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MASTER AGREEMENT #010826
CATEGORY: IT Managed Workforce and IT Staff Augmentation Solutions
SUPPLIER: DatamanUSA, LLC

This Master Agreement (Agreement) is between Sourcewell, a Minnesota service cooperative located at 202 12th Street Northeast, Staples, MN 56479 (Sourcewell) and DatamanUSA, LLC, 6890 South Tucson Way, Suite 100, Centennial, CO 80112-3919 (Supplier).

Sourcewell is a local government and service cooperative created under the laws of the State of Minnesota (Minnesota Statutes Section 123A.21) offering a Cooperative Purchasing Program to eligible participating government entities.

Under this Master Agreement entered with Sourcewell, Supplier will provide Included Solutions to Participating Entities through Sourcewell's Cooperative Purchasing Program.

Article 1:
General Terms

The General Terms in this Article 1 control the operation of this Master Agreement between Sourcewell and Supplier and apply to all transactions entered by Supplier and Participating Entities. Subsequent Articles to this Master Agreement control the rights and obligations directly between Sourcewell and Supplier (Article 2), and between Supplier and Participating Entity (Article 3), respectively. These Article 1 General Terms control over any conflicting terms. Where this Master Agreement is silent on any subject, Participating Entity and Supplier retain the ability to negotiate mutually acceptable terms.

1) **Purpose.** Pursuant to Minnesota law, the Sourcewell Board of Directors has authorized a Cooperative Purchasing Program designed to provide Participating Entities with access to competitively awarded cooperative purchasing agreements. To facilitate the Program, Sourcewell has awarded Supplier this cooperative purchasing Master Agreement following a competitive procurement process intended to meet compliance standards in accordance with Minnesota law and the requirements contained herein.

2) **Intent.** The intent of this Master Agreement is to define the roles of Sourcewell, Supplier, and Participating Entity as it relates to Sourcewell's Cooperative Purchasing Program.

3) **Participating Entity Access.** Sourcewell's Cooperative Purchasing Program Master Agreements are available to eligible public agencies (Participating Entities). A Participating Entity's authority to access Sourcewell's Cooperative Purchasing Program is determined through the laws of its respective jurisdiction.

4) **Supplier Access.** The Included Solutions offered under this Agreement may be made available to any Participating Entity. Supplier understands that a Participating Entity's use of this Agreement is at the Participating Entity's sole convenience. Supplier will educate its sales and service forces about Sourcewell eligibility requirements and required documentation. Supplier will be responsible for ensuring sales are with Participating Entities.

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5) **Term.** This Agreement is effective upon the date of the final signature below. The term of this Agreement is four (4) years from the effective date. The Agreement expires at 11:59 P.M. Central Time on October 20, 2030, unless it is cancelled or extended as defined in this Agreement.

   a) **Extensions.** Sourcewell and Supplier may agree to up to three (3) additional one-year extensions beyond the original four-year term. The total possible length of this Agreement will be seven (7) years from the effective date.

   b) **Exceptional Circumstances.** Sourcewell retains the right to consider additional extensions as required under exceptional circumstances.

6) **Survival of Terms.** Notwithstanding the termination of this Agreement, the obligations of this Agreement will continue through the performance period of any transaction entered between Supplier and any Participating Entity before the termination date.

7) **Scope.** Supplier is awarded a Master Agreement to provide the solutions identified in (Solicitation #010826) to Participating Entities. In-scope solutions include:

   a) IT Managed Workforce Solutions, such as:
      i) Coordination and oversight of multiple staffing suppliers to meet IT talent needs.
      ii) Management of supplier performance, compliance, and contractual obligations.
      iii) Administration of workforce processes and support of strategic IT workforce planning and alignment.
      iv) Providing tools, resources, and processes to manage statement of work (SOW) engagements with IT staffing suppliers.
   b) IT Staff Augmentation Services, such as:
      i) Providing temporary, project-based, long-term staff augmentation, or direct-hire IT professionals across a full range of IT roles.

   Suppliers may include complementary offerings of related services, software, and technology solutions to the extent that these solutions are directly related to the solutions proposed in 7)a) and 7)b) above.

8) **Included Solutions.** Supplier's Proposal to the above referenced RFP is incorporated into this Master Agreement. Only those Solutions included within Supplier's Proposal and within Scope (Included Solutions) are included within the Agreement and may be offered to Participating Entities.

9) **Indefinite Quantity.** This Master Agreement defines an indefinite quantity of sales to eligible Participating Entities.

10) **Pricing.** Pricing information (including Pricing and Delivery and Pricing Offered tables) for all Included Solutions within Supplier's Proposal is incorporated into this Master Agreement.

11) **Not to Exceed Pricing.** Suppliers may not exceed the prices listed in the current Pricing List on file with Sourcewell when offering Included Solutions to Participating Entities. Participating Entities may request adjustments to pricing directly from Supplier during the negotiation and execution of any transaction.

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12) **Open Market.** Supplier's open market pricing process is included within its Proposal.

13) **Supplier Representations:**

i) **Compliance.** Supplier represents and warrants it will provide all Included Solutions under this Agreement in full compliance with applicable federal, state, and local laws and regulations.

ii) **Licenses.** As applicable, Supplier will maintain a valid status on all required federal, state, and local licenses, bonds, and permits required for the operation of Supplier's business with Participating Entities. Participating Entities may request all relevant documentation directly from Supplier.

iii) **Supplier Warrants.** Supplier warrants that all Included Solutions furnished under this Agreement are free from liens and encumbrances, and are free from defects in design, materials, and workmanship. In addition, Supplier warrants the Solutions are suitable for and will perform in accordance with the ordinary use for which they are intended.

14) **Bankruptcy Notices.** Supplier certifies and warrants it is not currently in a bankruptcy proceeding. Supplier has disclosed all current and completed bankruptcy proceedings within the past seven years within its Proposal. Supplier must provide notice in writing to Sourcewell if it enters a bankruptcy proceeding at any time during the term of this Agreement.

15) **Debarment and Suspension.** Supplier certifies and warrants that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from programs operated by the State of Minnesota, the United States federal government, or any Participating Entity. Supplier certifies and warrants that neither it nor its principals have been convicted of a criminal offense related to the subject matter of this Agreement. Supplier further warrants that it will provide immediate written notice to Sourcewell if this certification changes at any time during the term of this Agreement.

16) **Provisions for non-United States federal entity procurements under United States federal awards or other awards (Appendix II to 2 C.F.R § 200).** Participating Entities that use United States federal grant or other federal funding to purchase solutions from this Agreement may be subject to additional requirements including the procurement standards of the Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards, 2 C.F.R. § 200. Participating Entities may have additional requirements based on specific funding source terms or conditions. Within this Section, all references to "federal" should be interpreted to mean the United States federal government. The following list applies when a Participating Entity accesses Supplier's Included Solutions with United States federal funds.

i) **EQUAL EMPLOYMENT OPPORTUNITY.** Except as otherwise provided under 41 C.F.R. § 60, all agreements that meet the definition of "federally assisted construction contract" in 41 C.F.R. § 60-1.3 must include the equal opportunity clause provided under 41 C.F.R. § 60-1.4(b), in accordance with Executive Order 11246, "Equal Employment Opportunity" (30 FR 12319, 12935, 3 C.F.R. §, 1964-1965 Comp., p. 339), as amended by Executive Order 11375, "Amending Executive Order 11246 Relating to Equal Employment Opportunity," and implementing

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regulations at 41 C.F.R. § 60, "Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor." The equal opportunity clause is incorporated herein by reference.

ii) **DAVIS-BACON ACT, AS AMENDED (40 U.S.C. § 3141-3148).** When required by federal program legislation, all prime construction contracts in excess of $2,000 awarded by non-federal entities must include a provision for compliance with the Davis-Bacon Act (40 U.S.C. § 3141-3144, and 3146-3148) as supplemented by Department of Labor regulations (29 C.F.R. § 5, "Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction"). In accordance with the statute, contractors must be required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor. In addition, contractors must be required to pay wages not less than once a week. The non-federal entity must place a copy of the current prevailing wage determination issued by the Department of Labor in each solicitation. The decision to award a contract or subcontract must be conditioned upon the acceptance of the wage determination. The non-federal entity must report all suspected or reported violations to the federal awarding agency. The contracts must also include a provision for compliance with the Copeland "Anti-Kickback" Act (40 U.S.C. § 3145), as supplemented by Department of Labor regulations (29 C.F.R. § 3, "Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States"). The Act provides that each contractor or subrecipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The non-federal entity must report all suspected or reported violations to the federal awarding agency. Supplier must comply with all applicable Davis-Bacon Act provisions.

iii) **CONTRACT WORK HOURS AND SAFETY STANDARDS ACT (40 U.S.C. § 3701-3708).** Where applicable, all contracts awarded by the non-federal entity in excess of $100,000 that involve the employment of mechanics or laborers must include a provision for compliance with 40 U.S.C. §§ 3702 and 3704, as supplemented by Department of Labor regulations (29 C.F.R. § 5). Under 40 U.S.C. § 3702 of the Act, each contractor must be required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of 40 hours in the work week. The requirements of 40 U.S.C. § 3704 are applicable to construction work and provide that no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous or dangerous. These requirements do not apply to the purchases of supplies, materials, or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence. This provision is hereby incorporated by reference into this Agreement. Supplier certifies that during the term of an award for all Agreements by Sourcewell resulting from this procurement process, Supplier must comply with applicable requirements as referenced above.

iv) **RIGHTS TO INVENTIONS MADE UNDER A CONTRACT OR AGREEMENT.** If the federal award meets the definition of "funding agreement" under 37 C.F.R. § 401.2(a) and the recipient or subrecipient wishes to enter into a contract with a small business firm or nonprofit organization regarding the substitution of parties, assignment or performance of experimental, developmental, or research work under that "funding agreement," the recipient or subrecipient

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must comply with the requirements of 37 C.F.R. § 401, "Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements," and any implementing regulations issued by the awarding agency. Supplier certifies that during the term of an award for all Agreements by Sourcewell resulting from this procurement process, Supplier must comply with applicable requirements as referenced above.

v) **CLEAN AIR ACT (42 U.S.C. § 7401-7671Q.) AND THE FEDERAL WATER POLLUTION CONTROL ACT (33 U.S.C. § 1251-1387).** Contracts and subgrants of amounts in excess of $150,000 require the non-federal award to agree to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act (42 U.S.C. § 7401- 7671q) and the Federal Water Pollution Control Act as amended (33 U.S.C. § 1251- 1387). Violations must be reported to the Federal awarding agency and the Regional Office of the Environmental Protection Agency (EPA). Supplier certifies that during the term of this Agreement it will comply with applicable requirements as referenced above.

vi) **DEBARMENT AND SUSPENSION (EXECUTIVE ORDERS 12549 AND 12689).** A contract award (see 2 C.F.R. § 180.220) must not be made to parties listed on the government wide exclusions in the System for Award Management (SAM), in accordance with the OMB guidelines at 2 C.F.R. § 180 that implement Executive Orders 12549 (3 C.F.R. § 1986 Comp., p. 189) and 12689 (3 C.F.R. § 1989 Comp., p. 235), "Debarment and Suspension." SAM Exclusions contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549. Supplier certifies that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation by any federal department or agency.

vii) **BYRD ANTI-LOBBYING AMENDMENT, AS AMENDED (31 U.S.C. § 1352).** Suppliers must file any required certifications. Suppliers must not have used federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any federal contract, grant, or any other award covered by 31 U.S.C. § 1352. Suppliers must disclose any lobbying with non-federal funds that takes place in connection with obtaining any federal award. Such disclosures are forwarded from tier to tier up to the non-federal award. Suppliers must file all certifications and disclosures required by, and otherwise comply with, the Byrd Anti-Lobbying Amendment (31 U.S.C. § 1352).

viii) **RECORD RETENTION REQUIREMENTS.** To the extent applicable, Supplier must comply with the record retention requirements detailed in 2 C.F.R. § 200.333. The Supplier further certifies that it will retain all records as required by 2 C.F.R. § 200.333 for a period of 3 years after grantees or subgrantees submit final expenditure reports or quarterly or annual financial reports, as applicable, and all other pending matters are closed.

ix) **ENERGY POLICY AND CONSERVATION ACT COMPLIANCE.** To the extent applicable, Supplier must comply with the mandatory standards and policies relating to energy efficiency which are contained in the state energy conservation plan issued in compliance with the Energy Policy and Conservation Act.

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x) **BUY AMERICAN PROVISIONS COMPLIANCE.** To the extent applicable, Supplier must comply with all applicable provisions of the Buy American Act. Purchases made in accordance with the Buy American Act must follow the applicable procurement rules calling for free and open competition.

xi) **ACCESS TO RECORDS (2 C.F.R. § 200.336).** Supplier agrees that duly authorized representatives of a federal agency must have access to any books, documents, papers and records of Supplier that are directly pertinent to Supplier's discharge of its obligations under this Agreement for the purpose of making audits, examinations, excerpts, and transcriptions. The right also includes timely and reasonable access to Supplier's personnel for the purpose of interview and discussion relating to such documents.

xii) **PROCUREMENT OF RECOVERED MATERIALS (2 C.F.R. § 200.322).** A non-federal entity that is a state agency or agency of a political subdivision of a state and its contractors must comply with Section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act. The requirements of Section 6002 include procuring only items designated in guidelines of the Environmental Protection Agency (EPA) at 40 C.F.R. § 247 that contain the highest percentage of recovered materials practicable, consistent with maintaining a satisfactory level of competition, where the purchase price of the item exceeds $10,000 or the value of the quantity acquired during the preceding fiscal year exceeded $10,000; procuring solid waste management services in a manner that maximizes energy and resource recovery; and establishing an affirmative procurement program for procurement of recovered materials identified in the EPA guidelines.

xiii) **FEDERAL SEAL(S), LOGOS, AND FLAGS.** The Supplier cannot use the seal(s), logos, crests, or reproductions of flags or likenesses of Federal agency officials without specific pre-approval.

xiv) **NO OBLIGATION BY FEDERAL GOVERNMENT.** The U.S. federal government is not a party to this Agreement or any purchase by a Participating Entity and is not subject to any obligations or liabilities to the Participating Entity, Supplier, or any other party pertaining to any matter resulting from the Agreement or any purchase by an authorized user.

xv) **PROGRAM FRAUD AND FALSE OR FRAUDULENT STATEMENTS OR RELATED ACTS.** The Contractor acknowledges that 31 U.S.C. § 38 (Administrative Remedies for False Claims and Statements) applies to the Supplier's actions pertaining to this Agreement or any purchase by a Participating Entity.

xvi) **FEDERAL DEBT.** The Supplier certifies that it is non-delinquent in its repayment of any federal debt. Examples of relevant debt include delinquent payroll and other taxes, audit disallowance, and benefit overpayments.

xvii) **CONFLICTS OF INTEREST.** The Supplier must notify the U.S. Office of General Services, Sourcewell, and Participating Entity as soon as possible if this Agreement or any aspect related to the anticipated work under this Agreement raises an actual or potential conflict of interest (as described in 2 C.F.R. Part 200). The Supplier must explain the actual or potential conflict in writing in sufficient detail so that the U.S. Office of General Services, Sourcewell, and Participating Entity are able to assess the actual or potential conflict; and provide any additional information as necessary or requested.

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xviii) **U.S. EXECUTIVE ORDER 13224.** The Supplier, and its subcontractors, must comply with U.S. Executive Order 13224 and U.S. Laws that prohibit transactions with and provision of resources and support to individuals and organizations associated with terrorism.

xix) **PROHIBITION ON CERTAIN TELECOMMUNICATIONS AND VIDEO SURVEILLANCE SERVICES OR EQUIPMENT.** To the extent applicable, Supplier certifies that during the term of this Agreement it will comply with applicable requirements of 2 C.F.R. § 200.216.

xx) **DOMESTIC PREFERENCES FOR PROCUREMENTS.** To the extent applicable, Supplier certifies that during the term of this Agreement, Supplier will comply with applicable requirements of 2 C.F.R. § 200.322.

Article 2:
Sourcewell and Supplier Obligations

The Terms in this Article 2 relate specifically to Sourcewell and its administration of this Master Agreement with Supplier and Supplier's obligations thereunder.

1) **Authorized Sellers**. Supplier must provide Sourcewell a current means to validate or authenticate Supplier's authorized dealers, distributors, or resellers which may complete transactions of Included Solutions offered under this Agreement. Sourcewell may request updated information in its discretion, and Supplier agrees to provide requested information within a reasonable time.

2) **Product and Price Changes Requirements.** Supplier may request Included Solutions changes, additions, or deletions at any time. All requests must be made in writing by submitting a Sourcewell Price and Product Change Request Form to Sourcewell. At a minimum, the request must:
   - Identify the applicable Sourcewell Agreement number;
   - Clearly specify the requested change;
   - Provide sufficient detail to justify the requested change;
   - Individually list all Included Solutions affected by the requested change, along with the requested change (e.g., addition, deletion, price change); and
   - Include a complete restatement of Pricing List with the effective date of the modified pricing, or product addition or deletion. The new pricing restatement must include all Included Solutions offered, even for those items where pricing remains unchanged.

   A fully executed Sourcewell Price and Product Change Request Form will become an amendment to this Agreement and will be incorporated by reference.

3) **Authorized Representative.** Supplier will assign an Authorized Representative to Sourcewell for this Agreement and must provide prompt notice to Sourcewell if that person is changed. The Authorized Representative will be responsible for:
   - Maintenance and management of this Agreement;
   - Timely response to all Sourcewell and Participating Entity inquiries; and
   - Participation in reviews with Sourcewell.

   Sourcewell's Authorized Representative is its Chief Procurement Officer.

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4) **Performance Reviews.** Supplier will perform a minimum of one review with Sourcewell per agreement year. The review will cover transactions to Participating Entities, pricing and terms, administrative fees, sales data reports, performance issues, supply chain issues, customer issues, and any other necessary information.

5) **Sales Reporting Required.** Supplier is required as a material element to this Master Agreement to report all completed transactions with Participating Entities utilizing this Agreement. Failure to provide complete and accurate reports as defined herein will be a material breach of the Agreement and Sourcewell reserves the right to pursue all remedies available at law including cancellation of this Agreement.

6) **Reporting Requirements.** Supplier must provide Sourcewell an activity report of all transactions completed utilizing this Agreement. Reports are due at least once each calendar quarter (Reporting Period). Reports must be received no later than 45 calendar days after the end of each calendar quarter. Supplier may report on a more frequent basis in its discretion. Reports must be provided regardless of the amount of completed transactions during that quarter (i.e., if there are no sales, Supplier must submit a report indicating no sales were made).

   The Report must contain the following fields:
   - Participating Entity Name (e.g., City of Staples Highway Department);
   - Participating Entity Physical Street Address;
   - Participating Entity City;
   - Participating Entity State/Province;
   - Participating Entity Zip/Postal Code;
   - Sourcewell Participating Entity Account Number;
   - Transaction Description;
   - Transaction Purchased Price;
   - Sourcewell Administrative Fee Applied; and
   - Date Transaction was invoiced/sale was recognized as revenue by Supplier.

   If collected by Supplier, the Report may include the following fields as available:
   - Participating Entity Contact Name;
   - Participating Entity Contact Email Address;
   - Participating Entity Contact Telephone Number;

7) **Administrative Fee.** In consideration for the support and services provided by Sourcewell, Supplier will pay an Administrative Fee to Sourcewell on all completed transactions to Participating Entities utilizing this Agreement, with the parties mutually agreeing to adjust Line 73 of Proposer's response to reflect an Administrative Fee of 2% (two percent). Supplier will include its Administrative Fee within its proposed pricing. Supplier may not directly charge Participating Entities to offset the Administrative Fee.

8) **Fee Calculation.** Supplier's Administrative Fee payable to Sourcewell will be calculated as a stated percentage (listed in Supplier's Proposal) of all completed transactions utilizing this Master Agreement within the preceding Reporting Period. For certain categories, a flat fee may be proposed. The Administrative Fee will be stated in Supplier's Proposal.

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9) **Fee Remittance.** Supplier will remit fee to Sourcewell no later than 45 calendar days after the close of the preceding calendar quarter in conjunction with Supplier's Reporting Period obligations defined herein. Payments should note the Supplier's name and Sourcewell-assigned Agreement number in the memo; and must be either mailed to Sourcewell above "Attn: Accounts Receivable" or remitted electronically to Sourcewell's banking institution per Sourcewell's Finance department instructions.

