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MASTER AGREEMENT #010826
CATEGORY: IT Managed Workforce and IT Staff Augmentation Solutions
SUPPLIER: Compu-Vision Consulting, Inc.

This Master Agreement (Agreement) is between Sourcewell, a Minnesota service cooperative located at 202 12th Street Northeast, Staples, MN 56479 (Sourcewell) and Compu-Vision Consulting, Inc., 2050 Route 27, Suite 202, North Brunswick, NJ 08902 (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. 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 Sourcewell, arising out of any act or omission in the performance of this Agreement by the Supplier

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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	Compu-Vision Consulting, Inc.
Signed by: Jeremy Schwartz C0FD2A139D06489...	Signed by: Shaloo Mital 03D75F9137A14A2...
By: _____	By: _____
Jeremy Schwartz	Shaloo Mital
Title: Chief Procurement Officer	Title: President
Date: 10/19/2026 | 7:55 AM CDT	Date: 10/19/2026 | 7:28 AM CDT

Docusign Envelope ID: 13315CB3-39B8-863B-8287-8DCB158C9FF7

RFP 010826 - IT Managed Workforce and Staff Augmentation Solutions

Vendor Details

Company Name:	Compu-Vision Consulting, Inc.
Address:	2050 Route 27 Suite 202, North Brunswick, NJ 08902 North Brunswick, New Jersey 08902
Contact:	kasturi mahajan
Email:	rfp@compuvis.com
Phone:	732-422-1500
HST#:	

Submission Details

Created On:	Thursday November 20, 2025 06:03:58
Submitted On:	Thursday January 08, 2026 10:17:14
Submitted By:	kasturi mahajan
Email:	rfp@compuvis.com
Transaction #:	72fa5a2e-bedd-4707-9e75-46b94643aa67
Submitter's IP Address:	147.243.145.9

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.	Compu-Vision Consulting, Inc	*
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).	N/A	*
8	Provide your CAGE code or Unique Entity Identifier (SAM):	CAGE Code: 5SM88 UEI: NV8HELUGNM83	*
9	Provide your NAICS code applicable to Solutions proposed.	541511, 541512, 541513, 541519, 541611, 541612, 561311, 541690, 561320, 518210, 811212	
10	Proposer Physical Address:	Headquarters: 2050 Route 27, Suite 202, North Brunswick, NJ 08902 Canada: 398-2416 Main Street Unit, Vancouver, BC, V5T 3E2	*
11	Proposer website address (or addresses):	www.compuvis.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):	Name: Shaloo Mital Title: President Address: 2050 Route 27, Suite 202, North Brunswick, NJ 08902 Email: rfp@compuvis.com Phone: 866-240-8466	*
13	Proposer's primary contact for this proposal (name, title, address, email address & phone):	Name: Michael Bavaro Title: Corporate Vice President Address: 2050 Route 27, Suite 202, North Brunswick, NJ 08902 Email: rfp@compuvis.com Phone: 866-240-8466	*
14	Proposer's other contacts for this proposal, if any (name, title, address, email address & phone):	None	*

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.	Compu-Vision Consulting, Inc. (CVC) is a global technology services and workforce solutions firm specializing in Information Technology and Information Systems staffing. Established in 1998, CVC has delivered more than 27 years of continuous service to Federal, State, Local, Education (FSLED), and Commercial clients, consistently supporting mission-critical technology initiatives with qualified and high-performing professionals. Our longevity stems from a simple philosophy: deliver exceptional talent, uphold uncompromising service standards, and operate as a trusted partner to every client we serve. CVC is a minority- and woman-owned small business headquartered in New Jersey, with incorporation in the Commonwealth of Pennsylvania. Under the leadership of founders Shaloo Mital (51% woman owner) and Bharat Mital, CVC has grown from a regional staffing firm into a national workforce solutions provider, with regional offices in 16 U.S. states and an additional office in Canada, enabling seamless service delivery across the United States and Canada with full capability to support all time zones. Their combined decades of public- and private-sector IT and professional-services experience remain deeply embedded in our company culture, guiding our commitment to responsiveness, quality, and strategic delivery. Our workforce includes corporate leadership, recruiting and delivery teams, and administrative personnel, representing a combined staff of more than 225 employees supporting clients across the United States and Canada both directly and through MSP programs. Our sales organization includes approximately 150 dedicated team members. Together, these teams drive our core business values: Integrity and Transparency: Delivering clear communication, predictable processes, and accountable service. Quality and Precision: Ensuring every candidate meets 100% of required qualifications through multi-phase validation and compliance checks. Customer-Centricity: Tailoring solutions to the operational, cultural, and mission needs of each client. Continuous Improvement: Refining workflows, technology, and performance metrics to enhance outcomes year over year. Diversity and Inclusion: Elevating opportunities for underrepresented talent and empowering communities through equitable workforce access. CVC provides a full spectrum of workforce and professional services such as Temporary, Contract, Contingent, Time & Materials, Statement of Work (SOW)-based Project Staffing, Direct Hire Placement, and IT Consulting solutions. Over the past 27 years, we have received more than $600 million in potential contract awards through competitive RFPs and completed over 30,000 successful placements across the Information Technology domain. Our proprietary database of 5 million+ pre-screened professionals enables rapid delivery of specialized talent for even the most complex or time-sensitive requirements. Our capabilities span the full breadth of IT functional areas, including Software Development, Business Intelligence, Project and Program Management, Application Development, Cloud Services, Database Administration, Cybersecurity, Network Engineering, Quality Assurance, Enterprise and Infrastructure Architecture, IT Compliance, GIS Development, Web Development, and PeopleSoft/Workday Administration. We also support emerging technology areas such as Artificial Intelligence, Machine Learning, Data Science, and Automation. Our teams apply industry frameworks such as PMBOK for project governance and ITIL for service management to provide expert analysis, innovative solution design, and measurable results, supporting both tactical and strategic technology initiatives for diverse organizations. CVC's business philosophy is grounded in flexibility, scalability, and operational excellence. We help public agencies and educational institutions build resilient, future-ready teams by aligning talent solutions with long-term workforce planning, budget objectives, and community priorities. Our approach blends strategic advertising, targeted outreach, rigorous screening, and compliance-driven onboarding, supported by ISO 9001 aligned quality controls, to ensure that every candidate is technically qualified, culturally aligned, and positioned for long-term success. Our mission is simple yet enduring: to bridge the gap between organizational workforce needs and skilled human talent by delivering precise, forward-thinking staffing and recruiting solutions. As a certified minority- and woman-owned firm with nearly three decades of public-sector expertise, CVC remains committed to empowering Federal agencies, states, counties, cities, special districts, K–12 institutions, higher education, non-profits, and commercial enterprises with the talent required to drive their missions forward.

16	What are your company's expectations in the event of an award?	In the event of an award, CVC expects to establish a collaborative partnership with Sourcewell to ensure smooth contract launch, clear communication, and full compliance with all onboarding, reporting, and service requirements. We anticipate aligning on order management, invoicing, and performance expectations; supporting joint marketing and outreach to promote contract adoption; and delivering scalable, high-quality workforce and IT staffing solutions to Participating Entities across the United States and Canada.	*
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.	CVC has built a strong reputation over the past 27 years as a leader in IT contingent staffing services. Our sustained success is a direct result of our proven delivery model, deep technical recruiting expertise, and long-standing client partnerships across both public and private sectors. We have experienced consistent year-over-year growth within our staffing division, driven by high client satisfaction, retention, and expansion into new markets. Our staffing revenue for the past years is as follows: • 2025 (Actual): $24,500,000 • 2024 (Actual): $24,550,000 • 2023 (Actual): $23,150,000 • 2022 (Actual): $19,775,000 This consistent upward trajectory reflects our ability to scale, deliver specialized talent rapidly, and adapt to evolving workforce demands. Our robust infrastructure; supported by a team of 120+ recruiters; continues to position us as a top-performing staffing partner for complex and mission-critical engagements. We are fully confident in our ability to sustain this momentum while expanding our impact on cooperative initiatives, including those with the Sourcewell. Please refer to CVC's recent financial statements attached under Documents sections (Name of PDF)-CVC Financial 23-24 D-U-N-S Number 12-327-7993 Compu-Vision Consulting, Inc. (2050 Route 27, Suite 202, North Brunswick, NJ). D&B Credit Scores & Ratings • PAYDEX® Score: 78 Low Risk Indicates good payment history (payments typically made on time). • Delinquency Predictor Percentile: 95 Low Risk A high percentile suggests a very low probability of serious payment delinquency. • Financial Stress Percentile: 82 Low-Moderate Risk Reflects a lower-than-average likelihood of financial stress or failure compared with industry peers. • Supplier Evaluation Risk Rating: 1 Low Risk Suggests strong reliability as a supplier from a risk-perspective. Maximum Credit Recommendation This is the suggested credit limit based on the company's reported data. Overall Business Risk Assessment • Overall: Very Stable Condition • Prediction of Severe Delinquent Payments: Very Low • Likelihood of Continued Operations: High	*
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.	CVC has served 300+ distinct U.S. Education and Government entities over the past three (3) years, including K–12 school districts, higher education systems, state agencies, counties, municipalities, public utilities, transportation authorities, and public healthcare organizations. During this period, CVC delivered services across 27 U.S. states and achieved an average client retention rate of approximately 97%, with many agencies engaging CVC across multiple years, departments, and contract renewals. This breadth of engagement, geographic reach, and repeat utilization reflects CVC's established presence and sustained performance in the U.S. public-sector market. A detailed list of representative clients and agencies served during the past three years can be provided upon request.	*
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.	Over the past three (3) years, CVC has supported 65 Canada-specific engagements, deploying 150+ IT professionals across public-sector, government-adjacent, and regulated enterprise initiatives. Our Canadian work is delivered through long-standing Tier I partnerships with organizations such as Dell Technologies, VMware, and Kyndryl, where CVC is routinely selected to support infrastructure, cloud, virtualization, and modernization programs involving Canadian environments. CVC has delivered services and made sales in four (4) Canadian provinces - Ontario, Quebec, Alberta, and Saskatchewan, including both province-specific and pan-Canadian programs supported through centralized delivery models. Our Canadian client retention rate exceeds 94%, driven by high contract completion rates, frequent extensions, and repeat utilization of the same consultants across follow-on initiatives. Many clients request additional resources once performance is established, reinforcing CVC's position as a trusted and long-term delivery partner rather than a transactional staffing provider.	*

