



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

Between Florida Department of Management Services and BEACON HILL STAFFING GROUP, LLC

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 BEACON HILL STAFFING GROUP, LLC (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 Section 2.2 of the Contract Exhibit C, Special Contract Conditions, is superseded in its entirety by this section of the Contract.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:
BEACON HILL STAFFING GROUP, LLC

By:  _____
DocuSigned by: 2EEF8C7BA0D34CA
Name: Jonathan R. Satter
Title: Secretary
Date: 8/10/2020 | 10:59 AM EDT

By:  _____
DocuSigned by: 0889F78524F9423
Name: SHANNON WEAVER
Title: SR REGIONAL DIRECTOR
Date: 8/7/2020 | 11:17 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

BEACON HILL STAFFING GROUP, LLC

| Job Family | Job No. | Job Title | Scope Variant | Contractor's Submitted Price |
|------------------------------|------------------------|--|----------------------|-------------------------------------|
| Applications Development | 1200 | Director Systems and Programming | 1. Team Leader | \$113.56 |
| | | | 2. Manager | \$124.56 |
| | | | 3. Sr. Manager | \$157.32 |
| | 1210 | Mgmt. Applications Development | 1. Team Leader | \$108.65 |
| | | | 2. Manager | \$124.32 |
| | | | 3. Sr. Manager | \$135.20 |
| | 1220 | Applications Architect | A. Entry | \$93.21 |
| | | | B. Intermediate | \$98.63 |
| | | | C. Advanced | \$107.98 |
| | 1230 | Enterprise Application Integration (EA) Engineer | No Variance | \$118.70 |
| | 1240 | Systems Analyst | A. Entry | \$53.26 |
| | | | B. Intermediate | \$73.26 |
| | | | C. Advanced | \$87.96 |
| | 1250 | Applications Development Analyst | A. Entry | \$46.32 |
| | | | B. Intermediate | \$73.29 |
| C. Advanced | | | \$86.97 | |
| Data Strategy and Management | 1400 | Database Manager | 1. Team Leader | \$114.56 |
| | | | 2. Manager | \$136.39 |
| | | | 3. Sr. Manager | \$142.98 |
| | 1410 | Data Architect | A. Entry | \$83.21 |
| | | | B. Intermediate | \$99.32 |
| | | | C. Advanced | \$129.32 |
| | 1420 | Data Modeler | A. Entry | \$64.96 |
| | | | B. Intermediate | \$76.89 |
| | | | C. Advanced | \$99.65 |
| | 1430 | Database Analyst | A. Entry | \$56.32 |
| | | | B. Intermediate | \$79.98 |
| | | | C. Advanced | \$89.56 |
| 1440 | Database Administrator | A. Entry | \$67.23 | |
| | | B. Intermediate | \$98.69 | |
| | | C. Advanced | \$120.91 | |
| Quality Assurance | 1600 | Mgmt. Quality Assurance | 1. Team Leader | \$83.26 |
| | | | 2. Manager | \$97.45 |

| Job Family | Job No. | Job Title | Scope Variant | Contractor's Submitted Price |
|--------------------------------------|---------|--------------------------------|-----------------|------------------------------|
| | | | 3. Sr. Manager | \$116.98 |
| | 1610 | Quality Engineering Consultant | No Variance | \$96.80 |
| | 1620 | Quality Assurance Analyst | A. Entry | \$46.23 |
| | | | B. Intermediate | \$62.13 |
| | | | C. Advanced | \$76.67 |
| Technology Research | 1801 | Manager, Technology Research | No Variance | \$135.67 |
| | 1810 | Technology Research Analyst | A. Entry | \$58.32 |
| | | | B. Intermediate | \$79.32 |
| | | | C. Advanced | \$86.62 |
| Client Technologies | 2000 | Manager, Client Technologies | 1. Team Leader | \$63.25 |
| | | | 2. Manager | \$99.63 |
| | | | 3. Sr. Manager | \$132.26 |
| | 2010 | Client Technologies Analyst | A. Entry | \$37.26 |
| | | | B. Intermediate | \$43.27 |
| | | | C. Advanced | \$63.24 |
| | 2020 | Client Technologies Technician | A. Entry | \$41.24 |
| | | | B. Intermediate | \$46.22 |
| | | | C. Advanced | \$58.65 |
| Customer Support | 2200 | Mgmt. Customer Support | 1. Team Leader | \$50.23 |
| | | | 2. Manager | \$68.97 |
| | | | 3. Sr. Manager | \$86.23 |
| | 2210 | Customer Support Analyst | A. Entry | \$32.35 |
| | | | B. Intermediate | \$46.21 |
| | | | C. Advanced | \$54.32 |
| | 2220 | Customer Support Technician | A. Entry | \$35.26 |
| | | | B. Intermediate | \$41.23 |
| | | | C. Advanced | \$54.32 |
| Network Management | 2400 | Director, Network Operations | 1. Team Leader | \$108.23 |
| | | | 2. Manager | \$123.65 |
| | | | 3. Sr. Manager | \$172.36 |
| | 2410 | Manager, Network Operations | 1. Team Leader | \$68.89 |
| | | | 2. Manager | \$108.96 |
| | | | 3. Sr. Manager | \$139.56 |
| | 2420 | Network Architect | A. Entry | \$82.21 |
| | | | B. Intermediate | \$91.23 |
| | | | C. Advanced | \$103.26 |
| | 2430 | Network Engineer | A. Entry | \$80.21 |
| | | | B. Intermediate | \$91.36 |
| | | | C. Advanced | \$112.64 |
| | 2440 | Network Analyst | A. Entry | \$54.12 |
| | | | B. Intermediate | \$65.96 |
| | | | C. Advanced | \$85.63 |
| | 2450 | Network Administrator | A. Entry | \$54.12 |
| | | | B. Intermediate | \$63.45 |
| | | | C. Advanced | \$72.63 |
| | 2460 | Network Technician | A. Entry | \$40.63 |
| | | | B. Intermediate | \$51.89 |
| | | | C. Advanced | \$58.98 |
| Internet Planning, Eng. & Operations | 2600 | Mgmt. Internet Operations | 1. Team Leader | \$98.69 |
| | | | 2. Manager | \$109.87 |
| | | | 3. Sr. Manager | \$126.32 |