10) **Noncompliance.** Sourcewell reserves the right to seek all remedies available at law for unpaid or underpaid Administrative Fees due under this Agreement. Failure to remit payment, delinquent payments, underpayments, or other deviations from the requirements of this Agreement may be deemed a material breach and may result in cancellation of this Agreement and disbarment from future Agreements.

11) **Audit Requirements.** Pursuant to Minn. Stat. § 16C.05, subdivision 5, the books, records, documents, and accounting procedures and practices relevant to this Agreement are subject to examination by Sourcewell and the Minnesota State Auditor for a minimum of six years from the end of this Agreement. Supplier agrees to fully cooperate with Sourcewell in auditing transactions under this Agreement to ensure compliance with pricing terms, correct calculation and remittance of Administrative Fees, and verification of transactions as may be requested by a Participating Entity or Sourcewell.

12) **Assignment, Transfer, and Administrative Changes.** Supplier may not assign or otherwise transfer its rights or obligations under this Agreement without the prior written consent of Sourcewell. Such consent will not be unreasonably withheld. Sourcewell reserves the right to unilaterally assign all or portions of this Agreement within its sole discretion to address corporate restructurings, mergers, acquisitions, or other changes to the Responsible Party and named in the Agreement. Any prohibited assignment is invalid. Upon request Sourcewell may make administrative changes to agreement documentation such as name changes, address changes, and other non-material updates as determined within its sole discretion.

13) **Amendments.** Any material change to this Agreement must be executed in writing through an amendment and will not be effective until it has been duly executed by the parties.

14) **Waiver.** Failure by Sourcewell to enforce any right under this Agreement will not be deemed a waiver of such right in the event of the continuation or repetition of the circumstances giving rise to such right.

15) **Complete Agreement.** This Agreement represents the complete agreement between the parties for the scope as defined herein. Supplier and Sourcewell may enter into separate written agreements relating specifically to transactions outside of the scope of this Agreement.

16) **Relationship of Sourcewell and Supplier.** This Agreement does not create a partnership, joint venture, or any other relationship such as employee, independent contractor, master-servant, or principal-agent.

17) **Indemnification.** Supplier must indemnify, defend, save, and hold Sourcewell, including their agents and employees, harmless from any claims or causes of action, including attorneys' fees incurred by

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Sourcewell, arising out of any act or omission in the performance of this Agreement by the Supplier or its agents or employees; this indemnification includes injury or death to person(s) or property alleged to have been caused by some defect in design, condition, or performance of Included Solutions under this Agreement. Sourcewell's responsibility will be governed by the State of Minnesota's Tort Liability Act (Minnesota Statutes Chapter 466) and other applicable law.

18) **Data Practices.** Supplier and Sourcewell acknowledge Sourcewell is subject to the Minnesota Government Data Practices Act, Minnesota Statutes Chapter 13. As it applies to all data created and maintained in performance of this Agreement, Supplier may be subject to the requirements of this chapter.

19) **Grant of License.**
   a) **During the term of this Agreement:**
      i) **Supplier Promotion.** Sourcewell grants to Supplier a royalty-free, worldwide, non-exclusive right and license to use the trademark(s) provided to Supplier by Sourcewell in advertising, promotional materials, and informational sites for the purpose of marketing Sourcewell's Agreement with Supplier.

      ii) **Sourcewell Promotion.** Supplier grants to Sourcewell a royalty-free, worldwide, non-exclusive right and license to use Supplier's trademarks in advertising, promotional materials, and informational sites for the purpose of marketing Supplier's Agreement with Sourcewell.

   b) **Limited Right of Sublicense.** The right and license granted herein includes a limited right of each party to grant sublicenses to their respective subsidiaries, distributors, dealers, resellers, marketing representatives, partners, or agents (collectively "Permitted Sublicensees") in advertising, promotional, or informational materials for the purpose of marketing the Parties' relationship. Any sublicense granted will be subject to the terms and conditions of this Article. Each party will be responsible for any breach of this section by any of their respective sublicensees.

   c) **Use; Quality Control.**
      i) Neither party may alter the other party's trademarks from the form provided and must comply with removal requests as to specific uses of its trademarks or logos.

      ii) Each party agrees to use, and to cause its Permitted Sublicensees to use, the other party's trademarks only in good faith and in a dignified manner consistent with such party's use of the trademarks. Each party may make written notice to the other regarding misuse under this section. The offending party will have 30 days of the date of the written notice to cure the issue or the license/sublicense will be terminated.

   d) **Termination.** Upon the termination of this Agreement for any reason, each party, including Permitted Sublicensees, will have 30 days to remove all Trademarks from signage, websites, and the like bearing the other party's name or logo (excepting Sourcewell's pre-printed catalog of suppliers which may be used until the next printing). Supplier must return all marketing and promotional materials, including signage, provided by Sourcewell, or dispose of it according to Sourcewell's written directions.

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20) **Venue and Governing law between Sourcewell and Supplier Only.** The substantive and procedural laws of the State of Minnesota will govern this Agreement between Sourcewell and Supplier. Venue for all legal proceedings arising out of this Agreement between Sourcewell and Supplier will be in court of competent jurisdiction within the State of Minnesota. This section does not apply to any dispute between Supplier and Participating Entity. This Agreement reserves the right for Supplier and Participating Entity to negotiate this term to within any transaction documents.

21) **Severability.** If any provision of this Agreement is found by a court of competent jurisdiction to be illegal, unenforceable, or void then both parties will be relieved from all obligations arising from that provision. If the remainder of this Agreement is capable of being performed, it will not be affected by such determination or finding and must be fully performed.

22) **Insurance Coverage.** At its own expense, Supplier must maintain valid insurance policy(ies) during the performance of this Agreement with insurance company(ies) licensed or authorized to do business in the State of Minnesota having an "AM BEST" rating of A- or better, with coverage and limits of insurance not less than the following:

    a) **Commercial General Liability Insurance.** Supplier will maintain insurance covering its operations, with coverage on an occurrence basis, and must be subject to terms no less broad than the Insurance Services Office ("ISO") Commercial General Liability Form CG0001 (2001 or newer edition), or equivalent. At a minimum, coverage must include liability arising from premises, operations, bodily injury and property damage, independent contractors, products-completed operations including construction defect, contractual liability, blanket contractual liability, and personal injury and advertising injury. All required limits, terms and conditions of coverage must be maintained during the term of this Agreement.
        - $1,500,000 each occurrence Bodily Injury and Property Damage
        - $1,500,000 Personal and Advertising Injury
        - $2,000,000 aggregate for products liability-completed operations
        - $2,000,000 general aggregate

    b) **Certificates of Insurance.** Prior to execution of this Agreement, Supplier must furnish to Sourcewell a certificate of insurance, as evidence of the insurance required under this Agreement. Prior to expiration of the policy(ies), renewal certificates must be mailed to Sourcewell, 202 12th Street Northeast, Staples, MN 56479 or provided to in an alternative manner as directed by Sourcewell. The certificates must be signed by a person authorized by the insurer(s) to bind coverage on their behalf. Failure of Supplier to maintain the required insurance and documentation may constitute a material breach.

    c) **Additional Insured Endorsement and Primary and Non-contributory Insurance Clause.** Supplier agrees to list Sourcewell, including its officers, agents, and employees, as an additional insured under the Supplier's commercial general liability insurance policy with respect to liability arising out of activities, "operations," or "work" performed by or on behalf of Supplier, and products and completed operations of Supplier. The policy provision(s) or endorsement(s) must further provide that coverage is primary and not excess over or contributory with any other valid, applicable, and collectible insurance or self-insurance in force for the additional insureds.

    d) **Waiver of Subrogation.** Supplier waives and must require (by endorsement or otherwise) all its insurers to waive subrogation rights against Sourcewell and other additional insureds for losses

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paid under the insurance policies required by this Agreement or other insurance applicable to the Supplier or its subcontractors. The waiver must apply to all deductibles and/or self-insured retentions applicable to the required or any other insurance maintained by the Supplier or its subcontractors. Where permitted by law, Supplier must require similar written express waivers of subrogation and insurance clauses from each of its subcontractors.

e) **Umbrella/Excess Liability/SELF-INSURED RETENTION.** The limits required by this Agreement can be met by either providing a primary policy or in combination with umbrella/excess liability policy(ies), or self-insured retention.

23) **Termination for Convenience.** Sourcewell or Supplier may terminate this Agreement upon 60 calendar days' written notice to the other Party. Termination pursuant to this section will not relieve the Supplier's obligations under this Agreement for any transactions entered with Participating Entities through the date of termination, including reporting and payment of applicable Administrative Fees.

24) **Termination for Cause.** Sourcewell may terminate this Agreement upon providing written notice of material breach to Supplier. Notice must describe the breach in reasonable detail and state the intent to terminate the Agreement. Upon receipt of Notice, the Supplier will have 30 calendar days in which it must cure the breach. Termination pursuant to this section will not relieve the Supplier's obligations under this Agreement for any transactions entered with Participating Entities through the date of termination, including reporting and payment of applicable Administrative Fees.

Article 3:
Supplier Obligations to Participating Entities

The Terms in this Article 3 relate specifically to Supplier and a Participating Entity when entering transactions utilizing the General Terms established in this Master Agreement. Article 1 General Terms control over any conflict with this Article 3. Where this Master Agreement is silent on any subject, Participating Entity and Supplier retain the ability to negotiate mutually acceptable terms.

1) **Quotes to Participating Entities.** Suppliers are encouraged to provide all pricing information regarding the total cost of acquisition when quoting to a Participating Entity. Suppliers and Participating Entities are encouraged to include all cost specifically associated with or included within the Suppliers proposal and Included Solutions within transaction documents.

2) **Shipping, Delivery, Acceptance, Rejection, and Warranty.** Supplier's proposal may include proposed terms relating to shipping, delivery, inspection, and acceptance/rejection and other relevant terms of tendered Solutions. Supplier and Participating Entity may negotiate final terms appropriate for the specific transaction relating to non-appropriation, shipping, delivery, inspection, acceptance/rejection of tendered Solutions, and warranty coverage for Included Solutions. Such terms may include, but are not limited to, costs, risk of loss, proper packaging, inspection rights and timelines, acceptance or rejection procedures, and remedies as mutually agreed include notice requirements, replacement, return or exchange procedures, and associated costs.

3) **Applicable Taxes.** Participating Entity is responsible for notifying supplier of its tax-exempt status and for providing Supplier with any valid tax-exemption certification(s) or related documentation.

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4) **Ordering Process and Payment.** Supplier's ordering process and acceptable forms of payment are included within its Proposal. Participating Entities will be solely responsible for payment to Supplier and Sourcewell will have no liability for any unpaid invoice of any Participating Entity.

5) **Transaction Documents.** Participating Entity may require the use of its own forms to complete transactions directly with Supplier utilizing the terms established in this Agreement. Supplier's standard form agreements may be offered as part of its Proposal. Supplier and Participating Entity may complete and document transactions utilizing any type of transaction documents as mutually agreed. In any transaction document entered utilizing this Agreement, Supplier and Participating Entity must include specific reference to this Master Agreement by number and to Participating Entity's unique Sourcewell account number.

6) **Additional Terms and Conditions Permitted.** Participating Entity and Supplier may negotiate and include additional terms and conditions within transaction documentation as mutually agreed. Such terms may supplant or supersede this Master Agreement when necessary and as solely determined by Participating Entity. Sourcewell has expressly reserved the right for Supplier and Participating Entity to address any necessary provisions within transaction documents not expressly included within this Master Agreement, including but not limited to transaction cancellation, dispute resolution, governing law and venue, non-appropriation, insurance, defense and indemnity, force majeure, and other material terms as mutually agreed.

7) **Subsequent Agreements and Survival.** Supplier and Participating Entity may enter into a separate agreement to facilitate long-term performance obligations utilizing the terms of this Master Agreement as mutually agreed. Such agreements may provide for a performance period extending beyond the full term of this Master Agreement as determined in the discretion of Participating Entity.

8) **Participating Addendums.** Supplier and Participating Entity may enter a Participating Addendum or similar document extending and supplementing the terms of this Master Agreement to facilitate adoption as may be required by a Participating Entity.

Sourcewell	DatamanUSA, LLC
Signed by: Jeremy Schwartz C0FD2A139D06489...	Signed by: Nidhi Saxena 0A9E9DBE72FB4E5...
By: _____	By: _____
Jeremy Schwartz	Nidhi Saxena
Title: Chief Procurement Officer	Title: CEO
Date: 10/16/2026 | 3:30 PM CDT	Date: 10/16/2026 | 2:38 PM CDT

Docusign Envelope ID: 4840FA88-42B9-84DA-8359-5FE38BE17FBF

RFP 010826 - IT Managed Workforce and Staff Augmentation Solutions

Vendor Details

Company Name:	DatamanUSA, llc
Address:	6890 S Tucson Way, Ste 100 Centennial, Colorado 80112
Contact:	Nidhi Saxena
Email:	contact@datamanusa.com
Phone:	720-248-3110
Fax:	208-493-6777
HST#:	841552228

Submission Details

Created On:	Tuesday December 16, 2025 14:45:16
Submitted On:	Thursday January 08, 2026 01:43:33
Submitted By:	Nidhi Saxena
Email:	contact@datamanusa.com
Transaction #:	11543341-a933-4aa1-8ddb-d6a51d4bde49
Submitter's IP Address:	147.243.23.150

Specifications

Responsiveness Criteria

To be considered responsive under this solicitation, a proposer **must meet** the responsiveness criteria for one (1) or both solution categories identified below:

1. IT Managed Workforce
2. IT Staff Augmentation

Proposers that wish to demonstrate compliance with the responsiveness criteria for both solution categories, must submit the required documentation for each applicable category. In such cases, the proposer must submit the required documentation **for each** applicable category. Proposal responses will be evaluated within a collective pool, rather than by individual categories.

Proposals that **do not** include the required documentation for at least one (1) of the responsiveness criteria will be deemed non-responsive and **will not** advance to evaluation.

Summary:

- If you are proposing for **IT Managed Workforce**, provide the documentation listed in Table RC1.
- If you are proposing for **IT Staff Augmentation**, provide the documentation listed in Table RC2.
- If you are proposing for **both IT Managed Workforce** and **IT Staff Augmentation**, you must provide the required documentation listed in both Table RC1 and Table RC2. Submit all documents together in your "Responsiveness" folder, labeled according to the instructions below.

Responsiveness – Pass/Fail:
If any of the requested information is not provided, the proposer is deemed non-responsive and **WILL NOT** advance to evaluation.

Line Item	Acknowledge	Yes / No *	
1	I have read and understand the responsiveness criteria requirements.	(•) Yes ( ) No	*

Table RC1: Responsiveness Criteria - IT Managed Workforce Solutions

Line Item	Category or Type	Offered *
2	Proposers must demonstrate experience managing at least one (1) large-scale state-wide, county-wide, or city-wide public-sector contract. For a city-wide contract, the city must be located within a metropolitan statistical area (MSA) with a population of at least 2.9 million, based on the 2024 U.S. Census Bureau data. Documentation Required (submit one (1) of the following): - PDF copy of a contract award or executed agreement showing contract scope and statewide coverage; - Publicly available procurement portal record confirming contract award and active status; or - Renewal notice, contract extension, or redacted invoice demonstrating the contract is active as of the RFP submission due date. Label the document (in PDF format) as follows: - MW– Statewide Contract Evidence *See submission instructions below.	○ Yes ◉ No

Table RC2: Responsiveness Criteria - IT Staff Augmentation Services

Line Item	Category or Type	Offered *
3	Proposers must demonstrate experience holding at least three (3) active public sector contracts directly as a prime contractor within the last 24 months of the RFP release, for solutions within the scope of this RFP. Documentation Required (submit one [1] of the following for each of the three [3] active public sector contracts): - Contract award letter or notice of award; - Executed agreement clearly naming the proposer as prime contractor; - Purchase order (PO) or equivalent document showing contract start date and scope of services (must include verifiable contract number); or, - Publicly available procurement portal record confirming contract award and active status. Label the documents (in PDF format) as follows: - SA1– Public Sector Contract Evidence - SA2– Public Sector Contract Evidence - SA3– Public Sector Contract Evidence *See submission instructions below.	◉ Yes ○ No

Responsiveness Criteria - Instructions for Submitting Documents

For IT Managed Workforce Solutions, label the document (in PDF format) as follows:

- MW – Statewide Contract Evidence

For IT Staff Augmentation Services, label the documents (in PDF format) as follows:

- SA1 – Public Sector Contract Evidence
- SA2 – Public Sector Contract Evidence
- SA3 – Public Sector Contract Evidence

1. **Add all applicable and appropriately labeled documentation (in PDF format) and place in a folder.**
2. **Label the folder "Responsiveness".**
3. **Zip the folder.**
4. **Upload the zipped folder with your response submission.**

Responsiveness – Pass/Fail:
If any of the requested information is not provided, the proposer is deemed non-responsive and **WILL NOT** advance to evaluation.

Line Item	Acknowledge	Yes / No *	
4	I have read, acknowledged, labeled, and uploaded the organization's responsiveness criteria.	(•) Yes ( ) No	*

Table 1: Proposer Identity & Authorized Representatives (Not Scored)

General Instructions (applies to all Tables) Sourcewell prefers a brief but thorough response to each question. Do not merely attach additional documents to your response without also providing a substantive response. Do not leave answers blank; respond "N/A" if the question does not apply to you (preferably with an explanation).

Table 1 Specific Instructions. Sourcewell requires identification of all parties responsible for providing Solutions under a resulting master agreement(s) (Responsible Supplier). Proposers are strongly encouraged to include all potential Responsible Suppliers including any corporate affiliates, subsidiaries, D.B.A., and any other authorized entities within a singular proposal. All information required under this RFP must be included for each Responsible Supplier as instructed. Proposers with multiple Responsible Supplier options may choose to respond individually as distinct entities, however each response will be evaluated individually and only those proposals recommended for award may result in a master agreement award. Unawarded entities will not be permitted to later be added to an existing master agreement through operation of Proposer's corporate organization affiliation.

Line Item	Question	Response *	
5	Provide the legal name of the Proposer authorized to submit this Proposal.	DatamanUSA LLC	*
6	In the event of award, is this entity the Responsible Supplier that will execute the master agreement with Sourcewell? Y or N.	Y	*
7	Identify all subsidiaries, D.B.A., authorized affiliates, and any other entity that will be responsible for offering and performing delivery of Solutions within this Proposal (i.e. Responsible Supplier(s) that will execute a master agreement with Sourcewell).	DatamanUSA LLC	*
8	Provide your CAGE code or Unique Entity Identifier (SAM):	SMNPLK4VXKL5	*
9	Provide your NAICS code applicable to Solutions proposed.	541511	
10	Proposer Physical Address:	6890 South Tucson Way, Suite 100 Centennial, Colorado 80112-3919	*
11	Proposer website address (or addresses):	https://www.datamanusa.com/	*
12	Proposer's Authorized Representative (name, title, address, email address & phone) (The representative must have authority to sign the "Proposer's Assurance of Compliance" on behalf of the Proposer):	Nidhi Saxena CEO 6890 South Tucson Way, Suite 100 Centennial, Colorado 80112-3919 contact@datamanusa.com 720-201-5617	*
13	Proposer's primary contact for this proposal (name, title, address, email address & phone):	Nidhi Saxena CEO 6890 South Tucson Way, Suite 100 Centennial, Colorado 80112-3919 contact@datamanusa.com 720-201-5617	*
14	Proposer's other contacts for this proposal, if any (name, title, address, email address & phone):	Joe Wooldridge Delivery Manager 512-903-2002 Joe@DatamanUSA.com	*

Table 2A: Financial Viability and Marketplace Success (50 Points, applies to Table 2A and 2B)

Line Item	Question	Response *	
15	Provide a brief history of your company, including your company's core values, business philosophy, and industry longevity related to the requested Solutions.	A.i.a. DatamanUSA Background and Overview Founded in 2000, DatamanUSA, LLC is a trusted provider of comprehensive IT Staff Augmentation and Direct Hire Services, specializing in delivering highly qualified professionals across a wide range of IT categories as identified in this RFP. These include, but are not limited to: Analysts, Architects, Developers, Database Administrators, Desktop and Service Desk Support, Network Engineers, Cybersecurity Specialists, ERP and Workday Consultants, Cloud Engineers, Project and Program Managers, UI/UX Designers, GIS Specialists, and Web/Application Developers. With over 25 years of experience, DatamanUSA has deployed more than 5,000 skilled IT professionals to meet the project-based, contract, and direct hire needs of higher education institutions, K-12 school districts, local governments, and healthcare organizations, among other public sector clients. Our broad-based technical expertise spans multi-platform systems, including client/server and cloud-native applications. We support clients across key domains such as Enterprise Architecture, Software Development, Cybersecurity, Infrastructure	

Support, IT Operations, and Digital Transformation. DatamanUSA stays at the forefront of evolving technologies and maintains a flexible, client-centric approach, ensuring tailored, timely, and effective staffing solutions that align with the mission and operational goals of each EdgeMarket Participant.

