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MASTER AGREEMENT #010826
CATEGORY: IT Managed Workforce and IT Staff Augmentation Solutions
SUPPLIER: Rose International, Inc.

This Master Agreement (Agreement) is between Sourcewell, a Minnesota service cooperative located at 202 12th Street Northeast, Staples, MN 56479 (Sourcewell) and Rose International, Inc., 16305 Swingley Ridge Road, Suite 350, Chesterfield, MO 63017 (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	Rose International, Inc.
Signed by: Jeremy Schwartz C0FD2A139D06489...	Signed by: Brett Scobie 1196798A257D46D...
By: _____	By: _____
Jeremy Schwartz	Teri Elder
Title: Chief Procurement Officer	Title: Director, State & Local Government
Date: 10/19/2026 | 1:49 PM CDT	Date: 10/19/2026 | 1:42 PM CDT

Docusign Envelope ID: 03849F63-22E5-8A04-8372-13DF3CDD4406

RFP 010826 - IT Managed Workforce and Staff Augmentation Solutions

Vendor Details

Company Name:	Rose International Inc.
Address:	16401 Swingley Ridge Rd Ste 300 Chesterfield, Missouri 63017-0740
Contact:	Michael Henley
Email:	mhenley@roseit.com
Phone:	636-812-4000 7039
Fax:	636-812-0078
HST#:	43-1634470

Submission Details

Created On:	Monday December 01, 2025 04:56:50
Submitted On:	Thursday January 08, 2026 05:56:33
Submitted By:	Teri Elder
Email:	state_locgov@roseint.com
Transaction #:	fa480fc0-7354-4ca1-8d8a-ac8633841a01
Submitter's IP Address:	147.243.145.40

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.	Rose International, Inc.	*
6	In the event of award, is this entity the Responsible Supplier that will execute the master agreement with Sourcewell? Y or N.	Yes	*
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):	0W-2B4	*
9	Provide your NAICS code applicable to Solutions proposed.	541511, 541512, 541513, 541519, 561320	
10	Proposer Physical Address:	16305 Swingley Ridge Road Suite 350 Chesterfield, MO 63017	*
11	Proposer website address (or addresses):	www.roseint.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 – Teri Elder Title – Director, State and Local Government Address - 16305 Swingley Ridge Road Suite 350 Chesterfield, MO 63017 Email address – state_locgov@roseint.com Phone – (636) 493-8206	*
13	Proposer's primary contact for this proposal (name, title, address, email address & phone):	Name – Teri Elder Title – Director, State and Local Government Address - 16305 Swingley Ridge Road Suite 350 Chesterfield, MO 63017 Email address – telder@roseint.com Phone – (636) 493-8206	*
14	Proposer's other contacts for this proposal, if any (name, title, address, email address & phone):	Name – Dana Schmitz-Mills Title – Client Engagement Associate Address - 16305 Swingley Ridge Road Suite 350 Chesterfield, MO 63017 Email address – dschmitz@roseint.com Phone – (636) 896-5248	*

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.	Rose International, Inc. (Rose) is an established workforce solutions provider specializing in IT staff augmentation and related staffing services, with more than 32 years of experience supporting public-sector and commercial organizations across the United States and Canada. Rose is a certified minority-owned (NMSDC) and woman-owned (WBENC) provider, reflecting a long-standing commitment to supplier diversity and responsible business practices. We serve clients throughout the U.S. and Canada, operating in all 50 states and recruiting in all major metropolitan and many secondary markets and employ approximately 500 recruiters and 5000 billable people at any given time (again, 1000+ in state and local government entities). We have grown organically to a North American-scale service organization serving 170+ Fortune 1000 companies and over 40+ state governments across the continent. To support scalable and consistent service delivery, Rose operates a distributed delivery model that includes company-owned offices in key client markets and Centralized Recruiting Centers (CRCs) located in Missouri, Las Vegas, Nevada, and New Delhi, India. These centers provide recruiting and operational support for Rose-managed programs and enhance efficiency across regional and national engagements. This delivery model enables us to support both individual staff augmentation requests and large, multi-role, multi-agency IT staffing initiatives accessed through cooperative procurement programs such as Sourcewell. Rose delivers IT staff augmentation services across the full spectrum of public-sector IT needs, including application development, infrastructure and cloud services, cybersecurity, data and analytics, ERP systems, quality assurance and testing, help desk and desktop support, and IT project and program management. Engagements range from short-term assignments to long-term, multi-year statewide programs, supporting continuity of knowledge, workforce stability, and consistent service delivery. * Staffing services are delivered through two integrated divisions: Rose Staffing and Rose Total Talent Solutions (TTS). Rose Staffing serves as the primary delivery engine for IT staff augmentation, providing nationwide sourcing, recruitment, placement, and ongoing contractor support. Rose Total Talent Solutions (TTS) provides complementary capabilities such as direct sourcing, named resource support, independent contractor compliance, MSP delivery support, and recruitment process outsourcing (RPO), which are leveraged as needed to support complex, multi-agency staffing programs operating under centralized governance models. Our business philosophy is grounded in ethical conduct, accountability, operational excellence, and long-term partnership. These principles guide how Rose delivers IT staff augmentation services, ensuring transparency, responsiveness, and disciplined execution across cooperative and statewide programs. Rose's core values directly support the delivery of the requested solutions: • Ethics and Fairness – Commitment to integrity, transparency, and responsible decision-making in all client and workforce engagements. • Thoroughness and Competence – Emphasis on qualified talent delivery, process discipline, and compliance with contract and program requirements. • Innovation and Continuous Improvement – Ongoing enhancement of delivery models, processes, and technology to improve efficiency and outcomes. • Service-Oriented Approach – A client-focused mindset that prioritizes responsiveness, accountability, and consistent service delivery. Together, Rose's longevity, values-driven approach, and proven public-sector experience support the reliable delivery of scalable, compliant IT staff augmentation solutions aligned with the needs of Sourcewell participating entities.
16	What are your company's expectations in the event of an award?	In the event of an award, Rose looks forward to a collaborative and transparent partnership with Sourcewell to support effective contract implementation and ongoing program success. Our key expectations include: • Clear onboarding and implementation guidance to confirm contract terms, ordering procedures, reporting requirements, and administrative processes, enabling a smooth and timely contract launch. • Ongoing communication and coordination regarding contract updates, program expectations, participating entity inquiries, and any policy or procedural changes that may affect service delivery. • Facilitation of cooperative purchasing access through clear communication to participating entities about contract availability, usage guidelines, and eligibility requirements. * • Alignment on reporting and administrative requirements, including direction on reporting formats, submission schedules, and administrative fee processes to support full compliance. • Opportunities to support Sourcewell-led outreach efforts, such as informational webinars, events, or co-branded materials, to promote appropriate contract awareness and adoption. • Consistent and equitable contract governance, ensuring administration aligns with Sourcewell policies and provides clarity and consistency for all awarded suppliers.

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.	Rose has demonstrated long-term financial stability supported by more than 32 years of conservative financial management and organic growth. Key indicators of Rose's financial strength include the following: 1. Sustained Revenue Growth Rose has achieved steady, organic revenue growth across multiple economic cycles: o 1993: Approximately $0.25 million (founding year) o 2007: Approximately $90 million o 2016: Approximately $233 million o 2024: Approximately $359 million This growth has been achieved without mergers or acquisitions, supporting continuity in leadership, culture, and financial controls. 2. High-Quality, Reliable Customer Base Rose maintains a diversified portfolio of financially stable customers, supporting predictable cash flow: o Federal and state government clients represent a portion of total revenue and provide stable, contract-based payment structures o Commercial customers include multiple Fortune 500 organizations o Rose maintains strong receivables performance, with the majority of receivables collected within standard payment terms 3. Strong Liquidity and Access to Capital o Established banking relationships with access to a $25 million revolving line of credit, providing flexibility to support program ramp-up and large-scale staffing requirements o Additional unused credit capacity available as needed to support operations 4. Disciplined Expense and Cash Management o Operating expenses maintained below industry averages for companies of similar size, supported by centralized operations and proprietary technology o Timely payment practices with vendors and subcontractors, supporting strong supplier relationships 5. Conservative Capital Structure o No long-term debt, supporting financial stability and reducing risk to public-sector clients Together, these factors demonstrate Rose's ability to fund recruiting, onboarding, payroll, benefits administration, and compliance activities associated with statewide, multi-agency, and cooperative IT staff augmentation contracts, providing confidence in Rose's long-term viability and performance capability. Please find attached PDF in the document upload section "Rose Financial Statement 2024".	*

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.	Rose maintains a long-established and active presence within the U.S. education and government sectors, supporting public universities, community colleges, K–12 school districts, state education agencies, and a broad range of state and local government entities. The education sector remains a strategic priority for Rose International, supported through long-standing contracts, recurring engagements, and dedicated delivery resources. Education and Government Entities Served (Past Three Years): Over the past three (3) years, Rose has provided IT staff augmentation and related staffing services to 40+ state government clients, as well as numerous local government entities and public education institutions across the United States. These services have been delivered under statewide master contracts, cooperative purchasing agreements, and Managed Service Provider (MSP) programs, many of which support multiple agencies or institutions under a single contract. Representative Education Clients: Rose has supported a wide range of education-sector organizations over the course of its public-sector operations. Representative clients include: • University of CA • University of MO • Purdue University • Georgetown University • GA Tech University • St. Louis Community College • St Charles Community College • University of Miami • University of Utah • University of central Florida • University of WA • Kennesaw State University • DeKalb County, GA Schools • Missouri Department of Elementary and Secondary Education • Missouri Department of Higher Education • New York State Education Department Client Retention: Rose maintains a consistently high client retention rate, typically exceeding 90% on an annual basis, driven by repeat engagements, contract renewals, and continued utilization by agencies and institutions within existing agreements. Many public-sector and education clients have partnered with Rose for 10 years or longer, with several relationships extending 10 to 20 years. Geographic Reach: Rose has made sales and delivered staffing services in all 50 U.S. states, supporting both localized staffing needs and large, multi-agency statewide programs. This nationwide footprint enables Rose to effectively support cooperative procurement programs such as Sourcewell and provide consistent service delivery regardless of location.	*
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.	Rose International has expanded into the Canadian market over the past several years and is currently positioned to support clients across Canada, excluding Quebec. Rose provides both named resource and staffing solutions across a wide range of industries, including Financial Services, Government, Healthcare, Insurance, and Technology. To date, Rose has sales in one Canadian province and anticipates that participation in the Sourcewell contract will enable continued growth and expansion of our Canadian market presence. While building our Canadian operations, Rose has continued to maintain long-standing, trusted relationships with U.S.-based education and government clients. Representative education clients and client retention metrics for our U.S. portfolio are provided in the response to Question 18.	*
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.	Rose has not been involved in any bankruptcy proceedings within the past seven (7) years.	*

