



MASTER AGREEMENT #072225
CATEGORY 3 – Virtual Behavioral Health Therapy and Related Services
SUPPLIER: AMN Allied Services, LLC

This Master Agreement (Agreement) is between Sourcewell, a Minnesota service cooperative located at 202 12th Street Northeast, P.O. Box 219, Staples, MN 56479 (Sourcewell) and AMN Allied Services, LLC, 2999 Olympus Boulevard, Suite 500, Coppell, TX 75019 (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.

- 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 September 26, 2029, 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.
1. **Scope.** Supplier is awarded a Master Agreement to provide the solutions identified in RFP #072225 to Participating Entities. In Scope solutions include: Virtual Behavioral Health Therapy and Related Services for the following categories:
- a. **CATEGORY 3. K-12 and Higher Education Students and Faculty; Speech and Occupational Therapy;**
 - i. Psychology, Social work, or Special Education Services;
 - ii. Behavioral, Emotional, or Mental Health Counseling including but not limited to: video sessions, phone or text sessions, self-guided or self-help programs;
 - iii. Crisis support, suicide prevention;
 - iv. Assessment or diagnostic services;
 - v. Speech; and
 - vi. Occupational Therapy.
 - b. Management, administration, personnel, tools, equipment, supplies, reporting, technical assistance or support, training, and technology related or incidental to the offering of the solutions described in a.-c. above.
- 7) **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.
- 8) **Indefinite Quantity.** This Master Agreement defines an indefinite quantity of sales to eligible Participating Entities.
- 9) **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.
- 10) **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.

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

12) 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 Included Solutions are suitable for and will perform in accordance with the ordinary use for which they are intended.

13) **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.

14) **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.

15) **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 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 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 Sourcwell 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.

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.

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.** Intentionally Omitted.
- 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.

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

Indemnification is subject to: (a) Sourcewell promptly providing Supplier written notice of the claim; and (b) Sourcewell providing reasonable assistance to the Supplier. This obligation shall expressly survive the expiration or termination, for whatever reason, of this Agreement.

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.

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 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, , 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, P.O. Box 219, 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 or its employees, 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 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 by Supplier 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.

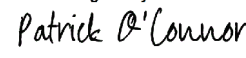
Article 3: Supplier Obligations to Participating Entities

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 within 30 days of execution of the agreement.

- 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 Sourcwell 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 Sourcwell 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. Sourcwell 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
Signed by:

C0FD2A139D06489...
By: _____
Jeremy Schwartz
Title: Chief Procurement Officer
Date: 9/22/2025 | 7:08 PM CDT

AMN Healthcare Services, LLC
DocuSigned by:

07670D932745424...
By: _____
Patrick O'Connor
Title: President – School Staffing Solutions
Date: 9/22/2025 | 8:05 PM EDT

RFP #072225 - Virtual Behavioral Health Therapy and Related Services

Vendor Details

Company Name: AMN Allied Services, LLC

Does your company conduct business under any other name? If yes, please state: TX

Address: 2999 Olympus Boulevard, Suite 500
Coppell, Texas 75019

Contact: Whitney Anderson

Email: school-dl@amnhealthcare.com

Phone: 800-236-8038

Fax: 800-863-8599

HST#: 20-4069782

Submission Details

Created On: Monday June 09, 2025 17:59:35

Submitted On: Tuesday July 22, 2025 16:07:11

Submitted By: Whitney Anderson

Email: school-dl@amnhealthcare.com

Transaction #: b85d4079-7f97-4a8a-92cd-9f61a829699b

Submitter's IP Address: 147.243.203.241

Specifications

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 *	
1	Provide the legal name of the Proposer authorized to submit this Proposal.	AMN Healthcare, Inc.	*
2	In the event of award, is this entity the Responsible Supplier that will execute the master agreement with Sourcewell? Y or N.	Y	*
3	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).	The subsidiary, AMN Allied Services, will be responsible for offering and performing under this contract. Depending on the type of services requested and level of need from each Participating Entity, the following subsidiaries may be involved in supporting this contract: AMN Healthcare Allied, AMN Healthcare Language Services, AMN Healthcare Services, AMN Services, AMN Staffing Services, AMN Workforce Solutions, Medefis, Nursefinders, and ShiftWise.	*
4	Provide your CAGE code or Unique Entity Identifier (SAM):	Cage: 6RGL9 SAM: NAU7JL144AR9	*
5	Provide your NAICS code applicable to Solutions proposed.	611710, 829900, 82990200, 829902, 561320, 80490200, 804903, 80490300, 80490301, 80490302, 80490400, 80490401, 80490403, 80490500, 80490502, 80499909	*
6	Proposer Physical Address:	2999 Olympus Boulevard, Suite 500 Coppell, TX 75019	*
7	Proposer website address (or addresses):	www.amnhealthcare.com www.amnhealthcare.com/staffing/schools	*
8	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):	Patrick O'Connor, President - School Staffing Solutions Mailing: 2999 Olympus Boulevard, Suite 500, Coppell, TX 75019 Work Location: Remote, CT patrick.oconnor@amnhealthcare.com, (469) 524-1537	*
9	Proposer's primary contact for this proposal (name, title, address, email address & phone):	Whitney Anderson, Senior Manager - Proposal Management Solutions Mailing: 2999 Olympus Boulevard, Suite 500 Coppell, TX 75019 Work Location: Remote, CO school-dl@amnhealthcare.com, (720) 513-2908	*
10	Proposer's other contacts for this proposal, if any (name, title, address, email address & phone):	Sales/Contract Negotiations: Jeff Klott, Regional Director 2999 Olympus Boulevard, Suite 500 Coppell, TX 75019 jeff.klott@amnhealthcare.com, (469) 706-1802	*

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

Line Item	Question	Response *	
11	Provide a brief history of your company, including your company's core values, business philosophy, and industry longevity related to the requested Solutions.	Company History and Qualifications AMN Healthcare (AMN) is among the largest allied staffing firms according to Staffing Industry Analysts (SIA), with more than 40 years of therapy and nursing recruiting experience. Our company began as a nurse staffing company in 1985 and has grown organically and through acquisitions to become the healthcare industry's largest workforce solution provider with more than \$3 billion in revenue and growing. In 2013, AMN launched a school division specializing in student therapy, mental health, and nurse staffing, adding virtual staffing experience in 2019. With hundreds of Recruiting Consultants currently on staff, we have focused our	

efforts on ensuring that our School Division is the best in the nation, hands down. We foster long-lasting relationships with our clients and candidates while continuing to energize the industry with award-winning, innovative programs.

As veterans in staffing virtual occupational therapists (OT), physical therapists (PT), speech language pathologists (SLP), school psychologists (SP), board certified behavior analysts (BCBA), and social workers (SW), we employ only the top clinical professionals seeking to make an impact on student lives.

Core Values

As a trusted partner in school-based services, our commitment to ethics and transparency has never been more critical. These foundational values are business imperatives that underpin our every action and decision. AMN understands that ethical conduct and unwavering integrity are the bedrock of trust and credibility among our clients, team members, clinicians, and other stakeholders. We establish and communicate policies and procedures that clearly outline our ethical standards, as well as our expectations of our Board, teams, vendors, and partners.

Customer Focus

At AMN Healthcare, we put people first, whether the customer is internal or external. We strive to go above and beyond in what we bring to every professional relationship, not just meeting, but exceeding expectations at every turn.

Respect

We value everyone's unique contribution and, as such, we treat everyone with the highest level of personal and professional courtesy, consideration, and care.

Trust

Our relationships are honest, authentic, and open. We pride ourselves on the fact that we keep our commitments. Our word is our promise.

Passion

We love what we do—and it shows. Passion makes the difference between just doing something—and doing it well. It's the fire that drives our purpose and our daily lives.

Continuous Improvement

We know that even our best efforts and our most robust solutions can always be better. We never settle for "good enough" and constantly seek opportunities and proactively embrace changes to improve.

Innovation

At AMN Healthcare, innovation is a mindset. We work to stay future-focused and committed to bringing new ideas to life that generate differentiated value for everyone.

Business Philosophy

AMN seeks to deliver the best talent and insights to help K-12 organizations optimize their workforce, give clinicians opportunities to do their best work towards quality student care, and create a values-based culture of innovation where our team members can achieve their goals.

Our internal support teams aim to make the lives of Participating Entity staff easier. Providing clinician staffing and workforce management for hundreds of school districts has made us flexible, and we will strive to adapt our services to each Entity's unique needs.

Our company has worked with over 750 student facilities nationwide and has successfully staffed thousands of on-site and virtual clinicians in the facilities that need them most. Our company is the leader and innovator in work-force solutions and staffing services to healthcare facilities and schools across the nation.

One of our greatest strengths comes from our commitment to actively listening and recognizing that each Entity is unique, shaped by factors such as size, composition of student population, geography, and more. We understand these differences influence how districts deploy staff, design processes, and deliver services. Rather than simply taking orders, AMN takes pride in tailoring our diverse range of services to align with each district's specific goals and needs, ensuring a personalized and effective approach. We have a robust internal support team that includes former teachers, SLPs, SPs, SWs, and School Nurses—which gives us a deep understanding of how schools operate and the many challenges they face. The Virtual Support Team dedicated to this opportunity is comprised of two licensed SLPs, one SLPA, and one SP/SW. This team has a combined 70 years of experience in school-based services, and 30 years of experience providing and supporting virtual services. From contract conception to close, Participating Entities can rely on our internal resources to produce highly qualified, passionate candidates and provide clinical support for the duration of each assignment.

12	What are your company's expectations in the event of an award?	<p>AMN's expectation in the event of an award is to partner with Sourcewell to understand how we can best serve the Participating Entities under your purchasing cooperative. Our goal is to deliver the best possible care to students through virtual services. We ask Sourcewell to be a resource in providing our company with a list of Participating Entities and their contact information so our sales team can proactively and strategically serve these Entities.</p> <p>If allowable, AMN would like to schedule a kickoff meeting with Sourcewell after award for introductions and to discuss national strategy training, value of our offerings, and our shared objectives and marketing vision.</p>	*
13	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.	<p>As a publicly traded company, transparency isn't just a requirement—it's a value that moves through every level of AMN. We believe that honesty and openness, paired with a solution-driven mindset, are essential to building strong, collaborative relationships with our district partners. Whether it's addressing a concern with a specific AMN clinician, navigating shifts in the education landscape, or sharing financial updates at the organizational level, we stay rooted in our commitment to be a reliable, transparent partner dedicated to supporting the success of the districts and students we serve.</p> <p>Evidence of our financial stability can be assessed on our investor site at any time: https://ir.amnhealthcare.com</p> <p>We have included AMN's most recent financial statements in the "Documents" section for your review.</p>	*
14	What is your US market share for the Solutions that you are proposing?	AMN has approximately 5.4% market share in the United States healthcare staffing market. In terms of the solution we are proposing, we estimate a 6% share of the special education staffing market, focusing exclusively on related services disciplines. This market share is calculated based on the number of professionals we staff, considering the total number of school districts in the United States, the average student population per school, the average number of students on Individual Education Plans (IEPs) per school, and then the average caseload per related services professional.	*
15	What is your Canadian market share for the Solutions that you are proposing?	AMN does not have any market share in Canada for the solutions we are proposing.	*
16	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.	AMN and its subsidiaries have never completed bankruptcy proceedings. Therefore, we have not been a responsible party within the past seven years. Our company will provide notice in writing to Sourcewell if we enter a bankruptcy proceeding at any time during the pendency of this RFP evaluation.	*
17	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?	<p>AMN's School Division provides onsite and virtual therapy, mental health, and nursing staffing services to K-12 school districts and facilities across the nation. Over the past 12 years, we have filled positions in small rural towns, urban areas, Indian reservations, and large metropolitan areas and their surrounding suburbs; homing in on the needs of each Entity and providing a custom, personal staffing experience. We recognize that a "one size fits all" mentality does not work for these facilities as the needs of individual districts vary depending on size, location, demographic, and population/type of special education students being served. Our experience working with over 750 districts has made us capable of managing any scale of virtual clinician staffing and workforce management opportunity.</p> <p>A majority of AMN's 3,000 internal employees work remotely in various states across the nation, allowing our personnel unique access to support our clients. Our company has a select team to work with our K-12 clients, comprised of 4 Regional Directors, 6 Account Managers, 165 Recruiters, 7 Clinical Managers, 32 Credentialing & Licensing Analysts, 32 T-Tech Partners, and 17 Sales Operations Specialists. All the clinicians we place with our clients for assignments are our W-2 employees that receive a full package of benefits.</p> <p>For Participating Entities that elect to utilize our Managed Service Program and Vendor Management System, our broad network of affiliate suppliers will be leveraged to support in filling essential roles at facilities. These suppliers are fully managed by our internal team to ensure every clinician placed meets the credentialing requirements and onboarding regulations of a given Entity.</p>	*