| Job Family | Job No. | Job Title | Scope Variant | Contractor's Submitted Price |
|---------------------|---------------------------------|---------------------------------------|-----------------|------------------------------|
| | 2610 | Internet/Web Architect | A. Entry | \$58.63 |
| | | | B. Intermediate | \$88.59 |
| | | | C. Advanced | \$110.00 |
| | 2620 | Internet/Web Engineer | A. Entry | \$56.00 |
| | | | B. Intermediate | \$73.56 |
| | | | C. Advanced | \$95.23 |
| | 2630 | Web Applications Programmer | A. Entry | \$56.00 |
| | | | B. Intermediate | \$78.66 |
| | | | C. Advanced | \$91.65 |
| | 2640 | Web Designer | A. Entry | \$45.23 |
| | | | B. Intermediate | \$61.23 |
| | | | C. Advanced | \$83.26 |
| | 2650 | Webmaster | A. Entry | \$48.98 |
| | | | B. Intermediate | \$65.65 |
| | | | C. Advanced | \$83.64 |
| | 2660 | Internet/Web Systems Administrator | A. Entry | \$53.26 |
| | | | B. Intermediate | \$68.21 |
| | | | C. Advanced | \$83.96 |
| 2670 | Web Customer Support Specialist | A. Entry | \$52.32 | |
| | | B. Intermediate | \$55.65 | |
| | | C. Advanced | \$68.56 | |
| Operations | 2800 | Director, Data Center Operations | No Variance | \$160.50 |
| | 2810 | Manager, Computer Operations | 1. Team Leader | \$75.65 |
| | | | 2. Manager | \$98.26 |
| | | | 3. Sr. Manager | \$123.21 |
| | 2820 | Supervisor, Computer Operations | 1. Team Leader | \$75.64 |
| | | | 2. Manager | \$85.65 |
| | 2830 | Computer Operator | A. Entry | \$35.23 |
| | | | B. Intermediate | \$38.89 |
| C. Advanced | | | \$46.55 | |
| 2840 | Manager, Capacity Planning | No Variance | \$115.65 | |
| 2850 | Manager, Production Support | 1. Team Leader | \$93.65 | |
| | | 2. Manager | \$108.97 | |
| 2860 | Production Support Analyst | A. Entry | \$46.65 | |
| | | B. Intermediate | \$58.65 | |
| | | C. Advanced | \$73.98 | |
| Telecommunications | 3000 | Manager, Telecommunication Operations | 1. Team Leader | \$81.23 |
| | | | 2. Manager | \$110.65 |
| | | | 3. Sr. Manager | \$138.97 |
| | 3010 | Telecommunication Engineer | A. Entry | \$45.65 |
| | | | B. Intermediate | \$55.65 |
| | | | C. Advanced | \$83.65 |
| 3020 | Telecommunication Technician | A. Entry | \$38.65 | |
| | | B. Intermediate | \$56.65 | |
| | | C. Advanced | \$76.65 | |
| Electronic Commerce | 3200 | Director, Electronic Commerce | No Variance | \$165.98 |
| | 3210 | Manager, Electronic Commerce | No Variance | \$116.98 |
| | 3220 | Electronic Commerce Analyst | A. Entry | \$50.65 |
| | | | B. Intermediate | \$65.98 |
| C. Advanced | | | \$96.37 | |

| Job Family | Job No. | Job Title | Scope Variant | Contractor's Submitted Price |
|---|--------------------------------|-----------------------------------|-----------------|------------------------------|
| | 3230 | EDI Specialist | A. Entry | \$53.21 |
| | | | B. Intermediate | \$62.54 |
| | | | C. Advanced | \$78.65 |
| Business Intelligence Systems Management | 3400 | Director, Data Warehouse | 1. Team Leader | \$135.65 |
| | | | 2. Manager | \$140.98 |
| | | | 3. Sr. Manager | \$186.65 |
| | 3410 | Manager, Data Warehouse | No Variance | \$135.65 |
| | 3420 | Business Intelligence Analyst | No Variance | \$115.65 |
| | 3430 | Data Warehouse Analyst | A. Entry | \$62.56 |
| | | | B. Intermediate | \$78.21 |
| | | | C. Advanced | \$102.23 |
| | 3440 | Data Warehouse Administrator | No Variance | \$104.23 |
| | 3600 | Manager, Decision Support | No Variance | \$118.96 |
| | 3610 | Decision Support Specialist | A. Entry | \$56.65 |
| | | | B. Intermediate | \$63.26 |
| | | | C. Advanced | \$78.65 |
| | 3620 | Decision Support Administrator | A. Entry | \$73.65 |
| B. Intermediate | | | \$88.95 | |
| C. Advanced | | | \$115.65 | |
| 3800 | Manager, CRM Technology | No Variance | \$135.65 | |
| 4000 | Knowledge Engineer | No Variance | \$135.67 | |
| Enterprise Resource Planning (ERP) | 4200 | ERP Team Lead | No Variance | \$135.65 |
| | 4210 | ERP Team Member | No Variance | \$105.23 |
| | 4220 | ERP Configurer | No Variance | \$68.98 |
| | 4230 | ERP Programmer/Analyst | A. Entry | \$58.98 |
| | | | B. Intermediate | \$79.56 |
| | | | C. Advanced | \$95.65 |
| | 4240 | ERP Systems Support Specialist | No Variance | \$75.55 |
| | 4250 | ERP Systems Administrator | No Variance | \$95.65 |
| 4600 | Basis/Ale Technical Consultant | No Variance | \$126.95 | |
| Sourcing and Vendor Relationship Management | 4800 | Chief Sourcing Officer | No Variance | \$155.32 |
| | 4810 | Manager IT Procurement | No Variance | \$125.65 |
| | 4820 | IT Procurement Specialist | No Variance | \$65.65 |
| | 5000 | Manager, Vendor Relationships | 1. Team Leader | \$65.23 |
| | | | 2. Manager | \$80.65 |
| | | | 3. Sr. Manager | \$135.65 |
| | 5010 | Manager, Outsourcing Contracts | No Variance | |
| | 5020 | Contracts Manager | No Variance | \$76.65 |
| | 5040 | Finance/Administration Specialist | A. Entry | \$56.23 |
| | | | B. Intermediate | \$68.98 |
| C. Advanced | | | \$88.98 | |
| 5200 | Technical Advisor | No Variance | \$110.63 | |
| Business Management / Administration | 5400 | Asset Manager | No Variance | \$98.92 |
| | 5410 | Asset Management Administrator | A. Entry | \$43.56 |
| | | | B. Intermediate | \$50.32 |
| | | | C. Advanced | \$57.65 |
| | 5500 | Director, HR/IT | No Variance | \$135.00 |
| | 5600 | Manager, HR/IT Staffing | No Variance | \$90.46 |
| | 5610 | Technical Recruiter | A. Entry | \$50.23 |
| B. Intermediate | | | \$78.65 | |
| C. Advanced | | | \$95.65 | |