Performance Highlights (Last 5 Years):

- Filled 2,000+ public sector roles, including 500+ in education
- Achieved 97%+ consultant retention across active contracts
- Maintained a client satisfaction score of 98%
- Delivered an average time-to-fill of 2–4 business days for IT roles
- Earned contract renewals on 85% of engagements due to consistent performance

DatamanUSA - Diversity Affiliations & Certifications

Dataman is a certified MBE, WBE, DBE & SBE Company with many state and local certification agencies nationwide.

Dataman has earned an exceptional 95% Overall Performance Rating from customers in a recent independent survey conducted by Dun & Bradstreet. Along with this, Dataman has a D&B Rating of 1R3 which indicates that we are a stable and well-established company with low risk.

DatamanUSA's Strategic Subcontractor Partnerships for EdgeMarket

To enhance its ability to serve the diverse and geographically distributed needs of EdgeMarket Members and Participants, DatamanUSA has formed strategic partnerships with a select group of experienced and regionally active subcontractors. These partners bring depth in public sector delivery, specialized technical skills, and regional reach. Together, we offer scalable, compliant, and high-quality IT staffing solutions across all job categories defined in the RFP.

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rusd Solutions

Tappan, NY (Serving all over the Nation)

Overview: rusd Solutions is a certified Minority-Owned Business Enterprise (MBE) in NYC, NYS, and NJ, specializing in bridging the gap between technology and public sector needs. The firm helps government agencies achieve strong returns on their IT investments through tailored staffing and technology solutions.

- Regional Reach & Local Talent: With a strong presence across NY, NJ, and DE, rusd Solutions enhances DatamanUSA's ability to source local talent with regional experience and quick turnaround times for contract fulfillment.
- Public Sector Alignment: Their history of successfully staffing roles such as Developers, Business Analysts, Technical Support Specialists, and Project Managers aligns directly with the job categories defined in this RFP.
- Commitment to Equity & Inclusion: As a certified MBE, rusd Solutions maintains full compliance with Federal, State, and City EEO policies. Their diverse recruiting pipeline reinforces DatamanUSA's dedication to inclusive hiring practices and supplier diversity participation.

Command and Control Solutions Corp.

Halfmoon, NY

Overview: A veteran-led firm with 13+ years of experience, Command and Control Solutions provides strategic technology services, with core competencies in cybersecurity, IT infrastructure, managed services, and data protection.

- Cybersecurity Strength: Deep experience in FISMA compliance, incident response, and secure infrastructure solutions.
- Federal and Local Experience: Track record of success across public and military sectors; ideal for roles demanding high trust and regulatory compliance.
- NY Regional Coverage: Strengthens DatamanUSA's capability to serve EdgeMarket entities across New York and nearby states.

Elite Technical

Headquarters: NY

Overview: Elite Technical is a trusted provider of skilled professionals for roles spanning IT project management, programming, software development, telecommunications, and cybersecurity.

- Technical Breadth: Successfully sourced Project Managers, Network Engineers, Developers, and Security Analysts.
- Public and Private Sector Delivery: Strong experience meeting contract-specific SLAs and technical benchmarks.
- Flexible Delivery Models: Supports both short-term augmentation and long-term placements across various verticals.

HJ Staffing

California | Delaware | Louisiana | Texas

Overview: HJ Staffing is a premier staffing and recruitment agency with a multi-state presence and a strong understanding of IT workforce needs. They specialize in aligning qualified professionals with public sector requirements.

- Regional Strength in Delaware: Their Delaware operations enhance DatamanUSA's local responsiveness for Members in the Mid-Atlantic.
- Specialized IT Sourcing: Proven success in placing Network Administrators, System Administrators, Data Analysts, and other technical professionals.

A.i.c. Why DatamanUSA – Key Advantages

DatamanUSA is uniquely positioned to support Monroe County with high-quality, responsive, and cost-effective IT staffing services. Our track record, capabilities, and delivery excellence provide clear advantages:

Proven Public Sector Experience

- 25+ years supporting federal, state, and local agencies with temporary IT staffing
- Extensive experience in New York, including clients such as Roswell Park Comprehensive Cancer Center and various County and City agencies
- Familiarity with public procurement, compliance, and onboarding requirements

Robust Local & National Talent Network

- Access to a deep bench of pre-vetted IT professionals across multiple job families (ERP support, desktop support, project management, cybersecurity, etc.)
- A dedicated Nationwide Recruiting Center that identifies and pipelines talent in real-time
- Experience fulfilling short-term, long-term, and niche roles efficiently

AI-Driven Recruiting Platform (Oorwin)

- Accelerated candidate sourcing through AI-powered tools
- Smart resume parsing, candidate-job matching, interview scheduling, and compliance tracking
- Reduced time-to-fill with increased placement accuracy

Certified Quality & Compliance Systems

- ISO 9001:2015 (Quality Management)
- ISO 27001:2022 (Information Security)
- ISO 22301:2019 (Business Continuity)
- Strong controls for data privacy, background verification, drug testing, and onboarding

Dedicated Account Management

- Monroe County will be supported by a dedicated Sr. Account Manager, backed by a technical recruiting team and HR operations
- Single-point accountability and proactive communication for efficient service delivery

Flexible, Scalable Delivery Model

- 1-business-day resume turnaround for common job categories
- Custom onboarding workflows including digital signatures and paperless processing
- Ability to scale up quickly for time-sensitive or multi-role requirements

Commitment to Diversity & Inclusion

- Dataman is certified as a minority- and woman-owned business
- Actively partners with MWBE/DBE/SDVOB firms to meet and exceed participation goals
- Diverse talent pools and inclusive hiring practices

A.i.d. Core Values & Business Philosophy

DatamanUSA's core values are rooted in integrity, accountability, service excellence, and long-term partnership. Our business philosophy is to act as an extension of our clients' teams, prioritizing responsiveness, transparency, and outcome-driven delivery over transactional placements. We focus on fully understanding each agency's operational, technical, and compliance requirements, and then aligning talent, processes, and technology to meet those needs with consistency and reliability. This client-first approach is supported by structured governance, quality management practices, and continuous improvement, ensuring that every engagement delivers measurable value, workforce stability, and risk mitigation for participating Sourcewell members.

A.i.e. Industry Longevity & Relevance to Requested Solutions

With over two decades of experience serving state, local, education, and transportation agencies across the U.S., DatamanUSA brings proven longevity and deep domain expertise directly aligned with the Solutions requested under this RFP. Our long-standing presence in public-sector IT and professional services has enabled us to support complex initiatives such as system implementations, application modernization, cybersecurity support, ERP/CRM deployments, and long-term staff augmentation programs. This sustained track record reflects our ability to adapt to evolving technologies, regulatory environments, and workforce demands, while maintaining consistent service quality, compliance, and performance outcomes—making DatamanUSA a stable, low-risk, and value-driven partner for Sourcewell participating entities.

A.i.f. DatamanUSA Centers of Excellence & Core Capabilities

Dataman has following Centers of Excellence (verticals) that core capabilities (horizontals);

Centers of Excellence:

- Public Sector Center of Excellence
  - Federal Government Center of Excellence
  - State Government Center of Excellence
  - Local Government Center of Excellence
- Education Industry Center of Excellence
- Healthcare Center of Excellence
- Transportation Center of Excellence

Core Capabilities:

- IT Staff Augmentation Services
- Direct-Hire Services

- Temporary Personnel Staffing and Workforce Management Services
  - Information Technology Services
  - Administrative Operations
  - Finance
  - Facilities & Maintenance
  - Legal & Compliance Services
  - Call/Contact Center Services
  - Education/Instructional Services
  - Health Therapy Services
  - Logistics and Support Services
  - Traffic Control Services
- Cloud Implementation Division
- Application Development Services Division
- Infrastructure Services Division
- IT Cyber Security
- IT Managed Services

A.i.g. DatamanUSA Nationwide Cooperative Contracts expertise

DatamanUSA has experience in managing and providing services through similar cooperative contracts. Below is the list of the cooperative contracts that DatamanUSA has and or recently awarded are:

BuyBoard Nationwide Cooperative:

DatamanUSA has been awarded Temporary Personnel Staffing and Workforce Management Services contracts by the Local Government Purchasing Cooperative d/b/a BuyBoard®. This award covers both Texas and National cooperative contracts, allowing DatamanUSA to serve a broad spectrum of clients, including federal, state, and local government agencies, public schools, municipalities, airports, transportation districts, political subdivisions, and nonprofit organizations across the nation. Through BuyBoard, DatamanUSA offers streamlined access to a wide range of human resource staffing services.

NASPO ValuePoint Temporary Employment Services

DatamanUSA is an approved vendor under NASPO ValuePoint, the cooperative contracting entity of the National Association of State Procurement Officials. This contract enables DatamanUSA to deliver staffing services to state departments, local governments, educational institutions, special districts, and other eligible entities across all 50 states, Washington D.C., and U.S. territories. Participation in NASPO reflects DatamanUSA's ability to meet rigorous standards for quality, compliance, and cost-efficiency.

Education Service Center Region 19 Allied States Cooperative Contract:

Under this contract, DatamanUSA provides temporary staffing services to ESC Region 19 Purchasing Cooperative members, covering a wide range of staffing needs including administrative, accounting, and data entry services. Our experience and capability in talent management make us a preferred partner for educational and governmental entities seeking quality staffing solutions.

OMNIA Partners' cooperative purchasing program for IT Temp/IT Professional Services

DatamanUSA is part of the OMNIA Partners cooperative purchasing network for IT temporary staffing and professional services. Through this contract, we support state and local governments, public and private education institutions, and nonprofit organizations by offering IT staffing solutions with a focus on efficiency, compliance, and scalability. OMNIA Partners is the nation's largest and most experienced cooperative purchasing organization.

H-GAC Cooperative Purchasing Program

Through HGACBuy, a "government-to-government" procurement service administered by the Houston-Galveston Area Council, DatamanUSA offers a wide array of services to States, Agencies, Local Governments, Districts, Authorities, and qualifying Non-Profit Corporations. This contract further demonstrates DatamanUSA's deep operational ties within Texas and the broader national cooperative marketplace. *

GoodBuy Purchasing Cooperative

The Purchasing Program of the Education Service Center, Region 2 in Texas. DatamanUSA is a contracted vendor under the GoodBuy Purchasing Cooperative managed by Education Service Center Region 2 in Texas. This program supports local education agencies, municipalities, counties, nonprofit organizations, and day care centers by offering a competitive and efficient procurement channel in compliance with Texas procurement regulations.

DatamanUSA's cooperative contract portfolio illustrates our ability to navigate complex regulatory environments, meet stringent procurement requirements, and deliver high-quality staffing and workforce solutions to a broad client base. Our active participation in these cooperatives gives clients a trusted, compliant, and streamlined procurement pathway to leverage our nationwide staffing and consulting expertise.

A.i.h. DatamanUSA Nationwide Reach:

Dataman has the ability to deliver to customers across the globe. We have worked with customers in over 30 states and Washington DC. Our recruiting team has a national reach and our organization understands how to work with a wide variety of government organizations nationwide. This includes from a staffing standpoint as well as contract and account management. Our account management team can provide quality customer service in all areas of the country.

Dataman has provided services in the following states:

Dataman has provided services in the following states (listed in alphabetical order):
Arizona Arkansas California Colorado Connecticut
Delaware Florida Georgia Hawaii Illinois
Iowa Kansas Louisiana Maine Maryland
Massachusetts Michigan Minnesota Mississippi Montana
New Jersey New Mexico New York North Carolina North Dakota
Oregon Oklahoma Pennsylvania South Carolina South Dakota
Texas Utah Vermont Washington D.C Washington

A.i.i. DatamanUSA uniqueness and capabilities

Dataman's Client Advocacy Model

Dataman's commitment to innovation and customer satisfaction has been the cornerstone of its success. To ensure the consistent delivery of results and value to its clients, Dataman has developed an effective and efficient methodology delivered by highly qualified professionals with specific industry and comprehensive technical and functional expertise. At the core of the Dataman culture, is the commitment to provide unparalleled value to the client, delivering quality resources, and projects, to specification, on-time and within budget. To accomplish this, we developed a Client Advocacy Model (CAM). The objective behind our model is to demonstrate our commitment to the client and foster a long-term partnership. As the prime vendor, Dataman will objectively balance each work order scope, schedule, goals and budget by leveraging the capabilities of all subcontractors where needed. This may include balancing local resources to minimize travel cost with the ability to bring in national expertise.

DatamanUSA Public Sector Expertise

Dataman understands the unique nature of government technology programs having worked with State, Local and Federal government organizations. Dataman has provided both technology, management consulting and managed services for hundreds of public sector and commercial clients throughout the past 25 years.

Dataman has been, or are currently, under contract more than a dozen State and local government agencies for the delivery of management consulting services, technical consulting services, staffing and managed services.

Dataman supports State government organizations in helping IT departments meet their ever-changing business needs. We have worked with numerous public sector clients to execute sound strategies and deliver cutting edge technology solutions. We understand the unique challenges of State, Local, Federal governments and have the experience to bring industry trends from across the globe to our clients. We offer highly skilled on shore and offshore resources to help city government agencies for Staffing services. Our clients include:

Local Government (Partial List)
City of Newark, NJ Roswell Park Cancer Institute Baltimore County Public School Jefferson County Public Schools
Clemson University Tarrant County College District Charleston County School District Douglas County School District
Baltimore County Public School Adams 12 Five Star Schools City of Georgetown Texas San Antonio Housing Authority Texas
Smith County Texas DART Orange County Transit City of Albuquerque
City of Centennial City of Cincinnati City of Denver Houston Metro Regional Transportation District-Denver City and County of Boulder City of San Marcos Texas Denver International Airport
County of Santa Clara City of Broomfield, CO City of Phoenix Orange County Courts
Community Transit, Everett, WA Los Angeles Dept. of Building and Safety Los Angeles City Planning Dept. Williamson County Texas

State Government (Partial List)
University of Arizona Medical University of South Carolina Metropolitan State University of Denver University of North Carolina
State of New Jersey State of Maryland Pennsylvania Dept. of Transportation Pennsylvania Department of Revenue
State of Vermont Pennsylvania Department of Health State of New York Maryland Dept. of Transportation
North Carolina A&T University South Carolina Department of Information Security Massachusetts Executive Office of Education Clemson University
Massachusetts Dept. of Transportation Washington Department of Transportation
North Carolina Department of Transportation Pennsylvania Department of Labor and Industry
Colorado Motor Vehicle Department Texas Office of the Attorney General
Oregon Department of Transportation Colorado Dept. of Corrections
Texas Department of Aging and Disability Services North Carolina Motor Vehicle Department Colorado Governor's Office of Information Technology Colorado Dept. of Revenue
Colorado Dept. of Public Safety North Carolina Department of Public Instruction
North Carolina Dept. of Transportation Texas Dept. of Transportation
Colorado Dept. of Labor and Employment Washington State Administrative Office of the Courts Utah Dept. of Human Services Colorado Department of Transportation

Local Staff Augmentation and Recruiting Experience

Dataman has deep experience in supporting local and regional public entities with

staffing services. For EdgeMarket Participants, we will assign a dedicated Account Manager and Recruiters who understand the regional workforce landscape and the technical, soft skill, and cultural alignment needed for successful placements.

Experienced Account Management Team

Our proposed Account Director brings over 10 years of experience managing large-scale government staffing contracts. The Account Director will collaborate with Dataman's Recruiting Head, Delivery Manager, and Executive Sponsor to ensure responsive service, continuous improvement, and relationship growth across EdgeMarket engagements.

Proven Recruitment Process

DatamanUSA utilizes a multi-layered sourcing engine powered by:

- Oorwin (ATS/CRM platform) with 400,000+ curated resumes
- Subscriptions to Dice, Monster, and other premium job boards
- Targeted outreach campaigns through LinkedIn and talent pools
- Referral networks cultivated across higher ed and public-sector verticals

Oorwin enables seamless collaboration across recruiting, delivery, and account teams — ensuring rapid submission, tracking of performance metrics, and transparent communication.

Candidate Sourcing and Assessment

Every candidate is rigorously screened through:

- Skills and domain-fit assessments
- Employment and reference checks
- Optional background screening (customized per EdgeMember needs)

We work closely with each client to align pre-employment checks with their internal HR, IT security, and data compliance protocols.

Quality Assurance

DatamanUSA implements a structured Quality Control Program that includes:

- Regular engagement surveys
- Placement performance tracking
- Onboarding success metrics
- 30/60/90-day check-ins

This comprehensive delivery model, combined with our public-sector expertise, recruiting infrastructure, and commitment to innovation, uniquely positions DatamanUSA as a strategic partner to support EdgeMarket's current and future workforce needs — across nationally.

Case Study – State of Texas Department of Information Resources (DIR) – IT Staffing & DBITS

Client: State of Texas – DIR (ITSAC & DBITS Contracts)

Scope: IT Staffing and Deliverable-Based IT Services for multiple state and local agencies

Summary:

Under statewide DIR contracts, DatamanUSA has supported agencies including TxDOT, Texas Comptroller, OAG, Secretary of State, and multiple cities and counties. Services included project management, cybersecurity, network architecture, SharePoint development, database administration, business analysis, and help desk support. Dataman has been re-awarded these contracts multiple times, demonstrating consistent performance and strong agency satisfaction.

Case Study – Tarrant County College District – IT Consulting & Staffing

Client: Tarrant County College District (TCCD)

Scope: IT Staffing, Digital Transformation, Data & Analytics

Summary:

Dataman supported TCCD with technical staffing and consulting to enhance instructional technology and operational efficiency. Services included desktop and technical support, application and cloud architecture, ERP and ECM development, cybersecurity, data analytics, and digital transformation planning. Dataman also supported data-driven decision systems to improve student lifecycle visibility and institutional reporting.

Case Study – Houston METRO – Enterprise IT Support

Client: Houston Metropolitan Transit Authority

Scope: IT Operations & End-User Support

Summary:

Dataman supported over 1,500 users across seven locations, providing desktop support, system imaging, network troubleshooting, printer maintenance, and application issue resolution. The team supported mission-critical diagnostic systems for the entire bus fleet and maintained high service levels through BMC Service Desk, including knowledge base development and rapid incident resolution.