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.	CVC has no current or past bankruptcy proceedings to disclose.
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?	CVC is best described as a service provider, delivering temporary, project-based, long-term staff augmentation, and direct-hire IT professionals across the full spectrum of Information Technology roles. Our delivery model is built on a fully integrated, employee-based workforce supported by a strong national partner network. CVC's sales and service organization consists of approximately 150 professionals, including dedicated sales representatives, account managers, and specialized technical recruiters who support our operations across the United States and Canada. For the Sourcewell contract, CVC will assign dedicated recruiters and account managers to ensure rapid fulfillment of staffing requests and high-touch service for all Participating Entities. These individuals bring an average of 10+ years of experience in IT staffing, public-sector service delivery, and large-scale workforce programs. Our recruiting and delivery teams include experienced technical recruiters, talent acquisition specialists, and sourcing experts who work closely with our account management team to maintain quality, responsiveness, and compliance. To further enhance service coverage, CVC maintains a vetted network of 40+ subcontractor and consulting partners across the U.S. and Canada who extend our reach into niche skill sets and regional talent markets when needed. All subcontractors operate under CVC's standardized delivery framework to maintain consistent processes and accountability. Together, this integrated internal workforce supplemented by a reliable partner network ensures that CVC can deliver scalable, high-quality IT staffing solutions tailored to the needs of Sourcewell and its Participating Entities.
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.	Compu-Vision Consulting, Inc (CVC) maintains all licenses and certifications required to lawfully and effectively provide IT staff augmentation and related professional services to public-sector entities under this RFP. Our compliance framework applies consistently across the United States and Canada and extends to CVC, its direct employees, and any approved subcontractors engaged in support of client requirements. We are properly registered and in good standing in all jurisdictions where services are to be provided. This includes maintaining active business licenses in the United States and Canada, enabling CVC to support cross-border and multi-jurisdictional government and education clients. Where agency-specific registrations or cooperative contract eligibility requirements apply, we ensure timely registration and ongoing compliance for the duration of each engagement. While IT staff augmentation contracts generally do not require company-level technical certifications, CVC routinely provides professionals who hold role-specific and industry-recognized certifications when required by the client or engagement scope. Depending on assignment needs, these include certifications related to: • Cloud platforms (e.g., AWS, Microsoft Azure, Google Cloud) • Infrastructure, networking, and virtualization technologies • Cybersecurity, data protection, and risk management • Project, program, and service management All certifications are verified during the candidate screening and submission process and are documented as part of qualification review. As a provider of IT staff augmentation services, CVC complies with all applicable federal, state, provincial, and local labor and employment regulations.
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.	Compu-Vision Consulting, Inc. has not been subject to any suspension or debarment actions during the past seven years.

24	Describe any relevant industry awards or recognition that your company has received in the past five years.	Over the past five (5) years, CVC has received multiple industry and partner recognitions reflecting our delivery excellence, compliance rigor, and consistent performance across large-scale environments. • Dell Technologies / EMC Vendor Performance Rankings o Ranked #4 delivery partner in the United States o Ranked #1 delivery partner in Canada These rankings are based on delivery quality, responsiveness, and customer satisfaction across enterprise and public-sector programs. • RightSourcing (Magnit) - Best New Vendor Program Partner o Recognized for rapid onboarding, strong MSP compliance, and high-performing service delivery • NJ Business & Industry Association (NJBIA) o Finalist - Business of the Year (2021) o Recognition awarded for operational excellence, growth, and contributions to the regional business community. • LinkedIn Industry Recognition o Named among Leading New Jersey Outsourcing Companies (2021) based on market presence, service quality, and client engagement.	*
25	What percentage of your sales are to the governmental sector in the past three years?	Approximately 60% of our total sales over the past three (3) years have been generated from governmental sector clients, representing roughly $18 million annually across State and Local government entities.	*
26	What percentage of your sales are to the education sector in the past three years?	Over the past three (3) years, approximately 24% of our total sales have been generated from the education sector, including K–12 school districts and public higher education institutions. This represents an average of approximately $7.2 million annually in education-sector revenue, supported by long-standing, recurring engagements with public school systems, colleges, universities, and state-wide education networks.	*

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?	CVC holds the following agreements, and the average annual sales under each over the past three (3) years are summarized below: 1. State Agencies (State-wide Agreements) • Commonwealth of Massachusetts: $6,500,000 • New York City Agencies (multiple agencies aggregated): $6,500,000 • State of New York: $2,500,000 • State of Arizona: $2,000,000 • State of California: $2,000,000 • State of West Virginia: $2,000,000 • State of Florida: $1,500,000 • State of South Carolina: $1,500,000 • State of Minnesota: $750,000 • State of Colorado: $750,000 • State of Connecticut: $750,000 • State of Delaware: $750,000 • State of GA: $500,000 • State of Maryland: $500,000 • State of Louisiana: $500,000 • State of Missouri: $250,000 2. Cooperative Purchasing Agreements • OMNIA Partners: $2,500,000 • E&I Cooperative Services: $1,500,000 • Texas DIR (Department of Information Resources): $1,500,000 3. Local Government Agencies (Cities, Counties, Utilities, Courts) • City of Phoenix: $2,500,000 • Maricopa County: $2,500,000 • New York City Health + Hospitals (NYC H+H): $2,500,000 • City and County of San Francisco: $1,750,000 • Sacramento Municipal Utility District (SMUD): $1,500,000 • Maryland Judiciary: $1,500,000 • Minnesota Judicial Branch: $1,500,000 • County of Passaic: $1,250,000 • City of Sunnyvale: $1,250,000 • City of Virginia Beach: $750,000 • City of Glendale / Innovation & Technology: $350,000 • Broome County (NY): $350,000 • Broome County (NJ): $350,000 • Broward Sheriff's Office: $150,000 • Broward Sheriff's Information Technology Division: $150,000 4. Education Institutions (K–12 and Higher Education) • Commonwealth / State Education Systems (CUNY - aggregated): $1,500,000 • City University of New York (CUNY): $1,000,000 • San Jose State University: $1,000,000 • Austin Independent School District: $750,000 • Albuquerque Public Schools: $500,000 • Atlanta Public Schools: $350,000 • Elizabeth Public Schools: $500,000 • Chicago Teachers' Pension Fund: $500,000 • Fordham University: $500,000 • NYU: $2,000,000	*
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?	CVC holds the following GSA MAS Contracts: 1. Contract #47QTCA23D004L (SIN 54151S) – Information Technology Professional Services 2. Contract #47QTCA23D004M (SIN 561320SBSA) – Temporary Staffing	*

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 *	
University of California	Jenn Bejaka	510-987-0293	*
State of Massachusetts	Diane Szulc	(617) 694-3134	*
City Of Phoenix	Mihaela Grigore	(602) 261-8179	*

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).	CVC maintains a robust, nationwide sales organization designed to support Sourcewell Participating Entities across the United States and Canada. Our sales force includes approximately 150 full-time employees, consisting of Regional Sales Managers, Business Development Executives, Account Managers, and Client Engagement Specialists positioned strategically across all U.S. time zones and major Canadian provinces. To ensure broad geographic coverage, CVC operates regional offices in 16 U.S. states and an additional office in Canada. Our U.S. support centers are located in: • Minneapolis, MN • New York, NY • Anaheim, CA • Buckeye, AZ • Abilene, TX • Carthage, MO • Jonesboro, AR • Atlanta, GA • Altamonte Springs, FL • Portland, OR • Chicago, IL • Silver Spring, MD • Wilmington, DE • Allentown, PA • Avon, CT • Boston, MA This network enables rapid, localized support and the ability to engage directly with Participating Entities across all major regions. All sales personnel are direct CVC employees ensuring consistency, accountability, and alignment with Sourcewell's cooperative purchasing expectations. CVC's sales organization is structured into three coordinated groups: • National Sales Leadership (5+ FTEs): Responsible for strategy, governance, and ensuring contract compliance nationwide. • Regional Sales & Business Development Teams (80+ FTEs): Conduct proactive outreach, educate entities on contract benefits, and support onboarding. • Account Management Teams (60+ FTEs): Provide day-to-day relationship management, staffing coordination, and ongoing performance monitoring. For this contract, CVC will assign dedicated Account Managers and Recruiters to support Sourcewell Participating Entities with personalized service. These individuals bring 10-15 years of experience in IT staffing, public-sector programs, and enterprise workforce delivery. Our sales team will also lead Sourcewell-focused marketing and awareness efforts, including targeted outreach campaigns, informational sessions, event participation, and coordinated communication to promote contract adoption. All marketing efforts will align with Sourcewell's brand and cooperative purchasing guidelines. There is intentional overlap between sales and service functions to ensure seamless delivery. Account Managers work in close coordination with our 75+ technical recruiters and delivery specialists to translate needs into successful candidate submissions. CVC also maintains a vetted network of 40+ subcontractor partners across the U.S. and Canada to extend reach into additional regions and niche technical areas, while all customer engagement and contract management remain under CVC's direct oversight.	*
31	Describe the network of Authorized Sellers who will deliver Solutions, including dealers, distributors, resellers, and other distribution methods.	We deliver all staffing and workforce solutions primarily through our direct service model, supported by a vetted network of 40+ authorized subcontractor and consulting partners across the United States and Canada. These partners are carefully selected based on technical expertise, past performance, and compliance history, and they supplement our internal teams only when niche skills or surge capacity are required. All authorized subcontractors operate under our service standards with CVC maintaining full oversight of candidate sourcing, screening, onboarding, and performance management.	*

