



## **STATE OF OKLAHOMA STATEWIDE CONTRACT WITH INTELLIBEE INC**

This State of Oklahoma Statewide Contract #0132 - Temp Employment Services (“Contract”) is entered into between the State of Oklahoma by and through the Office of Management and Enterprise Services (“State”) and Intellibee INC (“Supplier”) and is effective as of the date of last signature to this Contract. The initial term of the Contract shall be for 1 year with four (4) one-year options to renew.

### **Purpose**

The State is awarding this Contract to Supplier for the provision of soliciting proposals from temporary employment companies to provide services relating to Administrative Support (including Office and Clerical), Commercial/Industrial Workers, and Healthcare Staffing Services, Information Technology Professional Services, and Professional Services as defined within the scope of this RFP. Awarded Suppliers shall be independent contractors and not employees of State Agencies or Affiliates. The awarded Supplier’s staff, including temporary assigned individuals shall also not be considered employees of the State Agency or Affiliate. These services are as needed and upon request from State Agencies and Affiliates. Suppliers will be responsible for hiring, firing, taxes, workers’ compensation, benefits, etc. for the candidates who are not employees of the individual Customer. Candidates will not be provided employee benefits from the State Agencies or Affiliates. This is a non-IT RFP., as more particularly described in certain Contract Documents. Supplier submitted a proposal with no exceptions, BAFO, vendor documents or confidentiality requests. This Contract memorializes the agreement of the parties with respect to the terms of the Contract that is being awarded to Supplier.

Now, therefore, in consideration of the foregoing and the mutual promises set forth herein, the receipt and sufficiency of which are hereby acknowledged the parties agree as follows:

1. The parties agree that Supplier has not yet begun performance of work under this Contract. Issuance of a purchase order is required prior to payment to a Supplier.
2. The following Contract Documents are attached hereto and incorporated herein:
  - 2.1. Solicitation, Attachment A;
  - 2.2. General Terms, Attachment B;
  - 2.3. Statewide Contract Terms, Attachment C;
  - 2.4. Intentionally Omitted;
  - 2.5. Portions of the Bid, Attachment E and

3. Any reference to a Contract Document refers to such Contract Document as it may have been amended. If and to the extent any provision is in multiple documents and addresses the same or substantially the same subject matter but does not create an actual conflict, the more recent provision is deemed to supersede earlier versions.

**[REMAINDER OF PAGE LEFT INTENTIONALLY BLANK]**

**Signatures**

The undersigned represent and warrant that they are authorized, as representatives of the party on whose behalf they are signing, to sign this Contract and to bind their respective party thereto.

**STATE OF OKLAHOMA  
by and through the  
OFFICE OF MANAGEMENT AND  
ENTERPRISE SERVICES:**

**INTELLIBEE INC**

By:   
Amanda Otis (May 21, 2025 13:17 CDT)

By:   
Prasad Beesabathuni (May 21, 2025 13:35 EDT)

Name: Amanda Otis

Name: Prasad Beesabathuni

Title: State Purchasing Director

Title: President

Date: May 21, 2025

Date: May 21, 2025

## ATTACHMENT A

This Solicitation is a Contract Document and is a request for proposal in connection with the Contract awarded by the Office of Management and Enterprise Services as more particularly described below. Any defined term used herein but not defined herein shall have the meaning ascribed in the General Terms or other Contract Document.

### PURPOSE

The Office of Management and Enterprise Services (OMES), Central Purchasing Division, is seeking responses from potential Suppliers to provide temporary employment services for State Agencies and Affiliates to purchase on an as-needed basis.

**The current suppliers do not need to respond to this RFP. If the suppliers are already on a current contract for Temporary Employment Service, then they can disregard this solicitation.**

This RFP is soliciting proposals from temporary employment companies to provide services relating to Administrative Support (including Office and Clerical), Commercial/Industrial Workers, and Healthcare Staffing Services, Information Technology Professional Services, and Professional Services as defined within the scope of this RFP. Awarded Suppliers shall be independent contractors and not employees of State Agencies or Affiliates. The awarded Supplier's staff, including temporary assigned individuals shall also not be considered employees of the State Agency or Affiliate. These services are as needed and upon request from State Agencies and Affiliates. Suppliers will be responsible for hiring, firing, taxes, workers' compensation, benefits, etc. for the candidates who are **not** employees of the individual Customer. Candidates will not be provided employee benefits from the State Agencies or Affiliates. **This is a non-IT RFP.**

The Contract is awarded as a statewide contract on behalf of the Office of Management and Enterprise Services. As a result of this Solicitation OMES, Central Purchasing Division, expects to receive and evaluate responses and select one or more qualified Suppliers with which to establish a contract(s) for temporary employment services that is available to all Customers.

When a need is identified, the Customer will provide a Supplier awarded a contract under this Solicitation with business requirements and technical specifications for their specific project.

Award of the Contract to a bidder is not a guarantee of being selected to provide products and services.

The Customer will directly negotiate the terms of a Statement of Work with a Supplier when a project is needed.

If awarded a contract, the Supplier is responsible for keeping the State informed of personnel contact changes and is not responsible if the Supplier does not receive an invitation to bid on a Statement of Work.

#### 1. Contract Term and Renewal Options

The initial Contract term, which begins on the effective date of the Contract, is 2 year and there are (3) one-year auto renewal options to the Contract.

## **2. Specifications**

### **2.1. Temporary Employment Services**

- A.** Awarded Supplier will confirm with the Customer the arrival of its Candidate by telephone within one-half (1/2) hour after scheduled arrival time.
- B.** Awarded Supplier is responsible to communicate with its Candidate the Customer's requirements regarding hours of work, duration, location, expectations, dress code and other information concerning the assignment.
- C.** All temporarily assigned individuals will be appropriately dressed for the assignment and shall maintain a professional demeanor. Dress code policy is established by the Customer. Temporary Candidate must dress according to the requirements of the Customer requesting the assignment.
- D.** Temporarily assigned individuals should be available for the entire length of the assignment; however, if a replacement is required, a qualified replacement must be provided within twenty-four (24) hours of notification, including weekends and holidays.
- E.** The Customer reserves the right to reduce the length of the temporary assignment and will provide the Awarded Supplier with as much notification as possible.

### **2.2. Work Hours**

- A.** The exact work hours for temporarily assigned personnel will be determined by the Customer.
- B.** Temporarily assigned individuals will not be paid for their lunch hour.
- C.** Customers have the right to request temporarily assigned individuals for holiday, evening/night, weekend or shift work.
- D.** Hours may vary per Customer.
- E.** The Customer reserves the right to request a replacement of any individual. If for any reason a replacement is required within the first eight (8) hours of service, there will be no charge to the Customer. Any time beyond the initial eight (8) hours of service, the temporarily assigned individual is determined to be unsatisfactory; the Awarded Supplier agrees to issue a credit invoice to the Customer for the total charges from the point the Customer notifies the Awarded Supplier to request a replacement.
- F.** The Awarded Supplier agrees to replace an unsatisfactory individual within one (1) business day; however, the Customer has the option to contact a different Awarded Supplier for the service.
- G.** The Customer shall be the sole judge as to whether a temporarily assigned individual is satisfactory and is fulfilling the Customer's requirements.

### **2.3. Placement**

Supplier shall describe how their company will provide assistance for Customers with the placement of any candidate(s). At a minimum, include problem (conflict) and resolutions and the following items below:

- A.** Customers may refer a candidate to be hired to the Awarded Supplier to sign up to perform specific services needed or may request the Awarded Supplier to recruit and provide the temporary Candidate. The Customer will not pay a placement or conversion fee for individuals who are a direct referral from the Customer.
- B.** Upon a request for service from the Customer, the Awarded Supplier will provide expedient temporary employment services. An e-mail, facsimile, or telephone call from the Customer will constitute a request for service.
- C.** The Customer reserves the right to interview the candidate to determine their qualifications for the required position (but this does not negate the Awarded Supplier's responsibility of qualifying candidate(s)).
- D.** The Customer may reject and/or remove any candidate who does not meet the requested experience or is deficient in the performance of the assignment.
- E.** Customers may select Awarded Supplier(s) within their geographic region based on the preference of the Customer.
- F.** Multiple Awarded Suppliers may be contacted to fill the same position.

### **2.4. Supplier's Responsibilities**

- A.** The Awarded Supplier is responsible to obtain the information as described in the Scope of Work and any other information necessary to determine what job category satisfies the service request.
- B.** The Awarded Supplier will inform the Customer point of contact of the proposed job classification and applicable rate to obtain authorization to proceed with the service request.
- C.** Placing candidates out of applicable job classification is considered an abuse of the contract. Periodic checks of requests and assignments will be performed by the Customer to ensure this does not occur.
- D.** The Awarded Supplier is responsible for conducting appropriate background and reference checks on potential candidates prior to any assignments and should be prepared to conduct more extensive background investigations when required by the Customer. Awarded Supplier must send notification to the Customer of the compliance of the background and reference checks. Failure to provide notification of compliance will be considered a violation of the contract and may result in rejection of the candidate and possibly jeopardize future placements by offending Awarded Supplier.
- E.** These services are as needed and upon request from the Customer. Awarded Supplier will be responsible for liability insurance, federal and state payroll requirements

including but not limited to insurance coverage for any candidate sent to the Customer, payroll taxes, payroll reports, workers' compensation, benefits, hiring and firing etc., for the candidates.

- F.** The Awarded Supplier is responsible for conducting periodic quality assurance checks with the Customer's point of contact to verify that the Customer's requirements are being fulfilled by the candidate. At a minimum, these checks should be completed at the end of the first week of any assignment. Customers may request quality assurance checks at any interval during the term of the candidate's placement.
- G.** Candidates may be hired as a permanent employee of the Customer if, the Customer and hiring processes have been complied with and if the candidate elects to accept employment with the Customer. Such occurrence will create no further obligation (financial or otherwise) on the part of the Customer.
- H.** The Customer will not be responsible for the Awarded Supplier's candidate who voluntarily leaves the Awarded Supplier's employment or engages in employment with another company.
- I.** The Awarded Supplier agrees to ensure candidates agree to be bound by the security regulations, policies, and standards as required by the Customer. This will vary based on the individual Customer's requirements.
- J.** Awarded Supplier shall ensure adequate backup documentation (such as Candidate timesheets) are attached to invoice or billing requests. The timesheet should include the following:
  - i.** Name of the Customer;
  - ii.** Name of the temporarily assigned individual;
  - iii.** Dates worked;
  - iv.** Beginning and ending time;
  - v.** Number of regular hours worked each day; and
  - vi.** If applicable, number of overtime hours worked each day.
- K.** The Awarded Supplier is responsible and may be held financially liable for the negligent acts of its Candidates.

## **2.5. Bonding**

- A.** The Awarded Supplier shall have the ability to bond candidates as directed by the Customer.
- B.** The fee for this service will be borne by the Customer.
- C.** Selection of the bonding insurer is at the Awarded Supplier's discretion; however, each insurance policy shall be:
  - i.** Issued by insurance companies authorized to do business in the State or eligible surplus lines insurers acceptable to and having agents in the State upon whom service of process may be made.

## **2.6. Equipment, Property and Damages**

- A.** The Awarded Supplier shall be responsible for the proper maintenance and custody of any personal tangible property owned and real property furnished by the Customer for the use in connection with the performance of the contract.
- B.** The Awarded Supplier will reimburse the Customer for such property's loss or damage caused by the Awarded Supplier' assigned individual, with the exception of normal wear and tear.
- C.** The equipment used may include computers, copy machines, phones, printers, etc. Equipment may vary depending on the Candidate assignments.

## **2.7. Customer's Responsibilities**

- A.** Prior to contacting the Awarded Supplier (s), the Customer is responsible to define details of the request to include, but not be limited to:
  - i.** Number of individuals needed;
  - ii.** Job duties;
  - iii.** Equipment to be used;
  - iv.** Knowledge, skills and education and/or experience;
  - v.** Computer software to be used;
  - vi.** Hours of work;
  - vii.** Expected length of assignment;
  - viii.** Job related attire;
  - ix.** Position location;
  - x.** Customer contact person; and
  - xi.** Other pertinent job-related information.
- B.** Depending on the amount of detail required, it is recommended the Customer submit this information in writing via e-mail or facsimile to reduce the possibility of an inappropriate temporary assignment.

## **2.8. Background Checks**

- A.** The Customer is responsible for requesting additional background investigations beyond normal references prior to the temporary assignment.
- B.** Should an additional background check be required due to the nature of the assignment, the Customer may be responsible for the cost of the additional checks.
- C.** It is reasonable to expect employment eligibility and references will be required for all candidates; background checks for referrals by the Customer will be at the discretion of the Customer.
- D.** Standard checks which would include employment eligibility and reference checks shall be at the cost of the Awarded Supplier(s).
- E.** Other background checks will be at the discretion of each requesting Customer.
- F.** Customers reserve the right to request and conduct pre-employment background checks and drug testing prior to the potential candidates starting date.

- G.** Customers will limit their background checks and drug testing requirements to the same as required of their own permanent full-time employees holding the same or similar positions to be filled by the candidate.

**2.9. References**

- A.** Provide three (3) references where your company has provided similar services. Describe what products or services were provided to each reference. References should include the governmental entity name, address, and contact name, email and phone number.

**2.10. Value Add**

- A.** Suppliers are requested to provide any new services or value added services that could be made available which are in scope of this solicitation.

**Exhibit 1**  
**EV00000607**  
**Specifications**

**I. Scope**

The State of Oklahoma, Office of Management and Enterprise Services (OMES), Central Purchasing Division, seeks solicitation responses from Suppliers for the following: Temporary Staffing Services

- A. Administrative Support (including office and clerical)
- B. Commercial / Industrial Workers
- C. Healthcare Staffing Services (clinical)
- D. Healthcare Staffing Services (non-clinical)
- E. Professional Services (other than IT)

Bidders may bid on one, all, or any combination from the above categories. Any category that is bid on must have pricing in **Exhibit 3 Pricing Templet**.

This document provides the pricing details for the proposed services under this Non-IT Consulting Services solicitation. The pricing is structured to ensure clarity and transparency, with detailed cost components to reflect our commitment to delivering high-quality consulting services efficiently.

**II. Categories**

**A. Administrative Support**

The State of Oklahoma defines Administrative Support as the following: The act of performing and facilitating administrative tasks and procedures for an office or facility.

The State of Oklahoma is looking for Administrative Support Services. Please provide a list of Administrative Support Services with Hourly Not to Exceed Rates on **Exhibit 3 Pricing Templet**.

**B. Commercial / Industrial Workers**

The State of Oklahoma defines Commercial Workers as the following: One engaged in the buying, selling or otherwise providing of goods or services other than on a retail basis.

The State of Oklahoma defines Industrial Workers as the following: A member of the working class who labors in factories, offices, docks, building lots, streets or any other position as part of the industrialization process.

The State of Oklahoma is looking for Commercial / Industrial Workers Services. Please provide a list of Commercial / Industrial Workers Services with Hourly Not to Exceed Rates on **Exhibit 3 Pricing Templet**.

### **C. Healthcare Staffing Services - Clinical**

The State of Oklahoma defines Healthcare Staffing Services - Clinical as the following: **The review of a patient's plan of care or collaborative discussion of specific aspects of a patient's risks, needs, and functioning, with other clinical staff of a service.**

The State of Oklahoma is looking for Healthcare Staffing Services – Clinical. Please provide a list of Healthcare Staffing Services – Clinical with Hourly Not to Exceed Rates on **Exhibit 3 Pricing Templet.**

### **D. Healthcare Staffing Services – Non-Clinical**

The State of Oklahoma Healthcare Staffing Services – Non-Clinical as the following: **Non-clinical professionals don't typically work with patients directly or diagnosis or provide treatment. These professionals are still essential to healthcare. They often keep hospitals and clinics running so professionals in clinical positions can focus on patients.**

The State of Oklahoma is looking for Healthcare Staffing Services – Non-Clinical. Please provide a list of Healthcare Staffing Services – Non-Clinical with Hourly Not to Exceed Rates on **Exhibit 3 Pricing Templet.**

### **E. Professional Services – Other Than IT**

The State of Oklahoma defines Professional Services – Other Than IT as the following:

The State of Oklahoma is looking for Professional Services – Other Than IT. Please provide a list of Professional Services – Other Than IT with Hourly Not to Exceed Rates on **Exhibit 3 Pricing Templet.**

## **III. Value-Add Services**

Provide information on other products and services that may be offered by the Supplier that are within the scope of this solicitation and provide pricing. The State may award value-added products and services at its sole discretion.

**Exhibit 2  
Executive Summary  
EV00000607**

**Instructions**

Bidder must provide a complete response to each item below. Insert your responses into the below word template document. Bidder should provide all information necessary to demonstrate Bidder's ability to meet the requirements of this RFP and the RFP's Scope of Work. Responses to the below questions in the Exhibit are Mandatory and will be evaluated. Failure to respond to any question may result in your proposal being deemed unresponsive.

