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MASTER AGREEMENT #010826
CATEGORY: IT Managed Workforce and IT Staff Augmentation Solutions
SUPPLIER: Compunnel Software Group Inc. dba Compunnel, Inc.

This Master Agreement (Agreement) is between Sourcewell, a Minnesota service cooperative located at 202 12th Street Northeast, Staples, MN 56479 (Sourcewell) and Compunnel Software Group Inc. dba Compunnel, Inc., 4390 Route 1 North, Suite 302, Princeton, NJ 08540 (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	Compunnel Software Group Inc. dba Compunnel, Inc.
Signed by: Jeremy Schwartz C0FD2A139D06489...	Prema L Roddam Digitally signed by Prema L Roddam Date: 2026.10.22 03:14:24 +05'30'
By: _____	By: _____
Jeremy Schwartz	Prema L. Roddam
Title: Chief Procurement Officer	Title: General Counsel
Date: 10/22/2026 | 12:41 PM CDT	Date: 10/21/2026

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RFP 010826 - IT Managed Workforce and Staff Augmentation Solutions

Vendor Details

Company Name:	COMPUNNEL, INC
Does your company conduct business under any other name? If yes, please state:	NJ
Address:	103 Morgan Lane, Suite 102, Plainsboro, NJ 08536
Contact:	NITISHA KAINTHOLA
Email:	SLEDBids@compunnel.com
Phone:	609-606-9010
Fax:	609-606-9010
HST#:	582137105

Submission Details

Created On:	Tuesday December 23, 2025 03:07:49
Submitted On:	Thursday January 08, 2026 06:40:49
Submitted By:	NITISHA KAINTHOLA
Email:	SLEDBids@compunnel.com
Transaction #:	6e50a6b2-4a04-42cd-825c-d683a3367c4a
Submitter's IP Address:	147.243.145.16

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.	Compunnel Software Group Inc.	*
6	In the event of award, is this entity the Responsible Supplier that will execute the master agreement with Sourcewell? Y or N.	Y	*
7	Identify all subsidiaries, D.B.A., authorized affiliates, and any other entity that will be responsible for offering and performing delivery of Solutions within this Proposal (i.e. Responsible Supplier(s) that will execute a master agreement with Sourcewell).	Compunnel Inc.	*
8	Provide your CAGE code or Unique Entity Identifier (SAM):	5FZR0	*
9	Provide your NAICS code applicable to Solutions proposed.	561311 – Employment Placement Agencies 541214 – Payroll Services	
10	Proposer Physical Address:	4390 Route 1 North, Suite 302 Princeton, NJ 08540	*
11	Proposer website address (or addresses):	www.compunnel.com www.compunnel.ca	*
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):	Ashish Yadav Program Manager 609-606-9010 | govt@compunnel.com	*
13	Proposer's primary contact for this proposal (name, title, address, email address & phone):	Nitisha Kainthola Account Manager 609-779-1290, 778-678-2624 | govt@compunnel.com	*
14	Proposer's other contacts for this proposal, if any (name, title, address, email address & phone):	Nishant Prajapati Senior Manager Proposals | 609-606-9010 | nishant@compunnel.com	*

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

Line Item	Question	Response *	

15	Provide a brief history of your company, including your company's core values, business philosophy, and industry longevity related to the requested Solutions.	Compunnel has been delivering workforce and technology talent solutions for 31 years, supporting public sector and commercial customers across North America. Headquartered at 4390 Route 1 North, Suite 302, Princeton, NJ 08540, Compunnel has grown into one of the nation's leading IT staffing providers, supported by regional delivery hubs across the United States and an established Canadian presence at 341 Talbot St, Suite 232, London, ON N6A 2R5, Canada. Today, Compunnel operates with 1,500+ internal employees, 7,000+ active consultants, and a technology-driven talent ecosystem powered by our proprietary ATS platform (StafflinePro) and AI-enabled sourcing platform (Eximius.ai). Our organization is guided by core values rooted in integrity, accountability, transparency, and client commitment. As a nationally certified Minority Business Enterprise (MBE), Compunnel prioritizes ethical delivery practices, equitable opportunity, and long-term trusted partnerships. Our business philosophy is centered on delivering high-quality IT staffing outcomes by combining human expertise, advanced recruiting technology, and disciplined compliance frameworks- ensuring precision candidate matching, accelerated response, high retention, and measurable value to the organizations we serve. For more than three decades, Compunnel has continually evolved its staffing practice to support changing workforce dynamics, emerging technology needs, and public sector operating environments. This longevity is sustained by a culture of continuous improvement, supported by ISO-certified quality frameworks, structured governance, and robust performance management. Between 2020 and 2025 YTD, Compunnel successfully executed 30,000+ placements, achieved a 98% assignment completion rate, maintained 95% multi-year client retention, and consistently met staffing SLAs nationwide. Global Presence & Delivery Capability Compunnel maintains a strong global delivery footprint supported by headquarters in Princeton, New Jersey, 32 regional offices across the United States, and two established Canadian offices. We proudly serve all 50 U.S. states and all Canadian provinces, ensuring comprehensive nationwide coverage and localized support wherever Sourcewell Participating Entities operate. We maintain a dedicated local presence in Minnesota at- 100 South Fifth St., Suite 1075, Minneapolis, Minnesota 55402 This regional hub enables rapid response, localized engagement, and strong alignment with Minnesota agency environments. Through our dedicated IT Staff Augmentation Services, Compunnel supports a full spectrum of IT roles across infrastructure, cybersecurity, software engineering, cloud, and emerging technology domains. Our 3.5M+ candidate talent cloud, 650+ recruiter workforce, and localized delivery capability across the United States and Canada enable rapid deployment of qualified professionals on a temporary, project-based, long-term, or direct-hire basis. Guided by our values, strengthened by decades of proven performance, and enabled by technology innovation, Compunnel is committed to delivering responsive, compliant, and dependable IT staffing solutions to Sourcewell Participating Entities.

16	What are your company's expectations in the event of an award?	In the event of an award under Sourcewell Contract #010826, Compunnel's foremost expectation is to establish a long-term, performance-driven partnership with Sourcewell and its participating agencies - one that combines high-quality IT staffing delivery with proactive, coordinated market engagement to maximize contract utilization and public sector value. We view this award as the foundation of a strategic alliance designed to expand access to qualified IT talent for public agencies while simplifying procurement and accelerating mission outcomes nationwide. Compunnel expects to collaborate closely with Sourcewell not only on service delivery but also on joint go-to-market execution. As a cooperative contract, successful outcomes depend on active awareness, adoption, and utilization by participating agencies. Accordingly, we anticipate working with Sourcewell's marketing and member engagement teams to support outreach efforts, including access to participating agency information, appropriate points of contact, cooperative usage guidance, and participation in promotional activities such as webinars, events, campaigns, and cooperative showcases. This collaboration enables Compunnel to educate agencies on contract availability, demonstrate value, and rapidly respond to staffing needs with qualified resources. Operationally, Compunnel expects to implement a structured governance and delivery framework with Sourcewell and participating members, including defined communication protocols, performance metrics, service level objectives, and continuous improvement mechanisms. We anticipate routine business reviews, transparent reporting, and coordinated planning to ensure workforce delivery remains aligned with agency priorities, compliance requirements, and evolving IT initiatives. Ultimately, Compunnel's expectation is that this award will serve as a catalyst for measurable public sector impact-strengthening workforce stability, reducing procurement friction, accelerating project delivery, and increasing technology capacity across Sourcewell's membership through a trusted, accountable, and highly engaged cooperative partner.
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.	Compunnel is financially strong, stable, and fully capable of supporting long-term cooperative procurement programs. We are proud to be recognized on the 2025 Staffing Industry Analysts (SIA) list, ranking #48 among the Largest Staffing Firms in the United States, demonstrating sustained performance, market credibility, and growth momentum. Previously, SIA ranked Compunnel #57 among the Largest U.S. Staffing Firms, #18 among the Largest IT Staffing Firms, and #25 among Direct Hire Firms (2024 SIA Report)-further validating our continued expansion and industry leadership. Compunnel is a debt-free, financially independent C-Corporation with a longstanding track record of successfully delivering large-scale, mission-critical staffing programs for federal, SLED, and commercial clients. We continue to demonstrate strong financial performance with $546 million in revenue for FY 2023 and $509 million in FY 2024, maintaining high liquidity, resiliency, and the financial capacity to support sustained operational excellence. We possess the working capital and internal financial resources necessary to fulfill all contractual obligations under this Master Agreement without reliance on external financing. Financial Stability Highlights- *FY 2023 Revenue: $546 Million *FY 2024 Revenue: $509 Million *Zero short- or long-term debt; no financial encumbrances *No history of bankruptcy and no material liabilities impacting continuity *Strong liquidity, working capital strength, and scalability capacity Compunnel holds a Dun & Bradstreet Rating of 5A2, representing the highest net-worth classification with low financial risk, reinforcing our ability to fund operations, maintain liquidity, and support capital investments, contingency reserves, ongoing delivery costs, and future planning. Our financial strength directly benefits Sourcewell Participating Entities by ensuring- *Reliable staffing continuity during fluctuating economic conditions *On-time resource mobilization and rapid ramp-up capability *Consistent compliance, billing accuracy, and reporting discipline *Sustained ability to support mission-critical and on-call IT staffing programs Compunnel's stability, strong balance sheet, diversified business operations, and proven governance framework enable uninterrupted service delivery and long-term partnership confidence. Supporting Documentation Provided- *Audited Financial Statements (FY 2023–2024) *Dun & Bradstreet Financial Summary Report

