

Please describe how your company is organized, including parent companies, subsidiaries, and affiliates.

TEKsystems' intermediate parent company is Allegis Group, Inc. the United States' largest privately held staffing and services company. TEKsystems Global Services LLC, a subsidiary of TEKsystems, Inc., provides our clients with focused solutions in full-stack technology services.

Additionally, TEKsystems has five primary affiliates following the figure, each operating as subsidiaries of Allegis Group, Inc.:



- **Aerotek:** provides general, professional, and industrial staffing services
- **Allegis Global Solutions:** provides workforce management solutions, recruitment process outsourcing, managed services, and executive search services
- **Aston Carter:** provides international consultancy, finance, and IT staffing services
- **MarketSource:** provides integrated sales and marketing staffing services
- **Major, Lindsey & Africa:** provides legal search services

Please note that the above-listed companies operate independently from TEKsystems. Although they do not provide IT staffing as requested in the scope of this RFP, they may have additional capabilities that UC could use in other areas of your organization.

Summary

Order Reference: bbragg@teksystems.com | Report as of: 04-10-2020 | using Currency as USD

TEKSYSTEMS, INC.

Tradestyle(s): (SUBSIDIARY OF ALLEGIS GROUP, INC.,
HANOVER, MD)

ACTIVE **HEADQUARTERS**

Address: 7437 Race Rd, Hanover, MD, 21076,
UNITED STATES

Phone: (410) 540-7700

D-U-N-S: 96-576-2909

In Portfolio: Yes

Tags: Cathy's List Q2 2019 TEST UPLOAD 2 TEK Review Proce...
PreApproved TEK ...

Alerts: No alerts

Failure Score	Delinquency Score	Age of Business	Employees
68 (No change since last month)	86 (No change since last month)	23 years 1997 Year Started	2,900 400 (here)

Recent Alerts

There are no alerts to display.

Company Profile

D-U-N-S
96-576-2909

Legal Form
Corporation (US)

History Record
Clear

Date Incorporated

Mailing Address
United States

Telephone
(410) 540-7700

Website
www.teksystems.com

Present Control Succeeded

Annual Sales
US\$ 4,677,568,900

Employees
2,900 (400 here)

Age (Year Started)
23 years (1997)

Named Principal

01-02-1997

1997

Jay Alvather, PRES

State of Incorporation

Maryland

Ownership

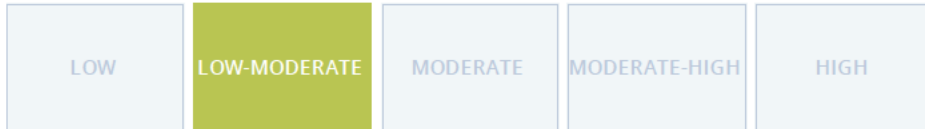
Not publicly traded

Line of Business

Help supply services

Risk Assessment

Overall Business Risk



Maximum Credit Recommendation

US\$ 4,500,000

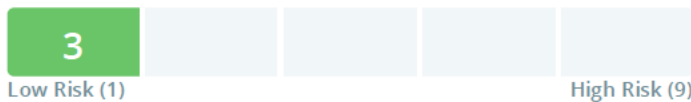
Dun & Bradstreet Thinks...

- Overall assessment of this organization over the next 12 months: **STABLE CONDITION**
- Based on the predicted risk of business discontinuation: **LIKELIHOOD OF CONTINUED OPERATIONS**
- Based on the predicted risk of severely delinquent payments: **LOW POTENTIAL FOR SEVERELY DELINQUENT PAYMENTS**

The recommended limit is based on a low probability of severe delinquency.

D&B Viability Rating

Portfolio Comparison Score



Company's risk level is: **LOW**

Probability that a company will go out of business, become dormant/inactive, or file for bankruptcy/insolvency within the next 12 months: **0.20 %**

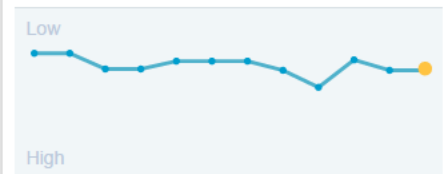
Failure Score Formerly Financial Stress Score



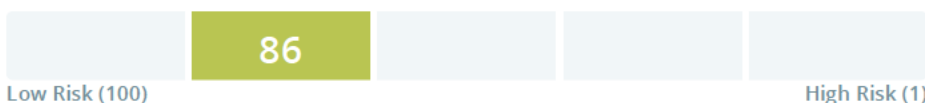
Company's risk level is: **MODERATE**

Probability of failure over the next 12 months: **0.14 %**

Past 12 Months



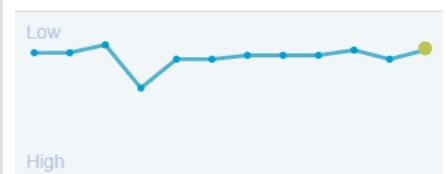
Delinquency Score Formerly Commercial Credit Score



Company's risk level is: **LOW-MODERATE**

Probability of delinquency over the next 12 months: **1.93 %**

Past 12 Months



PAYDEX ®

70

Low Risk (100)

Days Beyond Terms : 15

High Risk (0)

Past 24 Months



D&B Rating

Current Rating as of 10-10-2018

Financial Strength

5A : US\$ 50,000,000 and over in Net Worth or Equity

Risk Indicator

2 : Low Risk

Legal Events

Events	Occurrences	Last Filed
Bankruptcies	0	-
Judgements	1	10-20-2016
Liens	0	-
Suits	3	01-28-2020
UCC	3	07-30-2018

Trade Payments

Highest Past Due

US\$ 55,000

Highest Now Owing
US\$ 300,000

Total Trade Experiences
129

Largest High Credit
US\$ 400,000

Average High Credit
US\$ 16,250

Ownership

This company is a **Headquarters, Parent, Subsidiary**

Global Ultimate, Domestic Ultimate

ALLEGIS GROUP, INC.

UNITED STATES

D-U-N-S Number [12-176-8035](#)

Total Members in [Family Tree](#) - 508

Subsidiaries

4

Branches

130

Financial Overview

Source: D&B

Balance sheet Fiscal (individual) 12-31-2018	Amount (In Single Units)	Last 3 Years
Total Current Assets:	US\$ 813,315,100	
Total Current Liabilities:	US\$ 269,838,000	
Other Asset:	US\$ 141,106,000	
Long Term Liabilities:	US\$ 522,187,100	
Net Worth:	US\$ 162,396,000	

Profit & Loss Fiscal (individual) 12-31-2018	Amount (In Single Units)	Last 3 Years
Net Income:	-	-
Sales:	US\$ 4,350,970,000	

Key Business Ratios	Ratio for the Business
Current Ratio:	3.01

Country/Regional Insight

United States



Risk Category

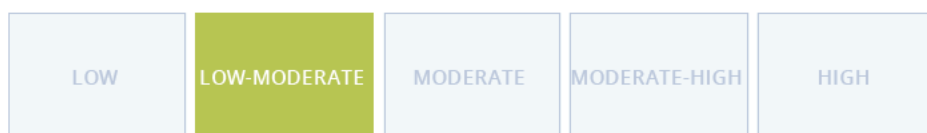


Dun & Bradstreet downgrades the US's country risk rating as the impact of the coronavirus pandemic spreads.

Risk Assessment

D&B Risk Assessment

Overall Business Risk



Maximum Credit Recommendation

US\$ 4,500,000

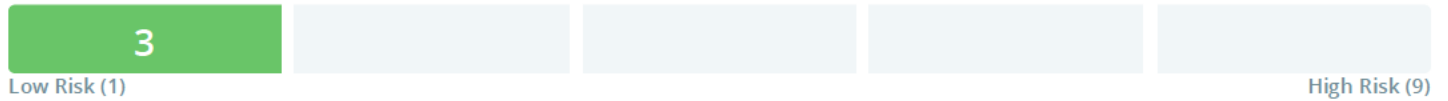
Dun & Bradstreet Thinks...

- Overall assessment of this organization over the next 12 months: **STABLE CONDITION**
- Based on the predicted risk of business discontinuation: **LIKELIHOOD OF CONTINUED OPERATIONS**
- Based on the predicted risk of severely delinquent payments: **LOW POTENTIAL FOR SEVERELY DELINQUENT PAYMENTS**

The recommended limit is based on a low probability of severe delinquency.

D&B Viability Rating

Portfolio Comparison Score



Rating Confidence Level



Data Depth

- Rich Firmographics
- Extensive Commercial Trading Activity
- Comprehensive Financial Attributes

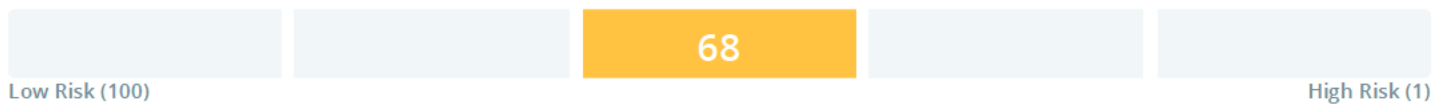
Level of Risk
Low

Probability of becoming no longer viable
0.20%

Percentage of businesses ranked with this score
15.00%

Average probability of becoming no longer viable
0.60%

Failure Score Formerly Financial Stress Score



- UCC Filings reported
- Low proportion of satisfactory payment experiences to total payment experiences
- High proportion of slow payment experiences to total number of payment experiences
- High proportion of past due balances to total amount owing
- High number of enquiries to D&B over last 12 months
- Unstable Paydex over last 12 months