**1. Please list all applicable certifications and professional affiliations for key individuals with your organization.**

Provide Answer Below:

**2. Please provide the length of time the Bidder has been in business and how long your business has been providing products and/or services of the type requested (Must be at least 3 years)**

Provide Answer Below:

**3. Please list any Documentation on capabilities to measure success, auditability and customer satisfaction**

Provide Answer Below:

**4. Please provide documentation outlining the overall operations related to providing the services offered under this bid.**

Provide Answer Below:

**5. Please provided a sample SOW for each category submission**

Please Answer Below:

**6. Please describe in detail what steps are taken to understand the business needs of the customer.**

Provide Answer Below:

**7. Please described how clients' accounts are serviced and how clients' needs for temporary services are determined.**

Provide Answer Below:

**8. Please described how services will be met in various geographical locations of the state.**

Please provide certificates and descriptions

Provide Answer Below:

**9. Please described how customer satisfaction is assessed and how quality assurance is measured in the organization.**

**Provide Answer Below:**

**10. Please described the company’s plan and methodology for quality assurance and evaluation of the proposed services. Define how the most qualified candidates are identified for customers as well as described company's performance monitoring for those candidates.**

**Provide Answer Below:**

**11. Please describe the company’s general methodology for recruiting qualified staff tailored to the needs of the customer. Has the company encountered challenges with recruiting qualified staff? If so, were those challenges addressed?**

**Provide Answer Below:**

**12. Please identified how temporary staffing will be assigned under the contract. Policies and responses must include the following: skill testing and screening mechanisms, including a description of reference and/or background checks solicited for each applicant and the way job assignments/job matching will be determined. Described how pre-employment screening requirements are accommodated that may be specific to the Procuring Agency.**

**Provide Answer Below:**

**13. Please list the timeframe provided for placement of qualified candidates for new requests.**

**Provide Answer Below:**

**14. Please address the strategy of retaining quality, assignable, temporary staff.**

**Provide Answer Below:**

**15. Please described the experience if any with placement of candidates withing government entities.**

**Provide Answer Below:**

**16. Please provided documentation in regard to supplier's ability to meet the following laws, HIPAA, FERPA, CJIS, IRS\_PUB 1075, or other sensitive data.**

**Provide Answer Below:**

**EV00000607**  
**Pricing Template**  
**Exhibit 3**

**Instructions:**

1. For each category price the job titles you support within each category, provide
2. Pricing must include travel, delivery, shipping, or any other combination of exte Agencies / Affiliates pay.

**Note:**

1. You may add more lines as needed.

Item ID	Catagories	Title
A	Administrative Support (including office & clerical)	
B	Commercial / Industrial Workers	
C	Healthcare Staffing Services (clinical)	
D	Healthcare Staffing Services (non-clinical)	
E	Professional Services (other than IT)	





the hourly not-to-exceed rates for each level  
internal prices. Hourly Pricing must be what

Level I, II & III	Hourly Pricing
-------------------	----------------



Level 1	
Level 2	
Level 3	



Level 1	
Level 2	
Level 3	



Level 1	
Level 2	
Level 3	



Level 1	
Level 2	
Level 3	



Level 1	
Level 2	
Level 3	



## ATTACHMENT B

### STATE OF OKLAHOMA NEGOTIABLE GENERAL TERMS

This State of Oklahoma General Terms (“General Terms”) is a Contract document in connection with a Contract awarded by the Office of Management and Enterprise Services on behalf of the State of Oklahoma.

In addition to other terms contained in an applicable Contract document, Supplier and State agree to the following General Terms:

#### **1 Contract Order of Priority**

**1.1** Contract documents shall be read to be consistent and complementary. Any conflict among the Contract documents shall be resolved by giving priority to Contract documents in the following order of precedence:

- A.** any Amendment;
- B.** terms contained in this Contract document.
- C.** any Contract-specific State terms contained in a Contract document including, without limitation, information technology terms and terms specific to a statewide Contract or a State agency Contract;
- D.** any applicable Solicitation;
- E.** any successful Bid as may be amended through negotiation and to the extent the Bid does not otherwise conflict with the Solicitation, Contract or applicable law;
- F.** any statement of work, work order, or other mutually agreed Contract documents.

**1.2** If there is a conflict between the terms contained in this Contract document or in Contract-specific terms and an agreement provided by or on behalf of Supplier including but not limited to linked or supplemental documents which alter or diminish the rights of Customer or the State, the conflicting terms provided by Supplier shall not take priority over this Contract document or Acquisition-specific terms. In no event will any linked document alter or override such referenced terms except as specifically agreed in an Amendment.

## 2 Definitions

In addition to any defined terms set forth elsewhere in the Contract, the Oklahoma Central Purchasing Act and the Oklahoma Administrative Code, Title 260, the parties agree that, when used in the Contract, the following terms are defined as set forth below and may be used in the singular or plural form:

- 2.1 **Acquisition** means items, products, materials, supplies, services and equipment acquired by purchase, lease purchase, lease with option to purchase, value provided or rental under the Contract.
- 2.2 **Amendment** means any mutually executed, written modification to a Contract document or a written change, addition, correction or revision to a Solicitation.
- 2.3 **Bid** means an offer a Bidder submits in response to the Solicitation.
- 2.4 **Bidder** means an individual or business entity that submits a Bid in response to the Solicitation.
- 2.5 **Contract** means the written, mutually agreed and binding legal relationship resulting from the Contract documents and an appropriate encumbering document as may be amended from time to time, which evidences the final agreement between the parties with respect to the subject matter of the Contract.
- 2.6 **Customer** means the entity receiving goods or services contemplated by the Contract.
- 2.7 **Debarment** means action taken by a debaring official under federal or state law or regulations to exclude any business entity from inclusion on the Supplier list; bidding; offering to bid; providing a quote; receiving an award of contract with the State and may also result in cancellation of existing contracts with the State.
- 2.8 **Destination** means delivered to the receiving dock or other point specified in the applicable Contract document.
- 2.9 **Federal award** means the Federal financial assistance that a recipient receives directly from a Federal awarding agency or indirectly from a pass-through entity
- 2.10 **Governmental Entity** means any governmental entity specified as a political subdivision of the State pursuant to the Governmental Tort Claim Act including any associated institution, instrumentality, board, commission, committee, department, or other entity designated to act on behalf of the state.

- 2.11 Indemnified Parties** means the State and Customer and/or its officers, directors, agents, employees, representatives, contractors, assignees and designees thereof.
- 2.12 Inspection** means examining and testing an Acquisition (including, when appropriate, raw materials, components, and intermediate assemblies) to determine whether the Acquisition meets Contract requirements.
- 2.13 Moral Rights** means any and all rights of paternity or integrity of the Work Product and the right to object to any modification, translation or use of the Work Product and any similar rights existing under the judicial or statutory law of any country in the world or under any treaty, regardless of whether or not such right is denominated or referred to as a moral right.
- 2.14 OAC** means the Oklahoma Administrative Code.
- 2.15 OMES** means the Office of Management and Enterprise Services.
- 2.16 Solicitation** means the document inviting Bids for the Acquisition referenced in the Contract and any amendments thereto.
- 2.17 State** means the government of the state of Oklahoma, its employees and authorized representatives, including without limitation any department, agency, or other unit of the government of the state of Oklahoma.
- 2.18 Supplier** means the Bidder with whom the State enters into the Contract awarded pursuant to the Solicitation or the business entity or individual that is a party to the Contract with the State.
- 2.19 Suspension** means action taken by a suspending official under federal or state law or regulations to suspend a Supplier from inclusion on the Supplier list; be eligible to submit Bids to State agencies and be awarded a contract by a State agency subject to the Central Purchasing Act.
- 2.20 Supplier Confidential Information** means certain confidential and proprietary information of Supplier that is clearly marked as confidential and agreed by the State Purchasing Director or Customer, as applicable, but does not include information excluded from confidentiality in provisions of the Contract or the Oklahoma Open Records Act.
- 2.21 Work Product** means any and all deliverables produced by Supplier under a statement of work or similar Contract document issued pursuant to this Contract, including any and all tangible or intangible items or things that have been or will be prepared, created, developed, invented or conceived at any time following the Contract effective date including but not limited to any (i) works

of authorship (such as manuals, instructions, printed material, graphics, artwork, images, illustrations, photographs, computer programs, computer software, scripts, object code, source code or other programming code, HTML code, flow charts, notes, outlines, lists, compilations, manuscripts, writings, pictorial materials, schematics, formulae, processes, algorithms, data, information, multimedia files, text web pages or web sites, other written or machine readable expression of such works fixed in any tangible media, and all other copyrightable works), (ii) trademarks, service marks, trade dress, trade names, logos, or other indicia of source or origin, (iii) ideas, designs, concepts, personality rights, methods, processes, techniques, apparatuses, inventions, formulas, discoveries, or improvements, including any patents, trade secrets and know-how, (iv) domain names, (v) any copies, and similar or derivative works to any of the foregoing, (vi) all documentation and materials related to any of the foregoing, (vii) all other goods, services or deliverables to be provided by or on behalf of Supplier under the Contract and (viii) all Intellectual Property Rights in any of the foregoing, and which are or were created, prepared, developed, invented or conceived for the use of benefit of Customer in connection with this Contract or with funds appropriated by or for Customer or Customer's benefit (a) by any Supplier personnel or Customer personnel or (b) any Customer personnel who then became personnel to Supplier or any of its affiliates or subcontractors, where, although creation or reduction-to-practice is completed while the person is affiliated with Supplier or its personnel, any portion of same was created, invented or conceived by such person while affiliated with Customer.

### **3 Additional Pricing**

- 3.1** The price of a product offered under the Contract shall include and Supplier shall prepay all shipping, packaging, delivery and handling fees. All product deliveries will be free on board Customer's Destination. No additional fees shall be charged by Supplier for standard shipping and handling. If Customer requests expedited or special delivery, Customer may be responsible for any charges for expedited or special delivery.
- 3.2** Supplier shall have no right of setoff.
- 3.3** Because funds are typically dedicated to a particular fiscal year, an invoice will be paid only when timely submitted, which shall in no instance be later than six (6) months after the end of the fiscal year in which the goods are provided or services performed.

## 4 Ordering, Inspection, and Acceptance

- 4.1 Any product or service furnished under the Contract shall be ordered by issuance of a valid purchase order or other appropriate payment mechanism, including a pre-encumbrance, or by use of a valid Purchase Card. All orders and transactions are governed by the terms and conditions of the Contract. Any purchase order or other applicable payment mechanism dated prior to termination or expiration of the Contract shall be performed unless mutually agreed in writing otherwise.
- 4.2 Services will be performed in accordance with industry best practices and are subject to acceptance by the Customer. Notwithstanding any other provision in the Contract, deemed acceptance of a service or associated deliverable shall not apply automatically upon receipt of a deliverable or upon provision of a service.

Supplier warrants and represents that a product or deliverable furnished by or through the Supplier shall individually, and where specified by Supplier to perform as a system, be substantially uninterrupted and error-free in operation and guaranteed against faulty material and workmanship for a warranty period of the greater of ninety (90) days from the date of acceptance or the maximum allowed by the manufacturer. A defect in a product or deliverable furnished by or through the Supplier shall be repaired or replaced by Supplier at no additional cost or expense to the Customer if such defect occurs during the warranty period.

Any product to be delivered pursuant to the Contract shall be subject to final inspection and acceptance by the Customer at Destination. The Customer assumes no responsibility for a product until accepted by the Customer. Title and risk of loss or damage to a product shall be the responsibility of the Supplier until accepted. The Supplier shall be responsible for filing, processing, and collecting any and all damage claims accruing prior to acceptance.

Pursuant to OAC 260:115-9-1, payment for an Acquisition does not constitute final acceptance of the Acquisition. If subsequent inspection affirms that the Acquisition does not meet or exceed the specifications of the order or that the Acquisition has a latent defect, the Supplier shall be notified as soon as is reasonably practicable. The Supplier shall retrieve and replace the Acquisition at Supplier's expense or, if unable to replace, shall issue a refund to Customer. Refund under this section shall not be an exclusive remedy.

- 4.3** Supplier shall deliver products and services on or before the required date specified in a Contract document. Failure to deliver timely may result in liquidated damages as set forth in the applicable Contract document. Deviations, substitutions, or changes in a product or service, including changes of personnel directly providing services, shall not be made unless expressly authorized in writing by the Customer. Any substitution of personnel directly providing services shall be a person of comparable or greater skills, education and experience for performing the services as the person being replaced. Additionally, Supplier shall provide staff sufficiently experienced and able to perform with respect to any transitional services provided by Supplier in connection with termination or expiration of the Contract.
- 4.4** Product warranty and return policies and terms provided under any Contract document will not be more restrictive or more costly than warranty and return policies and terms for other similarly situated customers for a like product.

## **5 Maintenance of Insurance, Payment of Taxes, and Workers' Compensation**

- 5.1** As a condition of this Contract, Supplier shall procure at its own expense, and provide proof of, insurance coverage with the applicable liability limits set forth below and any approved subcontractor of Supplier shall procure and provide proof of the same coverage. The required insurance shall be underwritten by an insurance carrier with an A.M. Best rating of A- or better.

Such proof of coverage shall additionally be provided to the Customer if services will be provided by any of Supplier's employees, agents or subcontractors at any Customer premises and/or employer vehicles will be used in connection with performance of Supplier's obligations under the Contract. Supplier may not commence performance hereunder until such proof has been provided. Additionally, Supplier shall ensure each insurance policy includes a notice of cancellation and includes the State and its agencies as certificate holder and shall promptly provide proof to the State of any renewals, additions, or changes to such insurance coverage. Supplier's obligation to maintain insurance coverage under the Contract is a continuing obligation until Supplier has no further obligation under the Contract. Any combination of primary and excess or umbrella insurance may be used to satisfy the limits of coverage for Commercial General Liability, Auto Liability and Employers' Liability. Unless agreed between the parties and approved by the State Purchasing Director, the minimum acceptable insurance limits of liability are as follows:

- A.** Workers' Compensation and Employer's Liability Insurance in accordance with and to the extent required by applicable law;

- B. Commercial General Liability Insurance covering the risks of personal injury, bodily injury (including death) and property damage, including coverage for contractual liability, with a limit of liability of not less than \$2,000,000 per occurrence;
- C. Automobile Liability Insurance with limits of liability of not less than \$2,000,000 combined single limit each accident;
- D. If the Supplier will access, process, or store state data, then Security and Privacy Liability insurance, including coverage for failure to protect confidential information and failure of the security of Supplier's computer systems that results in unauthorized access to Customer data with limits \$5,000,000 per occurrence; and
- E. Additional coverage required in writing in connection with a particular Acquisition.

**5.2** Supplier shall be entirely responsible during the existence of the Contract for the liability and payment of taxes payable by or assessed to Supplier or its employees, agents and subcontractors of whatever kind, in connection with the Contract. Supplier further agrees to comply with all state and federal laws applicable to any such persons, including laws regarding wages, taxes, insurance, and Workers' Compensation. Neither Customer nor the State shall be liable to the Supplier, its employees, agents, or others for the payment of taxes or the provision of unemployment insurance and/or Workers' Compensation or any benefit available to a State or Customer employee.

**5.3** Supplier agrees to indemnify Customer, the State, and its employees, agents, representatives, contractors, and assignees for any and all liability, actions, claims, demands, or suits, and all related costs and expenses (including without limitation reasonable attorneys' fees and costs required to establish the right to indemnification) relating to tax liability, unemployment insurance and/or Workers' Compensation in connection with its performance under the Contract.

## **6 Compliance with Applicable Laws**

**6.1** As long as Supplier has an obligation under the terms of the Contract and in connection with performance of its obligations, the Supplier represents its present compliance, and shall have an ongoing obligation to comply, with all applicable federal, State, and local laws, rules, regulations, ordinances, and orders, as amended, including but not limited to the following:

- A. Drug-Free Workplace Act of 1988 set forth at 41 U.S.C. §81.

- B.** Section 306 of the Clean Air Act, Section 508 of the Clean Water Act, Executive Order 11738, and Environmental Protection Agency Regulations which prohibit the use of facilities included on the EPA List of Violating Facilities under nonexempt federal contracts, grants or loans;
- C.** Prospective participant requirements set at 45 C.F.R. part 76 in connection with Debarment, Suspension and other responsibility matters;
- D.** 1964 Civil Rights Act, Title IX of the Education Amendment of 1972, Section 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act of 1990, and Executive Orders 11246 and 11375;
- E.** Anti-Lobbying Law set forth at 31 U.S.C. §1325 and as implemented at 45 C.F.R. part 93;
- F.** Requirements of Internal Revenue Service Publication 1075 regarding use, access and disclosure of Federal Tax Information (as defined therein);
- G.** Obtaining certified independent audits conducted in accordance with Government Auditing Standards and Office of Management and Budget Uniform Guidance, 2 CFR 200 Subpart F §200.500 et seq. with approval and work paper examination rights of the applicable procuring entity;
- H.** Requirements of the Oklahoma Taxpayer and Citizen Protection Act of 2007, 25 O.S. §1312 and applicable federal immigration laws and regulations and be registered and participate in the Status Verification System. The Status Verification System is defined at 25 O.S. §1312, includes but is not limited to the free Employment Verification Program (E-Verify) through the Department of Homeland Security, and is available at [www.dhs.gov/E-Verify](http://www.dhs.gov/E-Verify);
- I.** Requirements of the Health Insurance Portability and Accountability Act of 1996; Health Information Technology for Economic and Clinical Health Act; Payment Card Industry Security Standards; Criminal Justice Information System Security Policy and Security Addendum; and Family Educational Rights and Privacy Act; and
- J.** Be registered as a business entity licensed to do business in the State, have obtained a sales tax permit, and be current on franchise tax payments to the State, as applicable.