32	Service force (see instructions above).	CVC's service force is a team of experienced recruiting, delivery, and technical support professionals dedicated to fulfilling staffing requests for Sourcewell Participating Entities across the United States and Canada. Our service organization consists of 225 full-time employees, including 75+ technical recruiters, 20+ delivery leads, 10+ compliance specialists, and 20+ quality assurance and operations personnel who oversee end-to-end talent delivery. All members of our service force are direct CVC employees, ensuring consistent quality, and reliable performance across all regions. Our teams operate within an ISO 9001 aligned framework and follow ITIL and PMBOK best practices, enabling disciplined, transparent, and repeatable service delivery. CVC's recruiting engine is strengthened by one of the largest private IT talent networks in North America, with a vetted talent pool of more than 5 million IT professionals across the U.S. and Canada. This includes cleared professionals, emerging-technology experts, and specialists across cloud, cybersecurity, AI/ML, enterprise applications, data engineering, and infrastructure domains. Over the past 27 years, CVC has successfully placed more than 30,000 IT professionals across public- and private-sector environments. Our service force is closely integrated with our sales and account management teams, enabling excellent overlap between business development and delivery functions. For Sourcewell, CVC will stand up a dedicated delivery pod including Recruiters, Sourcing Analysts, and an Account Manager to provide accurate candidate matching and clear communication with Participating Entities. Key components of our service force include: • 75+ Senior Technical Recruiters: Experts in sourcing, screening, and validating talent across 50+ IT domains, with most of them holding 10-15 years of public-sector IT recruiting experience. • Delivery Leads & Talent Managers: Oversee performance, manage recruiter productivity, and align sourcing strategies with each Participating Entity's needs and technical environment. • Compliance & Onboarding Specialists (10+ FTEs): Handle background checks, E-Verify, credential validation, and jurisdiction-specific onboarding requirements. • Quality Assurance & Operations Personnel: Monitor service levels, conduct internal audits, and ensure accurate and timely reporting. To extend capacity when required, CVC maintains a vetted network of 40+ subcontractor and consulting partners across the U.S. and Canada. These partners assist with niche skills and surge requirements, while CVC retains full control over compliance, communication, and 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.	CVC follows a centralized, technology-enabled, and fully auditable ordering process to ensure timely and high-quality service delivery for Sourcewell Participating Entities. All orders are managed through our Dedicated Sourcewell Program Team, supported by JobDiva, our enterprise Applicant Tracking System (ATS) and CRM, which integrates directly with client Vendor Management Systems (VMS) to automate requisition intake, tracking, and reporting. 1. Order Initiation & Intake Participating Entities may initiate staffing requests through multiple channels, including: • Direct submission through their VMS (automatically synchronized into JobDiva via Coddler/VMS integration) • Dedicated Sourcewell email inbox or online request form • Direct engagement with an assigned Account Manager When requisitions are submitted through a client VMS, JobDiva's real-time synchronization automatically imports job details, requirements, timelines, and compliance fields into our system eliminating manual entry and accelerating response times. All requests are acknowledged within one business hour and logged for full lifecycle tracking. The Account Manager reviews each request to confirm: • Position scope, skills, experience, and certifications • Work location (onsite, hybrid, or remote) • Background screening and security requirements • Budget, timelines, and sourcing priorities Any clarification needs will be addressed within four business hours. 2. Data-Driven Sourcing Strategy Using JobDiva's analytics and our proprietary database of 5M+ pre-vetted IT professionals across the U.S. and Canada, CVC develops a sourcing strategy tailored to each requisition. Recruiting Leads leverage: • Internal bench and redeployment candidates • Referral networks • National and regional job boards • Targeted outreach aligned with local labor-market data Real-time job syncing ensures recruiters receive requisitions immediately, enabling faster candidate engagement and improved time-to-submit.

3. Multi-Phase Screening & Credential Verification
CVC will apply a rigorous, Sourcewell-aligned recruitment methodology managed entirely within JobDiva to ensure transparency and auditability. Screening includes:
- Technical and functional pre-screening

CVC follows a centralized, technology-enabled, and fully auditable ordering process to ensure timely and high-quality service delivery for Sourcewell Participating Entities. All orders are managed through our Dedicated Sourcewell Program Team, supported by JobDiva, our enterprise Applicant Tracking System (ATS) and CRM, which integrates directly with client Vendor Management Systems (VMS) to automate requisition intake, tracking, and reporting.

1. Order Initiation & Intake
Participating Entities may initiate staffing requests through multiple channels, including:
- Direct submission through their VMS (automatically synchronized into JobDiva via Coddler/VMS integration)
- Dedicated Sourcewell email inbox or online request form
- Direct engagement with an assigned Account Manager

When requisitions are submitted through a client VMS, JobDiva's real-time synchronization automatically imports job details, requirements, timelines, and compliance fields into our system eliminating manual entry and accelerating response times. All requests are acknowledged within one business hour and logged for full lifecycle tracking. The Account Manager reviews each request to confirm:
- Position scope, skills, experience, and certifications
- Work location (onsite, hybrid, or remote)
- Background screening and security requirements
- Budget, timelines, and sourcing priorities

Any clarification needs will be addressed within four business hours.

2. Data-Driven Sourcing Strategy
Using JobDiva's analytics and our proprietary database of 5M+ pre-vetted IT professionals across the U.S. and Canada, CVC develops a sourcing strategy tailored to each requisition. Recruiting Leads leverage:
- Internal bench and redeployment candidates
- Referral networks
- National and regional job boards
- Targeted outreach aligned with local labor-market data

Real-time job syncing ensures recruiters receive requisitions immediately, enabling faster candidate engagement and improved time-to-submit.

3. Multi-Phase Screening & Credential Verification
CVC will apply a rigorous, Sourcewell-aligned recruitment methodology managed entirely within JobDiva to ensure transparency and auditability. Screening includes:
- Technical and functional pre-screening
- Behavioral and communication assessments
- Compensation and availability alignment
- Verification of education, experience, certifications, and licenses
- Background checks, reference verification, and compliance validation

All screening activity, documentation, and approvals are recorded within JobDiva for full visibility and reporting.

4. Shortlist Preparation & Submission
The Account Manager and Recruiting Lead prepare a validated shortlist that includes:
- Candidate resumes
- Skills and interview assessment summaries
- Reference verification results

Shortlists are typically delivered within 24–72 hours, depending on role complexity. Submissions will be provided directly through the client's VMS or via secure delivery, ensuring alignment with Participating Entity preferences.

5. Interview Coordination & Offer Management
CVC coordinates interviews, gathers feedback, manages offer negotiations, and completes onboarding activities. JobDiva supports:
- Electronic documentation workflows
- I-9 verification and compliance tracking
- Integration with background screening, payroll, and financial systems

For VMS-managed engagements, all updates, status changes, and approvals flow seamlessly between systems.

6. Placement, Performance Monitoring & Ongoing Support
Once consultants are placed, CVC remains the single point of accountability throughout the engagement. Our Account Managers and Customer Service Managers conduct:
- Regular performance check-ins
- Supervisor feedback reviews
- Retention and issue-resolution activities within defined SLAs
- Automated timesheet collection and electronic approvals
- Customized reporting dashboards for Sourcewell Participating Entities

		JobDiva's reporting and dashboard capabilities provide real-time visibility into performance metrics, service levels, and contract compliance. When specialized or surge requirements arise, CVC may engage pre-vetted subcontracting partners. However, CVC retains full responsibility for order management, compliance, performance oversight, billing, and customer service. All subcontractor activity is managed and tracked within CVC's systems to ensure consistency and accountability.
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.	CVC delivers an SLA-driven customer service model designed to ensure fast response times and rapid issue resolution for all Sourcewell Participating Entities. Our approach integrates dedicated account management, multi-level escalation pathways, performance monitoring, and continuous improvement practices aligned with ITIL service management principles and ISO 9001 compliant quality standards. All communications and actions are tracked in our internal CRM/ATS systems (JobDiva) for full traceability. Each Participating Entity receives a Dedicated Account Manager (AM) who serves as the primary point of contact and is supported by: • Customer Service Manager (CSM) • Recruiting Lead & Delivery Team • Compliance & Screening Specialists • 24/7 On-Call Support Team (for urgent matters, outages, or after-hours needs) This team ensures full coverage across U.S. and Canadian time zones. Our service model is built on responsiveness and accountability. To guarantee that Participating Entities receive immediate attention and rapid resolution, we follow strict response-time SLAs: • Initial Response: Within 1 business hour for all service, staffing, or performance-related inquiries • Issue Acknowledgment: Within 4 business hours • Candidate Issues (attendance, performance, onboarding): Same business day • Critical Escalations: Within 1 hour, available 24/7 • Resolution Target: Typically, 24-72 hours, depending on issue complexity To meet the service expectations of public-sector entities and maintain transparent communication, CVC utilizes a structured, ITIL-aligned issue-resolution process, summarized below: Step 1 - Intake & Logging: The AM logs the issue immediately in our Customer Service Portal, capturing details such as: • Nature of the issue (performance, compliance, onboarding, timesheet, etc.) • Impact severity • Required timelines • Stakeholders involved Step 2 - Root-Cause Assessment The AM and CSM coordinate with the relevant teams (Recruiting, HR, Screening, or Consultant Supervisor) to conduct a rapid assessment. Step 3 - Corrective Action Plan A documented plan is created detailing: • Actions required • Owners responsible • Expected completion time • Alternatives (e.g., replacement candidate within 24-48 hours if needed) Step 4 - Resolution Execution Corrective actions will be implemented with continuous communication to the Participating Entity until full resolution is confirmed. Step 5 - Follow-Up & Continuous Improvement Within 5 business days, CVC performs a follow-up check to ensure sustained resolution and identifies any process improvements. CVC delivers an SLA-driven customer service model designed to ensure fast response times and rapid issue resolution for all Sourcewell Participating Entities. Our approach integrates dedicated account management, multi-level escalation pathways, performance monitoring, and continuous improvement practices aligned with ITIL service management principles and ISO 9001 compliant quality standards. All communications and actions are tracked in our internal CRM/ATS systems (JobDiva) for full traceability. Each Participating Entity receives a Dedicated Account Manager (AM) who serves as the primary point of contact and is supported by: • Customer Service Manager (CSM) • Recruiting Lead & Delivery Team • Compliance & Screening Specialists • 24/7 On-Call Support Team (for urgent matters, outages, or after-hours needs) This team ensures full coverage across U.S. and Canadian time zones.

Our service model is built on responsiveness and accountability. To guarantee that Participating Entities receive immediate attention and rapid resolution, we follow strict response-time SLAs:

- Initial Response: Within 1 business hour for all service, staffing, or performance-related inquiries
- Issue Acknowledgment: Within 4 business hours
- Candidate Issues (attendance, performance, onboarding): Same business day
- Critical Escalations: Within 1 hour, available 24/7
- Resolution Target: Typically, 24-72 hours, depending on issue complexity *

To meet the service expectations of public-sector entities and maintain transparent communication, CVC utilizes a structured, ITIL-aligned issue-resolution process, summarized below:

Step 1 - Intake & Logging:
The AM logs the issue immediately in our Customer Service Portal, capturing details such as:

- Nature of the issue (performance, compliance, onboarding, timesheet, etc.)
- Impact severity
- Required timelines
- Stakeholders involved

Step 2 - Root-Cause Assessment
The AM and CSM coordinate with the relevant teams (Recruiting, HR, Screening, or Consultant Supervisor) to conduct a rapid assessment.