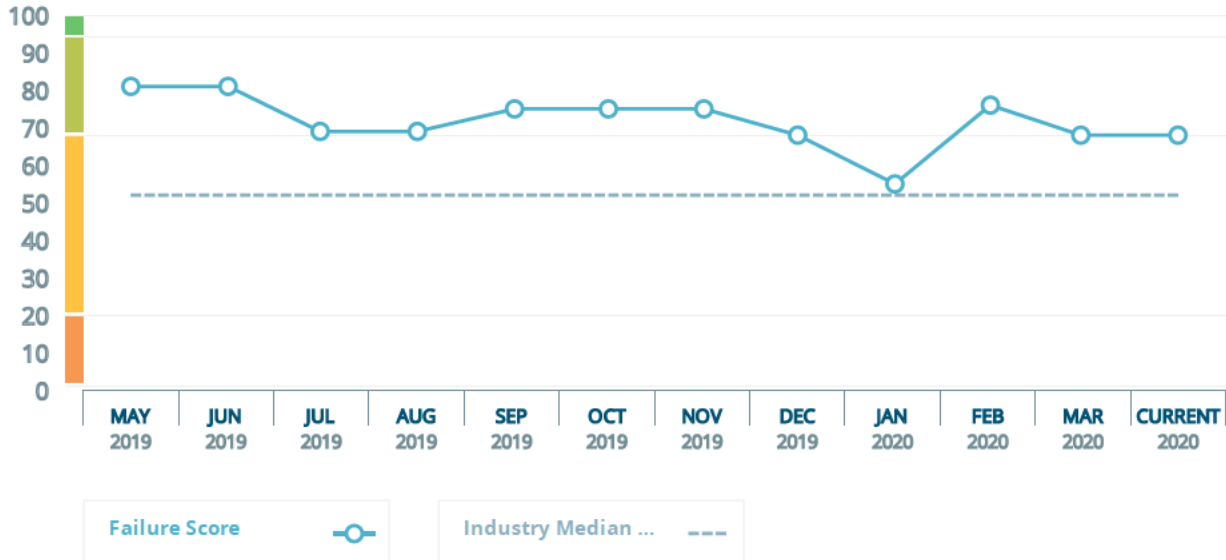
Level of Risk
Moderate

Raw Score
1509

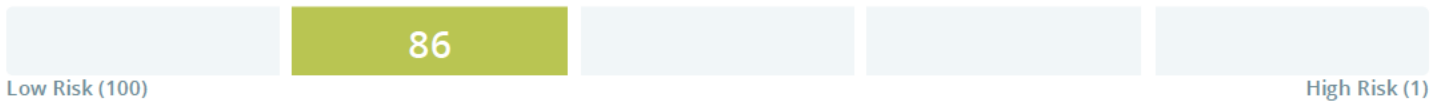
Probability of Failure
0.14%

Average Probability of Failure for Businesses in D&B Database
0.48%

Business and Industry Trends



Delinquency Score Formerly Commercial Credit Score



- Higher risk industry based on delinquency rates for this industry
- Proportion of past due balances to total amount owing
- Evidence of open suits and judgments
- Proportion of slow payments in recent months

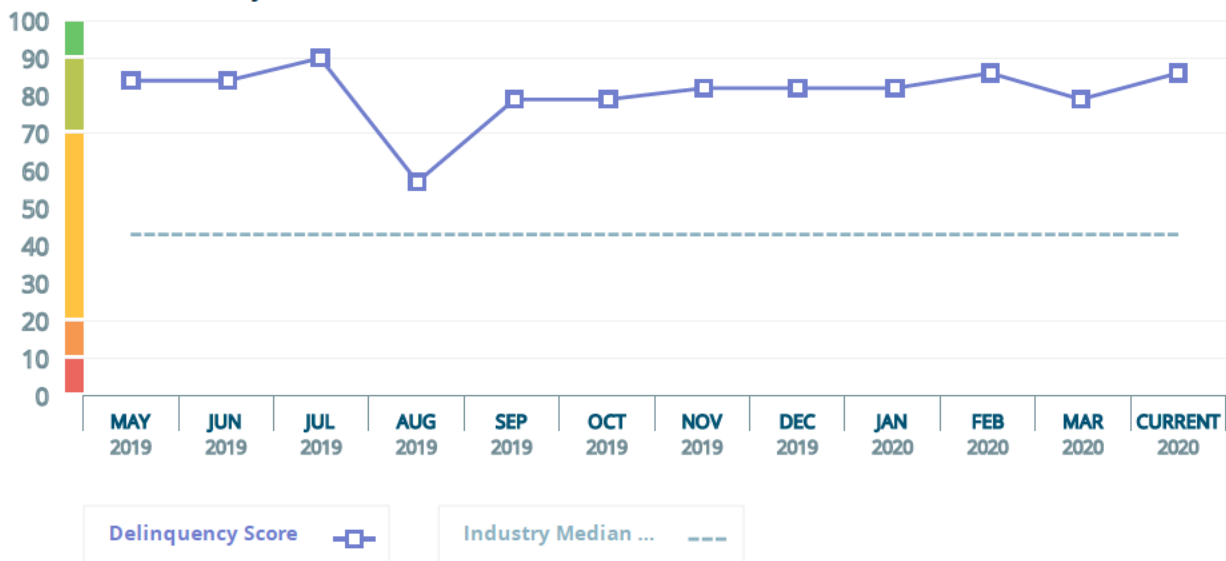
Level of Risk
Low-Moderate

Raw Score
566

Probability of Delinquency
1.93%

Compared to Businesses in D&B Database
10.20%

Business and Industry Trends



PAYDEX ®

Based on 24 months of data

70

Low Risk (100)

High Risk (0)

Risk of Slow Pay

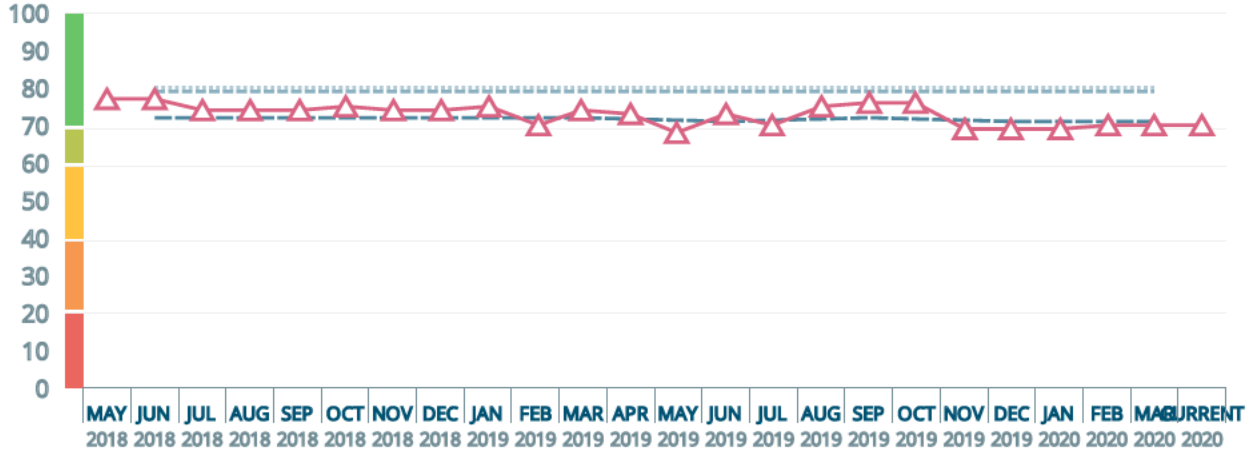
Low

Payment Behavior

15 Days Beyond Terms

Business and Industry Trends

7363 - Help supply services



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Industry Median ... ---

Industry Upper Q... ..

Industry Lower Q... ---

D&B Rating

Current Rating as of 10-10-2018

Financial Strength

5A : US\$ 50,000,000 and over in Net Worth or Equity

Risk Indicator

2 : Low Risk

Trade Payments

Trade Payments Summary (Based on 24 months of data)

Overall Payment Behavior

15

Days Beyond Terms

% of Trade Within Terms

76%

Highest Past Due

US\$ 55,000

Highest Now Owing:

US\$ 300,000

Total Trade Experiences:

129

Largest High Credit:

US\$ 400,000

Average High Credit:

US\$ 16,250

Total Unfavorable Comments:

0

Largest High Credit:

US\$ 0

Total Placed in Collections:

0

Largest High Credit:

US\$ 0

Trade Payments By Credit Extended (Based on 12 months of data)

Range of Credit Extended (US\$)	Number of Payment Experiences	Total Value	% Within Terms
100,000 & over	2	US\$ 500,000	60
50,000 - 99,999	1	US\$ 55,000	50
15,000 - 49,999	14	US\$ 310,000	94
5,000 - 14,999	14	US\$ 100,000	54
1,000 - 4,999	12	US\$ 19,500	95
Less than 1,000	18	US\$ 6,750	64

Trade Payments By Industry (Based on 24 months of data)

Industry Category	Number of Payment Experiences	Largest High Credit (US\$)	% Within Terms (Expand to View)	1 - 30 Days Late (%)	31 - 60 Days Late (%)	61 - 90 Days Late (%)	91 + Days Late (%)
▼ 17 - Construction - Special Trade Contractors	1	1,000					
1742 - Drywall/insulate work	1	1,000	100	0	0	0	0
▼ 35 - Industrial and Commercial Machinery and Computer Equipment	1	1,000					
3575 - Mfg computer terminal	1	1,000	100	0	0	0	0
▼ 48 - Communications	3	5,000					
4812 - Radiotelephone commun	1	5,000	100	0	0	0	0
4813 - Telephone communicatns	2	750	100	0	0	0	0
▼ 49 - Electric, Gas and Sanitary Services	1	250					
4911 - Electric services	1	250	100	0	0	0	0
▼ 50 - Wholesale Trade - Durable Goods	1	500					
5074 - Whol plumb/hydraulics	1	500	100	0	0	0	0

Industry Category	Number of Payment Experiences	Largest High Credit (US\$)	% Within Terms (Expand to View)	1 - 30 Days Late (%)	31 - 60 Days Late (%)	61 - 90 Days Late (%)	91 + Days Late (%)
▼ 57 - Home Furniture Furnishings and Equipment Stores	1	1,000					
5734 - Ret computer/software	1	1,000	0	0	0	0	100
▼ 59 - Miscellaneous Retail	1	50					
5943 - Ret stationery	1	50	100	0	0	0	0
▼ 60 - Depository Institutions	2	15,000					
6021 - Natnl commercial bank	2	15,000	100	0	0	0	0
▼ 61 - Nondepository Credit Institutions	10	400,000					
6153 - Short-trm busn credit	10	400,000	53	46	1	0	0
▼ 62 - Security and Commodity Brokers Dealers Exchanges and Services	5	750					
6282 - Investment advice	5	750	0	83	0	0	17
▼ 70 - Hotels Rooming Houses Camps and other Lodging Places	1	50					
7011 - Hotel/motel operation	1	50	0	100	0	0	0
▼ 73 - Business Services	14	55,000					
7323 - Credit reporting svcs	5	1,000	100	0	0	0	0
7359 - Misc equipment rental	2	7,500	30	50	0	0	20
7361 - Employment agency	2	40,000	100	0	0	0	0
7363 - Help supply service	1	25,000	100	0	0	0	0
7371 - Custom programming	1	15,000	100	0	0	0	0
7372 - Prepackaged software	3	55,000	62	4	30	0	4
▼ 75 - Automotive Repair, Services and Parking	1	100,000					
7514 - Passenger car rental	1	100,000	100	0	0	0	0
▼ 87 - Engineering Accounting Research Management and Related Services	1	100					
8744 - Facilities support	1	100	0	0	50	0	50
▼ 91 - Executive Legislative and General Government except Finance	2	2,500					
9111 - Executive office	2	2,500	100	0	0	0	0
▼ 93 - Public Finance Taxation and Monetary Policy	13	15,000					
9311 - Public finance	13	15,000	100	0	0	0	0
▼ 94 - Administration of Human Resource Programs	1	1,000					
9431 - Admin public health	1	1,000	100	0	0	0	0
▼ 99 - Nonclassifiable Establishments	2	40,000					