| Job Family | Job No. | Job Title | Scope Variant | Contractor's Submitted Price |
|--------------------------------|--------------------------------|---|-----------------|------------------------------|
| | 5620 | HR/IT Generalist | A. Entry | \$43.32 |
| | | | B. Intermediate | \$58.97 |
| | | | C. Advanced | \$86.32 |
| | 5800 | Documentation Specialist/Technical Writer | A. Entry | \$45.32 |
| | | | B. Intermediate | \$63.32 |
| | | | C. Advanced | \$79.51 |
| | 6000 | Manager, IT Finance | No Variance | \$95.64 |
| | 6100 | Director, IT Risk and Compliance | No Variance | \$176.32 |
| | 6200 | Manager, IT Audit | No Variance | \$105.65 |
| 6210 | IT Auditor | No Variance | \$92.21 | |
| 6400 | Business Management Specialist | No Variance | \$98.96 | |
| Training | 6600 | Manager, Technical Training | 1. Team Leader | \$78.97 |
| | | | 2. Manager | \$86.32 |
| | | | 3. Sr. Manager | \$106.98 |
| | 6610 | Technical Trainer | A. Entry | \$54.65 |
| | | | B. Intermediate | \$61.26 |
| C. Advanced | | | \$76.32 | |
| Security Management | 6800 | Security Manager | 1. Team Leader | \$88.63 |
| | | | 2. Manager | \$96.32 |
| | | | 3. Sr. Manager | \$121.63 |
| | 6810 | Security Analyst | A. Entry | \$65.31 |
| | | | B. Intermediate | \$75.64 |
| | | | C. Advanced | \$86.24 |
| | 6820 | Data Security Specialist | No Variance | \$86.32 |
| 6830 | Network Security Specialist | No Variance | \$89.97 | |
| 6840 | System Security Specialist | No Variance | \$81.26 | |
| 6850 | Web Security Specialist | No Variance | \$96.65 | |
| Business Continuity Management | 7000 | Manager, Business Continuity | No Variance | \$126.32 |
| | 7010 | Business Continuity Specialist | No Variance | \$98.79 |
| Product Development | 7200 | Manager, Product Development | 1. Team Leader | \$75.65 |
| | | | 2. Manager | \$96.32 |
| | | | 3. Sr. Manager | \$116.98 |
| | 7210 | Product Architect | No Variance | \$132.63 |
| | 7220 | Product Engineer | A. Entry | \$58.97 |
| | | | B. Intermediate | \$76.67 |
| | | | C. Advanced | \$98.63 |
| 7230 | Product Developer | A. Entry | \$68.32 | |
| | | B. Intermediate | \$88.64 | |
| | | C. Advanced | \$98.32 | |
| Systems Programming & Admin. | 7400 | Manager, Systems Software | 1. Team Leader | \$98.65 |
| | | | 2. Manager | \$108.95 |
| | | | 3. Sr. Manager | \$125.65 |
| | 7410 | Systems Architect | A. Entry | \$65.32 |
| | | | B. Intermediate | \$93.30 |
| | | | C. Advanced | \$116.97 |
| 7420 | Systems Software Programmer | A. Entry | \$56.98 | |
| | | B. Intermediate | \$73.54 | |
| | | C. Advanced | \$88.65 | |

| Job Family | Job No. | Job Title | Scope Variant | Contractor's Submitted Price |
|--------------------------------|----------------------------------|---|-----------------|------------------------------|
| | 7430 | Groupware Specialist | A. Entry | \$62.32 |
| | | | B. Intermediate | \$83.97 |
| | | | C. Advanced | \$98.65 |
| | 7440 | Systems Administrator | A. Entry | |
| | | | B. Intermediate | |
| | | | C. Advanced | |
| | 7450 | UNIX System Administrator | No Variance | \$95.23 |
| 7460 | Storage Management Specialist | No Variance | \$98.65 | |
| Business Analysis and Planning | 7500 | Director, Enterprise Architecture | No Variance | \$179.58 |
| | 7600 | Manager, IT Business Planning | 1. Team Leader | \$98.65 |
| | | | 2. Manager | \$108.54 |
| | | | 3. Sr. Manager | \$126.97 |
| | 7610 | Enterprise Architect | No Variance | \$126.65 |
| | 7620 | Business Process Consultant | A. Entry | \$45.69 |
| | | | B. Intermediate | \$76.67 |
| | | | C. Advanced | \$83.54 |
| | 7630 | IT Business Consultant | A. Entry | \$56.56 |
| | | | B. Intermediate | \$77.89 |
| | | | C. Advanced | \$85.21 |
| 7640 | Business Analyst | A. Entry | \$46.98 | |
| | | B. Intermediate | \$65.23 | |
| | | C. Advanced | \$78.97 | |
| 7700 | Director, Business Relationships | No Variance | \$156.32 | |
| 7800 | Manager, Customer Relations | No Variance | \$115.63 | |
| Release Management | 8000 | Configuration Management Analyst | A. Entry | \$53.26 |
| | | | B. Intermediate | \$75.65 |
| | | | C. Advanced | \$82.36 |
| 8010 | Release/Build Engineer | No Variance | \$88.65 | |
| Program Management | 8200 | Director, Program Management | No Variance | \$165.98 |
| | 8210 | Program Manager | 1. Team Leader | \$93.96 |
| | | | 2. Manager | \$106.98 |
| | | | 3. Sr. Manager | \$121.36 |
| | 8220 | Project Manager | 1. Team Leader | \$89.23 |
| | | | 2. Manager | \$97.79 |
| | | | 3. Sr. Manager | \$108.95 |
| | 8230 | Project Leader | A. Entry | \$55.23 |
| B. Intermediate | | | \$73.26 | |
| C. Advanced | | | \$98.64 | |
| 8235 | Project Management Specialist | No Variance | \$75.66 | |
| 8240 | Resource Manager | No Variance | \$80.24 | |
| Customer Service Hotline | 8400 | Manager, Customer Service Hotline | No Variance | \$69.65 |
| | 8410 | Customer Service Hotline Representative | A. Entry | \$26.85 |
| | | | B. Intermediate | \$31.26 |
| | | C. Advanced | \$39.97 | |
| Technical Product Support | 8600 | Manager, Technical Product Support | 1. Team Leader | \$68.97 |
| | | | 2. Manager | \$79.68 |
| | | | 3. Sr. Manager | \$94.12 |
| | 8610 | Technical Product Support Analyst | No Variance | \$65.66 |
| | 8620 | Technical Product Support Specialist | A. Entry | \$36.32 |
| B. Intermediate | | | \$53.41 | |
| C. Advanced | | | \$63.72 | |



**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.

Beacon Hill Technologies' local team will provide staffing expertise, contractor management, and an all-encompassing deployment solution for the State. Our technical staffing consultants have a local network of IT professionals who are fully vetted and qualified based on the specific skills needed to successfully many of the positions required within the scope of this contract. As a result, we will be able to match qualified technical consultant on an ongoing basis as needs arise. In addition, a Beacon Hill representative will be available at all times in the event that any issues arise during any given assignment.

Our vetting process of candidates and approach to recruiting is thorough and detailed, which differentiates our service from our competitors. Beacon Hill's relationship driven model with both candidates and clients proves to be one of the main reasons we are the first line of support for our clients and are successful in delivering trusted consultants. An outline of this defined process can be found in Question 3.

Beacon Hill takes pride in our client-supplier relationships. To start, lines of communication between the State and Beacon Hill will always be open. In order to ensure this, a Beacon Hill representative will be accessible at any given time. This will allow issues to be addressed immediately and ensure that updates are communicated effectively and efficiently. Beacon Hill will make sure that there is a streamlined approach to sourcing candidates for any given need, but to keeping the State abreast of the progress throughout the effort. Again, we have great pride in the trusted relationships we build with our clients, which stems from transparency and holding our services to a very high standard.