Step 3 - Corrective Action Plan
A documented plan is created detailing:

- Actions required
- Owners responsible
- Expected completion time
- Alternatives (e.g., replacement candidate within 24-48 hours if needed)

Step 4 - Resolution Execution
Corrective actions will be implemented with continuous communication to the Participating Entity until full resolution is confirmed.

Step 5 - Follow-Up & Continuous Improvement
Within 5 business days, CVC performs a follow-up check to ensure sustained resolution and identifies any process improvements.

We invest in focused efforts such as specialized recruitment pods dedicated to Sourcewell, proactive interaction with consultants and clients to address problems before they become major issues, and focused retention strategies involving regular follow-ups and satisfaction surveys. Our recruiters and account managers undergo constant training in ITIL-centric customer service, conflict resolution, and best practices in the public sector. A continuous improvement process based on performance analysis and feedback from clients, with a support model conducive to scaling up, enable CVC to quickly adjust to new demands and deliver quality service levels during peak volumes.

Some examples of our previous engagements where we successfully implemented our issue resolution program and resolved issues timely are listed below:

Example 1: MSP / Program Onboarding & Compliance Resolution
Environment: Enterprise MSP program managed by Magnit (formerly RightSourcing)
Issue Identified: During initial program onboarding, several requisitions required compressed timelines and enhanced compliance documentation, creating risk around onboarding speed and submission accuracy.
Resolution Actions:

- Activated our internal program escalation process
- Assigned a dedicated compliance and onboarding lead
- Implemented standardized intake checklists and submission validation
- Established weekly operational check-ins with MSP stakeholders

Outcome:

- Issues resolved within the first 30 days of program participation
- Zero compliance findings after corrective actions
- Improved time-to-submit and onboarding velocity
- Resulted in recognition as Best New Vendor of Programs

Example 2: Canada Delivery & Resource Continuity Resolution
Environment: Canada-based infrastructure and modernization programs delivered through Dell Technologies
Issue Identified: A multi-province Canadian initiative experienced unexpected resource availability constraints due to shifting project timelines and evolving technical requirements.
Resolution Actions:

		• Triggered our Canada delivery escalation workflow • Leveraged our virtual bench of pre-vetted Canadian resources • Backfilled and supplemented resources without interrupting delivery • Coordinated directly with Dell delivery leadership to reset timelines Outcome: • No missed milestones or delivery gaps • Resources completed full contract terms • Follow-on extensions and redeployments issued • Reinforced our role as Dell's go-to partner for Canada delivery	
35	Describe your ability and willingness to provide your products and services to Sourcewell participating entities in the United States.	CVC has the proven organizational capacity and financial stability to provide a broad array of workforce and professional services to Sourcewell Participating Entities across the United States. With more than 27 years of continuous operations, a strong balance sheet, and a history of successfully managing large, multi-year public-sector contracts, CVC is a financially sound and reliable partner capable of supporting long-term cooperative purchasing agreements. CVC has the proven organizational capacity and financial stability to provide a broad array of workforce and professional services to Sourcewell Participating Entities across the United States. With more than 27 years of continuous operations, a strong balance sheet, and a history of successfully managing large, multi-year public-sector contracts, CVC is a financially sound and reliable partner capable of supporting long-term cooperative purchasing agreements. Our core strength lies in IT staff augmentation, delivering temporary, long-term, and project-based IT professionals across the full spectrum of technology roles, including software development, infrastructure, cloud services, cybersecurity, data and analytics, enterprise applications, and emerging technologies such as AI and machine learning. Our national delivery model is supported by regional offices across 16 U.S. states, enabling access to local and regional talent pools while maintaining consistent service standards nationwide. This localized sourcing capability lets CVC quickly identify candidates who are familiar with regional labor markets, regulatory requirements, and client environments. With a proprietary talent pool of over 5 million vetted professionals across the United States and Canada and a proven record of 30,000+ successful placements, CVC brings unmatched scale, speed, and precision to workforce delivery. Our recruiting teams average 10+ years of IT staffing experience and utilize data-driven sourcing strategies, market intelligence, and multi-phase screening to ensure quality, compliance, and cultural alignment. Beyond IT staffing, CVC offers comprehensive payroll and workforce management services, facilitating flexible engagement models while maintaining adherence to all federal, state, and local employment regulations. We also deliver end-to-end project management and SOW-based services, applying PMBOK-aligned methodologies and ITIL-based service management practices to support complex initiatives from planning through execution. In addition, CVC has established capability in healthcare staffing services, supporting public-sector and commercial clients with qualified clinical, non-clinical, and health IT professionals. Our competitive advantage is driven by our financial strength, national footprint, deep technical expertise, ISO 9001-aligned quality controls, and commitment to continuous improvement. We are fully willing and prepared to support Sourcewell Participating Entities across all U.S. regions, providing responsive, scalable, and cost-effective solutions that help agencies meet immediate needs while planning for long-term workforce sustainability.	*

36	Describe your ability and willingness to provide your products and services to Sourcewell participating entities in Canada.	CVC has both the capability and strong commitment to provide our products and services to Sourcewell participating entities throughout Canada, supported by dedicated investments in people, processes, and local operations. Established and Expanding Canadian Presence: Over 2025, we have intentionally built a Canada-focused team, including delivery, recruiting, and proposal resources aligned to Canadian public-sector requirements. Our strategic Proposal and Capture teams are actively pursuing Canadian opportunities, and we are currently in the final BAFO stage for five Canadian bids, demonstrating both traction and near-term growth in the market. Local Operations and Delivery Model: With a physical office in Vancouver, CVC operates as a local Canadian entity, enabling in-province engagement, rapid onboarding, and alignment with Canadian labor, tax, and compliance requirements. This presence allows us to deploy resources quickly across on-site, hybrid, and remote delivery models. Proven Delivery Capability: We have a long history of supporting Canada-based infrastructure, modernization, and advisory initiatives, serving multiple provinces. Our delivery model is flexible, supporting province-specific and pan-Canadian programs while enabling rapid scaling across IT verticals. Scalable Canadian Talent & Recruiting: We maintain a Canada-authorized talent pool across infrastructure, cloud, modernization, and advisory roles. Our virtual-bench model allows us to quickly respond to Sourcewell member needs without compromising quality, compliance, or timelines. CVC is fully prepared to extend Sourcewell pricing, terms, and service levels to Canadian participating entities. We are committed to supporting cooperative purchasing models, customizing delivery approaches to meet local requirements, and providing high-quality service across all engagements.	*
37	Identify any geographic areas of the United States or Canada that you will NOT be fully serving through the proposed agreement.	CVC proudly offers full coverage across the United States, serving Sourcewell participating entities in every state and territory. Leveraging our local, regional, and national delivery network, we ensure timely and high-quality support wherever our members operate. In Canada, we provide extensive coverage and are fully equipped to support Sourcewell participating entities in all provinces through on-site, hybrid, or remote delivery models. While Yukon and the Northwest Territories currently have limited coverage due to resource and infrastructure availability, we remain committed to expanding service to these regions as opportunities and logistics permit.	*
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.	We do not anticipate any restrictions on access to our solutions for Sourcewell Participating Entities. If awarded, all eligible Participating Entities will have full access to CVC's services under the terms of the Master Agreement, including but not limited to: • Federal and state government entities; • Cities, towns, and counties/parishes; • Education service cooperatives; • K-12 and higher education entities; • Tribal government entities; • Some non-profit entities; and • Other public entities. CVC is fully capable of supporting Participating Entities across the United States and Canada, leveraging our regional offices in 16 U.S. states and an additional office in Canada, along with a national delivery model and local talent networks in each region.	*
39	Define any specific requirements or restrictions that would apply to our participating entities in Hawaii and Alaska and in US Territories.	None	*
40	Will Proposer extend terms of any awarded master agreement to nonprofit entities?	Yes, we will extend the terms and conditions of awarded Sourcewell Master Agreement to eligible non-profit entities, consistent with Sourcewell's cooperative purchasing program requirements.	*

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.	CVC's marketing strategy for the Sourcewell contract is built around education, activation, and point-of-need awareness, recognizing that cooperative contracts succeed when Participating Entities clearly understand how and when to use them. Our approach emphasizes procurement enablement, localized engagement, and consistent contract advocacy across all public-sector interactions. 1. Procurement Enablement and Digital Visibility Rather than traditional advertising, CVC will position the Sourcewell contract as a ready-to-use procurement vehicle for IT staffing and workforce needs. Contract-specific information will be prominently featured on the CVC website, including a dedicated Sourcewell landing page with contract details, service offerings, use cases, and step-by-step ordering guidance. This digital presence ensures Participating Entities easily access accurate information at any time. 2. Dedicated Sourcewell Sales Enablement Team CVC will designate a Sourcewell-trained sales and account management team responsible for promoting and supporting the contract. This team will: • Conduct proactive outreach to public agencies, schools, and municipalities • Deliver tailored briefings to procurement and IT leadership • Act as subject-matter experts on Sourcewell compliance, pricing, and ordering Website content, downloadable resources, and digital collateral will reinforce these conversations and support self-service learning. 3. Local Market Activation Through Regional Offices With offices across 16 U.S. states and an office in Canada, CVC will conduct region-specific outreach highlighting local recruiters, account managers, and access to regional talent pools reinforcing CVC's on-the-ground presence. In addition, CVC will host periodic virtual office hours and workforce briefings for Sourcewell Participating Entities, providing guidance on contract usage, regional labor market conditions, and emerging IT skill demands. These sessions reinforce contract adoption while delivering immediate value to participating agencies. 4. Sourcewell-Aligned Thought Leadership CVC will publish workforce insights, contract-use guidance, and public-sector staffing best practices through webinars, virtual briefings, and website-hosted content. Topics will focus on addressing IT talent shortages, project-based staffing needs, and compliant workforce scaling using the Sourcewell contract. 5. Collaboration with Sourcewell Outreach Initiatives CVC will actively support Sourcewell's marketing efforts by participating in Sourcewell expos, conferences, webinars, and cooperative purchasing events. All online and offline materials will comply with Sourcewell branding and communication guidelines. 6. Measurement and Adoption Tracking CVC will monitor website traffic to Sourcewell pages, engagement activity, inquiry volume, and contract utilization data to evaluate effectiveness and continuously refine outreach efforts. Through this cooperative-focused execution-driven marketing strategy, CVC will increase contract awareness and enable Sourcewell Participating Entities to confidently utilize the contract to meet their workforce needs. We have uploaded our marketing samples in the Documents section.	*