Case Study – Texas Department of Human Services – Infrastructure Modernization

Client: Texas Department of Human Services

Scope: Network & Infrastructure Projects (12 Facilities)

Summary:

Over three years, Dataman led LAN modernization across 12 State Supported Living Centers, including network upgrades, fiber infrastructure, security hardware planning, VDI consulting, video conferencing implementation, and network access control design. Dataman also conducted enterprise network assessments and supported health

		systems evaluations tied to infrastructure readiness. Case Study – Texas Comptroller – CRM System Migration Client: Texas Comptroller of Public Accounts Scope: Application Modernization & SharePoint Integration Summary: Dataman migrated legacy ACT! CRM processes to a modern SharePoint-based platform, redesigning workflows, forms, and reporting dashboards. The project included requirements assessment, solution configuration, system testing, training, and documentation, enabling improved visibility, data integrity, and operational efficiency. Case Study – Texas Health & Human Services Commission – Application Migration Client: Texas Health and Human Services Commission (HHSC) Scope: Application & Data Migration (ReHabWorks System) Summary: Dataman migrated a complex Unix-based application and Informix database from TWC to HHSC's controlled environment. Services included data modeling, ETL development, database redesign, security compliance, and analytics pipeline development to support rehabilitative services case management. Case Study – State of Colorado OIT – IT Staffing & Services Client: Colorado Governor's Office of Information Technology Scope: Statewide IT Staffing & Fixed-Price Projects Summary: For over a decade, Dataman has supported multiple Colorado agencies with project managers, software engineers, DBAs, data analysts, and network technicians, along with fixed-price technology projects. Agencies supported include DHS, DOT, Revenue, and Agriculture, demonstrating scalable statewide delivery capability. Case Study 29 – RTD Denver – IT Staffing & Deliverable-Based Services Client: Regional Transportation District (RTD), Denver Scope: IT Staffing, GIS Development, Analytics Projects Summary: Over 10 years, Dataman delivered more than $6M in IT services, including GIS development for public transit applications, staffing across multiple IT roles, and deliverable-based projects. Dataman supported analytics for TSA wait-time impact studies, enterprise WebLogic managed services, and passenger information systems support. Case Study – Northrop Grumman – Nationwide IT Staffing Client: Northrop Grumman Scope: Federal IT Staffing Across Multiple Agencies Summary: Dataman has supported Northrop Grumman for over 10 years, providing 200+ consultants across federal programs including DoD, DHS, and USPS. Roles included cybersecurity, application development, enterprise architecture, cloud, ERP, and project management, supporting both contract and contract-to-hire needs nationwide.	
16	What are your company's expectations in the event of an award?	In the event of an award, DatamanUSA's primary expectation is to establish a collaborative, transparent, and performance-driven partnership with Sourcewell and participating members. We expect to work closely with Sourcewell to ensure full compliance with contract terms, reporting requirements, administrative fee processes, and marketing guidelines, while maintaining open communication to support continuous improvement and contract success. We also anticipate participating in cooperative marketing efforts, supplier education, and outreach activities to help maximize contract utilization and deliver consistent value to Sourcewell members nationwide. Operationally, we expect to receive fair and timely access to member opportunities, clear ordering processes, and consistent application of contract pricing and terms across participating agencies. In return, DatamanUSA commits to maintaining adequate staffing capacity, rapid response times, and scalable delivery models to support varying demand levels. We view the award as a long-term strategic relationship focused on expanding access to high-quality, compliant, and cost-effective solutions for public agencies, rather than as a transactional contract vehicle.	*

17	Demonstrate your financial strength and stability with meaningful data. This could include such items as financial statements, SEC filings, credit and bond ratings, letters of credit, and detailed reference letters. Upload supporting documents (as applicable) in the document upload section of your response. DO NOT PROVIDE ANY TAX INFORMATION OR PERSONALLY IDENTIFIABLE INFORMATION.	Dataman is a financially stable and debt free company. Dataman has delivered over $150 million of IT Staff Augmentation Services, Direct-Hire Services, IT Consulting and Staffing Services, Temporary Personnel Staffing and Workforce Management Services, IT Professional Services, Managed Service Support, Technical Support, and Custom Software Development Solution. DatamanUSA demonstrates strong financial responsibility and operational stability, as reflected in its Dun & Bradstreet (D&B) Credit Insights profile. The company maintains a PAYDEX® score of 80, indicating payments are made on time, along with a low supplier risk SER rating of 1 and an overall low-to-moderate business risk assessment. D&B further classifies DatamanUSA as being in stable condition with a likelihood of continued operations, and a very low potential for severely delinquent payments, reinforcing our reliability as a long-term cooperative contract partner for Sourcewell participating agencies. We have attached Dataman's Financial Statements and D&B Reports *
18	Tell us your US market share for your proposed Solutions. OR, provide the number of US Education and Government entities you have served over the past three (3) years, your retention rates, along with the total number of states where you have made sales.	DatamanUSA's provides services to most of the regions across US. DatamanUSA has the ability to deliver to customers across the globe. We have worked with customers in over 30 states and Washington DC including many of the Sourcewell Participating Entities. Our recruiting team has a national reach and our organization understands how to work with a wide variety of organizations including governmental, higher education, K-12 education, non-profit, tribal government, and other public agencies located nationwide. This includes from a staffing standpoint as well as contract and account management. Our account management team is able to provide quality customer service in all areas of the country. DatamanUSA has provided services in the following states (listed in alphabetical order): 1. Arizona 2. Arkansas 3. California 4. Colorado 5. Connecticut 6. Delaware 7. Florida 8. Georgia 9. Hawaii 10. Illinois 11. Kansas 12. Louisiana 13. Maine 14. Maryland 15. Massachusetts 16. Michigan 17. Minnesota 18. Mississippi 19. Montana 20. New Jersey 21. New Mexico 22. New York 23. North Carolina 24. North Dakota 25. Oregon 26. Oklahoma 27. Pennsylvania 28. South Carolina 29. South Dakota 30. Texas 31. Utah 32. Vermont 33. Washington Here is the partial list of our clients: Local Government (Partial List) • City of Centennial • City of Phoenix • Wayne County • Los Angeles Dept. of Building and Safety • Los Angeles Police Department • Los Angeles Department of City Planning • Orange County Department of Health • Orange County • San Bernardino County • Sacramento Municipal Utility District • Regional Transportation District-Denver (RTD) • Denver International Airport • City of Aurora • Community Transit • City of Georgetown

- Houston Metro
- City of Broomfield
- Boulder County
- Jefferson County
- Connect for Health Colorado
- San Antonio Housing Authority
- Dallas Area Rapid Transit *

State Government (Partial List)
- Massachusetts Department of Health
- Massachusetts Department of Transportation
- South Carolina Department of Information Security
- Pennsylvania Department of Health
- Pennsylvania Department of Labor and Industry
- Maryland Department of Transportation
- NYSERDA
- North Carolina Department of Transportation
- North Carolina Motor Vehicle Department
- Oregon Department of Transportation
- Vermont Department of Labor
- Colorado Department of Transportation
- Colorado Governor's Office of Information Technology
- Colorado Department of Motor Vehicles
- Utah Department of Workforce Service
- Utah Dept. of Human Services
- Texas Office of the Attorney General
- Texas Department of Aging and Disability Services
- Texas Dept. of Transportation
- New Mexico Human Services Department
- California Public Employees' Retirement
- Judicial Council of California
- Washington Department of Corrections
- Washington Administrative Office of the Courts
- Washington Department of Transportation
- Washington State Patrol

Federal Government (Partial List)
- US Forest Service
- US Bureau of Land Management
- US Defense Finance Administration
- US General Service Agency
- US Bankruptcy Court
- Warren Air Force Base
- US Veterans Administration
- US Defense Information Systems Agency

Education Sector has always been a strategic focus area for Dataman. We support Educational Sector including K-12 schools, Higher education colleges, universities and training centers by helping them meet their ever-changing business needs. We understand the unique challenges of Educational Services Industry and have the experience to bring industry trends from across the globe. We have worked with numerous educational institutions across the country to execute sound strategies and deliver cutting edge technology solutions.
Experience with K-12 Schools:

Baltimore County
Public Schools Austin Independent School District Charleston County
School District
Jeffco Public Schools

Douglas County
School District
Miami-Dade County Public School
Adams 12 Five Star Schools
Experience with Higher Institutions:
Roswell Park Cancer Institute
Clemson University
Tarrant County College District
North Carolina A&T University
University of Arizona
Medical University of South Carolina
Metropolitan State University of Denver
Montclair State University
South Carolina Dept of Education
Texas Education Association
University Hospital Newark

19	Tell us your Canadian market share for your proposed Solutions. OR, provide the number of US Education and Government entities you have served over the past three (3) years, your retention rates, along with the total number of provinces where you have made sales.	Currently DatamanUSA is not providing any services in Canada, but if awarded the contract DatamanUSA will set up a local office in Canada and hire a local team to support the contract.	*
20	Disclose all current and completed bankruptcy proceedings for Proposer and any included possible Responsible Party within the past seven years. Proposer must provide notice in writing to Sourcewell if it enters a bankruptcy proceeding at any time during the pendency of this RFP evaluation.	Neither DatamanUSA LLC, nor any included Responsible Party, has been involved in any current or completed bankruptcy proceedings within the past seven (7) years. DatamanUSA remains financially stable and fully capable of meeting all contractual, operational, and financial obligations associated with the requested Solutions. In accordance with Sourcewell's requirements, DatamanUSA will provide prompt written notice to Sourcewell should the company enter into any bankruptcy proceeding at any time during the pendency of this RFP evaluation or during the term of any resulting contract.	*
21	How is your organization best described: is it a manufacturer, a distributor/dealer/reseller, or a service provider? Answer the question that best applies to your organization, either a) or b). a) If your company is best described as a distributor/dealer/reseller (or similar entity), provide your written authorization to act as a distributor/dealer/reseller for the manufacturer of the products proposed in this RFP. If applicable, is your dealer network independent or company owned? b) If your company is best described as a manufacturer or service provider, describe your relationship with your sales and service force and with your dealer network in delivering the products and services proposed in this RFP. Are these individuals your employees, or the employees of a third party?	DatamanUSA LLC is best described as a service provider, delivering IT professional services, consulting, managed services, and staff augmentation solutions directly to public sector clients. Our sales, account management, and service delivery teams are primarily W-2 employees of DatamanUSA, including recruiting, program management, compliance, and client support staff. This internal structure enables consistent service quality, contract compliance, and rapid responsiveness to Sourcewell participating agencies. When specialized skills, geographic coverage, or surge capacity are required, DatamanUSA may also engage approved subcontractors or independent consultants under formal subcontracting agreements that align with Sourcewell contract terms, insurance, background screening, and compliance requirements. All subcontracted resources are managed by DatamanUSA and subject to the same performance standards, quality controls, and reporting processes as our direct employees. DatamanUSA does not operate a dealer or reseller network for the proposed Solutions; instead, we deliver services through a centralized account management and delivery model supported by regional recruiting and service teams to ensure consistent nationwide coverage.	*

22	If applicable, provide a detailed explanation outlining the licenses and certifications that are both required to be held, and actually held, by your organization (including third parties and subcontractors that you use) in pursuit of the business contemplated by this RFP.	DatamanUSA is primarily a professional services and IT staffing provider, so there is no single “trade license” universally required across all states for our core business. Requirements vary by client and role (e.g., background checks, security clearances, professional certifications, or OEM/technology credentials). Below is a detailed summary of licenses/certifications that may be required and those held/maintained by DatamanUSA and, where applicable, our subcontractors. 1) Organization-Level Certifications (Held by DatamanUSA) ISO 9001:2015 – Quality Management System (QMS) ISO/IEC 27001:2022 – Information Security Management System (ISMS) ISO 22301:2019 – Business Continuity Management System (BCMS) These certifications support consistent delivery, security controls, and continuity planning for services performed under this contract. 2) Business Registrations / Compliance (Required as applicable; Held as required) DatamanUSA maintains required business registrations and good-standing status as applicable in jurisdictions where services are performed, and complies with client-mandated requirements such as: E-Verify / I-9 employment eligibility compliance (when required by the client/role) Insurance coverages (e.g., general liability, workers’ compensation, professional liability/cyber) as required by contract Any client-required security policies, confidentiality agreements, and acceptable use standards 3) Personnel Certifications (Role-Based; Held by Assigned Resources as Required) Many engagements require specific professional certifications. DatamanUSA maintains and provides resources who hold certifications such as: Project/Service Management: PMP, CAPM, ITIL (as required) Security: CISSP, Security+, CEH (as required) Cloud/Platforms: AWS/Azure/Google Cloud certifications; Microsoft (M365/Azure), ServiceNow, Salesforce, Oracle, etc. (as required by role) Data/Analytics/QA: SQL/DBA credentials, QA/testing certifications (as required) All proposed personnel meet the certifications stipulated in the solicitation or in individual member SOWs. 4) Subcontractors / Third Parties (Required; Verified and Flowed Down) When DatamanUSA uses subcontractors or third-party providers, we require them to: Maintain all licenses, registrations, and certifications required to perform their scope Provide evidence of certifications upon request (e.g., cloud/security credentials) Meet Sourcewell/member requirements for insurance, background screening, confidentiality, and security controls DatamanUSA remains the prime contractor responsible for ensuring subcontractor compliance and performance. 5) Ongoing Verification and Documentation DatamanUSA verifies licenses/certifications during onboarding and prior to assignment, maintains records, and will provide documentation to Sourcewell and participating agencies upon request, including certification lists for assigned personnel and any required subcontractor credentials. *
23	Disclose all current and past debarments or suspensions for Proposer and any included possible Responsible Party within the past seven years. Proposer must provide notice in writing to Sourcewell if it enters a debarment or suspension status any time during the pendency of this RFP evaluation.	Neither DatamanUSA LLC, nor any included Responsible Party, has been subject to any debarment or suspension by any federal, state, or local government agency within the past seven (7) years, nor is DatamanUSA currently under investigation for, or subject to, any such action. DatamanUSA remains in good standing and fully eligible to contract with public sector entities. DatamanUSA will promptly notify Sourcewell in writing should any debarment or suspension action be initiated or imposed at any time during the pendency of this RFP evaluation or during the term of any resulting contract. *

24	Describe any relevant industry awards or recognition that your company has received in the past five years.	In 2020, DatamanUSA was recognized as a “Colorado Companies to Watch” award recipient, an honor given to high-performing second-stage companies that demonstrate strong growth, innovation, leadership, and market impact. This recognition reflects DatamanUSA’s sustained business expansion, operational excellence, and successful delivery of technology staffing and professional services to public-sector and commercial clients. In addition to this formal recognition, DatamanUSA continues to be selected and re-engaged by state, local, education, and transportation agencies under competitive procurement processes, and maintains internationally accredited certifications including ISO 9001:2015 (Quality Management), ISO/IEC 27001:2022 (Information Security), and ISO 22301:2019 (Business Continuity), which further validate the company’s commitment to quality, security, and service reliability.	*
25	What percentage of your sales are to the governmental sector in the past three years?	Over the past three (3) years, the majority of DatamanUSA’s revenue 95% has been derived from the governmental sector, including state agencies, local governments, public education institutions, and transit authorities. This sustained public-sector concentration demonstrates DatamanUSA’s deep alignment with government operational needs, regulatory environments, and cooperative contract delivery models.	*
26	What percentage of your sales are to the education sector in the past three years?	Over the past three (3) years, approximately 40% of DatamanUSA’s total revenue has been generated from the education sector, including K–12 districts and higher-education institutions. This reflects DatamanUSA’s strong and sustained presence in supporting instructional technology, student information systems, administrative platforms, and enterprise IT operations across public education agencies.	*

27	List all state, cooperative purchasing agreements that you hold. What is the annual sales volume for each of these agreement over the past three years?	DatamanUSA Nationwide Cooperative Contracts expertise DatamanUSA has experience in managing and providing services through similar cooperative contracts. Below is the list of the cooperative contracts that DatamanUSA has and or recently awarded are: BuyBoard Nationwide Cooperative: DatamanUSA has been awarded Temporary Personnel Staffing and Workforce Management Services contracts by the Local Government Purchasing Cooperative d/b/a BuyBoard®. This award covers both Texas and National cooperative contracts, allowing DatamanUSA to serve a broad spectrum of clients, including federal, state, and local government agencies, public schools, municipalities, airports, transportation districts, political subdivisions, and nonprofit organizations across the nation. Through BuyBoard, DatamanUSA offers streamlined access to a wide range of human resource staffing services. NASPO ValuePoint Temporary Employment Services DatamanUSA is an approved vendor under NASPO ValuePoint, the cooperative contracting entity of the National Association of State Procurement Officials. This contract enables DatamanUSA to deliver staffing services to state departments, local governments, educational institutions, special districts, and other eligible entities across all 50 states, Washington D.C., and U.S. territories. Participation in NASPO reflects DatamanUSA's ability to meet rigorous standards for quality, compliance, and cost-efficiency. NASPO: 2023 $1719584.96 2024 $1633997.84 2025 $700158.13 Education Service Center Region 19 Allied States Cooperative Contract: Under this contract, DatamanUSA provides temporary staffing services to ESC Region 19 Purchasing Cooperative members, covering a wide range of staffing needs including administrative, accounting, and data entry services. Our experience and capability in talent management make us a preferred partner for educational and governmental entities seeking quality staffing solutions. OMNIA Partners' cooperative purchasing program for IT Temp/IT Professional Services DatamanUSA is part of the OMNIA Partners cooperative purchasing network for IT temporary staffing and professional services. Through this contract, we support state and local governments, public and private education institutions, and nonprofit organizations by offering IT staffing solutions with a focus on efficiency, compliance, and scalability. OMNIA Partners is the nation's largest and most experienced cooperative purchasing organization. H-GAC Cooperative Purchasing Program Through HGACBuy, a "government-to-government" procurement service administered by the Houston-Galveston Area Council, DatamanUSA offers a wide array of services to States, Agencies, Local Governments, Districts, Authorities, and qualifying Non-Profit Corporations. This contract further demonstrates DatamanUSA's deep operational ties within Texas and the broader national cooperative marketplace. Annual sales- $32080 in 2025 GoodBuy Purchasing Cooperative The Purchasing Program of the Education Service Center, Region 2 in Texas. DatamanUSA is a contracted vendor under the GoodBuy Purchasing Cooperative managed by Education Service Center Region 2 in Texas. This program supports local education agencies, municipalities, counties, nonprofit organizations, and day care centers by offering a competitive and efficient procurement channel in compliance with Texas procurement regulations. DatamanUSA's cooperative contract portfolio illustrates our ability to navigate complex regulatory environments, meet stringent procurement requirements, and deliver high-quality staffing and workforce solutions to a broad client base. Our active participation in these cooperatives gives clients a trusted, compliant, and streamlined procurement pathway to leverage our nationwide staffing and consulting expertise. State contracts: State of New Jersey State of Maryland Pennsylvania Dept. of Transportation Pennsylvania Department of Revenue State of Vermont Pennsylvania Department of Health State of New York Maryland Dept. of Transportation North Carolina A&T University South Carolina Department of Information Security Massachusetts Executive Office of Education Clemson University Massachusetts Dept. of Transportation Washington Department of Transportation North Carolina Department of Transportation Pennsylvania Department of Labor and Industry Colorado Motor Vehicle Department Texas Office of the Attorney General Oregon Department of Transportation Colorado Dept. of Corrections Texas Department of Aging and Disability Services North Carolina Motor Vehicle Department Colorado Governor's Office of Information Technology Colorado Dept. of Revenue Colorado Dept. of Public Safety North Carolina Department of Public Instruction North Carolina Dept. of Transportation Texas Dept. of Transportation Colorado Dept. of Labor and Employment Washington State Administrative Office of the Courts Utah Dept. of Human Services Colorado Department of Transportation University of Arizona Medical University of South Carolina Metropolitan State University of Denver University of North Carolina

28	List any GSA contracts or Standing Offers and Supply Arrangements (SOSA) that you hold. What is the annual sales volume for each of these contracts over the past three years?	Dataman currently does not hold any GSA contracts, but has experience of working on GSA contracts in past.	*

Table 2B: References/Testimonials

Line Item 29. Supply reference information from three customers who are eligible to be Sourcewell participating entities.

Entity Name *	Contact Name *	Phone Number *	
Regional Transportation District-Denver	Avinash Choudhary	901-621-8029	*
Cloud Consulting Services Inc	Sanskaar Saxena;	720-443-1062	*
Software People Inc.	Sandeep Jain	631-863-0299	*
Baltimore County Public Schools	Cindy Wingerd	443-809-4036	
University of California	Patrick Rogers	(510) 987-9875	

Table 3: Ability to Sell and Deliver Solutions (150 Points)

Describe your company's capability to meet the needs of Sourcewell participating entities across the US and Canada, as applicable. Your response should address in detail at least the following areas: locations of your network of sales and service providers, the number of workers (full-time equivalents) involved in each sector, whether these workers are your direct employees (or employees of a third party), and any overlap between the sales and service functions.

Line Item	Question	Response *	
30	Sales force (see instructions above).	Geographic Coverage and Network of Sales and Service Providers DatamanUSA supports Sourcewell participating entities through a nationwide delivery and recruiting model with active coverage across the United States. Our service footprint includes long-standing engagements in states such as Texas, California, Colorado, Washington, Arizona, Florida, South Carolina, Vermont, and others, supported by centralized recruiting operations and regionally aligned account management teams. Sales and client engagement are managed through dedicated public-sector account executives and program managers who coordinate directly with participating entities, while recruiting and delivery teams operate through a centralized model that enables rapid response and consistent service regardless of location. For Canadian members, DatamanUSA will support service delivery through approved cross-border subcontracting partners or compliant local resources, where required by labor and regulatory requirements, under DatamanUSA's prime contract management and quality controls. Workforce Capacity and Sector Alignment (FTEs) DatamanUSA maintains a scalable workforce model consisting of internal corporate staff and a large active consultant network assigned to client projects. Corporate Staff (Sales, Recruiting, Compliance, Program Management): approximately [XX–XX] full-time employees, all direct W-2 employees of DatamanUSA, supporting business development, recruiting, onboarding, compliance, payroll, and client management. Assigned Service Personnel (Consultants/Contract Staff on Client Engagements): typically [XXX–XXXX] active resources annually, depending on contract utilization, working across IT staffing, consulting, project delivery, and professional staffing engagements. These resources may be DatamanUSA W-2 employees or approved subcontractor employees, depending on client requirements, location, and labor classifications. Sector Distribution (Approximate): State & Local Government: [XX–XX]% Education (K–12 and Higher Education): [XX–XX]% Transportation & Transit Authorities: [XX–XX]% Other Public Entities: [XX–XX]% This sector balance enables DatamanUSA to maintain domain-specific recruiting pipelines and role-based talent pools aligned with Sourcewell member needs. Employment Model and Use of Third Parties Sales, account management, recruiting, compliance, and contract administration are	

performed by direct DatamanUSA employees. Service delivery resources may be either DatamanUSA W-2 employees or employees of approved subcontractors and independent consultants engaged under formal agreements. All third-party resources are subject to DatamanUSA's standardized screening, background checks, skills validation, onboarding, security requirements, and performance management processes. DatamanUSA remains fully responsible to the participating entity for performance, compliance, invoicing, and reporting, regardless of whether services are delivered by direct employees or subcontractors.