- 6.2** The Supplier's employees, agents and subcontractors shall adhere to applicable Customer policies including, but not limited to acceptable use of Internet and electronic mail, facility and data security, press releases, and public relations. As applicable, the Supplier shall adhere to the State Information Security Policy, Procedures, Guidelines set forth at [Information Security Policy, Procedures, Guidelines \(oklahoma.gov\)](#) Supplier is responsible for reviewing and relaying such policies covering the above to the Supplier's employees, agents and subcontractors.
- 6.3** At no additional cost to Customer, the Supplier shall maintain all applicable licenses and permits required in association with its obligations under the Contract.
- 6.4** In addition to compliance under subsection 6.1 above, Supplier shall have a continuing obligation to comply with applicable Customer-specific mandatory contract provisions required in connection with the receipt of federal funds or other funding source.
- 6.5** The Supplier is responsible to review and inform its employees, agents, and subcontractors who provide a product or perform a service under the Contract of the Supplier's obligations under the Contract and Supplier certifies that its employees and each such subcontractor shall comply with minimum requirements and applicable provisions of the Contract. At the request of the State, Supplier shall promptly provide adequate evidence that such persons are its employees, agents or approved subcontractors and have been informed of their obligations under the Contract.
- 6.6** As applicable, Supplier agrees to comply with the Governor's Executive Orders related to the use of any tobacco product, electronic cigarette or vaping device on any and all properties owned, leased, or contracted for use by the State, including but not limited to all buildings, land and vehicles owned, leased, or contracted for use by agencies or instrumentalities of the State.
- 6.7** The execution, delivery and performance of the Contract and any ancillary documents by Supplier will not, to the best of Supplier's knowledge, violate, conflict with, or result in a breach of any provision of, or constitute a default (or an event which, with notice or lapse of time or both, would constitute a default) under, or result in the termination of, any written contract or other instrument between Supplier and any third party.
- 6.8** Supplier represents that it has the ability to pay its debts when due and it does not anticipate the filing of a voluntary or involuntary bankruptcy petition or appointment of a receiver, liquidator or trustee.

- 6.9** Supplier represents that, to the best of its knowledge, any litigation or claim or any threat thereof involving Supplier has been disclosed in writing to the State and Supplier is not aware of any other litigation, claim or threat thereof.
- 6.10** If services provided by Supplier include delivery of an electronic communication, Supplier shall ensure such communication and any associated support documents are compliant with Section 508 of the Federal Rehabilitation Act and with State standards regarding accessibility. Should any communication or associated support documents be non-compliant, Supplier shall correct and re-deliver such communication immediately upon discovery or notice, at no additional cost to the State. Additionally, as part of compliance with accessibility requirements where documents are only provided in non-electronic format, Supplier shall promptly provide such communication and any associated support documents in an alternate format usable by individuals with disabilities upon request and at no additional cost, which may originate from an intended recipient or from the State.

## **7 Audits and Records Clause**

- 7.1** As used in this clause and pursuant to 67 O.S. §203, “record” includes a document, book, paper, photograph, microfilm, computer tape, disk, record, sound recording, film recording, video record, accounting procedures and practices, and other data, regardless of type and regardless of whether such items are in written form, in the form of computer data, or in any other form.
- 7.2** Supplier agrees any pertinent federal or State agency or governing entity of a Customer shall have the right to examine and audit, at no additional cost to a Customer, all records relevant to the execution and performance of the Contract except, unless otherwise agreed, costs of Supplier that comprise pricing under the Contract.
- 7.3** The Supplier is required to retain records relative to the Contract for the duration of the Contract and for a period of seven (7) years following completion or termination of an Acquisition unless otherwise indicated in the Contract terms. If a claim, audit, litigation or other action involving such records is started before the end of the seven-year period, the records are required to be maintained for two (2) years from the date that all issues arising out of the action are resolved, or until the end of the seven (7) year retention period, whichever is later.
- 7.4** Pursuant to 74 O.S. §85.41, if professional services are provided hereunder, all items of the Supplier that relate to the professional services are subject to examination by the State agency, State Auditor and Inspector and the State Purchasing Director.

## **8 Confidentiality**

- 8.1** The Supplier shall maintain strict security of all State and citizen data and records entrusted to it or to which the Supplier gains access, in accordance with and subject to applicable federal and State laws, rules, regulations, and policies and shall use any such data and records only as necessary for Supplier to perform its obligations under the Contract. The Supplier further agrees to evidence such confidentiality obligation in a separate writing if required under such applicable federal or State laws, rules and regulations. The Supplier warrants and represents that such information shall not be sold, assigned, conveyed, provided, released, disseminated or otherwise disclosed by Supplier, its employees, officers, directors, subsidiaries, affiliates, agents, representatives, assigns, subcontractors, independent contractors, successor or any other persons or entities without Customer's prior express written permission. Supplier shall instruct all such persons and entities that the confidential information shall not be disclosed or used without the Customer's prior express written approval except as necessary for Supplier to render services under the Contract. The Supplier further warrants that it has a tested and proven system in effect designed to protect all confidential information.
- 8.2** Supplier shall establish, maintain and enforce agreements with all such persons and entities that have access to State and citizen data and records to fulfill Supplier's duties and obligations under the Contract and to specifically prohibit any sale, assignment, conveyance, provision, release, dissemination or other disclosure of any State or citizen data or records except as required by law or allowed by written prior approval of the Customer.
- 8.3** Supplier shall immediately report to the Customer any and all unauthorized use, appropriation, sale, assignment, conveyance, provision, release, access, acquisition, disclosure or other dissemination of any State or citizen data or records of which it or its parent company, subsidiaries, affiliates, employees, officers, directors, assignees, agents, representatives, independent contractors, and subcontractors is aware or have knowledge or reasonable should have knowledge. The Supplier shall also promptly furnish to Customer full details of the unauthorized use, appropriation, sale, assignment, conveyance, provision, release, access, acquisition, disclosure or other dissemination, or attempt thereof, and use its best efforts to assist the Customer in investigating or preventing the reoccurrence of such event in the future. The Supplier shall cooperate with the Customer in connection with any litigation and investigation deemed necessary by the Customer to protect any State or citizen data and records and shall bear all costs associated with the investigation, response and recovery in connection with any breach of State or citizen data or records including but not limited to credit monitoring services with a term of

at least three (3) years, all notice-related costs and toll free telephone call center services.

- 8.4** Supplier further agrees to promptly prevent a reoccurrence of any unauthorized use, appropriation, sale, assignment, conveyance, provision, release, access, acquisition, disclosure or other dissemination of State or citizen data and records.
- 8.5** Supplier acknowledges that any improper use, appropriation, sale, assignment, conveyance, provision, release, access, acquisition, disclosure or other dissemination of any State data or records to others may cause immediate and irreparable harm to the Customer and certain beneficiaries and may violate state or federal laws and regulations. If the Supplier or its affiliates, parent company, subsidiaries, employees, officers, directors, assignees, agents, representatives, independent contractors, and subcontractors improperly use, appropriate, sell, assign, convey, provide, release, access, acquire, disclose or otherwise disseminate such confidential information to any person or entity in violation of the Contract, the Customer will immediately be entitled to injunctive relief and/or any other rights or remedies available under this Contract, at equity or pursuant to applicable statutory, regulatory, and common law without a cure period.
- 8.6** The Supplier shall immediately forward to the State Purchasing Director, and any other applicable person listed in the Notices section(s) of the Contract, any request by a third party for data or records in the possession of the Supplier or any subcontractor or to which the Supplier or subcontractor has access and Supplier shall fully cooperate with all efforts to protect the security and confidentiality of such data or records in response to a third party request.

## **9 Assignment and Permitted Subcontractors**

- 9.1** Supplier's obligations under the Contract may not be assigned or transferred to any other person or entity without the prior written consent of the State which may be withheld at the State's sole discretion. Should Supplier assign its rights to payment, in whole or in part, under the Contract, Supplier shall provide the State and all affected Customers with written notice of the assignment. Such written notice shall be delivered timely and contain details sufficient for affected Customers to perform payment obligations without any delay caused by the assignment.
- 9.2** Notwithstanding the foregoing, the Contract may be assigned by Supplier to any corporation or other entity in connection with a merger, consolidation, sale of all equity interests of the Supplier, or a sale of all or substantially all of the assets of the Supplier to which the Contract relates. In any such case, said

corporation or other entity shall by operation of law or expressly in writing assume all obligations of the Supplier as fully as if it had been originally made a party to the Contract. Supplier shall give the State and all affected Customers prior written notice of said assignment. Any assignment or delegation in violation of this subsection shall be void.

- 9.3** If the Supplier is permitted to utilize subcontractors in support of the Contract, the Supplier shall remain solely responsible for its obligations under the terms of the Contract, for its actions and omissions and those of its agents, employees and subcontractors and for payments to such persons or entities. Prior to a subcontractor being utilized by the Supplier, the Supplier shall obtain written approval of the State of such subcontractor and each employee, as applicable to a particular Acquisition, of such subcontractor proposed for use by the Supplier. Such approval is within the sole discretion of the State. Any proposed subcontractor shall be identified by entity name, and by employee name, if required by the particular Acquisition, in the applicable proposal and shall include the nature of the services to be performed. As part of the approval request, the Supplier shall provide a copy of a written agreement executed by the Supplier and subcontractor setting forth that such subcontractor is bound by and agrees, as applicable, to perform the same covenants and be subject to the same conditions and make identical certifications to the same facts and criteria, as the Supplier under the terms of all applicable Contract documents. Supplier agrees that maintaining such agreement with any subcontractor and obtaining prior written approval by the State of any subcontractor and associated employees shall be a continuing obligation. The State further reserves the right to revoke approval of a subcontractor or an employee thereof in instances of poor performance, misconduct or for other similar reasons.
- 9.4** All payments under the Contract shall be made directly to the Supplier, except as provided in subsection A above regarding the Supplier's assignment of payment. No payment shall be made to the Supplier for performance by unapproved or disapproved employees of the Supplier or a subcontractor.
- 9.5** Rights and obligations of the State or a Customer under the terms of this Contract may be assigned or transferred, at no additional cost, to other Customer entities.

## **10 Background Checks and Criminal History Investigations**

Prior to the commencement of any services, performance of background checks and criminal history investigations of the Supplier's employees and subcontractors who will be providing services may be required. If required, the Supplier agree to provide the State with a description of the background check process to include any vendor's

used to gather information. Supplier will further attest that each employee and subcontractor providing services has passed the back ground check. Supplier's access to facilities, data and information may be withheld prior to completion of background verification acceptable to the State. The costs of additional background checks beyond Supplier's normal hiring practices shall be the responsibility of the Customer unless such additional background checks are required solely because Supplier will not provide verification of results of its otherwise acceptable normal background checks; in such an instance, Supplier shall pay for the additional background checks. Supplier will coordinate with the State and its employees to complete the necessary background checks and criminal history investigations. Should any employee or subcontractor of the Supplier who will be providing services under the Contract not be acceptable as a result of the background check or criminal history investigation, the Customer may require replacement of the employee or subcontractor in question and, if no suitable replacement is made within a reasonable time, terminate the purchase order or other payment mechanism associated with the project or services.

## **11 Patents and Copyrights**

Without exception, a product or deliverable price shall include all royalties or costs owed by the Supplier to any third party arising from the use of a patent, intellectual property, copyright or other property right held by such third party. Should any third party threaten or make a claim that any portion of a product or service provided by Supplier under the Contract infringes that party's patent, intellectual property, copyright or other property right, Supplier shall enable each affected Customer to legally continue to use, or modify for use, the portion of the product or service at issue or replace such potentially infringing product, or re-perform or redeliver in the case of a service, with at least a functional non-infringing equivalent. Supplier's duty under this section shall extend to include any other product or service rendered materially unusable as intended due to replacement or modification of the product or service at issue. If the Supplier determines that none of these alternatives are reasonably available, the State shall return such portion of the product or deliverable at issue to the Supplier, upon written request, in exchange for a refund of the price paid for such returned goods as well as a refund or reimbursement, if applicable, of the cost of any other product or deliverable rendered materially unusable as intended due to removal of the portion of product or deliverable at issue. Any remedy provided under this section is not an exclusive remedy and is not intended to operate as a waiver of legal or equitable remedies because of acceptance of relief provided by Supplier.

## **12 Indemnification**

### **12.1 Acts or Omissions**

- A.** Supplier shall defend and indemnify the Indemnified Parties, as applicable, for any and all liability, claims, damages, losses, costs, expenses, demands, suits and actions of third parties (including without limitation reasonable attorneys' fees and costs required to establish the right to indemnification) arising out of, or resulting from any action or claim for bodily injury, death, or property damage brought against any of the Indemnified parties to the extent arising from any negligent act or omission or willful misconduct of the Supplier or its agents, employees, or subcontractors in the execution or performance of the Contract.
- B.** To the extent Supplier is found liable for loss, damage, or destruction of any property of Customer due to negligence, misconduct, wrongful act, or omission on the part of the Supplier, its employees, agents, representatives, or subcontractors, the Supplier and Customer shall use best efforts to mutually negotiate an equitable settlement amount to repair or replace the property unless such loss, damage or destruction is of such a magnitude that repair or replacement is not a reasonable option. Such amount shall be invoiced to, and is payable by, Supplier sixty (60) calendar days after the date of Supplier's receipt of an invoice for the negotiated settlement amount.

## **12.2 Infringement**

Supplier shall indemnify the Indemnified Parties, as applicable, for all liability, claims, damages, losses, costs, expenses, demands, suits and actions of third parties (including without limitation reasonable attorneys' fees and costs required to establish the right to indemnification) arising from or in connection with Supplier's breach of its representations and warranties in the Contract or alleged infringement of any patent, intellectual property, copyright or other property right in connection with a product or service provided under the Contract. Supplier's duty under this section is reduced to the extent a claimed infringement results from: (a) a Customer's or user's content; (b) modifications by Customer or third party to a product delivered under the Contract or combinations of the product with any non-Supplier-provided services or products unless Supplier recommended or participated in such modification or combination; (c) use of a product or service by Customer in violation of the Contract unless done so at the direction of Supplier, or (d) a non-Supplier product that has not been provided to the State by, through or on behalf of Supplier as opposed to its combination with products Supplier provides to or develops for the State or a Customer as a system.

## **12.3 Notice and Cooperation**

In connection with indemnification obligations under the Contract, the parties agree to furnish prompt written notice to each other of any third-party claim. Any Customer affected by the claim will reasonably cooperate with Supplier and defense of the claim to the extent its interests are aligned with Supplier. Supplier shall use counsel reasonably experienced in the subject matter at issue and will not settle a claim without the written consent of the party being defended and where applicable the Attorney General of Oklahoma, which consent will not be unreasonably withheld or delayed, except that no consent will be required to settle a claim against Indemnified Parties that are not a State agency, where relief against the Indemnified Parties is limited to monetary damages that are paid by the defending party under indemnification provisions of the Contract.

#### **12.4 Limitation of Liability**

- A.** With respect to any claim or cause of action arising under or related to the Contract, neither the State nor any Customer shall be liable to Supplier for lost profits, lost sales or business expenditures, investments, or commitments in connection with any business, loss of any goodwill, or for any other indirect, incidental, punitive, special or consequential damages, even if advised of the possibility of such damages.
- B.** Notwithstanding anything to the contrary in the Contract, no provision shall limit damages, expenses, costs, actions, claims, and liabilities arising from or related to property damage, bodily injury or death caused by Supplier or its employees, agents or subcontractors; indemnity, security or confidentiality obligations under the Contract; the bad faith, negligence, intentional misconduct or other acts for which applicable law does not allow exemption from liability of Supplier or its employees, agents or subcontractors.
- C.** The limitation of liability and disclaimers set forth in the Contract will apply regardless of whether Customer has accepted a product or service. The parties agree that Supplier has set its fees and entered into the Contract in reliance on the disclaimers and limitations set forth herein, that the same reflect an allocation of risk between the parties and form an essential basis of the bargain between the parties. These limitations shall apply notwithstanding any failure of essential purpose of any limited remedy.