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?	Rose is best described as a service provider. We deliver IT/Non-IT staff augmentation and managed workforce/MSP solutions directly to our clients; we do not manufacture products nor operate as a distributor/dealer/reseller. All services are governed and delivered under Rose's established corporate policies, controls, and quality standards, ensuring accountability, consistency, and compliance across all client engagements. Rose's sales and service organization includes dedicated Account Managers, recruiting and talent acquisition teams, program management and MSP delivery staff, and customer support and compliance personnel. These teams work collaboratively to manage client engagement, contract implementation, service delivery, and ongoing performance oversight. Rose supports national and cooperative procurement clients through a structured, multi-tier service delivery model designed to ensure responsiveness, transparency, and consistent candidate quality. Each program is assigned a Single Point of Contact (SPOC) at the executive level who provides overall oversight, escalation management, and alignment with client objectives throughout the contract lifecycle. Day-to-day operations are supported through a three-tier delivery structure: • Client Engagement Associates (CEAs) serve as the primary operational contact and work closely with client stakeholders to understand organizational needs, role requirements, and hiring preferences. • Resource Delivery Associates (RDAs) manage active requisitions and collaborate with recruiters to identify, evaluate, and submit qualified candidates aligned with client expectations. • Recruiters are aligned by geography, client program, and skill set and conduct sourcing and initial screening across IT and professional labor categories. This delivery structure is supported by Rose's 500+ recruiters, company-owned offices, and Centralized Recruiting Centers (CRCs) located in Missouri (two centers), Las Vegas, Nevada, and New Delhi, India. Where appropriate, Rose may also co-locate delivery resources at or near client locations to support close collaboration and program responsiveness. In addition to its internal delivery organization, Rose maintains a controlled dealer network of more than 300 pre-qualified partner firms to supplement delivery capacity when permitted by contract requirements. Approximately 30% of this dealer network consists of certified diverse suppliers, including MBE, WBE, VBE, SBE, DVBE, and LGBTBE firms. All dealer partners are pre-vetted and continuously monitored to ensure compliance with contractual obligations, insurance requirements, and performance standards. When dealer resources are utilized, Rose retains full contractual responsibility and oversight for service delivery, compliance, reporting, and performance management. All delivery activities—whether performed by Rose employees or approved dealer partners—are enabled through Rose's proprietary QCOMPASS platform, which provides real-time visibility into requisitions, workload management, performance metrics, and reporting to support consistent service delivery and contract governance. Through this integrated, company-owned sales and service delivery model, Rose maintains full accountability for performance, compliance, reporting, and service quality for all services provided under this RFP.

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.	As a national provider of IT staff augmentation and managed workforce/MSP services, Rose International maintains all licenses and certifications necessary to operate in the jurisdictions where we conduct business. While IT staffing and MSP services generally do not require federal occupational licensing, several state-level, business, and industry compliance requirements apply. Rose International meets or exceeds all such requirements. 1. Corporate and State Business Licenses: Rose International holds all required state and local business registrations to conduct staffing and workforce management operations across the United States. 2. Professional and Industry Certifications (Held by Rose International): Rose International maintains a range of internal certifications that support operational quality, information security, and compliance, including: • ISO 27001 - Rose International currently holds ISO 27001 certification, representing the highest level of quality and security management certification, encompassing and exceeding the standards of ISO 9001:2015. • MWBE Diversity Certification - Rose International is a certified MWBE business. We are certified by and a national member of the following organizations: - WBE – Women's Business Enterprise National Council (WBENC) - MBE – National Minority Supplier Development Council (NMSDC) - MBE/WBE - California Public Utilities Commission (CPUC), Delaware, Indiana, Kentucky, Massachusetts, Missouri, New Jersey, Virginia, West Virginia, Wisconsin - MBE – State of Tennessee Please find attached PDF in the document upload section, "Rose Diversity Certifications" for a copy of Rose Diversity Certification. The NMSDC also recognizes Rose as one of the best minority-owned firms for Fortune 500 organizations to consider for services with the "Corporate Plus" certification. Out of 30,000 certified minority-owned firms, the NMSDC awards this certification to just over 100 firms across all industry codes. 3. Certifications and Qualifications of Third-Party Suppliers (if applicable in MSP programs) When acting as an MSP or managed workforce provider, Rose International ensures that all third-party staffing suppliers meet required compliance standards, which may include: • Valid business licenses in the states where they operate • Compliance with E-Verify, I-9, and employment eligibility requirements • Required insurance coverage (general liability, workers' comp, professional liability, cybersecurity insurance, etc.) • Industry-specific certifications when a placement requires it (e.g., cybersecurity, cloud, network engineering, project management) Rose International performs due diligence and ongoing compliance monitoring to ensure all supplier partners maintain proper licensing, insurance, and credentials. 4. Candidate and Role-Specific Certifications (as required by Participating Entities) For IT staff augmentation and project-based roles, Rose International routinely supplies talent with professional certifications required by Participating Entities, including: • Cybersecurity: CISSP, CISM, Security+, CEH • Cloud Platforms: AWS, Azure, Google certifications • Networking: CCNA, CCNP • Project Management: PMP, Agile, Scrum Master • Enterprise Applications: SAP, Oracle, Microsoft, Salesforce certifications These certifications are held by placed IT professionals—not Rose International as a corporation—and verified during submittal and onboarding. 5. Compliance and Regulatory Requirements Rose International complies with all applicable federal and state regulations, including: • EEO, ADA, FLSA, and Department of Labor standards • Background screening requirements specified by education and government clients • Data privacy regulations applicable to government and education entities Insurance Coverage Rose maintains industry-standard insurance coverage appropriate for public-sector staffing engagements, including general liability, professional liability, workers' compensation, and other coverages as required by contract. In summary, Rose International holds all licenses necessary to operate nationwide and maintains strong internal quality, compliance, and diversity credentials. We also verify that all subcontractors and placed talent maintain required certifications for the services contemplated in this RFP.

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.	None
24	Describe any relevant industry awards or recognition that your company has received in the past five years.	Rose's track record of providing quality temporary talent and innovative solutions to our customers is reflected in the awards and recognition that we have received over the years. In our programs, we are consistently rated in the top three suppliers, if not #1. A sampling of specific awards granted on an annual basis is listed below: • Rose ranked within the top 5 suppliers in the Magnit/Apple program in 2024. • Rose received Partner Recognition from Pinterest with the highest number of fills in 2024. • Rose ranked as the number 1 supplier for Tapfin in Canada. • Rose Named Strategic Supplier by Allegis Global Solutions (2018 – 2025) • Rose ranked as the number 1 Competitive Supplier in the CWx program at Meta in 2024. • Rose ranked top 3 with suppliers for the Largest Private Healthcare Provider in the Bay Area in 2024. • Magnit Global – Global Supplier Excellence Award – 2024 • Waste Management – Outstanding Professional Supplier – 2024 • United Healthcare – Top Contact Center Supplier – 2023 • Rose won Top Overall Supplier at Mastercard/Allegis 2018, 2019, 2020, 2021, & 2022 • National Supplier of the Year by the NMSDC in 2019. • Rose International Named a Top Company for Supply Chain Inclusion & Equity • SIA Name Sue Bhatia to Global Power 150 Women in Staffing List • SIA Recognizes Rose International as a Fastest-Growing U.S Staffing Firm • Northwest Mountain MSDC recognizes Rose International Class 4 Supplier of the Year • Rose International Named One of the Best Places to Work in 2019 and 2020 by Glassdoor (Rose is the ONLY staffing company on this list) • Rose International Named Signature Supplier at One of America's Leading Health Providers and Not-for-Profit Health Plans • Rose International Named a Top Company for Supplier Diversity in the Bay Area (Multiple Years) • Rose International Wins Class IV WRMSDC Supplier of the Year (Multiple Years) • Rose International Named Rookie of the Year by MasterCard/Allegis • Rose International Named Top Company in St. Louis • Rose Founder/Chair Sue Bhatia in SIA's 2018 Staffing 100 Hall of Fame • Rose International Named Elite Partner to TAPFIN • Rose International Named Largest Staffing Firm • Rose International Named Keystone Partner by nextSource • Rose International Named Top Vendor at a Telecommunications Client • Rose International Named Supplier of the Year at Disposal and Recycling Solutions Client • Rose International Named to ZeroChaos 2017 Proven Performance Program • Rose International Named Top Vendor at One of America's Leading Health Providers and Not-for-Profit Health Plans • Rose International Named Top Vendor at an Energy Client • Rose International Named Top Vendor at a Telecommunications Client • Rose Founder/Chair Sue Bhatia Named to SIA's Staffing 100 Hall of Fame • Rose Founder/Chair Sue Bhatia Named a WBENC Women of Distinction • Rose Founder/Chair Sue Bhatia Named to Global Power 100 • Rose Receives Agile - 1's Gold Award • Rose Owner/Founder Sue Bhatia named to The Staffing 100 by SIA Rose International is also a Corporate Member of Staffing Industry Analysts.
25	What percentage of your sales are to the governmental sector in the past three years?	9.7%
26	What percentage of your sales are to the education sector in the past three years?	0.2%
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?	Rose International has successfully performed under the NASPO cooperative purchasing agreement. Average annual sales under this agreement were $7.0 million for the 2023–2025 period and $13.6 million for the 2022–2024 period, demonstrating consistent utilization and strong demand for Rose International's staffing and workforce solutions through cooperative purchasing vehicles.