Industry Category	Number of Payment Experiences	Largest High Credit (US\$)	% Within Terms (Expand to View)	1 - 30 Days Late (%)	31 - 60 Days Late (%)	61 - 90 Days Late (%)	91 + Days Late (%)
9999 - Nonclassified	2	40,000	100	0	0	0	0

Trade Lines

Date of Experience	Payment Status	Selling Terms	High Credit (US\$)	Now Owes (US\$)	Past Due (US\$)	Months Since Last Sale
03/20	Pays Promptly	-	15,000	10,000	0	1
03/20	Pays Promptly	-	15,000	750	0	1
03/20	Pays Slow 120+	-	1,000	1,000	1,000	-
02/20	Pays Slow 30+	-	750	0	0	Between 6 and 12 Months
02/20	Pays Promptly	-	40,000	15,000	0	1
02/20	Pays Promptly	-	7,500	-	-	1
02/20	Pays Promptly	N30	7,500	7,500	0	1
02/20	Pays Promptly	-	5,000	-	-	1
02/20	Pays Promptly	-	5,000	2,500	0	1
02/20	Pays Promptly	-	5,000	-	-	1
02/20	Pays Promptly	-	750	-	-	1
02/20	Pays Promptly	-	750	0	0	Between 2 and 3 Months
02/20	Pays Promptly	N30	500	100	0	1
02/20	Pays Promptly	N30	500	50	0	1
02/20	Pays Promptly	-	500	0	0	Between 6 and 12 Months
02/20	Pays Promptly	N30	500	0	0	Between 2 and 3 Months
02/20	Pays Promptly	N30	250	250	0	1
02/20	Pays Promptly	-	250	-	-	1
02/20	Pays Promptly	-	250	250	-	1
02/20	Pays Promptly	-	50	50	0	1
02/20	Pays Promptly	N30	40,000	40,000	0	1
02/20	Pays Promptly	-	25,000	0	0	Between 6 and 12 Months
02/20	Pays Slow 30+	-	250	250	0	1
02/20	Pays Slow 30+	-	50	0	0	Between 6 and 12 Months
02/20	Pays Slow 30-120+	-	5,000	750	0	1
02/20	Pays Slow 60-150+	-	100	100	100	Between 6 and 12 Months
02/20	-	Cash account	250	0	0	Between 6 and 12 Months

Date of Experience	Payment Status	Selling Terms	High Credit (US\$)	Now Owes (US\$)	Past Due (US\$)	Months Since Last Sale
02/20	-	Cash account	250	-	-	1
02/20	-	Cash account	100	0	0	Between 6 and 12 Months
02/20	-	Cash account	100	0	0	Between 2 and 3 Months
02/20	-	Cash account	100	0	0	1
02/20	-	Cash account	50	-	-	1
02/20	-	Cash account	0	0	0	Between 6 and 12 Months
02/20	-	Cash account	0	0	0	1
02/20	-	Cash account	0	0	0	Between 6 and 12 Months
02/20	Pays Prompt to Slow 30+	-	7,500	50	0	1
01/20	-	Cash account	50	-	-	1
12/19	Pays Promptly	-	25,000	10,000	0	1
12/19	Pays Promptly	-	20,000	7,500	0	1
12/19	-	Cash account	50	-	-	Between 6 and 12 Months
11/19	-	Cash account	100	-	-	1
11/19	-	Cash account	50	-	-	1
10/19	Pays Promptly	-	15,000	7,500	0	1
10/19	Pays Promptly	-	7,500	0	0	Between 4 and 5 Months
10/19	-	Cash account	50	-	-	1
10/19	-	Cash account	50	-	-	1
10/19	Pays Prompt to Slow 30+	-	15,000	15,000	5,000	1
09/19	-	Cash account	50	-	-	Between 6 and 12 Months
09/19	-	Cash account	100	-	-	Between 6 and 12 Months
08/19	Pays Slow 30-60+	-	10,000	0	0	Between 6 and 12 Months
08/19	-	Cash account	500	-	-	Between 6 and 12 Months
08/19	-	Cash in advance	100	-	-	1
08/19	-	Cash account	50	-	-	Between 6 and 12 Months
08/19	-	-	50	-	-	Between 4 and 5 Months

Date of Experience	Payment Status	Selling Terms	High Credit (US\$)	Now Owes (US\$)	Past Due (US\$)	Months Since Last Sale
08/19	Pays Slow 30+	-	10,000	0	0	Between 6 and 12 Months
08/19	-	Cash account	50	-	-	1
07/19	Pays Promptly	-	2,500	-	-	1
07/19	-	Cash account	1,000	-	-	1
07/19	-	Cash account	100	-	-	1
07/19	-	Cash account	100	-	-	1
07/19	-	Cash account	50	-	-	1
06/19	Pays Promptly	-	1,000	-	-	1
06/19	-	-	100	0	0	Between 2 and 3 Months
06/19	-	Cash account	50	-	-	1
06/19	-	Cash account	50	-	-	1
06/19	-	Cash account	50	-	-	1
04/19	Pays Promptly	-	2,500	-	-	1
03/19	Pays Promptly	-	1,000	-	-	1
01/19	Pays Promptly	-	100,000	60,000	750	1
09/18	Pays Promptly	-	1,000	0	0	Between 6 and 12 Months
09/18	cash own option	Cash account	50	-	-	Between 2 and 3 Months
09/18	-	Cash account	0	0	0	Between 6 and 12 Months
08/18	cash own option	Cash account	50	-	-	1
06/18	Pays Promptly	-	2,500	-	-	1
06/18	Pays Promptly	-	2,500	-	-	1
05/18	Pays Promptly	-	2,500	-	-	1
03/18	Pays Promptly	-	1,000	0	0	Between 6 and 12 Months
03/18	Pays Promptly	-	1,000	-	-	1
03/18	Pays Promptly	N30	50	0	0	Between 6 and 12 Months
03/18	Pays Prompt to Slow 60+	-	55,000	55,000	15,000	1

Special Events

MERGER/ACQUISITION: According to published reports, Teksystems, Inc., DUNS 965762909, (Hanover, MD) announced that it has acquired 1Strategy.

Company Profile

Company Overview

D-U-N-S

96-576-2909

Legal Form

Corporation (US)

History Record

Clear

Date Incorporated

01-02-1997

State of Incorporation

Maryland

Ownership

Not publicly traded

Mailing Address

United States

Telephone

(410) 540-7700

Website

www.teksystems.com

Present Control Succeeded

1997

Annual Sales

US\$ 4,677,568,900

Employees

2,900 (400 here)

Age (Year Started)

23 years (1997)

Named Principal

Jay Alvather, PRES

Line of Business

Help supply services

Business Registration

Corporate and business registrations reported by the secretary of state or other official source as of: 04-07-2020
This data is for informational purposes only, certification can only be obtained through the Office of the Secretary of State.

Registered Name	TEKSYSTEMS, INC.
Corporation Type	Corporation (US)
Business Commenced On	1997
State of Incorporation	MARYLAND
Date Incorporated	01-02-1997
Registration ID	D04580247
Registration Status	INCORPORATED
Date Status Attained	01-02-1997
Filing Date	01-02-1997
Where Filed	SECRETARY OF STATE/DEPARTMENT OF ASSESSMENTS AND TAXATION/CORPORATE CHARTER DIVISION

Registered Agent

Name	CSC-LAWYERS INCORPORATING SERVICE
Address	COMPANY;7 ST. PAUL STREET;SUITE 820, BALTIMORE, MD, 212020000

Principals

Officers

JAY ALVATHER, PRES

Directors

DIRECTOR(S): THE OFFICER(S)

Company Events

The following information was reported on: 01-20-2020

The Maryland Secretary of State's business registrations file showed that TEKsystems, Inc. was registered as Corporation on January 2, 1997, under the file registration number D04580247.

Business started 1997. 100% of capital stock is owned by the parent company.

The company elected to be treated as a Qualified Sub-Chapter S Subsidiary (QSSS) for federal and state income taxes where available. As a QSSS, the Company's taxable earnings are reported by the individual stockholders of the parent.

RECENT EVENTS:.

On January 20, 2020, sources stated that Teksystems, Inc., Hanover, MD, has acquired 1Strategy LLC, Bellevue, WA, on December 2, 2019. With the acquisition, 1Strategy LLC, will now operate as a wholly-owned subsidiary of Teksystems, Inc.. Employees and management were retained. Terms of the deal were not disclosed. Further details are unavailable.

On June 2, 2006, TEKsystems, Inc. acquired Quality Assurance Associates Inc, Plymouth Meeting, PA.

On May 5, 2004, Edward Bushnell, managing partner of Consultnet LLC, Draper, UT stated that the company sold it's Bellevue, WA operation to TEKsystems, Inc., Hanover, MD. The employees were retained by TEKsystems, Inc. through this transaction. Further details are unavailable at this time.

On Sept 12, 2003, it was reported TEKsystems, Inc. acquired Directfit, Inc, Irvine, CA. The operations of Directfit will be merged into TEKsystems, Inc.. Approximately thirty employees were retained and will join one of TEKsystems, Inc. existing offices in California. The principals of Directfit have agreed to remain on board for consulting purposes during the integration process.

On April 4, 2002, it was reported Maxim Group Federal Services LLC legally changed its name to TEKsystems Government Services LLC.

JAY ALVATHER. Antecedents are unknown.

Maxim Group Inc, Hanover, MD. DUNS #023159743. Operates as business services, nec..

Business Activities And Employees

The following information was reported on: 01-20-2020

Business Information

Trade Names

(SUBSIDIARY OF ALLEGIS GROUP, INC., HANOVER, MD)

Business Information

Description	<p>Subsidiary of Allegis Group, Inc., Hanover, MD started 1983 which operates as an employment agency. Parent company owns 100% of capital stock. Parent company has multiple other subsidiary(ies).</p> <p>As noted, the parent company is Allegis Group, Inc., DUNS #: 12-176-8035, and reference is made to that report for information on the parent and its management.</p> <p>Operates as a help supply service.</p> <p>Terms are Net 30 days with billings on a weekly basis. Sells to commercial concerns. Territory : United States and Canada.</p>
Employees	2,900 which includes officer(s). 400 employed here.
Financing Status	Unsecured
Financial Condition	Good
Seasonality	Nonseasonal.
Facilities	Shares 80,000 sq. ft. on 1-3 floor of a three story brick building.
Location	Industrial section on side street.