18	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.	<p>AMN is licensed to do business in all 50 states across the United States. We have medical-based clinicians placed in facilities in all 50 states and school-based clinicians in 40 states. We ensure our company remains in good standing in every state where we operate.</p> <p>AMN is also certified by The Joint Commission (TJC). We adhere to their standards when onboarding clinicians, in addition to meeting client-specific requirements. The Joint Commission is an impartial organization that audits staffing agencies, helping to measure, assess, and improve the performance of our professionals. Their mission is to continuously enhance the quality of services provided by agencies. To earn and maintain The Gold Seal of Approval® from The Joint Commission, organizations must undergo an onsite survey by a Joint Commission survey team every three years. This certification underscores our commitment to providing the highest quality services available.</p> <p>We also strictly follow state licensure, certification, and state department of education requirements, ensuring that all our virtual clinicians meet these standards. We comply with any specific requirements set by each Participating Entity to guarantee our providers are fully qualified and prepared to meet the needs of the students they serve.</p>	*
19	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.	AMN does not have any current or past debarments or suspensions within the past ten years. Our company will provide notice in writing to Sourcewell if we enter debarment or suspension status any time during the pendency of this RFP evaluation.	*
20	Describe any relevant industry awards or recognition that your company has received in the past five years.	<p>AMN is proud to be a leader in the clinician staffing industry and has received recognition by some of the most prestigious organizations in the healthcare segment and beyond. Below is an overview of AMN's most pertinent recognitions and certifications from the past five years:</p> <ul style="list-style-type: none"> • The Joint Commission: AMN was the first healthcare staffing company to receive The Joint Commission Corporate Certification for Healthcare Staffing in 2006. Since then, we have renewed our certification every two years without interruption and have progressively expanded the list of certified AMN divisions. In February 2025, The Joint Commission recertified all AMN service lines that place clinicians through 2027. • Ethisphere: AMN has earned the Compliance Leader Verification from Ethisphere, a global leader in defining and advancing the standards of ethical business practices. This independent review process is a key differentiator for AMN in our industry and sets a new benchmark for the sector in terms of corporate compliance, ethics, and quality. The verification process includes a rigorous analysis of the company's ethics and compliance programs, employee communication and training, risk measurement, and monitoring for misconduct. <p>Other relevant industry awards and recognitions include:</p> <ul style="list-style-type: none"> • HRO Today's Baker's Dozen Total Workforce Solutions Customer Satisfaction Rating. • Best ESG Report Mid Cap at Governance Intelligence's Corporate Governance Awards • One of SIA's Largest Staffing Firms in America list • Becker's Top 150 Places to Work in Healthcare • ClearlyRated Best of Staffing in Client Satisfaction • Named One of America's Most Responsible Companies by Newsweek • Listed to Forbes America's Best Temporary Staffing Firms • Named One of America's Greatest Workplaces for Diversity by Newsweek • Listed to Human Rights Corporate Equality Index • High Marks in Bloomberg Gender Equality Index <p>For a complete list of our awards and recognitions, please visit: www.amnhealthcare.com/about/awards-and-recognition</p>	*
21	What percentage of your sales are to the governmental sector in the past three years?	AMN's overall sales in the Governmental Sector in the past three years accounts for 15% of the overall business.	*
22	What percentage of your sales are to the education sector in the past three years?	AMN's overall sales in the Education Sector in the past three years account for 100% of our School Division business and 20% of our Allied Staffing business.	*

23	List all state, cooperative purchasing agreements that you hold. What is the annual sales volume for each of these agreements over the past three years?	<ul style="list-style-type: none"> • The Interlocal Purchasing System (TIPS) • The Northern Illinois Association • ECHO Joint Agreement (IL) • Monroe County Intermediate School District (MI) • Wexford Missaukee Intermediate School District (MI) • Delaware County Intermediate Unit (PA) • Cooperative Educational Service Agency 3 (WI) • North DuPage Special Education Cooperative (IL) • Licking Regional Education Service Center (OH) • Wabash River Services Cooperative (IN) • Berks County Intermediate Unit (PA) • Cattaraugus-Allegany-Erie-Wyoming BOCES (NY) • Clackamas ESD (OR) • Colorado River BOCES (CO) • Douglas Education Service District (OR) • East Central BOCES (CO) • Eaton RESA (MI) • Erie 2 BOCES (NY) • ESD 105 (OR) • GST BOCES (NY) • Mid-Shore Special Education Consortium (MD) • Northwest Regional ESD (OR) • Orleans/Niagra BOCES (NY) • South County SELPA (CA) • Southeastern BOCES (CO) • Southern Oregon ESD (OR) • Special Education District of Lake County (IL) • Twin Lakes Educational Cooperative (KS) • VCOE SELPA (CA) • Ventura County SELPA (CA) • WSWHE (BOCES) <p>We cannot disclose the annual sales volume broken down by each entity, but our overall annual sales volume for all agreements are:</p> <p>2022: \$5M 2023: \$6.5M 2024: \$8M</p>	*
24	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?	AMN's School Division has partnered with over 750 school districts and averages \$80 million in sales annually. Although school districts are not identified as GSAs, our company feels these contracts are notable under this category.	*

Table 2B: References/Testimonials

Line Item 25. Supply reference information from three customers who are eligible to be Sourcwell participating entities.

Entity Name *	Contact Name *	Phone Number *	
Denver Public Schools	Laci Hathcock, Speech Manager Libby Malone, Lead School Psychologist	(720) 423-1455, ldearde@dpsk12.net (720) 423-3759 elizabeth_malone@dpsk12.net	*
Douglas Education Service District	Dr. Ana Mannenbach, PT Program Administrator	(541) 494-7859 Ana.Mannenbach@douglasesd.k12.or.us	*
Fargo Public Schools	Shelby DiFonzo, Assistant SPED Director	(701) 446-1017 difonzs@fargo.k12.nd.us	*
Hall County School District	Monique Frazier, Assistant Director of Special Education	(770) 534-1080 monique.frazier@hallco.org	
Laramie County School District	Stacey Kern, Director of Special Services	(307) 771-2100 stacey.kern@laramie1.org	

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

Describe your company's capability to meet the needs of Sourcwell 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 *
26	Sales force.	<p>A majority of AMN's 3,000 internal employees work remotely in various states across the nation, allowing our personnel unique access to support our clients. Our company has a select team of 4 Regional Directors, 6 Account Managers, 4 Virtual Support Partners, 165 Recruiters, 7 Clinical Managers, 32 Credentialing & Licensing Analysts, 32 IT and Help Support Partners, 4 Virtual Provider Clinical Managers, and 17 Sales Operations Specialists to work with our K-12 clients. AMN service providers live in all 50 states, and our virtual providers are cross licensed to meet the requirement of the states in which they reside as well as the states in which they provide services.</p> <p>One of our greatest strengths comes from our commitment to actively listening and recognizing that each client is unique, shaped by factors such as size, composition of population with needs, geography, and more. We understand these differences influence how agencies deploy staff, design processes, and deliver services. Rather than simply taking orders, AMN takes pride in tailoring our diverse range of services to align with each client's specific goals and needs, ensuring a personalized and effective approach. We have a robust internal clinical support team that has hands-on experience providing the services we offer—which gives us a deep understanding of how agencies operate and the many challenges they face.</p> <p>AMN's sales force structure includes a comprehensive regional support system divided up by sales territories and designed to provide unparalleled service to our clients in the US. Each Entity is assigned a dedicated Regional Director and Account Manager to serve as the main points of contact for virtual clinician staffing and management of our Managed Service Programs and Vendor Management System. These individuals manage the execution of the contract, maintain client relationships, and ensure all needs and expectations are met throughout the life of each contract. Our Virtual Support Team is structured to partner with our sales team to assist clients and clinicians with virtual services every step of the way.</p> <p>Outlined below is the existing sales team structure overview.</p> <p>Regional Directors Regional Directors handle sales and marketing efforts to identify opportunities for growth. These Regional Directors work closely with prospective clients and existing accounts to develop customized staffing and workforce management solutions that meet each Entity's unique needs. Their efforts are supported by targeted marketing campaigns designed to showcase the benefits of partnering with AMN through the Sourcewell contract. They have a multi-disciplinary focus that ranges from a single position with a small rural Entity to a top 20 list of the largest Participating Entities in each state. They sell a variety of solutions, ranging from clinician staffing support to automated program management, where AMN handles the administration of an Entity's staffing activity through multiple suppliers.</p> <p>Our Regional Director team comprises 4 direct employee sales professionals that are dedicated to the specific states captures within their assigned territories. They are in Colorado, Connecticut, and Texas.</p> <p>A map defining the assigned territories for Regional Directors is provided in the "Documents" section of this proposal.</p> <p>Account Managers Account Managers work with Participating Entities to staff open positions. They are the primary point of contact for active clients, handling a variety of responsibilities from working with our recruiting team to staff open positions to ensuring all credentialing and onboarding tasks are completed for on-time job starts. They perform monthly check-ins with each Entity to confirm satisfaction with our clinicians on assignment or Managed Service Program, handle additional staffing needs, and address concerns.</p> <p>Our Account Management team comprises 6 direct employee sales professionals that are dedicated to the specific states within their assigned territories. They reside in Arkansas, Colorado, and Florida.</p> <p>A map defining the assigned territories for Account Managers is provided in the "Documents" section of this proposal.</p> <p>Virtual Support Team Our Virtual Support Team comprises 4 employees with direct clinical experience. Together, they have 70 years of experience in school-based services, and a combined 30 years' experience providing and supporting virtual services. The team's broad knowledge and extensive experience informs how AMN approaches the development of virtual staffing programs in K-12 facilities that are in line with clinical and education best practices. Our Virtual Support Team provides ongoing expertise and support not only to our K-12 clients, but also to our virtual providers as they provide remote</p>