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?	Rose International does not hold any GSA contracts or Standing Offers and Supply Arrangements.	*

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 *	
IL Department of Children and Family Services	David Nika	217-558-5060	*
KS Department of Children and Families	Mike Wilkerson	785-291-3209	*
State of Missouri Division of Purchasing	Brett Dixon	573-751-4903	*

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).	Rose maintains a dedicated sales and account management organization designed to support Sourcewell Participating Entities across the United States and Canada. Our sales force is structured specifically to support cooperative procurement programs, ensuring ease of contract access, consistent communication, and long-term relationship management. Locations of Sales Network Rose's sales and client engagement personnel are strategically distributed to support national and cross-border public-sector programs, including: • Corporate headquarters and sales leadership based in St. Louis, Missouri and Las Vegas, Nevada • Regional and remote sales personnel located across major U.S. markets, supporting state agencies, local governments, K–12 school districts, higher education institutions, and special districts • Canadian account support provided through remote and hybrid account management resources with experience supporting Canadian public-sector clients, as applicable This distributed model enables responsive engagement regardless of Participating Entity location. Sales Force Staffing and Size (FTEs) Rose's sales organization consists of approximately: • Account Executives / Business Development Managers: 5 FTEs Responsible for cooperative contract engagement, Sourcewell coordination, and responding to Participating Entity inquiries. • Account Managers: 8 FTEs Serve as the primary commercial and contractual point of contact following contract award, supporting onboarding, contract usage, and ongoing relationship management. • Sales Support, Proposal, and Contract Specialists: 14 FTEs Provide pricing coordination, proposal support, contract documentation, reporting alignment, and administrative compliance support. The sales force scales based on contract volume and program demand; however, Rose maintains sufficient dedicated personnel to support multi-entity cooperative contracts without reliance on third-party sales agents. Employment Model All sales personnel are direct employees of Rose International. Rose does not utilize independent sales agents, dealers, distributors, or resellers to market or sell services under the Sourcewell contract. This structure ensures consistency, accountability, and alignment with Rose's internal governance, compliance, and quality standards. Overlap Between Sales and Service Functions Rose maintains clearly defined and separated sales and service functions to preserve	*

accountability, compliance, and service quality. Sales personnel do not perform recruiting, candidate screening, onboarding, or workforce management activities, and service delivery teams do not engage in sales or contract negotiation activities.
Limited and intentional overlap occurs only at program transition and governance touchpoints, including:
- Contract onboarding and implementation, where Account Managers coordinate with service delivery leaders to communicate contract terms, service expectations, and reporting requirements.
- Ongoing relationship management, where Account Managers participate in periodic service reviews alongside delivery leadership to ensure alignment with Participating Entity needs and service-level commitments.
- Issue escalation and resolution, where sales/account leadership supports service teams in addressing concerns while execution remains fully within the service organization.

This structured collaboration ensures:
- Clear ownership of service delivery by operational teams
- Consistent communication with Participating Entities
- Seamless transition from contract award to active service delivery

By maintaining defined roles with controlled points of collaboration, Rose delivers a cohesive client experience without blurring responsibilities, which is essential for multi-entity cooperative procurement programs such as Sourcewell.

Value to Sourcewell Participating Entities
This sales force structure enables:
- Clear and consistent points of contact for cooperative contract access
- Knowledgeable support aligned with Sourcewell procurement processes
- Scalable engagement across multiple entities, regions, and jurisdictions

Rose's sales organization is purpose-built to support the size, complexity, and accessibility requirements of Sourcewell cooperative contracts across the United States and Canada.

31	Describe the network of Authorized Sellers who will deliver Solutions, including dealers, distributors, resellers, and other distribution methods.	Rose delivers all solutions proposed under this RFP through a direct, service-led delivery model designed specifically for public-sector and cooperative procurement environments. As a provider of professional services—including IT staff augmentation and managed workforce/MSP solutions—Rose does not rely on traditional dealers, distributors, or resellers. All contract access, ordering, and service delivery activities are conducted directly by Rose International through its company-owned sales, account management, recruiting, and service delivery teams. This model ensures clear accountability, consistent service standards, and a single point of responsibility for all Sourcewell Participating Entities. Direct Delivery as the Primary Method Rose's internal teams manage the full lifecycle of service delivery, including client engagement, requisition intake, candidate sourcing, onboarding, workforce management, compliance, and reporting. All personnel involved in delivering the proposed Solutions are direct employees of Rose International, operating under standardized governance, security, and quality assurance controls. This approach eliminates fragmentation, reduces risk, and ensures consistent performance across all participating entities. Pre-Qualified Subcontractor Network (Managed Workforce / MSP Engagements Only) In structured managed workforce or MSP programs—where permitted by contract—Rose International may supplement its internal delivery capacity through a controlled network of pre-qualified subcontractors. These subcontractors support staffing delivery under Rose International's direction and oversight and do not hold independent contract authority. Key attributes of Rose's subcontractor network include: • A pool of 300+ pre-approved subcontractor firms available to support workforce delivery when additional scale or specialized expertise is required • A strong commitment to supplier diversity, with approximately 30% of subcontractors holding recognized diversity certifications, including MBE, WBE, VBE, SBE, DVBE, and LGBTBE • A formal approval and onboarding process requiring verification of business standing, insurance coverage, licensing (as applicable), and compliance with contractual and regulatory standards • Ongoing monitoring and performance management to ensure adherence to Rose's delivery expectations, service quality standards, and reporting requirements Subcontractors are not authorized to market, sell, or independently engage Sourcewell Participating Entities. Rose International retains full contractual responsibility and accountability for all services delivered, including compliance, performance management, invoicing, and reporting. No Dealer, Distributor, or Reseller Model Because the proposed Solutions are service-based: • No dealer or reseller network is utilized • No third-party entities are authorized to sell or distribute the Sourcewell contract • All customer engagement, ordering, and delivery originate directly from Rose This structure ensures transparency, simplifies contract administration, and provides Participating Entities with a consistent, contract-ready experience regardless of location or program size. Rose's delivery approach combines direct accountability, scalable capacity, and controlled subcontractor support, enabling Participating Entities to access high-quality IT staff augmentation and managed workforce solutions without navigating multiple vendors or intermediaries. This model aligns with Sourcewell's cooperative procurement objectives by reducing administrative burden, supporting supplier diversity, and ensuring reliable, compliant service delivery across the United States and Canada.	*

32	Service force (see instructions above).	Rose delivers services through a fully integrated, company-owned service organization designed to support cooperative procurement programs, including citywide, statewide, and multi-agency public-sector contracts. Service delivery is centralized, standardized, and scalable, ensuring consistent quality, compliance, and responsiveness for all Sourcewell Participating Entities. Service Organization Structure and Locations Core service leadership, operational governance, and program oversight are based in St. Louis, Missouri, providing centralized control and accountability across all client programs. Service delivery is supported by company-owned operational locations and centralized teams that function as a single, unified delivery organization. To support recruiting, onboarding, compliance, payroll, and workforce administration at scale, Rose operates Centralized Recruiting Centers (CRCs) located in: • Missouri (two centers) • Las Vegas, Nevada • New Delhi, India (internal recruiting and operational support functions only; no direct client-facing or billable services) These CRCs provide centralized support for service delivery activities nationwide, enabling standardized workflows, rapid response to staffing requests, and consistent execution across regions and jurisdictions. Service Workforce and Roles Rose's service force consists entirely of direct employees of Rose International, operating under established corporate governance, quality controls, and compliance standards. Key service roles include: • Client Engagement Associates (CEAs): Dedicated operational contacts who develop a deep understanding of client environments, technologies, and staffing requirements. CEAs translate program needs into actionable recruiting guidance and ensure alignment between client expectations and service delivery. • Resource Delivery Associates (RDAs): Senior, client-focused delivery professionals responsible for managing active requisitions, reviewing candidate submissions, coordinating recruiter efforts, and incorporating client feedback to continuously improve delivery outcomes. • Recruiting and Talent Acquisition Teams: Our Recruiters aligned by geography, client program, and skill domain (e.g., IT and professional roles) who conduct sourcing, screening, and candidate engagement activities using Rose's proprietary technology and national talent network. • Program Management, Compliance, and Workforce Operations Staff: Teams responsible for onboarding, background verification, timekeeping, payroll, benefits administration, reporting, and ongoing workforce support to ensure contract compliance and audit readiness. At any given time, Rose supports thousands of active professionals on assignment nationwide, including a significant population deployed within state and local government and education programs. Employment Model and Accountability All service force personnel are direct Rose International employees. Rose does not outsource core service delivery functions to third parties. Where subcontractors are permitted under structured managed workforce or MSP programs, Rose retains full oversight, governance, and contractual responsibility for service delivery, compliance, and performance. Overlap With Sales and Account Management While sales and account management teams focus on contract access, onboarding coordination, and relationship management, service teams are solely responsible for execution, workforce delivery, and ongoing operational support. These functions are intentionally distinct but closely coordinated to ensure smooth transitions from contract award to active service delivery and consistent performance throughout the contract lifecycle. This centralized, company-owned service force model enables Rose to: • Scale quickly to meet fluctuating staffing demands • Maintain consistent service standards across multiple entities and regions • Ensure compliance with public-sector procurement and reporting requirements • Provide reliable, technology-enabled workforce support without fragmentation Rose's service force is purpose-built to support the complexity, scale, and compliance requirements of Sourcewell cooperative contracts, delivering dependable IT staff augmentation and managed workforce solutions across the United States and Canada.	*