### **13 Termination for Cause**

- 13.1** Supplier may terminate the Contract if (i) it has provided the State with written notice of material breach and (ii) the State fails to cure such material breach within thirty (30) days of receipt of written notice. If there is more than one Customer, material breach by a Customer does not give rise to a claim of material breach as grounds for termination by Supplier of the Contract as a whole. The State may terminate the Contract in whole or in part if (i) it has provided Supplier with written notice of material breach, and (ii) Supplier fails to cure such material breach within thirty (30) days of receipt of written notice. Any partial termination of the Contract under this section shall not be construed as a waiver of, and shall not affect, the rights and obligations of any party regarding portions of the Contract that are not terminated.
- 13.2** The State may terminate the Contract in whole or in part immediately without a thirty (30) day written notice to Supplier if (i) Supplier fails to comply with confidentiality, privacy, security, environmental or safety requirements applicable to Supplier's performance or obligations under the Contract; (ii) Supplier's material breach is reasonably determined to be an impediment to the function of the State and detrimental to the State or to cause a condition precluding the thirty (30) day notice or (iii) when the State determines that an administrative error in connection with award of the Contract occurred prior to Contract performance.
- 13.3** The State may terminate the Contract if the scope includes PR Vendor services and the Supplier, or Supplier's employee, violate the lobbying clause. PR Vendor services is defined to include a contract for public relations (PR), marketing or communication services. The State may immediately terminate the Contract with no more than 10-day notice under this section.
- 13.4** Upon receipt of notice of a termination, Supplier shall immediately comply with the notice terms and take all necessary steps to minimize the incurrence of costs allocable to the work affected by the notice. If a purchase order or other payment mechanism has been issued and a product or service has been accepted as satisfactory prior to the effective date of termination, the termination does not relieve an obligation to pay for the product or service but there shall not be any liability for further payments ordinarily due under the Contract or for any damages or other amounts caused by or associated with such termination. Such termination is not an exclusive remedy but is in addition to any other rights and remedies provided for by law. Any amount paid to Supplier in the form of prepaid fees that are unused when the Contract or certain obligations are terminated shall be refunded. Termination of the Contract under this section, in whole or in part, shall not relieve the Supplier of liability for claims arising under the Contract.

**13.5** The Supplier's repeated failure to provide an acceptable product or service; Supplier's unilateral revision of linked or supplemental terms that have a materially adverse impact on a Customer's rights or obligations under the Contract (except as required by a governmental authority); actual or anticipated failure of Supplier to perform its obligations under the Contract; Supplier's inability to pay its debts when due; assignment for the benefit of Supplier's creditors; or voluntary or involuntary appointment of a receiver or filing of bankruptcy of Supplier shall constitute a material breach of the Supplier's obligations, which may result in partial or whole termination of the Contract. This subsection is not intended as an exhaustive list of material breach conditions. Termination may also result from other instances of failure to adhere to the Contract provisions and for other reasons provided for by applicable law, rules or regulations; without limitation, OAC 260:115-9-1 is an example.

## **14 Termination for Convenience**

**14.1** The State may terminate the Contract, in whole or in part, for convenience if it is determined that termination is in the State's best interest. In the event of a termination for convenience, Supplier will be provided at least thirty (30) days' written notice of termination. Any partial termination of the Contract shall not be construed as a waiver of, and shall not affect, the rights and obligations of any party regarding portions of the Contract that remain in effect.

**14.2** Upon receipt of notice of such termination, Supplier shall immediately comply with the notice terms and take all necessary steps to minimize the incurrence of costs allocable to the work affected by the notice. If a purchase order or other payment mechanism has been issued and a product or service has been accepted as satisfactory prior to the effective date of termination, the termination does not relieve an obligation to pay for the product or service but there shall not be any liability for further payments ordinarily due under the Contract or for any damages or other amounts caused by or associated with such termination. Such termination shall not be an exclusive remedy but shall be in addition to any other rights and remedies provided for by law. Any amount paid to Supplier in the form of prepaid fees that are unused when the Contract or certain obligations are terminated shall be refunded. Termination of the Contract under this section, in whole or in part, shall not relieve the Supplier of liability for claims arising under the Contract.

## **15 Suspension of Supplier**

**15.1** Supplier may be subject to Suspension without advance notice and may additionally be suspended from activities under the Contract if Supplier fails

to comply with confidentiality, privacy, security, environmental or safety requirements applicable to Supplier's performance or obligations under the Contract.

**15.2** Upon receipt of a notice pursuant to this section, Supplier shall immediately comply with the notice terms and take all necessary steps to minimize the incurrence of costs allocable to the work affected by the notice. If a purchase order or other payment mechanism has been issued and a product or service has been accepted as satisfactory prior to receipt of notice by Supplier, the Suspension does not relieve an obligation to pay for the product or service but there shall not be any liability for further payments ordinarily due under the Contract during a period of Suspension or suspended activity or for any damages or other amounts caused by or associated with such Suspension or suspended activity. A right exercised under this section shall not be an exclusive remedy but shall be in addition to any other rights and remedies provided for by law. Any amount paid to Supplier in the form of prepaid fees attributable to a period of Suspension or suspended activity shall be refunded.

**15.3** Such Suspension may be removed, or suspended activity may resume, at the earlier of such time as a formal notice is issued that authorizes the resumption of performance under the Contract or at such time as a purchase order or other appropriate encumbrance document is issued. This subsection is not intended to operate as an affirmative statement that such resumption will occur.

## **16 Certification Regarding State Employees Prohibition From Fulfilling Services**

Pursuant to 74 O.S. § 85.42, the Supplier certifies that no person involved in any manner in development of the Contract employed by the State shall be employed to fulfill any services provided under the Contract.

## **17 Force Majeure**

**17.1** Either party shall be temporarily excused from performance to the extent delayed as a result of unforeseen causes beyond its reasonable control including fire or other similar casualty, act of God, strike or labor dispute, war or other violence, or any law, order or requirement of any governmental agency or authority provided the party experiencing the force majeure event has prudently and promptly acted to take any and all steps within the party's control to ensure continued performance and to shorten duration of the event. If a party's performance of its obligations is materially hindered as a result of a force majeure event, such party shall promptly notify the other party of its best reasonable assessment of the nature and duration of the force majeure event and steps it is taking, and plans to take, to mitigate the effects of the force majeure event. The party shall use commercially reasonable best efforts to

continue performance to the extent possible during such event and resume full performance as soon as reasonably practicable.

**17.2** Subject to the conditions set forth above, non-performance as a result of a force majeure event shall not be deemed a default. However, a purchase order or other payment mechanism may be terminated if Supplier cannot cause delivery of a product or service in a timely manner to meet the business needs of Customer. Supplier is not entitled to payment for products or services not received and, therefore, amounts payable to Supplier during the force majeure event shall be equitably adjusted downward.

**17.3** Notwithstanding the foregoing or any other provision in the Contract, (i) the following are not a force majeure event under the Contract: (a) shutdowns, disruptions or malfunctions in Supplier's system or any of Supplier's telecommunication or internet services other than as a result of general and widespread internet or telecommunications failures that are not limited to Supplier's systems or (b) the delay or failure of Supplier or subcontractor personnel to perform any obligation of Supplier hereunder unless such delay or failure to perform is itself by reason of a force majeure event and (ii) no force majeure event modifies or excuses Supplier's obligations related to confidentiality, indemnification, data security or breach notification obligations set forth herein.

## **18 Security of Property and Personnel**

In connection with Supplier's performance under the Contract, Supplier may have access to Customer personnel, premises, data, records, equipment and other property. Supplier shall use commercially reasonable best efforts to preserve the safety and security of such personnel, premises, data, records, equipment, and other property of Customer. Supplier shall be responsible for damage to such property to the extent such damage is caused by its employees or subcontractors and shall be responsible for loss of Customer property in its possession, regardless of cause. If Supplier fails to comply with Customer's security requirements, Supplier is subject to immediate suspension of work as well as termination of the associated purchase order or other payment mechanism.

## **19 Miscellaneous**

### **19.1 Transition Services**

If transition services are needed at the time of Contract expiration or termination, Supplier shall provide such services on a month-to-month basis, at the contract rate or other mutually agreed rate. Supplier shall provide a proposed transition plan, upon request, and cooperate with any successor

supplier and with establishing a mutually agreeable transition plan. Failure to cooperate may be documented as poor performance of Supplier.

## **19.2 Publicity**

The existence of the Contract or any Acquisition is in no way an endorsement of Supplier, the products or services and shall not be so construed by Supplier in any advertising or publicity materials. Supplier agrees to submit to the State all advertising, sales, promotion, and other publicity matters relating to the Contract wherein the name of the State or any Customer is mentioned or language used from which, in the State's judgment, an endorsement may be inferred or implied. Supplier further agrees not to publish or use such advertising, sales promotion, or publicity matter or release any informational pamphlets, notices, press releases, research reports, or similar public notices concerning the Contract or any Acquisition hereunder without obtaining the prior written approval of the State.

## **19.3 Mutual Responsibilities**

- A.** No party to the Contract grants the other the right to use any trademarks, trade names, other designations in any promotion or publication without the express written consent by the other party.
- B.** The Contract is a non-exclusive contract and each party is free to enter into similar agreements with others.
- C.** The Customer and Supplier each grant the other only the licenses and rights specified in the Contract and all other rights and interests are expressly reserved.
- D.** The Customer and Supplier shall reasonably cooperate with each other and any Supplier to which the provision of a product and/or service under the Contract may be transitioned after termination or expiration of the Contract.
- E.** Except as otherwise set forth herein, where approval, acceptance, consent, or similar action by a party is required under the Contract, such action shall not be unreasonably delayed or withheld.

## **19.4 Entire Agreement**

The Contract documents taken together as a whole constitute the entire agreement between the parties. The Contract documents include this Contract, any Amendments to this Contract, applicable Solicitation, and any successful bid as may be amended or limited through negotiation. No statement, promise,

condition, understanding, inducement or representation, oral or written, expressed or implied, which is not contained in a Contract document shall be binding or valid. The Supplier's certifications, including any completed electronically, are incorporated by reference into the Contract.

## ATTACHMENT C

### OKLAHOMA STATEWIDE CONTRACT TERMS

#### 1. Statewide Contract Type

- 1.1 The Contract is a non-mandatory statewide contract for use by State agencies. Additionally, the Contract may be used by any governmental entity specified as a political subdivision of the State pursuant to the Governmental Tort Claims Act including any associated institution, instrumentality, board, commission, committee, department or other entity designated to act on behalf of the political subdivision; a state, county or local governmental entity in its state of origin; and entities authorized to utilize contracts by the State via a multistate or multigovernmental contract.
- 1.2 The Contract is a firm, fixed price contract for indefinite delivery and quantity for the Acquisitions available under the Contract.

#### 2. Orders and Amendments

- 2.1 Unless mutually agreed in writing otherwise, orders shall be placed directly with the Supplier by issuance of written purchase orders or by Purchase Card by state agencies and other authorized entities. All orders are subject to the Contract terms and any order dated prior to Contract expiration shall be performed. Delivery to multiple destinations may be required.
- 2.2 Any ordering document shall be effective between Supplier and the Customer only and shall not be an Amendment to the Contract in its entirety or apply to any Acquisition by another Customer.
- 2.3 Additional terms added to a Contract Document by a Customer shall be effective if the additional terms do not conflict with the General Terms and are acceptable to Supplier. However, an Amendment to the Contract shall be signed by the State Purchasing Director or designee. Regarding information technology and telecommunications contracts, pursuant to 62 O.S., §34.11.1, the Chief Information Officer acts as the Information Technology and Telecommunications Purchasing Director.

### **3. Termination**

All terms in this Contract relating to termination flow through to the Customer. A customer may terminate for funding insufficiency, cause or convenience any order or agreement made pursuant to this Contract. The termination must be done according to terms set forth in this Contract.

### **4. No Guarantee of Products or Services Required**

The State shall not guarantee any minimum or maximum amount of Supplier products or services required under the Contract.

### **5. Contract Management Fee and Usage Report**

**5.1** Pursuant to 74 O.S. § 85.33A, the State assesses a contract management fee on all transactions under a statewide contract. The payment of such fee will be calculated for all transactions, net of returns and the Supplier has no right of setoff against such fee regardless of the payment status of any Customer or any aggregate accounts receivable percentage. Supplier acknowledges and agrees that all prices quoted under any statewide contract shall include the contract management fee and the contract management fee shall not be reflected as a separate line item in Supplier's billing. The State reserves the right to change this fee upward or downward upon sixty (60) calendar days' written notice to Supplier without further requirement for an Amendment.

**5.2** While Supplier is the awardee of a statewide contract, transactions that occur under the terms of the statewide contract are subject to a one percent (1%) contract management fee to be paid by Supplier. Supplier shall submit a Contract Usage Report on a quarterly basis for each contract using a form provided by the State and such report shall include applicable information for each transaction. Reports shall include usage of the statewide contract by every Customer during the applicable quarter. A singular report provided late will not be considered a breach of the statewide contract; provided, however, repeated failure to submit accurate quarterly usage reports and submit timely payments may result in suspension or termination, in whole or in part, of the Contract.

**5.3** All Contract Usage Reports shall meet the following criteria:

- i. Electronic submission in Microsoft Excel format to [strategic.sourcing@omes.ok.gov](mailto:strategic.sourcing@omes.ok.gov);

- ii. Quarterly submission regardless of whether there were transactions under the Contract during the applicable quarterly reporting period;
- iii. Submission no later than forty-five (45) days following the end of each calendar quarter;
- iv. Contract quarterly reporting periods shall be as follows:
  - a. January 01 through March 31;
  - b. April 01 through June 30;
  - c. July 01 through September 30; and
  - d. October 01 through December 31.
  - e. Reports must include the following information:
  - f. Procuring entity;
  - g. Order date;
  - h. Purchase Order number or note that the transaction was paid by Purchase Card;
  - i. City in which products or services were received or specific office or subdivision title;
  - j. Product manufacturer or type of service;
  - k. Manufacturer item number, if applicable;
  - l. Product description;
  - m. General product category, if applicable;
  - n. Quantity;
  - o. Unit list price or MSRP, as applicable;
  - p. Unit price charged to the purchasing entity; and
  - q. Other Contract usage information requested by the State.

**5.4** Payment of the contract management fee shall be delivered to the address below, or by setting up ACH. Payments must be received within forty-five (45) calendar days after the end of each quarterly reporting period.

Office of Management and Enterprise Services  
P.O. Box 248984  
Oklahoma City, Oklahoma 73124-8984

To ensure payment is properly accounted for, Supplier shall provide the following information with payment: (i) reference to the applicable Contract Usage Report and quarterly reporting period and (ii) the applicable statewide contract number(s) and the amount of the contract management fee being paid for each contract number.