		<p>evaluation and intervention services throughout the assignment.</p> <p>This team is located in Eastern, Central, and Mountain time zones and provides support to clients and clinicians Monday through Friday from 6:00 a.m. through 8:00 local time.</p>
27	Describe the network of Authorized Sellers who will deliver Solutions, including dealers, distributors, resellers, and other distribution methods.	<p>AMN does not operate through a traditional dealer network but uses a direct-to-client model for virtual clinician staffing services. Our direct sales approach involves dedicated Account Managers and Regional Directors who work closely with Participating Entities to understand their unique needs and provide tailored staffing and workforce management solutions. This approach ensures that each Entity receives personalized attention and can directly access our extensive network of qualified clinician. Our marketing efforts support this model by targeting key decision-makers and highlighting the benefits of partnering with AMN through the Sourcewell contract.</p> <p>Our company can fill most positions using in-house resources. When required or needed, we leverage our extensive network of Minority-, Women-, Small-, and Diverse-business enterprises to fulfill the scope of work required from our clients. We recognize the importance of supporting these types of businesses and maintain our relationship with 220 subcontractors throughout various parts of our business to not only meet federal, state, and local government needs, but also to provide business and growth opportunities to the businesses that need it most.</p> <p>Participating Entities that utilize our Managed Service Program will be supported with a broad network of vetted suppliers to fill positions. As the healthcare industry's most comprehensive provider of workforce solutions, AMN is well equipped to provide staffing support internally alongside our active staffing suppliers. Participating Entities will have access to the full strength of our recruiters, clinical managers, credentialing analysts, and support teams. AMN will leverage the assigned Account Manager as the primary point of contact with the goal of streamlining communication, minimizing interaction with various suppliers, and enabling an Entity's availability to focus on the care of students instead of suppliers.</p>

28	Service force.	<p>AMN is uniquely positioned to service Participating Entities nationwide, leveraging our internal support teams and extensive database of over 200,000 licensed candidates. Whether an Entity uses our internal network, resources through a diverse subcontractor requirement, or suppliers through a Managed Service Program, we manage all clinicians in-house to ensure clinicians are credentialed and onboarded in compliance with all regulations. Clients can depend on the following departments in AMN's service force to provide support through the life of a contract:</p> <p>Sales Team The Regional Director and Account Manager assigned to each Participating Entity will support the sales lifecycle through the contract term. In addition to ensuring compliance with contract terms, locating qualified candidates, and ensuring on-time starts, the Sales Team will maintain regular communication with the Entity throughout every assignment to maintain customer satisfaction and effective performance from our clinicians and programs.</p> <p>Recruitment Team Our Recruitment Team handles recruiting and vetting of candidates that align with Participating Entity requirements and will manage candidate profiles for the full duration they are employed at AMN. Recruiters use various sites such as AMN's website, LinkedIn, Indeed, national job boards, and others to recruit qualified clinicians. Candidates are selected based on their credentials, experience, and position matching grounded on the clinician's and the Entity's interests.</p> <p>Clinical Management Team The Clinical Management Team will manage the support network for our virtual clinicians while they are on assignment by keeping in close communication to provide supervision, mentorship, and resolution to conflict. These individuals are available to quickly resolve any clinical performance issues that arise during an assignment.</p> <p>Virtual Support Team The Virtual Support Team influences how AMN approaches the development of virtual provider programs in K-12 facilities that are aligned with clinical and education best practices. They provide direct support to Participating Entities and clinicians, handle technical issues, administer training, and facilitate regular meetings for clinicians to network, find community and share best practices.</p> <p>IT and Help Support Team Our dedicated IT and Help Support Team supports Televate users, both clinician and student facilitator, and are available via in-room chat or by email. When this team is contacted, a ticket is initiated and a dedicated IT/Help Support team member will be assigned to the case. This individual will respond within minutes to resolve the identified problem immediately. If resolved, the team member will follow up within 24 hours to ensure a stable resolution. If the issue is not resolved, it will be escalated to a dedicated development team that addresses bugs and updates. The team is also available for scheduled appointments to address clinician questions or perform video and audio testing.</p> <p>Accounts Payable and Accounts Receivable Team AMN's accounting department is divided into two teams to ensure Participating Entities are prioritized and all purchase orders and invoices are handled quickly. The Accounts Receivable Team will intake and process purchase orders, while the Accounts Payable Team will maintain bookkeeping associated with the contract and process purchase orders in compliance with each Entity's expectations.</p> <p>Contracts Team Upon award, our Contracts Team will maintain electronic documentation and contract related correspondence related to the RFP, contract, and renewals. They will also handle any supplemental contract or addenda that is established with a Participating Entities to enforce this contract to its fullest capabilities. Record retention procedures will be practiced in compliance with Sourcwell and each Participating Entity's requirements.</p> <p>Quality Assurance Team AMN's Quality Assurance Team ensures all personnel requirements are met prior to the start of an assignment and kept up to date throughout the contract. Reports are run daily to discover which professional licenses, state licenses, and any additional certifications are expiring within the next 45 days so our Clinical Management Team can work with providers to prevent a lapse in coverage.</p>
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29	Describe the ordering process. If orders will be handled by distributors, dealers or others, explain the respective roles of the Proposer and others.	<p>AMN's internal team supports the entire ordering process. The Regional Director and Account Manager assigned to a Participating Entity will handle most of this process by not only assisting with staffing services, but ensure every need is addressed efficiently and effectively throughout the life of the contract. To place an order, a Participating Entity simply reaches out to AMN; our internal team will then take care of the rest. As the needs of an Entity change, AMN will adjust and reallocate our resources to best serve the students and facility receiving services. The typical ordering process is:</p> <ol style="list-style-type: none"> 1. Identification and Establishment of Clients: AMN Regional Director will locate and collaborate with Participating Entities requesting virtual services. Once a purchase order is received from an Entity, the Regional Directors will set them up as a client in our internal system. 2. Contract Compliance: The Regional Director will ensure the all contract documents for each Participating Entity comply with the Sourcwell agreement. If the Entity has additional contracting requirements, AMN's Contracts Team will review the terms and create an addendum that satisfies the Entity's requirements while maintaining compliance with the Sourcwell agreement. 3. Initial Consultation: Once the contract is in place, the Account Manager contacts the representative at the Entity to conduct a thorough needs assessment to gain an understanding of the specific staffing requirements and objectives. The assessment covers past contractor usage, future anticipated needs, job descriptions, caseloads, and the age range of the student population. We also dig into any special areas of focus like the use of Augmentative and Alternative Communication (AAC) devices for Speech Language therapy. Going into this level of detail ensures we understand unique needs to match the right clinician to each opening. 4. Customized Staffing Solutions: Using the assessment results, we develop a tailored staffing plan that aligns with the Entity's goals, ensuring the right mix of clinicians to support the overall student population and each student's needs. If the assessment reveals the need for a high level of staffing support or that an Entity is utilizing several suppliers to fill orders, AMN will suggest the use of our Managed Service Program and Vendor Management System. <p>If Vendor Management System (technology) is used for a Managed Services Program, future orders are customized within the technology based on Entity's preference. They can continue to order through the Account Manager or they can post their job openings on the Vendor Management System which will be distributed to AMN internal recruitment teams and suppliers.</p> <ol style="list-style-type: none"> 5. Candidate Sourcing and Vetting: Our internal recruiters leverage our database of over 200,000 licensed candidates to identify and vet the best professionals for the Entity. This process includes detailed skills assessments, competency testing, and thorough background checks. <p>If additional supplier are utilized through an Managed Services Program, all candidates sourced by another company will undergo the same screening, testing, and credentialing requirements as our internal database.</p> <ol style="list-style-type: none"> 6. Onboarding and Integration: Once an Entity selects a provider for an assignment from our internal database or through a Managed Services Program supplier, they undergo rigorous onboarding, adhering to The Joint Commission standards, state licensure, certification, and any specific Entity requirements. Our Clinical Management Team provides ongoing support to ensure smooth integration into the Entity.
30	Describe in detail the process and procedure of your customer service 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.	<p>Customer Service Program</p> <p>AMN's Sales Team is available to address customer service requests from participating agencies from 8:00 a.m.-5:00 p.m. local time via phone, email, or text. Entities can expect a response to messages or missed calls within one business day, often as quickly as one hour. We also have a 24/7 Emergency Hotline available for immediate concerns. If there are not any concerns, the Account Manager will reach out to each Participating Entity monthly to monitor the progress of the assignment.</p> <p>Our Clinical Management Team is available to clinicians 24/7 to ensure they have access to the support they need to be successful throughout their assignment. No matter the situation, we provide the benefits necessary to ensure the clinician is well cared for and has all resources and tools needed to successfully serve the students within each Entity.</p> <p>An AMN Clinical Manager will contact the Entity about two weeks after the start of each clinician's assignment to assess the competency and fit of the provider post-orientation. An assignment evaluation tool is sent directly to the Participating Entity contact since they are privy to the day-to-day performance of the clinician. The expectation is that the Entity will complete the assignment evaluation tool in a timely manner and return it to AMN so clinician's performances are monitored, and any</p>

		<p>concerns can be remedied immediately.</p> <p>The ten criteria covered within the assignment evaluation include:</p> <ul style="list-style-type: none"> • Documentation • Adaptability • Communication • Competency • Safety/Emergency Protocol • Initiative • Professionalism • Quality of work • Reliability and Attendance • Teamwork and Cooperation <p>AMN's Virtual Support Team works with each Entity to implement a strong virtual services program from day one. They support questions surrounding both clinical performance and on our virtual platform. Regular check-in calls are scheduled with the Entity throughout the year to ensure ongoing support and success. The Virtual Support Team is available 8:00 a.m.-5:00 p.m. local time via phone, email, or text for both clinicians and Entity contacts.</p> <p>If a Participating Entity is not satisfied with the performance of any of our clinicians, we encourage them to contact the Account Manager immediately to address these issues. The Account Manager, Clinical Manager, and Virtual Support Team will be privy to the clinician's performance throughout the term of the contract and will be available to support should any issues or concerns arise.</p> <p>Conflict Resolution AMN strongly believes that communication between the Participating Entity and the Account Manager is paramount to the success of this contract. Any complaints reported to our company about ordering problems, corrective action needed, technical support, customer service issues, etc. will be escalated and handled immediately. An Entity can expect the Account Manager to contact them within one business day (24 hours) to respond to the concern. If the concern is reported on a Friday, the call will be returned on the next business day (Monday; Tuesday if Monday is a holiday).</p> <p>If the concern requires any type of intervention for our clinicians, the Account Manager will report the concern to our Clinical Management Team before the end of the workday. The Entity can expect our Clinical Management Team to reach out within 48 hours (two business days) to discuss the intervention required. The Clinical Manager will meet with clinicians requiring corrective actions one-on-one to create a professional development plan based on the areas that need growth. The Clinical Manager has follow-up meetings with the clinician one to two times per week, or as frequent as needed. The clinician's recruiter, account manager, and school representative will all be privy to the clinician's plan and progress towards their goals. If the clinician's behavior has not changed within the timeframe agreed upon by the Entity, the provider will be removed from the assignment and terminated from AMN permanently. If the Entity raises enough concern for the clinician to be terminated before our counseling step, they will be removed from the assignment on the same day and will be terminated from AMN permanently. Once the decision is made to terminate the clinician, our recruiters will start searching on the same day for a qualified backfill to replace the provider as soon as possible.</p> <p>Incentives Clinicians with satisfactory performance reviews receive incentives in a few ways. First and foremost, they are often rewarded with a contract renewal with the district they work with. AMN also incentivizes providers with retention packages and increased pay rates, where appropriate.</p>	
31	Describe your ability and willingness to provide your products and services to Sourcewell participating entities.	AMN is fully committed and capable to provide the services outlined in the scope of work to any Sourcewell Participating Entity in the United States. AMN is licensed to do business in all 50 states of the United States. We have a large pipeline of therapists and mental health providers and a nationwide reach.	*
32	Describe your ability and willingness to provide your products and services to Sourcewell participating entities in Canada.	AMN does not currently offer services in Canada.	*
33	Identify any geographic areas of the United States or Canada that you will NOT be fully serving through the proposed agreement.	AMN can serve all geographic areas of the United States. We do not currently offer services in Canada.	*
34	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.	AMN can fill virtual staffing needs in any Participating Entity within the United States.	*