A brief overview of our services is outlined below:

- Provide thoroughly screened contractors (including "replacement" contractors if necessary)
- Manage all contractor relations
- Manage the State expectations and relations
- Ensure the hiring manager and candidates' satisfaction from start to finish
- Track deliverables and individual contractor contributions (as needed)
- Mitigate any issues or potential delays
- Access to a Beacon Hill representative at all times

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

1. Respondent's employment standards (The minimum performance standards and that the Respondent requires of its employees and subcontractors).

Beacon Hill Staffing Group, LLC's (Beacon Hill) client-specific on-boarding processes are designed around both our own minimum standards, along with each client and position's unique requirements. For each client unique position/job description, we create a customized on-boarding checklist and required workflow process. If the workflow is not completed in our system, the assignment is not allowed. We ensure compliance by using an accountability chain that starts with the Recruiter and Account Executive and can be further escalated to the Recruiting Manager, Division Director, and Managing Director. Compliance is reviewed on a regularly scheduled basis and approved by our internal audit personnel.

Minimum screening requirements

In order to proceed to on-boarding, all candidates must meet the following selection standards:

- **E-Verify:** each candidate's eligibility to work in the US is validated using this federal online system, which compares information from a candidate's Employment Eligibility Verification Form I-9 to data from US government records.
- **Supervisory and Peer References:** Beacon Hill performs in-depth reference checks with relevant supervisors and in some instances peers. In order to accurately assess candidates' past performance and ability to deliver to the unique needs of our clients, we review the specific technical requirements of our client's open job order with the reference contacts. We also discuss past performance as it pertains to skill level, professionalism, accountability, reliability, punctuality, and many other universally required attributes.
- **Certifications and Training:** In instances where technical certification is required, Beacon Hill and/or a third-party specialist verifies that certifications are up-to-date and/or unexpired. If The State of Florida requires specific training or if such training is an integral part of a candidate's qualifications for a job, Beacon Hill or a third party background checking company will verify that training has been successfully completed.
- **Required forms and contract flow-downs:** Using our online on-boarding portal, all candidates are required to complete any client-specific contract flow-downs, as well as Beacon Hill's confidentiality and non-disclosure agreements, employment contract, state and federal tax forms, etc.

Depending upon the position and company-wide requirements, many of our clients require a deeper background check (e.g., longer timeframe, additional counties, etc.). Beacon Hill utilizes multiple background check vendors depending upon client preference and strongest record of success within each local market. If required, we schedule and manage drug screenings through our background check vendors and directly with Quest Diagnostics.

Comprehensive screening options available

Our client-specific background check options include, but are not limited to, the following:

Identity Reports: SSN Trace and Public Record Scan by SSN

Criminal Reports

- County Criminal Court Search
- Statewide Criminal Search
- Federal Criminal Court Search
- Nationwide Sex Offender Database
- National Wants and Warrants
- Nationwide Criminal Database
- USA Patriot Act

Verification Reports

- Employment Verification
- Education Verification
- Reference Verification
- Credential Verification

Other Useful Reports

- Motor Vehicle Record
- Credit Report
- Drug Screening
- Workers Compensation
- Global Watch; OFAC/OIG, FFEIC, PEP, EPLS Sanctions
- County Civil Court Search

Skills testing

Beacon Hill leverages IBM® Employee Assessments to offer validated skills, personality, and software testing. IBM® Employee Assessments use behavioral science techniques to measure traits, skills and culture fit of each candidate and employee. They provide job evaluation tools to help predict executive performance and functional behavior assessments to find the best fit for hourly employees. Skills assessments help Beacon Hill quickly determine if an individual has the required skills for a specific job.

Beacon Hill will recommend employee assessments in consideration of several factors, including:

- The degree to which critical performance indicators impact a potential employee's success
- The degree to which our team can leverage their industry and skill-specific expertise to gauge a candidate's skills, personality, and aptitudes
- The balance of how long the given position takes to hire; how quickly The State of Florida requires the position to be filled, and how much time the test(s) will add to the overall time to fill

2. How the Respondent validates staff's resume stated education.

As part of Beacon Hill Staffing Group, LLC's comprehensive screening options, our client-specific background check options include, but are not limited to, Education Verification Reports, conducted by certified third party background check companies.

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

Beacon Hill Staffing Group, LLC can accept temporary placement requests from The State of Florida via phone, in person, email, fax or our website. Beacon Hill's preference would be that regardless of how the request is sent to Beacon Hill that a verbal conversation is able to occur for each request with the hiring authority. Although 10 different companies may have a role with the same title, it is never the exact same and

each of our clients has totally different environments. In order to provide competent resources, we have to first define The State of Florida's position requirements. Companies should not build software without defining requirements just as recruiters should not try to fill positions without building detailed job requirements from our customers and then using those requirements to qualify our candidates.

The Dedicated State of Florida Account Executive would work with appropriate The State of Florida management and appropriate resources to define detailed job requirements, custom to each State temporary placement request. Once The State of Florida accepts a Beacon Hill candidate for hire Beacon Hill would agree to follow whatever the State procurement process that needs to followed to execute a Purchase Order and properly onboard a new temporary worker.

Methods used to initially screen assignment employees:

Beacon Hill Staffing Group, LLC has a very detailed screening process for resources across each area that The State of Florida is seeking. In an effort to outline the level of detail we evaluate our resources below is an outline of our competency evaluation program which has two major components: our recruiting/qualification process and consultant performance management process.

The recruiting/qualification process is the key area that sets Beacon Hill Technologies apart from other IT professional services firms. Beacon Hill's internal database has almost 1 million candidates that each local office and our national recruiting team utilize in their search and fulfillment efforts for our clients. All Beacon Hill consultants undergo an extensive application and interviewing process. In addition, over 70% of the resources that Beacon Hill deploys or are hired by Beacon Hill clients are candidates that are referred to Beacon Hill by other candidates we know in our network, our current consultants rolling off projects for other Beacon Hill clients or former consultants of ours, or by hiring managers in Beacon Hill's network versus online recruiting The State of Florida, such as Monster, etc. The value of this toThe State of Florida is that you will have access to consulting resources you would not normally have access to because these candidates are coming recommended by known resources or client contacts we know and are not just resources you could find yourself on the traditional recruiting The State of Florida that most of our competitors rely heavily on.

Beacon Hill Technologies uses a reverse recruiting methodology which allows its recruiters to get to the heart of each candidate's true motivations and technical experience before any details about a company's position requirements are revealed. Far too many recruiters in the IT industry send over job descriptions to candidates up front, and their screening process consists of asking potential candidates if they think they can do the job. This is a waste of everyone's time and does not focus on a candidate's key qualifications and motivations. In order to effectively qualify a potential resource's competency for a client's need, there are two major processes that need to occur including our interview/screening process and our technical assessment/testing process which is outlined below.

Once the position requirements are defined Beacon Hill recruiters use a series of open-ended questions similar to the questions our Account Executive uses when defining the requirements with our clients, to dig into specifics about a candidate's background, the type of projects and environments they have worked in, etc. The goal is to try and identify candidates for our clients that have worked in similar environments, industries,

technologies, projects and day to day duties as well as have the desired technical, personality and soft skills The State of Florida is seeking.