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.	Over the past three (3) years, Compunnel has successfully served a broad base of public sector customers across the United States, demonstrating scale, reliability, and sustained partnership performance. Education Clients Served (Past 3 Years) Compunnel has supported 19 U.S. education entities, including K-12 school districts, universities, colleges, and regional education service organizations such as Richardson Independent School District, University of Central Florida, Oklahoma State University, University of Arizona, Fulton County Schools, Rowan University, The University of South Carolina, Region 13 ESC, Southwest Wisconsin Technical College, Central New Mexico Community College, and others. Government & Public-Sector Clients Served (Past 3 Years) Compunnel has delivered services to over 120 U.S. state, county, municipal, transit, and public-sector agencies nationwide, including Florida Department of Management Services, Minnesota IT Services, State of Massachusetts, State of Washington OFM, Hennepin County, Maricopa County, Palm Beach County, City of Phoenix, City of Los Angeles, State of Connecticut, State of Missouri, City and County of San Francisco, and many others. Customer Retention / Renewal Performance Compunnel maintains one of the strongest renewal and continuity records in the staffing industry, with approximately 90% contract renewal and retention rate, underscoring long-term client confidence, consistent delivery performance, and contract value realization. Geographic Reach - U.S. Sales Coverage Compunnel currently holds active agreements with government entities and has delivered services in 42 U.S. states, including but not limited to Texas, Florida, California, Minnesota, New York, Washington, Arizona, Georgia, Virginia, North Carolina, Illinois, Ohio, Pennsylvania, Colorado, Tennessee, Louisiana, Connecticut, New Mexico, Utah, Nevada, Michigan, Kansas, Alabama, and others.	*
19	Tell us your Canadian market share for your proposed Solutions. OR, provide the number of US Education and Government entities you have served over the past three (3) years, your retention rates, along with the total number of provinces where you have made sales.	Over the past three (3) years, Compunnel has supported multiple Canadian public sector organizations with IT staffing and workforce services. Canadian Education Entities Served (Past 3 Years) Compunnel has served 2 Canadian education institutions- *Seneca College of Applied Arts & Technology *University of Ottawa Canadian Government / Public Sector Entities Served (Past 3 Years) Compunnel has supported 16 Canadian government and public sector entities, including provincial agencies, municipalities, utilities, housing authorities, and Crown organizations such as- British Columbia Lottery Corporation, BC Investment Management Corporation, eHealth Saskatchewan, Toronto Community Housing Corporation, Alberta Securities Commission, Ontario Education Collaborative Marketplace (OECM), Halifax Regional Municipality, The City of Winnipeg, Alberta Innovates, District of Squamish, SaskPower, TransLink, Saskatchewan Government Insurance, Parkland County, Canada Deposit Insurance Corporation, and The City of North Vancouver. Retention / Renewal Performance Compunnel maintains a strong Canadian client renewal rate, with approximately 75% contracts renewed, demonstrating consistent performance and long-term client confidence. Geographic Reach - Canadian Provinces Served Compunnel has delivered services in 6 Canadian provinces, including- British Columbia, Saskatchewan, Ontario, Alberta, Manitoba, and Nova Scotia. Canadian Office Presence Compunnel maintains an established operating presence in Canada to support Sourcewell Participating Entities and Canadian public sector clients. Our offices include- *Primary Canada Office- 341 Talbot St, Suite 232, London, ON N6A 2R5, Canada *Local Regional Office- 70 E Beaver Creek Rd, Suite 201, Richmond Hill, Ontario L4B 3B2, Canada These locations support client engagement, service delivery, recruiting operations, and program management, ensuring responsive and locally aligned support across Canadian provinces.	*

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.	Compunnel confirms that it has never filed for bankruptcy, undergone bankruptcy proceedings, or engaged in any insolvency, restructuring, or receivership actions at any time. Additionally, Compunnel has no planned office closures or organizational actions that would impact financial continuity or service delivery. Compunnel acknowledges and agrees that, in the event the company enters into any bankruptcy proceeding at any time during the pendency of this RFP evaluation, we will promptly provide written notice to Sourcewell.	*
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?	Our organization is a Service Provider. b) Compunnel is best described as a service provider specializing in IT Staff Augmentation and workforce solutions. We do not manufacture products, nor do we operate as a distributor, dealer, or reseller. Our services are delivered primarily through our internal sales, delivery, recruiting, and account management teams, supported by dedicated client support, compliance, and program governance resources. These professionals are Compunnel employees, not third-party personnel. Where subcontractors or partner vendors are engaged (only when requested or beneficial to the client), they operate under Compunnel's oversight, compliance standards, and performance governance framework. We do not utilize a dealer network. All services proposed under this RFP are delivered directly by Compunnel's internal workforce to ensure service quality, accountability, responsiveness, and contractual compliance.	*

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.	Compunnel maintains all legal, regulatory, and industry certifications required to conduct IT staff augmentation and workforce services across the United States and Canada. Our licensing structure ensures full compliance with state and provincial requirements, supports seamless contracting, and reinforces operational credibility for Sourcewell and its Participating Entities. Corporate Legal Registration & Authority to Conduct Business Compunnel is duly incorporated and authorized to conduct business and staffing operations across North America. We maintain- *Certificate of Incorporation – United States *Certificate of Incorporation – Canada *Canada BC Registration Active Certificates of Good Standing / Business Status Authorizations across U.S. jurisdictions where we operate, including- AK, AL, AR, AZ, CA, CO, CT, DE, FL, GA, GU, HI, IA, ID, IL, IN, KS, KY, LA, MA, MD, ME, MI, MN, MO, MS, MT, NC, ND, NH, NJ, NM, NV, NY, OH, OK, OR, PA, RI, SC, SD, TN, TX, UT, VA, VT, WA, WI, WV, WY These certifications confirm that Compunnel is legally registered, compliant with state statutory requirements, current with filings, and authorized to conduct staffing and workforce services. Diversity & Supplier Inclusion Certifications Compunnel maintains nationally and regionally recognized diversity certifications that support cooperative purchasing inclusion and socioeconomic participation- *NY & NJ Minority Supplier Development Council (NMSDC) #NY04672 *US Pan Asian American Chamber of Commerce (USPAACC) #20_104 *State of New Jersey, Division of Minority & Women Business Development #73884-23 *State of Tennessee Governor's Office of Diversity Business Enterprise #091710-01 *Canadian Aboriginal and Minority Supplier Council (CAMSC) #2461 *State of Wisconsin Department of Administration #WI-3279-MBE These certifications demonstrate our commitment to diversity, equity, inclusion, and supplier opportunity while ensuring compliance with public sector procurement requirements. International Quality & Information Security Certifications Compunnel's offshore facilities maintain internationally recognized ISO certifications supporting quality governance, data protection, and risk management- *ISO 9001:2015 – Quality Management System Certification Agency: BQC Assessment Private Limited Certificate No.: I-QSC202012017 *ISO/IEC 27001:2013 – Information Security Management System Certification Agency: BQC Assessment Private Limited Certificate No.: I-ISC202009012 These certifications ensure standardized service excellence, secure handling of client and candidate data, and adherence to global quality benchmarks. Canada Compliance & Certification To support Canadian Participating Entities under this contract, Compunnel maintains- *Certificate of Incorporation (Canada) *Canadian BC Registration *CAMSC Certified Minority Vendor Status Subcontractors / Third Parties If subcontractors are utilized, they are required to comply with the same corporate, legal, security, and diversity certification standards as Compunnel. They operate under Compunnel's governance, compliance monitoring, and contractual accountability framework.	*
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.	Compunnel confirms that neither the company nor any responsible parties have been debarred or suspended within the past seven (7) years. We acknowledge our obligation to notify Sourcewell in writing if any debarment or suspension occurs during this RFP evaluation.	*