33	Describe the ordering process. If orders will be handled by distributors, dealers or others, explain the respective roles of the Proposer and others.	Rose utilizes a direct, streamlined ordering process designed to ensure clarity, compliance, and ease of use for Sourcewell Participating Entities. All orders are managed directly by Rose; no distributors, dealers, or resellers are involved in the ordering or fulfilment of services. Step 1 – Order Initiation by Participating Entity A Sourcewell Participating Entity initiates an order by contacting Rose directly and referencing the applicable Sourcewell contract. Orders may be submitted through email, a client-designated intake form, or a required Vendor Management System (VMS), depending on the Participating Entity's procurement procedures. The order typically includes role requirements, labor category, duration, work location (onsite/remote), and anticipated start date. Step 2 – Order Review and Confirmation Rose reviews the request to confirm: • Alignment with the Sourcewell contract scope • Applicable labor category and pricing • Compliance requirements and timelines Once confirmed, Rose acknowledges the order and authorizes recruiting activities to begin. Rose serves as the single contractual point of responsibility for the order. Step 3 – Recruitment and Candidate Delivery Following order confirmation, Rose executes its standardized recruitment workflow using its proprietary, web-based staffing delivery platform, QCOMPASS™. All requisitions are entered into QCOMPASS™, which integrates requisition intake, sourcing, candidate engagement, and reporting into a single system. Recruiters search across millions of active and passive candidate profiles available through Rose's proprietary database and fully integrated external applicant databases such as Indeed, CareerBuilder, Monster, DICE, and LinkedIn. Searches are conducted simultaneously across all sources, with relevancy-ranked candidates returned automatically. Recruiters engage candidates using QCOMPASS™'s integrated email, text, and VoIP communication tools. All communications are recorded in a centralized Candidate Communications Log, providing full visibility and preventing duplicate outreach. Social media recruiting, including LinkedIn outreach by senior recruiters, is also used selectively to attract passive candidates. Step 4 – Screening, Selection, and Onboarding Candidates undergo a multi-level screening process to validate qualifications, experience, and assignment readiness. Once a Participating Entity selects a candidate, Rose coordinates all onboarding activities, including background checks, employment documentation, compliance verification, and start-date coordination. Step 5 – Service Delivery, Invoicing, and Reporting Upon onboarding completion, the resource begins work as scheduled. Rose provides ongoing workforce support, including time and expense tracking, payroll, benefits administration, issue resolution, and replacement support if required. Rose invoices Participating Entities directly in accordance with Sourcewell contract terms and provides required usage and spend reporting to Sourcewell. All reporting, compliance, and administrative responsibilities remain with Rose.	*

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.	Rose maintains a structured, well-documented customer service and issue resolution program designed to ensure timely response, transparent communication, and effective resolution of issues for all Sourcewell Participating Entities. This program reflects Rose's experience supporting large-scale, multi-entity public-sector staffing programs and emphasizes accountability, responsiveness, and continuous improvement. Customer Support Structure Rose utilizes a tiered support model to ensure that issues are addressed quickly and at the appropriate level. Each Participating Entity is supported by: • A designated Account Manager, responsible for overall contract oversight, coordination, and ongoing communication • Dedicated delivery team members, including Client Engagement Associates (CEAs), Resource Delivery Associates (RDAs), and Recruiters, who provide daily operational support • Centralized operations, payroll, compliance, and customer support teams, available to assist with administrative, onboarding, and workforce-related issues • Executive-level oversight, providing governance, escalation support, and continuity throughout the contract lifecycle This structure ensures clear ownership, rapid response, and consistent service delivery. Issue Resolution Process Rose follows a standardized issue resolution process designed to identify, track, and resolve concerns efficiently: • All client issues, inquiries, or service concerns are logged into Rose's proprietary issue-tracking system ("Tracker") upon receipt • Each issue is assigned ownership, priority, and resolution targets • CEAs and RDAs serve as first-level support, addressing operational issues proactively and maintaining close awareness of developing concerns • Issues requiring additional attention are escalated promptly to program leadership and senior management Rose maintains an open and transparent escalation culture. Tracker provides real-time visibility into issue status and resolution progress, and senior leadership has full access to all logged items to ensure accountability and timely resolution. Escalation and Availability Each program is assigned an executive-level Single Point of Contact (SPOC) who provides escalation support and decision-making authority when needed. In addition: • Delivery and account teams remain accessible outside standard business hours for urgent matters • 24/7 emergency support is available for time-sensitive or critical issues • Participating Entities may escalate issues at any time based on business impact or urgency This ensures continuity of service and rapid response when immediate action is required. Response-Time Capabilities and Commitments Rose adheres to the following standard service commitments, which may be refined to align with Participating Entity requirements: • Issue acknowledgment: Within 4 business hours • Initial investigation or corrective action: Same business day • Standard issue resolution: Within 24–48 hours • Urgent or critical issues: Immediate engagement with accelerated resolution based on severity • Candidate replacement or resubmittal (if applicable): Typically within 24–72 hours Performance against these commitments is monitored through internal reporting and operational reviews. Incentives, Accountability, and Performance Management Rose aligns internal incentives and accountability mechanisms to ensure consistent service quality and issue resolution: Internal Performance Management • Recruiters are evaluated on speed-to-submit, candidate quality, and assignment retention • Account Managers are measured on responsiveness, client satisfaction, and contract compliance • Delivery teams are assessed based on fulfillment rates, issue resolution timeliness, and client feedback Managed Workforce / MSP Programs (When Applicable) When operating in a managed workforce or MSP capacity, Rose applies formal supplier performance controls, including: • Performance scorecards and key performance indicators (KPIs) • Regular performance and business reviews • Corrective action plans for underperformance These mechanisms ensure accountability across both internal teams and any subcontractors operating under Rose's oversight.	*

35	Describe your ability and willingness to provide your products and services to Sourcewell participating entities in the United States.	Rose has demonstrated capability, infrastructure, and commitment to provide IT staff augmentation services to Sourcewell Participating Entities throughout the United States. Rose's operating model is designed to support cooperative procurement environments, including citywide, statewide, education, and multi-agency government programs. Nationwide Service Delivery and Government Experience Rose provides staffing services in all 50 U.S. states, supporting a wide range of public-sector organizations. Rose has extensive experience delivering services to: • State agencies and statewide programs • Cities, counties, and municipal departments • Public K–12 school districts • Public colleges and universities • State departments of education and higher education systems The education sector remains a long-standing focus area for Rose. The company has supported education entities with IT staffing related to instructional technology, administrative systems, ERP platforms, infrastructure modernization, cybersecurity, data management, and project-based initiatives. This experience enables Rose to understand the unique regulatory, scheduling, and operational requirements of education organizations. Talent Database and Recruiting Capacity Rose operates a large-scale recruiting and talent acquisition function designed to support geographically distributed and high-volume staffing programs. This function includes more than 500 recruiters and talent acquisition professionals, aligned by geography, client program, and specialized skill areas. Rose currently supports approximately 5,000 active professionals on assignment nationwide, including more than 1,000 resources deployed within state and local government programs. In addition, Rose's proprietary QCOMPASS™ Talent Intelligence Platform houses detailed records for more than 12 million active and passive candidate profiles spanning technical, professional, administrative, and operational labor categories. This depth and scale of talent enable Rose to respond efficiently to staffing requests, support specialized and hard-to-fill roles, and deliver qualified professionals across urban, suburban, and rural environments. Technology-Enabled Service Delivery (QCOMPASS™) All staffing services are supported by Rose's proprietary, web-based staffing delivery platform, QCOMPASS™. The platform integrates requisition intake, candidate sourcing and matching, candidate communications, onboarding workflows, timekeeping, invoicing, and reporting into a single system. QCOMPASS™ is fully integrated with leading external applicant databases such as Indeed, CareerBuilder, Monster, DICE, and LinkedIn, enabling simultaneous searches across all available profiles and returning relevancy-ranked candidates. All recruiter and candidate communications are logged in real time, providing transparency and coordination across delivery teams. Scalable Delivery Model Rose employs a scalable, centralized delivery model that supports both individual Participating Entities and large, multi-entity cooperative programs. This model includes: • 500+ recruiters and talent acquisition professionals • Company-owned offices and delivery teams • Centralized Recruiting Centers (CRCs) located in Missouri (two locations) and Las Vegas, Nevada • Standardized onboarding, compliance, payroll, and workforce operations support This structure allows Rose to rapidly adjust staffing capacity while maintaining consistent processes, service quality, and compliance across jurisdictions. Willingness and Commitment to Sourcewell Participating Entities Rose is fully willing and prepared to support Sourcewell Participating Entities of all sizes and complexity. Rose is committed to: • Providing responsive and reliable staffing services • Supporting education, city, county, and statewide organizations • Aligning with Sourcewell ordering, reporting, and administrative requirements • Partnering with Sourcewell on outreach, education, and contract adoption efforts Rose views the Sourcewell contract as a long-term partnership and is committed to delivering compliant, scalable, and high-quality staffing solutions that meet the evolving needs of Participating Entities across the United States.	*