EV0000607				
Pricing Template				
Exhibit 3				
<b>Instructions:</b>				
1. For each category price the job titles you support within each category, provide hourly not-to-exceed rates for each level and category as applicable.				
2. Pricing must include travel, delivery, shipping, or any other combination of external prices. Hourly Pricing must be what Agencies / Affiliates pay.				
<b>Note:</b>				
1. You may add more lines as needed.				
Item ID	Categories	Title	Level I, II & III	Hourly Pricing
A	Administrative Support (including office & clerical)			
	Administrative Services and Facilities Managers		Level 1	\$45.41
	Administrative Services and Facilities Managers		Level 2	\$71.54
	Administrative Services and Facilities Managers		Level 3	\$97.67
	Human Resources Managers		Level 1	\$52.94
	Human Resources Managers		Level 2	\$83.03
	Human Resources Managers		Level 3	\$113.11
	Training and Development Managers		Level 1	\$51.34
	Training and Development Managers		Level 2	\$77.13
	Training and Development Managers		Level 3	\$102.92
	Claims Adjusters, Examiners, and Investigators		Level 1	\$34.60
	Claims Adjusters, Examiners, and Investigators		Level 2	\$49.63
	Claims Adjusters, Examiners, and Investigators		Level 3	\$64.66
	Compliance Officers		Level 1	\$31.21
	Compliance Officers		Level 2	\$49.93
	Compliance Officers		Level 3	\$68.65
	Human Resources Specialists		Level 1	\$32.15
	Human Resources Specialists		Level 2	\$46.25
	Human Resources Specialists		Level 3	\$60.35
	Labor Relations Specialists		Level 1	\$28.80
	Labor Relations Specialists		Level 2	\$49.74
	Labor Relations Specialists		Level 3	\$70.69
	Compensation, Benefits, and Job Analysis Specialists		Level 1	\$31.23
	Compensation, Benefits, and Job Analysis Specialists		Level 2	\$43.12
	Compensation, Benefits, and Job Analysis Specialists		Level 3	\$55.01
	Training and Development Specialists		Level 1	\$26.57
	Training and Development Specialists		Level 2	\$44.05
	Training and Development Specialists		Level 3	\$61.52
	Market Research Analysts and Marketing Specialists		Level 1	\$28.73
	Market Research Analysts and Marketing Specialists		Level 2	\$47.23
	Market Research Analysts and Marketing Specialists		Level 3	\$65.74
	Project Management Specialists and Business Operations Specialists, All Other		Level 1	\$30.53
	Project Management Specialists and Business Operations Specialists, All Other		Level 2	\$52.39
	Project Management Specialists and Business Operations Specialists, All Other		Level 3	\$74.25
	Accountants and Auditors		Level 1	\$37.75
	Accountants and Auditors		Level 2	\$56.57
	Accountants and Auditors		Level 3	\$75.40
	Property Appraisers and Assessors		Level 1	\$24.80
	Property Appraisers and Assessors		Level 2	\$41.92
	Property Appraisers and Assessors		Level 3	\$59.04
	Budget Analysts		Level 1	\$42.48
	Budget Analysts		Level 2	\$58.18
	Budget Analysts		Level 3	\$73.87
	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other		Level 1	\$35.59
	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other		Level 2	\$56.60
	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other		Level 3	\$77.62
	Database Administrators and Architects		Level 1	\$46.22
	Database Administrators and Architects		Level 2	\$70.19
	Database Administrators and Architects		Level 3	\$94.16
	Computer Occupations, All Other		Level 1	\$32.15
	Computer Occupations, All Other		Level 2	\$56.87
	Computer Occupations, All Other		Level 3	\$81.59
	Soil and Plant Scientists		Level 1	\$28.94
	Soil and Plant Scientists		Level 2	\$51.73
	Soil and Plant Scientists		Level 3	\$74.52
	Zoologists and Wildlife Biologists		Level 1	\$25.47
	Zoologists and Wildlife Biologists		Level 2	\$36.55
	Zoologists and Wildlife Biologists		Level 3	\$47.63
	Life Scientists, All Other		Level 1	\$44.64
	Life Scientists, All Other		Level 2	\$68.01
	Life Scientists, All Other		Level 3	\$91.39
	Atmospheric and Space Scientists		Level 1	\$64.67
	Atmospheric and Space Scientists		Level 2	\$79.25
	Atmospheric and Space Scientists		Level 3	\$93.82
	Chemists		Level 1	\$33.41
	Chemists		Level 2	\$50.48
	Chemists		Level 3	\$67.55
	Physical Scientists, All Other		Level 1	\$37.76
	Physical Scientists, All Other		Level 2	\$74.30
	Physical Scientists, All Other		Level 3	\$110.84
	Sociologists		Level 1	\$34.22
	Sociologists		Level 2	\$51.12
	Sociologists		Level 3	\$68.02
	Life, Physical, and Social Science Technicians, All Other		Level 1	\$25.36
	Life, Physical, and Social Science Technicians, All Other		Level 2	\$38.25
	Life, Physical, and Social Science Technicians, All Other		Level 3	\$51.14
	Rehabilitation Counselors		Level 1	\$21.64
	Rehabilitation Counselors		Level 2	\$29.19
	Rehabilitation Counselors		Level 3	\$36.74
	Counselors, All Other		Level 1	\$21.96
	Counselors, All Other		Level 2	\$29.11
	Counselors, All Other		Level 3	\$36.25
	Social Workers, All Other		Level 1	\$29.27
	Social Workers, All Other		Level 2	\$41.05
	Social Workers, All Other		Level 3	\$52.83
	Probation Officers and Correctional Treatment Specialists		Level 1	\$27.36
	Probation Officers and Correctional Treatment Specialists		Level 2	\$31.97
	Probation Officers and Correctional Treatment Specialists		Level 3	\$36.58
	Community and Social Service Specialists, All Other		Level 1	\$23.67
	Community and Social Service Specialists, All Other		Level 2	\$30.71
	Community and Social Service Specialists, All Other		Level 3	\$37.75
	Arbitrators, Mediators, and Conciliators		Level 1	\$28.73
	Arbitrators, Mediators, and Conciliators		Level 2	\$46.46
	Arbitrators, Mediators, and Conciliators		Level 3	\$64.19
	Paralegals and Legal Assistants		Level 1	\$29.38
	Paralegals and Legal Assistants		Level 2	\$40.53
	Paralegals and Legal Assistants		Level 3	\$51.68
	Legal Support Workers, All Other		Level 1	\$28.76
	Legal Support Workers, All Other		Level 2	\$47.04
	Legal Support Workers, All Other		Level 3	\$65.32
	Career/Technical Education Teachers, Postsecondary		Level 1	\$30.47
	Career/Technical Education Teachers, Postsecondary		Level 2	\$44.89
	Career/Technical Education Teachers, Postsecondary		Level 3	\$59.31
	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors		Level 1	\$33.07
	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors		Level 2	\$41.27
	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors		Level 3	\$49.48
	Archivists		Level 1	\$23.11
	Archivists		Level 2	\$31.14
	Archivists		Level 3	\$39.17
	Curators		Level 1	\$22.61
	Curators		Level 2	\$37.17
	Curators		Level 3	\$51.73
	Museum Technicians and Conservators		Level 1	\$23.53
	Museum Technicians and Conservators		Level 2	\$32.04
	Museum Technicians and Conservators		Level 3	\$40.55
	Librarians and Media Collections Specialists		Level 1	\$32.40
	Librarians and Media Collections Specialists		Level 2	\$44.54
	Librarians and Media Collections Specialists		Level 3	\$56.68
	Library Technicians		Level 1	\$22.50
	Library Technicians		Level 2	\$29.12
	Library Technicians		Level 3	\$35.73
	Educational Instruction and Library Workers, All Other		Level 1	\$25.25
	Educational Instruction and Library Workers, All Other		Level 2	\$36.95
	Educational Instruction and Library Workers, All Other		Level 3	\$48.65
	Graphic Designers		Level 1	\$26.57
	Graphic Designers		Level 2	\$39.00

	Graphic Designers	Level 3	\$51.43
	Public Relations Specialists	Level 1	\$30.26
	Public Relations Specialists	Level 2	\$46.98
	Public Relations Specialists	Level 3	\$63.70
	Interpreters and Translators	Level 1	\$23.36
	Interpreters and Translators	Level 2	\$41.65
	Interpreters and Translators	Level 3	\$59.94
	Media and Communication Workers, All Other	Level 1	\$19.80
	Media and Communication Workers, All Other	Level 2	\$34.00
	Media and Communication Workers, All Other	Level 3	\$48.20
	Sound Engineering Technicians	Level 1	\$27.09
	Sound Engineering Technicians	Level 2	\$42.72
	Sound Engineering Technicians	Level 3	\$58.36
	Miscellaneous First-Line Supervisors, Protective Service Workers	Level 1	\$24.97
	Miscellaneous First-Line Supervisors, Protective Service Workers	Level 2	\$36.63
	Miscellaneous First-Line Supervisors, Protective Service Workers	Level 3	\$48.29
	Cashiers	Level 1	\$15.57
	Cashiers	Level 2	\$18.59
	Cashiers	Level 3	\$21.60
	Switchboard Operators, Including Answering Service	Level 1	\$15.57
	Switchboard Operators, Including Answering Service	Level 2	\$21.85
	Switchboard Operators, Including Answering Service	Level 3	\$28.13
	Bookkeeping, Accounting, and Auditing Clerks	Level 1	\$23.87
	Bookkeeping, Accounting, and Auditing Clerks	Level 2	\$32.72
	Bookkeeping, Accounting, and Auditing Clerks	Level 3	\$41.58
	Payroll and Timekeeping Clerks	Level 1	\$26.84
	Payroll and Timekeeping Clerks	Level 2	\$35.14
	Payroll and Timekeeping Clerks	Level 3	\$43.43
	Customer Service Representatives	Level 1	\$19.80
	Customer Service Representatives	Level 2	\$27.14
	Customer Service Representatives	Level 3	\$34.47
	File Clerks	Level 1	\$19.80
	File Clerks	Level 2	\$26.49
	File Clerks	Level 3	\$33.17
	Library Assistants, Clerical	Level 1	\$15.57
	Library Assistants, Clerical	Level 2	\$22.03
	Library Assistants, Clerical	Level 3	\$28.49
	Human Resources Assistants, Except Payroll and Timekeeping	Level 1	\$25.29
	Human Resources Assistants, Except Payroll and Timekeeping	Level 2	\$31.96
	Human Resources Assistants, Except Payroll and Timekeeping	Level 3	\$38.63
	Receptionists and Information Clerks	Level 1	\$15.57
	Receptionists and Information Clerks	Level 2	\$22.07
	Receptionists and Information Clerks	Level 3	\$28.57
	Information and Record Clerks, All Other	Level 1	\$25.27
	Information and Record Clerks, All Other	Level 2	\$32.22
	Information and Record Clerks, All Other	Level 3	\$39.17
	Executive Secretaries and Executive Administrative Assistants	Level 1	\$29.86
	Executive Secretaries and Executive Administrative Assistants	Level 2	\$42.08
	Executive Secretaries and Executive Administrative Assistants	Level 3	\$54.31
	Legal Secretaries and Administrative Assistants	Level 1	\$27.41
	Legal Secretaries and Administrative Assistants	Level 2	\$37.22
	Legal Secretaries and Administrative Assistants	Level 3	\$47.02
	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	Level 1	\$19.80
	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	Level 2	\$27.96
	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	Level 3	\$36.13
	Data Entry Keyers	Level 1	\$19.80
	Data Entry Keyers	Level 2	\$25.58
	Data Entry Keyers	Level 3	\$31.36
	Word Processors and Typists	Level 1	\$19.80
	Word Processors and Typists	Level 2	\$25.98
	Word Processors and Typists	Level 3	\$32.17
	Office Clerks, General	Level 1	\$15.57
	Office Clerks, General	Level 2	\$25.23
	Office Clerks, General	Level 3	\$34.88
	Office and Administrative Support Workers, All Other	Level 1	\$22.52
	Office and Administrative Support Workers, All Other	Level 2	\$31.46
	Office and Administrative Support Workers, All Other	Level 3	\$40.41
	Laborers and Freight, Stock, and Material Movers, Hand	Level 1	\$15.57
	Laborers and Freight, Stock, and Material Movers, Hand	Level 2	\$22.83
	Laborers and Freight, Stock, and Material Movers, Hand	Level 3	\$30.10
<b>B</b>	<b>Commercial / Industrial Workers</b>		
	Construction Managers	Level 1	\$49.72
	Construction Managers	Level 2	\$76.58
	Construction Managers	Level 3	\$103.45
	Architectural and Engineering Managers	Level 1	\$76.66
	Architectural and Engineering Managers	Level 2	\$107.43
	Architectural and Engineering Managers	Level 3	\$138.20
	Architects, Except Landscape and Naval	Level 1	\$39.96
	Architects, Except Landscape and Naval	Level 2	\$60.32
	Architects, Except Landscape and Naval	Level 3	\$80.68
	Landscape Architects	Level 1	\$37.22
	Landscape Architects	Level 2	\$53.96
	Landscape Architects	Level 3	\$70.70
	Surveyors	Level 1	\$29.65
	Surveyors	Level 2	\$46.32
	Surveyors	Level 3	\$63.00
	Agricultural Engineers	Level 1	\$43.81
	Agricultural Engineers	Level 2	\$59.38
	Agricultural Engineers	Level 3	\$74.95
	Chemical Engineers	Level 1	\$50.87
	Chemical Engineers	Level 2	\$76.28
	Chemical Engineers	Level 3	\$101.68
	Civil Engineers	Level 1	\$48.35
	Civil Engineers	Level 2	\$71.06
	Civil Engineers	Level 3	\$93.76
	Engineers, All Other	Level 1	\$42.93
	Engineers, All Other	Level 2	\$67.17
	Engineers, All Other	Level 3	\$91.40
	Architectural and Civil Drafters	Level 1	\$32.74
	Architectural and Civil Drafters	Level 2	\$43.33
	Architectural and Civil Drafters	Level 3	\$53.91
	Civil Engineering Technologists and Technicians	Level 1	\$28.35
	Civil Engineering Technologists and Technicians	Level 2	\$40.19
	Civil Engineering Technologists and Technicians	Level 3	\$52.04
	Conservation Scientists	Level 1	\$31.01
	Conservation Scientists	Level 2	\$51.57
	Conservation Scientists	Level 3	\$72.13
	Geoscientists, Except Hydrologists and Geographers	Level 1	\$46.78
	Geoscientists, Except Hydrologists and Geographers	Level 2	\$68.33
	Geoscientists, Except Hydrologists and Geographers	Level 3	\$89.87
	Hydrologists	Level 1	\$46.12
	Hydrologists	Level 2	\$65.20
	Hydrologists	Level 3	\$84.28
	Anthropologists and Archeologists	Level 1	\$29.95
	Anthropologists and Archeologists	Level 2	\$41.71
	Anthropologists and Archeologists	Level 3	\$53.46
	Agricultural and Food Science Technicians	Level 1	\$23.47
	Agricultural and Food Science Technicians	Level 2	\$31.50
	Agricultural and Food Science Technicians	Level 3	\$39.53
	Chemical Technicians	Level 1	\$27.99
	Chemical Technicians	Level 2	\$38.51
	Chemical Technicians	Level 3	\$49.43
	Forensic Science Technicians	Level 1	\$32.24
	Forensic Science Technicians	Level 2	\$43.43
	Forensic Science Technicians	Level 3	\$54.61
	First-Line Supervisors of Correctional Officers	Level 1	\$37.15
	First-Line Supervisors of Correctional Officers	Level 2	\$49.79
	First-Line Supervisors of Correctional Officers	Level 3	\$62.42
	First-Line Supervisors of Firefighting and Prevention Workers	Level 1	\$44.21
	First-Line Supervisors of Firefighting and Prevention Workers	Level 2	\$62.91
	First-Line Supervisors of Firefighting and Prevention Workers	Level 3	\$81.61
	Firefighters	Level 1	\$27.81
	Firefighters	Level 2	\$40.25
	Firefighters	Level 3	\$52.69
	Correctional Officers and Jailers	Level 1	\$28.19
	Correctional Officers and Jailers	Level 2	\$34.96
	Correctional Officers and Jailers	Level 3	\$41.72
	Cooks, Restaurant	Level 1	\$15.57