24	Describe any relevant industry awards or recognition that your company has received in the past five years.	Over the past five years, Compunnel has received multiple prestigious industry recognitions that affirm our leadership, reliability, and excellence in IT staffing and workforce solutions. In 2025, Compunnel was named to the Staffing Industry Analysts (SIA) Largest Staffing Firms in the United States, the Largest IT Staffing Firms in the U.S., and the 2025 Diversity-Owned Staffing Firms in the U.S. & Canada lists, highlighting our industry impact, scale, and commitment to inclusion. Compunnel has also been recognized on the Inc. 5000 list of America's Fastest-Growing Private Companies, reflecting sustained growth and operational strength. In 2024, Compunnel earned top honors at the APEX Systems Platinum Performer Awards, receiving Best Overall Vendor and Best Vendor (Client's Choice)- demonstrating exceptional client satisfaction, delivery performance, and trusted partnership status. In addition to awards, Compunnel continues to uphold global standards of quality, security, business resilience, and data protection through the following certifications and attestations- *ISO 27001 - Information Security Management *ISO 9001- Quality Management *ISO 22301 - Business Continuity Management *ISO 27701- Privacy Information Management *SOC 2 Compliance - Security, Availability, and Confidentiality These honors and certifications collectively demonstrate Compunnel's proven performance, trusted industry standing, and unwavering commitment to excellence and secure, dependable service delivery for our clients.	*
25	What percentage of your sales are to the governmental sector in the past three years?	20%	*
26	What percentage of your sales are to the education sector in the past three years?	10%	*
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?	Below are cooperative and state purchasing agreements- *North Central Texas Council of Governments (NCTCOG) - Temporary Staffing Services - Active since 2023 - $700,000 earned to date *University of California Board of Regents (UC-Wide) - IT Data Integration & Exchange -Active since 2024 - $300,000 earned to date *The Local Government Purchasing Cooperative (Texas) -Temporary Personnel Staffing & Workforce Management - In progress recently awarded (Total contract budget: $1,185,364) *Houston-Galveston Area Council of Governments (HGACBuy) - Temporary Staffing, Direct-Hire & Employer Services - Recently awarded -Sales to commence upon implementation *GoodBuy Purchasing Cooperative (Texas) - Staffing / HR Services -Active - In progress recently awarded (Total potential value: $1,500,000)	*
28	List any GSA contracts or Standing Offers and Supply Arrangements (SOSA) that you hold. What is the annual sales volume for each of these contracts over the past three years?	Compunnel holds an active U.S. General Services Administration (GSA) Multiple Award Schedule (MAS) contract, which provides federal and eligible public-sector agencies with a streamlined and compliant procurement vehicle for staffing and professional services. GSA Contract Number: 47QTCA23D005L Contract Holder: Compunnel Software Group, Inc. Current Contract Period End Date: May 5, 2028 Ultimate Contract End Date: May 5, 2043 Contract Type: GSA MAS – Terms & Conditions and Price List Annual Sales Volume (Past Three Years)- $0 – No sales to date under this contract	*

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 *	
City of Phoenix	Curtis Pulford-Manager- Enterprise Geographic Information Systems	(602) 534-4370 (D) (602) 262-3111 (HQ) (602) 826-6015 (M)	*
Commonwealth of Massachusetts	Kara Banderier - Project Coordinator III	781-732-0507	*
City Colleges of Chicago	Nicolette Downs-District Director, CRM Systems	(630) 532-2001	*

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).	Compunnel maintains a robust global delivery network designed to support scalable, high-performance workforce solutions. Our presence spans 32 U.S. regional centers and international offices in London, Dublin, Frankfurt, and Canada, along with 24×7 offshore delivery hubs in India (Gurgaon, Bangalore) and the Philippines (Manila). Through strategic partnerships across Latin America and the Middle East, we provide staffing, payroll/EOR, and compliance support in 150+ jurisdictions, ensuring follow-the-sun service coverage, strong local market expertise, and seamless service continuity worldwide. Geographic Presence United States – Active operations in 26 states with 32 physical offices, including NJ, AZ, CA, CO, CT, FL, GA, IL, IN, KS, MA, MD, ME, MI, MN, MO, NC, NY, OH, OR, PA, TN, TX, UT, VA, and WA. International Operations – Canada, United Kingdom, Denmark, India, Philippines. To support market engagement and delivery execution, Compunnel employs 150+ direct sales and account management representatives across the U.S. and Canada, with resources positioned directly at our physical locations to provide responsive client support and localized service alignment. Marketing Personnel – Region & State Coverage Northeast – Bob Hemnani Division: New England – Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont Division: Mid-Atlantic – New Jersey, New York, Pennsylvania Midwest – Trent Wignall Division: East North Central – Illinois, Indiana, Michigan, Ohio, Wisconsin Division: West North Central – Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota South – Romil Naryal Division: South Atlantic – Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, West Virginia Division: East South Central – Alabama, Kentucky, Mississippi, Tennessee Division: West South Central – Arkansas, Louisiana, Oklahoma, Texas West – Nitisha Kainthola Division: Mountain – Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, Wyoming Division: Pacific – Alaska, California, Hawaii, Oregon, Washington Canada – Surya Jaswal & Nitisha Kainthola Coverage: All Provinces
31	Describe the network of Authorized Sellers who will deliver Solutions, including dealers, distributors, resellers, and other distribution methods.	Compunnel will deliver all Solutions directly and does not utilize dealers, distributors, resellers, or independent seller networks for this cooperative agreement. All services will be provided through Compunnel's internal delivery infrastructure to ensure quality control, consistency, accountability, and compliance. Compunnel assigns a dedicated Program Manager for the Sourcewell contract, supported by regional Account Managers, Delivery Managers, Finance/Billing Leads, and HR/Compliance specialists. Service delivery will be supported by *Compunnel's internal sales, client engagement, and account management teams *Regional delivery and recruiting operations across the United States and Canada *Centralized compliance, onboarding, HR, and program governance teams *24×7 delivery support through domestic and offshore service centers If subcontractors are engaged (only when necessary and approved), they will operate under Compunnel's direct oversight, contractual standards, and performance governance, with Compunnel remaining fully responsible as the prime contractor. This direct-delivery model ensures a single point of accountability, standardized service excellence, and reliable nationwide support for Sourcewell Participating Entities.

Statewise subcontractor list:
Florida (FL)- Millennium Technology Group LLC (MBE), F B Enterprise Holdings LLC DBA Top Flight Aviation Services (SMBE), P&L Corporate Solutions / PL Staffing (SBE), Ace Staffing (MWBE)

Louisiana (LA)- Bruno & Travalon, LLP (SLDBE), Compucure (SLDBE), Cabildo Staffing (DBE/SBE)

Illinois (IL)- ALIS Consulting Services LLC (MBE), Landmark Management Solutions LLC (VBE), MYRIAD TECHNICAL SERVICES CORP (BEP), Total Response Technology, LLC (BEP), Generis Tek Inc (BEP/MBE/CSDB), PBM Group, LLC / HLJ Companies (BEP), SAVVY Technology Solutions LLC (WMBE), SAVVY Technology Solutions LLC (MBE/WBE), Medellin & Associates, Inc. (MBE/DBE/ACDBE/BEP), Aura Staffing Partners (BEP/WBE), HealthPro Innovation Workforce Solutions, LLC (BEP), Kaav Inc. (MBE), Ahava Services (MWBE)

Texas (TX)- COMPETITIVE CREATIONS LLC (HUB), Prudential Global Network, LLC (HUB), PriceSenz LLC (HUB/MBE/SBE), AtWork Group (MBE/WBE/HUB), Five Starr Healthcare Staffing LLC (WBE), aFit Staffing (WBE), Ashlen Staffing Solutions (HUB), All Pro Vending, Inc. (MBE), Integrity First Business Solutions LLC (HUB), BE Staffing Solutions LLC (HUB), Confidential Search Solutions LLC (HUB), ALIS Software LLC (HUB), M & P Dancy Corporation dba AtWork Personnel (MBE), Onset Technologies LLC (HUB), Lane Staffing Inc. (HUB), Drannek Consulting, LLC (MBE)

New York (NY)- Ti Solution Inc (SDVOB), Crossfire Consulting Corp. (WBE), Noble Hearts (MBE), Elite Technical Services (WBE), Tech Valley Talent, LLC (WBE), The Casewood Group, Inc. (WBE), Universal Staffing LLC (SDVOB/MBE), Visionaryz Inc (MBE), Vistrada LLC (MBE), Diverse Strategy Partners, LLC (DVA), Wolford HR Consulting, LLC (MBE), CareOne Staffing (WBE), Staffing Boutique, Inc. (WBE), Amerit Consulting Inc (SDVOB), Assertive Staffing Services, Inc. (MBE), AllPro Health Staffing (WBE/MBE), The Amphibious Group (SDVOB), Rite Konnection Inc. (MWBE), EGA Associates (SDVOB), Numbers Only, LLC (MBE)

Maryland (MD)- All-Pro Placement Service, Inc. (MBE/WBE), Unisoft Technology Inc (MBE), All Pro Vending, Inc. (MBE), AJE Networks LLC (MBE/SLBE), XsolveIT LLC & AIN LLC (SLBE/MBE), Ark of Wings, LLC (MDOT), Quantum Vision (MBE)

Minnesota (MN)- HighCloud Solutions, Inc. (MBE)

Wisconsin (WI)- Comcentia LLC (SBE), On-Site Staffing Services (HUB/SBE)

Washington (WA)- Chameleon Technologies (MBE), HireNow Staffing, Inc. (MBE/WBE), Diverse Strategy Partners, LLC (DVA), OQ Point LLC (DBE)