42	Describe your use of technology and digital data (e.g., social media, metadata usage) to enhance marketing effectiveness.	CVC leverages technology, digital platforms, and data-driven insights to enhance marketing effectiveness while maintaining full alignment with public-sector procurement standards. Our approach emphasizes targeted and measurable engagement rather than broad-based or consumer-style advertising. We use professional digital channels such as LinkedIn, industry forums, and targeted email outreach to engage public-sector decision-makers, procurement teams, and IT leadership. Campaign performance is monitored through engagement metrics including open rates, click-through rates, and response activity. Across recent public-sector and cooperative outreach efforts, CVC has consistently achieved email open rates exceeding 30% and click-through rates between 8–12%. CVC employs website analytics and metadata tracking to monitor traffic to contract- and program-specific pages, evaluate content effectiveness, and optimize visibility. Contract-focused landing pages account for over 40% of inbound public-sector inquiries, and visitor behavior data is used to refine messaging, improve navigation, and shorten time-to-information for participating entities. Digital engagement data is integrated into our CRM and marketing automation tools, enabling coordinated follow-up and performance tracking across sales and account teams. Social media analytics are used selectively and professionally, primarily on LinkedIn, to track post reach, engagement trends, and topic relevance. Workforce insight posts and cooperative-contract announcements routinely generate 2–3x higher engagement than general brand content. All use of technology and digital data is governed by strict data privacy, security, and ethical marketing practices. CVC does not use intrusive tracking, consumer profiling, or non-compliant advertising techniques. Instead, we rely on transparent, insight-driven engagement designed to help public-sector organizations understand how and when to effectively utilize cooperative contracts.	*
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?	We view Sourcewell as a trusted cooperative purchasing partner that helps Participating Entities streamline procurement through competitively awarded Master Agreements. Sourcewell will play a key role in promoting these agreements by increasing awareness, ensuring compliance, and maintaining fair, transparent, and consistent terms and conditions that align with applicable rules and regulations across the United States and Canada. CVC will integrate a Sourcewell-awarded agreement directly into our sales process by positioning it as the preferred procurement vehicle for eligible agencies. Our sales, account management, and recruiting teams will be trained to identify Sourcewell Participating Entities and proactively present the Sourcewell contract as the most efficient path to initiate services. The agreement will be embedded into our CRM, sales materials, website, and ordering procedures to ensure consistent and effective use across all public-sector engagements.	*
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.	No	*

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.	CVC offers standard onboarding and process training at contract initiation, followed by quarterly refresher and optimization sessions. Initial training will familiarize Participating Entities with ordering procedures, service workflows, escalation paths, and performance management processes under the Sourcewell Master Agreement. Quarterly sessions focus on process enhancements, common challenges, service metrics review, and evolving workforce needs. To support transparency and operational control, CVC provides JobDiva system orientation and reporting training for designated client users. This training covers requisition intake workflows (including VMS-synchronized requests), candidate status tracking, interview coordination, timesheet approvals, invoicing visibility, and access to customized dashboards and reports. JobDiva training is provided during implementation and reinforced through quarterly system walkthroughs or as needed when new users are onboarded. There is no additional cost for standard system training. In addition, CVC offers optional, topic-focused training sessions typically delivered semi-annually or upon request covering areas such as: • Managing contingent IT staff • Public-sector workforce compliance considerations • ITIL-aligned service engagement practices • Effective collaboration between internal teams and augmented staff These sessions are facilitated by experienced CVC account and delivery leaders and are provided at no or minimal pass-through cost depending on scope.	*
46	Describe any technological advances that your proposed Solutions offer.	Our proposed solution leverage modern technologies to improve speed, visibility, and service quality for Sourcewell participating entities. We utilize JobDiva, our enterprise applicant tracking and talent management system, which includes Codler for automated integrations with clients' VMS platforms supported by secure, cloud-based workflows for requisition intake, onboarding, and compliance documentation. Data-driven reporting and dashboards provide real-time visibility into key metrics such as time-to-fill, utilization, and assignment performance, enabling informed workforce planning. Remote and hybrid delivery technologies expand access to qualified talent while ensuring continuity of service across geographies. All systems are secure and continuously optimized through performance analytics allowing CVC to deliver efficient workforce solutions across public-sector environments.	*

47	Describe any “green” initiatives that relate to your company or to your Solutions, and include a list of the certifying agency for each.	We are committed to environmental sustainability through a set of Corporate Social Responsibility (CSR) driven green initiatives embedded across our operations and technology environment. Our focus is on reducing energy consumption, lowering carbon emissions, and promoting responsible resource usage. Key sustainability initiatives include: Energy Efficiency and Infrastructure Optimization • Migrated on-premises servers to a virtualized co-location environment, achieving an estimated 30% reduction in energy consumption. • Installed smart power strips and implemented automated HVAC shutdown controls to reduce overnight and off-hours energy usage. We are committed to environmental sustainability through a set of Corporate Social Responsibility (CSR) driven green initiatives embedded across our operations and technology environment. Our focus is on reducing energy consumption, lowering carbon emissions, and promoting responsible resource usage. Key sustainability initiatives include: Energy Efficiency and Infrastructure Optimization • Migrated on-premises servers to a virtualized co-location environment, achieving an estimated 30% reduction in energy consumption. • Installed smart power strips and implemented automated HVAC shutdown controls to reduce overnight and off-hours energy usage. • Replaced all fluorescent lighting with LED fixtures and enforced daily power-down protocols for computers and lighting. • Optimized HVAC temperature controls and upgraded to energy-efficient appliances across office locations. These initiatives align with ENERGY STAR efficiency standards. Digital and Paperless Operations • Adopted paperless workflows using e-signatures, digital invoicing, and HRIS systems, supporting onboarding for 400+ employees annually while significantly reducing paper use and waste. • Expanded use of electronic records and reporting to streamline operations and minimize environmental impact. Sustainable Workplace Practices • Installed filtered water stations to eliminate bottled water usage and reduce plastic waste. • Prioritized eco-safe purchasing, including non-toxic cleaning and office supplies to promote a healthier indoor environment. • Partnered with certified recyclers to ensure responsible disposal of electronic waste. Hybrid Work and Emissions Reduction • Expanded hybrid and remote work models to reduce commuting-related emissions and facility energy demand. Employee Engagement and Continuous Improvement • Conduct ongoing staff training and awareness initiatives focused on energy conservation, waste reduction, and sustainable daily practices. • Track progress through internal CSR governance processes to ensure continuous improvement.	*
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.	None	*

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?	CVC offers a differentiated, public-sector ready service model that combines nationwide reach, cooperative-contract expertise, and ISO-aligned quality processes to deliver high-value workforce solutions for Sourcewell Participating Entities. Our solutions are designed specifically to reduce procurement complexity, accelerate service delivery, and provide measurable performance transparency across diverse public-sector environments. Our key attributes include: ISO Aligned Quality Management: We operate under ISO 9001–aligned quality management principles, with standardized, repeatable processes governing service delivery, performance monitoring, and continuous improvement. These quality controls are reinforced by ITIL-aligned customer service practices, defined SLAs, and data-driven performance metrics that promote predictability and reliability across all engagements. Demonstrated Success with Cooperative Purchasing Models: CVC has an established history of performing under cooperative contracts, including OMNIA (University of California-led), Region One ESC, E&I Cooperative Services, HGACBuy, and BuyBoard. With this experience, we integrate seamlessly into Sourcewell's cooperative framework and ensures Participating Entities benefit from a well-governed vendor relationship. Localized Talent Acquisition at National Scale: We combine national reach with local execution. Through our regional offices in 16 U.S. states and an office in Canada, we deploy a localization strategy that targets regional talent pools, builds pre-qualified candidate benches, and supports in-state and community-based hiring whenever possible. Technology-Enabled Speed and Transparency: CVC's use of JobDiva with VMS synchronization enables real-time requisition intake, automated tracking, and robust reporting. Participating Entities gain full visibility into candidate pipelines, service metrics, and compliance status with an operational advantage that accelerates outcomes while reducing administrative burden. High Customer Satisfaction: Our strong customer satisfaction performance, high client retention, and repeat engagements reflect our commitment to service excellence and partnership-driven delivery. Across our public-sector and cooperative clients, we consistently achieve 97%+ customer satisfaction ratings, a 90%+ contract renewal rate, and 98% on-time fulfillment of approved staffing requests. We view Sourcewell Participating Entities as long-term partners, not transactions, and continuously invest in people, processes, and technology to exceed service expectations and deliver sustained value.	*

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	Document Uploaded.	*
51		Minority Business Enterprise (MBE)	(•) Yes ( ) No	Document Uploaded.	*
52		Women Business Enterprise (WBE)	(•) Yes ( ) No	Document Uploaded.	*
53		Disabled-Owned Business Enterprise (DOBE)	( ) Yes (•) No	Document Uploaded.	*
54		Veteran-Owned Business Enterprise (VBE)	( ) Yes (•) No	Document Uploaded.	*
55		Service-Disabled Veteran-Owned Business (SDVOB)	( ) Yes (•) No	Document Uploaded.	*
56		Small Business Enterprise (SBE)	(•) Yes ( ) No	Document Uploaded.	*
57		Small Disadvantaged Business (SDB)	( ) Yes (•) No	Document Uploaded.	*
58		Women-Owned Small Business (WOSB)	(•) Yes ( ) No	Document Uploaded.	*

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.	Yes	*
60	Describe any leasing or financing options available for use by educational or governmental entities.	Not Applicable.	*
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.	We have uploaded our Sample agreement along with transaction documents in Documents section.	*
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?	CVC does not accept procurement card (P-card) payments at this time.	*

