Delays are compromising the achievement of purchase order requirements.
- Responses to inquiries, technical, service, and administrative issues are not effective or responsive.

Scoring: Ratings will be averaged together and then rounded to achieve the Overall Contractor Performance Rating.

CONTRACT EXHIBIT J
Quarterly Sales Report
Contract #80101507-SA-19-1

Contract 80101507-SA-19-01
Contractor

Reporting period:

Total Orders:	0
Total Sales:	\$0.00
Total Ref Cost	\$0.00
Total Savings Amount:	\$0.00
Total Savings Percent:	#DIV/0!

	Order Count	Total Sales
State Agency	0	\$0.00
Cities & Counties	0	\$0.00
Schools K-12	0	\$0.00
Colleges & Universities	0	\$0.00
Other	0	\$0.00

Order Date	Purchase Order Number/ Pcard Transaction Number	Customer (Ordering Entity)	Customer Type	United Nations United Nations Standard Products and Services Code (UNSPSC)	Standard Product Code (UPC or GTIN)	Description	Job Title Number	Job Family	Quantity	Unit of Measure	Unit Price	Total Price	Reference Price (MSRP) [per Unit]	Referenced cost (Reference price X Quantity)	Actual Savings Amount (referenced cost - Total Price)	Savings Percentage
												\$0.00		\$0.00	\$0.00	#DIV/0!