California (CA)- JLM Talent Partners (DBE), Counsult Our Source (SBE), Klein & Associates (DVBE), Clarks Executive Service Group (SBE), B2B Geeks Supplies (SB/MBE), Accurate C&S Services, Inc. (SLEB), Beehive Technology Solutions LLC (DVBE), Bay Area Men's Health (SLEB), Medical Clinical Staffing (SBE), KLEIN & ASSOCIATES (DVBE), TUTORD LLC (LSBE)

Pennsylvania (PA)- The Drexel Group, Inc. (WBE), Wolford HR Consulting (MBE), Integrative Staffing Group, LLC (DBE/WBE/SB/MBE)

Georgia (GA)- JNX Partners LLC (LSBE), JNX Partners, LLC (LSBE-Dekalb), Paramount Software Solutions, Inc. (DBE)

North Carolina (NC)- Accentuate Staffing, Inc. (WBE/HUB), Ashlen Staffing Solutions (HUB), Global Pros Staffing Solutions LLC (HUB), Performance Staffing Solutions, Inc. (WBE), Truth Medical Staffing (HUB)

Virginia (VA)- AMS Networks LLC (SWAM), S B International, Inc. (SWAM), DAJ Consulting LLC (SWAM)

Oregon (OR)- Confident Staffing, Inc. (WBE)

Missouri (MO)- PSRI Technologies, LLC (MBE/WBE/ MWBE), ECCO Select Corporation (MBE), Blue Symphony, LLC (WBE), ALPHAPOINTE (Blind/Sheltered Workshops), AHAB Engineering LLC (SDVOB), Brave Staffing (SDVE)

Ohio (OH)- AespaTech, LLC (SBE)

Rhode Island (RI)- Sin-cere Consulting Services LLC (MWBE), Inspiration Global, LLC (MBE), Flagship Staffing Services (WBE)

Tennessee (TN)- Homeland LLC (WBE), Ashaun, LLC (MBE), New Jersey (NJ), American Software LLC (MBE), Massachusetts (MA), Tech Valley Talent (WBE)

		Indiana (IN)- aFit Staffing (WBE)
32	Service force (see instructions above).	For this cooperative agreement, Compunnel will support Sourcewell and Participating Entities through a dedicated leadership and service team to ensure accountability, responsiveness, and consistent program performance- *Program Manager- Ashish Yadav, Provides executive oversight, governance, escalation leadership, and strategic alignment with Sourcewell objectives. *Account Manager / Primary Point of Contact- Nitisha Kainthola, Serves as the day-to-day relationship owner for Sourcewell, managing communications, coordination, contract utilization support, and client engagement. *Delivery & Recruitment Manager- Ajay Sharma, Leads IT staff augmentation delivery, overseeing recruiting operations, talent sourcing, fulfillment performance, and SLA adherence. *Finance Director- Ginnu Issac, Oversees billing, financial reporting, contract compliance related to financial requirements, and revenue administration. *HR & Compliance Lead- Roopali Nair, Manages HR governance, onboarding compliance, background checks, workforce policy adherence, and employee support. This dedicated service force ensures a single point of accountability, robust delivery execution, efficient contract management, and consistent support for all Sourcewell Participating Entities under this agreement.
33	Describe the ordering process. If orders will be handled by distributors, dealers or others, explain the respective roles of the Proposer and others.	All orders under this cooperative agreement will be handled directly by Compunnel. We do not use distributors, dealers, or third-party intermediaries for order management or fulfillment, ensuring clear accountability, responsiveness, and service quality. Ordering Methods Available to Participating Entities *Email Ordering- Participating Entities may submit requests directly to govreqs@compunnel.com. These requests will be received and coordinated by the assigned Account Manager, who will validate requirements, confirm scope, and initiate fulfillment. *Compunnel StafflinePro Platform- Requests may also be submitted through StafflinePro, Compunnel's proprietary ATS and workforce management platform, enabling streamlined requisition intake, candidate submission, status visibility, and communication efficiency. Order Handling & Responsibilities *Compunnel Account Manager serves as the primary coordinator for each request. *Delivery and Recruiting teams manage sourcing, screening, onboarding, and SLA adherence. *HR & Compliance teams ensure onboarding compliance and workforce governance. *Finance administers billing, reporting, and contract-aligned financial requirements. This centralized ordering model ensures a single point of responsibility, transparent communication, and efficient turnaround for Sourcewell and its Participating Entities.
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.	Compunnel maintains a comprehensive, multi-tiered Customer Service, Escalation, and Issue Resolution Framework designed to protect delivery quality, ensure accountability, and resolve concerns swiftly and transparently. This framework is embedded in Compunnel's operating procedures and applies consistently across all engagements under this cooperative agreement. Customer Service Structure Every engagement is supported by- *Dedicated Account Manager (Primary Customer Service Owner) *Delivery / Recruitment Manager *HR & Compliance Team *Finance/Billing Support *Executive Oversight for Critical Issues Participating Entities always receive a single point of contact supported by a structured escalation chain. Proactive Engagement & Expectation Alignment At program onboarding, Compunnel conducts formal orientation sessions to- *Clarify client expectations, SLAs, deliverables, and communication protocols *Reinforce professional conduct, ethics, compliance standards, and attendance requirements *Define escalation contacts and reporting processes *Ensure acknowledgement through signed Code of Conduct and compliance acceptance

Performance expectations are reinforced regularly via manager check-ins and delivery reviews.

Types of Issues Managed

Compunnel's system tracks and manages-
*Performance/quality concerns
*Attendance, timeliness, or conduct issues
*Communication or collaboration concerns
*SLA deviation or delivery risks
*Onboarding or HR compliance matters
*Project continuity risks

All concerns are logged in Compunnel's secure Issue Resolution System for visibility, tracking, and audit control.

Structured Escalation Framework

Step 1 - Initial Identification & Resolution (Delivery/Account Manager)

Issue recorded in centralized system
One-on-one discussion with consultant
Corrective expectations defined
Review checkpoint established
If resolved → closed and documented

Step 2 - HR Leadership Review *

If unresolved or repeated-
HR reviews logs, performance data, client input
Structured Performance Improvement Plan (PIP) implemented
Weekly progress tracking
If stabilized → case closed positively

Step 3 - Executive Oversight (Final Escalation)

If still unresolved or critical-
Escalated to Executive Leadership
Decide resolution action: reassignment, replacement, or disengagement
Ensures compliance with client contract & employment regulations

Client is kept fully informed throughout.

Response-Time Commitments

Compunnel commits to the following response standards under this contract-
*Issue acknowledgment: within 2 business hours
*Initial remediation plan / action response: within 24 hours
*Replacement candidate submission (if required): typically 24–72 hours
*Critical priority issues: immediate escalation to executive level
*Status updates: consistent until closure

Client Communication & Transparency

*Account Manager provides timely progress updates
*Performance dashboards and activity reports available when required
*Structured review cadence (monthly or quarterly) for continuous improvement

Internal Employee Grievance Mechanism

To ensure workforce stability and fairness, Compunnel maintains a structured five-step internal grievance resolution program including submission, review, investigation, resolution communication, and executive appeal - ensuring respectful, compliant workforce management.

Incentives & Performance Culture

Compunnel reinforces service excellence through-
*Performance-based recruiter and delivery incentives
*SLA-linked improvement recognition
*Internal quality scorecards
*Leadership review of service KPIs

This encourages proactive service quality, faster turnaround, and higher accountability.