35	Define any specific requirements or restrictions that would apply to our participating entities in Hawaii and Alaska and in US Territories.	AMN does not impose any specific requirements or restrictions on participating entities in Hawaii, Alaska, or U.S. Territories beyond those that apply to all Participating Entities nationwide.	*
36	Will Proposer extend terms of any awarded master agreement to nonprofit entities?	Yes, AMN is prepared to offer a master agreement to any Participating Entities including nonprofits.	*

Table 4: Marketing Plan (100 Points)

Line Item	Question	Response *
37	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.	<p>Participating Entity Marketing Strategies</p> <p>AMN will leverage our Sales and Marketing Teams through a variety of communication outlets to enable our integrated marketing strategy and ensure optimal outreach success. Our overall goal is to present consistent, compliant, and confident messaging that supports both client acquisition through:</p> <p>Account-Based Marketing (ABM) campaigns</p> <ul style="list-style-type: none"> Alongside separate Demandbase-powered digital initiatives to maximize audience precision and impact <p>Customized Email Campaigns</p> <ul style="list-style-type: none"> Tailored messaging highlighting the benefits of the Sourcwell contract, focusing specifically on compliance, streamlined procurement, and cost-effectiveness. <p>Webinars and Informational Sessions</p> <ul style="list-style-type: none"> Virtual sessions for Participating Entities to learn more about the advantages of procuring services through their Sourcwell membership. <p>Regional Engagement</p> <p>Regional Directors and Account Managers will attend relevant national, regional, and provider-specific meetings and conferences to foster relationships and build awareness.</p> <p>Several examples of our client / prospective client marketing materials are attached in the "Documents" section. We also have our Teletherapy/Telestate Promotion Video - https://www.youtube.com/watch?v=IETBdVbcouo&t=8s</p> <p>Candidate Marketing Strategies</p> <p>To reach our existing candidate pool and continue to grow our pipeline of clinicians, we will leverage:</p> <p>Social Media Platforms</p> <ul style="list-style-type: none"> LinkedIn (personal recruiter profiles + company pages) Facebook (+ SLP Clinical Fellows FB Group) Instagram (posts, reels, stories) YouTube TikTok Pinterest <p>AMN's Podcast</p> <ul style="list-style-type: none"> SLP Full Disclosure Podcast <p>Paid Media & Job Boards</p> <ul style="list-style-type: none"> LinkedIn Ads Google Search & Display Ads Indeed, Vetted Health, SpeechPathology.com, and other job boards <p>Email / SMS Campaigns</p> <ul style="list-style-type: none"> Targeted candidate outreach emails + SMS ran quarterly <p>AMN Passport Application</p> <ul style="list-style-type: none"> Targeted pushes for specific campaigns Dynamic dashboard content tailored to user behavior and interests <p>Campaign Landing Pages</p> <p>Events/Conferences</p> <ul style="list-style-type: none"> ASHA + NSSHLA (e.g. ASHA, LSHA, TSHA, FLASSHA, APTA, NASP, AOTA, etc.) <p>Several examples of our clinician marketing materials are attached in the "Documents" section.</p> <p>Podcast Overview: https://www.amnhealthcare.com/podcast/</p> <p>Teletherapy Testimonial Marketing Campaign: https://www.youtube.com/watch?v=c-7n-tlquZ0</p>

38	Describe your use of technology and digital data (e.g., social media, metadata usage) to enhance marketing effectiveness.	<p>Client Marketing Our organization leverages advanced technology and digital strategies to effectively connect with clients and prospective client. We utilize a variety of social media platforms and maintain strategic relationships with industry influencers, conduct webinars tailored to procurement and department leaders, and host virtual town halls to engage directly with our audience.</p> <p>Our marketing efforts include multiple targeted campaigns to effectively reach and engage key Participating Entity decision-makers. We run dedicated Account-Based Marketing (ABM) campaigns alongside separate Demandbase-powered digital initiatives to maximize audience precision and impact. Additionally, we maintain strategic partnerships with organizations such as CEC and CASE, attending their conferences as well as other tradeshows. This multi-channel approach allows us to build meaningful relationships, increase brand awareness, and support our client's goals within the education community.</p> <p>Candidate Marketing Our organization uses advanced technology and digital tools to connect directly with candidates interested in K-12 healthcare roles and provide a personalized, seamless experience throughout their job search. We engage candidates across multiple social media platforms, including Facebook, LinkedIn, Instagram, and YouTube, sharing targeted content like recruiter spotlight videos, discipline-specific campaigns, and success stories. This helps candidates learn more about available opportunities and the people they'll be working with. We also host webinars and virtual town halls tailored for school clinicians, where candidates can ask questions and get real-time insights about working in school settings.</p> <p>To make sure job openings reach the right candidates, we optimize our postings on popular job boards like Indeed and LinkedIn using SEO best practices and metadata. This ensures that our jobs appear prominently when candidates search for school-based positions, making the application process easier and more efficient. Through personalized email and SMS campaigns powered by data-driven platforms like Blueshift, we send tailored job alerts and content based on candidates' interests, disciplines, and locations, helping them stay informed and connected.</p> <p>We use our AMN Passport application to centralize job opportunities, messages, and resources creating convenient, user-friendly experience for candidates on the go. By leveraging these integrated digital strategies and tools, we aim to build strong, meaningful connections with school clinicians, helping them find the right roles that fit their skills and career goals while meeting the unique needs of our K-12 partners.</p>
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39	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?	<p>AMN believes in a collaborative approach to promoting the AMN-Sourcewell partnership to best support the Participating Entities. Our goal is to deliver the best possible care to students through virtual services. We ask Sourcewell to be a resource in providing our company with a list of Participating Entities and their contact information so our sales team can proactively and strategically serve these Entities. If there are any additions or subtractions from the list, we request Sourcewell to provide us with the updated copy.</p> <p>If allowable, AMN would like to schedule a kickoff meeting with Sourcewell after award for introductions and to discuss national strategy training, value of our offerings, and our shared objectives and marketing vision.</p> <p>Integrating into Our Sales Process AMN's proactive approach in marketing the award and working with Sourcewell directly would involve several key strategies to maximize the impact of the awarded contract:</p> <p>Initial Announcement and Promotion: Upon receiving the Sourcewell-awarded contract, AMN would issue a comprehensive announcement across its communication channels. This would include press releases, updates on social media platforms, and targeted email campaigns to inform current and potential clients about the contract and its benefits.</p> <p>Integration into Sales Process: AMN would integrate the Sourcewell-awarded contract seamlessly into its sales process. This involves educating the sales team about the contract details, including pricing, terms, and unique advantages. Sales representatives would be trained to effectively communicate these benefits to Participating Entities, emphasizing how the contract simplifies procurement processes and offers competitive advantages.</p> <p>Targeted Marketing Campaigns: AMN would launch targeted marketing campaigns specifically tailored to leverage the Sourcewell contract. This could involve creating dedicated landing pages on our website highlighting the contract benefits, producing case studies or success stories from previous K-12 clients, and utilizing digital advertising to reach decision-makers at Participating Entities.</p> <p>Engagement with Educational Community: Recognizing the importance of building relationships within the educational community, AMN would engage actively with school districts, juvenile centers, administrators, and educational associations. This engagement would include participation in industry conferences, sponsoring educational events, and hosting informational webinars tailored to the staffing needs of Participating Entities.</p> <p>Feedback and Continuous Improvement: AMN would prioritize gathering feedback from K-12 facilities using the Sourcewell contract. This feedback would inform continuous improvements in service delivery, ensuring that AMN remains responsive to the evolving needs of the educational sector and enhances its value proposition over time.</p> <p>By implementing these proactive sales strategies, AMN would not only effectively market the Sourcewell-awarded contract but also strengthen its position as a trusted partner in providing specialized virtual staffing and workforce solutions to Participating Entities nationwide. This approach underscores AMN's commitment to leveraging the strategic partnerships with Sourcewell to deliver value and drive growth in the education sector. Of course, if there are best practices for the rollout of this contract, we will follow Sourcewell's guidance.</p>	*
40	Are your Solutions available through an e-procurement ordering process? If so, describe your e-procurement system and how governmental and educational customers have used it.	AMN's services are not available through e-procurement ordering process.	*

Table 5A: Value-Added Attributes (100 Points, applies to Table 5A and 5B)

Line Item	Question	Response *	
41	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.	<p>All AMN virtual providers are required to complete training on the use of Zoom for Healthcare or TeleVate, whichever option the Participating Entity Selects. During the first session, the clinician will provide training to the student on how to access the URL link and login page and how to trouble shoot any basic technology issues during the first session. If additional training support is needed, the AMN Virtual Support Team can provide it at no additional cost at any point during the assignment.</p> <p>If AMN's platform, TeleVate®, is selected, our internal IT Department is available for technical support during business hours. They are quick-acting and proficient to ensure seamless delivery of services. This benefit is also provided at no additional cost to the Entity.</p>	*