Integration and Overlap Between Sales and Service Functions
DatamanUSA operates under an integrated account management model where sales, recruiting, and service delivery functions collaborate throughout the contract lifecycle. Account executives and program managers remain actively involved after contract award to ensure accurate scope definition, rapid fulfillment, performance monitoring, and issue resolution. Recruiting teams are embedded in program operations and work closely with account managers and client stakeholders to align talent delivery with evolving technical and operational requirements. This overlap ensures continuity between contract procurement, workforce deployment, and ongoing service support, resulting in faster response times, improved retention, and consistent service quality for Sourcewell participating entities.

Scalability and Surge Capacity
Through its centralized recruiting infrastructure, national candidate database, and subcontractor partnerships, DatamanUSA can scale rapidly to support single-site projects or multi-location statewide deployments. This model has been successfully applied across large education systems, transportation agencies, and statewide IT programs, allowing DatamanUSA to support both short-term surge needs and long-term program staffing under cooperative contract structures such as Sourcewell.
Nidhi Saxena, President/ Contract Manager
Over 20 years of Experience managing similar government contracts. Nidhi has a technical background and will be available to the Sourcewell participating entities 24/7. Nidhi holds a secret security clearance and provides expertise in HR, Contract Management, Accounting and Resource Management. Nidhi will provide program financial and contract management including accounting and invoicing for Sourcewell participating entities contract. Nidhi will take an active role in quality control and is available to the Sourcewell participating entities at all times. Nidhi is based at our headquarters in Centennial, CO.
Joe Wooldridge, Account Manager South Region
Joe has previous experience working as a vendor account manager with multiple state and local agencies. Over 17 years of sales and business development experience. In his previous roles, Joe has redesigned all contract operations, docs, and response processes to improve efficiency and effectiveness (focus, forms, and formatting, branding, final drafts). Created systems and processes to present data sets optimally, delivered clarity of competitive landscape to reveal market share opportunities. Joe is the multiple year recipient of the Governor's Award of Merit and Excellence in Service, State of Kansas.
Joe is based at our Texas office in Austin, TX and is available to meet in person to Sourcewell participating entities as and when required.
Poonam Chadha, Account Manager North East Region
Poonam have a Masters in Electronics and Communications Engineering and have worked in Technology and Business Management for 12+years. She has over 3+ years of entrepreneur (start-up) experience of owning and running my Cafe Venture and also she has strong understanding of Project and Program Management, Business Analysis, QA, Sales & Marketing and Business support functions and impact of these on the overall success of a project and business growth. Unique blend of business, technology and entrepreneurial experience. Poonam is based out of New York office, but is available to meet in person to Sourcewell participating entities as and when required.
Arvind Bajpai, Account Manager Mid-West Region
Arvind has a Bachelor of Science degree with over 10 years of experience in managing IT Staff Augmentation contracts. Has experience working with clients like State of South Carolina, State of North Carolina ,State of Utah, State of MS, and portals like KQ, Vector VMS.

31	Describe the network of Authorized Sellers who will deliver Solutions, including dealers, distributors, resellers, and other distribution methods.	DatamanUSA does not utilize a network of dealers, distributors, or resellers to deliver the Solutions proposed under this RFP. All Solutions are delivered directly by DatamanUSA as the prime contractor through our internal sales, account management, recruiting, and service delivery teams. This direct-delivery model ensures consistent pricing, uniform contract terms, centralized compliance management, and a single point of accountability for Sourcewell and participating entities. When specialized skills, geographic coverage, or surge capacity are required, DatamanUSA may engage approved subcontractors or independent consultants under formal subcontracting agreements. These third-party resources are not resellers or distributors; they operate under DatamanUSA's supervision and contractual control and are subject to the same screening, credential verification, insurance, background checks, and performance standards as DatamanUSA direct employees. DatamanUSA remains fully responsible for service quality, compliance, invoicing, reporting, and contract administration, ensuring that Sourcewell members receive consistent, high-quality Solutions regardless of delivery method.	*
32	Service force (see instructions above).	Bendon, Recruitment Manager Over 15 years of experience in the recruiting industry focusing on Information Technology. Brendon has a strong network of Technical Consultants both locally and nationally. Brendon will oversee recruiting activities on the Sourcewell Contract. Sumit will work with our account manager to understand upcoming Sourcewell participating entities needs, which allow us to utilize our proactive recruiting approach and quickly meet Sourcewell participating entities urgent needs. Team of highly trained and qualified recruiters DatamanUSA have recruiters who possesses an average of 10 years of technical recruiting experience supporting government customers including higher education, K-12 education, nonprofit, tribal government, and other public agencies located in the United States. They are highly trained to proactively recruit and maintains a full pipeline of qualified candidates ready to hire for every one of our customers. Assistant Project Manager Assistant Project Manager is responsible for staff performance and accountability, client fulfilment oversight, maintenance and expansion of qualified applicant pool, ongoing training and development of all team members, and ensuring that clients receive quality service at all times. Technical Subject Matter Experts Our Technical Subject Matter Experts will work closely with onsite personnel to provide support and serve as emergency back-ups as needed. Responsibilities of SMEs include the following: • Serving as technical support to personnel assigned • Performing technical assessments of candidates • Working with the Assistant Project Manager to periodically review assigned personnel's performance	*
33	Describe the ordering process. If orders will be handled by distributors, dealers or others, explain the respective roles of the Proposer and others.	All orders under the Sourcewell contract will be handled directly by DatamanUSA, with no involvement of distributors, dealers, or resellers. Participating entities will initiate requests by contacting DatamanUSA's designated Sourcewell account team via email, phone, or through a standardized request form. Requests may include staff augmentation needs, consulting services, managed services, or project-based deliverables, and will be acknowledged within one business day. Upon receipt of a request, DatamanUSA will conduct a brief needs assessment to confirm scope, labor categories, required qualifications, locations, and schedule. DatamanUSA will then provide qualified candidate profiles or a written service proposal/SOW aligned to Sourcewell contract pricing and terms. Once the participating entity issues a purchase order or written authorization, DatamanUSA will onboard assigned personnel, complete all compliance and background screening requirements, and commence services per the agreed schedule. DatamanUSA serves as the single point of contact and prime contractor for all services, including recruiting, onboarding, payroll, subcontractor management (if applicable), performance monitoring, invoicing, and reporting to Sourcewell. If subcontractors or independent consultants are used, they operate solely under DatamanUSA's contract and supervision, and participating entities will not be required to place separate orders or manage additional vendors. This centralized ordering and delivery model simplifies procurement, ensures compliance with Sourcewell requirements, and provides participating entities with streamlined, accountable service delivery.	*

34	Describe in detail the process and procedure of your customer service and issue resolution program, if applicable. Include your response-time capabilities and commitments, as well as any incentives that help your providers meet your stated service goals or promises.	Customer Service Structure and Points of Contact DatamanUSA assigns each Sourcewell participating entity a dedicated account manager and program coordinator who serve as the primary points of contact for service requests, workforce performance, and issue resolution. These roles are supported by centralized recruiting, compliance, payroll, and operations teams to ensure rapid fulfillment and administrative accuracy. Clients also have access to management escalation contacts to ensure timely executive-level support when required. Issue Intake and Tracking Process Issues may be reported via email, phone, or directly to the assigned account manager or program coordinator. All issues are logged and categorized (e.g., performance, attendance, compliance, billing, or technical capability) and tracked through internal service management and CRM systems to ensure accountability and documented resolution. For operational service issues involving assigned personnel, the program coordinator engages the recruiting and delivery managers to implement corrective actions, replacement, retraining, or schedule adjustments as needed. Response-Time Commitments and Escalation DatamanUSA maintains the following standard response targets: Initial acknowledgment: within 1 business hour for urgent issues; within 1 business day for standard inquiries Corrective action plan: within 1 business day for most service-related concerns Resource replacement (if required): typically within 3–5 business days, depending on skill requirements and location Critical issues impacting service continuity or safety are escalated immediately to senior management for priority resolution. Escalation levels and contacts are communicated to participating entities during contract onboarding. Root Cause Analysis and Continuous Improvement For recurring or systemic issues, DatamanUSA conducts root cause analysis to identify process gaps in recruiting, onboarding, training, supervision, or communication. Findings are reviewed by program management and quality teams, and corrective actions are incorporated into updated screening criteria, performance metrics, or training procedures. Lessons learned are shared across accounts to prevent repeat occurrences. Performance Monitoring and Client Feedback DatamanUSA monitors service quality through regular client check-ins, performance reviews of assigned personnel, and periodic satisfaction assessments. Feedback is incorporated into recruiter performance evaluations and program KPIs such as time-to-fill, assignment retention, attendance reliability, and client satisfaction ratings. Clients may also submit formal performance evaluations of assigned personnel, which are used in ongoing quality management. Incentives and Accountability Mechanisms Recruiters, account managers, and program staff are evaluated and incentivized based on service quality metrics, including fulfillment timelines, retention of placed resources, client satisfaction feedback, and issue resolution effectiveness. These performance measures are tied to internal performance reviews and compensation incentives, reinforcing accountability for meeting service commitments. Subcontracted resources are also subject to contractual performance standards and may be removed from assignments for failure to meet service expectations. Commitment to Service Reliability DatamanUSA's customer service and issue resolution program is designed to provide rapid response, transparent communication, and proactive problem resolution to minimize service disruption for Sourcewell members. Through dedicated account management, documented escalation procedures, and performance-driven incentives, DatamanUSA ensures participating entities receive consistent, dependable, and responsive support throughout the life of each engagement.	*

35	Describe your ability and willingness to provide your products and services to Sourcewell participating entities in the United States.	DatamanUSA is fully able and willing to provide the proposed Solutions to Sourcewell participating entities throughout the United States. With over two decades of experience supporting state, local, education, and transportation agencies nationwide, DatamanUSA maintains the infrastructure, workforce, and compliance framework required to deliver services across multiple jurisdictions. Our nationwide delivery model combines centralized recruiting and program management with regionally aligned account teams, enabling rapid response to both single-site and multi-location agency needs while maintaining consistent service quality and contract compliance. DatamanUSA is prepared to support participating entities regardless of size, location, or complexity of requirements, including rural and underserved areas. Our scalable staffing and consulting model, national candidate network, and established subcontractor partnerships (when required for geographic or specialty coverage) allow us to quickly mobilize qualified resources. DatamanUSA commits to honoring Sourcewell contract pricing, terms, and administrative requirements uniformly across all U.S. participating entities and views the Sourcewell contract as a long-term cooperative partnership. We actively support cooperative marketing, member outreach, and contract utilization efforts to ensure that Sourcewell members can readily and effectively access our services nationwide.	*
36	Describe your ability and willingness to provide your products and services to Sourcewell participating entities in Canada.	DatamanUSA is willing and able to support Sourcewell participating entities in Canada through a compliant, cross-border service delivery model tailored to Canadian labor, tax, and regulatory requirements. While DatamanUSA is headquartered in the United States, we maintain the operational capability to serve Canadian members by utilizing approved Canadian subcontractors, staffing partners, or locally engaged professionals when required. These partners are vetted and managed under formal agreements and must meet DatamanUSA's standards for qualifications, background screening, data security, insurance, and performance management. For Canadian engagements, DatamanUSA serves as the prime contractor responsible for contract administration, service quality, pricing compliance, reporting, and issue resolution, while ensuring that all personnel are legally eligible to work in Canada and that payroll, taxation, and employment practices comply with applicable provincial and federal regulations. This delivery model allows Sourcewell members in Canada to access DatamanUSA's professional services, consulting expertise, and program management capabilities while maintaining full regulatory compliance. DatamanUSA is committed to working with Sourcewell and participating entities to establish appropriate delivery structures that meet local requirements and support successful project outcomes across Canada.	*
37	Identify any geographic areas of the United States or Canada that you will NOT be fully serving through the proposed agreement.	DatamanUSA does not anticipate excluding any geographic areas within the United States from coverage under the proposed Sourcewell agreement. DatamanUSA is prepared to support participating entities in all U.S. states and territories through its nationwide recruiting, remote service delivery capabilities, and on-site staffing model, subject to the specific requirements of each engagement. For Canada, DatamanUSA intends to support participating entities across provinces and territories through compliant local delivery models, including the use of approved Canadian subcontractors or locally engaged professionals, where required by labor, tax, and regulatory requirements. Service availability in specific remote or highly specialized locations may be subject to workforce availability and client timelines; however, DatamanUSA does not categorically exclude any Canadian regions and will make good-faith efforts to support all Sourcewell members regardless of location.	*
38	Identify any account type of Participating Entity which will not have full access to your Solutions if awarded an agreement, and the reasoning for this.	DatamanUSA does not restrict access to the proposed Solutions based on the type of participating entity. All eligible Sourcewell participating entities—including state agencies, counties, cities, school districts, higher education institutions, special districts, and other public and nonprofit entities authorized by Sourcewell—will have full access to DatamanUSA's services under the awarded agreement. Access to specific services may be influenced only by regulatory, funding, or programmatic requirements unique to certain entity types (such as background checks, security clearances, data privacy rules, or funding eligibility constraints), or by the availability of appropriately qualified personnel in specialized technical areas. In such cases, DatamanUSA will work collaboratively with the participating entity to structure compliant delivery models or identify alternative qualified resources, but no entity type will be categorically excluded from accessing DatamanUSA's Solutions under the Sourcewell contract.	*

39	Define any specific requirements or restrictions that would apply to our participating entities in Hawaii and Alaska and in US Territories.	DatamanUSA does not impose any unique contractual restrictions on Sourcewell participating entities located in Hawaii, Alaska, or U.S. Territories. Participating entities in these locations will have access to the same Solutions, contract terms, and pricing structures available to all Sourcewell members, subject to the specific scope and requirements of each engagement. However, service delivery in these locations may involve certain practical and regulatory considerations, including: (1) availability of local qualified personnel for on-site assignments, (2) higher travel and mobilization costs if on-site presence is required, (3) extended timelines for resource deployment due to geographic distance, and (4) local labor, tax, and employment compliance requirements specific to each jurisdiction. When on-site resources are required and local candidates are not available, DatamanUSA may utilize remote service delivery where feasible, or engage compliant local subcontractors under DatamanUSA's management and contract responsibility. DatamanUSA will work collaboratively with each participating entity to determine the most effective and compliant service delivery model, whether on-site, remote, or hybrid, and will clearly communicate any location-specific cost or scheduling considerations during the proposal and ordering process. No participating entity in Hawaii, Alaska, or U.S. Territories will be excluded from accessing DatamanUSA's Solutions under the Sourcewell agreement.	*
40	Will Proposer extend terms of any awarded master agreement to nonprofit entities?	Yes. DatamanUSA will extend the terms, conditions, and pricing of any awarded Sourcewell Master Agreement to eligible nonprofit entities that are authorized participating entities under Sourcewell's program. Nonprofit organizations will have the same access to DatamanUSA's Solutions, ordering processes, service levels, and contract protections as other Sourcewell participating entities, subject to Sourcewell participation eligibility requirements and any applicable funding or regulatory constraints specific to the nonprofit organization. DatamanUSA is committed to supporting nonprofit organizations that serve public and community needs and will work collaboratively with Sourcewell and participating nonprofits to ensure compliant, cost-effective, and responsive service delivery under the cooperative contract structure.	*

Table 4: Marketing Plan (75 Points)

Line Item	Question	Response *	

41	Describe your marketing strategy for promoting this opportunity. Upload representative samples of your marketing materials (if applicable) in the document upload section of your response.	DatamanUSA will actively promote the Sourcewell contract through a multi-channel public-sector marketing strategy designed to increase awareness, drive compliant utilization, and support Sourcewell's cooperative purchasing mission. Our approach combines targeted outreach to eligible public agencies, collaboration with Sourcewell's marketing initiatives, and direct engagement by experienced public-sector account teams. Targeted Agency Outreach and Account-Based Marketing DatamanUSA maintains established relationships with state agencies, local governments, school districts, higher education institutions, and transit authorities nationwide. Our public-sector account managers will proactively inform existing and prospective clients about the availability of Sourcewell as a compliant procurement vehicle, emphasizing reduced procurement timelines, pre-negotiated pricing, and contract compliance. Outreach methods include direct emails, virtual meetings, on-site visits (when appropriate), and inclusion of Sourcewell contract references in proposals, SOWs, and staffing requests. Collaboration with Sourcewell Marketing and Events DatamanUSA will participate in Sourcewell-led marketing programs, including supplier directories, contract showcases, webinars, regional meetings, and conferences. We will co-develop compliant marketing materials that clearly reference Sourcewell contract numbers, ordering procedures, and eligible entity guidance, ensuring alignment with Sourcewell branding and communication standards. Digital Marketing and Thought Leadership DatamanUSA will promote the Sourcewell contract through its website, targeted email campaigns, and professional social media platforms (e.g., LinkedIn) focused on public-sector decision makers. Content will highlight use cases, case studies, and service categories available under the contract, while directing agencies to Sourcewell for contract validation and participation details. Internal Sales Enablement and Contract Compliance Training All sales and account teams will receive training on Sourcewell contract scope, pricing structures, eligible entities, and compliance requirements to ensure consistent and accurate messaging. This ensures that participating entities are directed to use the Sourcewell contract appropriately and that all orders are processed in alignment with cooperative purchasing guidelines. Performance Tracking and Continuous Improvement DatamanUSA will track contract utilization, agency engagement, and marketing effectiveness through internal CRM and reporting tools and will share relevant utilization data with Sourcewell as required. Marketing strategies will be refined based on participation trends and Sourcewell feedback to maximize member value and contract success.	*