Commitment to Continuous Improvement

		Compunnel reviews escalation performance, gathers client feedback, and conducts periodic internal audits to refine processes, strengthen preventive controls, and drive superior customer experience.	
35	Describe your ability and willingness to provide your products and services to Sourcewell participating entities in the United States.	Compunnel is fully prepared and committed to providing IT Staff Augmentation services to all Sourcewell Participating Entities across the United States. With more than three decades of workforce delivery experience, Compunnel currently supports federal, state, local government, education, transportation, utilities, and healthcare public-sector organizations nationwide. Compunnel maintains a strong global delivery footprint supported by headquarters in Princeton, New Jersey, 32 regional offices across the United States, and two established Canadian offices. We proudly serve all 50 U.S. states and all Canadian provinces, ensuring comprehensive nationwide coverage and localized support wherever Sourcewell Participating Entities operate. This enables rapid fulfillment, scalable staffing support, and consistent service performance across urban, suburban, and rural jurisdictions. Our technology-enabled recruiting platforms (StafflinePro and Eximius.ai), combined with our ISO-backed governance processes, ensure compliant onboarding, secure data handling, and standardized quality across all locations. Compunnel is committed to- *Supporting all U.S. Sourcewell Participating Entities regardless of size or geography *Meeting or exceeding contract SLAs and response expectations *Providing nationwide delivery with centralized governance and local responsiveness *Ensuring compliance with applicable federal, state, and local regulatory requirements *Offering consistent pricing, transparent communication, and reliable staffing continuity Through our strong U.S. presence, dedicated Sourcewell support team, and proven public-sector delivery experience, Compunnel stands ready to provide dependable, scalable, and high-quality IT Staff Augmentation services to Sourcewell Participating Entities nationwide.	*
36	Describe your ability and willingness to provide your products and services to Sourcewell participating entities in Canada.	Compunnel is fully capable and committed to delivering IT Staff Augmentation services to Sourcewell Participating Entities across Canada. Over the past three years, Compunnel has successfully supported multiple Canadian public sector organizations, including higher education institutions, crown corporations, municipalities, provincial agencies, and utilities, demonstrating proven capacity, compliance maturity, and delivery strength in the Canadian market. Compunnel maintains an operational presence in Canada through- *Primary Canada Office- 341 Talbot St, Suite 232, London, ON N6A 2R5 *Regional Office- 70 E Beaver Creek Rd, Suite 201, Richmond Hill, ON L4B 3B2 We have delivered services across multiple provinces including Ontario, British Columbia, Saskatchewan, Alberta, Manitoba, and Nova Scotia, with an established record serving organizations such as Toronto Community Housing Corporation, OECM, eHealth Saskatchewan, SaskPower, Halifax Regional Municipality, City of Winnipeg, Canada Deposit Insurance Corporation, Alberta Innovates, and others. Compunnel is committed to- *Supporting Canadian Sourcewell Participating Entities nationwide *Complying with Canadian federal and provincial labor and privacy requirements (including security screening and onboarding standards) *Providing bilingual support where required *Ensuring consistent service quality through our Canadian delivery leadership, recruiting resources, compliance oversight, and governance framework With strong Canadian presence, demonstrated public-sector experience, and an established service infrastructure, Compunnel stands fully prepared to deliver dependable, scalable, and compliant IT Staff Augmentation services to Sourcewell Participating Entities throughout Canada.	*
37	Identify any geographic areas of the United States or Canada that you will NOT be fully serving through the proposed agreement.	Compunnel will serve all geographic areas of the United States and Canada.	*
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.	None. If awarded, Compunnel will provide full access to all eligible products and services under this agreement to all Sourcewell Participating Entities without restriction. We do not exclude any participating entity type and are fully prepared to support federal, provincial/state, local government, education, nonprofit, and other eligible public-sector organizations in both the United States and Canada.	*
39	Define any specific requirements or restrictions that would apply to our participating entities in Hawaii and Alaska and in US Territories.	None. Compunnel does not impose any special requirements or restrictions for Sourcewell Participating Entities located in Hawaii, Alaska, or U.S. Territories.	*
40	Will Proposer extend terms of any awarded master agreement to nonprofit entities?	Yes. Compunnel will extend the terms, pricing, and benefits of any awarded Master Agreement to eligible nonprofit entities participating through Sourcewell, consistent with Sourcewell's participation rules and contract provisions.	*

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.	Compunnel will implement a structured, multi-channel marketing strategy to promote the Sourcewell cooperative contract and drive awareness, adoption, and utilization among eligible Participating Entities across the United States and Canada. This strategy is modeled on successful approaches used across our existing government and cooperative programs and will be actively managed and continuously refined throughout the contract lifecycle. Key Elements Include- *Dedicated Marketing Leadership- A designated Cooperative Contract Marketing Manager and Account Leadership Team will- (i)Develop and manage a comprehensive contract marketing plan and calendar (ii)Coordinate messaging, campaign rollout, and branding alignment with Sourcewell (iii)Track outreach progress, engagement, participation activity, and utilization metrics (iv)Provide quarterly internal leadership reports and share performance summaries with Sourcewell upon request This ensures focused oversight and consistent execution. *Direct Outreach to Public Sector Agencies- Compunnel will leverage its strong public-sector network to ensure high visibility of the agreement through- (i)Personalized outreach emails introducing the contract (ii)Scheduled calls and virtual briefings with procurement and IT leadership (iii)Contract announcement communications to our existing government and education customers (iv)Direct support explaining how to purchase through Sourcewell (v)Engagement with prospective public agencies who may benefit from streamlined procurement This approach ensures targeted awareness and meaningful engagement. *Professional Marketing Collateral & Communication Assets- Compunnel will develop Sourcewell-specific marketing content, including- (i)Capability brochures with contract highlights (ii)One-page overview sheets for agency decision makers (iii)Digital flyers detailing benefits and ordering pathways (iv)Participating Entity guidance documents explaining “How to Buy Through Sourcewell” Case study and success summaries as utilization grows These materials will be distributed digitally, through campaigns, direct conversations, events participation, and posted online where appropriate. *Events & Engagements & Awareness Building- Compunnel will participate in- (i)Public sector procurement conferences (ii)Cooperative purchasing forums (iii)Education and SLED industry networking events (iv)Vendor outreach and awareness sessions Where possible, Compunnel will collaborate with Sourcewell representatives for joint presence, shared messaging, and coordinated program visibility. *Website & Digital Presence- Compunnel will establish a dedicated Sourcewell webpage that includes: (i)Contract introduction and benefits (ii)Eligible entities and participation guidance (iii)Simple ordering/engagement instructions (iv)Contact details for support This page will be optimized to ensure agencies can quickly understand and access the program. *Ongoing Customer Support, Engagement & Retention Efforts- Once agencies begin using the contract, Compunnel will ensure sustained engagement through- (i)Dedicated Account Manager and Service Team oversight	*

		(ii)Proactive check-ins to support continuous adoption (iii)Responsive support to answer contract or ordering questions (iv)Periodic utilization reviews to optimize agency benefit This ensures that awareness translates into sustained contract usage. Representative collateral, flyers, and marketing samples will be uploaded in the Marketing Materials section of the submission.	

42	Describe your use of technology and digital data (e.g., social media, metadata usage) to enhance marketing effectiveness.	Compunnel employs a highly structured, data-driven, and technology-enabled marketing ecosystem to maximize contract visibility, track performance, and continuously improve outreach effectiveness for Sourcewell Participating Entities. Every marketing effort is supported by measurable analytics to ensure meaningful reach, accountable execution, and proven results. Digital & Technology Enhancements Include- *CRM-Driven Campaign Management- Compunnel utilizes enterprise CRM platforms to- (i)Create targeted campaign lists for government, education, and nonprofit audiences (ii)Log all outreach activity including calls, emails, meetings, and presentations (iii)Track opportunity lifecycle, utilization trends, and agency engagement levels (iv)Generate dashboards to monitor adoption growth over time *Email & Digital Campaigns- We conduct targeted digital outreach using marketing automation tools that- (i)Segment audiences by agency type, geography, and service need (ii)Schedule structured email campaigns introducing the contract and benefits (iii)Monitor key performance indicators such as open rates, click-through engagement, response activity, and follow-up outcomes (iv)Automatically trigger follow-up communication when engagement is detected *Website & Digital Contract Landing Pages- Compunnel will deploy a dedicated Sourcewell Contract Webpage featuring- (i)Clear contract overview and value explanation (ii)Eligibility and participation guidance (iii)Ordering instructions and contact options (iv)Downloadable informational materials Traffic analytics help identify interest trends, geographic engagement, and frequently accessed resources to inform outreach strategy. *Analytics, Dashboards & Continuous Improvement- Marketing performance is evaluated using- (i)Real-time dashboards (ii)Campaign reporting analytics (iii)Engagement performance summaries (iv)Utilization and inquiry tracking These insights allow Compunnel to refine targeting, adjust messaging, and concentrate efforts on regions or sectors that require greater education or support. *Webinars & Digital Education Platforms- To support participating entities, Compunnel conducts online informational sessions using virtual communication tools. These sessions- (i)Introduce the program (ii)Explain procurement use through Sourcewell (iii)Address operational questions (iv)Capture participant feedback and interest level Attendance analytics guide future outreach priorities. *Metadata and Smart Targeting- Compunnel uses aggregated marketing intelligence including- (i)Engagement trends (ii)Sector interaction levels (iii)Geographic demand heat-mapping (iv)Contract interest behavior This metadata helps identify under-served markets and tailor communication to specific audience needs. This technology-backed approach ensures- *Transparent marketing performance visibility *Data-led decision making *Stronger engagement with participating entities *Continuous improvement and measurable results	*

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?	Compunnel views Sourcewell as a strategic cooperative partner whose role is to- *Authoritatively validate the cooperative contract *Maintain and publish contract information *Support awareness through Sourcewell channels *Enable streamlined purchasing pathways for members Compunnel will seamlessly integrate this awarded agreement into our structured public sector sales process by- *Training account management and delivery teams on contract usage *Incorporating contract positioning into client conversations and proposals *Including the agreement in our marketing and procurement education materials *Establishing a dedicated gateway on our website for Sourcewell members *Leveraging Sourcewell's brand credibility to simplify procurement decisions This coordinated integration ensures agencies understand how to access and benefit from the contract, resulting in high utilization and program success.	*
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.	Compunnel's IT Staff Augmentation services are not offered through an e-Procurement or e-Commerce marketplace, as workforce services require requirement validation, skills alignment, compliance screening, and coordinated delivery rather than one-click transactional purchasing. Instead, we provide a streamlined digital ordering process through dedicated account management, centralized intake, secure documentation workflows, and rapid fulfillment support- ensuring efficiency, control, and quality for Participating Entities. If future integration is requested, Compunnel is willing to support it.	*