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.	We utilize a transparent and role-based mark-up pricing model for IT staffing and professional services. Pricing is established by applying a consistent mark-up to the base hourly pay rate of each assigned resource. Our approach ensures fairness, market alignment, and cost predictability for Sourcewell Participating Entities. CVC establishes hourly pay rates using a market-driven methodology that incorporates local and regional labor market analysis, benchmarking against current industry compensation data, and alignment with the specific role complexity, required skill sets, and geographic conditions of each engagement. Fully burdened bill rates are then developed by applying a consistent mark-up that covers statutory payroll costs, fringe benefits, recruiting, onboarding, and compliance activities, as well as general and administrative overhead. CVC maintains pricing transparency and competitiveness while operating within a controlled net margin typically ranging from 10% to 14%. Pricing details for Sourcewell participating entities have been provided in the Document Upload section of this response.	*
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.	CVC does not maintain an MSRP or published list price, so there is no standard scale against which to calculate a percentage discount. The pricing submitted for this solicitation is a customized rate structure developed specifically for Sourcewell's requirements.	*
65	Describe any quantity or volume discounts or rebate programs that you offer.	CVC offers volume-based discounts that increase as engagement levels grow. Rebate options are also available once certain usage thresholds are met. These thresholds will be established during kick-off discussions with each Sourcewell Participating Entity. Rebates will be issued at the organization level and allocated to the Participating Entity that utilized the services.	*
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.	All of our services are staffing related and not product related. This does not pertain to us.	*
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.	Our pricing will be bill rate driven, based on hours worked.	*
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.	N/A. This does not pertain to staffing.	*
69	Specifically describe freight, shipping, and delivery terms or programs available for Alaska, Hawaii, Canada, or any offshore delivery.	N/A. This does not pertain to staffing.	*
70	Describe any unique distribution, delivery, and/or deployment methods or options offered in your proposal.	N/A. This does not pertain to staffing.	*
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.	N/A. This does not pertain to staffing.	*

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 an agreement, CVC will measure success through a defined and proven set of internal metrics that are already embedded across our Education, Government, MSP, and cooperative contract programs. These metrics span utilization, delivery performance, quality, compliance, and financial health, and are grounded in historical indicators that have consistently driven high retention and long-term client relationships. 1. Utilization and Adoption Metrics: CVC will track the number of Sourcewell participating entities actively using the agreement, along with repeat engagement rates and the average number of roles filled per entity. These metrics indicate both breadth and depth of adoption and help confirm that participating entities are realizing ongoing value beyond one-time placements. 2. Fulfillment and Speed-to-Delivery Metrics: To ensure responsiveness and operational effectiveness, we will measure time-to-submit qualified candidates, time-to-fill, and overall fill rates. These indicators validate our ability to rapidly meet If awarded an agreement, CVC will measure success through a defined and proven set of internal metrics that are already embedded across our Education, Government, MSP, and cooperative contract programs. These metrics span utilization, delivery performance, quality, compliance, and financial health, and are grounded in historical indicators that have consistently driven high retention and long-term client relationships. 1. Utilization and Adoption Metrics: CVC will track the number of Sourcewell participating entities actively using the agreement, along with repeat engagement rates and the average number of roles filled per entity. These metrics indicate both breadth and depth of adoption and help confirm that participating entities are realizing ongoing value beyond one-time placements. 2. Fulfillment and Speed-to-Delivery Metrics: To ensure responsiveness and operational effectiveness, we will measure time-to-submit qualified candidates, time-to-fill, and overall fill rates. These indicators validate our ability to rapidly meet workforce needs using our virtual bench, proactive recruiting model, and national delivery capabilities. 3. Contract Completion, Retention, and Extension Metrics: Delivery success is further measured through contract completion rates, assignment extension rates, and redeployment of resources into follow-on roles. High performance in these areas reflects quality of candidate matching, client satisfaction, and sustained program trust. 4. Quality Assurance and Issue Resolution Metrics: CVC tracks issue escalation frequency, average time-to-resolution, and post-resolution client confirmation. These metrics ensure that any service issues are addressed quickly, transparently, and to the satisfaction of the participating entity, minimizing disruption and preserving long-term relationships. 5. Financial and Agreement Performance Metrics: Agreement-level performance will be evaluated through revenue growth, utilization by sector (education vs. government), geographic performance across the U.S. and Canada, and margin consistency. These measures ensure the agreement remains healthy, competitive, and scalable while supporting consistent delivery quality. 6. Compliance and Program Governance Metrics: CVC will monitor onboarding compliance rates, audit and documentation findings, and cooperative contract utilization accuracy to ensure alignment with Sourcewell requirements, pricing integrity, and procurement compliance across all engagements. 7. Canadian Delivery Metrics (as applicable): For Canadian participating entities, additional metrics include provincial coverage, utilization of Canada-based resources, cross-border delivery efficiency, and Canadian client retention. These measures build on our established track record of delivering multi-province programs and scaling Canadian staffing operations.	*

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.	2%	*

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.	Pricing Uploaded in document section.	*

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.	CVC has 27 years of experience delivering an integrated portfolio of workforce and professional services designed specifically to support the operational, technical, and strategic objectives of Sourcewell Participating Entities. Our solutions are intentionally broad yet highly configurable, enabling public agencies, educational institutions, and non-profit organizations to engage CVC for discrete staffing needs and enterprise-level workforce support under a single cooperative agreement. We offer the following services: Comprehensive IT Staff Augmentation Solutions: We provide temporary, contract, long-term, temp-to-hire, and contingent IT staffing services across the full lifecycle of technology initiatives. We support both staff augmentation and team-based delivery models for operational continuity, modernization programs, and mission-critical projects. Our IT talent coverage includes but is not limited to: • Application and Software Development • Cloud Engineering and Infrastructure (AWS, Azure, GCP) • Cybersecurity, Governance, Risk, and Compliance (GRC), and Information Assurance • Network Engineering, Systems Administration, and Enterprise Infrastructure • Data Management, Data Engineering, Analytics, and Business Intelligence • Project, Program, and Portfolio Management (PMO) • Quality Assurance, Testing, and Release Management • Enterprise Architecture and Systems Integration • DevOps, DevSecOps, and CI/CD Engineering • Artificial Intelligence, Machine Learning, and Automation • Data Science and Advanced Analytics • Database Administration and Platform Engineering • Identity and Access Management (IAM) • IT Service Management (ITSM) and Service Desk Operations • Help Desk, Desktop Support, and End-User Computing • ERP, CRM, and COTS Application Support (including PeopleSoft, Workday, SAP, Oracle) • Web, Mobile, and Digital Experience Development • GIS Development and Spatial Systems • Infrastructure Operations, Monitoring, and Site Reliability Engineering (SRE) • Storage, Backup, Disaster Recovery, and Business Continuity • IT Compliance, Audit, and Regulatory Support • Vendor Management, Technology Procurement, and Asset Management • Emerging Technologies and Innovation Enablement Project-Based and SOW-Driven Services: For Participating Entities requiring defined outcomes rather than individual resources, CVC delivers Statement of Work (SOW)-based project services. These engagements are structured to provide: • Clearly defined deliverables, timelines, and success metrics • Dedicated project leadership and technical oversight • Flexible pricing models (fixed-price, milestone-based, or T&M) • Governance, risk management, and performance reporting All projects are managed using PMBOK-aligned methodologies and supported by ITIL-based service management practices. Direct Hire and Strategic Talent Acquisition: CVC offers direct-hire and permanent placement services for leadership, specialized, and hard-to-fill IT roles. This solution includes market intelligence, candidate assessment, compensation benchmarking, and retention-focused placement strategies to help agencies build stable, future-ready teams. Our fee for Direct Hire services ranges from 10-20% of the annual salary depending on the type of position. Workforce Administration, Payroll, and Compliance Services: To reduce administrative burden and risk for Participating Entities, CVC provides complete workforce administration services, including: • Payroll processing and statutory compliance • Benefits administration • Background screening and credential verification • I-9 and E-Verify processing • Timekeeping, expense tracking, and invoicing Our services are governed by ISO 9001 aligned quality management processes, ensuring auditability and compliance across all engagements.

76	Within this RFP category there may be subcategories of solutions. List subcategory titles that best describe your products and services.	Our services are best described under the subcategory of IT Staff Augmentation Services. CVC provides flexible workforce solutions including temporary, project-based, long-term, contract-to-hire (temp-to-hire), and direct-hire IT professionals across a comprehensive range of information technology roles. *
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. Clarify how responsibility for verifying work authorization is defined and managed.	1. How Candidates Are Qualified for the Role CVC employs a multi-tiered candidate qualification process designed to ensure that only highly vetted, role-aligned professionals are presented to Sourcewell Participating Entities. Our methodology balances efficiency with precision, consistently narrowing large applicant pools into a focused shortlist of three to five fully qualified candidates who meet 100% of required qualifications and 80-90% of preferred qualifications. Phase 1: Resume and Qualification Review Each candidate undergoes an initial evaluation by recruiters trained in the specific technical and functional requirements of the role. Using a structured qualification matrix aligned to the approved position description, we validate education, certifications, licenses, core technical competencies, and relevant professional experience. At this stage, we also confirm baseline eligibility, availability, and logistical alignment (onsite, hybrid, or remote readiness). Phase 2: Recruiter-Led Screening Qualified candidates participate in structured phone or video interviews to assess technical understanding, communication skills, professionalism, and compensation alignment. Recruiters use scenario-based and behavioral questions to evaluate problem-solving ability, accountability, adaptability, and collaboration skills, critical indicators of on-the-job success. Phase 3: Technical and Subject Matter Evaluation For specialized and senior roles, CVC conducts in-depth technical interviews led by Subject Matter Experts (SMEs). These evaluations are customized to the position and include role-specific exercises such as coding challenges, system design discussions, data analysis tasks, or project-planning scenarios. This step confirms both theoretical knowledge and practical application capability. Phase 4: Public-Sector Readiness Assessment Candidates are evaluated for readiness to perform in regulated, compliance-driven environments. This includes assessing familiarity with confidentiality requirements, documentation standards, security protocols, and accountability expectations common to public-sector organizations. Phase 5: Managerial Review and Final Validation Before submission, each candidate is reviewed by our Delivery Head and Account Manager to validate overall role readiness, cultural alignment, and long-term retention potential. Candidates are presented with a comprehensive profile that includes resumes, qualification summaries, interview feedback, and verification results. 2. How candidates are authorized to wok CVC maintains full responsibility for verifying and managing candidate work authorization in strict compliance with all applicable federal, state, and local regulations in the United States, as well as applicable employment requirements in Canada. Work authorization verification is a mandatory and non-negotiable step within our onboarding and compliance framework. For U.S.-based placements, all candidates complete Form I-9 Employment Eligibility Verification prior to start date, with documentation reviewed by trained CVC compliance personnel. Where required or permitted, E-Verify is used to confirm employment eligibility in accordance with federal and state guidelines. Identity documents are validated for authenticity, accuracy, and completeness, and records are securely maintained for audit purposes. For Canada-based placements, CVC verifies employment eligibility by reviewing and validating government-issued documentation such as a Canadian passport, Permanent Resident (PR) card, or a valid work permit issued by Immigration, Refugees and Citizenship Canada (IRCC). Verification is performed in accordance with applicable federal and provincial employment standards, and all records are securely maintained within CVC's compliance system prior to assignment start.