36	Describe your ability and willingness to provide your products and services to Sourcewell participating entities in Canada.	Rose is fully prepared and committed to providing IT staff augmentation to Sourcewell Participating Entities in Canada. Rose's delivery model, recruiting infrastructure, and public-sector experience enable consistent, compliant service delivery for Canadian entities accessing Sourcewell cooperative contracts. Experience Supporting Canadian Entities Rose currently supports clients in both the United States and Canada and has experience delivering staffing services within Canadian jurisdictions, including public-sector and provincial environments. This experience enables Rose to align service delivery with applicable labor regulations, onboarding requirements, payroll structures, and compliance expectations required by Canadian Participating Entities. Recruiting and Talent Access Rose maintains a scalable talent ecosystem supported by: • A national recruiting organization • More than 5000 active professionals on assignment nationwide • Over 12 million vetted candidate profiles maintained within Rose's proprietary QCOMPASS™ Talent Intelligence Platform QCOMPASS enables recruiters to search, screen, and engage candidates across all major markets and skill sets, including those relevant to Canadian public-sector requirements. The platform supports centralized candidate tracking, communication logging, and reporting to ensure consistent delivery standards. Service Delivery and Account Support Canadian Participating Entities are supported through Rose's centralized account management and delivery structure, which includes: • Dedicated Account Managers serving as the primary point of contact • Client Engagement Associates (CEAs) and Resource Delivery Associates (RDAs) supporting requisitions and workforce management • Centralized recruiting and operational support teams ensuring responsiveness, consistency, and accountability Canadian account support is provided through remote and hybrid resources experienced in supporting public-sector clients and cooperative procurement programs. Compliance and Risk Management Rose operates under a formal quality and information security management framework aligned with ISO 27001, which Rose currently holds. This framework governs data protection, access controls, risk management, and operational oversight—key considerations for Canadian public-sector organizations managing sensitive information. Rose's onboarding, compliance verification, and workforce management processes are structured to align with jurisdiction-specific requirements while maintaining standardized service quality across all Participating Entities. Rose is fully committed to supporting Sourcewell's cooperative procurement program in Canada and to providing Canadian Participating Entities with access to high-quality IT staffing services. Rose is prepared to: • Support Canadian entities utilizing Sourcewell contracts • Adapt onboarding, payroll, and compliance processes as required • Participate in Sourcewell-led outreach, education, and contract adoption efforts applicable to Canadian members Rose's scalable delivery model, proprietary technology platform, and extensive public-sector staffing experience enable Canadian Participating Entities to access reliable, contract-ready IT staff augmentation services with minimal administrative burden. This approach aligns with Sourcewell's objective of simplifying procurement while ensuring accountability, compliance, and consistent service delivery.	*
37	Identify any geographic areas of the United States or Canada that you will NOT be fully serving through the proposed agreement.	Rose is able to support our client throughout the U.S. in all 50 states and Canada, with the exception of Quebec.	*
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.	Rose is capable of providing full access to our solutions to all account types.	*
39	Define any specific requirements or restrictions that would apply to our participating entities in Hawaii and Alaska and in US Territories.	There are no requirements or restrictions that would prevent Sourcewell Participating Entities in Hawaii or Alaska from accessing the services proposed under this agreement. Rose International is fully capable of supporting participating entities in these states under the terms of the cooperative agreement. At this time, Rose International does not provide services within U.S. Territories.	*
40	Will Proposer extend terms of any awarded master agreement to nonprofit entities?	Yes	*

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.	Rose marketing strategy is designed to directly support Sourcewell's cooperative procurement model by increasing contract visibility, facilitating Participating Entity adoption, and ensuring a strong, qualified talent pipeline for IT staff augmentation and workforce solutions. Contract Visibility and Participating Entity Awareness Rose will leverage its established marketing and communications infrastructure to promote awareness of the Sourcewell contract among eligible public-sector entities. This includes targeted digital outreach, coordinated messaging, and clear presentation of contract scope, ordering processes, and value propositions aligned with Sourcewell requirements. These efforts help Participating Entities quickly understand how to access and use the contract, reducing procurement friction and accelerating program adoption. Talent Attraction That Supports Contract Performance Rose continuously enhances the search engine optimization (SEO) performance of its career platform and job-posting content to ensure staffing opportunities tied to Sourcewell Participating Entities are highly visible to qualified candidates nationwide. By improving job discoverability and clarity, Rose strengthens candidate quality and availability, which directly supports Participating Entities' ability to fill roles quickly and maintain workforce continuity under the Sourcewell contract. Digital and Social Media Outreach Rose maintains an active presence across professional and digital platforms including LinkedIn, Facebook, X (Twitter), Instagram, and YouTube. These channels are used to: • Highlight public-sector staffing initiatives and workforce programs • Promote awareness of cooperative contract availability • Reinforce Rose's reputation as a trusted public-sector staffing partner Content is managed centrally to ensure consistency with Sourcewell branding expectations and public-sector communication standards. Reputation Management and Stakeholder Confidence Rose actively monitors and professionally manages feedback on platforms such as LinkedIn and Glassdoor. This supports Sourcewell by reinforcing contractor credibility, workforce stability, and candidate confidence—key factors in long-term program success for Participating Entities. Data-Driven Outreach and Continuous Improvement Rose evaluates marketing performance and outreach effectiveness on an ongoing basis to ensure messaging remains relevant, compliant, and effective. Targeted outreach methods, including localized digital campaigns where appropriate, are assessed to expand talent access while maintaining responsible use of public funds and adherence to public-sector standards. Rose's marketing strategy supports Sourcewell by: • Increasing awareness and appropriate utilization of the Sourcewell contract • Reducing adoption barriers for Participating Entities • Strengthening workforce quality and responsiveness • Supporting long-term, scalable program success across jurisdictions Through coordinated outreach, technology-enabled visibility, and disciplined messaging, Rose's marketing approach directly advances Sourcewell's mission of delivering efficient, accessible, and high-quality cooperative procurement solutions.

42	Describe your use of technology and digital data (e.g., social media, metadata usage) to enhance marketing effectiveness.	Rose leverages technology, digital platforms, and data-driven tools to enhance marketing effectiveness and support workforce readiness for public-sector programs, including those accessed through Sourcewell. Digital Platforms and Social Media Rose's Marketing Department centrally manages all social media activity across platforms including LinkedIn, Facebook, X (Twitter), Instagram, and YouTube. These channels are used to: • Share workforce and career-related content • Highlight public-sector staffing initiatives and best practices • Reinforce Rose's brand as a trusted and professional workforce solutions provider Content is refreshed regularly and aligned with audience engagement data to ensure relevance and visibility. SEO, Metadata, and Content Optimization Rose applies SEO best practices and metadata optimization across its website and job postings to improve discoverability and relevance. Enhancements include structured data fields, refined role descriptions, and keyword alignment, increasing visibility to qualified candidates across geographic markets and skill areas. Technology-Enabled Talent Intelligence (QCOMPASS™) Rose's proprietary QCOMPASS™ Talent Intelligence Platform supports marketing effectiveness by transforming digital engagement into actionable talent outcomes. QCOMPASS™ maintains detailed records for more than 12 million active and passive candidate profiles and captures data from: • Website interactions • Job board activity • Candidate communications and response trends This data allows Rose to evaluate candidate interest, identify high-demand skill areas, and refine outreach strategies to better align with public-sector staffing needs. All candidate interactions are logged in real time, enabling coordinated and efficient follow-up. Analytics and Performance Monitoring Rose uses platform analytics and system-generated data to monitor engagement trends, candidate flow, and response rates. These insights inform continuous improvement of marketing content, sourcing strategies, and outreach timing—ensuring resources are directed toward the most effective channels. Reputation Monitoring and Feedback Management Rose actively monitors professional platforms such as LinkedIn and Glassdoor to assess feedback and sentiment. All inquiries and comments are addressed professionally, reinforcing transparency and credibility with both candidates and clients. By combining digital platforms, data analytics, and proprietary technology, Rose's marketing approach: • Expands access to qualified talent • Improves speed and quality of candidate delivery • Supports consistent fulfillment across regions and labor categories • Enhances utilization of cooperative contracts This technology-enabled strategy helps ensure Sourcewell Participating Entities benefit from a responsive, informed, and scalable workforce delivery model.	*

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?	Rose views Sourcewell's role as that of a trusted cooperative procurement authority that enables eligible public-sector entities to access competitively solicited, compliant contracts in an efficient and transparent manner. Sourcewell's primary role is to simplify procurement while maintaining strong governance, consistency, and fairness across all awarded suppliers. Sourcewell supports promotion and adoption of awarded agreements by: • Making contract information, scope, and usage guidance available to participating entities • Educating members on cooperative purchasing eligibility and processes • Maintaining contract documentation, ordering instructions, and administrative oversight • Providing a reliable procurement vehicle that reduces time, cost, and administrative burden for public-sector organizations Through this role, Sourcewell enables participating entities to confidently use awarded contracts without conducting separate solicitations. Rose will integrate a Sourcewell-awarded agreement directly into its public-sector sales and account management process as a primary cooperative purchasing option for eligible entities. Key integration activities include: • Sales Team Enablement: Rose's sales and account management teams will be trained on the Sourcewell contract scope, ordering procedures, eligibility requirements, and administrative processes to ensure accurate and compliant representation of the agreement. • Procurement-Aligned Client Engagement: When working with eligible public-sector organizations, Rose will present the Sourcewell agreement as an available cooperative procurement option, explaining how it can be used to access services without issuing a separate solicitation. • Support for Contract Adoption and Use: Account Managers will assist participating entities in aligning the Sourcewell agreement with their internal procurement and approval processes to support smooth onboarding and compliant usage. • Ongoing Coordination and Communication: Rose will maintain ongoing communication with Sourcewell regarding contract updates, reporting requirements, and participating entity inquiries to ensure consistent understanding and proper contract administration. • Responsible Promotion: Rose will promote the availability of the Sourcewell agreement in a professional and ethical manner, ensuring that it is positioned as an optional procurement pathway based on eligibility and need. By integrating the Sourcewell agreement into its existing public-sector sales process, Rose ensures that participating entities receive clear guidance, responsive support, and full value from the cooperative contracting model.	*
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. While Rose does not operate a traditional retail e-commerce platform, our staffing solutions are delivered through fully electronic, procurement-aligned workflows that support requisitioning, approvals, candidate submittals, onboarding, timekeeping, invoicing, and reporting. Rose integrates with client-designated e-procurement systems and Vendor Management Systems (VMS) where required. These systems are routinely used by public-sector entities to initiate and approve staffing requests, manage assignments, and process time and expense information electronically. Rose operates within these environments to ensure compliance with each entity's procurement and audit requirements. For entities that do not utilize a third-party VMS, Rose supports electronic ordering and workforce management through its proprietary, web-based staffing delivery platform, QCOMPASS™. QCOMPASS™ enables electronic submission and tracking of requisitions, candidate management, onboarding documentation, time and expense approvals, invoicing, and standardized reporting.	*