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.	Not Applicable	*

46	Describe any technological advances that your proposed Solutions offer.	Compunnel has made sustained investments in technology to enhance the delivery, scalability, and governance of its IT Staff Augmentation and Managed Workforce solutions. Our technology ecosystem is designed to improve talent identification, accelerate hiring timelines, strengthen compliance, and provide transparency across the workforce lifecycle for Sourcewell participating entities. 1) StafflinePro – Advanced Applicant Tracking & Workforce Management Platform StafflinePro is Compunnel's proprietary applicant tracking and workforce management platform, purpose-built for high-volume, compliance-driven staffing environments. The platform currently maintains an actively curated database of approximately 3.5 million pre-screened technical professionals across the United States, with continued expansion planned. StafflinePro enables: Rapid identification of qualified candidates through structured skill, experience, certification, and location data End-to-end recruitment workflow automation, including candidate outreach, interview scheduling, status tracking, and communications Integrated onboarding, timekeeping, and payroll workflows that support weekly time validation and audit readiness Centralized reporting that provides visibility into workforce utilization, labor hours, and staffing expenditures By consolidating recruiting, onboarding, and workforce administration into a single platform, StafflinePro improves speed-to-fill while maintaining consistency, accuracy, and operational control. 2) Eximius.ai – Intelligent Sourcing & Candidate Engagement Eximius.ai strengthens Compunnel's talent acquisition capability through intelligent automation and AI-assisted sourcing. The platform supports: Automated candidate discovery and ranking based on skills, experience, certifications, and engagement signals Identification and engagement of passive candidates who may not be actively job-seeking Data-driven shortlisting that improves match quality and reduces manual screening effort This technology allows Compunnel recruiting teams to scale efficiently, respond quickly to urgent staffing needs, and deliver higher-quality candidate matches aligned with participating entity requirements. 3) Unlock:Learn – Learning Management & Workforce Enablement Platform Unlock:Learn is Compunnel's internal learning management platform that supports workforce readiness and continuous professional development. The platform provides: On-demand access to curated technical, compliance, and professional development training Computer-based and self-paced learning modules that can be accessed remotely Tracking of completed training and skill progression to support redeployment and upskilling decisions Unlock:Learn complements Compunnel's staffing solutions by ensuring assigned personnel remain current with evolving technologies, tools, and compliance expectations throughout the engagement lifecycle. Security, Privacy, and Compliance Enablement Compunnel's technology platforms incorporate strong data governance practices, including: Secure data storage with encryption in transit and at rest Controlled user access, consent management, and data retention processes Alignment with modern privacy, audit, and compliance expectations applicable to public-sector environments	*

47	Describe any “green” initiatives that relate to your company or to your Solutions, and include a list of the certifying agency for each.	"Compunnel is committed to responsible business practices that support environmental sustainability while delivering efficient, technology-enabled workforce solutions to public-sector clients. Our green initiatives are embedded across our internal operations and service delivery model, with a strong emphasis on digital transformation, resource optimization, and reduced environmental impact. Paperless & Digital Operations Compunnel has adopted a digital-first operating model that significantly reduces paper consumption across recruitment, onboarding, training, and workforce management processes. Key initiatives include: • Electronic candidate sourcing, screening, and onboarding. • Digital documentation, approvals, and record-keeping. • Online timesheets, payroll processing, and reporting through integrated platforms. These practices minimize reliance on physical paperwork and support environmentally responsible operations. Technology-Enabled Workforce Solutions Compunnel’s proprietary platforms including StafflinePro (ATS), Eximius.ai, and Unlock:Learn (Learning Management Platform) play a central role in reducing environmental impact by: • Eliminating manual, paper-based recruitment and staffing workflows. • Enabling virtual collaboration, digital learning, and remote workforce engagement. • Supporting electronic reporting, analytics, and compliance tracking. By leveraging these technologies, Compunnel enables efficient staffing operations while reducing travel, printing, and physical infrastructure requirements. Remote & Hybrid Workforce Enablement Compunnel actively supports remote and hybrid work models where appropriate, helping reduce: • Commuting-related carbon emissions. • Office energy usage. • Overall environmental footprint associated with traditional staffing operations. This approach aligns with modern public-sector sustainability goals while maintaining service quality and workforce productivity. Environmentally Conscious Training & Learning Through Unlock:Learn, Compunnel delivers training and professional development in a fully digital format, reducing the need for printed materials, physical classrooms, and travel. Employees access learning content electronically, supporting continuous development in an environmentally responsible manner. Vendor & Compliance Awareness Compunnel works with reputable technology and service partners that follow recognized data security, compliance, and responsible business practices. Environmental considerations are incorporated into vendor selection, operational planning, and long-term sustainability efforts. Certifications Compunnel’s sustainability approach is driven by operational practices, digital transformation, and continuous improvement initiatives. Where applicable, Compunnel aligns its processes with widely accepted environmental responsibility principles and evolving public-sector sustainability expectations."	*
48	Identify any third-party issued eco-labels, ratings or certifications that your company has received for the Solutions included in your Proposal related to energy efficiency or conservation, life-cycle design (cradle-to-cradle), or other green/sustainability factors.	None	*
49	What unique attributes does your company, your products, or your services offer to Sourcewell participating entities? What makes your proposed solutions unique in your industry as it applies to Sourcewell participating entities?	Compunnel’s proposed solutions are distinguished by a combination of scale, speed, technology enablement, and public-sector delivery maturity, purpose-built to support the diverse and evolving workforce needs of Sourcewell participating entities. 1. Technology-Enabled Workforce Delivery at Public-Sector Scale Compunnel operates a proprietary, fully integrated technology ecosystem that enables rapid, compliant, and transparent workforce delivery across all engagement models. Our Applicant Tracking System, StafflinePro, combined with our AI-driven sourcing engine Eximius.ai, allows us to curate high-quality candidate shortlists from a 3.5 million+ pre-qualified national talent pool, with measurable reductions in time-to-fill and improved candidate alignment. This technology foundation ensures participating entities benefit from both speed and precision, without compromising public-sector compliance requirements. 2. Proven Ability to Deliver at Speed Without Sacrificing Quality Compunnel consistently responds to staffing requests within 4–8 hours, even for niche and hard-to-fill roles, while maintaining a 98% assignment completion rate and 100% onboarding compliance. This balance of responsiveness and quality is achieved through a combination of pre-vetted talent pipelines, an active internal bench, and regionally aligned recruiting teams who understand local labour markets and jurisdictional requirements. 3. Deep Public-Sector Experience Across Jurisdictions With more than 1,000 public-sector IT Staff Augmentation engagements across federal, state,	

		county, city, education, and quasi-government entities, Compunnel delivers a proven and low-risk staffing model for Sourcewell participants. Our experience spans state agencies such as the State of Massachusetts, State of Louisiana, State of West Virginia Purchasing Division, Oklahoma Office of Management & Enterprise Services, Vermont Bureau of Information and Telecommunications, Florida Department of Management Services, and the Minnesota Department of Information Technology Services (MNIT). At the county and city level, Compunnel has supported organizations including the City of Phoenix, City of Redmond, City of Anaheim, City of Henderson, City of Cincinnati, and Jefferson Parish Department of Purchasing. Our education-sector experience includes engagements with City Colleges of Chicago, Fort Bend Independent School District (FBISD), Oklahoma State University, The University of Arizona, Rowan University, Shelby County Board of Education (SCBE), Central New Mexico Community College (CNM), Newberry County School District, and The Curators of the University of Missouri. Compunnel has also supported quasi-government entities such as the New York State Office of Mental Health. This extensive public-sector footprint reflects Compunnel's operational maturity, enabling our delivery teams to effectively navigate procurement requirements, background checks, data privacy standards, and audit-readiness expectations allowing agencies to engage qualified IT talent quickly while remaining fully compliant., Compunnel brings a level of operational maturity that reduces risk for Sourcewell participants. Our delivery teams are experienced in navigating public-sector procurement processes, background check requirements, data privacy expectations, and audit readiness, allowing agencies to engage talent quickly while remaining fully compliant. 4. Nationwide Reach with Local Market Penetration Compunnel combines national scale with strong regional delivery through 32 delivery hubs across the United States and multiple delivery and recruiting locations in Canada. This structure enables us to provide locally sourced talent aligned with onsite, hybrid, and jurisdiction-specific requirements, while also leveraging a nationwide and cross-border talent network for broader or time-sensitive needs. This hybrid delivery model is particularly valuable for Sourcewell participating entities operating across multiple locations, states, or provinces. 5. Flexible Engagement Models Aligned to Agency Needs Sourcewell participating entities benefit from Compunnel's ability to support multiple workforce models under a single vendor relationship, including temporary staffing, long-term contracts, Direct Hire, SOW/project-based delivery, MSP support, RPO, and Employer of Record services. This flexibility allows agencies to scale resources up or down, adapt to budget cycles, and address both short-term and strategic workforce initiatives without engaging multiple vendors. 6. Data-Driven Workforce Transparency and Governance Compunnel's solutions provide participating entities with enhanced visibility into workforce performance, utilization, and compliance through structured reporting and analytics. Integrated timekeeping, onboarding tracking, and performance monitoring enable better workforce governance, cost control, and audit readiness key considerations for publicly funded organizations. 7. Continuous Workforce Readiness Through Integrated Learning Compunnel supports long-term workforce effectiveness through Unlock:Learn, our internal learning management platform that enables ongoing skills development, compliance refreshers, and role-specific training throughout an engagement. This approach helps ensure assigned personnel remain aligned with evolving technologies, regulatory requirements, and agency expectations, contributing to higher retention, stronger performance, and improved hiring manager satisfaction. 8. Demonstrated Performance and Long-Term Client Retention Compunnel's differentiators are reinforced by measurable outcomes, including 95% client retention beyond five years, 98% contract renewal rates, a 35% temp-to-perm conversion rate, and a Net Promoter Score of 79. These results reflect Compunnel's ability to operate not just as a staffing provider, but as a trusted workforce partner focused on long-term value for participating entities.	*