42	Describe any technological advances that your proposed Solutions offer.	<p>Staying aligned with each Participating Entity's implementation plan and successfully competing for the right talent requires the use of innovative technologies in our service delivery. AMN has multiple technological advances to perform virtual services including:</p> <p>Virtual Services Platform</p> <p>AMN offers our clinically built virtual services platform, Televate®, as a comprehensive no-cost platform. The platform combines clinical best practices, state-of-the-art technology, and high-level security features to protect students' privacy and to create highly engaging, effective remote service options.</p> <p>Some of the main features of our platform include:</p> <ul style="list-style-type: none"> • Web-based access • Unique URL for each clinician's individual therapy room provided to students and/or support staff • Online waiting room for students prior to being admitted to session • Notifications sent to virtual provider once student(s) enter the waiting room, including their name(s) • Continuous synchronous video and audio • Ability to host individual and group sessions • Caseload management • Schedule management • IEP due date tracking • In-session notetaking • Data graphing • Complete full evaluations with essential tools, such as integrated digital test manuals and visual stimuli, second camera integration, and nonverbal response functionality • Engaging, interactive features and materials that adapt to each student's needs <p>Candidate Engagement (AMN Passport)</p> <p>Our candidate engagement mobile application gives our clients access to an engaged and active talent network to expedite order fulfillment. Using the app, clinicians can update their credentials and professional profiles, receive alerts and updates without clogging up email, search and apply for positions, monitor the status of their onboarding process, access time and pay details, and contact their dedicated recruiters with one tap. One of the many innovative functions of our mobile application is that it uses AI to automatically generate 60 million job matches a week based on candidate preferences—accelerating Participating Entities time to fill positions exponentially and efficiently.</p> <p>Through our candidate engagement and vendor management functionality integration, work orders are pushed to Passport and automatically match with clinicians based on their preferences, credentials, and personal profile. When matched to a work order, clinicians can view the job posting on Passport and book the assignment directly using our “apply now” functionality. When a clinician has applied, their credentials are automatically submitted to the AMN team and verified for work clearance.</p> <p>Virtual Interviewing</p> <p>AMN will empower Participating Entities through our virtual interviewing functionality. The platform allows for interviews to be conducted on-demand using pre-recorded questions that candidates answer. This process is effective in determining whether a clinician is a match for a position at the school district level. The interview for virtual candidates includes a screening for completed onsite school-based experience, which is a minimum requirement for all AMN virtual providers.</p> <p>Virtual Onboarding and Orientation</p> <p>Our consolidated ecosystem incorporates Virtual Onboarding and Orientation to standardize and streamline the process and ultimately get clinicians engaged with students quickly. Virtual Orientations (VO) are required of all clinicians as part of AMN's credentialing process prior to the start of an assignment. The VOs are tailored to support school best practices in each clinician's specific area of discipline, as well as a specific VO for all virtual providers that addresses expectations and best practices around providing remote evaluations, therapy services, and being an effective remote clinician.</p> <p>AMN's VOs are completed in conjunction with the Participating Entity's required onboarding and training requirements.</p> <p>Vendor Management System (VMS)</p> <p>If a Participating Entity chooses to staff positions through AMN's Managed Services Program, they will experience accelerated and automated clinician engagement, management of numerous staffing suppliers, reduced administrative tasks through integrations, promoted employee retention, and enabled new care models. This solution is designed to streamline these processes through our Vendor Management System, ShiftWise Flex. The technology includes functionality for order management, Entity submittal/offer, credential tracking/monitoring, reporting/business intelligence, timekeeping, invoicing, and secure payment. Since the functionality is integrated into Platform, we offer enhanced interoperability with our mobile app, virtual interviewing technology, and business intelligence dashboards.</p>
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43	Describe any “green” initiatives that relate to your company or to your Solutions, and include a list of the certifying agency for each.	<p>Environmental challenges are impacting human health and exacerbating health inequities worldwide. As a provider of healthcare total talent solutions, our environmental footprint is relatively small—but as a key partner in the healthcare industry, it is important that we transparently report on our efforts to manage and reduce our footprints and those of our value chain.</p> <p>Our company established environmental goals in 2022 and is committed to fulfilling them by 2030. Our foundational goals include: 1) By 2024, source 100% renewable electricity for our operations and offset our remaining Scopes 1 & 2 emissions*, 2) Set science-based targets (SBTs) for Scopes 1, 2, and 3 GHG emissions by 2024*, 3) Evaluate water and waste reduction goals by 2024, 4) Create and share a sustainability blueprint to catalyze our value chain by 2024.</p> <p>All of our foundational goals and more were achieved by 2024 and AMN is now aiming to accomplish the following by 2030: 1) Prepare for assurance of Scopes 1 & 2 GHGe data for California regulatory compliance, 2) Further develop a transition plan that outlines the steps necessary to achieve our 2030 SBTs, 3) Continue to purchase RECs to source renewable energy for our operations and to offset our remaining Scopes 1 and 2 emissions by purchasing high quality offsets as part of efforts to achieve 2030 target and meet the expectation of clients.</p> <p>An in-depth description of Scopes 1 & 2 and our full Environmental Initiative has been included as AMN's Impact Report in the “Documents” section. Please refer to pages 47-53.</p>	*
44	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.	<p>AMN does not manufacture products or materials, but instead provides services, resulting in low emissions overall. However, we do our part to contribute to a sustainable environment and source renewable energy. Our efforts over the last three years have resulted in a B Climate Change Score from CDP.</p> <p>Additional information on our data and rating can be found in the AMN's Impact Report, which can be found in the “Documents” section. Details regarding our Greenhouse Gas Emissions and Environmental Data can be found on page 52 and additional data can be found on pages 77-79.</p>	*

45	<p>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?</p>	<p>AMN has more than 40 years of experience in the healthcare staffing industry. We have strategically grown to support clients in nearly every setting, finding our niche with K-12 clients in 2013. We have partnered with school clients to fill positions in small rural towns, urban areas, Indian reservations, and large metropolitan cities and their surrounding suburbs; homing in on the particular needs of each. Our solutions for K-12 Entities include virtual candidate staffing, technology solutions such as a Vendor Management System and a virtual services platform, and Man-aged Services Programs.</p> <p>AMN believes students deserve the best care; that is why we make it our mission to provide highly vetted, experienced, innovative clinicians. One of our greatest strengths comes from our commitment to actively listening and recognizing that each Entity is unique, shaped by factors such as size, composition of student population, geography, and more. We understand these differences influence how districts deploy staff, design processes, and deliver services. Rather than simply taking orders, AMN takes pride in tailoring our diverse range of services to align with each district's specific goals and needs, ensuring a personalized and effective approach. We have a robust internal support team that includes former teachers, SLPs, SPs, SWs, and School Nurses — which gives us a deep understanding of how schools operate and the many challenges they face. Our team is structured to support our clients and clinicians every step of the way.</p> <p>Our company is uniquely positioned to support any Participating Entity since we are licensed to do business in all 50 states of the United States. Currently, we have medical-based clinicians placed in facilities in all 50 states, and K-12-based clinicians placed in 40 states.</p> <p>AMN hires our clinicians as W-2 employees, which means they are typically more committed to their assignments and have more accountability within their roles. We provide them with a full package of benefits and additional extras throughout their assignments such as unlimited no-cost professional development, supervision and mentorship, and support with their licenses and certifications.</p> <p>Other attributes that make us unique in the industry include:</p> <ul style="list-style-type: none"> • Each Entity receives a dedicated support team to aid with staffing order and customer services for the life-time of the contract • Access to AMN created and owned proprietary technology such as Televate®, Passport®, and Shiftwise Flex® • Continuous performance evaluations conducted before, during, and after assignments. • Intake of each Entity's specific requirements • Higher fingerprint standards • Verification of Education License, if required • Active review of updated legislation and state man-dated checks • Annual clinician audit for compliance with national, state, and client requirements • Regularly run reports to identify expiring provider credentials and proactive engagement with our clinicians to renew and prevent a lapse coverage • Assist candidates missing state license, education license, and/or compact discipline license by guiding them through the licensing process • Ability to support increased caseloads/workloads through additional staffing • Commitment to corporate governance, business ethics and compliance, and environmental stewardship • Recruit and cultivate a workforce with varying perspectives, backgrounds, skill sets and experiences • Emphasize an inclusive culture and engagement with various communities <p>Participating Entities will benefit from thoughtful solutioning and partnership that address all their needs. Whether they require staffing support, clinical engagement and correction, technological enhancements, or a partner that manages all their suppliers, Entities can rest assured that AMN will meet them where they are at and work with them as their needs change over time.</p>
46	<p>Describe your screening process for pairing service providers with patients or clients for teletherapy services.</p>	<p>AMN has virtual clinician staffing down to a science. Our methodology is designed to turn the difficult, stressful task of hiring new clinicians for Participating Entities into a quick and easy process. Our Account Managers coordinate the needs of clients with the support of our internal teams. The general process between our company and the Entity point of contact is:</p> <p>Step-By-Step Staffing Procedures</p> <ol style="list-style-type: none"> 1. The Account Manager will set up a meeting between themselves, Entity stakeholders, and AMN's Virtual Support Team to discuss the Entity's specific needs and how AMN can support them. An Order Intake will be performed to understand the specific staffing needs and job requirements of the Participating Entity. 2. Our internal personnel begin the sourcing process to identify highly qualified virtual candidates for the openings. The personnel involved may include the Account Manager, Recruiting Consultants, Credentialing Team, Virtual Support Team, and Clinical Team. 3. The Virtual Support Team will screen candidates to review their experience to ensure they are a good fit for the Entity's needs and requirements. Candidates' profiles meeting the qualifications for a position will be sent to the Entity for review and selection for interview. Virtual candidates are required to hold all appropriate credentials and licensure but are also required to have onsite K-12 experience. Once these minimum requirements have been met, each candidate completes an online interview that is reviewed by our Virtual Support Team

to ensure each clinician understands the demand and expectations of providing remote services.

4. Viable candidates are selected and sent to the Entity representative for consideration, interview, and selection. Interview questions can be sent to the Entity stakeholders before the interview with the candidate if needed.
5. Once a candidate(s) is selected for an assignment, a potential start date is established and AMN begins the credentialing process that aligns with Entity, local, state, and federal requirements.
6. The Virtual Support Team will schedule a meeting with the Entity's stakeholders to discuss the virtual services logistics, job responsibilities, support needs, and overall set up for success. Training on our video-conferencing platform can be provided to Entity support staff at no cost if needed.
7. As part of the credentialing process, each virtual clinician is required to complete a virtual assessment and online orientation for AMN and the Entity. If AMN's virtual services platform, Televate®, will be used for services, providers will be required to complete training on the platform.
8. The Virtual Support Team will follow up with the Entity right before a clinician's start date to make sure questions are answered and the Entity is ready for the clinician to begin their assignment.
9. The virtual clinician will start the assignment. AMN will check in with the Entity about 2 weeks after the start date to assess the competency and fit of the clinician post-orientation.
10. Our Internal Teams will aid the Entity's additional requests, questions, and concerns over the lifetime of the contract. The Account Manager will perform monthly check-ins to ensure the virtual clinician's continued performance and address questions.

Candidate Pre-Qualification

Our Recruiting Consultants identify our virtual providers' personal and professional goals and qualifications to ensure the best fit for each Participating Entity. Our recruitment team understands all candidates will interact with school-aged children, and they take every measure to fully assess the clinicians we employee, right from the first step. AMN will perform an in-depth skills checklist, competency testing, and license verification for all candidates offered to an Entity.

Candidate Identification

For every client, AMN utilizes our company website, major national job boards, partner organization job boards, and many others to attract high-quality virtual candidates. We continually update our comprehensive, nationwide database to have the latest contact information and resumes on file. This keeps our team prepared to fill urgent job postings at a moment's notice.

Position Matching

Our Recruiting Consultants form personal relationships with candidates and not only understand their backgrounds, experience, and qualifications, but also know exactly what each is looking for in an assignment. As AMN receives job orders from a Participating Entity, they will compare the jobs requirements to the skills of our candidates and send the most qualified clinicians' profiles to the Entity representative for review. We can attest any provider we submit for a position will be fully qualified, meet requirements, and will be excited for the assignment.

Quality Assurance Procedure

AMN is The Joint Commission (TJC) certified, so we abide by their standards while onboarding clinicians in addition to the requirements set by the client. The Joint Commission is an unbiased party that audits staffing agencies and helps measure, assess, and improve their travelers' performance. Their mission is to continuously improve and inspire agencies to provide the highest quality services available. To earn and maintain The Gold Seal of Approval® from The Joint Commission, an organization undergoes an on-site survey by a Joint Commission survey team every three years.