SIC/NAICS Information

SIC Codes	SIC Description	Percentage of Business
7363	Help supply services	-
73630000	Help supply services	-

NAICS Codes	NAICS Description
561320	Temporary Help Services

Government Activity

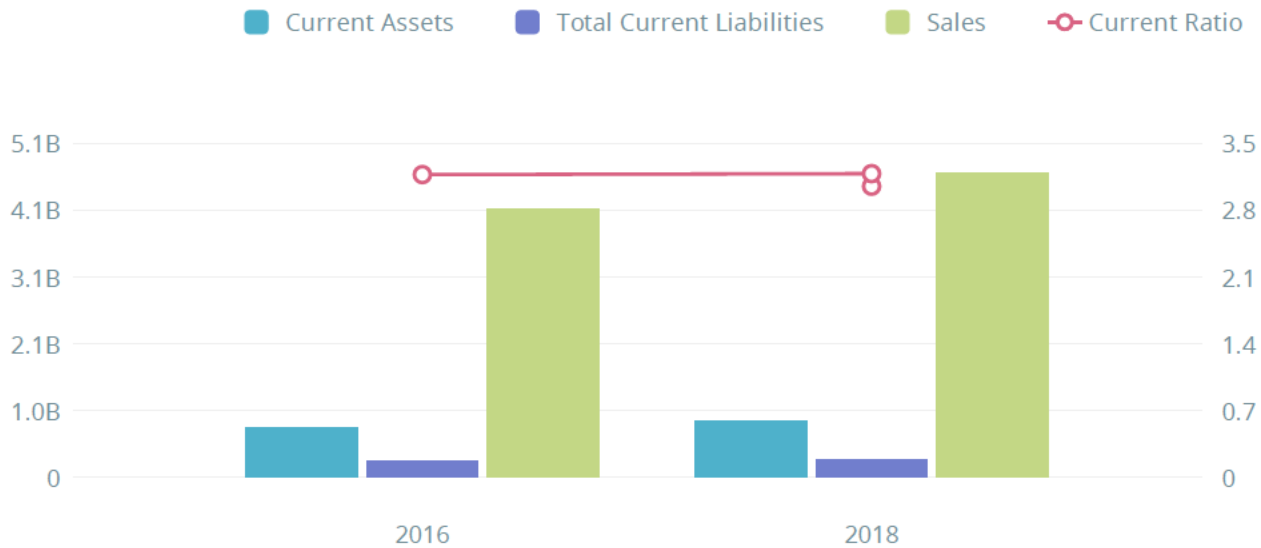
Activity Summary

Borrower(Dir/Guar)	No
Administrative Debt	No
Contractor	Yes
Grantee	No
Party excluded from federal program(s)	No

Source: D&B | Currency: All figures shown in USD unless otherwise stated

Financials

Financial Statement Comparison



	Fiscal Individual Dec 2018	Fiscal Individual Dec 2018	Fiscal Individual Dec 2016	Last 3 Years
Current Assets	871,662,700	813,315,100	766,296,000	
Total Current Liabilities	277,219,100	269,838,000	244,539,900	
Tangible Net Worth	192,819,700	162,396,000	157,878,200	
Sales	4,677,568,900	4,350,970,000	4,132,061,300	
Current Ratio	3	3	3	
Working Capital	594,443,600	543,477,100	521,756,100	
Other Assets	161,927,500	141,106,000	136,859,700	
Long Term Liabilities	563,551,400	522,187,100	500,737,600	

Latest Financial Statement

Balance Sheet Fiscal 12-31-2018 In Single Units

Assets

Current Assets

Due from Affiliates-Net	3,896,400
Prepaid Exps & Other Current Assets	19,741,300

Current Assets

Accounts Receivable	813,282,700
Cash	34,742,300

Total Current Assets 871,662,700

Long Term Assets

Notes Rec From Affiliates	763,100
Property, Plant, Fixtures & Equipment	27,457,200
Goodwill/Intangibles/Other Assets	133,707,200

Total Assets 1,033,590,200

Liabilities

Total Current Liabilities

Accruals	129,913,600
Deferred Compensation	19,497,200
Accounts Payable	127,808,300

Total Current Liabilities 277,219,100

Long Term Liabilities

ACCUM OTHER COMPREHENSIVE LOSS	(14,989,500)
Common Stock	1,400
Other Long Term Liabilities	11,479,900
Retained Earnings	135,043,200
Additional Paid In Capital / Capital Surplus	72,764,600
Deferred Compensation	552,071,500
Total Liabilities & Net Worth	1,033,590,200

Statement Information

Profit And Loss Information

From JAN 01 2018 to DEC 31 2018 annual sales \$4,677,568,900.

Source Information

Submitted AUG 30 2018 by Kim Probst, controller. Prepared from statement(s) by Accountant: PricewaterhouseCoopers LLP, Baltimore, Maryland.

Statement Explanation

Accounts receivable shown net less \$13,089,300 allowance.

Reporter Comments

On December 04, 2019, the financial information was updated.

Key Business Ratios

Statement date	Based on Number of Establishments
12-31-2018	11

	Ratio for the business	Industry Median	Industry Quartile
Profitability			
Return On Assets	-	5.9	-
Return on Net Worth	-	11.1	-
Return on Sales	-	2.5	-
Short Term Solvency			
Current Liabilities to Inventory	-	-	-
Current Liabilities Over Net Worth	143.8	71.9	1
Current Ratio	3.1	1.8	1
Quick Ratio	3.1	1.5	1
Efficiency			
Accounts Payable to Sales	2.7	2.9	1
Assets Over Sales	22.1	38.7	4
Collection Period	63.5	59.9	1
Sales to Inventory	-	-	-
Sales Over Net Working Capital	7.9	9.0	3
Utilization			
Total Liabilities Over Net Worth	436.0	125.7	1

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Summarize in 500 words or less why you are a match for UC and why UC should select your organization over your competitors. Please emphasize how you are different from your competitors.

The following differentiating qualities and competitive advantages provide the most value for UC by giving you ready access to the highest quality IT candidates:

Strong, Consistent Processes and Structures Across Over 100 Nationwide Field Offices. Our field offices are company owned and staffed with corporate-trained recruiters, account managers, and a director of business operations to maintain consistency in quality and professional service no matter which of our offices work with UC or agencies using this cooperative agreement. Core operational processes including contracts, compliance, and billing functions are handled by our corporate office working closely with our field offices, further ensuring consistent service quality for UC across all TEKsystems engagements.

Established, Experienced Higher Education and Healthcare Practices. TEKsystems' Government Services practice supports 42 states, over 150 local cities and municipalities, and over 120 higher education institutions, focusing on the specialized needs of institutions like UC. Additionally, our Healthcare Services practice supports over 700 clients including university health systems. Our leaders and teams target the most common initiatives for these institutions and then find the IT consultants with the experience and skills to help accomplish them, providing the consultants with hands-on experience in the infrastructures and systems within your environment.

Deep Understanding of UC and Your Associated Needs and Challenges. Our current experience with the UC system equips us with strategic insight into what you need from a vendor, how to best reach and promote this cooperative agreement, and the best solutions to address your IT talent and service needs. Our experience placing consultants across multiple areas within your institution gives us the knowledge and experience in what works best to attract and retain top IT talent for your engagements.

Flexible Delivery Models Adaptable to Provide Optimal Service Solutions for UC. Instead of forcing you into a predefined solution, we collaborate with you to customize our approach and use the service delivery model that makes sense for you. We seek to understand your business targets and the gaps between your current and future state. We then custom-build our solutions to address key gaps related to people, projects, or full work functions. This approach benefits UC when you require more than staff augmentation.

No. 1 IT Staffing Provider in the United States with Large Recruiting Force. UC will benefit from working with the best IT staffing provider in the country. Staffing Industry Analysts, the premier research and analysis firm for the contingent workforce, has ranked TEKsystems as the No. 1 IT staffing provider in the United States in 2019 and every year since 2000 (the first year this data was captured by Staffing Industry Analysts). The Allegis Group, our parent company, was rated number five in SIA's annual report of top global staffing firms. Controlling 13% market share, TEKsystems ranked as the largest overall market share holder among the companies on Staffing Industry Analysts' 2019 list. Our 2,200 recruiters nationwide use this massive reach to expand our pipeline of consultants for UC, and to efficiently handle your requests.

Has your organization experienced recent merger or acquisition activity, or has any such pending activity been publicly disclosed? If so, please describe, specifically addressing any reorganization or operational changes that would affect your product or services.

TEKsystems is not and has not recently been the target of a merger or acquisition. However, we have acquired the following two companies within the past few years:

- **1Strategy (2019):** 1Strategy is a Premier Consulting Partner in the Amazon Web Services (AWS) Partner Network (APN) that brings competencies in machine learning and true full-stack cloud-native development and engineering. 1Strategy has achieved AWS DevOps Competency and AWS Data & Analytics Competency status.
- **One North (2018):** One North is a digital marketing agency for business-to-business and professional services. This acquisition bolsters TEKsystems Global Services' full-stack technology offering by adding to our digital footprint, including interactive website design, content strategy, web analytics, UX strategy, brand planning, digital platforms, and customer experience.

Neither of these acquisitions will affect our organization and ability to provide services to UC, but they expand our service offerings in areas that UC may find useful.

Describe in general terms how your company supports your local community and regional businesses and markets, along with your focus on diversity in your staffing to strengthen opportunities for women, minority, veterans and the disabled.

Our commitment to inclusion and diversity (I&D) is evident throughout our organization. There is nothing more important to our team than the relationships we have with our employees, clients, and consultants. It is through these connections that we provide unparalleled talent and services solutions. We know we can enrich our relationships even more by integrating I&D into all aspects of our business. By welcoming different perspectives, we can build the best possible teams, develop the best possible ideas, and deliver the best possible outcomes to our clients and consultants.

Some of the ways we demonstrate understanding and follow through on our commitment to I&D include:

Local recruiting and collaboration through organizations in California: Diversity will be reflected by recruiting through local recruiting, interface, and collaboration with local organizations to fully represent all diverse and geographic populations.