Our Compliance and Screening Team oversees the entire authorization process, ensuring consistent application of policies, timely completion, and full documentation. Work authorization status is tracked and maintained within our Applicant Tracking System (JobDiva), providing complete transparency, auditability, and compliance reporting for Sourcewell Participating Entities. No candidate is permitted to begin work until all work authorization requirements have been fully verified, approved, and documented.

Responsibility for employment eligibility verification rests entirely with CVC, which performs all required verification activities in accordance with applicable laws and regulations. Sourcewell Participating Entities are not required to perform or manage any employment eligibility verification activities.

3. How candidates are available and placed on time
CVC's ability to place candidates on time begins well before a requisition is received. Over nearly three decades, we have built and continuously maintained a talent pool of more than 5 million vetted IT professionals across the United States and Canada, many of whom have previously completed assignments for public-sector clients through us. This depth allows our recruiters to move quickly without sacrificing quality when Participating Entities need resources.

When a staffing request is received either directly from the client or automatically through a VMS feed into JobDiva, it is immediately routed to a dedicated Account Manager and Recruiting Lead. Availability is confirmed early in the process and revalidated at each milestone, including candidate submission, interview scheduling, and offer acceptance. Recruiters verify start dates, notice periods, work schedules, and location requirements to ensure there are no surprises late in the process.

As our recruiting, compliance, and onboarding teams work in parallel rather than in sequence, we are able to shorten time-to-fill while maintaining full compliance. Background checks, work authorization, and documentation are initiated as soon as a candidate is identified as a finalist. For most standard roles, CVC submits 3-5 fully qualified candidates within 24–72 hours, and successfully meets agreed start dates in over 98% of placements.

4. How candidates are suitable fit for the organization they are placed in
CVC goes beyond technical qualifications to ensure each candidate is a strong organizational and cultural fit for the clients they are placed with. Our process begins with a detailed intake led by the Account Manager to understand team structure, leadership style, work environment, communication expectations, and mission priorities in addition to technical requirements.

During screening, recruiters assess work style, adaptability, communication skills, and experience in public-sector or regulated environments using structured behavioral and situational interview techniques. Candidates are evaluated on collaboration, accountability, stakeholder interaction, and responsiveness which are critical success factors in government and education settings.

For public-sector placements, CVC prioritizes candidates with prior experience supporting federal, state, local, or educational organizations and assesses readiness to operate within compliance-driven environments, including confidentiality, documentation, and security protocols.

Before submission, each candidate is reviewed by the Account Manager and delivery leadership to confirm cultural alignment and long-term success potential. Following placement, CVC conducts scheduled check-ins with both the client and the consultant to validate fit and address concerns proactively. As a result of this structured fit-assessment and follow-through model, CVC consistently achieves retention rates exceeding 95% at the 12-month mark across public-sector and cooperative contract engagements.

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.	As a staffing firm, CVC does not supply its own equipment; however, we fully manage and coordinate the provisioning of all client-issued, organization-specific equipment required for candidates to perform their roles. During requisition intake, the assigned Account Manager will confirm equipment, access, security, and imaging requirements with the Sourcewell Participating Entity and incorporates these requirements into the onboarding plan. CVC will coordinate with the Participating Entity's IT and asset management teams to ensure laptops and other required equipment are configured, secured, imaged, and delivered whether on-site or remotely prior to the candidate's start date. For remote placements, we track shipment, confirm receipt, and verify system access readiness. Throughout the assignment, CVC will remain the primary point of contact for equipment-related coordination, issue escalation, and offboarding return procedures and thus minimizing administrative burden for Participating Entities.	*

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	During the past twenty-four (24) months, Compu-Vision Consulting has provided comprehensive IT staff augmentation services to government (GOV) sector clients, including state agencies, municipal governments,

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

counties, public authorities, and government-affiliated education entities. These engagements were delivered in compliance-driven public-sector environments and supported by a mature recruiting, vetting, and delivery model purpose-built for government staffing requirements.

Scope and Scale of Services
Based on internal placement and delivery records over the past 24 months:
• Supported 100+ government-aligned IT professionals across active and completed engagements.
• Delivered staffing services to multiple state and local government entities, including executive agencies, city departments, transit and public authorities, and public higher-education systems.
• Supported a mix of short-term, project-based, and long-term staff augmentation models.
• Provided both on-site, hybrid, and remote resources, depending on agency requirements.

The following example demonstrates our experience providing IT staff augmentation services to a government client:

Client Name: Commonwealth of Massachusetts
Procurement ID # ITS77
Contract Title: ITS77 IT Staff Augmentation
Contract Duration: 2021 – Ongoing
Type of Staffing Solutions: Temporary
Compu-Vision Consulting provides comprehensive IT staff augmentation services to the Commonwealth of Massachusetts under the ITS77 State-wide Contract since 2021. We were awarded under the Full-Service Placement category to recruit, qualify, deploy, and manage temporary IT resources in direct response to agency-specific needs across executive agencies and other eligible entities.
Approximate number of IT roles staffed: We have filled more than 50 roles for many different departments of the Commonwealth of Massachusetts.
Types of IT roles staffed:
• Application Development & Modernization: We provide experienced developers and architects supporting legacy modernization and cloud-native application development across the Commonwealth, including:
o .NET, Java, JavaScript, Ruby, TypeScript Developers
o Application Developers, Analysts, and Support Specialists
o Low-Code / No-Code and Digital Application Builders
o Adobe, Appian, Documentum xCP, Drupal, and Web Developers
o Salesforce Developers, Administrators, Architects, and Technical Leads
o Microsoft Power Platform, Dynamics 365, SharePoint Online Developers
These resources support citizen-facing applications, internal systems, regulatory platforms, and agency-specific solutions, ensuring scalability, accessibility, and long-term maintainability.

• Data, Analytics & Enterprise Platforms: We staff advanced data and analytics professionals supporting state-wide data initiatives, reporting, and decision-making:
o Data Architects, Engineers, Developers, and Analysts
o Cloud Data Architects and Platform Administrators
o BI Architects and Power BI Developers
o Snowflake Administrators and Data Engineers
o ETL Developers (Talend, OBIEE, custom pipelines)
o Data Warehouse and Reporting Specialists
Our teams support data modernization, state-wide data hubs, analytics platforms, and agency-specific reporting environments, with strong emphasis on governance and quality.

• Cloud, Infrastructure & Enterprise Architecture: We deliver cloud and infrastructure expertise aligned to Massachusetts' hybrid and cloud-first strategies:
o Cloud Architects, Engineers, and Financial Operations Leads
o Enterprise and Infrastructure Architects
o Network Engineers, Wireless Engineers, and Network Architects
o Systems Engineers, Administrators, and Server Specialists
o Disaster Recovery Analysts and Program Managers
These professionals support secure, resilient, and scalable environments across multiple agencies.

• Cybersecurity, IAM & Risk Management: We provide cybersecurity and risk professionals experienced in public-sector compliance and security frameworks:
o Information Security Analysts and Architects
o IAM Engineers, Product Managers, and Technical Leads
o GRC Analysts and Security Operations Analysts
o SOC Implementation Leads and Cybersecurity Project Managers
o Microsoft Purview and data governance specialists
Our resources support risk reduction, compliance, identity governance, and secure digital service delivery across the Commonwealth.

• Program, Project & Product Management: We staff program and project leadership supporting large, multi-vendor, and multi-agency initiatives:
o Program Managers and Technical Program Managers
o IT Project Managers, Coordinators, and Delivery Leads
o Product Managers and Business Technology PMs
o Release Managers, QA Managers, and UAT Leads
These professionals ensure schedule control, vendor coordination, risk mitigation, and stakeholder alignment across complex portfolios.
During the past twenty-four (24) months, Compu-Vision Consulting has provided comprehensive IT staff augmentation services to government (GOV) sector clients, including state agencies, municipal governments, counties, public authorities, and government-affiliated education entities. These engagements were delivered in compliance-driven public-sector environments and supported by a mature recruiting, vetting, and delivery model purpose-built for government staffing requirements.

Scope and Scale of Services
Based on internal placement and delivery records over the past 24 months:
• Supported 100+ government-aligned IT professionals across active and completed engagements.
• Delivered staffing services to multiple state and local government entities, including executive agencies, city departments, transit and public authorities, and public higher-education systems.
• Supported a mix of short-term, project-based, and long-term staff augmentation models. *
• Provided both on-site, hybrid, and remote resources, depending on agency requirements.

The following example demonstrates our experience providing IT staff augmentation services to a government client:

Client Name: Commonwealth of Massachusetts
Procurement ID # ITS77
Contract Title: ITS77 IT Staff Augmentation
Contract Duration: 2021 – Ongoing
Type of Staffing Solutions: Temporary
Compu-Vision Consulting provides comprehensive IT staff augmentation services to the Commonwealth of Massachusetts under the ITS77 State-wide Contract since 2021. We were awarded under the Full-Service Placement category to recruit, qualify, deploy, and manage temporary IT resources in direct response to agency-specific needs across executive agencies and other eligible entities.
Approximate number of IT roles staffed: We have filled more than 50 roles for many different departments of the Commonwealth of Massachusetts.
Types of IT roles staffed:
• Application Development & Modernization: We provide experienced developers and architects supporting legacy modernization and cloud-native application development across the Commonwealth, including:
o .NET, Java, JavaScript, Ruby, TypeScript Developers
o Application Developers, Analysts, and Support Specialists
o Low-Code / No-Code and Digital Application Builders
o Adobe, Appian, Documentum xCP, Drupal, and Web Developers
o Salesforce Developers, Administrators, Architects, and Technical Leads
o Microsoft Power Platform, Dynamics 365, SharePoint Online Developers
These resources support citizen-facing applications, internal systems, regulatory platforms, and agency-specific solutions, ensuring scalability, accessibility, and long-term maintainability.