			Level 2	\$21.61
	Cooks, Restaurant		Level 3	\$27.65
	Food Preparation Workers		Level 1	\$15.57
	Food Preparation Workers		Level 2	\$19.69
	Food Preparation Workers		Level 3	\$23.81
	First-Line Supervisors of Housekeeping and Janitorial Workers		Level 1	\$22.64
	First-Line Supervisors of Housekeeping and Janitorial Workers		Level 2	\$31.45
	First-Line Supervisors of Housekeeping and Janitorial Workers		Level 3	\$40.25
	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers		Level 1	\$26.69
	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers		Level 2	\$37.65
	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers		Level 3	\$48.60
	Janitors and Cleaners, Except Maids and Housekeeping Cleaners		Level 1	\$15.57
	Janitors and Cleaners, Except Maids and Housekeeping Cleaners		Level 2	\$20.67
	Janitors and Cleaners, Except Maids and Housekeeping Cleaners		Level 3	\$25.78
	Maids and Housekeeping Cleaners		Level 1	\$15.57
	Maids and Housekeeping Cleaners		Level 2	\$19.11
	Maids and Housekeeping Cleaners		Level 3	\$22.64
	Landscaping and Groundskeeping Workers		Level 1	\$15.57
	Landscaping and Groundskeeping Workers		Level 2	\$21.88
	Landscaping and Groundskeeping Workers		Level 3	\$28.19
	Tree Trimmers and Pruners		Level 1	\$22.88
	Tree Trimmers and Pruners		Level 2	\$28.76
	Tree Trimmers and Pruners		Level 3	\$34.65
	First-Line Supervisors of Office and Administrative Support Workers		Level 1	\$29.88
	First-Line Supervisors of Office and Administrative Support Workers		Level 2	\$43.78
	First-Line Supervisors of Office and Administrative Support Workers		Level 3	\$57.67
	Communications Equipment Operators, All Other		Level 1	\$15.57
	Communications Equipment Operators, All Other		Level 2	\$24.01
	Communications Equipment Operators, All Other		Level 3	\$32.45
	First-Line Supervisors of Farming, Fishing, and Forestry Workers		Level 1	\$28.28
	First-Line Supervisors of Farming, Fishing, and Forestry Workers		Level 2	\$42.68
	First-Line Supervisors of Farming, Fishing, and Forestry Workers		Level 3	\$57.68
	Agricultural Inspectors		Level 1	\$15.57
	Agricultural Inspectors		Level 2	\$25.09
	Agricultural Inspectors		Level 3	\$34.61
	Agricultural Workers, All Other		Level 1	\$15.57
	Agricultural Workers, All Other		Level 2	\$21.11
	Agricultural Workers, All Other		Level 3	\$26.64
	Forest and Conservation Workers		Level 1	\$25.42
	Forest and Conservation Workers		Level 2	\$29.39
	Forest and Conservation Workers		Level 3	\$33.35
	First-Line Supervisors of Construction Trades and Extraction Workers		Level 1	\$35.66
	First-Line Supervisors of Construction Trades and Extraction Workers		Level 2	\$49.54
	First-Line Supervisors of Construction Trades and Extraction Workers		Level 3	\$63.41
	Construction Laborers		Level 1	\$19.80
	Construction Laborers		Level 2	\$26.01
	Construction Laborers		Level 3	\$32.22
	Operating Engineers and Other Construction Equipment Operators		Level 1	\$26.57
	Operating Engineers and Other Construction Equipment Operators		Level 2	\$34.03
	Operating Engineers and Other Construction Equipment Operators		Level 3	\$41.49
	Drywall and Ceiling Tile Installers		Level 1	\$21.94
	Drywall and Ceiling Tile Installers		Level 2	\$29.05
	Drywall and Ceiling Tile Installers		Level 3	\$36.16
	Electricians		Level 1	\$27.54
	Electricians		Level 2	\$36.56
	Electricians		Level 3	\$45.58
	Painters, Construction and Maintenance		Level 1	\$23.85
	Painters, Construction and Maintenance		Level 2	\$29.61
	Painters, Construction and Maintenance		Level 3	\$35.37
	Pipelayers		Level 1	\$26.17
	Pipelayers		Level 2	\$31.28
	Pipelayers		Level 3	\$36.40
	Plumbers, Pipefitters, and Steamfitters		Level 1	\$27.29
	Plumbers, Pipefitters, and Steamfitters		Level 2	\$36.08
	Plumbers, Pipefitters, and Steamfitters		Level 3	\$44.87
	Roofers		Level 1	\$21.89
	Roofers		Level 2	\$29.57
	Roofers		Level 3	\$37.26
	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters		Level 1	\$19.80
	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters		Level 2	\$23.74
	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters		Level 3	\$27.68
	Helpers--Carpenters		Level 1	\$15.57
	Helpers--Carpenters		Level 2	\$21.98
	Helpers--Carpenters		Level 3	\$28.39
	Helpers--Electricians		Level 1	\$19.80
	Helpers--Electricians		Level 2	\$25.12
	Helpers--Electricians		Level 3	\$30.44
	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons		Level 1	\$15.57
	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons		Level 2	\$21.21
	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons		Level 3	\$26.86
	Helpers--Pipefitters, Plumbers, Pipefitters, and Steamfitters		Level 1	\$19.80
	Helpers--Pipefitters, Plumbers, Pipefitters, and Steamfitters		Level 2	\$23.96
	Helpers--Pipefitters, Plumbers, Pipefitters, and Steamfitters		Level 3	\$28.12
	Helpers--Roofers		Level 1	\$22.55
	Helpers--Roofers		Level 2	\$27.11
	Helpers--Roofers		Level 3	\$31.66
	Helpers, Construction Trades, All Other		Level 1	\$19.80
	Helpers, Construction Trades, All Other		Level 2	\$25.07
	Helpers, Construction Trades, All Other		Level 3	\$30.33
	Construction and Building Inspectors		Level 1	\$32.47
	Construction and Building Inspectors		Level 2	\$45.63
	Construction and Building Inspectors		Level 3	\$58.79
	Hazardous Materials Removal Workers		Level 1	\$23.47
	Hazardous Materials Removal Workers		Level 2	\$30.44
	Hazardous Materials Removal Workers		Level 3	\$37.40
	Highway Maintenance Workers		Level 1	\$22.39
	Highway Maintenance Workers		Level 2	\$28.86
	Highway Maintenance Workers		Level 3	\$35.33
	First-Line Supervisors of Mechanics, Installers, and Repairers		Level 1	\$33.61
	First-Line Supervisors of Mechanics, Installers, and Repairers		Level 2	\$48.20
	First-Line Supervisors of Mechanics, Installers, and Repairers		Level 3	\$62.80
	Telecommunications Equipment Installers and Repairers, Except Line Installers		Level 1	\$31.37
	Telecommunications Equipment Installers and Repairers, Except Line Installers		Level 2	\$43.04
	Telecommunications Equipment Installers and Repairers, Except Line Installers		Level 3	\$54.70
	Electrical and Electronics Repairers, Commercial and Industrial Equipment		Level 1	\$32.54
	Electrical and Electronics Repairers, Commercial and Industrial Equipment		Level 2	\$42.52
	Electrical and Electronics Repairers, Commercial and Industrial Equipment		Level 3	\$52.49
	Security and Fire Alarm Systems Installers		Level 1	\$26.57
	Security and Fire Alarm Systems Installers		Level 2	\$34.81
	Security and Fire Alarm Systems Installers		Level 3	\$43.06
	Automotive Body and Related Repairers		Level 1	\$24.17
	Automotive Body and Related Repairers		Level 2	\$34.00
	Automotive Body and Related Repairers		Level 3	\$43.83
	Automotive Service Technicians and Mechanics		Level 1	\$21.69
	Automotive Service Technicians and Mechanics		Level 2	\$32.46
	Automotive Service Technicians and Mechanics		Level 3	\$43.24
	Mobile Heavy Equipment Mechanics, Except Engines		Level 1	\$30.71
	Mobile Heavy Equipment Mechanics, Except Engines		Level 2	\$39.02
	Mobile Heavy Equipment Mechanics, Except Engines		Level 3	\$47.34
	Maintenance Workers, Machinery		Level 1	\$19.80
	Maintenance Workers, Machinery		Level 2	\$29.83
	Maintenance Workers, Machinery		Level 3	\$39.85
	Maintenance and Repair Workers, General		Level 1	\$21.92
	Maintenance and Repair Workers, General		Level 2	\$29.48
	Maintenance and Repair Workers, General		Level 3	\$37.04
	Locksmiths and Safe Repairers		Level 1	\$23.00
	Locksmiths and Safe Repairers		Level 2	\$31.23
	Locksmiths and Safe Repairers		Level 3	\$39.46
	Helpers--Installation, Maintenance, and Repair Workers		Level 1	\$15.57
	Helpers--Installation, Maintenance, and Repair Workers		Level 2	\$22.14
	Helpers--Installation, Maintenance, and Repair Workers		Level 3	\$28.71
	Welders, Cutters, Solderers, and Brazers		Level 1	\$25.79
	Welders, Cutters, Solderers, and Brazers		Level 2	\$33.48
	Welders, Cutters, Solderers, and Brazers		Level 3	\$41.17
	Laundry and Dry-Cleaning Workers		Level 1	\$15.57
	Laundry and Dry-Cleaning Workers		Level 2	\$18.71
	Laundry and Dry-Cleaning Workers		Level 3	\$21.85
	Painting, Coating, and Decorating Workers		Level 1	\$15.57

	Painting, Coating, and Decorating Workers		Level 2	\$24.87
	Painting, Coating, and Decorating Workers		Level 3	\$34.16
	Heavy and Tractor-Trailer Truck Drivers		Level 1	\$24.25
	Heavy and Tractor-Trailer Truck Drivers		Level 2	\$33.78
	Heavy and Tractor-Trailer Truck Drivers		Level 3	\$43.31
	Light Truck Drivers		Level 1	\$15.57
	Light Truck Drivers		Level 2	\$26.54
	Light Truck Drivers		Level 3	\$37.51
	Conveyor Operators and Tenders		Level 1	\$19.80
	Conveyor Operators and Tenders		Level 2	\$29.92
	Conveyor Operators and Tenders		Level 3	\$32.04
	Crane and Tower Operators		Level 1	\$33.30
	Crane and Tower Operators		Level 2	\$45.38
	Crane and Tower Operators		Level 3	\$57.46
	Industrial Truck and Tractor Operators		Level 1	\$23.20
	Industrial Truck and Tractor Operators		Level 2	\$30.38
	Industrial Truck and Tractor Operators		Level 3	\$37.57
	Stockers and Order Fillers		Level 1	\$15.57
	Stockers and Order Fillers		Level 2	\$21.17
	Stockers and Order Fillers		Level 3	\$26.77
C	Healthcare Staffing Services (clinical)			
	Medical and Health Services Managers		Level 1	\$50.31
	Medical and Health Services Managers		Level 2	\$81.83
	Medical and Health Services Managers		Level 3	\$113.35
	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors		Level 1	\$45.18
	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors		Level 2	\$64.80
	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors		Level 3	\$84.42
	Epidemiologists		Level 1	\$28.49
	Epidemiologists		Level 2	\$38.21
	Epidemiologists		Level 3	\$47.93
	Medical Scientists, Except Epidemiologists		Level 1	\$44.15
	Medical Scientists, Except Epidemiologists		Level 2	\$66.50
	Medical Scientists, Except Epidemiologists		Level 3	\$88.85
	Physicists		Level 1	\$76.61
	Physicists		Level 2	\$110.04
	Physicists		Level 3	\$143.48
	Biological Technicians		Level 1	\$23.81
	Biological Technicians		Level 2	\$34.01
	Biological Technicians		Level 3	\$44.21
	Occupational Health and Safety Specialists		Level 1	\$34.06
	Occupational Health and Safety Specialists		Level 2	\$51.95
	Occupational Health and Safety Specialists		Level 3	\$69.84
	Occupational Health and Safety Technicians		Level 1	\$33.36
	Occupational Health and Safety Technicians		Level 2	\$35.72
	Occupational Health and Safety Technicians		Level 3	\$48.08
	Substance abuse, behavioral disorder, and mental health counselors		Level 1	\$25.22
	Substance abuse, behavioral disorder, and mental health counselors		Level 2	\$35.39
	Substance abuse, behavioral disorder, and mental health counselors		Level 3	\$45.56
	Healthcare Social Workers		Level 1	\$29.25
	Healthcare Social Workers		Level 2	\$41.52
	Healthcare Social Workers		Level 3	\$53.78
	Mental Health and Substance Abuse Social Workers		Level 1	\$22.79
	Mental Health and Substance Abuse Social Workers		Level 2	\$33.67
	Mental Health and Substance Abuse Social Workers		Level 3	\$44.55
	Health Education Specialists		Level 1	\$27.31
	Health Education Specialists		Level 2	\$45.61
	Health Education Specialists		Level 3	\$63.92
	Community Health Workers		Level 1	\$23.65
	Community Health Workers		Level 2	\$33.01
	Community Health Workers		Level 3	\$42.37
	Dentists, General		Level 1	\$84.24
	Dentists, General		Level 2	\$133.75
	Dentists, General		Level 3	\$183.26
	Dentists, All Other Specialists		Level 1	\$66.47
	Dentists, All Other Specialists		Level 2	\$108.28
	Dentists, All Other Specialists		Level 3	\$150.08
	Pharmacists		Level 1	\$83.84
	Pharmacists		Level 2	\$99.84
	Pharmacists		Level 3	\$115.83
	Physician Assistants		Level 1	\$62.68
	Physician Assistants		Level 2	\$86.09
	Physician Assistants		Level 3	\$109.51
	Occupational Therapists		Level 1	\$49.16
	Occupational Therapists		Level 2	\$66.52
	Occupational Therapists		Level 3	\$83.88
	Radiation Therapists		Level 1	\$54.00
	Radiation Therapists		Level 2	\$68.06
	Radiation Therapists		Level 3	\$82.12
	Respiratory Therapists		Level 1	\$42.39
	Respiratory Therapists		Level 2	\$48.70
	Respiratory Therapists		Level 3	\$55.01
	Therapists, All Other		Level 1	\$31.59
	Therapists, All Other		Level 2	\$40.75
	Therapists, All Other		Level 3	\$49.91
	Veterinarians		Level 1	\$50.33
	Veterinarians		Level 2	\$75.86
	Veterinarians		Level 3	\$101.39
	Registered Nurses		Level 1	\$44.23
	Registered Nurses		Level 2	\$54.94
	Registered Nurses		Level 3	\$65.65
	Nurse Anesthetists		Level 1	\$102.92
	Nurse Anesthetists		Level 2	\$129.60
	Nurse Anesthetists		Level 3	\$156.28
	Nurse Practitioners		Level 1	\$62.23
	Nurse Practitioners		Level 2	\$81.44
	Nurse Practitioners		Level 3	\$100.66
	Audiologists		Level 1	\$42.59
	Audiologists		Level 2	\$55.86
	Audiologists		Level 3	\$69.14
	Dental Hygienists		Level 1	\$42.52
	Dental Hygienists		Level 2	\$53.58
	Dental Hygienists		Level 3	\$64.64
	Clinical Laboratory Technologists and Technicians		Level 1	\$26.57
	Clinical Laboratory Technologists and Technicians		Level 2	\$40.37
	Clinical Laboratory Technologists and Technicians		Level 3	\$54.16
	Cardiovascular Technologists and Technicians		Level 1	\$23.76
	Cardiovascular Technologists and Technicians		Level 2	\$38.61
	Cardiovascular Technologists and Technicians		Level 3	\$53.46
	Dietetic Technicians		Level 1	\$15.57
	Dietetic Technicians		Level 2	\$21.74
	Dietetic Technicians		Level 3	\$27.90
	Pharmacy Technicians		Level 1	\$22.43
	Pharmacy Technicians		Level 2	\$27.23
	Pharmacy Technicians		Level 3	\$32.04
	Licensed Practical and Licensed Vocational Nurses		Level 1	\$32.02
	Licensed Practical and Licensed Vocational Nurses		Level 2	\$37.58
	Licensed Practical and Licensed Vocational Nurses		Level 3	\$43.15
	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other		Level 1	\$24.14
	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other		Level 2	\$33.52
	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other		Level 3	\$42.89
	Home Health and Personal Care Aides		Level 1	\$15.57
	Home Health and Personal Care Aides		Level 2	\$19.28
	Home Health and Personal Care Aides		Level 3	\$22.99
	Nursing Assistants		Level 1	\$15.57
	Nursing Assistants		Level 2	\$20.96
	Nursing Assistants		Level 3	\$26.35
	Orderlies		Level 1	\$15.57
	Orderlies		Level 2	\$20.84
	Orderlies		Level 3	\$26.10
	Psychiatric Aides		Level 1	\$15.57
	Psychiatric Aides		Level 2	\$20.57
	Psychiatric Aides		Level 3	\$25.58
	Occupational Therapy Assistants		Level 1	\$45.85
	Occupational Therapy Assistants		Level 2	\$54.11
	Occupational Therapy Assistants		Level 3	\$62.37
	Occupational Therapy Aides		Level 1	\$15.57
	Occupational Therapy Aides		Level 2	\$31.76
	Occupational Therapy Aides		Level 3	\$47.95

Dental Assistants		Level 1	\$26.42
Dental Assistants		Level 2	\$32.39
Dental Assistants		Level 3	\$38.36
Medical Assistants		Level 1	\$23.62
Medical Assistants		Level 2	\$27.92
Medical Assistants		Level 3	\$32.22
Pharmacy Aides		Level 1	\$15.57
Pharmacy Aides		Level 2	\$22.49
Pharmacy Aides		Level 3	\$29.41
Veterinary Assistants and Laboratory Animal Caretakers		Level 1	\$15.57
Veterinary Assistants and Laboratory Animal Caretakers		Level 2	\$21.89
Veterinary Assistants and Laboratory Animal Caretakers		Level 3	\$28.21
Phlebotomists		Level 1	\$23.27
Phlebotomists		Level 2	\$27.78
Phlebotomists		Level 3	\$32.29
Crematory Operators and Personal Care and Service Workers, All Other		Level 1	\$15.57
Crematory Operators and Personal Care and Service Workers, All Other		Level 2	\$21.20
Crematory Operators and Personal Care and Service Workers, All Other		Level 3	\$26.84
Medical Secretaries and Administrative Assistants		Level 1	\$23.15
Medical Secretaries and Administrative Assistants		Level 2	\$28.35
Medical Secretaries and Administrative Assistants		Level 3	\$33.55
Dental Laboratory Technicians		Level 1	\$21.78
Dental Laboratory Technicians		Level 2	\$32.26
Dental Laboratory Technicians		Level 3	\$42.73
<b>D</b>	<b>Healthcare Staffing Services (non-clinical)</b>		
		Level 1	
		Level 2	
		Level 3	
<b>E</b>	<b>Professional Services (other than IT)</b>		
		Level 1	
		Level 2	
		Level 3	

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## 4. Bid Portions Requested to be Held Confidential

a. All material submitted by a Bidder becomes the property of the State. No portion of a Bid shall be considered confidential after award of the Contract except, pursuant to 74 O.S. § 85.10. Any portion of the Bid requested to be held confidential shall be listed in this section for review. Do not duplicate listed documents in this section, simply provide a list of documents or sections of documents requested to be confidential.

b. For each portion of the Bid listed as considered confidential, the Bidder must identify the specific information considered confidential and fully comply with OAC 260:115-3-91 which additionally requires a Bidder to enumerate the specific grounds, based on applicable laws which support treatment of the information as exempt from disclosure and explain why disclosure is not in the best interest of the public. Additional information regarding information considered confidential by a Bidder is provided in Section 6 above.

c. A Bid marked in total as proprietary and/or confidential will not be considered confidential.