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.	Rose training offerings support effective use of its IT staff augmentation and managed workforce services and are focused on program onboarding, system usage, and workforce administration rather than product or equipment training. Standard onboarding and orientation support is provided to Participating Entities at the start of contract usage. This includes guidance on ordering procedures, staffing workflows, roles and responsibilities, timekeeping, invoicing, reporting, and escalation protocols. Onboarding is delivered by Rose account management and delivery staff and is included at no additional cost. Training is also provided, as applicable, on Rose's proprietary QCOMPASS™ staffing delivery platform. This includes instruction on requisition submission, candidate review, time and expense workflows, and access to reporting tools. QCOMPASS™ training is included as part of standard service delivery. Assigned personnel receive role-appropriate orientation including assignment expectations, compliance requirements, timekeeping procedures, and applicable security or confidentiality standards. Technical or functional training related to job duties is defined by the Participating Entity and assignment scope. For managed workforce or MSP engagements, Rose provides program-level guidance related to governance, reporting, compliance, and performance management as part of the managed service model. All standard training is delivered by Rose personnel and supports efficient program startup and consistent service delivery.	*
46	Describe any technological advances that your proposed Solutions offer.	Rose's proposed Solutions incorporate technology-driven advances that improve speed, transparency, scalability, and compliance in IT staff augmentation and managed workforce delivery. These advances are centered on Rose's proprietary, web-based staffing delivery and workforce management platform, QCOMPASS™. A key technological advance is QCOMPASS™'s large-scale talent intelligence capability. The platform maintains detailed records for more than 12 million active and passive candidate profiles across IT, professional, administrative, and operational skill categories. QCOMPASS™ provides an end-to-end, integrated technology environment that supports the full staffing lifecycle, including requisition intake, candidate sourcing and matching, candidate communications, onboarding workflows, time and expense tracking, invoicing, and performance reporting. By consolidating these functions into a single platform, Rose reduces administrative complexity and improves consistency for participating entities. Recruiters can simultaneously search this proprietary database along with integrated external applicant sources such as Indeed, CareerBuilder, Monster, DICE, and LinkedIn. Searches are executed across all connected sources automatically, returning relevancy-ranked candidates in real time to accelerate candidate identification and submittal. QCOMPASS™ also enhances candidate engagement and coordination through integrated communication tools. The platform is connected to Rose's enterprise email and VoIP systems and supports outbound and inbound texting, email, and call tracking. All recruiter and candidate communications are automatically logged, providing a complete, real-time record of interactions and improving coordination across delivery teams. Rose's technology environment operates under ISO 27001-certified information security and quality management controls, ensuring secure data handling, risk management, and operational consistency suitable for public-sector and education clients. Together, these technological advances enable Rose to deliver faster staffing responses, improved candidate quality, enhanced transparency, and scalable service delivery across citywide, statewide, education, and multi-agency programs accessed through Sourcewell.	*

47	Describe any “green” initiatives that relate to your company or to your Solutions, and include a list of the certifying agency for each.	Rose maintains a range of environmentally responsible (“green”) initiatives that are embedded into both our internal operations and the delivery of our workforce solutions. These initiatives reduce environmental impact, promote resource efficiency, and support sustainability objectives for public-sector and education clients. Digital-First Operations and Online Collaboration Rose utilizes cloud-based collaboration tools, including Microsoft Office 365, to support virtual meetings, remote collaboration, and digital workflows. This approach reduces business travel, lowers fuel consumption, and minimizes associated emissions. In addition, Rose has digitized the majority of internal documents, forms, and business processes, significantly reducing paper usage, printing, and physical storage requirements. Electronic Onboarding and Paperless Hiring Rose’s electronic onboarding process eliminates the need for printed onboarding packets and physical document handling. New hire documentation is completed through a secure digital portal that supports electronic signatures and identity verification. This process is compliant with the U.S. Federal ESIGN Act and the Uniform Electronic Transactions Act (UETA), reducing paper waste while maintaining legal and security standards. Remote Work and Reduced Office Footprint Rose supports flexible and remote work arrangements for a significant portion of its workforce. This shift has allowed the company to reduce its physical office footprint, resulting in lower energy consumption, decreased commuting-related emissions, and reduced facility-related environmental impact. Recycling and Responsible Disposal Rose promotes recycling across its offices by providing accessible recycling stations and encouraging employee participation. The company also ensures responsible recycling and disposal of electronic equipment to reduce landfill waste and prevent environmental contamination. These practices align with guidance from the U.S. Environmental Protection Agency (EPA). Energy-Efficient Purchasing and Equipment Standards The majority of Rose’s equipment purchases comply with the EPA ENERGY STAR® Program, which promotes energy-efficient products that reduce greenhouse gas emissions and operating costs. Rose also utilizes multi-function devices and power-management features to minimize energy usage across office operations. Environmentally Responsible Workspace Design Where applicable, Rose uses office furniture systems that emphasize reduced material usage and recyclability. These systems contain recycled content, are largely recyclable, and are designed to reduce space and energy requirements. Certifications associated with these products include: • GREENGUARD Certification (indoor air quality) • Potential contribution toward LEED® credits (U.S. Green Building Council) Corporate Sustainability and ESG Commitment Rose participates in broader sustainability leadership efforts through its membership in the Sustainable Purchasing Leadership Council (SPLC), a nationally recognized organization promoting sustainable procurement practices. Rose’s Founder & Chairwoman serves on the SPLC Board of Directors, reinforcing the company’s long-term commitment to environmental and social responsibility. Certifying Agencies and Standards Referenced: • U.S. Environmental Protection Agency (EPA) – ENERGY STAR® Program • GREENGUARD Certification • LEED® (U.S. Green Building Council – contributory alignment) • U.S. Federal ESIGN Act • Uniform Electronic Transactions Act (UETA) • Sustainable Purchasing Leadership Council (SPLC) Through these initiatives, Rose supports environmentally responsible operations while delivering scalable, technology-enabled workforce solutions aligned with the sustainability goals of Sourcewell Participating Entities.	*
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.	Rose is a member of the Sustainable Purchasing Leadership Council (SPLC). We are proud to be a good corporate citizen and put sustainability efforts in the forefront of our operations.	*

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?	Rose offers a combination of public-sector experience, proprietary technology, scalable delivery, and single-point accountability that is uniquely aligned with the cooperative procurement model used by Sourcewell Participating Entities. Built for Cooperative and Multi-Entity Environments Rose has more than three decades of experience supporting citywide, statewide, education, and multi-agency government programs. This experience translates directly to Sourcewell's cooperative structure, where participating entities require a provider that can support varying procurement rules, approval processes, and operational needs under a single master agreement. Rose's delivery model is designed to scale across multiple entities while maintaining consistent processes, compliance, and reporting. Proprietary Technology Designed for Staffing Delivery at Scale A key differentiator is Rose's proprietary staffing delivery platform, QCOMPASS™, which is purpose-built for high-volume, multi-entity staffing programs. QCOMPASS™ integrates requisition intake, talent sourcing, candidate communications, onboarding workflows, timekeeping, invoicing, and reporting into a single system. The platform provides access to more than 12 million active and passive candidate profiles and integrates with major external job platforms, enabling real-time, relevancy-ranked candidate identification. This technology reduces time-to-submit, improves transparency, and supports consistent service delivery across Sourcewell Participating Entities. Scale Without Fragmentation Rose supports approximately 5,000 active professionals on assignment nationwide and employs 500+ recruiters aligned by geography, client program, and skill specialization. This scale allows Rose to respond quickly to both routine staffing requests and large, multi-entity initiatives without relying on fragmented delivery models. When additional capacity is required, Rose uses a controlled, pre-qualified subcontractor network under direct oversight, ensuring consistent quality and single-point accountability. Single-Point Accountability and Simplified Administration Unlike models that rely on dealers, resellers, or loosely managed partner networks, Rose delivers services directly and retains full contractual responsibility. Sourcewell Participating Entities interact with one accountable provider for ordering, delivery, issue resolution, and reporting. This simplifies contract usage, reduces administrative burden, and aligns with Sourcewell's goal of making cooperative contracts easy to access and manage. Compliance, Security, and Risk Management Maturity Rose operates under ISO 27001-certified information security and quality management controls, providing confidence in data protection, process consistency, and risk management. This level of maturity is particularly valuable to public-sector and education entities managing sensitive information and taxpayer-funded programs. Support for Supplier Diversity Objectives As a certified minority-owned and woman-owned organization, Rose supports supplier diversity goals while delivering large-scale, contract-ready staffing solutions. In addition, Rose's managed partner network includes a significant percentage of certified diverse firms, enabling Participating Entities to advance diversity objectives without increasing administrative complexity. Together, these attributes enable Rose to deliver staffing solutions that are faster to deploy, easier to administer, and more transparent than traditional staffing models. Sourcewell Participating Entities benefit from a provider that combines deep public-sector experience, proprietary technology, scalable delivery capacity, and single-point accountability—making Rose's proposed solutions uniquely suited to the cooperative procurement environment.	*

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	Yes, Rose International is a certified MWBE. Certifications include WBENC (WBE), NMSDC (MBE), multiple state MBE/WBE programs, and NMSDC Corporate Plus®. Applicable certification documentation is included.	*
51		Minority Business Enterprise (MBE)	(•) Yes ( ) No	Rose International is a certified Minority Business Enterprise (MBE). Supporting certification documentation is included with this response.	*
52		Women Business Enterprise (WBE)	(•) Yes ( ) No	Rose International is a certified Women Business Enterprise (WBE). Supporting certification documentation is included with this response.	*
53		Disabled-Owned Business Enterprise (DOBE)	( ) Yes (•) No	N/A	*
54		Veteran-Owned Business Enterprise (VBE)	( ) Yes (•) No	N/A	*
55		Service-Disabled Veteran-Owned Business (SDVOB)	( ) Yes (•) No	N/A	*
56		Small Business Enterprise (SBE)	( ) Yes (•) No	N/A	*
57		Small Disadvantaged Business (SDB)	( ) Yes (•) No	N/A	*
58		Women-Owned Small Business (WOSB)	( ) Yes (•) No	N/A	*