Conducting the Position Search:

Beacon Hill Technical Recruiters thoroughly screen the database for current, available consultants, searching for those with the required skills and the proper availability. Beacon Hill's proprietary database is robust. Beacon Hill is able to search for specific codes around skills, jobs, titles, systems, industries, etc. Beacon Hill also has the ability to search for notes or key phrases captured anywhere on the candidate record or in the resume, or for similar assignments where potential employees have had past success.

Beacon Hill will also cross-reference previous performance reviews acquired from other Beacon Hill clients in order to ensure both similar project experience and fulfillment of The State of Florida's "soft skill" standards are present. If no current consultants are available or meet the specific requirements/needs of The State of Florida, Beacon Hill will conduct a targeted search on behalf of our client to find the perfect resource for the project.

From this search Beacon Hill then conducts phone interviews to ensure the very best resource is identified for The State of Florida. Phone and In-Person interview processes are detailed in response to question 5.

Client Specific Technical Pre-Screening Solutions:

Technical skills are only one piece of Beacon Hill's detailed selection criteria. Beacon Hill customizes part of our technical competency screening process to meet the needs of our hiring manager's technical requirements, specific for each role. Beacon Hill has developed an extensive archive of proprietary technical screenings. We have worked with both clients and consultants to develop groups of questions to screen for specific information technology skill sets. These questions vary from open-ended questions designed to pinpoint prior experience within a skill set to actual technical screens, tests, and code development exercises. Beacon Hill would commit to developing and implementing any one or more of the following technical pre-screening solutions to meet The State of Florida's specific needs, described in response to question 7.

Professional Managerial References:

Part of Beacon Hill Staffing Group LLC's process is checking professional, managerial references for our clients including The State of Florida.

- Beacon Hill requires 3 professionals, managerial references of any candidate before a potential position with The State of Florida is ever discussed.
- Once the references are checked, Beacon Hill will type up the answers to the detailed reference questions and provide them to the hiring manager.
- With those references, Beacon Hill also includes the contact information for managerial references in the case that the hiring manager wants to contact the reference directly.
- Beacon Hill will turn away potential candidates that are not able to provide these professional managerial references for verification.

Presenting a Potential Opportunity/Assignment to a Candidate/Consultant:

Once a candidate/consultant has been deemed a fit for a position with The State of Florida and after completing steps outlined above (phone interview, in-person interview, any required prescreening tests, and references); Beacon Hill would proceed through the following information with that individual:

- Review the position requirements at a high level including duties, responsibilities, and project-specific details.
- Determine if the candidate/consultant is still interested based on what they have heard and wants to be submitted for the position
- A verbal and written confirmation is sent to any candidate/consultant to confirm all details discussed and agreed upon
- Beacon Hill will then proceed to submit the candidate to the Hiring Manager

Pre-Employment Screenings:

Once a Beacon Hill Consultant is selected by The State of Florida a detailed Pre-Employment screening is conducted to mirror whatever pre-employment screenings The State of Florida requires of its own full-time employees. The Minimum Screening Standards are detailed in our response to questions 1 one pages 2-3.

Beacon Hill Staffing Group, LLC has 8 specialty areas of focus across information technology, clerical/administrative, accounting and finance, legal, human resources, government/public sector, pharma as well as our solution division which can provide integrated talent solutions, MSP/VMS, RPO and services procurement management.

Within each area mentioned below Beacon Hill specializes in being a niche service provider to our clients. Whether it be a niche skill set that is really a combination of several positions/skills or niche experience in a rare or obscure technology/software/hardware/programming language Beacon Hill has the experience to deliver qualified resources. Beacon Hill also has experience supporting niche requests where a client might be seeking a resource that straddles the fence between two verticals such as IT and Finance, Marketing and IT, etc.

Beacon Hill also has experience with niche skill sets within information technology including but not limited to:

- Programming/Web Development: Java, Net, Angular, Javascript, AJAX, JQuery, Agile
- Database Administration and Development: SQL, Oracle, MySQL, PostgreSQL, DB2
- Legacy Programming: RPG, Mainframe, Cobol, CICS, FoxPro
- Mobile Development: iOS and Android
- Creative/Interactive: SEO, Web Content Writing, and Management, Web design, UI/UX, Videography, Graphic Design, Social Media
- Networking/Telecommunications: Interactive Intelligence, Cisco, Juniper, NetApp, Microsoft, Checkpoint
- Data Center/Network Operations/Disaster Recovery/Business Continuity
- Business Intelligence: Cognos, Business Objects, Microstrategy, Tableau, Splunk, SSRS, Crystal Reports, Hyperion Essbase
- Datawarehouse: Teradata, Oracle, Microsoft SQL, DB2
- ETL: Datastage, Informatica, SSIS

- Information Security: Sailpoint, Cyber Security, Trip Wire, Nessus, Nmap, Burp Suite, Kali Linux, Penetration Testing, Security Operations Center, Intrusion, Firewalls
- Open Source Technologies: Perl, Python, PostgreSQL, MySQL, Ruby on Rails, PHP, Cold Fusion
- Quality Assurance Testing: Load/Performance, Automation, Mobile, Business Intelligence, Manual, Web Application, HP ALM, UFT, Selenium, The State of Florida, Cucumber, JIRA
- Portfolio/Program Management: Project Management, Agile Coaching, Scrum Masters, SAFE, Process Improvement, BPO, Six Sigma, CMMI, PLM, Technical Writing, Knowledge Management, Training
- Technical Support: Helpdesk, Desktop Support, ServiceNow, ITSM, ITIL
- ERP/CRM: Salesforce, Microsoft Dynamics, SAP, Oracle, Siebel, Peoplesoft

4. How Respondent will implement required Resume Self-Certification Form (Contract Exhibit G).

In order to proceed to on-boarding, all candidates will be required to complete any client-specific contract flow-downs, as well as Beacon Hill Staffing Group, LLC's confidentiality and non-disclosure agreements, employment contract, state and federal tax forms, etc.

Beacon Hill's client-specific on-boarding processes are designed around both our own minimum standards, along with each client and position's unique requirements. For each client unique position/job description, we create a customized on-boarding checklist and required workflow process, including the Resume Self-Certification Form. If the workflow is not completed in our system, the assignment is not allowed. We ensure compliance by using an accountability chain that starts with the Recruiter and Account Executive and can be further escalated to the Recruiting Manager, Division Director, and Managing Director. Compliance is reviewed on a regularly scheduled basis and approved by our internal audit personnel.

5. How the Respondent will conduct interviews and include interview criteria.

After conducting the Position Search, Beacon Hill Staffing Group, LLC then conducts phone interviews to ensure the very best resource is identified for The State of Florida.