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	Compunnel Software Group, Inc. is a National Minority Supplier Developer Council-certified MBE supplier. A copy of the certificate has been uploaded under the document section.	*
51		Minority Business Enterprise (MBE)	◉ Yes ○ No	Compunnel Software Group, Inc. is a National Minority Supplier Developer Council-certified MBE supplier. A copy of the certificate has been uploaded under the document section.	*
52		Women Business Enterprise (WBE)	○ Yes ◉ No	Not Applicable	*
53		Disabled-Owned Business Enterprise (DOBE)	○ Yes ◉ No	Not Applicable	*
54		Veteran-Owned Business Enterprise (VBE)	○ Yes ◉ No	Not Applicable	*
55		Service-Disabled Veteran-Owned Business (SDVOB)	○ Yes ◉ No	Not Applicable	*
56		Small Business Enterprise (SBE)	○ Yes ◉ No	Not Applicable	*
57		Small Disadvantaged Business (SDB)	○ Yes ◉ No	Not Applicable	*
58		Women-Owned Small Business (WOSB)	○ Yes ◉ No	Not Applicable	*

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.	Compunnel's standard payment terms are Net 30 days, with payments accepted via ACH transfer or cheque.	*
60	Describe any leasing or financing options available for use by educational or governmental entities.	Compunnel does not offer any leasing or financing options for educational or governmental entities.	*
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.	Upon award, Compunnel executes a standard contract between both parties. A sample master contract has been uploaded in the Document Upload section for reference.	*
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?	Yes, Compunnel accepts P-cards; there will be no additional cost to Sourcewell participating entities for using the process.	*

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.	Compunnel will provide line-item discount to Sourcewell and we offer a 1% rate discount to Sourcewell.	*
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.	1%	*
65	Describe any quantity or volume discounts or rebate programs that you offer.	None	*
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.	Compunnel is is open to negotiated with model of purchase as we accept both “percentage over cost” and “supply a quote for each request”.	*
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.	Not Applicable as our provided cost covers all cost associated with background checks, pre-delivery inspection, installation, setup, mandatory training.	*
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.	Not applicable, as our provided cost covers all cost associated with freight, delivery, and shipping.	*
69	Specifically describe freight, shipping, and delivery terms or programs available for Alaska, Hawaii, Canada, or any offshore delivery.	Our provided cost covers all cost associated with freight, delivery, and shipping for Alaska, Hawaii, Canada, or any offshore delivery.//None	*
70	Describe any unique distribution, delivery, and/or deployment methods or options offered in your proposal.	Our solution is fully customizable as per client request, we can accommodate each change request and can transition-In with 30 days' notice period. We work with our customer as a team and our tiger implementation team work on-site throughout the transition period to facilitate smooth implementation of the program with any additional cost to the customer with maximum ROI.	*

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.	Compunnel proposes a transparent and standardized pricing approach for all Sourcewell participating entities. Pricing for services is fixed in accordance with the Sourcewell contract and made available to all authorized users through centralized pricing documentation and reporting, ensuring consistency, equity, and compliance across participating agencies. Each participating entity will be provided clear visibility into the applicable rates, service categories, and associated costs for all work orders or task orders issued under the contract. Compunnel ensures that all charges align strictly with the approved Sourcewell pricing structure. Cost Tracking and Contract Visibility Compunnel maintains detailed internal tracking of all work orders and task orders to monitor contract progress, service delivery, and associated costs. Defined data fields are used to provide clear visibility into: • Work order and task order status • Services rendered • Hours utilized • Approved bill rates • Spend-to-date and remaining balances This structured tracking enables accurate monitoring of contract utilization and financial performance throughout the contract term. Sales and Spend Reporting Compunnel's account management and finance teams generate comprehensive sales and spend reports for Sourcewell participating entities. As a standard practice, Compunnel provides each customer with a detailed sales report on or before the 30th calendar day following the close of the client's fiscal quarter, or more frequently upon request. These reports typically include: • Summary of services utilized • Total spend by service category • Usage trends • Contract-to-date spend • Verification of pricing compliance Reports are made available to authorized stakeholders, including contract administrators and designated client representatives, and are structured to support audit readiness and financial transparency.	*
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.	Compunnel will provide comprehensive, secure, and configurable reporting capabilities designed to deliver complete visibility into all aspects of the program. Our reporting framework supports ad hoc reporting, extensive standard reporting, and recurring monthly reporting across key program attributes. Reports are available 24/7 and accessible to authorized users such as contract administrators, hiring managers, and other designated stakeholders. All reporting access will be governed by role-based security controls, ensuring data is filtered and displayed according to user permissions as configured by the client. This approach safeguards data integrity while enabling transparency, accountability, and effective program oversight. Standard, Ad-Hoc, and User-Configurable Reporting Compunnel will enable both program administrators and authorized users to: • Create and run custom ad-hoc reports • Access and personalize standard reports • Configure managed views aligned to their operational and governance needs We strongly believe that standard reports should be configured to client requirements to maximize usability and decision-making value. During program implementation, Compunnel will work collaboratively with the client to review reporting needs and configure reports accordingly based on predefined and customizable variables. Compunnel will also provide training and ongoing support to client users on ad-hoc report creation and personalization of standard reports to ensure optimal utilization of reporting capabilities. Monthly Program Reporting Monthly reporting includes all client-required reports covering the full lifecycle of the program, including but not limited to: • Requisition management • Resource utilization • Supplier performance	

		• Program compliance • Spend and savings analysis These reports provide actionable insights to support governance, compliance monitoring, continuous improvement, and strategic decision-making. A sample mothly reports is uploaded under the additional doucment section. Standard Program Report Categories Compunnel's standard program reports are organized into the following key categories: Supplier Performance Reports • Submission rates • Hit rates • Active placements • Average bill rates • Job titles filled • Rate compliance • Compliance with program requirements • Quality metrics and opportunities for expansion Program Compliance Reports • Rate compliance • Program compliance and SLA scorecards • Pre-employment compliance • Quality and satisfaction survey results Usage Reports • Total headcount • Full-Time Equivalent (FTE) counts Spend and Savings Reports • Total dollars spent • Savings reports • Savings achieved through Not-to-Exceed (NTE) controls Configurable Reporting Variables Standard and ad-hoc reports can be configured and combined using multiple variables, including: • Time Periods: Weekly, monthly, quarterly, annual, and trend analysis across comparable time intervals • Business Units: Department, sub-agency, seasonal groupings, and functional categories such as IT, administrative, and accounting • Additional Factors: Hiring manager, project, cost center, location, facility, job category, and job title Dashboards and Performance Monitoring Compunnel provides a high-level program dashboard offering a consolidated view of overall contract status, performance metrics, compliance indicators, and spend trends. Each dashboard element supports drill-down functionality, allowing users to access detailed views for deeper analysis.	*
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.	1.5%	*

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 we are offering to Sourcewell is better than the typical pricing we offer to existing cooperative contracts, state contracts, and other agencies.	*