**d. ANY INFORMATION MARKED AS CONFIDENTIAL AND EMBODIED ELSEWHERE IN A BID RATHER THAN LISTED IN THIS SECTION OF THE BID PACKET WILL NOT BE CONSIDERED CONFIDENTIAL AND WILL BE SUBJECT TO DISCLOSURE WITHOUT FURTHER REVIEW. THE STATE HAS NO RESPONSIBILITY TO INDEPENDENTLY REVIEW AN ENTIRE BID FOR A CONFIDENTIALITY CLAIM. LIKEWISE, CONFIDENTIALITY CLAIMS OF A BIDDER WILL NOT BE CONSIDERED IF A BID DOES NOT COMPLY WITH REQUIREMENTS OF OAC 260:115-3-9 AND THE INFORMATION WILL BE SUBJECT TO DISCLOSURE PURSUANT TO STATE LAW.**

e. Certain items will never be deemed confidential under the Oklahoma Open Records Act. The following is a non-exhaustive list of items that are not confidential:

- i. Price
- ii. References
- iii. Individual's names

We do not have any confidential information.

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## 5. Requested Exceptions to Terms

- a. Any requested exception or revision to terms or conditions provided by the State shall be redlined in **Word format using track changes**. If no exceptions or revisions are requested, the Bid should reflect that by inserting a page to denote this section is not applicable.
- b. The State will not accept any exceptions or revision to the language found in Attachment A, this language is designated as non-negotiable.
- c. A clarification question is not an exception and any clarification included in this section will be disregarded.
- d. Requested exceptions must not be in excess of 10% of the terms and conditions provided by the State in the Solicitation. If requested exception are in excess of 10% it may result in disqualification from evaluation.
- e. **THE STATE HAS NO RESPONSIBILITY TO INDEPENDENTLY REVIEW AN ENTIRE BID FOR EXCEPTIONS AND ANY EXCEPTION EMBODIED IN ANOTHER SECTION OF THE BID OR IN A FORMAT OTHER THAN TRACK CHANGES IN WORD FORMAT WILL NOT BE CONSIDERED. LIKEWISE, AN EXCEPTION EXPRESSING ONLY GENERAL DISAGREEMENT WITH A TERM OR A GENERAL EXCEPTION TO ANY STATE TERMS OR CONDITIONS, WITHOUT SUGGESTED ALTERNATIVE WORDING OR IDENTIFYING THAT THE TERM SHOULD BE INTENTIONALLY OMITTED, WILL NOT BE CONSIDERED.**

We do not have any exceptions to any terms and conditions.

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## 6. Additional Bidder Terms

*Any additional terms that the Bidder requests be applicable to the Contract shall be submitted in this section and shall be provided in Word format. The Bidder must review terms before submitting to make changes that contradict the terms and conditions included in the Solicitation. If the Bidder desires any contradicting terms to govern, such changes must be memorialized in the Requested Exceptions in Section Four. Failure to provide Additional Bidder Terms that have not been harmonized to NOT conflict with the terms and conditions in the Solicitation without a documented exception request may result in disqualification from receiving an award.*

**THE STATE HAS NO RESPONSIBILITY TO INDEPENDENTLY REVIEW AN ENTIRE BID FOR ADDITIONAL TERMS AND ANY SUCH TERMS NOT SUBMITTED IN THIS SECTION OF THE BID SHALL NOT BE CONSIDERED.** *Should a Bidder be awarded a Contract, neither the State nor a customer shall be required to execute additional documents not included in a Bid. For example, if a Bidder typically uses an ordering document in connection with an acquisition, the ordering document template shall be included in the Bid. The State expressly rejects any terms found in documents not attached to the Bid Response including but not limited to, terms and conditions located at provided in hyperlinks.*

We do not have any additional terms and conditions.

## 7. Response to Specifications and Requirements

a. The portion of the Bid to be submitted in this section shows the ability of the Bidder to meet or exceed any Acquisition specifications such as Mandatory or Non-Mandatory specifications and requirements found in Attachment A. Please include timelines on deliverables when applicable.

b. Unless otherwise specified in the Solicitation, (i) manufacturers' names, brand names, information, and/or catalog numbers listed in a specification are for informational purposes and not intended to limit competition and (ii) a Bidder may offer any brand for which it is an authorized representative, which meets or exceeds the specification for any item(s).

c. Bidder shall offer new items of current design and technology unless the State specifies older models or versions, or used, reconditioned, or remanufactured products are acceptable. Warranties in either case should be the same. The Bid is required to state the manufacturer's name and number. The Bid shall also explain in detail how a proposed equivalent will meet the specifications and should not be considered an exception.

d. If an information technology VPAT is required, the URL link to the Bidder's VPAT shall be submitted in this section at a Bid Packet page referencing the VPAT.

e. If an information technology Security Certification and Accreditation Assessment is required (Required if data is being accessed, processed, transferred or stored), the completed Assessment shall be submitted in this section at a Bid Packet page referencing the Security Accreditation Assessment in Excel Format. These materials will be held **confidential**. Bidder may also submit Standardized Information Gathering (SIG), Consensus Assessment Initiative Questionnaire (CAIQ), FedRamp and/or State Ramp Certifications in lieu of the Security Certification and Accreditation Assessment.

f. If service level agreements are required, the proposed service level agreements shall be inserted in this section at a bid Packet page referencing the proposed Service Level Agreements.

g. If a Statement of Work is required, the proposed draft shall be inserted in this section at a Bid Packet page referencing the proposed Statement of Work using CP form 050 Statement of Work.

### 2.1 Temporary Employment Services

#### Compliance with Temporary Employment Guidelines

IntelliBee ensures compliance with the requirements outlined in **Section 2.1** by following these procedures:

- **Arrival Confirmation:** Our internal **staffing coordinator** confirms the arrival of temporary candidates within **30 minutes of the scheduled start time**.
- **Pre-Assignment Briefing:** Candidates are provided with detailed information about **work hours, duration, expectations, dress code, and location** prior to assignment.
- **Dress Code Compliance:** We ensure that all placed individuals adhere to the **customer's dress code policy** to maintain a professional work environment.
- **Availability & Replacements:** Temporary employees are expected to be available for the entire assignment. If a replacement is required, **IntelliBee guarantees a qualified replacement within 24 hours**, including weekends and holidays.
- **Flexibility for Assignment Reductions:** If a **customer decides to shorten the length of an assignment**, IntelliBee promptly accommodates the change and provides as much notice as possible to the assigned staff.

## 2.2 Work Hours

### Work Schedule Compliance

- Work hours will be determined by the **customer**.
- **Meal Breaks:** Temporary employees **will not be paid for lunch hours**, aligning with contract stipulations.
- **Flexibility:** IntelliBee provides personnel for **holiday, evening, night, weekend, or shift work** as per client requirements.
- **Unsatisfactory Candidate Replacement:** If a **replacement is required** there will be **no charge to the customer**.
- **Expedited Replacements:** IntelliBee replaces **unsatisfactory candidates within 7 business day**. However, the customer retains the right to engage another supplier for the service.

## 2.3 Placement

### Candidate Placement & Issue Resolution

- **Customer-Preferred Candidates:** Customers can refer a **candidate** to IntelliBee for hiring. **No placement or conversion fee** is charged for direct customer referrals.
- **Service Request Process:** Requests can be made via **email, phone, or fax**.
- **Candidate Qualification Process:** While the customer has the right to **interview candidates**, IntelliBee remains responsible for **pre-qualifying them** before submission.
- **Right to Reject or Replace Candidates:** The **customer has the right to remove** any candidate who does not meet experience or performance expectations.
- **Regional Supplier Selection:** Customers may choose **preferred suppliers within their geographic region**.
- **Multiple Supplier Contact:** Customers can engage multiple awarded suppliers simultaneously to fill urgent or high-volume positions.

## 2.4 Supplier's Responsibilities

### Key Responsibilities of IntelliBee

- **Pre-Qualification of Candidates:** IntelliBee **screens candidates** based on **job category, customer requirements, and technical needs**.
- **Clearance & Background Checks:** Background and **reference checks** are completed **before placement**. Compliance confirmation is shared with the customer.
- **Insurance & Payroll Compliance:** IntelliBee ensures compliance with **state and federal payroll regulations**, including **insurance coverage, tax obligations, and benefits administration**.
- **Periodic Quality Assurance Checks:** Quality checks are conducted **weekly for new placements** and **bi-monthly for ongoing placements**.

- **Permanent Hire Option:** If a customer hires a candidate permanently, there will be **no additional obligations** to IntelliBee.
- **Security Compliance:** Candidates adhere to the **security policies** of the requesting customer.

## 2.5 Bonding

### Bonding Compliance & Insurance Coverage

- **Bonding Availability:** IntelliBee has the capability to provide **bonding for candidates**, as required by customers.
- **Bonding Fee:** Any associated costs **will be borne by the customer**.
- **Selection of Bonding Insurer:** IntelliBee utilizes **reputable insurance providers** authorized to operate in the relevant jurisdiction.

## 2.6 Equipment, Property, and Damages

### Handling of Equipment and Property

- IntelliBee ensures **proper maintenance and custody** of customer-owned property.
- Any loss or damage caused by a candidate will be **reimbursed to the customer**, except for **normal wear and tear**.
- Candidates **are trained** to handle **customer-provided equipment** such as **computers, printers, and office machinery**.

## 2.7 Customer's Responsibilities

### Customer's Role in Defining Requirements

Prior to requesting a candidate, the customer provides:

- **Position details** (job duties, skills, education, experience)
- **Work schedule, location, and duration**
- **Equipment/software required**
- **Dress code and expectations**
- **Primary point of contact**
- IntelliBee **recommends** customers provide **written job descriptions** via **email or fax** to ensure proper candidate placement.

## 2.8 Background Checks

### Comprehensive Pre-Employment Screening

- **Reference Checks:** Conducted **before placement** at IntelliBee's expense.
- **Additional Background Checks:** If customers request **additional screenings**, they may be required to cover the cost.
- **Employment Verification:** Completed for **all candidates**.

- **Criminal Background & Drug Testing:** Conducted when requested by **customer policies**.
- **Compliance with Customer Standards:** Background checks align with the same standards applicable to **full-time employees**.

## 2.9 References

### Past Performance & References

IntelliBee provides staffing services to **multiple government entities and Fortune 500 clients**. Below are three key references:

#### Reference 1

<b>Company Name -</b>	Wayne County (Michigan Treasury Division)
<b>Company Address -</b>	Monroe, 5th Floor, Detroit, MI-48226
<b>Contact Person's Name and Title-</b>	Ramesh Renati, IT Director
<b>Phone Number -</b>	313-967-2373
<b>Email id-</b>	rrenati@co.wayne.mi.us
<b>Time period you provided services-</b>	2016 to Current
<b>Contract Amount-</b>	\$2M+
<b>Description of the services-</b>	Staffing

#### Reference 2

<b>Company Name -</b>	Wayne County Airport Authority
<b>Company Address -</b>	11050 Rogell Dr, #602 Detroit, MI 48242
<b>Contact Person's Name and Title-</b>	Faisal Shakee, IT Dy Director
<b>Phone Number -</b>	734-941-8912
<b>Email id-</b>	faisal.shakeel@wcaa.us
<b>Time period you provided services-</b>	2019 to Current
<b>Contract Amount-</b>	\$2.5M
<b>Description of the services-</b>	Staffing

#### Reference 3

<b>Company Name -</b>	State of Michigan
<b>Company Address -</b>	Elliott- Larsen Building 320 S.Walnut St, Lansing MI-48909
<b>Contact Person's Name and Title-</b>	Jennifer Hehl, Program Manager
<b>Phone Number-</b>	517-699-4319
<b>Email id-</b>	HehlJ1@michigan.gov/ jkhehl@gmail.com
<b>Time period you provided services-</b>	2019 to Current
<b>Contract Amount-</b>	\$5M+
<b>Description of the services-</b>	Staffing

**Reference 4:**

<b>Company Name -</b>	Mobis
<b>Contact Person's Name and Title-</b>	Mel Wilkinson, Program Manager
<b>Phone Number -</b>	586-872-3826
<b>Email id-</b>	melw.ictg@gmail.com
<b>Time period you provided services-</b>	1/15/13 to 6/15/15
<b>Description of the services-</b>	Temporary Staffing Services

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## 8. Pricing (Will not be held Confidential)

- a. Pricing associated with the bid shall be submitted in this section using **Exhibit 3 Volume Discount Pricing**.
- b. In accordance with 74 O.S. § 85.40, all travel expenses to be incurred by Supplier in performance of the Contract shall be included in the total Bid price. Travel expenses include, but are not limited to, transportation, lodging and meals. Examples of other miscellaneous travel expenses are referenced in §10.14 of the Statewide Accounting Manual2.
- c. A Bid containing **early payment discounts may be evaluated when making an award**. If a Bidder wishes to offer an early payment discount, the Bid must include available discount percentages for no less than ten (10) days payment, increasing in five (5) day increments up to thirty (30) days. The discount percentages shall be expressed in a half or whole percentage, with the minimum discount percentage being 0.5%. The State is not obligated to utilize an offered discount.
- d. Bids shall remain a firm offer for a minimum of one hundred twenty (120) days after the Bid Response Due Date. Any usage amounts provided by the State are estimates and are not guaranteed to be purchased.
- e. Unless specified otherwise, the Bidder shall submit a firm, fixed price for the term, including optional renewal terms, of the Contract. The Bidder guarantees unit prices to be correct.

Pricing template has been attached separately ([IntelliBee\\_10\\_Exhibit\\_3\\_Pricing\\_Template](#)).

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## 9. Offer of Value-Added Products and/or Services

*If a Bid includes an offer of value-added products and/or services, such offer shall be submitted in this section and include associated pricing and any other information relevant to such value-added offer. However, the State is not obligated to purchase value-added products or services*

None

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## 2. Executive Summary and Company Information

*The Bidder's executive summary shall be submitted in this section. This includes marketing information, information for a designated contact person to receive official notices, approvals and requests, general company information and other similar resources the Bidder wishes to provide. The following company information MUST be included in the Section. Please use and return **Exhibit 2: Executive Summary that is Provided**.*

### Executive Summary

**1. Please list all applicable certifications and professional affiliations for key individuals with your organization.**

IntelliBee holds multiple professional certifications, including:

- **ISO 9001** - Quality Management System
- **ISO 20000** - IT Service Management
- **ISO 27001** - Information Security
- Certified **Minority Business Enterprise (MBE)** by the National Minority Development Council
- Certified **Disadvantaged Business Enterprise (DBE)** in multiple states, including California
- Recognized in **Inc5000** as one of the fastest-growing companies in the country

**2. Please provide the length of time the Bidder has been in business and how long your business has been providing products and/or services of the type requested (Must be at least 3 years)**

IntelliBee was established in 2000 and has been operating for over 23 years. The company has been providing professional services and staffing solutions since 2001, focusing on Government, Manufacturing, Finance, and Healthcare sectors.

**3. Please list any Documentation on capabilities to measure success, auditability and customer satisfaction.**

IntelliBee ensures quality and customer satisfaction through the following approaches:

- **Process Compliance Dashboard** for monitoring quality assurance
- **Regular Governance Meetings** (Daily Scrum, Weekly Operations Review, Monthly Steering Committee)
- **Weekly Internal Audits** and publication of findings
- **Audit Findings and Closure Tracking**
- **Key Performance Indicators (KPIs)** including Position Fill Rate, Replacement Fill Rate, Customer Satisfaction Scores

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**4. Please provide documentation outlining the overall operations related to providing the services offered under this bid.**

**IntelliStaff Process:** A structured recruitment and screening methodology ensuring quality hires.

**Proactive Onboarding:** Ensures security checks, provisioning, and knowledge transfer are completed before deployment.

**Scalability:** Resources are deployed based on volume needs, utilizing a robust candidate database.

**Compliance Assurance:** Background checks, education verification, and employment history validation are standard procedure

**5. Please provided a sample SOW for each category submission**

A sample past contracts has been included as an attachment within IntelliBee's proposal.

**6. Please describe in detail what steps are taken to understand the business needs of the customer.**

IntelliBee employs a consultative approach to gather customer requirements, including:

- Stakeholder Interviews
- Business Process Mapping
- Gap Analysis and Feasibility Studies
- Agile Prototyping to ensure alignment with business goals

**7. Please described how clients' accounts are serviced and how clients' needs for temporary services are determined.**

Dedicated **Account Managers** act as the primary point of contact.

**Customizable Service Models:** IntelliBee adapts to client-specific needs using **Direct Placement, Staff Augmentation, or Full-Service IT Project Implementation.**

**Feedback Loops:** Regular customer feedback ensures continuous service improvement

**8. Please described how services will be met in various geographical locations of the state.**

IntelliBee operates **nationally**, with service coverage in multiple states, including **Michigan, California, Nevada, South Carolina, North Carolina, and Georgia**, among others. The company leverages **remote and on-site resources** to ensure coverage for all clients.

**9. Please describe how customer satisfaction is assessed and how quality assurance is measured in the organization.**

IntelliBee conducts **customer satisfaction surveys** at regular intervals.