Beacon Hill Conducts Phone Interview

Beacon Hill administers a 30 to a 60-minute phone interview with all potential candidates. This phone interview covers the following:

- Current and past technical/professional experience
- Reasons for leaving their current and former positions
- Areas of expertise/define their technical skill set/identify areas of weakness
- Administration of proprietary, technical, skill set, specific questions
- Specific requirements the candidate has in order to consider a new position
- Salary/hourly rate history (at least 3 previous positions), current compensation, and desired hourly/salary expectations
- Career goals/aspirations and growth preference
- Company size, industry and environment preferences
- Location, travel and commute preferences

- Current job search activity and the ranking of those other opportunities based on their interest level and reasons for
- those preferences
- Work authorization status
- Timing of candidate's search
- Availability to interview by phone and in person
- Availability to start a new position
- Acquisition of professional, managerial references
- Discussion involving all potential pre-employment screenings including but not limited to their ability to pass criminal background checks, drug testing, credit, etc.
- Potential risk of a counter offer and whether they would consider one with their current employer
- Certifications
- Education

Beacon Hill Conducts In-Person Interview:

Once a phone screen is completed Beacon Hill schedules an in-person interview with any potential candidate we are representing. In many circumstances candidates, will meet with multiple Beacon Hill consultants to allow for greater perspective and opinion on candidate strengths, weaknesses, experiences, and abilities. This screening covers the following:

- Additional questions not covered in the phone screen
- A deeper level of screening questions if a candidate is deemed a potential fit for a position
- Education on becoming an employee of Beacon Hill, if applicable and an overview of our benefits
- Creating a specific list of criteria, the candidate is targeting in their next career opportunity
- Resume and interview areas of improvement
- Assessment of interpersonal, non-technical skills
- Administration of Custom Client Specific Technical Pre-Screening Interviews if applicable
- Administration of Prove-IT technical tests if applicable
- Career search best practices

If the candidate is not local to our local market or the local market in which we have a Beacon Hill office, Beacon Hill will Skype with the candidate to virtually meet them and conduct the same content as our in-person interview.

6. How the Respondent will conduct reference checks on staff.

Part of Beacon Hill Staffing Group, LLC's process is checking professional, managerial references for our clients including The State of Florida.

- Beacon Hill requires 3 professionals, managerial references of any candidate before a potential position with The State of Florida is ever discussed.
- Once the references are checked, Beacon Hill will type up the answers to the detailed reference questions and provide them to the hiring manager.

- With those references, Beacon Hill also includes the contact information for managerial references in the case that the hiring manager wants to contact the reference directly.
- Beacon Hill will turn away potential candidates that are not able to provide these professional managerial references for verification.

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

Beacon Hill Staffing Group, LLC uses a reverse recruiting methodology which allows its recruiters to get to the heart of each candidate's true motivations and technical experience before any details about a company's position requirements are revealed. Far too many recruiters in the IT industry send job descriptions to candidates up front, and their screening process consists of asking potential candidates if they think they can do the job. This is a waste of everyone's time and does not focus on a candidate's key qualifications and motivations. In order to effectively qualify a potential resource's competency for and commitment to a client's need, there are two major processes that need to occur including our interview/screening process and our technical assessment/testing process.

Technical Screening Questions:

Beacon Hill Technologies will work with The State of Florida hiring managers and appropriate Subject Matter Experts (SMEs) a list of pre-qualification questions Beacon Hill recruiters will administer to all potential candidates prior to submission as a more detailed, deeper assessment, customized to each team's requirements.

- The questions are a list of 5-10 key questions that would tell The State of Florida hiring manager that the candidate is someone that should meet the minimum requirements.
- Beacon Hill administers these questions either face to face or over the phone so that no "Googling" can occur, and it can be discerned how confident the candidates are in their answers.
- Beacon Hill will easily screen out candidates based on the number of questions that candidate answered correctly versus incorrectly.
- In other instances, where appropriate, Beacon Hill will provide the actual candidate responses to essay-style questions to allow the hiring managers to assess the potential candidate's responses themselves.
- These prescreening questions are presented by Beacon Hill with the candidate presentation to the hiring manager so that the hiring manager can know where a potential candidate might stand before ever doing any kind of interview, thus saving time and allowing for faster "flex up" and on-boarding of professional services consultants.
- Over 90% of the time when this process is done it allows Beacon Hill clients to only have to have one step in the interview process and allows the hiring manager to interview fewer candidates to make a hiring decision, thus saving The State of Florida time.

Online Screening Tests:

- Beacon Hill Technologies has experience in administering online, technical screening tests or technical scenarios that may be used for prescreening purposes.
- These online tests or technical scenarios are typically created by Beacon Hill's client companies for use for a specific role.

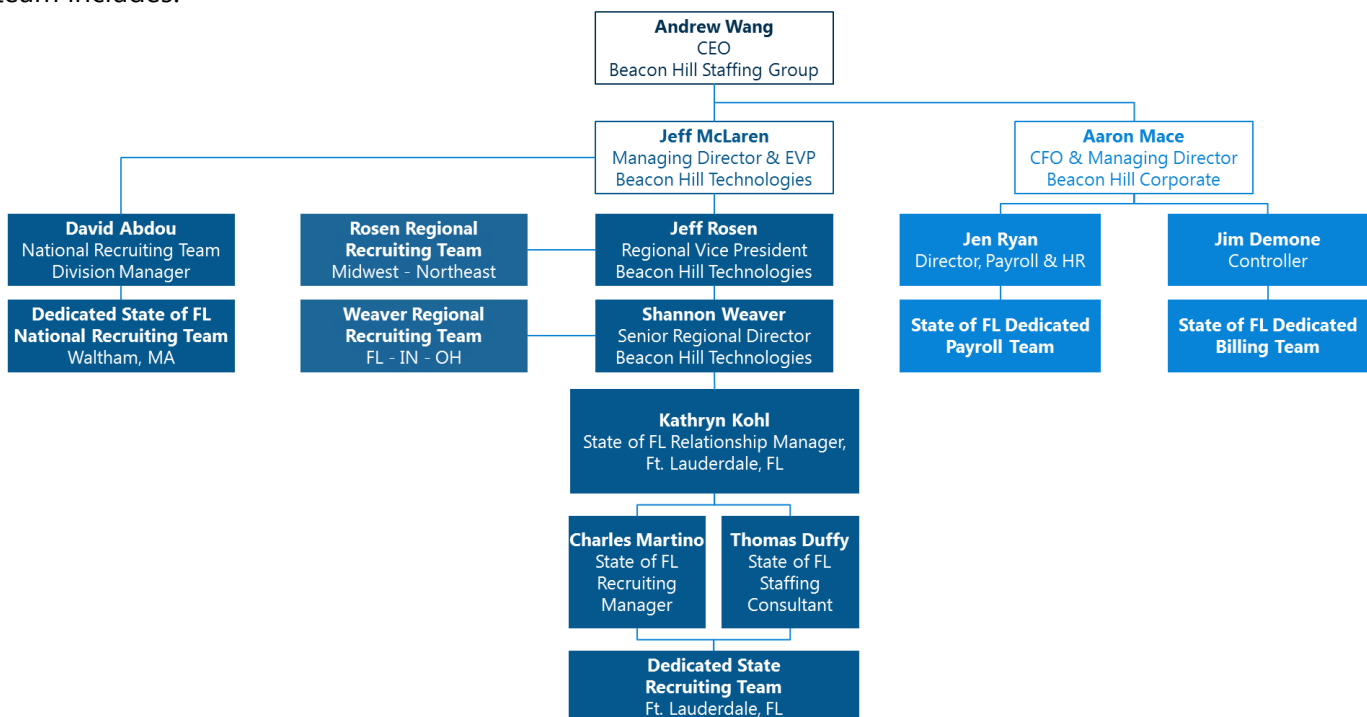
- Once Beacon Hill has completed its standard initial screening process and has identified a potential candidate, Beacon Hill will at the request of the State administer the selected test on behalf of the hiring manager who will receive the test or scenario results.
- Based on the results of the test or scenario, the hiring manager can make the decision to interview or hire the candidate.