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

Line Item	Question	Response *	

75	Provide a detailed description of all the Solutions offered in the proposal.	Compunnel will provide comprehensive IT Staff Augmentation Solutions designed to help Sourcewell participating entities quickly access qualified IT professionals while maintaining flexibility, cost control, and full compliance with public-sector requirements. Our services will support short-term, long-term, and project-based staffing needs across a wide range of IT disciplines, allowing agencies to scale resources efficiently without long-term employment obligations. Core IT Staff Augmentation Services: Compunnel will supply highly qualified IT professionals to support agency-led initiatives, projects, and ongoing operations. All resources will work under the direction and supervision of the participating entity. Our IT staff augmentation services will include: Temporary and Contingent IT Staffing: Rapid deployment of skilled IT professionals to address short-term needs, peak workloads, or backfill requirements. Long-Term Contract Staffing: Placement of experienced IT resources for extended engagements supporting ongoing operations, system maintenance, and enterprise initiatives. Contract-to-Hire Staffing: Flexible engagements that allow agencies to evaluate talent performance before transitioning resources to permanent roles, if desired. Project-Based IT Staffing (Time & Materials): Deployment of multiple IT professionals to support defined projects while remaining fully integrated with the agency's internal teams and leadership. Direct Hire IT Placement: Assistance with identifying, screening, and placing permanent IT professionals when agencies require long-term talent acquisition support. IT Role Coverage: Compunnel will support a broad spectrum of IT job functions, including but not limited to: 1. Software Developers and Application Engineers 2. Systems, Network, and Infrastructure Engineers 3. Cloud and Data Professionals 4. Cybersecurity Analysts and Security Engineers 5. Database Administrators and Data Architects 6. Business Analysts and Systems Analysts 7. IT Project Managers and Technical Leads 8. Service Desk, Helpdesk, and Desktop Support Professionals 9. Delivery Model and Talent Access Compunnel's IT staff augmentation services are supported by: Local office in Minnesota. A nationwide talent pool of over 3.5 million pre-screened IT professionals. 650+ recruiters operating across U.S. time zones. 50+ local employees in Minnesota. Proprietary recruiting platforms (StafflinePro and Eximius.ai) enabling rapid candidate identification and qualification. Regional recruiting teams that source talent aligned with local, onsite, hybrid, or jurisdiction-specific requirements. This model enables Compunnel to respond quickly to requisitions, maintain candidate availability, and present multiple qualified options for each role.

76	Within this RFP category there may be subcategories of solutions. List subcategory titles that best describe your products and services.	Compunnel offers a comprehensive range of solutions aligned with Sourcewell's IT Staff Augmentation category. Our services include, but are not limited to payroll management, direct hires, temp to Hire IT staff augmentation administrative and professional services, and Service Desk and technical support functions. In addition, Compunnel supports related workforce programs and enabling services such as staffing management and tracking solutions, recruitment services, training, and ongoing talent management. *
77	Describe how candidates are: 1) qualified for the role; 2) authorized to work; 3) available and placed on time; and, 4) a suitable fit for the organization they are placed in. Clarify how responsibility for verifying work authorization is defined and managed.	1) Compunnel employs a structured, technology-enabled screening and qualification process to ensure candidates are technically competent, compliant, and aligned with role requirements. Our methodology integrates Eximius.ai, StafflinePro, and experienced recruiters to deliver consistent, scalable, and transparent candidate evaluations. Resume Qualification & AI-Enabled Parsing: Objective: Reduce manual review effort while improving accuracy and consistency in candidate qualification. Requirement Intake & Validation: Account Managers, Recruiting Managers, and Hiring Managers collaborate to confirm role requirements, essential skills, performance expectations, timelines, and any dependencies such as security clearance or access needs. Skill Mapping & Taxonomy Alignment: Eximius.ai parses resumes and maps extracted skills to a standardized taxonomy covering technologies, tools, certifications, and soft skills. Each candidate is assigned an initial match score using weighted criteria. Recruiter Review & Shortlisting: Recruiters review the top AI-ranked profiles to validate: 1. Employment continuity and data consistency. 2. Relevance of experience and project outcomes. 3. Certifications, licenses, and clearance indicators. 4. Approximately 15–20 candidates are shortlisted for further evaluation. Centralized Resume Ingestion: StafflinePro aggregates resumes from internal databases, referrals, and approved job boards, normalizing education, employment history, certifications, and project details while flagging incomplete or inconsistent profiles. Output: Shortlist with AI scores, recruiter notes, and prioritization rationale. Required vs. Preferred Qualification Framework Objective: Ensure all candidates meet mandatory requirements while objectively differentiating additional strengths. Candidates must satisfy 100% of required criteria, while preferred qualifications contribute to final ranking. Qualification Area Required Preferred Weight Core Technical Skills ✓ 25% Domain / Industry Experience ✓ 20% Hands-on Experience

✓

15%

Certifications / Licenses

✓

10%

Security Clearance (if applicable)

✓

10%

Availability / Notice Period

✓

10%

Cultural & Team Fit

✓

5%

Advanced Skills / Training

✓

5%

Eximius.ai calculates a composite score, which is reviewed by recruiting leadership to ensure fairness and consistency.

Output: Ranked candidate list with documented scoring logic.

Multi-Stage Screening & Assessment

Objective: Validate technical capability and readiness for role execution.

Pre-Assessment & Re-Scoring: Candidates are re-scored in StafflinePro following initial screening, incorporating recruiter feedback and retention indicators. Profiles with compliance gaps or non-negotiable mismatches are removed.

Recruiter Tele-Screen: A structured 20–30 minute discussion confirms role understanding, communication skills, availability, work authorization eligibility, and compensation alignment.

Technical Skills Evaluation: Role-specific assessments may include:

1. Timed coding or functional tests (via iMocha or Glider.ai)

2. Practical lab exercises for infrastructure, DevOps, or security roles

3. Results are system-scored with human review as required.

SME Panel Review: Qualified candidates participate in structured interviews with subject matter experts and project leadership, focusing on prior experience, technical decision-making, and scenario-based problem solving.

2) Work authorization eligibility is confirmed during the screening and onboarding process and managed through Compunnel's centralized compliance framework.

During recruiter tele-screening, candidates confirm work authorization eligibility for the duration of the assignment.

Employment authorization documentation is verified prior to onboarding in accordance with applicable federal and state regulations.

All verification records are securely maintained within Compunnel's internal systems and are available for audit, as required.

Responsibility for verifying work authorization is managed by Compunnel's compliance and onboarding teams to ensure consistency,

		accuracy, and regulatory adherence. 3) For each requisition, Compunnel typically maintains 2–3 pre-vetted backup candidates, providing flexibility and continuity in the event of candidate withdrawal, start-date changes, or expedited needs. This approach supports reliable fulfillment timelines and minimizes disruption to client operations. 4) In addition to technical qualification, Compunnel evaluates organizational and cultural alignment as part of the screening process. Behavioral & Cognitive Assessment Candidates are evaluated using structured behavioral interviews and standardized reasoning assessments to assess adaptability, collaboration, communication style, and alignment with the client environment. Scenario-Based Evaluation During SME panel interviews, candidates are assessed on how they approach real-world scenarios, stakeholder interaction, and decision-making within comparable organizational contexts. These steps ensure candidates are not only technically capable but also well suited to the organization's work culture, team structure, and operational expectations."	
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.	Compunnel proposes services under the IT Staff Augmentation category and, if required, can provide, configure, secure, image, and deliver necessary equipment, including for remote resources, with ongoing support to ensure full productivity.	*

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	Client: State of Massachusetts 1) Contract Duration- 2021- Ongoing 2) Types of staffing solutions (e.g., temporary, project-based, long-term, or direct-hire): Temporary Staffing, Direct-Hire and Other Employer Services 3) Approximate number and types of IT roles staffed: Compunnel currently supports the State of Massachusetts with over 40+ IT professionals, deployed across multiple agencies and technology environments. The staffing support includes, but is not limited to, the following roles and numbers: Job roles — Number of Positions 1. Systems Administrators — 08 2. Application Developers — 06 3. Business and Systems Analysts — 07 4 Network and Infrastructure Engineers — 03 5. Database Administrators — 04 6. Cybersecurity and Compliance Analysts — 05 7. IT Project Managers and Technical Leads — 02 Resources are deployed across onsite, hybrid, and remote environments in alignment with agency policies and operational needs.

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: City Colleges of Chicago 1) Contract duration (start and end dates or ongoing) : 2022 2) Types of staffing solutions (e.g., temporary, project-based, long-term, or direct-hire) : IT Temporary Staffing Services 3) Approximate number and types of IT roles staffed: Compunnel supports City Colleges of Chicago with 30+ IT professionals across a broad range of technical and functional roles, including but not limited to: Job Position — Number of Position 1. Application Developers — 03 2. Systems Analysts — 05 3. Network and Infrastructure Engineers — 07 4. Database Administrators — 02 5. Cybersecurity and Information Security Analysts — 04 Roles are aligned with Shelby's academic systems, student information platforms, enterprise applications, infrastructure modernization, and cybersecurity initiatives.

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

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

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

Documents

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

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

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

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

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

- Responsiveness - Responsiveness.zip - Thursday January 01, 2026 04:27:15
- Pricing - Pricing .xlsx - Monday January 05, 2026 05:05:11
- Financial Strength and Stability - Financial Strength & Stability.zip - Thursday January 01, 2026 04:33:48
- Marketing Plan/Samples - Marketing Samples.pdf - Thursday January 08, 2026 05:27:16
- WMBE/MBE/SBE or Related Certificates - MBE Certificate.pdf - Monday January 05, 2026 03:26:31
- Standard Transaction Document Samples - Standard Transaction Document Sample.pdf - Monday January 05, 2026 03:28:11
- Requested Exceptions (optional)
- Upload Additional Document - Additional Documents.zip - Thursday January 08, 2026 06:38:24

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. - Ashish Yadav, Program Manager, Compunnel Software Group 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