Technology partnerships and boot camps: We also use technology partnerships with the organizations listed below to provide IT and technology boot camps that help increase our diverse talent pipeline:

- **Year Up:** 100+ placements
- **Per Scholas:** 450+ placements nationwide
- **Creating IT Futures:** 60+ placements
- **Grand Circus:** sponsor Develp(her) boot camp in support of women in IT
- **i.c.stars:** sponsorship of Chicago, Milwaukee, and Columbus locations

I&D-related outreach programs dedicated to providing employment opportunities for veterans:

Our over 100 offices work with different entities in each of the local markets to find service members for clients like UC and the agencies who may use this cooperative agreement. Some of the more common relationships include partnerships at IT academies on base, student veterans chapters with IT and business focus, guard employment representatives, TAP's/MTS transition services such as Skillsbridge, Army Career and Alumni (ACAP), Yellow Ribbon, Navy Warrior Hiring, VFW, Workforce Agency Job Fairs, HiringOurHeroes Job Fairs, and base job fairs. They are also a 2021 Gold Military Friendly® Top 10 Employer and 2020 Military Spouse Friendly® Employer, further demonstrating how we put our commitment into practice.

Our Hiring Heroes campaign is a recent, successful outreach effort designed to connect employers with job-seeking veterans. This outreach provides employers with the tools necessary to attract, hire, and retain great veterans in their own organizations. As part of this campaign, we released a downloadable guide, email series, and social media series that guide busy hiring professionals through the current veteran landscape, veteran hiring program best practices, and program strategies in an easy-to-understand visual narrative. Visitors who download the guide are connected with local members of our Inclusion and Diversity team to provide further support with their veteran hiring needs. To date, this campaign has not only helped employers better focus on their veteran hiring programs, but has also resulted in new veteran hires at leading financial institutions, medical institutions, and state agencies.

Recruiter training designed to prioritize I&D: Our workplace thrives on building relationships, fostering open communication, and true partnership with each other, our clients, and consultants. Through our comprehensive program, we conduct onboarding, talent management, ongoing communication, professional development, leadership training, and on-site training for our employee resource groups as well as our workforce as a whole. We avoid bias in hiring by training our recruiters on topics that include understanding diversity and mitigating the impact of unconscious bias in our sourcing practices.

A corporate focus on I&D: We actively seek to increase our diversity through our sourcing and hiring processes; our I&D corporate strategy and team is fully dedicated to this. Our internal I&D-related efforts include:

- **Employee Resource Groups (ERGs)**, open to all interested employees, which are representative of historically underrepresented, multicultural, and shared experience groups and serve to address the common interests of participating members. Group members serve as mentors and leaders, pursuing opportunities for community involvement and fostering new relationships with peers, clients, and consultants
- **Community engagement** between our team's ERGs and those of our clients to sponsor luncheons, speaker series, and professional development opportunities that not only benefit our internal team but also our consultant and client teams
- **An Executive Inclusion Board (EIB)** that brings together internal leaders who value I&D. The Board aims to achieve a highly engaged, diverse workforce across all levels, functional areas, and an inclusive culture that embraces and leverages our differences

Academic and community partnerships putting our I&D initiatives into practice: We develop partnerships with various academic and community associations to build relationships and introduce our organization as an engaging, inclusive place with endless opportunity to build a career. Some of our recent partnerships include:

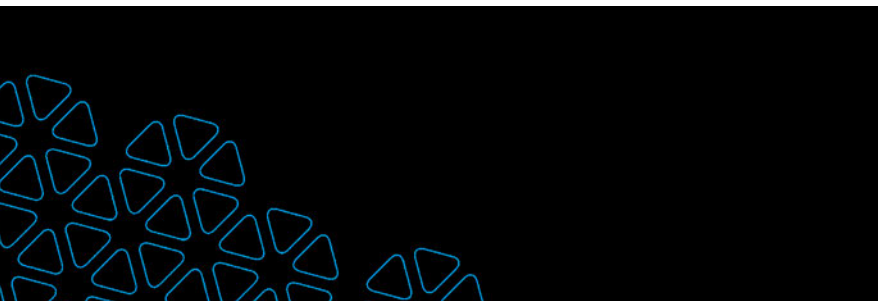
- Sponsor of HBCU Business Deans Roundtable
- Corporate Partner of FindSpark and Hustle Summit
- National Diversity Case Competition
- National Sales Network Student Sales and Marketing Conference
- Association of Latino Professionals for America Student Symposium
- Sponsoring the Annual Big XII Conference on Black Student Government

Describe specifically how your company will incorporate environmentally conscious business practices into the delivery of the requested services of this project.

Because the requested services under this project primarily involve talent placement, they already lend themselves to environmentally conscious business practices. However, TEKsystems recognizes that our work has an indirect effect on the environment. We commit to reducing our impact while educating and empowering our employees to make more environmentally responsible choices. Below is a sampling of standard programs and efforts our corporate headquarters and local offices engage in to reduce their carbon footprint:

- Our main corporate campus is committed to recycling 50% of the solid waste it produces. TEKsystems uses a single-stream recycling program so employees can recycle aluminum, glass, paper, and plastic through a single collection and processing system. Last year, these recycling efforts conserved nearly 6,000 trees, 2.3 million gallons of water, and nearly 1,000 cubic yards of landfill space.
- TEKsystems partners with an outside third-party vendor to shred and recycle all confidential documents. Through our recycling of shredded paper, we saved the equivalent of 8,311 trees.
- We also partner with Arrow Electronics to standardize our IT asset security and disposition process to dispose of outdated electronics in an environmentally friendly manner through a recycling and remarketing program.
- Currently, 88% of our employees receive direct deposit each week. This has resulted in the reduction of 2.2 million checks and envelopes each year.
- TEKsystems completed a new data center with numerous environmentally friendly enhancements including energy efficient and green technology. Not only does the new data center result in a more environmentally friendly footprint, but also results in substantial cost and power savings to the company.
- A percentage of the electricity used at TEKsystems' corporate campus is green energy, supporting demand for building new, clean wind power and demonstrating our commitment to operate in an environmentally responsible manner.
- All fluorescent lights on the corporate campus are crushed with a bulb crusher and recycled.
- Starting in 2015, TEKsystems held our first personal asset disposition day in partnership with Arrow Electronics. The campus-wide event provided employees with an opportunity to recycle old household electronics and help prevent electronic waste from entering the landfill. TEKsystems continues to hold this event every other year.
- During the week of Earth Day, a campus-wide shredding event is held to educate employees on responsible disposition of personal papers. Employees bring in personal documents that an outside third-party vendor then shreds and recycles.
- TEKsystems provides water bottles to all new employees, which has reduced our landfill waste and minimized the number of plastic cups used throughout our corporate campus. Every new employee receives a water bottle as part of the onboarding process.
- We encourage our employees to be environmentally conscious in their everyday behavior by turning off lights and other electronic equipment when not in use; only printing necessary documents;

printing documents double-sided to conserve paper; and having a mileage incentive for using hybrid vehicles.



Describe how your company assures the team members assigned to support UC Agreements reflect the diversity of UC and California.

One of TEKsystems' primary goals is to build a workforce—internally and in our consultant workforce—reflective of the communities in which we live and serve. In addition to providing communications and best practices from our local and senior leaders, as part of our inclusion and diversity strategy, all employees receive formal, high-quality training on the importance of inclusion and diversity in our culture and business, mitigating unconscious bias in our people and business decisions, and the practice of having tough conversations with individuals of different perspectives. This includes an onboarding training e-learning course for all employees, in-person experiential training for employees and leaders, and on-site team workshops. Our courses include topics such as unconscious bias in recruiting, cultural competency, and more.

TEKsystems partners with Diversity Best Practices, Linkage, National Sales Network, National Association of Asian American Professionals, Black Data Professional Association, and Association of Latino Professionals for America (ALPFA) to provide further professional development opportunities.

Employee Resource Groups and Employee Networks

TEKsystems has created Employee Resource Groups (ERGs) and Employee Networks (ENs) nationwide. Our ERGs and ENs are representative of historically underrepresented, multicultural, and shared experience groups and serve to address the common interests of participating members. Our ERG chapters are open to all employees who would like to join and include:

ERGs

- Women ERGs
- Multicultural ERGs
- Parents@TEK ERGs
- NextGen@TEK ERGs
- ENABLED@TEK for people who are differently abled and caregivers
- Pride@TEK for the LGBTQ+ community
- Honor@TEK for veterans and family members of veterans

ENs

- Military Spouses Group
- Onyx – Community for Black Women
- AdelanTEK – Community for LatinX
- AEN – Arab Employee Network
- AZN – Asian Employee Network
- CEN – Christian Employee Network

Each chapter partners with executive and local leaders to identify opportunities for the next one to two years and to create action plans that address these key areas. Some opportunities include attracting and retaining diversity in the workplace, mentoring and development, external branding, and community involvement.

Does your company responsibly dispose of IT hardware and equipment at the end of its useful life (i.e., through an e-Steward certified recycling partner)? If yes, describe disposal methods.

Yes. TEKsystems partners with Arrow Electronics to standardize our IT asset security and disposition process to dispose of outdated electronics in an environmentally friendly manner through a recycling and remarketing program.

Describe your company's efforts to reduce copier and printer paper use when providing service deliverables and for general operations.

A few of TEKsystems' efforts to reduce copier and printer paper use as they relate to deliverables and operations are evident in the following ways:

Our invoicing system is designed to not only simplify your workflow, but to also reduce paper use while speeding delivery. We collect, transmit, and report consultants' hours electronically. Our systems are fully compatible with Electronic Data Interchange (EDI) and Electronic Funds Transfer (EFT), which many of our clients utilize.

Similarly, we can and often do conduct much of our regular business electronically, reducing the amount of paper needed when receiving requirements, sourcing and screening candidates, and onboarding new consultants for an engagement.

We also encourage employees to be environmentally conscious in their everyday behavior when determining whether to print documents and what to do with the documents they do print after they no longer need them. TEKsystems partners with an outside third-party vendor to shred and recycle all confidential documents. During the week of Earth Day, a campus-wide shredding event is held to educate employees on responsible disposition of personal papers. Employees bring in personal documents that an outside third-party vendor then shreds and recycles. Through our shredded paper recycling, we saved the equivalent of 8,311 trees.

In addition to copier and printer paper, we also actively reduce general paper use in our payroll operations. Currently, 88% of our employees receive direct deposit each week. This has resulted in reducing 2.2 million paper checks and envelopes each year.

What are your channels for sourcing contractors?

TEKsystems' channels for sourcing contractors have been developed and refined over our 38 years spent attracting, developing, and retaining high performing IT professionals. We network with current and former consultants to identify a pool of viable candidates for your IT positions to initiate our sourcing strategy. Our 2,200 recruiters and 1,500 account managers speak with 100,000 IT consultants every week to build stronger relationships and bolster our talent pool. We focus on building and maintaining a large national talent pool through our referral-based recruiting methodology.

TEKsystems' sources, following the figure, find the best IT talent for UC.



Our Massive Candidate Network: The relationships we build with clients and consultants provide us with a wide variety of internal recruiting resources to fulfill your requirements. Before we start looking for new resources, our recruiters tap into the extensive network of relationships we maintain with former IT professionals who have achieved significant levels of customer satisfaction.