Beacon Hill's Technical Testing:

- In some cases, a hiring manager needs to fill a technical role and does not have the proper staff to effectively evaluate a candidate's technical experience in a given technical area.
- For this situation or in the case that a manager just needs another baseline screening, Beacon Hill uses an online testing provider called Previsor, ProveIT, and BrainBench.
- Previsor, ProveIT, and BrainBench provide a plethora of online technology testing for the full spectrum of IT position including QA testing, Project Management, and Business/Systems Analysts.
- Beacon Hill can provide the results of this resource at no cost in the course of a given candidate search. With the use of Previsor, ProveIT, and BrainBench, Beacon Hill can provide another level of prescreening.

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

We currently have 700+ people on staff. Beacon Hill Staffing Group, LLC maintains 50 specialty offices across the US, where we can provide local support and market expertise to The State of Florida. Our dedicated local team includes:



Beacon Hill Technologies' dedicated National Recruiting Team can also provide support to in any geographic markets where our client has a resource request and Beacon Hill does not yet have a physical office as well as additional recruiting support to each local office, should business demand it.

Beacon Hill Staffing Group, LLC utilizes broad-reaching external and proprietary resources to attract the highest quality employees to our candidate pool and to ensure that we consistently deliver on all client skill and availability requirements.

Many of the strongest relationships we build are through our referral network with those candidates that work exclusively with Beacon Hill. Leveraging a career-focused approach and generous referral bonuses, Beacon Hill clients gain access to a range of candidates that are otherwise inaccessible. Our internal recruiting database enables constant contact with our candidates, and has powerful search and reporting capabilities, allowing us to compile a broad range of data on every candidate we meet with and assign to our clients. Our recruiters are quickly able to run keyword searches on thousands of resumes, enabling us to identify qualified candidates with specialized skills in a timely manner.

In addition to our internal database of over 1.4 million candidates, Beacon Hill leverages the power of rapidly innovating HR technologies to seek out qualified candidates, as well as to draw active job seekers to our postings. Utilizing recruitment software called Broadbean, Beacon Hill dramatically decreases the amount of time it takes to access a cross-section of candidate pools. Broadbean allows us to attract and add new candidates to our pipeline by posting our jobs to dozens of job boards including, but not limited to, our website, CareerBuilder, ClearanceJobs, Craigslist, Dice, Juju, Facebook, Glassdoor, JobServe, Simply Hired and Twitter.

Additionally, Beacon Hill sources candidates through social media, taking advantage of the power of websites like LinkedIn, Facebook and Twitter both through corporate and individual team members' profiles. All of our pages are updated daily with fresh content. Candidates are directed to our job postings while viewing our career-focused articles, employment market data, and infographics. We also attend professional networking events for more passive candidates.

We have a campus program that not many firms of our size and focus have, which allows us to build meaningful relationships with candidates starting their search or the alumni networks that we build partnerships with through our campus program. Our team is composed of a team of four Corporate Recruiters who focus on on-campus recruitment, as well as a Corporate Recruiter who focuses on staffing experienced hires. Since inception, our Corporate Recruiting campus team members have placed more than 140 internal employees and visited more than 50 college campuses nationally. Beacon Hill's Corporate Recruiting team was launched in Spring 2016.

9. Describe Respondent's ability to remedy staff performance issues.

Vetting or evaluating a consultant doesn't stop when a resource is assigned to The State of Florida; it continues for the duration any Beacon Hill consultant is on assignment with The State of Florida. Beacon Hill has a detailed consultant performance management process that helps ensure that the competency evaluations that were conducted during the interview/screening process are realized by The State of Florida.



Beacon Hill conducts ongoing consultant performance reviews throughout the duration of the contract period. This includes an end of week 1 short review to make sure things are off to a good start, month 1 consultant self-review, month 1 performance review between Beacon Hill and the hiring manager, month 1 performance review feedback with consultant, regular performance reviews thereafter as often as The State of Florida prefers, and exit performance evaluations. These performance reviews are conducted in person with the hiring manager and feedback is provided to each consultant in person by the dedicated Account Executive.

Our goal is that The State of Florida would be satisfied with any Beacon Hill resource for the entire duration of the project and that The State of Florida would not be responsible for managing anything non-technical or employee related with any Beacon Hill resource. The results of these performance reviews are tracked and reported on as frequently as each individual Beacon Hill client prefers. These results can be reviewed in quarterly business reviews or just provided electronically.

Consultant Performance Management: Hiring Manager/Consultant/Account Manager

| | |
|------------------------|------------------------|
| Consultant: _____ | Account Manager: _____ |
| Client: _____ | Start Date: _____ |
| Project Manager: _____ | Date: _____ |

1. REQUIRED HOURS/DRESS CODE

- What are the core work hours?
- What hours would you prefer our consultant to work? (If they say flexible-ask what hours the manager's works and instruct our resource to do the same. Agree to what hours the consultant will work in this mtg.)
- Overtime expected/allowed?

2. TIME CARD PROCESS

- Does client have a client specific system our consultant needs to enter hours in?
 - If yes, explain screen shot process/email to submit time
 - (EM goes to payroll, AM, Recruiter and Hiring Manager)
 - If no, explain BH time keeping system/process
- Who has authority to approve weekly time cards/hours worked?
- In your absence who can we contact as the back up?
- Explain to consultant to submit their time card each week by the COB so the manager has enough time to approve it.
- Explain must approve time card by Monday at 5pm EST in order for consultant to get paid on time.
- Does client want to authorize auto approval for any hours worked as long as they don't exceed 40? If so we need an email from them authorizing that.

3. TECHNICAL REQUIREMENTS AND EXPECTATIONS

- Describe role. What will this person be focused on/projects details?
- Ramp-up period
- Technical lead or other technical members BH consultant can go to for assistance

4. CONTRACT DETAILS

- Initial length
- Probability of extension
- 4-5 weeks prior to the end date of the contract I will address a possible extension
- 1st week check in call
- 30 day performance reviews
- Ongoing reviews TBD by client

5. MISC.

- Attire? Business Casual/Casual Fridays?
- Phone extension/Email address-Remind consultant to send that to us when they have it
- Access badges/System access codes
- Parking

Beacon Hill also measures customer satisfaction through periodic customer satisfaction surveys. This survey measures speed, the performance of consultants and dedicated account executive, responsiveness, quality, problem/incident management and resolution, compliance, creativity/innovation, etc. and can be customized to The State of Florida's preferences. Typically, these surveys are based around a net promoter score model and done on an annual basis. Customer Satisfaction Surveys can be done as frequently as The State of Florida prefers and all results will be shared with key stakeholders either in a meeting or Quarterly or Annual Business Review. Once the results are shared/reviewed Beacon Hill would work with The State of Florida to develop an action plan to improve any areas of opportunity identified through the survey results.