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.	Rose's preferred payment terms are Net 30 days. However, we do have the flexibility to extend those terms to 45 of 60 days if necessary. We prefer ACH payments, but can accept paper check payments as well.	*
60	Describe any leasing or financing options available for use by educational or governmental entities.	Not applicable to the services we are proposing	*

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.	In connection with an awarded agreement, Rose International utilizes standard transaction documents to clearly define scope, pricing, performance requirements, and contractual obligations. These documents include a mutually agreed-upon Statement of Work (SOW), which governs the specific services to be performed and incorporates the terms and conditions of the Master Agreement, applicable Service Level Agreements (SLAs), and any agency-specific requirements. The SOW serves as the primary transactional document for individual engagements and is executed prior to the commencement of any work. Where applicable, task orders, pricing schedules, and change orders may be used to authorize work or modify scope. Rose enters into written subcontractor agreements with any approved subcontractors. All applicable contract terms, conditions, SLAs, security requirements, and compliance obligations are flowed down to subcontractors to ensure alignment with the awarded agreement. In addition, Rose International maintains standard policy documents, including but not limited to information security, data privacy, confidentiality, and acceptable use policies. These Policy Documents are made available to the State upon request and are incorporated by reference, as applicable. Please find the uploaded templates of the following under the Documents section. • Master Service Agreement (MSA) • Statement of Work (SOW)	*
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?	We do not accept the P-card procurement payment 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.	Rose utilizes an hourly pricing model with maximum bill rates by job title. The attached pricing document outlines maximum hourly rates for each labor category, which function as ceiling pricing under the Sourcewell contract. Pricing is established based on Participating Entity requirements and applicable market conditions.	*
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.	The pricing outlined in the attached pricing document reflects our standard government rate structure and represents an average 5-10% discount from our standard commercial (list) rates.	*
65	Describe any quantity or volume discounts or rebate programs that you offer.	Rose International is proposing the following volume discounts: 0.5% on any sales over $5M within a calendar year 1% on any sales over $10M within a calendar year	*
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.	Rose will not charge any cost/fees for sourcing or quoting products and related services.	*
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.	The pricing submitted within our response covers all cost of acquisition.	*
68	If freight, delivery, or shipping is an additional cost to the Sourcewell participating entity, describe in detail the complete freight, shipping, and delivery program.	Freight, delivery and shipping costs are not applicable to the services Rose International is proposing.	*

69	Specifically describe freight, shipping, and delivery terms or programs available for Alaska, Hawaii, Canada, or any offshore delivery.	Freight, delivery and shipping costs are not applicable to the services Rose International is proposing.	*
70	Describe any unique distribution, delivery, and/or deployment methods or options offered in your proposal.	N/A	*
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.	Rose will employ a formal self-audit and compliance oversight process to ensure adherence to the proposed agreement with Sourcewell, including verification that all participating entities receive proper and contract-compliant pricing. At the program level, Rose will assign a dedicated Client Engagement Associate (CEA) responsible for ongoing compliance monitoring. The CEA serves as the primary compliance steward for the Sourcewell program and ensures that contract terms, pricing schedules, and participation requirements are consistently applied across all participating entities. We maintain clearly defined and separated sales and service functions to preserve accountability, compliance, and service quality. Sales personnel are responsible solely for contract alignment and relationship management and do not perform recruiting, candidate screening, onboarding, or workforce management activities. Conversely, service delivery teams execute operational responsibilities and do not engage in sales, pricing negotiation, or contract modification activities. This separation provides a built-in internal control that reduces risk of pricing or contractual deviations. Compliance verification is conducted through the following self-audit practices: • Pricing Validation: All rate cards and pricing applied to participating entities are reviewed by the Client Engagement Associate against the Sourcewell contract pricing schedule prior to service activation and periodically thereafter to confirm compliance. • Contract Alignment Checks: During onboarding and implementation, Account Managers coordinate with service delivery leadership to ensure that contract terms, service scope, and reporting requirements are accurately communicated and implemented. • Ongoing Program Reviews: Periodic internal reviews are conducted to confirm that invoicing, service delivery, and pricing remain aligned with Sourcewell contract requirements. • Issue Escalation and Resolution: Any identified discrepancies or concerns are escalated through defined governance channels, with corrective actions documented and implemented by the appropriate operational team. Limited and intentional overlap between sales and service functions occurs only at program transition and governance touchpoints, including contract onboarding, periodic service reviews, and issue escalation. Execution and pricing enforcement remain fully within the operational and compliance framework. This structured self-audit approach ensures: • Proper pricing is consistently applied to all Sourcewell participating entities • Clear ownership and accountability for compliance • Accurate contract execution across multiple entities • A transparent and auditable governance model aligned with cooperative procurement requirements By maintaining defined roles with controlled collaboration points and documented compliance checks, Rose International ensures consistent adherence to Sourcewell contract terms while delivering a high-quality, compliant client experience.	*

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.	Once the program is live and operational, we suggest the below metrics & SLAs to evaluate our performance as an MSP. These measures indicate the overall health of the program and serve to identify areas requiring focus for continuous improvement. o Client requisition responsiveness o Requisition coverage – 3-5 quality shortlisted candidates in 3 business days o Speed to hire – Req approved to candidate selected for hire o Total time to fill – Req approved to candidate start date – including total On-boarding time o Candidate quality/negative attrition o On-boarding compliance o % candidates within the rate card o Client Stakeholder satisfaction surveys o Supplier satisfaction surveys o Invoice accuracy o Timely payments to suppliers We're open to collaborate with the Sourcewell to evaluate the current program metrics and SLAs and arrive at a desired set of reflective metrics to measure our performance. We will report and share all our KPIs/SLAs data to Sourcewell on a regular basis as part of our Quarterly Business Review cycle.	*
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.	Rose International proposes a 1% administration fee payable to Sourcewell.	*

Table 6B: Pricing Offered

Line Item	The Pricing Offered in this Proposal is: *	Comments	
74	The pricing offered is as good as or better than pricing typically offered through existing cooperative contracts, state contracts, or agencies.	The pricing outlined in the attached pricing document reflects our standard government rate structure and represents an average 5-10% discount from our standard commercial (list) rates.	*

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.	Rose offers a comprehensive suite of workforce solutions designed to support Sourcewell Participating Entities with flexible, compliant, and scalable access to IT and professional talent. Solutions are delivered through two integrated service divisions—Rose Staffing Services and Rose Total Talent Solutions (TTS)—and are supported by Rose's proprietary technology platform, QCOMPASS™. IT Staff Augmentation (Primary Solution) IT Staff Augmentation is Rose's core service offering and primary focus of this proposal. Rose provides qualified contingent IT professionals to support short-term, long-term, and project-based needs across public-sector and education environments. Services include the sourcing, screening, onboarding, and ongoing management of IT professionals across a wide range of roles, including but not limited to: • Application and software development • Systems analysis and architecture • Infrastructure, cloud, and network support • Cybersecurity and information security • Data, analytics, and reporting

- ERP and enterprise systems support
- Quality assurance and testing
- Help desk, desktop, and end-user support
- IT project and program management

Rose supports IT staff augmentation under citywide, statewide, education, and multi-agency contracts, including programs accessed through cooperative procurement vehicles such as Sourcewell.

Professional and Administrative Staffing
In addition to IT staffing, Rose provides professional and administrative staffing services where permitted by contract scope. These services support operational continuity and program delivery for public-sector organizations.
Roles may include:

- Business analysts and project coordinators
- Finance and accounting professionals
- Human resources and procurement support
- Administrative and clerical staff
- Call center and customer support personnel

These services are delivered using the same standardized recruiting, onboarding, compliance, and workforce management processes as Rose's IT staffing programs.

Rose Total Talent Solutions (TTS)
Rose Total Talent Solutions (TTS) provides advanced workforce models designed to support complex, multi-channel talent programs. TTS solutions may be used independently or in combination with IT staff augmentation Below is a brief description of each individual aspect of our Total Talent Solutions offering:

- Managed Service Provider (MSP) – Delivery-Centric Model: Rose offers a fulfillment-focused MSP solution in which Rose may serve as the program manager and, when applicable, a master supplier. Rose assumes responsibility for program governance, supplier coordination, performance management, reporting, and compliance while maintaining accountability for service outcomes.
- Employer of Record / Named Resource (Payrolling): Rose provides Employer of Record services for client-identified or "named" resources. Rose manages employment, payroll, benefits, tax compliance, and workforce administration while enabling clients to retain critical talent and manage labor costs efficiently.
- Independent Contractor (IC) Compliance: Rose delivers IC compliance services designed to mitigate classification risk. Services include worker evaluation, documentation, compliance validation, and ongoing monitoring. Rose applies a proven methodology with a documented 100% IC classification success rate.
- Direct Sourcing: Rose supports Direct Source programs that enable clients to leverage their own candidate communities or talent pools. Rose manages screening, onboarding, compliance, and administration while helping clients reduce costs and improve candidate experience.
- Recruitment Process Outsourcing (RPO): Rose provides full or partial RPO services, functioning as an extension of a client's talent acquisition team. RPO solutions include recruiting strategy, sourcing, screening, process management, and performance reporting, supported by Rose's proprietary technology and recruiting expertise.

Technology-Enabled Workforce Delivery – QCOMPASS™
All solutions are delivered through Rose's proprietary, web-based workforce platform, QCOMPASS™, which supports the full staffing lifecycle. QCOMPASS integrates:

- Requisition intake and workflow management
- Candidate sourcing and skills matching
- Candidate communications and documentation
- Onboarding and compliance workflows
- Timekeeping, invoicing, and reporting
- Program analytics and performance dashboards

The platform maintains detailed records for more than 12 million active and passive candidates and is fully integrated with leading external applicant databases. Rose invests more than $5 million annually in technology development, supported by an internal IT team of nearly 100 professionals, ensuring continuous enhancement and security.