Additionally, our recruiters track the end dates of our consultants' assignments and know what types of opportunities they are best suited to support. As a result, we can grant you faster access to pre-screened consultants with a track record of success. We also have access to thousands of consultants who have experience working with clients similar to UC. Targeting consultants experienced with government agencies and university healthcare systems helps to reduce the consultant's onboarding time, confirm industry knowledge, and provide best practices to you.

Professional Referral Network: Because of the strength of the relationships we build with IT consultants and hiring managers, we are constantly obtaining referrals to other professionals who could benefit from our services. We are well-positioned to match you with the right candidates because employee referrals are more likely to result in job placements than job boards.

Connected: Connected, built on the Salesforce Lightning platform, is an integrated sales and recruitment platform. It brings together our consultant and client data for an improved experience helping us make better decisions, strengthen delivery, and seize market opportunities. Connected houses nearly three million candidate profiles that outline our consultants' skills, goals, and interests, as well as their resume, technical assessments, references, and prior history with us. Our organized access to this information will help facilitate an efficient, successful match between UC's technical needs and our consultant's career goals.

Sub-vendor Program: TEKsystems uses our sub-vendor program to access consultants that are on H-1B Visas, execute focused efforts to recruit pools of high-level consultants, and assist customers with minority spend needs. Currently, we have 200 approved sub-vendors of which 110 are minority or women-owned companies.

Government Services and Healthcare National Recruiting Centers (NRC): Our NRC dedicates a nationwide focus to attract specific skill sets in high demand. These centers execute tailor-made services for certain client engagements that require a recruiting model that differs substantially from our traditional offering.

Milwaukee, Orlando, and Phoenix Delivery Centers: These delivery centers focus on both niche and high volume recruiting needs. With a focus on specific technical areas, these centers are continually developing IT talent pipelines that help expedite in-demand client needs.

TEKsystems.com: Our premier website for job search and recruiting represents over three million IT job seekers across North America. Constantly evolving to match job seeker trends, the site is mobile responsive and streamlined, which gives our consultants the opportunity to conveniently browse job openings no matter where they are.

Social Media: We source through social media sites like LinkedIn. Our recruiters use LinkedIn Recruiter Professional Services to source, gather intelligence, and communicate with prospective candidates. Our recruiters gain additional, relevant, and up-to-date information on candidates and their friends from LinkedIn Recruiter as well.

We have also partnered with LinkedIn to build and implement a unique integration point between our proprietary recruiting system, Connected, and LinkedIn that provides cross-system visibility so our recruiters can more efficiently interact with candidate records across both systems. Using the combined information in LinkedIn and Connected, our recruiters can identify, engage, and network with candidates more effectively.

Career Fairs and Job Boards: TEKsystems hosts local job fairs at colleges, universities, and various veterans- and minority-based organization sites. We also post openings on select job boards to reinforce recruiting efforts for upcoming contracts. These efforts engage the widest possible range of IT consultants for our clients like UC.

What is your bench size? Strengths? Depth?

To provide the best value for our clients like UC, TEKsystems does not use a traditional bench. Typically, a bench translates into increased costs due to non-productivity. To combat this cost driver and keep our IT professionals employed, we use an integrated sales and recruitment platform called Connected, which houses nearly three million proven and pre-screened candidate profiles. Connected brings together our consultant and client data. Additionally, we have access to 81% of the national IT workforce. Our 2,200 recruiters speak with 100,000 IT consultants weekly. Our sales teams use these conversations to bolster our talent pool and to proactively seek out new projects for our IT professionals as their current projects end.

As opposed to a bench, this proactive approach helps us plan for various stages of our clients' projects. If we know that you need an IT professional to provide a certain service in advance, we can tap into our large talent pool and consultant database and coordinate a smooth transition to your site and environment. By not using a bench, we pass on the savings and efficiencies to UC.


Additional details about the types of skill sets we can provide through this approach are provided within our response to question 3 within this section.

What IT roles and skills do you offer not listed in the Pricing Template?

One of TEKsystems' greatest advantages as the largest privately-held IT talent provider in the United States is our ability to support any IT role or skill UC requires—whether it is listed in the pricing template or not.

Not only are we able to provide talent with any roles or skill sets you need, we are structured to do so intelligently and effectively. UC can be assured that any roles outside of the pricing template have been sourced, screened, and selected by knowledgeable recruitment teams using the same stringent processes detailed elsewhere within our response. We do this by aligning account teams not only by industry (e.g., the State and Local Government Services-aligned team proposed within this response), but also by technical division, aligning your incoming requirements with Government Services-aligned recruitment teams (under the supervision and guidance of your designated point-of-contact, Senior Account Executive Mark Knapton based in El Segundo, CA) specializing in the IT discipline specific to your open position needs.

Applications. Support all stages of the applications lifecycle including analysis, design, development, testing, implementation, and maintenance. Skill sets include business analysis, business intelligence, customer relationship management, data warehousing, and enterprise resource planning. Each year, 450 applications-aligned recruiters place over 19,500 consultants worldwide.



Applications

- Application Development
 - Web applications
 - Application Programming Interface (API)
 - Client server applications
 - Desktop applications
 - Mobile applications
 - Software engineering
 - Legacy mainframe systems
 - Tools development
- Project Management and Business Analysis
 - Program and project management
 - Business and systems analysis
 - Business process management
- Project Management and Business Analysis (cont'd)
 - Change and release management
 - Documentation
 - SCRUM process management
 - Agile product management
 - Release train management
- Test and DevOps
 - Front-end testing
 - Back-end testing
 - Performance testing
 - CI/CD pipeline development
 - Release engineering
 - Site reliability
 - Engineering

Digital. Strengthen and execute your brand strategy while fostering customer relationships across multiple user-interfaces and technologies. With these skills in high demand and short supply, we use our specialized focus on the digital and creative services market to deliver IT consultants with expertise in digital marketing, coding, design, SEO, and social media. Each year, 200 digital-aligned recruiters place over 10,000 consultants worldwide.



Digital

- Business analysis
- Content strategy
- Digital asset management
- Digital marketing management
- E-commerce
- Front-end development
- Graphic design
- Information architecture
- Interaction Design
- Marketing automation
- Mobile development
- Product management
- SEO/SEM
- Social media
- UI development
- UX design
- UX research and design
- Visual Design
- Web and data analysis
- Web application development
- Web design

Dynamic Workplace Services. Provide desktop support and help desk operations. With our specialized focus on the end-user support market, we deliver IT professionals with expertise in operating system, ticketing system, remote control, VPN, and mobile technologies. Each year, 400 dynamic workplace services-aligned recruiters place over 17,000 consultants worldwide.



Dynamic Workplace Services

- Change management
- Desktop support
- Hardware deployment, installation and moves, adds, and challenges (MAC)
- Help desk and service desk support
- IT asset inventory and reconciliation
- IT Service Management and ITIL
- IT support management
- IT Training and IT certification
- Knowledge management
- Problem management
- Project and program management
- Software deployment and installation
- Technical writing

Enterprise Applications, Data Analytics & Insights. Empower performance for speed and scale with our ability to deploy, optimize and support their enterprise applications so teams can focus on the strategic business initiatives that matter most. Our consultants have experience with common tools and technologies, including AWS, Oracle, PeopleSoft, SAP, Snowflake, Tableau, and Workday.

Unlock the power of your data to fuel innovation, elevate the customer experience, save money, and generate new revenue. We also provide skill sets within focus areas such as artificial intelligence, machine learning, data science, and big data. Each year, 250 enterprise applications and data analytics-aligned recruiters place over 3,000 ERP/CRM/BI consultants worldwide.



Enterprise Applications

- AWS
- Azure
- Business Objects
- Cognos
- Datastage
- DB2
- GCP
- Hana
- Hyperion
- JDEdwards
- Informatica
- Microsoft Dynamics
- MuleSoft
- OBIEE/OBIA
- Oracle
- PeopleSoft
- Qlikview
- SAP
- Salesforce.com
- Siebel
- Snowflake
- SuccessFactors
- SSIS/SSRS/SSAS
- Tableau
- Teradata
- Workday

Infrastructure Optimization. Plan, build, and run your network, data center, security operations, and project management offices. Skill sets include cloud computing, data center optimization and virtualization, and network and security monitoring. Each year, 500 infrastructure optimization-aligned recruiters place over 19,500 consultants worldwide.



Infrastructure Optimization

- Cloud computing
- Data center
 - Administration
 - Engineering
 - Server and storage architecture
- Information Security
 - Engineering
 - Operations
 - Security governance
- IT Service Management and ITIL
- Network Infrastructure
 - Administration
- Network Infrastructure (cont'd)
 - Engineering
 - LAN/WAN network and voice systems architecture
 - Managers
 - Monitoring
 - Network operations center (NOC) support
 - Project management
 - Business analysts
 - Coordinators
 - Managers

Risk and Security. Address risk holistically and build consistent, overarching governance policies. We help our customers achieve compliance and maximize your risk program to drive better business decisions. Skill sets include architecture, engineering, data governance, risk modeling, ETL, and security/risk assessments. Each year, 100 risk and security-aligned recruiters place over 3,000 consultants worldwide.



Risk and Security

- Technical Skills
 - Architecture
 - Engineering
 - Administration
 - Analysis
 - Tools/Systems Expertise
 - Data Governance
 - Security Operations
 - Risk Modeling
 - ETL
 - Data Analytics
 - Development
- Functional Skills
 - Program / Project Management
 - Program / Project Coordination
 - Business Analysis
 - Internal / IT Audit
 - Business Continuity Experts
 - Security / Risk Assessments
 - Subject Matter Expertise (standards, regulations, etc.)

Telecommunications. Support installations, moves, adds, and changes. We use our specialized focus on the telecommunications market to deliver people with experience in installations, testing, and project planning. Each year, 300 communications-aligned recruiters place over 8,000 consultants worldwide.





Telecommunications

- Network Engineering/Design
 - Capacity planning
 - Core network
 - Outside plant
 - GIS systems engineering and administration
 - Central office and equipment engineering
 - Transport and backhaul
 - Digital video
 - Circuit design
 - RF design
- Network Maintenance
 - Network monitoring
 - Provisioning
 - Central office/switch
 - Outside plant systems
 - Enterprise/voice systems
 - Cell site / BTS
 - Security/fire systems
- Integration / Commissioning
 - Central office/switch
 - Cell site / BTS
 - Small cell / DAS
 - CATV head-end
 - Drive testing
 - RF optimization
 - Structure cabling technicians
 - Security/fire systems
- Network Implementation
 - Field and site auditors
 - Project management
 - Construction management
 - Permitting specialists
 - Records management and documentation
 - Circuit database administration
 - Site acquisition
 - Project controls
 - Site package close-out specialists

What is your resume screening process?