**Performance Monitoring:** Position Fill Rate, Time-to-Fill Metrics, and Retention Rate are actively tracked.

**Corrective Actions:** Address performance issues through coaching, training, or resource replacement

**10. Please describe the company's plan and methodology for quality assurance and evaluation of the proposed services. Define how the most qualified candidates are identified for customers as well as describe company's performance monitoring for those candidates.**

**Defined QA Metrics:** Quality of hire, retention rates, and performance tracking.

**Process Improvement Initiatives:** Regular audits, governance meetings, and training.

**Candidate Evaluation and Screening:** Six-stage screening process, including technical, analytical, and domain expertise assessments

**11. Please describe the company's general methodology for recruiting qualified staff tailored to the needs of the customer. Has the company encountered challenges with recruiting qualified staff? If so, were those challenges addressed?**

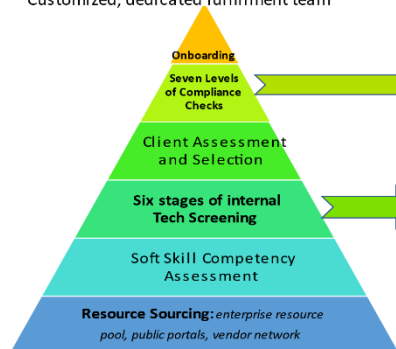
IntelliBee has been providing staffing services since its inception in 2001. IntelliBee possesses experience in providing staffing services with a recruitment and screening process for securing qualified applicants for more than 20 years.

We run our professional program like a process driven program using our **IntelliStaff Process**.

## Professional Services Seamless Process

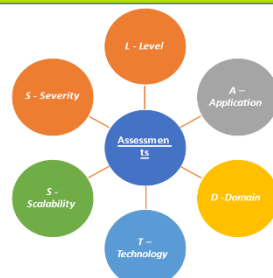
**Global resource delivery model:**

- Fulfillment lifecycle as a "process" driven function
- Life cycle efficiency span- seven to ten business days
- Defined hiring stages process follow through Customized, dedicated fulfillment team



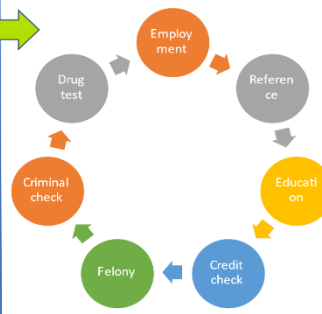
**Six Stages of Internal Assessment**

1. L - Level
2. A - Application
3. D - Domain
4. T - Technology
5. S - Scalability
6. S - Severity



**Seven Levels of Compliance Checks**

1. Employment
2. Reference
3. Education
4. Felony
5. Criminal Check
6. Credit Check
7. Drug Test



IntelliBee Confidential; Please do not share without written approval

7

### IntelliStaff Process

- Our technical staff screen all candidates for six stages of numeric analytical internal tech screening (Level, Application, Domain, Technology, Scalability, Depth)
- Only after the candidates pass these tests, the resumes are presented to the client for their screening. We will co-ordinate with the candidate and the client manager for scheduling interviews.
- After hiring, a proactive onboarding approach will be adopted. Resources will be onboarded ahead of time to complete Security Checks, User Provisioning, Knowledge Transfer, in-house processes/methodologies and compliances, etc. The proactive onboarding of resources will help continue the momentum on the project activities and will ensure that all milestones are accomplished on schedule.

The following is our actions performed during different phases of the recruiting.

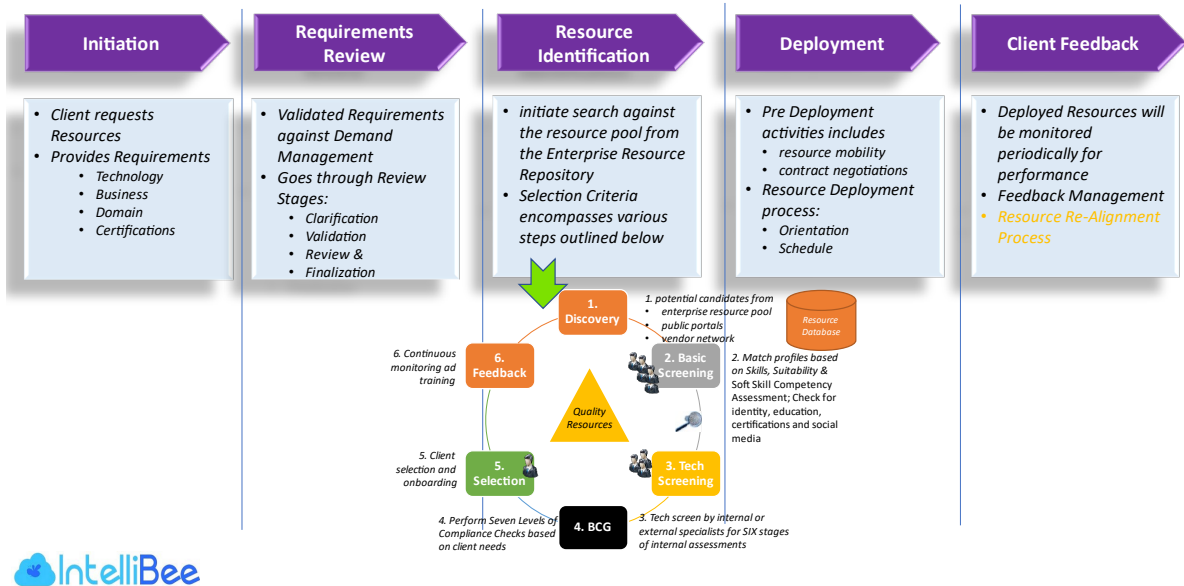
Action	Responsibility
<b>Discovery Phase</b>	
<b>Discovery (Pre-Recruitment)</b> Hiring Manager to raise requisition	Intellibee Hiring Manager – Industry Hires
<b>Discovery (Pre-Recruitment)</b> Consultation with Hiring manager on the requisition to identify hiring requirements, forecast needs, options and detailed job description, compensation and other details. <b>Seek approval (Pre-Recruitment)</b> Consolidate the requirements and discussion points. Raise approval to start the sourcing process	Intellibee Resource and HR Manager
<b>Announce the Position to Employee Referrals / social media / Vendors / Channels</b> Prepare the position draft to be published across various channels. Ensure approvals are in place before publishing the position to various channels. Ensure the decision is also made on the posting period of the position	Intellibee Resource and HR Manager
<b>Interview Panelists(s)</b> PMO / Delivery Team / Client Manager to identify panelists that will be part of the selection process	Intellibee Resource and HR Manager / Customer Team
<b>Sourcing</b> <b>Source resumes from across channels and shortlist with the job description</b>	Intellibee Hiring Manager
<b>Sourcing Phase</b>	
<b>Step 1 - Candidate Profiling:</b> Dedicated Business and Technology SME will work very closely with the recruiting team to profile the candidates against: Client job description and requirements Education background (we look for a Bachelor’s or Master’s Degree in Engineering) The institution the candidate graduated from (we have a preferred list of Institutions for Client) Their previous companies (we have a preferred list of companies with suitable candidates for Client) The nature of prior work (we look for product engineering capabilities) The candidate’s stability The candidate’s communication skills	Intellibee Hiring Manager

Action	Responsibility
<p><b>Online Tests:</b> Online tests to focus on concepts and problem-solving skills, and are frequently refreshed Mandate a minimum score of 70% for the candidate to move to the next step in the interview process Modify and refresh the test, as needed, for use in the Client Incubation and Innovation Center</p>	<p>Intellibee Technical Team &amp; Hiring Manager</p>
<p><b>Telephone Pre-Screening:</b> Dedicated technical SME will conduct a telephone interview to assess technical skills relevant to the job description. These interviews will primarily focus upon the conceptual skills and project experience of the candidates</p>	<p>Dedicated Intellibee Technical Team</p>
<p><b>In-Person White-Boarding Sessions:</b> Short-listed candidates will be invited to attend an in-person white-boarding session to assess their analytical and problem-solving skills. Attention will be paid to the use of innovative approaches</p>	<p>Dedicated Intellibee Technical Team</p>
<p><b>Manager Interview:</b> Short-listed students from Step 4 will interview with a manager to assess team collaboration skills, personality, and fit for the Client culture</p>	<p>Intellibee Management Team</p>
<p><b>Customer Interview:</b> Again, we would recommend that a Client manager conduct the final interview, and the hire decision be a collaborative decision between the recruiting team and the Client manager.</p>	<p>Customer Team</p>
<b>Selection Phase</b>	
<p><b>Compensation and Benefits</b> Senior management to discuss with each selected candidate for customizing compensation and benefits. Validate candidate aspirations and stability</p>	<p>Intellibee HR Manager</p>
<p><b>Offer Follow-Up</b> Dedicated follow-up engine setup for the Client Incubation and Innovation Center. Create panel for each candidate to include the recruiter, an executive, and delivery team member(s) who are all responsible for rigorous follow up actions</p>	<p>HR Operations Executive</p>
<b>Hire Phase</b>	
<p><b>Governance and Reporting</b> Publish daily / weekly reports on the hiring status. Participate in scheduled meetings</p>	<p>Intellibee Resource and HR Manager</p>

- We have invested in developing a tools for hiring and management IntelliHRM, IntelliATS, IntelliTime which are built on top of robust salesforce platform. All these applications are built on a very robust, secure and scalable platform.
- Once we understand the pipeline of resources established by the county in the next 4 to 6 weeks, we will proactively hire to the forecasted demand following our IntelliStaff process.
- Besides advertising the job, we will leverage our talent database which includes over 50 million individuals and 1000+ vendor network.
- Intellibee’s core staffing / hiring principle is to ensure that we hire quality associates with
- Right mix of Specialized Skills and in-depth appreciation of other skills.
- High-energy, vibrant and customer-focused attitude.
- Right mix of smartness and diligence.
- In-depth understanding of Industry domains for which they provide technology products/ services.

- We have a stringent and robust Hiring and Recruitment process framework to hire and induct IntelliBee associates.
- We follow a process driven fulfillment lifecycle process.
- We have a separate, customized, dedicated fulfillment team based on the volume.
- Based on the volume, recruiters are assigned to source specific skill sets to hire.
- We reach out to our internal bench and our own database of 100K consultants; besides using job portals like indeed, monster, CareerBuilder, LinkedIn, and others.
- We also reach out to a vast number of staffing vendors and channel partners.
- Greater resolve towards integrity.
- Proactive hiring to forecast demand.
- Daily monitoring by our leads
- Our hiring process follows the following framework.

### IntelliStaff: Demand / Recruiting Management Process

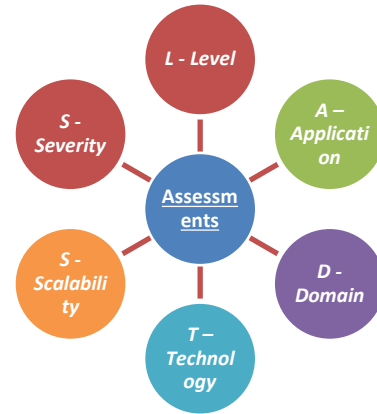


**12. Please identified how temporary staffing will be assigned under the contract. Policies and responses must include the following: skill testing and screening mechanisms, including a description of reference and/or background checks solicited for each applicant and the way job assignments/job matching will be determined. Described how pre-employment screening requirements are accommodated that may be specific to the Procuring Agency.**

### Screening Process

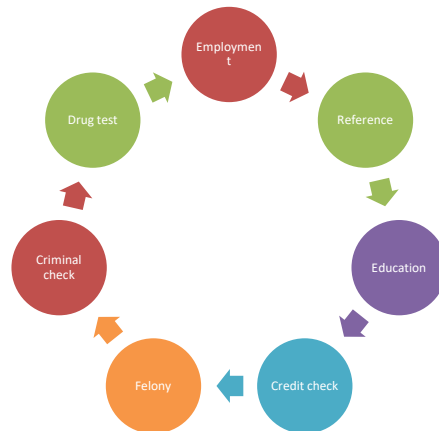
- Based on the volume, recruiters are assigned to source specific skill sets to hire.
- We reach out to our internal bench and our own database of 1000+ consultants; besides using job portals like indeed, monster, CareerBuilder, LinkedIn, and others.

- Our recruiters perform background checks like employment, LinkedIn check, social media presence, references, education checks, minimal technical skills, Softskill competency assessment before they are passed on to the internal assessment by our technical staff.
- Our technical staff screen all candidates for six stages of numeric analytical internal tech screening (Level, Application, Domain, Technology, Scalability, Depth)
- Only after the candidates pass these tests, the resumes are presented to the client for their screening. We will co-ordinate with the candidate and the client manager for scheduling interviews
- Daily monitoring by our leads



### Background Verification:

- Our recruiters perform background checks like employment, LinkedIn check, social media presence, references, education checks, minimal technical skills, Softskill competency assessment before they are passed on to the internal assessment by our technical staff.
- We use **Infocubic** or **HireRight** who does further background checks which includes Felony, Criminal check, Education, Employment, References, Credit check & Drug screening.
- Sometimes due to time constraints references and education checks are done parallelly along with the internal technical screening.
- Proactive hiring to forecast demand.
- Daily monitoring by our leads



**13. Please list the timeframe provided for placement of qualified candidates for new requests.**

**Standard placement time:** 1 to 3 weeks depending on role complexity.

**Staffing Timeline**

We can source and fill in 1 to 3 weeks: and the timeline is listed below.

Task	Timeline	Responsibility
Send Solicitation Form	Day 1	CLIENT
Intellibee PoC receives the Solicitation form and creates an internal request.	Day 1	Intellibee POC
Recruiters check the active bench list and submits to the Recruiting manager for QA and check, if match found, submit to CLIENT	Day 1	POC
Recruiters source candidates: please refer to our methodology; internal staff screen candidates.	Day 1 to Day 5	Intellibee
Manger submits to CLIENT	Day 1 or 5	Intellibee
Determine which candidate(s) has qualifications and price that form the best value.(d) Notify Contractor(s) of CLIENT's selection(s);	Day 6 to 10	CLIENT
Candidate assigned	Day 10 to Day 20 based on the notice period	Intellibee
Monitor candidate performance, through our engagement model.	Ongoing	Intellibee

If replacement is required, we provide a resource who is equally or better qualified at the same cost within the time.

**14. Please address the strategy of retaining quality, assignable, temporary staff.**

**Staff retention**

Our retention rate has been 85%. Our associates retention approach and methods include: -

- A. **Employer brand is a key differentiator for employee retention.** We have demonstrated the ability to establish and promote the Client brand with our employees. This has led to a high degree of pride and satisfaction within the account.
- B. **Compensation and Benefits:** Intellibee provides competitive tailor-made compensation packages between 75th to 95th of the market percentile, with Joining Bonus, Notice

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Period Buyouts and a staged Retention Bonus. This helps to maintain a satisfied and motivated workforce.

- C. **Tools & Technology:** Mitigate the risk in project execution/ delivery by means of Tools, Knowledge Management
- D. **Abundant growth opportunities and career paths.** The flat organization environment fosters innovation and collaboration amongst employees
- E. **Flexible rotation policy.** IntelliBee has a flexible rotation policy which enables the employee to move across projects/engagements/technologies and location. This is done, of course, with respect for the governance structures of each account.
- F. **Promoting employee inclusion programs.** We have rolled out many programs to increase the levels of employee engagement including local social events, buddy programs and engagement initiatives through social media. This is an area that requires constant assessment of existing programs and looking for new and creative ways to enhance inclusion.

**15. Please described the experience if any with placement of candidates withing government entities.**

IntelliBee provides staffing services to Wayne County, City of Detroit, State of Michigan, State of South Carolina, and Clark County, NV.

Successfully placed IT professionals, project managers, and business analysts for government projects.

**16. Please provided documentation in regard to supplier's ability to meet the following laws, HIPAA, FERPA, CJIS, IRS\_PUB 1075, or other sensitive data.**

IntelliBee adheres to compliance requirements, ensuring data security and confidentiality.

Certified for ISO 27001 (Information Security Management System).

Regular Compliance Audits are conducted to uphold industry standards

## Company Information

**a. Length of time the Bidder has been in business.**

IntelliBee was founded in 2000 and has been providing professional IT staffing services since 2001

35+ administration employees

130+ consultants working remotely at client sites

Multiple delivery centers in Farmington Hills, San Francisco, and Hyderabad, India

***b. A brief description of the company.***

IntelliBee is a Detroit-based technology consulting firm specializing in IT staffing, software development, and project management services

***c. Company size and organization.***

35+ administration employees

130+ consultants working remotely at client sites

Multiple delivery centers in Farmington Hills, San Francisco, and Hyderabad, India

***d. The core competency of the company.***

IT Staffing and Talent Acquisition

Cloud and Infrastructure Solutions

Software Development & Salesforce Solutions

Government IT Project Implementation

***e. Number of clients.***

Serving Wayne County, City of Detroit, State of Michigan, State of South Carolina, Clark County (Nevada), and Baltimore School District, among others

***f. Locations where the Bidder's solution has been deployed.***

Multiple states across the U.S., including Michigan, California, Georgia, Indiana, Iowa, North Carolina, Oregon, South Carolina, Tennessee, Virginia, and Washington.