• Data, Analytics & Enterprise Platforms: We staff advanced data

and analytics professionals supporting state-wide data initiatives, reporting, and decision-making:
o Data Architects, Engineers, Developers, and Analysts
o Cloud Data Architects and Platform Administrators
o BI Architects and Power BI Developers
o Snowflake Administrators and Data Engineers
o ETL Developers (Talend, OBIEE, custom pipelines)
o Data Warehouse and Reporting Specialists
Our teams support data modernization, state-wide data hubs, analytics platforms, and agency-specific reporting environments, with strong emphasis on governance and quality.

• Cloud, Infrastructure & Enterprise Architecture: We deliver cloud and infrastructure expertise aligned to Massachusetts' hybrid and cloud-first strategies:
o Cloud Architects, Engineers, and Financial Operations Leads
o Enterprise and Infrastructure Architects
o Network Engineers, Wireless Engineers, and Network Architects
o Systems Engineers, Administrators, and Server Specialists
o Disaster Recovery Analysts and Program Managers
These professionals support secure, resilient, and scalable environments across multiple agencies.

• Cybersecurity, IAM & Risk Management: We provide cybersecurity and risk professionals experienced in public-sector compliance and security frameworks:
o Information Security Analysts and Architects
o IAM Engineers, Product Managers, and Technical Leads
o GRC Analysts and Security Operations Analysts
o SOC Implementation Leads and Cybersecurity Project Managers
o Microsoft Purview and data governance specialists
Our resources support risk reduction, compliance, identity governance, and secure digital service delivery across the Commonwealth.

• Program, Project & Product Management: We staff program and project leadership supporting large, multi-vendor, and multi-agency initiatives:
o Program Managers and Technical Program Managers
o IT Project Managers, Coordinators, and Delivery Leads
o Product Managers and Business Technology PMs
o Release Managers, QA Managers, and UAT Leads
These professionals ensure schedule control, vendor coordination, risk mitigation, and stakeholder alignment across complex portfolios.

• Business Analysis, QA & Systems Integration: We provide analysts and testers who bridge policy, technology, and operations:
o Business Analysts (Senior, Intermediate, Technical)
o Systems Analysts and Integration Analysts
o QA Analysts, Automation Testers, Performance Testers
o User Acceptance Testing and Release Coordination resources
Our teams ensure requirements traceability, quality assurance, and successful system integration.

• Digital Accessibility, UX & Citizen Experience: We support Massachusetts' commitment to inclusive digital services by staffing:
o Digital Accessibility Specialists and Business Analysts
o UI/UX Designers, Researchers, and Content Specialists
o Web Designers and User Experience Professionals
These roles ensure ADA compliance, usability, and improved constituent experience.

• Organizational Change, Training & Adoption: We provide experienced change and enablement professionals critical to statewide transformation programs:
o Organizational Change Management (OCM) Leads and Specialists
o Readiness Liaisons and Process Engineers
o Technical Trainers and Instructional Designers
o Communications and Digital Content Coordinators
These resources drive adoption, workforce readiness, and long-term program success.

• Service Desk, End-User & Field Support: We staff front-line and VIP support roles essential to daily operations:
o Service Desk Analysts and Help Desk Specialists
o Desktop, Laptop, and Endpoint Support Engineers
o VIP Deskside Support Specialists

		o Mobility and M365 Adoption Specialists Our support professionals operate within ITSM and SLA-driven environments, ensuring continuity and responsiveness.
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	Over the past twenty-four (24) months, Compu-Vision Consulting has delivered comprehensive IT staff augmentation services to the education (EDU) sector, supporting K-12 school districts, public colleges and universities, and state-wide education systems. Our education-focused staffing model is designed to support both day-to-day IT operations and large-scale modernization initiatives, while remaining flexible to academic calendars and enrollment-driven demand. Scope and Scale of Services Based on internal placement and delivery data: • 50+ education-aligned IT professionals staffed across K-12 and higher-education environments. • Engagements supporting school districts, public universities, and system-wide education organizations. • Temporary, project-based, and long-term staff augmentation assignments. • Strong performance indicators, including high contract-completion rates, frequent extensions, and repeat utilization by education clients. The following example illustrates CVC's IT staff augmentation services delivered to an education-sector client. Client Name: University of California Purchasing Agreement # 2021003050 Contract Title: IT Temporary Staffing and Professional services Contract Duration: 2021 – Ongoing Type of Staffing Solutions: Compu-Vision Consulting provides both IT temporary/supplementary staff augmentation and project-based IT professional services under this systemwide agreement: • Temporary / Supplementary IT Staffing (Time & Materials): CVC supplies qualified IT professionals to supplement UC's internal IT teams. Resources function as an "extra set of hands" under the direct supervision of UC or Participating Agency project managers. • Project-Based IT Professional Services: CVC delivers specialized IT services using its own resources to support defined deliverables under mutually agreed-upon Statements of Work (SOWs). These engagements are billed at fixed hourly rates by role and are scoped independently by each UC campus and Participating Agency. Approximate number of IT roles staffed: We have filled more than 25 roles for various campuses under University of California System. Types of IT roles staffed: • Enterprise Application Development & Integration: We provide senior developers, architects, and integration specialists supporting UC's enterprise and campus application ecosystems, including: o Software Developers, Senior Software Engineers, and Application Architects o Java, .NET, SQL, and Mainframe Developers o Mobile Application Developers o Integration Developers (AWS, MuleSoft, Informatica) o Salesforce Developers, Administrators, Technical Leads, and Project Managers o ServiceNow Administrators and Platform Specialists These resources support student systems, administrative platforms, research applications, and enterprise integrations across campuses and UCOP. • ERP, Finance, HR & Administrative Systems: We staff professionals with direct experience supporting large-scale ERP and administrative platforms common across UC: o SAP & SAP SuccessFactors (Payroll, Benefits, Time Management, Integrations, Security) o PeopleSoft Developers and Functional Analysts o Oracle Fusion Technical Consultants and Support Developers o Payroll Consultants, Financial Analysts, Fund Managers, and Procurement Specialists o UCPath and ERP Program Managers and Analysts Our teams support systemwide ERP implementations, campus rollouts, optimization efforts, and post-go-live stabilization. • Data, Analytics & Governance: We provide data professionals supporting UC's growing focus on analytics, reporting, and data governance: o Data Analysts (Junior through Senior) and BI Report Writers

		o Data Management and Health Data Analysts o Advanced SQL Developers and Data Architects o Informatica and enterprise ETL specialists o Collibra Technical Consultants and Data Governance SMEs These resources support research analytics, compliance reporting, operational dashboards, and enterprise data platforms. • Cloud, Infrastructure & Research Computing: We deliver infrastructure and cloud talent aligned to UC's hybrid and research-intensive environments: o AWS Developers, Senior AWS Engineers, and Cloud Integration Specialists o Cloud Security Operations Engineers o HPC System Administrators o Network Administrators (UNIX), Network Security Engineers, and Juniper Engineers o Data Center and Cloud SMEs Our candidates support high-availability academic systems, research computing environments, and secure cloud adoption. • Cybersecurity, Risk & Compliance: We staff cybersecurity and risk professionals experienced in higher-education regulatory and security frameworks: o Security Administrators and Senior Security Administrators o IAM DevOps Engineers and Identity Specialists o IT Security Risk Analysts and Unit Information Security Analysts o Risk and Compliance Analysts o Email Security and Endpoint Security Specialists These professionals operate within FERPA, HIPAA, research data protection, and UC security governance requirements. • Program, Project & Portfolio Management: We provide experienced delivery leadership to support UC's complex initiatives: o Senior Program Managers and Senior Technical Project Managers o IT Project Managers, Regulatory PMs, and ERP PMs o Project Coordinators and Junior Project Managers o OIT and ESMS Program Managers These leaders manage multi-vendor environments, campus coordination, timelines, budgets, and stakeholder alignment. • Business Analysis, Process Improvement & Change Support: We staff analysts who bridge academic, administrative, and technical stakeholders: o Business Analysts (Levels 1–3, Senior) o HR Business Analysts and Position Control Specialists o Process Improvement and PEIMS Consultants o Communications Coordinators and Instructor/Trainers (ERP & Frontline systems) These roles are critical to adoption, compliance, and operational effectiveness during large system changes. • End-User Support & Digital Services: We provide front-line and advanced support resources ensuring continuity of campus operations: o Desktop Support Analysts and Technicians (Levels 2 & 3) o Service Desk Support Professionals o UC/Zoom Phone Engineers o Product Support Analysts Our support staff are experienced working in academic calendars, research labs, and administrative offices. • UX, Digital Experience & Research Support: We support UC's digital service and research missions with: o UX Designers and Digital Experience Specialists o Technical Writers and Documentation Analysts o Community Outreach and Research Coordinators o Health and Clinical Research Analysts These resources enhance user experience, accessibility, and research program effectiveness.	

Table 8: Exceptions to Terms, Conditions, or Specifications Form

Line Item 84. NOTICE: To identify any exception, or to request any modification, to Sourcewell standard Master Agreement terms, conditions, or specifications, a Proposer must submit the proposed exception(s) or requested modification(s) via redline in the Master Agreement Template provided in the "Bid Documents" section. Proposer must upload the redline in the "Requested Exceptions" upload field. All exceptions and/or proposed modifications are subject to review and approval by Sourcewell and will not automatically be included in the Master Agreement.

Do you have exceptions or modifications to propose?	Acknowledgement *
	○ Yes ◉ No

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 - Thursday January 08, 2026 09:01:38
- Pricing - Sourcewell Pricing.xlsx - Thursday January 08, 2026 09:34:05
- Financial Strength and Stability - CVC Financials 23-24.pdf - Thursday January 08, 2026 09:39:41
- Marketing Plan/Samples - Marketing sample.pdf - Thursday January 08, 2026 09:39:56
- WMBE/MBE/SBE or Related Certificates - MWBE Certificates.pdf - Thursday January 08, 2026 09:40:39
- Standard Transaction Document Samples - Sample invoices and timesheet.zip - Thursday January 08, 2026 09:42:42
- Requested Exceptions (optional)
- Upload Additional Document - Sample Agreement.pdf - Thursday January 08, 2026 09:42:55

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. - Shaloo Mital, President, Compu-Vision Consulting, Inc.

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