TEKsystems developed a rigorous screening process that each of our candidates must undergo before we will submit them to UC for consideration. Steps we take to evaluate our candidates follow the figure.



Telephone Screening: Upon sourcing a potential candidate, we discuss their work experience, skills, career goals, and professional interests to gauge if they are a match for your open requisition.

Cultural Fit Evaluation: Our recruiters then conduct face-to-face behavioral interviews to assess each consultant's personality, professional demeanor, work style, and communication skills.

Technical Fit Evaluation: For certain engagements, a panel of current TEKsystems consultants will conduct tailored interviews to verify that our candidates have the technical skills required.

Technical Skills Testing: Through our partner, IKM TeckChek™, we conduct web-based technical skills assessments that measure candidates' technical abilities relative to their peers.

Reference Verification: We obtain a minimum of two detailed technical references from the candidate's previous two employers. Each reference is supervisory in nature, less than two years old, and is directly relevant to your skill set and experience requirements. Although most recruiting agencies claim to include reference checks as part of standard procedure, TEKsystems proves it. We can connect UC with our candidates' references should your hiring managers like to discuss the candidates' qualifications first hand. Please contact Mark Knapton at mknapton@teksystems.com for more details.

Background and Drug Screenings: Upon UC's request, we will coordinate any required background and drug screenings through our preferred vendor or a vendor of your choice.

Security Clearance: TEKsystems actively participates in the National Industrial Security Program and is able to obtain security clearance for any consultant as needed.

Is your agency currently under contract with a national cooperative purchasing program? If so, with who?

Yes. TEKsystems holds the following other cooperative contracts:

- California Multiple Award Schedule (CMAS) (California only), Contract #3-17-70-3361A
- ITMSA (California only)
- MedAssets Performance Management Solutions, Inc. (Vizient) Supplemental Non-clinical Staffing Services, Contract #WF21430
- DIR ITSAC, Contract #DIR-CPO-4638
- DIR DBITS, Contract #DIR-TSO-4029
- GSA, Base GSA Schedule #GS-35F-0353L (Contract Category – Information Technology Goods & Services)

A primary goal of any cooperative purchasing program is to increase awareness of their contract offerings to all eligible end users. A key role in the cooperative is to facilitate a connection between their suppliers and all potential end users. One of the main objectives of this RFP, is to develop a national program that allows 90,000 government agencies access to the contract while creating a best in class solution for the UC. Do you have any questions with regards to the process and implementation of the national program?

Yes. As we progress to later stages in the RFP process, TEKsystems would like additional details beyond what has been discussed in the RFP document regarding the national program and how the vendors chosen for the master agreement best align and work in conjunction with the OMNIA Partners team. This will help us maximize the national program's benefits for TEKsystems, OMNIA Partners, UC, and other participating agencies.

Does your agency currently use Vendor Management Software (VMS) to identify potential candidates to fill current UC positions?

TEKsystems uses our Connected platform to identify potential candidates for UC positions. Built on the Salesforce Lightning platform, Connected is an integrated sales and recruitment tool. It brings together our consultant and client data for an improved experience helping us make better decisions, strengthen delivery, and seize market opportunities. Connected houses nearly three million candidate profiles that outline our consultants' skills, goals, and interests, as well as their resume, technical assessments, references, and prior history with us. Our organized access to this information will help facilitate an efficient, successful match between UC's technical needs and our consultant's career goals.

Additionally, we are able to work with all major VMS platforms in the industry, including Fieldglass, Beeline/IQNavigator, Coupa/DCR Workforce, Workforce Logic, PeopleFluent, and Flextrack.

Provide your available ordering methods (i.e., online ordering, order tracking, search options, order history).

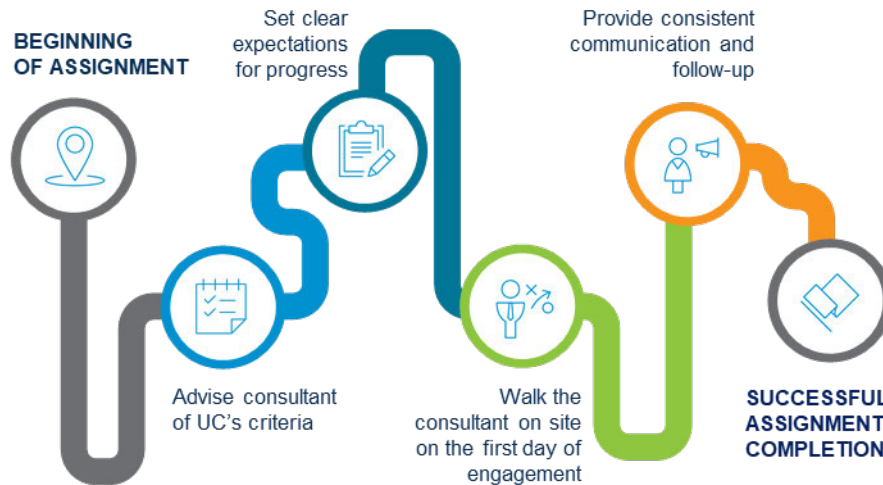
TEKsystems' processes are flexible to best suit UC's needs when you require IT talent and services under this agreement. In addition to your designated single point of contact, Sr. Account Executive Mark Knapton in our El Segunda office, we can work with any VMS or similar online system UC requires.

How are requisitions created? Can templates or existing requisitions be used?

As noted in our above response, our ordering and requisition process is adaptable to fit seamlessly into UC's procurement environment. Requisitions can be sent to your designated single point of contact Mark Knapton, submitted through an existing VMS or portal that UC prefers to use, or through nearly any other method UC chooses to coordinate with us.

How does the agency handle on-boarding and off-boarding activities?

Onboarding, ongoing communication, and offboarding activities are built into every TEKsystems consultant engagement process.



Onboarding

UC's IT needs are time-sensitive, requiring new consultants to be immediately productive. Therefore, TEKsystems will use our comprehensive onboarding and orientation process to prepare our consultants to join UC's environment with minimal delays and disruption.

Our consultant onboarding process includes four key steps:

1. **Informing Consultants:** We provide consultants with full responsibility details and an employee handbook that outlines TEKsystems' standard and UC's specific consultant policies.
2. **Preparing TEKsystems' Account Management Team:** We will provide a customized orientation for our account management team members to ensure they understand UC-specific account policies and processes.
3. **Introducing Consultants:** A member of UC's account team will walk each consultant on site on their first day of assignment, introduce the consultant, and facilitate any orientation and setup requirements.
4. **Providing Consistent Communication and Follow-Up:** We will continue to follow up with the consultant and UC at a minimum of every 30 days.

Offboarding

As with onboarding, a strong offboarding program is critical to engagement success. During TEKsystems' offboarding process, our account management team will:

- Perform an exit reference with UC
- Oversee completion of our Contingent Staff Evaluation form
- Collect property for resource management
- Maintain ongoing communication throughout the process

During this process, we will elicit whether we have met UC's expectations and how we may better meet your expectations going forward. We will document information from our exit reference and Contingent Staff Evaluation forms. This information, combined with feedback received during service touchpoints with the consultant and UC during the contract, will be used to successfully place the consultant in the future. It will also be used to improve our overall service to UC.

Continuous Communication Throughout an Engagement Period

TEKsystems measures our engagement success beyond successful placements—UC's and our consultant's satisfaction throughout the engagement period is just as critical to us as making the placement. As a result, we have a detailed follow-up process throughout the project to not only maintain your satisfaction, but to deepen our understanding of your needs and help us continue providing you with the strong consultant placements necessary for one of the largest higher learning institutions in the world. Our post-placement follow-up conducted between on- and offboarding includes:

First Day/Week Follow-Up: The recruiter or account manager calls the consultant to inquire about his/her first day. A week after the employee is placed, the account manager will follow up with the hiring manager and consultant to verify their level of satisfaction.

30-Day Evaluation: Approximately 30 days into each assignment, your account manager meets with you to evaluate our consultant's performance. We elicit feedback to understand if your needs are being met and to gain an even deeper understanding of the consultant's strengths and weaknesses for future reference.

Service Days: All TEKsystems offices in the Northwest region dedicate the third Thursday of every month as a Service Day to seek in-depth feedback from clients and consultants about their placements and to provide feedback from hiring managers. This serves as yet another opportunity to coach consultants and to further refine the relationships between TEKsystems, UC, and the consultants.

Informal Evaluations: Our account managers frequently interact with consultants over the course of an assignment through paycheck delivery, monthly luncheons, phone calls or site visits.

45-Day Process: Forty-five days before a scheduled finish date, your account manager contacts you to discuss project continuation or completion. The account manager may ask performance questions to determine the consultant's abilities and the hiring manager's interest in the consultant for future projects. We also ask if you would recommend any new skills training for the consultant.

Exit Reference: Once the project is complete, your account manager schedules a call or visit with the hiring manager to assess our consultant's overall contribution to the project and team. This is a learning opportunity for TEKsystems to better understand your expectations and priorities.

How does your system rate candidates for a UC need?

Rating candidates for UC's needs requires more than just matching resume keywords with ones in job requirements. While our account team works within the five-step Staffing Quality Process[®] framework we have built and perfected over our 38-year history, our ability to rate candidates for any client's need—including UC's—depends heavily on our ability to understand what you want and need in a successful consultant.

Understanding UC's Candidate Qualification Needs

TEKsystems forges a deep understanding of our customers' businesses, IT initiatives, and institutional cultures. Instead of relying on job descriptions, TEKsystems capitalizes on our relationship with and institutional knowledge of UC to attract great talent for you.

By understanding the details around your open positions and what compels top IT professionals to want to fulfill your roles, we create Employee Value Propositions (EVPs) to communicate the tangible and intangible benefits each position offers an employee. Our primary research indicates the average IT professional receives approximately 50 recruiting solicitations a month; our EVPs help elevate our recruiters' calls among our competitors.

Additional ways we gain customer knowledge include aligning our account teams by industry and technical domain, and conducting detailed account planning to capture and understand your strategies, structure, and operations. We assess the best solutions for your needs and conduct proactive workforce planning for upcoming projects.

Screening to Select Candidates Meeting UC's Needs

Our confidence in the candidates we present is based on our thorough screening stages. As a part of our standard process, we perform the steps outlined within our response to question 4 in the National Capabilities questionnaire, summarized here:

- **Host face-to-face behavioral interviews:** We conduct behavioral interviews to gauge a cultural fit within your institution.
- **Conduct technical interviews and assessments:** We partner with IKM TeckChek[™] to issue technical assessments, and/or our select panel of technical practitioners helps us evaluate new candidates' technical capabilities relative to their peers.
- **Perform two detailed reference checks:** We use supervisory references to validate our candidates' qualifications and gain insight regarding their ability to perform expertly in our customers' positions.
- **Conduct other necessary screenings:** At UC's request, we are also able to coordinate drug, background, and security checks.