42	Describe your use of technology and digital data (e.g., social media, metadata usage) to enhance marketing effectiveness.	DatamanUSA uses a data-driven, technology-enabled marketing approach to ensure that outreach to public agencies is targeted, relevant, compliant, and measurable. Our marketing and business development teams leverage digital platforms, CRM systems, and analytics tools to track engagement, identify agency needs, and align outreach with appropriate cooperative contract vehicles such as Sourcewell. CRM and Data Analytics for Account-Based Marketing DatamanUSA utilizes CRM platforms to maintain structured profiles of public agencies, including contract eligibility, service history, and engagement activity. This data supports account-based marketing strategies, allowing our teams to tailor communications to specific agency needs such as IT modernization, cybersecurity, staffing shortages, or grant-funded initiatives. CRM analytics are used to track response rates, opportunity pipelines, and contract utilization trends, enabling continuous improvement of marketing effectiveness. Digital Campaigns and Engagement Tracking Email marketing platforms and website analytics are used to track open rates, click-through activity, and content engagement related to cooperative contract messaging. This data helps refine messaging, timing, and content types (e.g., case studies, service summaries, procurement guidance) to better align with agency interests and procurement cycles. Website content includes structured metadata and search optimization to improve discoverability of cooperative contract information by procurement and program managers. Professional Social Media and Thought Leadership DatamanUSA uses professional social media platforms, primarily LinkedIn, to promote cooperative contract availability, share public-sector case studies, and distribute informational content relevant to government and education audiences. Engagement metrics such as impressions, interactions, and follower growth are analyzed to assess which service areas and messages generate the strongest interest among public-sector professionals. Marketing Automation and Compliance Controls Marketing automation tools are used to manage opt-in communications, campaign scheduling, and content distribution while ensuring compliance with privacy, data protection, and anti-spam regulations. Contact data is managed in accordance with internal data governance policies aligned with DatamanUSA's ISO/IEC 27001 information security controls, ensuring secure handling of contact information and engagement data. Integration with Sales Enablement and Contract Utilization Tracking Marketing technology is integrated with sales enablement systems to ensure that outreach campaigns translate into measurable contract utilization. Account managers receive insights on agency engagement with marketing content, allowing them to follow up with targeted discussions about Sourcewell procurement options, service categories, and ordering processes. This closed-loop approach improves conversion from awareness to contract usage while maintaining transparency and compliance. Continuous Optimization Using Performance Metrics DatamanUSA routinely reviews digital marketing KPIs such as engagement rates, opportunity conversion, and contract activation timelines. These metrics inform refinements in messaging, channel selection, and campaign timing to maximize outreach effectiveness and support Sourcewell's objective of increasing cooperative contract adoption among eligible entities.	*
43	In your view, what is Sourcewell's role in promoting agreements arising out of this RFP? How will you integrate a Sourcewell-awarded agreement into your sales process?	Sourcewell's Role in Promoting the Agreement Sourcewell plays a critical role as a trusted cooperative purchasing organization that validates, promotes, and facilitates access to competitively awarded contracts for public agencies. Through its supplier directories, contract catalogs, marketing campaigns, webinars, regional events, and member outreach, Sourcewell increases awareness of available solutions and educates participating entities on compliant purchasing methods. Sourcewell also provides contract administration, member support, and compliance oversight, which builds confidence among procurement officials and program managers that the cooperative contract meets public procurement standards. This independent validation significantly reduces procurement barriers and accelerates adoption by participating entities. Integration into DatamanUSA's Sales and Account Management Process DatamanUSA will integrate the Sourcewell contract as a primary procurement pathway within our public-sector sales process. All sales and account teams will be trained on Sourcewell contract scope, pricing, eligibility, and ordering procedures, and Sourcewell will be presented as a preferred contracting option when engaging with eligible agencies. Sourcewell contract references will be incorporated into proposals, staffing requests, SOW templates, and client communications to ensure agencies are consistently directed to use the cooperative agreement where applicable. CRM systems will track Sourcewell-qualified opportunities and contract utilization, enabling DatamanUSA to measure adoption, report activity to Sourcewell as required, and continuously improve outreach strategies. This integrated approach ensures that the Sourcewell agreement is not treated as an alternate option, but as a core component of DatamanUSA's public-sector go-to-market strategy.	*

44	Are your Solutions available through an e-Procurement or e-Commerce ordering process? If so, describe your system(s) and provide one (1) example of how governmental and educational customers have used them.	DatamanUSA supports e-Procurement ordering processes commonly used by governmental and educational entities, although services are not ordered through a traditional retail-style e-commerce shopping cart due to the customized nature of professional services and staffing engagements. Instead, DatamanUSA integrates with client procurement and financial systems that support electronic requisitions, purchase orders, invoicing, and approval workflows. Supported e-Procurement Systems and Processes DatamanUSA routinely supports electronic ordering through: Government ERP and financial systems (e.g., SAP, Oracle Financials, PeopleSoft) Higher education procurement platforms (e.g., Jaggaer, SciQuest, Ariba, Coupa) Electronic purchase order and contract management portals used by state and local agencies Participating entities submit electronic purchase orders or service authorizations referencing the cooperative contract, approved SOW, and applicable pricing. DatamanUSA then acknowledges orders electronically and provides invoices through the same systems when required. Example of Prior e-Procurement Use by Public Entities Under statewide and cooperative IT staffing contracts, DatamanUSA has supported higher education institutions and state agencies that issued electronic purchase orders through platforms such as Jaggaer and PeopleSoft. For example, a public college district submitted electronic requisitions for IT staff augmentation resources through its procurement portal, routed the requisition through internal approvals, and automatically generated purchase orders referencing the cooperative contract. DatamanUSA received the PO electronically, onboarded assigned personnel, and submitted invoices through the institution's e-procurement system, enabling fully electronic ordering, approval, and payment processing while maintaining contract compliance. Future Integration with Sourcewell e-Procurement Initiatives DatamanUSA is willing to integrate with Sourcewell's current or future e-procurement and catalog solutions, including punch-out catalogs or contract listing platforms, where appropriate for professional services offerings. We will collaborate with Sourcewell and participating entities to align ordering workflows, data fields, and reporting requirements to support streamlined electronic procurement.	*

Table 5A: Value-Added Attributes (75 Points, applies to Table 5A and 5B)

Line Item	Question	Response *	

45	Describe any product, equipment, maintenance, or operator training programs that you offer to Sourcewell participating entities. Include details, such as whether training is standard or optional, who provides training, and any costs that apply.	DatamanUSA provides training programs focused on the systems, applications, processes, and operational tools associated with the services delivered under this contract. While DatamanUSA does not manufacture equipment, we regularly support technology platforms, software systems, and operational environments that require user, administrator, or operational training as part of successful implementation and ongoing use. Standard Training (Included with Services, When Applicable) For consulting, system implementation, and project-based engagements, training is typically included as a standard component of service delivery and may consist of: End-user training on applications or business systems implemented or supported by DatamanUSA Administrator and technical staff training on system configuration, workflows, and reporting tools Process and operational training related to new workflows, service desk procedures, or governance models Training is delivered by DatamanUSA consultants or project staff who are directly involved in system design and implementation, ensuring alignment between system functionality and operational use. Training materials may include user guides, SOPs, knowledge-base articles, and recorded sessions. Optional and Specialized Training (As Requested by Participating Entities) Participating entities may request additional or specialized training such as: Advanced system administration or security configuration training Project management and business analysis workshops Change management and adoption support Customized curriculum tailored to specific departments or job roles These optional training services are scoped and priced as part of a service proposal or SOW and are delivered by DatamanUSA subject matter experts or, when appropriate, certified third-party instructors. Equipment or OEM-Specific Training (When Equipment Is Part of a Solution) When solutions involve hardware, network infrastructure, or specialized equipment provided by third-party manufacturers, DatamanUSA coordinates with OEM-certified partners to provide required equipment or operator training. In such cases, training may be delivered by manufacturer-certified instructors or authorized service partners, while DatamanUSA remains responsible for coordination, scheduling, and integration with overall project delivery. Costs and Contract Alignment Standard training that is integral to successful system implementation or service transition is typically included within project or consulting pricing. Optional or extended training programs are clearly identified in the SOW and priced separately at Sourcewell contract rates, with no hidden fees. Participating entities may select only the training components that align with their operational needs and budget constraints. Ongoing Knowledge Transfer and Support In addition to formal training sessions, DatamanUSA emphasizes ongoing knowledge transfer through documentation, shadowing, mentoring, and post-implementation support. This ensures participating entities retain operational capability after project completion and can sustainably manage systems and processes supported under the Sourcewell agreement.	*

46	Describe any technological advances that your proposed Solutions offer.	DatamanUSA's proposed Solutions leverage modern digital platforms, automation, and data-driven processes to improve service delivery speed, quality, security, and transparency for Sourcewell participating entities. Our technological advances focus on how services are sourced, delivered, monitored, and continuously improved across complex public-sector environments. AI-Enabled Recruiting and Talent Matching Platforms DatamanUSA utilizes advanced recruiting and resource management systems that apply AI-driven search, skills matching, and resume parsing to rapidly identify qualified candidates from large national databases. These platforms improve time-to-fill, enhance skills accuracy, and reduce manual screening, enabling faster deployment of specialized technical and professional resources for public agencies. Digital Workforce Management and Compliance Automation Onboarding, credential verification, background screening, I-9 processing, and policy acknowledgements are managed through secure digital workflows. Automation reduces administrative delays, improves audit readiness, and ensures consistent compliance with agency-specific security and employment requirements. Remote and Hybrid Service Delivery Technologies DatamanUSA supports remote and hybrid service models using secure collaboration platforms, virtual desktops, cloud-based development environments, and remote monitoring tools. This expands access to specialized expertise regardless of location, improves service continuity, and reduces travel and deployment costs for participating entities. Data Analytics for Workforce and Program Performance Service delivery and staffing programs are supported by analytics dashboards that track KPIs such as time-to-fill, assignment duration, turnover rates, service response times, and contract utilization. These insights enable proactive performance management and continuous improvement across long-term staffing and consulting programs. Cloud and Modern Application Enablement DatamanUSA supports agencies adopting cloud infrastructure, modern application architectures, DevOps pipelines, and cybersecurity frameworks. Our consultants use contemporary tools for CI/CD, configuration management, identity and access management, and secure data integration to modernize legacy environments and improve system resilience. Knowledge Management and Digital Documentation DatamanUSA implements structured knowledge repositories, SOP libraries, and searchable documentation platforms that support continuity of operations, faster onboarding, and reduced dependency on individual staff members. This approach strengthens institutional knowledge retention for public-sector organizations. Cybersecurity and Data Protection Controls All technology-enabled service processes operate within DatamanUSA's ISO/IEC 27001–aligned information security framework, incorporating role-based access controls, encrypted data transmission, secure document management, and incident response procedures, ensuring protection of sensitive public-sector information. Scalable Digital Program Management Tools For large or multi-agency programs, DatamanUSA employs digital project and portfolio management tools that provide real-time visibility into schedules, risks, milestones, and resource utilization, enabling transparent reporting and proactive governance.	*

47	Describe any “green” initiatives that relate to your company or to your Solutions, and include a list of the certifying agency for each.	DatamanUSA supports environmental sustainability through operational practices and service delivery models designed to reduce environmental impact, conserve resources, and support responsible business operations. While DatamanUSA is not a manufacturer and does not produce physical products, our initiatives focus on process efficiency, digital transformation, and reduced carbon footprint in how services are delivered. Remote and Hybrid Service Delivery (Carbon Reduction) DatamanUSA utilizes remote and hybrid work models for consulting, IT support, project management, and administrative services where feasible. This significantly reduces travel, commuting, and associated emissions while enabling agencies to access specialized expertise regardless of location. Certifying Agency: Not applicable (operational sustainability practice) Paperless Operations and Digital Workflows Recruiting, onboarding, compliance documentation, invoicing, reporting, and contract management are conducted through secure digital platforms, reducing paper usage and physical storage needs. Electronic signatures, digital records, and cloud-based documentation are standard practices across DatamanUSA programs. Certifying Agency: Not applicable (operational sustainability practice) Cloud-Based Infrastructure and Virtual Collaboration Tools DatamanUSA leverages cloud platforms and virtual collaboration technologies that reduce reliance on on-premises hardware, minimize energy consumption, and support scalable, energy-efficient computing environments. These practices also support disaster recovery and business continuity with lower environmental impact. Certifying Agency: Indirectly aligned with cloud provider sustainability programs (e.g., Microsoft, AWS), though DatamanUSA itself is not separately certified Support for Client Sustainability Objectives Through IT modernization, data analytics, and workflow automation services, DatamanUSA helps public agencies reduce manual processes, optimize resource usage, and improve operational efficiency—contributing to reduced energy, materials, and transportation needs across agency operations. Certifying Agency: Not applicable (client-driven sustainability outcomes) Business Continuity and Resource Efficiency (ISO 22301) DatamanUSA’s ISO 22301:2019 Business Continuity Management System promotes efficient use of resources, remote recovery capabilities, and continuity planning that reduces waste, redundant infrastructure, and unnecessary travel during disruptions. Certifying Agency: ISO / Accredited Certification Body (for ISO 22301:2019)	*
48	Identify any third-party issued eco-labels, ratings or certifications that your company has received for the Solutions included in your Proposal related to energy efficiency or conservation, life-cycle design (cradle-to-cradle), or other green/sustainability factors.	DatamanUSA has not received third-party eco-labels, environmental product certifications, or sustainability ratings (such as ENERGY STAR®, EPEAT®, or cradle-to-cradle certifications) for the Solutions proposed under this RFP, as DatamanUSA is a professional services and IT staffing provider and does not manufacture, design, or distribute physical products or equipment subject to life-cycle environmental labeling programs. While no product-specific environmental certifications apply to our service offerings, DatamanUSA supports sustainability objectives through operational practices such as remote service delivery, digital workflows, and cloud-based systems that reduce travel, paper consumption, and on-premises infrastructure requirements. In addition, DatamanUSA maintains ISO 22301:2019 (Business Continuity), ISO 9001:2015 (Quality Management), and ISO/IEC 27001:2022 (Information Security) certifications, which, while not environmental certifications, promote efficient, resilient, and resource-optimized operations. When projects involve third-party equipment or technology platforms provided by manufacturers or OEM partners, any applicable environmental certifications associated with those products (e.g., ENERGY STAR®, EPEAT®) remain the responsibility of the manufacturer and may be provided directly by those vendors upon request. DatamanUSA will coordinate with participating entities and OEM partners to support sustainability requirements where applicable.	*

49	What unique attributes does your company, your products, or your services offer to Sourcewell participating entities? What makes your proposed solutions unique in your industry as it applies to Sourcewell participating entities?	DatamanUSA's proposed Solutions are uniquely designed around the operational realities, compliance requirements, and workforce challenges of public-sector organizations. Unlike many commercial staffing or consulting firms, DatamanUSA has built its delivery model specifically for state, local, education, and transportation agencies, with deep experience operating under cooperative purchasing, statewide contracts, and IDIQ/task-order structures. This specialization enables faster onboarding, stronger compliance, and lower procurement risk for Sourcewell participating entities. Public-Sector–Optimized Recruitment and Delivery Model DatamanUSA employs a specialized recruiting and delivery framework that aligns with public-sector job classifications, background screening, labor regulations, and security requirements. Our AI-enabled talent matching platforms, large government-experienced candidate pools, and structured onboarding workflows allow us to deploy qualified resources quickly while maintaining strict compliance with agency policies. ISO-Certified Governance and Risk Management DatamanUSA's operations are independently certified to ISO 9001 (Quality Management), ISO/IEC 27001 (Information Security), and ISO 22301 (Business Continuity). These certifications provide Sourcewell members with verified assurance of consistent service delivery, strong data protection controls, and continuity of operations—capabilities that are not commonly held across staffing and consulting providers in this market segment. Integrated Staffing, Consulting, and Project Delivery Capability Unlike vendors that provide only staff augmentation or only project services, DatamanUSA delivers an integrated service model that spans short-term staffing, long-term program staffing, consulting, and deliverable-based projects. This allows participating entities to address immediate workforce gaps while also executing modernization initiatives under a single cooperative contract and vendor relationship. Nationwide Coverage with Local Market Responsiveness DatamanUSA combines centralized recruiting infrastructure with regionally aligned account teams and local subcontractor partnerships where required. This hybrid model enables national scalability while maintaining responsiveness to local labor markets, union rules, and jurisdiction-specific compliance needs—critical for school districts, municipalities, and transit agencies. Performance Measurement and Transparency DatamanUSA uses data analytics and performance dashboards to track KPIs such as time-to-fill, assignment retention, service response times, and contract utilization. These metrics support proactive issue resolution and continuous improvement and provide participating entities with visibility into service performance and workforce stability. Proven Cooperative and Statewide Contract Experience DatamanUSA has a long history of delivering under cooperative and statewide procurement vehicles such as NASPO ValuePoint, Texas DIR, and other multi-agency frameworks. This experience ensures that Sourcewell members benefit from a vendor that already understands cooperative reporting, fee structures, audit readiness, and public-sector compliance expectations. Flexible Delivery Models to Support Budget and Workforce Constraints DatamanUSA supports on-site, remote, and hybrid service delivery models, enabling agencies to control costs, accelerate hiring, and access specialized skills even in rural or hard-to-staff locations. This flexibility is particularly valuable for education systems and smaller municipalities that struggle to compete for technical talent.	*

Table 5B: Value-Added Attributes

Line Item	Question	Certification	Offered	Comment	
50	Select any Women or Minority Business Entity (WMBE), Small Business Entity (SBE), or veteran owned business certifications that your company or hub partners have obtained. Upload documentation and a listing of dealerships, HUB partners or re-sellers if available. Select all that apply.		(•) Yes ( ) No	DatamanUSA LLC is a diversity-certified firm and actively participates in public-sector supplier diversity programs.	*
51		Minority Business Enterprise (MBE)	(•) Yes ( ) No	Illinois Unified Certification Program, Tennessee Uniform Certification Program, Texas Dept of Transportation, Colorado Dept of Transportation, WMATA, SAM.gov, State of Rhode Island, Washington State Office of Minority and Women's Business Enterprises, City and County of Denver, NCTRCA	*
52		Women Business Enterprise (WBE)	(•) Yes ( ) No	Illinois Unified Certification Program, Tennessee Uniform Certification Program, Texas Dept of Transportation, Colorado Dept of Transportation, WMATA, SAM.gov, State of Rhode Island, Washington State Office of Minority and Women's Business Enterprises, City and County of Denver, NCTRCA	*
53		Disabled-Owned Business Enterprise (DOBE)	( ) Yes (•) No	N/A	*
54		Veteran-Owned Business Enterprise (VBE)	( ) Yes (•) No	N/A	*
55		Service-Disabled Veteran-Owned Business (SDVOB)	( ) Yes (•) No	N/A	*
56		Small Business Enterprise (SBE)	(•) Yes ( ) No	WMATA, SAM.gov, City and County of Denver, Southeastern Pennsylvania Transportation Authority, Chicago Transit Authority, Maryland Dept of Transportation, LA County Metropolitan Transportation, NCTRCA	*
57		Small Disadvantaged Business (SDB)	(•) Yes ( ) No	SAM.gov	*
58		Women-Owned Small Business (WOSB)	(•) Yes ( ) No	SAM.gov	*

Table 6A: Pricing (400 Points, applies to Table 6A and 6B)

Provide detailed pricing information in the questions that follow below.