76	Within this RFP category there may be subcategories of solutions. List subcategory titles that best describe your products and services.	The following subcategories best describe the solutions offered under this proposal: • IT Staff Augmentation Services. • Professional and Administrative Staffing Services • Managed Workforce / Managed Service Provider (MSP) Solutions • Employer of Record / Payrolling (Named Resource Programs) • Direct Sourcing Solutions • Recruitment Process Outsourcing (RPO) *
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.	Rose applies a disciplined, repeatable, and technology-enabled approach to candidate qualification and placement to ensure that all professionals assigned to Sourcewell Participating Entities are fully qualified, authorized to work, available when required, and aligned with the organization they support. Candidate Qualification for the Role Candidates are qualified through a multi-step evaluation process designed to validate technical capability, professional experience, and role alignment. • Recruiters review resumes and work histories to confirm required education, certifications, technical skills, and relevant experience • Role-specific screening interviews assess functional expertise, problem-solving ability, communication skills, and assignment readiness • For specialized or high-impact roles, additional technical assessments or peer-level interviews may be conducted • Client Engagement Associates (CEAs) and Resource Delivery Associates (RDAs) perform a secondary quality and compliance review to ensure each candidate meets the Participating Entity's stated requirements, preferred qualifications, and program standards This layered approach ensures that candidates meet both the formal qualifications and the practical expectations of the assignment. Authorization to Work Rose International retains full responsibility for verifying and documenting employment eligibility for all candidates. • Employment eligibility is verified in accordance with federal requirements, including completion and validation of Form I-9 • Where required, E-Verify or client-specified verification processes are utilized • Work authorization documentation is securely maintained within Rose's systems and subject to internal audit controls • Verification is completed prior to assignment start and monitored throughout the assignment lifecycle Responsibility for verifying work authorization rests solely with Rose International and is not delegated to Participating Entities or subcontractors. Background Verification and Compliance Rose documents a customized onboarding and background screening package for each client program—and, where required, for specific departments or divisions—to ensure full compliance with Participating Entity requirements. Background screening programs may include, as required: • Criminal history checks • SSN trace and address history verification • Employment and education verification • Drug screening • Fingerprinting and identity verification (where applicable) • Any additional Participating Entity–specific screening requirements * For managed workforce or MSP programs, Rose may require all suppliers to utilize a preferred background screening provider or allow the use of an approved provider that meets contractual standards. In all cases, suppliers are required to formally acknowledge successful completion and adjudication of background checks prior to placement. Best practice is to capture verification and approvals within the onboarding checklist in the applicable VMS or Rose's internal systems. The cost of pre-employment screening activities is most often borne by the supplier representing the candidate and incorporated into the contracted rate or markup. Rose conducts periodic audits of the active worker population to validate ongoing adherence to background screening and compliance requirements. Audit results are incorporated into supplier performance evaluations and corrective action processes as applicable.

		Availability and Timely Placement Rose actively manages candidate availability and placement timelines to ensure assignments begin as scheduled. • Recruiters confirm candidate availability, notice periods, and start-date readiness during initial screening • Priority is given to active consultants and pre-qualified talent pools to reduce cycle time • All requisitions and candidate status updates are tracked through Rose's proprietary QCOMPASS™ platform, providing real-time visibility • CEAs and RDAs proactively monitor progress and address potential delays This approach supports both urgent staffing needs and large-scale, multi-role workforce deployments. Organizational and Cultural Fit Rose emphasizes alignment between candidates and the organizational environment of each Participating Entity. • CEAs gather detailed insight into the client's culture, team structure, technologies, and management expectations • Candidates are assessed for professionalism, adaptability, communication style, and assignment commitment • Prior assignment performance and feedback are considered where available • Ongoing performance monitoring enables early identification and resolution of any fit-related concerns Rose retains full accountability for candidate qualification, employment authorization, background verification, placement readiness, and ongoing compliance. This centralized responsibility reduces administrative burden for Sourcewell Participating Entities while ensuring consistent, documented compliance across all assignments.	
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.	Rose works collaboratively with each Participating Entity to understand and document all proprietary or organization-specific equipment requirements. These requirements are captured in the Client Footprint, which serves as a centralized reference to ensure consistency and accuracy for all current and future engagements with the Participating Entity. Once requirements are confirmed, the Client Engagement Associate coordinates with the Rose Technical Team to ensure equipment availability and readiness. Equipment is prepared in accordance with client specifications and security standards, including system imaging, configuration of required software and applications, implementation of security controls (e.g., encryption, endpoint protection, multi-factor authentication), and validation testing prior to deployment. For remote assignments, equipment is securely packaged and shipped directly to the candidate using tracked delivery methods. Candidates receive setup instructions and acknowledgment requirements to confirm receipt and proper use. Where required, asset tracking and chain-of-custody documentation are maintained. Ongoing support is provided throughout the engagement. The Rose Technical Team serves as the primary point of contact for equipment-related issues, including troubleshooting, maintenance, replacements, and coordination with Participating Entity IT teams as needed. This ensures candidates have continuous access to properly configured, secure equipment necessary to perform their roles effectively, regardless of work location.	*

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

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

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

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

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

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

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

Line Item	Category or Type	Comments

82	Describe your organization's IT staff augmentation services provided in the government (GOV) sector within the past 24 months. Include one (1) representative example (not a list of contracts) and describe the following areas: 1) Contract duration (start and end dates or ongoing) 2) Types of staffing solutions (e.g., temporary, project-based, long-term, or direct-hire) 3) Approximate number and types of IT roles staffed	Rose provides IT staff augmentation services to government entities across the United States, supporting state and local agencies with temporary, project-based, and long-term IT staffing solutions. Within the past 24 months, Rose International has continued to support multiple government clients through active statewide and agency-specific contracts, delivering qualified IT professionals to meet mission-critical operational and system support needs. Representative Government Sector Example Client: Missouri Department of Transportation (MoDOT) Contract Type: Statewide IT and Professional Staffing Services Contract Duration: July 1, 2024 – June 30, 2028 (ongoing) Period of Performance: 1998 – Present (active within the past 24 months) Types of Staffing Solutions Provided • Temporary and long-term IT staff augmentation • Project-based technical staffing • Specialized system support roles for enterprise applications Approximate Number and Types of IT Roles Staffed During the past 24 months, Rose International has provided ongoing IT staff augmentation support to MoDOT, furnishing a range of technical professionals, including but not limited to: • Software Engineers • PeopleSoft HCM Specialists • Database and Middleware Specialists • Network and Desktop Administrators • Business Analysts • Project Managers This engagement supports MoDOT's statewide operations and enterprise systems, including the agency's Human Resource Management System (HRMS/PeopleSoft). Description of Services Performed Under this contract, Rose International delivers comprehensive IT staffing and workforce management services, including requisition intake, candidate sourcing, screening, onboarding, compliance management, and performance oversight. Technical staff support MoDOT's HRMS environment through system monitoring, application updates and patching, issue resolution, report and query development, and end-user support. Additional responsibilities include maintenance of custom system interfaces and secure transmission of eligibility and data files to external benefit and service partners, ensuring data accuracy, system reliability, and compliance with state requirements. Rose leverages its proprietary QCOMPASS™ platform to track requisitions, monitor consultant performance, and maintain transparency through real-time reporting and client communication. Contract Scale • Total Labor Hours: Over 12,500 hours annually • Approximate Contract Value: $1.2 million annually This engagement demonstrates Rose International's ability to provide scalable, compliant, and reliable IT staff augmentation services to large government agencies with complex systems, stringent compliance requirements, and ongoing operational demands. Experience gained through this and similar government engagements positions Rose to effectively support Sourcewell Participating Entities requiring IT contingent staffing services.

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	Client: Missouri Department of Elementary and Secondary Education (DESE) Rose International has provided IT staff augmentation and professional services support to the Missouri Department of Elementary and Secondary Education (DESE) for more than two decades, with active engagements continuing within the past 24 months. This long-standing partnership began in 1999 and includes ongoing support for DESE's mission-critical systems and applications. Contract Duration • Start Date: January 2, 2025 • End Date: January 31, 2026 (with extension options) • Status: Active within the past 24 months Types of Staffing Solutions Provided • Project-based IT staff augmentation • Long-term technical support under Statements of Work • Specialized database and application development services Approximate Number and Types of IT Roles Staffed Within the past two years, Rose International has provided eight (8) IT consultants supporting DESE across the following roles: • Business Analysts • Database Developers • Application Developers Description of Services Performed Under multiple project-based Statements of Work, Rose International has supported the development, enhancement, and ongoing maintenance of DESE's enterprise systems, including the Education Performance Goals System (ePeGS) and related applications. A key engagement includes a Database Developers project staffed with two dedicated consultants providing continuous database development and support services for DESE's Information Technology Services Division (ITSD). Responsibilities include supporting data and database development for critical applications such as ePeGS, ASBR, CORE Data, FNS, MCDS, and the Educator Certification system. Services performed during this engagement include: • Collaboration with agency developers and subject matter experts to conduct process analysis and documentation • Development, enhancement, and maintenance of ETL processes, stored procedures, and SSIS packages • Ongoing support for multiple database environments to ensure data accuracy, system performance, and operational stability This engagement demonstrates Rose International's ability to deliver skilled IT staff augmentation services to a state education agency supporting complex, mission-critical systems. Experience gained through long-term and recent project-based engagements with DESE reflects Rose International's capability to support government entities with specialized technical expertise, continuity of service, and compliance with public-sector requirements.	

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 - Saturday January 03, 2026 13:28:06
- Pricing - RoseInt_Rate Card_Sourcewell 010826.pdf - Wednesday January 07, 2026 15:00:19
- Financial Strength and Stability - Rose Financial Statement 2024.pdf - Saturday January 03, 2026 13:34:53
- Marketing Plan/Samples (optional)
- WMBE/MBE/SBE or Related Certificates - Rose Diversity Certifications.pdf - Saturday January 03, 2026 13:41:59
- Standard Transaction Document Samples - Rose Standard Transaction Documents.zip - Tuesday January 06, 2026 06:29:36
- Requested Exceptions (optional)
- Upload Additional Document (optional)

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. - William Dickstein, Associate Director, Rose International, 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