Upon award, the assigned Account Manager will connect with the Entity's representative to confirm which standards and requirements should be followed while onboarding candidates for open staffing needs. AMN automatically follows TJC requirements in addition to the Entity's requirements, but they can opt out of select standards, if desired. Once all required documentation is collected by our Credentialing Team and reviewed/filed internally, it is sent to the Entity's representative for consideration. The Entity must clear all candidates before starting their assignment. Any negative results are reviewed by our Ethics Committee and Upper Management teams, then presented to the Entity for review to determine if they are disqualifying. We take compliance very seriously and ensure timely results.

AMN's standard requirements include:

- Application
- 9-Point Drug Panel
- History, Physical, and Immunizations
- Background Check/Fingerprinting
- State License/Certification Verification
- Education Verification, if needed

		<ul style="list-style-type: none">• Social Security Number Trace• National Sexual Offender Registry• K-12 Services Skills Checklist• Clinical Evaluations and Work History Verification• Competency Testing• In-Service Training• Office of Inspector General (OIG) Excluded Parties/Entities (LEIE) Check• I-9 and E-Verify• CPR certification	
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47	<p>Describe your method of delivery for proposed teletherapy services (e.g., secure video connection, web portal, online chat, two-way live video, other).</p>	<p>AMN is flexible and will work with each Participating Entity to determine the optimal video platform for synchronous virtual services. Our company has experience delivering services through a variety of video conference software, but also offers our clinically built virtual services platform, Televate©, as a comprehensive no-cost platform. The vast majority of AMN's clients ultimately select Televate© as the best option for the delivery of secure services. Whether Televate© is selected or not, our providers will accommodate any method of delivery the Entity prefers for services.</p> <p>The Features and Benefits of Our Platform Televate© combines clinical best practices, state-of-the-art technology, and high-level security features to protect students' privacy and to create highly engaging, effective remote service options.</p> <p>Some of the main features of our platform include:</p> <ul style="list-style-type: none"> • Web-based access • Unique URL for each clinician's individual therapy room provided to students and/or support staff • Online waiting room for students prior to being admitted to session • Notifications sent to virtual provider once student(s) enter the waiting room, including their name(s) • Continuous synchronous video and audio • Ability to host individual and group sessions • Caseload management • Schedule management • IEP due date tracking • In-session notetaking • Data graphing • Complete full evaluations with essential tools, such as integrated digital test manuals and visual stimuli, second camera integration, and nonverbal response functionality • Engaging, interactive features and materials that adapt to each student's needs <p>Case Management Televate© offers a comprehensive case management system. This feature allows virtual providers to manage their schedules, upload IEP goals, record session notes, and track attendance, progress and therapy minutes, all on one platform. The solution offers reporting functionality for full transparency among the key stakeholders.</p> <p>Dynamic, Engaging Sessions Our platform is more than just a synchronous platform. The session begins in a "waiting room" where students can interact with the music player. There are also features for pre-call system testing and an easy access chat support button for live troubleshooting. Once the virtual clinician accepts a student into the session, multiple tools and robust functionality enable the provider and student to work together for fully interactive, engaging sessions.</p> <p>Televate© offers over 20 applications and tools for clinicians to use during sessions to ensure individualized services that support goal achievement. These resources include, but are not limited to:</p> <ul style="list-style-type: none"> • Pearson & WJ assessment manuals, protocols, and stimulus books • Interactive whiteboard • YouTube • Super Duper • Boom Cards • Video and File share • Screenshare • PDF and image share with interactive whiteboard • Website share capabilities • Documentation/2nd camera share <p>The platform also supports non-verbal responses from students as required for certain test response subtests. Televate© includes an app to support Augmentative and Alternative Communication (AAC) boards that can be generated by the provider. Customized AAC boards can be created to align with the student's interests and communication goals, and family members can login to access the customized AAC board and download it for use on other devices at home.</p> <p>Full Assessment Library AMN has a partnership with Pearson and Woodcock-Johnson for assessments to ensure full compliance with therapy requirements and regulation. Virtual providers will have access to Televate's© full library of assessment and evaluation tools. The technology supports assessments and evaluations in the same way in-person assessments are completed to provide accurate diagnostics and ease of use between clinicians and student.</p>
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48	Describe how your organization maintains security of patient data and alignment to applicable legal, regulatory, or professional requirements, if any.	<p>AMN's virtual clinicians provide evaluation and intervention services via our proprietary platform, Teleivate®. Our company partners with CoviU, a third party that supports Teleivate®. AMN and CoviU understand the critical nature of safeguarding student information, and we are committed to complying with industry standards and regulations to ensure HIPAA, FERPA, and COPA compliance. We only share permitted personal health information between users that is appropriate and necessary.</p> <p>Our platform utilizes AE 256 encryption for PHI and PII data, which is NIST and FIPS compliant, as well as HIPAA and FERPA compliant. We enforce role-based access, which limits users from logging in or accessing data they are not authorized to view. Log data of all activity is tracked, allowing us to view who accessed what information and when, and ensuring the safety of student data. Outside of Teleivate, virtual providers use district systems and follow all guidelines set forth by each Entity to maintain the security of student data. PHI and PII data are never stored internally at AMN, further reducing accidental access to confidential information.</p> <p>AMN and CoviU employ a range of security measures that ensure the protection of data:</p> <ul style="list-style-type: none"> • Data encryption: All data transmitted through our platform is encrypted using industry-leading technology to ensure secure communication. • Secure data storage: Any data that is added to the platform is stored securely in data centers that comply with ISO 27001 and HIPAA requirements. • Regular audits: We conduct regular audits and assessments to maintain our compliance and continuously improve our security practices
49	Please describe where and how all user data, including personally identifiable information (PII) and protected health information (PHI), is stored.	<p>If a Participating Entity chooses to utilize Teleivate, it utilizes AE 256 encryption for PHI and PII data, which is NIST and FIPS compliant, as well as HIPAA and FERPA compliant. We enforce role-based access, which limits users from logging in or accessing data they are not authorized to view. Log data of all activity is tracked, allowing us to view who accessed what information and when, and ensuring the safety of student data. Outside of Teleivate, virtual providers use district systems and follow all guidelines set forth by each Entity to maintain the security of student data. PHI and PII data are never stored internally at AMN, further reducing accidental access to confidential information.</p>
50	Describe licensures, degrees, and/or certifications your teletherapy professionals maintain.	<p>AMN has a large network of virtual providers from around the country that have diverse clinical backgrounds and experience and offer a wide range of specializations. Our company aims to place clinicians that have experience in the K-12 setting to ensure accurate position matching. Each is onboarded and trained in the proper implementation of virtual services, and we select and hire providers who are experienced, professional, and engaging.</p> <p>Our virtual clinicians go through the same rigorous quality assurance and onboarding process as onsite providers. This includes background checks, drug screening, and a physical. In addition, we require:</p> <ul style="list-style-type: none"> • Education background as required for each discipline (typically minimum of Master's degree) • Minimum of one year of in-person, onsite K-12 experience • Passing of virtual interview, as determined by the AMN Virtual Support Team • Completion of AMN and Entity virtual orientations as part of credentialing process prior to start date • Active state licenses in state of residence and in state where students are sitting • State educator's license, if required • Ability to provide strong and clear communication with internal stakeholders and parents • Flexible schedule to arrange services based on the Entity's needs and student schedules • Understanding of the expectation to complete the full scope of work as required by each discipline
51	Describe how you ensure service quality and continuity in cases of connectivity issues or technology failures.	<p>AMN ensures that Teleivate® and virtual services will be a successful option with the Participating Entity's technology at step one. We have a full-time technical team dedicated specifically to virtual services, the provider, the Entity, and the student. These team members work closely with our Development Team to ensure they know the ins and outs of Teleivate® and can rapidly solve any unexpected technical issues. Our IT Department is quick-acting, proficient, and available during business hours. Clinicians have access to in-session chat as well as the ability to contact the technical team via phone or email.</p> <p>If a Participating Entity chooses to use a platform other than Teleivate®, AMN provides Zoom Healthcare accounts for clinicians. The clinicians have access to the regular Zoom supports offered within the platform. AMN also has a general information technology team that can provide general technical support when a provider has technical difficulties.</p>

52	What accessibility features are included to accommodate users with disabilities (e.g., closed captioning, screen readers, adaptive interfaces)?	<p>AMN's Televate® platform supports non-verbal responses from students—including Augmentative and Alternative Communication (AAC) boards. Using a dedicated app within Televate, clinicians can generate customized AAC boards to align with students' interests and communication needs. Students' families can also log in to access the customized AAC board and download it for use on other devices at home.</p> <p>In addition, Televate® supports the ability to integrate a second camera on both the student's and clinician's side. Use of this second camera, typically a document camera, allows the clinician to maintain visual contact with the student's face while being able to see the interface of each student's AAC device. The clinician can see the interface, as well as how the student engages with their device.</p> <p>Televate® also provides the accommodations of live transcription in various languages during sessions. Items placed on the whiteboard within the platform's session room can be enlarged as needed for improved visual clarity.</p>
53	Do you offer multilingual support to cater to diverse populations? If so, please explain.	<p>AMN offers multilingual support to cater to diverse populations, students, staff, and parents through two solutions.</p> <ol style="list-style-type: none"> 1. When needed, AMN will staff virtual positions with bilingual/multilingual clinicians to facilitate best practices in evaluation and intervention services, as well as to meet the requirements directed by Individualized Education Programs (IEP). Our bilingual/multilingual providers can support evaluations and eligibility determinations for students whose primary language is not English. 2. AMN offers on-demand video and audio interpretation services to support student needs, as well as parent and staff communication needs in circumstances such as IEP meetings. This option will charge the Participating Entity by the minute in addition to the regular virtual provider's hourly rate.
54	If applicable, how does your solution leverage AI to enhance your behavioral health platform and service delivery?	Televate® leverages AI to support alternative and augmentative communication needs of students via an AI-driven application. This application allows clinicians to quickly create communication boards within the session room that can be customized according to each student's communication needs and interests. The boards are available for download by school staff and parents, if appropriate.
55	What licenses do you have and for which states?	<p>AMN is licensed to do business in all 50 states. Currently, we have medical-based clinicians placed in facilities in 50 states, and school-based clinicians placed in 40 states.</p> <p>Our company ensures candidates that are submitted to open jobs are licensed to perform services in the state they will be supporting.</p>
56	Describe your AI capabilities and related security measures.	<p>The AI feature for AAC support is managed by Coviu, the third-party that supports Televate®. The same security measures that apply to Televate® will apply to the AAC capabilities.</p> <p>AMN and Coviu employ a range of security measures that ensure the protection of data:</p> <ul style="list-style-type: none"> • Data encryption: All data transmitted through our platform is encrypted using industry-leading technology to ensure secure communication. • Secure data storage: Any data that is added to the platform is stored securely in data centers that comply with ISO 27001 and HIPAA requirements. • Regular audits: We conduct regular audits and assessments to maintain our compliance and continuously improve our security practices.