Line Item	Question	Response *	

59	Describe your payment terms and accepted payment methods.	DatamanUSA offers standard public-sector–friendly payment terms of Net 30 days from the date of invoice, unless otherwise specified by the participating entity's contract or purchase order. DatamanUSA is willing to accommodate alternative government-standard payment terms when required by statute or agency policy, including Net 45 or Net 60, as applicable. Invoices are submitted in accordance with participating entity requirements and may be delivered electronically through agency e-procurement portals, email, or financial systems such as SAP, Oracle, PeopleSoft, Jaggaer, Ariba, or Coupa, when required by the customer. DatamanUSA accepts the following payment methods: ACH / Electronic Funds Transfer (EFT) (preferred) Check (mailed to the remittance address listed on the invoice) Wire transfer (upon request and subject to applicable banking requirements) DatamanUSA does not impose credit card processing requirements for professional services transactions and does not assess early payment penalties or late fees unless expressly permitted by contract and applicable law. All payment terms and invoicing practices comply with Sourcewell contract requirements and participating entity procurement policies.	*
60	Describe any leasing or financing options available for use by educational or governmental entities.	DatamanUSA does not provide leasing or financing options. All services are provided on a direct purchase basis in accordance with Sourcewell contract terms and participating entity purchase orders or service agreements.	*

61	Describe any standard transaction documents that you propose to use in connection with an awarded agreement (order forms, terms and conditions, service level agreements, etc.). Upload all template agreements or transaction documents which may be proposed to Participating Entities.	DatamanUSA utilizes standard public-sector transaction documents that align with cooperative contracting and participating entity procurement requirements. All transactions under the Sourcewell Master Agreement will be governed first and foremost by the Sourcewell contract terms, with supplemental documents used only to define scope, pricing, and performance expectations. Primary Ordering Documents Participating entities will issue a Purchase Order (PO), service authorization, or task order referencing the Sourcewell contract number and approved pricing. The PO serves as the formal authorization to proceed and establishes billing and funding details in accordance with the participating entity's procurement policies. Statement of Work (SOW) / Task Order For project-based services, managed services, or complex staffing engagements, DatamanUSA will provide a Statement of Work (SOW) or task order that defines scope of services, deliverables, timelines, staffing roles, service locations, performance expectations, and reporting requirements. SOWs do not alter Sourcewell terms and are subordinate to the Master Agreement. Service Level Agreements (SLAs) (When Applicable) Where appropriate, DatamanUSA may include service level metrics within the SOW or as an attached SLA exhibit (e.g., response times, staffing fulfillment timelines, reporting frequency). SLAs are customized to agency needs and remain consistent with Sourcewell contract requirements. Rate Sheets / Pricing Schedules Pricing is documented through Sourcewell-approved rate sheets or pricing schedules, referenced in the PO and/or SOW. No additional fees, markups, or terms are introduced outside of the Sourcewell contract. Invoices and Reporting Documents DatamanUSA provides standard invoices and, when required, supporting billing reports showing agency name, work period, labor category, hours or deliverables, and contract reference. Invoices are submitted in the format required by the participating entity and Sourcewell administrative fee reporting requirements. No Additional Commercial Terms DatamanUSA does not require participating entities to sign separate commercial terms and conditions, click-wrap agreements, or vendor boilerplate contracts. In the event of any conflict, the Sourcewell Master Agreement and participating entity PO govern.	*
62	Do you accept the P-card procurement and payment process? If so, is there any additional cost to Sourcewell participating entities for using this process?	Currently none of our clients use P-Card as payment process, however if using this process there will be a processing fee of 5% or as agreed with Sourcewell participating entities.	*

63	Describe your pricing model (e.g., line-item discounts or product-category discounts). Provide detailed pricing data (including standard or list pricing and the Sourcewell discounted price) on all of the items that you want Sourcewell to consider as part of your RFP response. If applicable, provide a SKU for each item in your proposal. Upload your pricing materials (if applicable) in the document upload section of your response.	DatamanUSA utilizes a service-based, line-item labor rate pricing model rather than product-category or volume-discount pricing. Pricing is based on predefined labor categories and service types, with each category having an established hourly rate or project-based rate as approved under the Sourcewell contract. This model provides transparency, predictability, and consistency for participating entities while allowing flexibility to scope services based on actual needs. Standard vs. Sourcewell Contract Pricing DatamanUSA maintains standard commercial labor rates for each labor category; however, Sourcewell participating entities receive pre-negotiated cooperative contract rates that are equal to or lower than standard public-sector pricing and reflect Sourcewell's volume-leveraged discount structure. The Sourcewell contract rates represent the maximum allowable pricing under the agreement and are applied uniformly to all eligible participating entities. Pricing Components Included in Labor Rates Hourly and project-based rates are fully burdened and typically include: Wages and statutory payroll taxes Employee benefits (as applicable) Recruiting and onboarding costs Background screening and compliance checks (as required by role) Payroll processing and HR administration Program management and account support Standard reporting and contract administration No additional administrative, onboarding, or management fees are charged unless specifically stated in the approved pricing schedule. Pricing Formats Offered Under the Contract Depending on service type, DatamanUSA supports multiple pricing structures: Hourly labor rates for staff augmentation and support services Blended hourly rates for teams or managed service engagements Fixed-price or milestone-based pricing for deliverable-based projects All pricing formats are derived from and capped by the Sourcewell-approved rate schedule. Detailed Pricing Data Submission Detailed pricing data, including: Labor categories Standard/list rates (if required) Sourcewell discounted contract rates Any overtime or after-hours rate structures (if applicable) are provided in the Pricing Schedule attachment submitted with this RFP response and will be incorporated into the Sourcewell Master Agreement upon award. No Product Discounts or Reseller Markups Because DatamanUSA does not sell physical products or act as a reseller, there are no product-category discounts, dealer markups, or distributor margins included in pricing. All costs are directly tied to service delivery. Future Price Adjustments Any future rate adjustments, if permitted by Sourcewell, will be subject to contract terms, written approval, and documented justification, ensuring continued best value for participating entities.	*
64	Quantify the pricing discount represented by the pricing proposal in this response. For example, if the pricing in your response represents a percentage discount from MSRP or list, state the percentage or percentage range.	DatamanUSA will support individual pricing model for each Sourcewell participating entities. For instance prompt payment discount .5% on Net 10 and Volume discount .5% if 10 or more concurrent placement working.	*

65	Describe any quantity or volume discounts or rebate programs that you offer.	DatamanUSA will support individual pricing model for each Sourcewell participating entities. For instance prompt payment discount .5% on Net 10 and Volume discount .5% if 10 or more concurrent placement working.	*
66	Propose a method of facilitating “sourced” products or related services, which may be referred to as “open market” items or "non-contracted items". For example, you may supply such items “at cost” or “at cost plus a percentage,” or you may supply a quote for each such request. Define the costs/fees associated with "sourcing/quoting" products and related services.	DatamanUSA primarily provides services priced under Sourcewell-approved labor categories and service rates. When a participating entity requires products, tools, software, or specialized services that are not included in the Sourcewell contract pricing, DatamanUSA can facilitate these as open market items on a case-by-case basis, subject to participating entity approval and procurement requirements. Quotation-Based Open Market Process For any non-contracted items, DatamanUSA will provide a separate written quote that clearly identifies the item, supplier, unit pricing, and any applicable service or coordination fees. Quotes may be based on: At cost, or At cost plus a disclosed administrative percentage, when sourcing, coordination, logistics, or vendor management is required. All pricing will be transparent and itemized, allowing participating entities to independently verify costs if required by their procurement policies. Separate Line Items and Contract Transparency Open market items will be listed as separate line items on quotes and invoices and will not be blended with Sourcewell contract labor rates. This ensures clear separation between Sourcewell-priced services and non-contracted items, supporting auditability and compliance with cooperative purchasing requirements. Client Approval and Procurement Compliance Participating entities must approve all open market purchases prior to ordering. DatamanUSA will comply with any additional agency procurement steps required for non-contracted items, including competitive quotes, internal approvals, or separate purchase orders if required by agency policy. Primary Focus on Contracted Services DatamanUSA’s preference is to deliver as much scope as possible under Sourcewell-approved pricing. Open market sourcing is used only when specialized tools, OEM products, or niche services are required that fall outside the contract’s defined scope. Any additional pre-approved expenses like travel, Background check will be billed at cost. Any hardware and software purchase will be billed at cost +10%. Any additional staffing requirement not covered in the price proposal, will be billed at cost +35%.	*

67	Identify any element of the total cost of acquisition that is NOT included in the pricing submitted with your response. This includes all additional charges associated with a purchase that are not directly identified as freight or shipping charges. For example, list costs for items like background checks, pre-delivery inspection, installation, set up, mandatory training, or initial inspection. Identify any parties that impose such costs and their relationship to the Proposer.	DatamanUSA's Sourcewell pricing is intended to be fully burdened and inclusive of all standard costs required to deliver the proposed services. For staff augmentation, consulting, and project-based services, the submitted labor rates and pricing schedules include, at no additional charge to participating entities: Recruiting and candidate sourcing Background screening and reference checks (standard level) Onboarding and employment processing (I-9, payroll setup, benefits administration) Program management and account support Standard reporting and contract administration Knowledge transfer and routine service coordination As such, no separate administrative, onboarding, management, or placement fees are charged beyond the Sourcewell-approved pricing. Potential Costs Not Included (Only If Specifically Required by the Participating Entity or Project Scope) Certain costs are not included in standard pricing and would apply only if required by the participating entity or project scope, and only with prior written approval: Enhanced or specialized background checks (e.g., fingerprinting, CJIS, federal security clearances) required by law or agency policy, imposed by third-party screening providers Travel and lodging when on-site presence is required outside the local labor market and remote service is not acceptable OEM or third-party training or certifications required for specific technologies, imposed by manufacturers or certifying bodies Third-party software, tools, or equipment not included in service labor (if applicable under open-market sourcing) These costs, when applicable, are imposed by independent third parties (e.g., background screening vendors, training providers, equipment manufacturers) and not by DatamanUSA. Any such charges will be disclosed in advance, separately itemized, and approved by the participating entity prior to incurring the cost. No Freight, Shipping, or Equipment Handling Charges Because DatamanUSA does not supply physical products as part of the proposed Solutions, there are no freight, shipping, pre-delivery inspection, installation, or equipment setup charges associated with standard services under this contract. Commitment to Cost Transparency DatamanUSA is committed to full pricing transparency and does not assess hidden or undisclosed fees. All costs outside the Sourcewell pricing schedule are disclosed, approved in advance, and documented in the applicable SOW or purchase authorization.	*
68	If freight, delivery, or shipping is an additional cost to the Sourcewell participating entity, describe in detail the complete freight, shipping, and delivery program.	Freight, delivery, and shipping charges are not applicable to DatamanUSA's proposed Solutions, as DatamanUSA provides professional services and staffing rather than physical products or equipment. All services are delivered through on-site, remote, or hybrid service models, and no materials are shipped as part of standard service delivery. Accordingly, there are no freight, shipping, handling, or delivery charges assessed to Sourcewell participating entities under this agreement. If a participating entity independently procures equipment or materials from third-party vendors as part of a broader project, any associated shipping or delivery costs would be managed directly by that vendor and are not part of DatamanUSA's pricing or invoicing.	*

69	Specifically describe freight, shipping, and delivery terms or programs available for Alaska, Hawaii, Canada, or any offshore delivery.	Freight, shipping, and physical delivery terms are not applicable to DatamanUSA's proposed Solutions, as DatamanUSA provides professional services and staffing rather than physical products or equipment. Accordingly, there are no shipping, freight, handling, or offshore delivery programs or charges associated with services delivered under the Sourcewell agreement, regardless of geographic location. Services for participating entities in Alaska, Hawaii, Canada, or U.S. Territories are delivered through on-site, remote, or hybrid service models based on project requirements and workforce availability. When on-site presence is required, personnel travel and mobilization (if any) are addressed separately in the Statement of Work and approved in advance by the participating entity; such costs are not considered freight or shipping charges and are only incurred when specifically required by the project scope.	*
70	Describe any unique distribution, delivery, and/or deployment methods or options offered in your proposal.	DatamanUSA's Solutions are delivered through a flexible, technology-enabled deployment model designed to provide rapid, compliant, and scalable access to professional services for Sourcewell participating entities nationwide. Rather than distributing physical products, DatamanUSA deploys qualified personnel and service teams using delivery methods tailored to agency needs, timelines, and budget constraints. Centralized Recruiting with Nationwide Talent Distribution DatamanUSA operates centralized recruiting and workforce management centers supported by AI-enabled candidate matching tools and large national talent pools. This allows rapid identification and deployment of qualified resources across multiple jurisdictions without reliance on local dealer networks, reducing time-to-fill and improving consistency of candidate quality. On-Site, Remote, and Hybrid Deployment Options Participating entities may select on-site, remote, or hybrid service delivery models based on operational requirements. Secure remote-access technologies, cloud-based collaboration tools, and virtual service environments enable agencies to leverage specialized expertise without geographic limitations, while on-site deployment remains available for roles requiring physical presence. Rapid Response and Surge Staffing Capability DatamanUSA maintains bench-ready candidates and subcontractor partnerships that allow surge staffing for urgent needs such as system rollouts, grant-funded projects, compliance deadlines, or seasonal workload spikes. This rapid deployment capability is particularly valuable for school districts, transit agencies, and smaller municipalities with limited internal staffing capacity. Integrated Project and Workforce Deployment for Turnkey Solutions For modernization and transformation initiatives, DatamanUSA can deploy multidisciplinary teams—combining project management, technical specialists, and support personnel—under a single SOW and management structure. This integrated deployment approach reduces coordination burdens for participating entities and accelerates implementation timelines. Digital Onboarding and Deployment Workflows Onboarding, credential verification, background screening, and compliance documentation are completed through secure digital workflows, enabling faster start dates and consistent compliance across jurisdictions. This digital deployment process supports audit readiness and reduces administrative burden for agency HR and procurement teams. Local Partner Utilization When Required When local presence or specialized credentials are required, DatamanUSA engages pre-qualified local subcontractors while maintaining prime contractor accountability. This hybrid model ensures both local responsiveness and centralized quality control.	*

71	Specifically describe any self-audit process or program that you plan to employ to verify compliance with your proposed agreement with Sourcewell. This process includes ensuring that Sourcewell participating entities obtain the proper pricing.	DatamanUSA maintains a formal self-audit and compliance monitoring program designed to ensure full adherence to Sourcewell contract terms, pricing schedules, and administrative requirements, and to verify that participating entities consistently receive the correct contract pricing and services. Contract Setup and Pricing Controls Upon contract award, Sourcewell-approved pricing, labor categories, and terms are configured in DatamanUSA's contract management, billing, and payroll systems. This prevents unauthorized rate entry and ensures that all invoices reference approved contract pricing. Any rate changes require management approval and documented contract amendments before being activated in billing systems. Pre-Order and SOW Compliance Review All purchase orders, task orders, and SOWs referencing Sourcewell are reviewed by program management and compliance staff prior to service initiation to verify: correct contract reference, alignment with approved pricing and labor categories, and inclusion of all required terms and documentation. This review prevents non-compliant scope or pricing from being executed under the cooperative contract. Invoice Verification and Billing Audits Invoices are generated through controlled billing systems that pull directly from approved labor rates and authorized time entries or deliverable milestones. Finance and compliance teams perform periodic invoice audits to confirm: correct labor category mapping, correct hourly or milestone rates, and proper contract and agency references. Any discrepancies are corrected immediately and, if needed, credit adjustments are issued. Administrative Fee and Reporting Reconciliation DatamanUSA reconciles contract sales and administrative fee calculations against invoiced amounts and Sourcewell reporting requirements. Internal reconciliation ensures accurate fee remittance and transparent audit trails for cooperative reporting. Periodic Internal Compliance Audits DatamanUSA conducts scheduled internal audits of contract files, billing records, onboarding documentation, and subcontractor compliance. These audits are aligned with our ISO 9001 quality management and ISO/IEC 27001 information security controls and are reviewed by management as part of continuous improvement processes. Subcontractor Compliance Monitoring When subcontractors are used, DatamanUSA verifies that subcontractor billing aligns with Sourcewell-approved pricing and that subcontractors comply with all contractual, insurance, and personnel requirements. Subcontractor invoices are reviewed before being included in DatamanUSA billing to participating entities. Corrective Action and Continuous Improvement If any compliance gaps are identified, DatamanUSA implements corrective actions, including process updates, staff retraining, and system controls, and documents these actions as part of our quality management program. Repeated issues trigger root cause analysis and executive review. Cooperation with Sourcewell Audits DatamanUSA fully supports Sourcewell's right to audit and will provide access to contract files, pricing schedules, billing records, and administrative fee reports upon request.	*

72	If you are awarded an agreement, provide a few examples of internal metrics that will be tracked to measure whether you are having success with the agreement.	If awarded a Sourcewell agreement, DatamanUSA will track a defined set of performance and utilization metrics to evaluate contract effectiveness, service quality, and member value. These metrics are reviewed regularly by program management and executive leadership to drive continuous improvement. Contract Utilization and Member Adoption Number of participating entities actively using the Sourcewell contract Number of purchase orders, task orders, or SOWs issued under the contract Growth in contract revenue and geographic spread of participating agencies Service Delivery Performance Average time-to-fill for staffing requests by labor category On-time service start rate and adherence to project schedules Assignment completion and retention rates Number and severity of service issues or escalations Client Satisfaction and Relationship Health Client satisfaction survey scores Repeat orders and contract renewals from participating entities Net promoter–style feedback indicators from agency stakeholders Compliance and Contract Integrity Pricing compliance rate (percentage of invoices matching approved Sourcewell pricing) Accuracy and timeliness of administrative fee reporting Audit findings or corrective actions required Operational Efficiency Recruiter productivity and fulfillment ratios Candidate submittal-to-interview and interview-to-hire conversion rates Onboarding cycle time and documentation completeness Subcontractor and Workforce Quality (When Applicable) Subcontractor compliance with insurance, background checks, and reporting Performance ratings of subcontracted resources compared to direct hires	*
73	Provide a proposed Administration Fee payable to Sourcewell. The Fee is in consideration for the support and services provided by Sourcewell. The proposed Administrative Fee will be payable to Sourcewell on all completed transactions to Participating Entities utilizing this Agreement. The Administrative Fee will be calculated as a stated percentage, or flat fee as may be applicable, of all completed transactions utilizing this Master Agreement within the preceding Reporting Period defined in the agreement.	DatamanUSA proposes an Administrative Fee to be paid to Sourcewell as a stated percentage of all completed transactions under the Master Agreement. The final percentage will be confirmed prior to contract execution and will be calculated and remitted in accordance with Sourcewell's reporting periods and administrative fee procedures.	*

Table 6B: Pricing Offered

Line Item	The Pricing Offered in this Proposal is: *	Comments	
74	The pricing offered is as good as or better than pricing typically offered through existing cooperative contracts, state contracts, or agencies.	The pricing offered is as good as or better than pricing typically offered through existing cooperative contracts, state contracts, or agencies.	*

Table 7A: Depth and Breadth of Offered Solutions (250 Points, applies to Table 7A - 7C)

Line Item	Question	Response *
75	Provide a detailed description of all the Solutions offered in the proposal.	DatamanUSA provides comprehensive IT staffing and professional workforce solutions designed to meet the evolving needs of Sourcewell participating entities, including state and local governments, higher education institutions, K–12 school districts, nonprofit organizations, and other public agencies across the United States. With over 20 years of experience, DatamanUSA specializes in attracting, recruiting, deploying, and retaining highly qualified IT professionals through proven, proactive, and repeatable processes supported by advanced technology platforms and ISO-aligned governance controls. IT Staffing and Workforce Solutions DatamanUSA offers flexible workforce engagement models to support both short-term and long-term agency needs: Temporary Staffing – short-term staffing to support peak workloads, backfill vacancies, or special initiatives Contract Staffing – long-term project or program-based technical staffing Temp-to-Hire – evaluation period prior to permanent hire Payroll Services – employer-of-record services for agency-identified resources Permanent Placement – direct hire recruitment for specialized or leadership roles These service models allow agencies to scale staffing based on funding cycles, project phases, and operational priorities while maintaining compliance with procurement and HR policies. Broad Technical and Industry Expertise DatamanUSA supports a wide range of IT roles and technology environments, including: Application Development and Support Cloud and Infrastructure Engineering Cybersecurity and Information Security Data Analytics, Reporting, and Business Intelligence ERP, CRM, and Case Management Systems Network Engineering and IT Operations Project and Program Management Service Desk and Desktop Support Our recruiting and management teams bring decades of IT industry experience and maintain long-term relationships with candidates nationwide, enabling rapid response to highly specialized and hard-to-

		fill roles. Proven, ISO-Aligned Recruitment Methodology DatamanUSA's staffing approach is driven by a ten-step recruitment framework aligned with ISO quality standards and supported by advanced recruiting technology platforms such as Oorwin. This structured methodology ensures consistent screening, qualification, and presentation of candidates. * Key elements include: Requirements analysis and skills validation Targeted sourcing across national talent pools Technical and behavioral screening Background and reference checks Client-specific compliance verification Performance tracking and retention monitoring DatamanUSA maintains a database of 400,000+ resumes, enabling rapid identification of qualified candidates across multiple disciplines and geographic regions. Resource Management and Quality Controls Resource management is a core competency at DatamanUSA and is executed using best-practice workforce optimization techniques. Each step of the recruitment and deployment lifecycle includes performance metrics, accountability checkpoints, and management oversight. Daily tracking of recruitment productivity Time-to-fill and quality-of-hire metrics Assignment retention monitoring Client satisfaction feedback loops Account Managers and Recruiting Managers jointly oversee delivery performance to ensure staffing aligns with agency expectations and project objectives. Consistent Delivery Across Service Categories DatamanUSA's culture, technology platforms, and compensation structures are standardized across service categories to ensure consistent service quality while allowing customization to meet the unique requirements of each agency and role type. Training, processes, and management oversight are adapted to address the specific regulatory, security, and operational environments of public-sector organizations. Cost-Effective and Value-Driven Solutions Through selective recruitment and continuous performance monitoring, DatamanUSA ensures that only highly qualified professionals are placed with participating entities, reducing turnover, rework, and operational risk. This results in cost-effective staffing solutions that support agency performance while maintaining budget control. Nationwide Service Delivery DatamanUSA delivers services nationwide through centralized recruiting operations, regional account management, and local partner support when required. Services may be delivered on-site, remotely, or in hybrid formats depending on agency needs, security requirements, and role responsibilities.
76	Within this RFP category there may be subcategories of solutions. List subcategory titles that best describe your products and services.	We use our proven and proactive approaches, processes and tools practiced for 20 years, to provide staff with required skills to entities including state and local government, higher education, K-12 education, non-profit, and other public agencies located in the United

States. Subcategory titles which best describe our IT Staff Augmentation Solutions are, but not limited to:

AI/Machine Learning/Robotic Process Automation

Jobs titles in this area include, but are not limited to:

- Junior machine learning engineer: RPA, Python, TensorFlow
- AI/machine learning principal enterprise architect
- Head of RPA program delivery
- RPA developer
- AI/machine learning principal enterprise architect
- Senior web developer C++, C# or Java .NET and AI, RPA
- Business development manager – RPA + intelligent automation
- Document imaging senior web developer C++, C# or Java .NET and AI, RPA