Beacon Hill's success is heavily invested in developing long-term clients and repeat business. Therefore, we believe client problem resolution is of utmost priority. Client issues are addressed immediately and client Account Managers are available by email or phone 24/7. If a conflict were to arise, the first person contacted would be the Account Manager. If the Account Manager is unable to resolve the issue, the issue would move to the Beacon Hill Technologies or Managing Director of the business line involved, then finally to Andrew Wang, Chief Executive Officer who would be the final person to address and resolve all situations.

In the rare case we have a contractor issue, we either resolve it with the client and contractor or enact our guarantee, remove, and immediately replace that contractor. For any billing or timesheet related issue the first contact would be the Beacon Hill accounts receivable representative assigned to that customer and the Account Manager.

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

Each employee that Beacon Hill Staffing Group, LLC represents is asked to sign a confidentiality agreement as a part of our on-boarding process. As a company, we are open to signing an NDA prior to the relationship beginning.

The State of Florida's confidentiality policies will be communicated and signed off on during the on-boarding and orientation process, as described above.

Beacon Hill understands the importance of client confidentiality and will educate our account-specific employees regarding any confidentiality agreements in place between Beacon Hill and The State of Florida. If The State of Florida's policy requires it, Beacon Hill will not use potentially identifying details in our job postings, and will only share The State of Florida name at such time that we are authorized to do so.

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

The timing of background and drug screenings can be customized to suit The State of Florida's requirements. Beacon Hill's client-specific on-boarding processes are designed around both our own minimum standards, along with each client and position's unique requirements. For each client unique position/job description, we

create a customized on-boarding checklist and required workflow process. If the workflow is not completed in our system, the assignment is not allowed.

Our client-specific background check options are described in detail throughout this document; specifically pertaining to positions of special trust and potential security clearance requirements, Beacon Hill will leverage our Government Services division, which has placed hundreds of security-cleared professionals at state and federal government agencies including US intelligence agencies, and maintains strict hiring standards that ensure our consultants' demonstrated ability to uphold security requirements and maintain trust.

Specific screening steps that go above and beyond those already listed throughout our proposal include, but are not limited to:

- Security Clearance screening, candidates are cross referenced in JPAS
- COI screening, candidates are introduced to the Beacon Hill COI requirements for the account
- Revolving door screening, candidates are questioned for previous government project experience
- Drug and Alcohol screening via the security clearance standards
- Criminal background screening via the security clearance standards
- Education verification screening via the security clearance standards
- Employment verification screening via the security clearance standard

B. Respondent's Principal Personnel

Beacon Hill has built its client relationship management capabilities around some of the most talented and renowned account managers in our industry. Many of our Senior Account Executives have over 10 to 20 years' experience within the staffing industry. Our team utilizes best practices that are proven to add efficiency to our customers' talent acquisition process, as well as to ensure a successful assignment through ongoing employee and client support.

Our Account Executives are strategically aligned by the client, in order to deliver optimal service and experiences. Depending on client preference, program structure, and requirements, we customize our structure to include:

- An Account Executive serves as the single point of contact for single-service programs or where a primary contact is required
- Multiple Recruiting Teams who are accountable to a Local Account Manager where multiple niche IT skill categories are in scope
- A Recruiting Lead serves as the single point of contact

By assessing the needs of each client and program's rules of engagement, we determine the best account management structure to service the unique needs of the client.



Elevated team qualifications

Beacon Hill's Account Executives are experts within the staffing space and at executing the intricate details that are part of the talent acquisition lifecycle. Our Account Executives work closely with our Recruiters and are responsible for the quality control of the candidate qualification process.

| Personnel Name | Education | Job Title | Years of IT Experience | # of Years Employed at Beacon Hill Staffing Group, LLC | Describe the role each Principal Personnel will have in a contract(s) that may result from this solicitation. | Describe each Principal Personnel's staffing resource management role in past IT Staff Augmentation contracts. | Detail any unique expertise and capabilities each Principal Personnel possess that could bring additional value to the State. |
|-----------------|---|----------------------------|------------------------|--|---|---|---|
| Kathryn Kohl | The Florida State University, BS Communications | Division Director | 13 | 8 | Ms. Kohl leads the sales and recruiting teams in our Florida offices. | Ms. Kohl oversees the staffing resource management of all of our clients in the South Florida market place. She will have oversight to both the requirements qualification, pricing, and delivery of all resources to the contract. | Ms. Kohl has more than 13 years of experience supporting private and public sector IT staff augmentation services in the state of Florida. |
| Shannon Weaver | Purdue University, BS Hospitality Management | Senior Regional Director | 15 | 9 | Mrs. Weaver leads our teams in FL, TN, IN, and OH. | Mrs. Weaver has oversight to all public sector state contracts for the markets that she oversees FL, TN, IN, and OH. | Mrs. Weaver has more than 15 years of experience supporting local, state, and national recruiting and delivering for our public and private sector clients. |
| Charles Martino | Bryan University, BS Marketing and Communications | Recruiting Manager | 15 | 8 | Mr. Martino leads the recruiting team in Florida. | Mr. Martino will have direct oversight to our location and national recruiting delivery for contracts awarded by the State of Florida. | Mr. Martino has more than 15 years of experience recruiting top technology talent in the state of Florida. |
| Thomas Duffy | Long Island University, BS MIS | Senior Staffing Consultant | 12 | 7.5 | Mr. Duffy is our Senior Technical Recruiter and leads regional and statewide recruiting efforts. | Mr. Duffy is our most Senior Recruiter and will be engaged to support needs as released to us by the State. | Mr. Duffy has more than 8 years of technical staffing and recruiting expertise, as well as a degree in MIS. |

Technical and industry know-how

Our Account Executives' experience and training position them to add value to our clients through specific technology expertise. Our Account Executives and Recruiters undergo extensive technology training upon hiring at Beacon Hill.

**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

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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
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<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

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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.

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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.

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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
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CONTRACT EXHIBIT D

ADDITIONAL SPECIAL CONTRACT CONDITIONS

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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
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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
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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
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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 2 1
- 2. Quality & completeness of work 3 2 1

Cost Control

- 3. Accuracy and control of estimated costs to complete work 3 2 1
- 4. Timely submission of accurate and complete invoices 3 2 1

Timeliness of Performance

- 5. Adherence to delivery schedule (major tasks, milestones) 3 2 1
- 6. Timely, current, and complete reporting, tracking, and documentation 3 2 1

Business Relations

- 7. Effectively communicated with Customer management & staff 3 2 1
- 8. Staff was professional, cooperative & flexible 3 2 1

Customer Satisfaction

- 9. Overall Satisfaction with Contractor 3 2 1

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 |
|------------|---|----------------------------|---------------|--|-------------------------------------|-------------|------------------|------------|----------|-----------------|------------|-------------|-----------------------------------|--|---|--------------------|
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| | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | \$0.00 | | \$0.00 | \$0.00 | #DIV/0! |