Table 5B: Value-Added Attributes

Line Item	Question	Certification	Offered	Comment	
57	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 resellers if available. Select all that apply.		<input type="radio"/> Yes <input checked="" type="radio"/> No	AMN is not a certified Women or Minority Business Entity (WMBE), Small Business Entity (SBE), or veteran-owned business, but we are committed to people, cultures and communities, and actively partner with and support diverse suppliers and HUB partners.	*
58		Minority Business Enterprise (MBE)	<input type="radio"/> Yes <input checked="" type="radio"/> No	AMN is not a certified MBE, but we are committed to people, cultures and communities, and actively partner with and support diverse suppliers partners where needed.	*
59		Women Business Enterprise (WBE)	<input type="radio"/> Yes <input checked="" type="radio"/> No	AMN is not a certified WBE, but we are committed to people, cultures and communities, and actively partner with and support women-owned suppliers partners where needed.	*
60		Disabled-Owned Business Enterprise (DOBE)	<input type="radio"/> Yes <input checked="" type="radio"/> No	AMN is not a certified DOBE, but we are committed to people, cultures and communities, and actively partner with and support suppliers partners where needed.	*
61		Veteran-Owned Business Enterprise (VBE)	<input type="radio"/> Yes <input checked="" type="radio"/> No	AMN is not a certified VBE, but we are committed to people, cultures and communities, and actively partner with and support VBE suppliers partners where needed.	*
62		Service-Disabled Veteran-Owned Business (SDVOB)	<input type="radio"/> Yes <input checked="" type="radio"/> No	AMN is not a certified SDVOB, but we are committed to people, cultures and communities, and actively partner with and support SDVOB suppliers partners where needed.	*
63		Small Business Enterprise (SBE)	<input type="radio"/> Yes <input checked="" type="radio"/> No	AMN is not a certified SBE, but we are committed to people, cultures and communities, and actively partner with and support small business suppliers partners where needed.	*
64		Small Disadvantaged Business (SDB)	<input type="radio"/> Yes <input checked="" type="radio"/> No	AMN is not a certified SDB, but we are committed to people, cultures and communities, and actively partner with and support SDB suppliers partners where needed.	*
65		Women-Owned Small Business (WOSB)	<input type="radio"/> Yes <input checked="" type="radio"/> No	AMN is not a certified WOSB, but we are committed to people, cultures and communities, and actively partner with and support WOSB suppliers partners where needed.	*

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 *	
66	Describe your payment terms and accepted payment methods.	AMN's payment terms are Net 30 and we can accept payment by ACH, check, or wire transfer. AMN also accepts Mastercard, American Express, and VISA, but charges a 3% processing fee. For transactions using payment cards, AMN ensures compliance with industry standards and secure payment processing protocols to safeguard sensitive financial information.	*
67	Describe any leasing or financing options available for use by educational or governmental entities.	Not applicable.	*

68	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.	<p>Once a Participating Entity selects AMN as their staffing services provider, AMN will discuss their agreement requirements. Depending on the level of terms and conditions, AMN may use our Standard Staffing Agreements, the Entity's agreement, or a combination of both. Regardless, the finalized agreement will comply with the Sourcwell terms and conditions and pricing.</p> <p>After an Entity offers a role to a candidate, AMN will send an Order Confirmation document to the Participating Entity representative. The document contains assignment specific information for each unique candidate.</p> <p>A sample Standard Staffing Agreement and Order Confirmation document have been included in the "Documents" section for your review.</p>	*
69	Do you accept the P-card procurement and payment process? If so, is there any additional cost to Sourcwell participating entities for using this process?	AMN accepts P-card procurement and payments but charges a 3% processing fee, if allowed by law. For transactions using payment cards, AMN ensures compliance with industry standards and secure payment processing protocols to safeguard sensitive financial information.	*
70	Describe your pricing model (e.g., line-item discounts or product-category discounts). Provide detailed pricing data (including standard or list pricing and the Sourcwell discounted price) on all of the items that you want Sourcwell 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.	<p>AMN charges an all-inclusive, flat hourly rate that includes recruiting, hiring, credentialing, onboarding, service platform (TeleVate or Zoom for Healthcare), clinician services, payroll taxes, and provider benefits. This rate is fixed for the full duration of each clinician's assignment and we never charge for holidays or forecasted days off. Our clinicians only work pre-approved hours and days, resulting in no unexpected cost overages for Participating Entities.</p> <p>Examples of included clinician services: Direct services, group sessions, individual sessions, evaluations, assessments, meetings, scheduling, preparing reports, data entry, communication (with parents, teachers, and district personnel), etc.</p> <p>Please refer to the Pricing spreadsheet in the "Documents" section for details on our pricing model.</p>	*
71	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.	<p>Our company has accounted for market averages and competition for candidate supply. The rising demand for K-12 clinicians and inflation has increased bill rates across the nation. The proposed rates were selected to ensure each Participating Entity's openings are competitive with other school and medical contract opportunities in the state.</p> <p>With these aspects in mind, a discount has been included for Participating Entities at a lower rate than we typically offer clients with direct contracts. The discount we are providing is 2% lower than our usual rates.</p>	*
72	Describe any quantity or volume discounts or rebate programs that you offer.	AMN will offer a 1% rebate to Participating Entities with over \$1M in Annualized Spend.	*
73	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.	For any requested services outside of the scope of our proposed solution, AMN will supply a quote for each request.	*
74	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 pre-delivery inspection, installation, set up, mandatory training, or initial inspection. Identify any parties that impose such costs and their relationship to the Proposer.	<p>The list below details the additional cost not included in AMN's submitted pricing. Each item can be negotiated with each Participating Entity.</p> <ul style="list-style-type: none"> • Overtime rate • Holiday rate • Weekend rate • Term-to-Perm Conversion 	*
75	If freight, delivery, or shipping is an additional cost to the Sourcwell participating entity, describe in detail the complete freight, shipping, and delivery program.	Not applicable.	*
76	Specifically describe freight, shipping, and delivery terms or programs available for Alaska, Hawaii, Canada, or any offshore delivery.	Not applicable.	*
77	Describe any unique distribution and/or delivery methods or options offered in your proposal.	Not applicable.	*

78	Specifically describe any self-audit process or program that you plan to employ to verify compliance with your proposed agreement with Sourcwell. This process includes ensuring that Sourcwell participating entities obtain the proper pricing.	AMN will create a Sourcwell contract template including bill rates for use with all Participating Entities. Using the template will minimize the risk of an Entity being charged improper rates. AMN's internal systems would have identifiers for Sourcwell related accounts that would allow us to check for accurate pricing, reporting, and tracking of spend within the Sourcwell program overall and within each specific Entity.	*
79	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.	<p>If awarded an agreement, AMN will utilize Key Performance Metrics, Operational and Administrative Parameters, and Outcome Measurements to ensure success and efficiency of the agreement. The key areas we will focus on include:</p> <p>Key Performance Metrics</p> <ol style="list-style-type: none"> 1. Quality of Service Delivery <ul style="list-style-type: none"> • Qualifications and Experience: All virtual providers meet or exceed credentialing requirements, including licensure and certifications. • Effective Interventions: Documented improvement in student outcomes (behavioral, emotional, or academic) as a direct result of services rendered. 2. Timely Staffing <ul style="list-style-type: none"> • Placement Timelines: Positions filled within the agreed-upon timeframe to prevent service interruptions. • Retention Rates: Clinicians complete the entirety of their contracted assignments, ensuring continuity of care. 3. Student and Staff Feedback <ul style="list-style-type: none"> • Satisfaction Surveys: Positive feedback virtual provider's performance. • Stakeholder Engagement: Effective collaboration between virtual providers and Entity personnel, such as teachers and special education teams. 4. Compliance and Documentation <ul style="list-style-type: none"> • IEP Contribution: Virtual provider meet deadlines and contribute meaningfully to Individualized Education Plans (IEPs). • Legal Adherence: Adherence to local, state, federal, and Entity regulations, such as those outlined by IDEA (Individuals with Disabilities Education Act). 5. Utilization Metrics <ul style="list-style-type: none"> • Caseload Management: Virtual clinicians maintain manageable workloads, ensuring thorough and personalized support for each student. • Session Completion Rates: High percentage of completion of scheduled sessions or evaluations. <p>Operational and Administrative Parameters</p> <ol style="list-style-type: none"> 1. Communication and Responsiveness <ul style="list-style-type: none"> • Clear, consistent communication channels between AMN and the Participating Entity. • AMN's prompt response to changes in staffing needs or school emergencies. 2. Virtual Platform Metrics (if applicable) <ul style="list-style-type: none"> • Platform Efficacy: High levels of engagement and success rates for students served through AMN's Televate© platform or the Department's preferred platform. • Accessibility: Students can seamlessly access virtual services without technical or scheduling barriers. 3. Professional Development <ul style="list-style-type: none"> • Clinician participates in ongoing training or professional development programs, ensuring they stay updated on best practices in and maintain their licensure. <p>Outcome Measurements</p> <ol style="list-style-type: none"> 1. Student Improvements: evidence of progress towards student's goals and progress in treatment plan. 2. Academic Outcomes: Improved academic performance or engagement for students receiving support. 	*
80	Provide a proposed Administration Fee payable to Sourcwell. The Fee is in consideration for the support and services provided by Sourcwell. The propose an Administrative Fee will be payable to Sourcwell 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.	Taking into consideration all features and of our solutions for this cooperative purchasing program and overall costs for the fulfillment of the provided services, AMN has determined an Administrative Fee of 2% paid annually to Sourcwell.	*

Table 6B: Pricing Offered

Line Item	The Pricing Offered in this Proposal is: *	Comments
81	The pricing offered is as good as or better than pricing typically offered through existing cooperative contracts, state contracts, or agencies.	Better than the Proposer typically offers to GPOs, cooperative procurement organizations, or state purchasing department.

Table 7A: Depth and Breadth of Offered Solutions (200 Points, applies to Table 7A and 7B)

Line Item	Question	Response *
82	Provide a detailed description of all the Solutions offered, including used Solutions if applicable, offered in the proposal.	<p>AMN is bidding on Category 3. K-12 and Higher Education Students and Faculty; Speech and Occupational Therapy to include:</p> <ul style="list-style-type: none"> i. Psychology, Social work, or Special Education Services; ii. Behavioral, Emotional, or Mental Health Counseling including but not limited to: video sessions, phone or text sessions, self-guided or self-help programs; iii. Crisis support, suicide prevention; iv. Assessment or diagnostic services; v. Speech; and vi. Occupational Therapy <p>Solutions Offered AMN is the largest publicly owned healthcare staffing company in the United States, offering a broad spectrum of services and resources focused exclusively on clinical staffing and workforce management. Our company has more than 40 years of experience in healthcare staffing, with 13 years of expertise dedicated to the K-12 industry. We have worked with over 750 student facilities nationwide and have successfully staffed thousands of onsite and virtual clinicians in the facilities that need them most. We are a true partner in the healthcare staffing and management arena, equipped with a complete and growing portfolio of innovative services to support our clients' wide range of talent-related requirements. Our unmatched position in the industry empowers AMN to scale and flex to meet any level of support required by a facility.</p> <p>AMN is proposing virtual clinician staffing services, video-conferencing software (Televate®), Managed Service Programs, and a Vendor Management System to meet the needs of Sourcewell's Participating Entities.</p> <p>Virtual Clinician Staffing AMN has been providing virtual services to K-12 organizations since 2019. We have cultivated a customized staffing experience that ensures Entities receive highly qualified virtual candidates that are well matched to their requirements. Our company can support staffing services in the following disciplines to all Participating Entities in Category 3:</p> <ul style="list-style-type: none"> • Virtual Occupational Therapists (OT) • Virtual Physical Therapists (PT) • Virtual Speech Language Pathologists/Therapists (SLP) • Virtual Psychologists (SP) • Virtual Social Workers (SW) • Virtual Board-Certified Behavior Analysts (BCBA) <p>Video-Conferencing Software AMN is flexible and will work with each Participating Entity to determine the optimal video platform for synchronous virtual services. We have experience delivering services through Zoom for Healthcare, but also offer our clinically built virtual services software, Televate®, as a comprehensive no-cost platform. The vast majority of AMN's clients ultimately select Televate® as the best option for the delivery of secure services, but our providers will accommodate any platform an Entity prefers for services. Televate® combines clinical best practices, state-of-the-art technology, and high-level security features to protect students' privacy and to create highly engaging, effective remote service options.</p> <p>Some of the main features of our platform include:</p> <ul style="list-style-type: none"> • Web-based access • Unique URL for each clinician's individual therapy room provided to students and/or support staff