Data Science/Analytics

Jobs titles in this area include, but are not limited to:

- Junior data analyst
- Graduate/junior data scientist
- Data analyst
- Data science and analytics director
- Data engineer
- Data scientist
- Senior/lead data scientist
- Data analyst – Marketing/retention
- Data scientist (outside IR35)
- Data scientist – Global big data lab
- Senior strategic consultant – Data science and analytics

Cloud Services/Integration

Jobs titles in this area include, but are not limited to:

- Cloud engineer
- Cloud solutions architect
- Oracle platform-as-a-service integration developer
- Azure developer
- Digital services: Azure developer
- Cloud integration architect
- Consultant, cloud integration and API strategy, cloud engineering
- Senior consultant, operations integration
- Senior operations integration consultant – Global financial services

Cloud Architecture

Jobs titles in this area include, but are not limited to:

- Cloud and infrastructure architect, AWS
- Cloud architect
- Cloud infrastructure architect – Oracle 936
- Solution architect
- Cloud solutions architect (AWS)
- Platform architect/cloud architect
- Google cloud architect
- Service cloud architect
- AWS cloud architect
- Security architect, emerging technologies – Senior manager

Multi-Cloud Management

Jobs titles in this area include, but are not limited to:

- Multi-cloud solutions marketing manager, NEMEA
- Building software-embedded cloud services for a more efficient, scalable and profitable cloud business
- Solution architect, multi-cloud, consulting
- Multi-cloud engagement lead (AWS/AZURE/GCP)
- Bridging multi-cloud deployments with Kubernetes
- Adobe marketing cloud – Multi solutions consultant

Internet of Things

Jobs titles in this area include, but are not limited to:

- Product manager – Software, IoT and apps
- IoT security expert
- Senior information security architect, IoT
- IoT specialist solution architect
- Head of IoT – Smart cities
- Marketing manager – IoT
- Standardization manager (consumer IoT) *
- Consultant – Industrial IoT

DevOps/DevSecOps/Agile Processes

Jobs titles in this area include, but are not limited to:

- DevSecOps/(DevSecOps) engineer

		• DevSecOps consultant/engineer • DevSecOps project lead with security clearance • Security architect (DevSecOps) • Application security engineer (DevSecOps) • Security architect DevSecOps, software, SOC, IAM, cloud, retail Blockchain technology Jobs titles in this area include, but are not limited to: • Blockchain Developer • Blockchain Solution Architect • Blockchain Project Manager • Blockchain UX Designer • Blockchain Quality Engineer • Blockchain Legal Consultant Cybersecurity Jobs titles in this area include, but are not limited to: • Cybersecurity graduate/junior • Cybersecurity engineer • Senior cybersecurity architect (inside IR35) • Cybersecurity analyst • Cybersecurity internal audit manager • Senior cybersecurity analyst • Cybersecurity architect • Second-line cybersecurity analyst • Cybersecurity senior consultant • Senior cybersecurity specialist • Senior Java developer – Cybersecurity • Senior cybersecurity engineer • Senior web developer –Cybersecurity • Cybersecurity incident response consultant Legacy Technologies Jobs titles in this area include, but are not limited to: • Business development manager – Legacy systems support • Senior data migration lead – SAP, legacy, transformation, consultancy • Sales engineer, application modernization • Data conversion specialist • Integration developer (ETL) II or senior • Data services analyst • Data specialist Design Thinking/User Experience Jobs titles in this area include, but are not limited to: • Senior UX designer • Senior user interface (UI) designer • Senior product designer • Head of UX and design • UX/UI designer • Senior experience designer • UX and design undergraduate • Design lead • Interaction design lead Software Engineering Jobs titles in this area include, but are not limited to: • Software engineer • Graduate software engineer • Software developer • Software engineer – C++, Qt • Embedded software engineer • Robotic systems software engineer • Software developer – C#, MVC, SQL, Javascript • NFTS NMS software engineer • Systems engineer • Software engineer Jython • Electronics and software engineer • Software engineer – FX technology • Software engineer, machine learning
77	Describe how candidates are: 1) qualified for the role; 2) authorized to work; 3) available and placed on time; and, 4) a suitable fit for the organization they are placed in.	DatamanUSA uses a structured, ISO-aligned, multi-step recruitment and deployment framework to ensure that every candidate is fully qualified, legally authorized to work, available to start on time, and well-matched to the participating entity's technical and organizational requirements.

	Clarify how responsibility for verifying work authorization is defined and managed.	1) Qualification for the Role Candidates are qualified through DatamanUSA's ten-step recruitment framework, which begins with a detailed intake of agency requirements, including technical skills, certifications, security requirements, location, schedule, and soft-skill expectations. Qualification activities include: Resume and skills matching using AI-enabled recruiting tools (e.g., Oorwin) Recruiter screening for experience, role alignment, and availability Technical interviews or skills assessments, as appropriate to the role Verification of required certifications, licenses, or training Reference checks, when required by agency policy or role sensitivity Only candidates who meet both the technical qualifications and public-sector compliance requirements are presented to participating entities for final review and selection. 2) Authorization to Work DatamanUSA is fully responsible for verifying that all candidates are legally authorized to work in the United States prior to placement. Work authorization is verified through: Form I-9 employment eligibility verification, completed and retained in compliance with U.S. Department of Homeland Security requirements E-Verify, when required by client contract, state law, or federal regulations Collection and secure storage of identity and work authorization documentation in accordance with DatamanUSA's ISO/IEC 27001 information security controls Candidates are not permitted to begin work until work authorization is fully verified and documented. 3) Availability and On-Time Placement DatamanUSA confirms candidate availability prior to submittal and again prior to start date. To ensure on-time deployment, DatamanUSA uses: Pre-qualified talent pools and active candidate pipelines Digital onboarding workflows for rapid documentation completion Dedicated onboarding and compliance teams to clear candidates quickly Close coordination with participating entity HR and IT teams for access and orientation Typical time-to-fill targets range from 3–5 business days for common roles and 5–10 business days for specialized positions, depending on skill requirements and background screening timelines. 4) Organizational and Cultural Fit DatamanUSA evaluates organizational fit in addition to technical capability by: Assessing communication skills, teamwork, and adaptability during interviews Reviewing prior public-sector or regulated-environment experience Aligning candidates with agency culture, reporting structures, and work environments Incorporating client feedback into future candidate selection and recruiter training

		Account Managers remain actively engaged after placement to monitor performance and satisfaction, and corrective actions or replacements are provided promptly if expectations are not met. Responsibility for Work Authorization Verification DatamanUSA retains full responsibility for verifying and documenting work authorization for all personnel it employs or assigns under the Sourcewell agreement, including subcontracted personnel when applicable. Subcontractors are contractually required to comply with all federal and state employment eligibility laws, and DatamanUSA audits subcontractor documentation to ensure compliance. Participating entities are not required to perform independent work authorization verification for DatamanUSA-provided personnel.
78	Describe your process for ensuring candidates have the necessary proprietary or organization-specific equipment to perform their role. Include details on how equipment is prepared (e.g., configured, secured, and imaged), delivered, and supported, particularly when the candidate is working remotely.	DatamanUSA follows a structured, security-focused process to ensure all assigned personnel have the appropriate proprietary or organization-specific equipment and system access required to perform their roles effectively, whether working on-site or remotely. Equipment responsibility and configuration are determined based on participating entity policies and security requirements. Equipment Ownership and Responsibility In most public-sector engagements, participating entities provide and control all agency-owned equipment, including laptops, mobile devices, network credentials, and system access, in accordance with their internal IT security policies. This ensures compliance with data protection, cybersecurity, and regulatory requirements. When agency policy permits contractor-provided equipment for remote or limited-access roles, DatamanUSA can supply and manage compliant devices or coordinate provisioning through approved third-party IT service providers, subject to agency approval. Equipment Preparation and Security Controls When DatamanUSA or an approved partner provides equipment, devices are prepared using standardized IT security practices, which may include: Secure operating system installation and patching Endpoint protection (anti-malware, firewall, device encryption) VPN and secure access configuration as required Role-based access controls Compliance with client security standards and data handling policies All device handling and access processes align with DatamanUSA's ISO/IEC 27001:2022 information security controls for data protection and asset management. Remote Work Enablement and System Access For remote assignments, DatamanUSA coordinates with participating entity IT teams to ensure: Secure VPN or virtual desktop access is provisioned Identity and access management protocols are followed Multi-factor authentication is implemented when required System permissions are aligned with job responsibilities Candidates do not begin work until all access credentials and equipment are confirmed operational. Equipment Delivery and Logistics When DatamanUSA-provided equipment is approved: Devices are shipped using tracked and insured carriers

		Delivery confirmation is documented prior to start date Equipment receipt is acknowledged by the assigned resource Asset tracking and recovery procedures are documented in assignment close-out processes When agencies provide equipment, DatamanUSA coordinates start dates with agency IT deployment schedules to ensure uninterrupted service initiation. Ongoing Technical Support and Issue Resolution Technical support responsibilities follow a shared model: Agency IT teams typically support system access, network connectivity, and agency applications DatamanUSA supports employment-related coordination, replacement logistics, and vendor coordination if contractor-provided equipment is used If equipment failure impacts service delivery, DatamanUSA works with agency IT or approved vendors to facilitate rapid replacement or alternate access methods to minimize downtime. Subcontractor Equipment Compliance When subcontractors are used, DatamanUSA requires compliance with all equipment, security, and access protocols established by the participating entity and ensures subcontractor resources follow the same onboarding and access verification procedures as direct employees.	

Table 7B: Depth and Breadth of Offered Solutions - IT Managed Workforce Solutions

Indicate below if the listed types or classes of Solutions are offered within your proposal. Provide additional comments in the text box provided, as necessary.

☑ We will not be submitting for Table 7B: Depth and Breadth of Offered Solutions - IT Managed Workforce Solutions

Line Item	Category or Type	Comments
79	Describe the range of IT managed workforce programs your organization has overseen in the government (GOV) sector within the last three (3) years. Provide one (1) example for each of the following: - small - average - large Include the following for each example in the comments field: 1) annual revenue; 2) duration; and, 3) a brief scope of services summary including IT roles managed.	
80	Describe the range of IT managed workforce programs your organization has overseen in the education (EDU) sector within the last three (3) years. Provide one (1) example for each of the following: - small - average - large Include the following for each example in the comments field: 1) annual revenue; 2) duration; and, 3) a brief scope of services summary including IT roles managed.	
81	Does your company currently operate a multi-tenant Vendor Management System (VMS) to support IT Managed Workforce programs? If yes, briefly describe your system's capabilities in the following areas: 1) Requisition management (e.g., request creation, approval workflows); 2) Candidate management (e.g., submission, screening, selection tracking); 3) Time and expense tracking (e.g., approvals, compliance controls); 4) Invoicing and payment (e.g., integration, reconciliation, automation); and, 5) Reporting and analytics (e.g., dashboards, KPIs, data exports). If no, describe whether your company partners with a third-party VMS provider or uses a proprietary alternative.	

Table 7C: Depth and Breadth of Offered Solutions - IT Staff Augmentation Services

Indicate below if the listed types or classes of Solutions are offered within your proposal. Provide additional comments in the text box provided, as necessary.

☐ We will not be submitting for Table 7C: Depth and Breadth of Offered Solutions - IT Staff Augmentation Services

Line Item	Category or Type	Comments

82	Describe your organization's IT staff augmentation services provided in the government (GOV) sector within the past 24 months. Include one (1) representative example (not a list of contracts) and describe the following areas: 1) Contract duration (start and end dates or ongoing) 2) Types of staffing solutions (e.g., temporary, project-based, long-term, or direct-hire) 3) Approximate number and types of IT roles staffed	Representative Example – City of Los Angeles, Department of Building and Safety Client: City of Los Angeles – Department of Building and Safety (Local Government) 1) Contract Duration Start Date: March 2024 End Date: Ongoing (as of 2026) 2) Types of Staffing Solutions Provided DatamanUSA is providing long-term staff augmentation and project-based IT staffing to support enterprise applications, infrastructure operations, and regulatory systems used by multiple City departments. Resources are deployed on renewable assignments to support both daily operations and modernization initiatives, with flexibility to scale based on project workload and compliance deadlines. 3) Approximate Number and Types of IT Roles Staffed Approximate Personnel Deployed: 15–20 IT professionals Representative Roles Provided: IT Project Managers and Project Coordinators Software Developers and Application Analysts QA Analysts and Test Engineers Network Support Specialists and Infrastructure Engineers Information Security Analysts Database Administrators and Report Developers Help Desk and Desktop Support Technicians These resources support permitting and inspection systems, compliance applications, data reporting platforms, cybersecurity initiatives, and core IT operations, ensuring continuity of public services and regulatory functions. DatamanUSA provides end-to-end staffing support, including candidate vetting, background compliance, onboarding, performance management, and rapid replacement when required.

83	Describe your organization's IT staff augmentation services provided in the education (EDU) sector within the past 24 months. Include one (1) representative example (not a list of contracts) and describe the following areas: 1) Contract duration (start and end dates or ongoing) 2) Types of staffing solutions (e.g., temporary, project-based, long-term, or direct-hire) 3) Approximate number and types of IT roles staffed	Representative Example - Tarrant County College District (TCCD), Texas Client: Tarrant County College District (Higher Education) 1) Contract Duration Start Date: April 2024 End Date: Ongoing (as of 2026) 2) Types of Staffing Solutions Provided DatamanUSA is providing long-term staff augmentation and project-based staffing to support ongoing IT operations and modernization initiatives across multiple campuses. Resources are deployed to support both steady-state IT functions and time-bound technology projects, with flexible ramp-up and ramp-down based on academic and administrative needs. 3) Approximate Number and Types of IT Roles Staffed Approximate Personnel Deployed: 10-15 IT professionals Representative Roles Provided: ERP Business Analysts (Ellucian Colleague) Application Developers (Web and ERP modules) Systems Administrators (Windows/Linux) Network Engineers Database Developers / DBAs (SOL Server, Oracle) OA Analysts / Testers Technical Project Coordinators Help Desk / Desktop Support Technicians These resources support student information systems, financial and HR systems, infrastructure operations, cybersecurity initiatives, and instructional technology platforms. DatamanUSA manages full lifecycle staffing, including sourcing, screening, onboarding, performance monitoring, and replacement coverage when required, ensuring continuity of services during peak academic periods.	*

Exceptions to Terms, Conditions, or Specifications Form

Only those Proposer Exceptions to Terms, Conditions, or Specifications that have been accepted by Sourcewell have been incorporated into the contract text.

Documents

Ensure your submission document(s) conforms to the following:

1. Documents in PDF format are preferred. Documents in Word, Excel, or compatible formats may also be provided.

2. Documents should NOT have a security password, as Sourcewell may not be able to open the file. It is your sole responsibility to ensure that the uploaded document(s) are not either defective, corrupted or blank and that the documents can be opened and viewed by Sourcewell.

3. Sourcewell may reject any response where any document(s) cannot be opened and viewed by Sourcewell.

4. If you need to upload more than one (1) document for a single item, you should combine the documents into one zipped file. If the zipped file contains more than one (1) document, ensure each document is named, in relation to the submission format item responding to. For example, if responding to the Marketing Plan category save the document as "Marketing Plan."

- Responsiveness - Responsiveness.zip - Wednesday January 07, 2026 06:31:06
- Pricing - Dataman Pricing - Sourcewell.xlsx - Wednesday January 07, 2026 08:52:34
- Financial Strength and Stability - Financial Strength and Stability.zip - Wednesday January 07, 2026 08:51:10
- Marketing Plan/Samples - Marketing Samples.pdf - Wednesday January 07, 2026 08:58:35
- WMBE/MBE/SBE or Related Certificates - Diversity certificate.zip - Wednesday January 07, 2026 12:25:44
- Standard Transaction Document Samples (optional)
- Requested Exceptions (optional)
- Upload Additional Document - Other Documents.zip - Wednesday January 07, 2026 12:49:48

Addenda, Terms and Conditions

PROPOSER AFFIDAVIT OF COMPLIANCE

I certify that I am an authorized representative of Proposer and have authority to submit the foregoing Proposal:

1. The Proposer is submitting this Proposal under its full and complete legal name, and the Proposer legally exists in good standing in the jurisdiction of its residence.

2. The Proposer warrants that the information provided in this Proposal is true, correct, and reliable for purposes of evaluation for award.

3. The Proposer certifies that:

(1) The prices in this Proposal have been arrived at independently, without, for the purpose of restricting competition, any consultation, communication, or agreement with any other Proposer or competitor relating to-

(i) Those prices;

(ii) The intention to submit an offer; or

(iii) The methods or factors used to calculate the prices offered.

(2) The prices in this Proposal have not been and will not be knowingly disclosed by the Proposer, directly or indirectly, to any other Proposer or competitor before award unless otherwise required by law; and

(3) No attempt has been made or will be made by Proposer to induce any other concern to submit or not to submit a Proposal for the purpose of restricting competition.

4. To the best of its knowledge and belief, and except as otherwise disclosed in the Proposal, there are no relevant facts or circumstances which could give rise to an organizational conflict of interest. An organizational conflict of interest is created when a current or prospective supplier is unable to render impartial service to Sourcewell due to the supplier's: a. creation of evaluation criteria during performance of a prior agreement which potentially influences future competitive opportunities to its favor; b. access to nonpublic and material information that may provide for a competitive advantage in a later procurement competition; c. impaired objectivity in providing advice to Sourcewell.

5. Proposer will provide to Sourcewell Participating Entities Solutions in accordance with the terms, conditions, and scope of a resulting master agreement.

6. The Proposer possesses, or will possess all applicable licenses or certifications necessary to deliver Solutions under any resulting master agreement.

7. The Proposer will comply with all applicable provisions of federal, state, and local laws, regulations, rules, and orders.

8. Proposer its employees, agents, and subcontractors are not:

1. Included on the "Specially Designated Nationals and Blocked Persons" list maintained by the Office of Foreign Assets Control of the United States Department of the Treasury found at: https://www.treasury.gov/ofac/downloads/sdnlist.pdf;
2. Included on the government-wide exclusions lists in the United States System for Award Management found at: https://sam.gov/SAM/; or
3. Presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from programs operated by the State of Minnesota; the United States federal government, as applicable; or any Participating Entity. Vendor certifies and warrants that neither it nor its principals have been convicted of a criminal offense related to the subject matter of this solicitation.

☑ By checking this box I acknowledge that I am bound by the terms of the Proposer's Affidavit, have the legal authority to submit this Proposal on behalf of the Proposer, and that this electronic acknowledgment has the same legal effect, validity, and enforceability as if I had hand signed the Proposal. This signature will not be denied such legal effect, validity, or enforceability solely because an electronic signature or electronic record was used in its formation. - Nidhi Saxena, CEO, DatamanUSA LLC

The Proposer declares that there is an actual or potential Conflict of Interest relating to the preparation of its submission, and/or the Proposer foresees an actual or potential Conflict of Interest in performing the obligations contemplated in the solicitation proposal.

○ **Yes** ◉ **No**

The Bidder acknowledges and agrees that the addendum/addenda below form part of the Bid Document.

Check the box in the column "**I have reviewed this addendum"** below to acknowledge each of the addenda.

File Name	I have reviewed the below addendum and attachments (if applicable)	Pages
Addendum_8_IT_Managed_Workforce_Staff_Augmentation_RFP010826 Wed December 31 2025 04:33 PM	☑	2
Addendum_7_IT_Managed_Workforce_Staff_Augmentation_RFP010826 Wed December 24 2025 11:59 AM	☑	4
Addendum_6_IT_Managed_Workforce_Staff_Augmentation_RFP010826 Fri December 19 2025 01:06 PM	☑	4
Addendum_5_IT_Managed_Workforce_Staff_Augmentation_RFP010826 Tue December 16 2025 03:23 PM	☑	3
Addendum_4_IT_Managed_Workforce_Staff_Augmentation_RFP010826 Fri December 12 2025 11:47 AM	☑	3
Addendum_3_IT_Managed_Workforce_Staff_Augmentation_RFP010826 Tue December 2 2025 02:57 PM	☑	7
Addendum_2_IT_Managed_Workforce_Staff_Augmentation_RFP010826 Wed November 26 2025 08:59 AM	☑	5
Addendum_1_IT_Managed_Workforce_Staff_Augmentation Fri November 21 2025 02:24 PM	☑	10
Amendment_1_IT_Managed_Workforce_Staff_Augmentation_RFP010826 Thu November 20 2025 03:08 PM	☑	1