- Online waiting room for students prior to being admitted to session
- Notifications sent to virtual provider once student(s) enter the waiting room, including their name(s)
- Continuous synchronous video and audio
- Ability to host individual and group sessions
- Caseload management
- Schedule management
- IEP due date tracking
- In-session note taking
- Data graphing
- Complete full evaluations with essential tools, such as integrated digital test manuals and visual stimuli, second camera integration, and nonverbal response functionality
- Engaging, interactive features and materials that adapt to each student's needs

Managed Service Programs

AMN understands the challenges Participating Entities face when communicating with multiple suppliers while managing various contracts, pricing models, clinician quality, invoices, and order fulfillment times. Entities that utilize a Managed Service Program experience several key benefits, including centralized management of staffing needs, streamlined processes, and access to a broad network of vetted suppliers. This not only simplifies supplier management but also enhances efficiency and consistency in filling orders. AMN will customize every facet of an MSP to ensure we align with the needs and goals of each Participating Entity. The key features of our solution are:

- Program Management: Dedicated program management resources to fully administer day-to-day program operations.
- Requisition Management: Job order intake, requisition creation/approval, and order management.
- Affiliate Supplier Engagement: Supplier strategy/vetting, contract administration, supplier onboarding, performance management, supplier compliance monitoring, and supplier mentoring.
- Fulfillment and Recruitment: Dedicated recruitment and credentialing professionals focused on candidate sourcing, screening/ranking, interview management, selection and offer, credentialing, onboarding, and orientation.
- On-Assignment Support: Clinical oversight, issue escalation/resolution, affiliate supplier communication, extension and off-boarding management, tenure management, and "Do Not Send" (DNS) oversight.
- Process Administration and Integration: Access to both people and technology to oversee and manage timekeeping/approval, expense management, consolidated invoicing, and payment administration.
- Program Optimization and Governance: Reporting/analytics, key performance indicators, legal/risk mitigation, solution design, implementation, continuous improvement, and progressive program maturity.

As a Managed Services partner, we are focused on building a program that is specifically designed to strengthen the staffing efforts of Participating Entities and simplify the management of other suppliers. As the healthcare industry's most comprehensive provider of workforce solutions, AMN is well equipped to provide staffing support internally alongside our active suppliers. Participating Entities will have access to the full strength of our recruiters, clinical managers, credentialing analysts, and support teams. AMN will leverage an assigned AMN account manager as the primary point of contact with the goal of streamlining communication, minimizing interaction with various suppliers, and enabling an Entity's availability to focus on the care of students instead of suppliers.

Vendor Management System

A foundational component of AMN's Managed Service Program model is our technology ShiftWise Flex. This cloud-based Vendor Management System provides a modern experience that makes it easy to manage the contingent workforce at a Participating Entity. As the healthcare industry's leading VMS platform, we partner with some of the largest health systems and school districts in the United States to efficiently manage affiliate vendors, fulfill staffing needs, and support delivery of top-quality patient and student care. Our VMS has consistently been named a "Major Contender" by Everest Group in their VMS PEAK Matrix® Assessment, which evaluates VMS systems across all industries.

ShiftWise Flex is exclusively designed for healthcare and school districts to manage their unique vendor management and total talent needs. We have earned the trust of our clients to manage billions of dollars in labor spend across a broad spectrum of facilities. Leveraging a fully resourced implementation department that facilitates client solution design, project management, communication/change management support, training, and technology configuration/integration, our robust, user-friendly platform is engineered for easy service, facility, and regional expansion as an Entity's program parameters change.

83	Within this RFP category there may be subcategories of solutions. List subcategory titles that best describe your products and services.	AMN's subcategory list of solutions includes: <ul style="list-style-type: none">• Special Education Services• Staffing Services• Teletherapy Services• Virtual Services• Virtual Technology• Video-Conference Software• Healthcare Staffing• Managed Service Provider• Vendor Management System• Occupational Therapist• Physical Therapist• Speech-Language Pathologist• Psychologist• Social Worker• Board Certified Behavior Analyst
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Table 7B: Depth and Breadth of Offered 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.

Line Item	Category or Type	Offered *	Comments	
84	Category 1: General Public Entity Employees and Citizens, if yes answer 85-88	<input type="radio"/> Yes <input checked="" type="radio"/> No	Not applicable, no bid.	*
85	Psychology, Social work, or Special Education Services	<input type="radio"/> Yes <input checked="" type="radio"/> No	Not applicable, no bid.	
86	Behavioral, Emotional, or Mental Health Counseling including but not limited to: video sessions, phone or text sessions, self-guided or self-help programs	<input type="radio"/> Yes <input checked="" type="radio"/> No	Not applicable, no bid.	
87	Crisis support, suicide prevention	<input type="radio"/> Yes <input checked="" type="radio"/> No	Not applicable, no bid.	
88	Assessment or diagnostic services	<input type="radio"/> Yes <input checked="" type="radio"/> No	Not applicable, no bid.	
89	Category 2: Public Safety Employees, if yes answer 90-93	<input type="radio"/> Yes <input checked="" type="radio"/> No	Not applicable, no bid.	*
90	Psychology or Social work	<input type="radio"/> Yes <input checked="" type="radio"/> No	Not applicable, no bid.	
91	Behavioral, Emotional, or Mental Health Counseling including but not limited to: video sessions, phone or text sessions, self-guided or self-help programs	<input type="radio"/> Yes <input checked="" type="radio"/> No	Not applicable, no bid.	
92	Crisis support, suicide prevention	<input type="radio"/> Yes <input checked="" type="radio"/> No	Not applicable, no bid.	
93	Assessment or diagnostic services	<input type="radio"/> Yes <input checked="" type="radio"/> No	Not applicable, no bid.	
94	Category 3: K-12 and Higher Education students and Faculty; Speech and Occupational Therapy, if yes answer 95-100	<input checked="" type="radio"/> Yes <input type="radio"/> No	AMN can place a variety of virtual clinicians for special education services, including: <ul style="list-style-type: none"> • Occupational Therapists • Physical Therapists • Speech Language Pathologists • School Psychologists • Board Certified Behavior Analyst • Social Worker 	*
95	Psychology, Social work, or Special Education Services	<input checked="" type="radio"/> Yes <input type="radio"/> No	Our company can fulfill these services with highly-qualified and engaging clinicians.	*
96	Behavioral, Emotional, or Mental Health Counseling including but not limited to: video sessions, phone or text sessions, self-guided or self-help programs	<input checked="" type="radio"/> Yes <input type="radio"/> No	AMN can support these services through virtual psychologists, board certified behavior analysts, and social workers.	*
97	Crisis support, suicide prevention	<input checked="" type="radio"/> Yes <input type="radio"/> No	Our company can fulfill these services with highly-qualified and engaging clinicians.	
98	Assessment or diagnostic services	<input checked="" type="radio"/> Yes <input type="radio"/> No	Our company can fulfill these services with highly-qualified and engaging clinicians.	
99	Speech	<input checked="" type="radio"/> Yes <input type="radio"/> No	Our company can fulfill these services with highly-qualified and engaging virtual speech language pathologists.	
100	Occupational Therapy	<input checked="" type="radio"/> Yes <input type="radio"/> No	Our company can fulfill these services with highly-qualified and engaging virtual occupational therapists.	

Exceptions to Terms, Conditions, or Specifications Form

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

Documents

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

1. Documents in PDF format are preferred. Documents in Word, Excel, or compatible formats may also be provided.
 2. Documents should NOT have a security password, as Sourcewell may not be able to open the file. It is your sole responsibility to ensure that the uploaded document(s) are not either defective, corrupted or blank and that the documents can be opened and viewed by Sourcewell.
 3. Sourcewell may reject any response where any document(s) cannot be opened and viewed by Sourcewell.
 4. If you need to upload more than one (1) document for a single item, you should combine the documents into one zipped file. If the zipped file contains more than one (1) document, ensure each document is named, in relation to the submission format item responding to. For example, if responding to the Marketing Plan category save the document as "Marketing Plan."
- [Pricing](#) - Pricing - Sourcewell RFP 072225 - AMN Healthcare (1).xlsx - Tuesday July 22, 2025 00:50:15
 - [Financial Strength and Stability](#) - AMN - 2024 Annual Report.pdf - Monday July 21, 2025 19:14:16
 - [Marketing Plan/Samples](#) - Marketing Samples.zip - Tuesday July 22, 2025 15:57:21
 - WMBE/MBE/SBE or Related Certificates (optional)
 - [Standard Transaction Document Samples](#) - Standard Transaction Document Samples.zip - Tuesday July 22, 2025 15:44:48
 - [Requested Exceptions](#) - Redlined Master Agreement - RFP 072225 Virtual Behavioral Health Therapy and Related Services.docx - Monday July 21, 2025 19:17:16
 - [Upload Additional Document](#) - Sales Territories and AMN Impact Report.zip - Tuesday July 22, 2025 15:45:52

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. - Whitney Anderson, Senior Manager, Proposal Management Solutions, AMN Healthcare, 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 10 Virtual Behavioral Health Therapy 072225 Mon July 14 2025 04:53 PM	<input checked="" type="checkbox"/>	7
Addendum 9 Virtual Behavioral Health Therapy 072225 Fri July 11 2025 03:02 PM	<input checked="" type="checkbox"/>	4
Addendum 8 Virtual Behavioral Health Therapy 072225 Thu July 10 2025 07:01 AM	<input checked="" type="checkbox"/>	1
Addendum 7 Virtual Behavioral Health Therapy 072225 Tue July 8 2025 08:39 AM	<input checked="" type="checkbox"/>	1
Addendum 6 Virtual Behavioral Health Therapy 072225 Mon July 7 2025 09:58 AM	<input checked="" type="checkbox"/>	8
Addendum 5 Virtual Behavioral Health Therapy 072225 Thu July 3 2025 10:04 AM	<input checked="" type="checkbox"/>	4
Addendum 4 Virtual Behavioral Health Therapy 072225 Wed July 2 2025 11:46 AM	<input checked="" type="checkbox"/>	3
Addendum 3 Virtual Behavioral Health Therapy 072225 Wed July 2 2025 11:45 AM	<input checked="" type="checkbox"/>	3
Addendum 2 Virtual Behavioral Health Therapy 072225 Wed June 18 2025 11:27 AM	<input checked="" type="checkbox"/>	2
Addendum 1 Virtual Behavioral Health Therapy 072225 Wed June 4 2025 08:22 AM	<input checked="" type="checkbox"/>	1