Many staffing companies say they screen to this level of detail. However, we will present the results of each of our screening steps to UC's hiring managers upon candidate submission. This way, you can be sure of our diligence and have confidence that the candidates we submit have more than a solid resume. TEKsystems candidates possess the technical and soft skills required to get up to speed quickly, drive desired results, and fit perfectly into your institutional culture.

Do you pay for technology training required for your resources?

Typically, because of our just-in-time sourcing strategy—combined with a relationship network of 81% of the North American IT workforce—TEKsystems is able to source candidates for UC who already have the technological skills necessary for your requirements. While some vendors maintain a limited resource bench, our sourcing strategy equips us to quickly and effectively source consultants who are already experts in the technologies you need.

However, it is also important to TEKsystems that all of our consultants have the ability to improve their current skills and explore new skills. Consequently, we offer over 6,500 instructor-led and computer-based technical and professional courses to all of our consultants through Skillsoft. This on-demand learning management system provides real-time access to certification preparation and resources for on-the-job training.

What measures are taken to ensure data security?

TEKsystems is committed to maintaining the highest information security standards both internally and with the consultants we assign to our clients. Our information security program and framework is based on ISO27001 standards.

Our Business Information Security Officer leads our compliance efforts and manages the development and compliance of TEKsystems Privacy and Information Security training for all employees. All employees are required to take this training prior to their start date and annually thereafter.

We also work with the Security Incident Response Teams (SIRTs) assembled at both our parent company, Allegis Group and at TEKsystems to manage the Security Incident Response Plan (SIRP). These teams comprise information security professionals along with our Office of General Counsel and other appropriate departments to address data security risks. The SIRTs manage our internal information security matters to help keep our employees', customers', and other partners' information secure and protected. TEKsystems is Privacy Shield certified.

If an incident occurs, the TEKsystems Information Security Team will investigate immediately and work with the customer to understand the desired outcome. Generally, the first task is to secure the involved data. The next course of action will depend upon the situation and may include obtaining affidavits or other sworn statements from the employee involved to address the issue. Forensic analysis of the involved hardware is also conducted where appropriate. Remediation efforts vary, but TEKsystems possesses the experience and knowledge to address any information security incident or matter.

What types of companies do you service, and in what industries or markets?

TEKsystems serves over 6,000 clients, ranging from small businesses to enterprise-level organizations, including approximately 80% of the Fortune 500. While we provide services for clients across all industries, our client base includes agencies across 42 state governments, over 150 municipal governments, 700 healthcare entities, and over 120 higher education institutions.

Our top clients across all industries include:

- Two Large Financial Services Clients
- Large Automaker
- Large Technology Services Company
- Large Communications Company

Selected University Clients

In addition to our existing partnership across multiple UC System locations, we work with large universities whose needs and challenges are similar to yours, including:

- Pepperdine University
- Boise State University
- Boston University
- Clemson University
- Brown University
- Michigan State University
- Butler University
- Ohio State University
- Cornell University
- Penn State University
- Franklin University
- University of Washington
- Harvard University
- University of Alabama
- Johns Hopkins
- University of Iowa
- Loyola Marymount
- University of Maryland
- Notre Dame
- University of Michigan
- Southern Methodist University
- University of New Mexico
- Tulane University
- Yale University
- University of Chicago
- University of Texas System
- University of North Texas Health Science Center
- Texas A&M University

Selected K-12 Organizations and Schools

We also partner with approximately 50 K-12 schools and organizations across the United States, including:

- Kern County Superintendent of Schools
- California School Boards Association
- California School Information Services
- Albuquerque Public School District
- Omaha Public Schools
- Collegiate School
- Richland County School District One
- Dekalb County School
- Roland Park Country School
- Florida Virtual School
- Seattle Public School System
- Granite School District
- Southern Westchester BOCES
- Greenville County School District
- St. George's School Society

- Atlanta City Department of Education
- Palm Beach County Public School
- Birdville Independent School District
- Phillips Exeter Academy
- Charlotte Mecklenburg Board of Education
- Portland Public Schools
- Chicago Public Schools
- Pulaski County Special Schools District
- Hillsboro School District
- St. James Parish School Board
- Hortonville Area School District
- Thornton Township
- Kamehameha Schools
- Toronto District School Board
- Tulsa Public Schools
- Kent Island
- Wallingford Swarthmore School District
- National Heritage Academies, Inc.

Selected State and Local Government Agencies

Additionally, to support UC and other institutions who may take advantage of the cooperative agreement, TEKsystems maintains a formal State and Local Government Services practice as one of our five industry specialties. Our 38-year history of supporting top initiatives across numerous agencies positions us to help state and local governments achieve their missions. We have provided high quality IT consultants to various local government entities with structures and initiatives similar to those of DIR and your customers. Over the past year, we deployed nearly 5,000 government IT consultants across 42 state governments and more than 150 municipal governments—including the following state and local agencies in California:

- City of Carlsbad
- City of Fremont
- City of Hope
- City of Milpitas
- City of Modesto
- City of Richmond
- City of Rocklin
- City of Santa Cruz
- City of Vallejo
- City of Visalia
- City of Torrance
- City of Vacaville
- County of Fresno
- County of Fresno Sheriff's Office
- County of Madera
- County of Riverside
- County of Riverside – Department of Public Social Services
- County of San Mateo
- County of Santa Clara
- County of San Bernardino
- County of Solano
- County of Placer
- County of Ventura
- County Sanitation Districts of Los Angeles
- Orange County Sanitation
- Sacramento County Sheriff's Department
- Kern County
- California Earthquake Authority
- California Rural Indian Health Board
- Sacramento Area Sewer District
- San Diego Unified Port District
- State of California – Department of Corrections
- State of California – Department of Education
- State of California – Department of Fish & Wildlife
- State of California – Department of General Services
- State of California – Department of Health and Human Services
- State of California – Department of Human Assistance
- State of California – Department of Mental Health
- State of California – Department of Parks and Recreation

- County of Sacramento – Department of Technology
- County of Sacramento – Department of Human Assistance
- County of Sacramento – Office of Communications and Information Technology
- County of Sacramento – Department of Transportation
- County of Sacramento – Department of Probation
- State of California – Department of Veterans Affairs
- State of California – Department of Water Resources
- State of California – Franchise Tax Board
- State of California – Public Employee Retirement System
- State of California – State Lottery
- State of California – Stephen P. Teale Center

What are the core capabilities of your agency?

TEKsystems' core capabilities are IT talent services to complement and enhance UC's in-house skills and capabilities; and full-stack technology services to help UC achieve your institutional outcomes through a range of service models customizable to your needs. We can provide support levels from the staff augmentation services proposed under this RFP through to completely outsourced solutions.

Our core IT Talent Services capabilities include the following areas spanning the spectrum of IT needs:

- **Applications:** Support all stages of the applications lifecycle including analysis, design, development, testing, implementation, and maintenance. Skill sets include business analysis, business intelligence, customer relationship management, data warehousing, and enterprise resource planning. Each year, 450 applications-aligned recruiters place over 19,500 consultants worldwide
- **Digital Services:** Strengthen and execute your brand strategy while fostering customer relationships across multiple user-interfaces and technologies. With these skills in high demand and short supply, we use our specialized focus on the digital and creative services market to deliver IT consultants with expertise in digital marketing, coding, design, SEO, and social media. Each year, 200 digital-aligned recruiters place over 10,000 consultants worldwide.
- **Dynamic Workplace Services:** Provide desktop support and help desk operations. With our specialized focus on the end-user support market, we deliver IT professionals with expertise in operating system, ticketing system, remote control, VPN, and mobile technologies. Each year, 400 dynamic workplace services-aligned recruiters place over 17,000 consultants worldwide.
- **Enterprise Applications, Data Analytics & Insights:** Empower performance for speed and scale with our ability to deploy, optimize and support their enterprise applications so teams can focus on the strategic business initiatives that matter most. Our consultants have experience with common tools and technologies, including AWS, Oracle, PeopleSoft, SAP, Snowflake, Tableau, and Workday. Each year, 250 enterprise applications and data analytics-aligned recruiters place over 3,000 ERP/CRM/BI consultants worldwide.
- **Infrastructure Optimization:** Plan, build, and run your network, data center, security operations, and project management offices. Skill sets include cloud computing, data center optimization and virtualization, and network and security monitoring. Each year, 500 infrastructure optimization-aligned recruiters place over 19,500 consultants worldwide.
- **Risk and Security:** Address risk holistically and build consistent, overarching governance policies. We help our customers achieve compliance and maximize your risk program to drive better business decisions. Skill sets include architecture, engineering, data governance, risk modeling, ETL, and security/risk assessments. Each year, 100 risk and security-aligned recruiters place over 3,000 consultants worldwide.
- **Telecommunications:** Support installations, moves, adds, and changes. We use our specialized focus on the telecommunications market to deliver people with experience in installations, testing, and project planning. Each year, 300 communications-aligned recruiters place over 8,000 consultants worldwide.

Our core Full-stack Technology Services include:

- **Cloud Enablement:** We have deep experience in cloud and beyond, from applications to networks to security.
- **Data Analytics and Insights:** Uniting real-world experience and subject matter expertise to monetize and maximize your data.
- **DevOps and Automation:** A hands-on approach to evolving your organization and talent alongside your technology.
- **Digital Experience:** Fuel your digital journey with leading-edge technology, advice, and talent—from data insights to design thinking to DevOps—to create compelling user experiences that deliver and delight.
- **Enterprise Applications:** With deep subject matter expertise, state-of-the-art delivery centers, and an arsenal of innovative tools, you can have confidence in our ability to deploy, optimize, and support your enterprise apps.
- **Risk and Security:** We will help you redefine security processes and improve your capabilities beyond technology so you can focus on maximizing profits
- **Technology Operations:** Our expertise in enterprise service management helps you calibrate your IT operations to your business goals so they work in harmony.
- **Telecom Design, Implementation, and Operations:** We will help you on your journey to modernize and densify your network infrastructure at the ferocious pace of change.

How would you describe your company culture?

Our company culture and values made TEKsystems a ClearlyRated Best of Staffing award winner every year since 2000. With a focus on building meaningful relationships, TEKsystems takes a personalized approach to providing UC the service and outcomes you need. We show our commitment by doing what is required to understand your goals and truly partnering with you in accomplishing them.

Once we have set expectations, we have the integrity to stand by our word and deliver the results we promised from the start. As described below, our four core values guide our hiring decisions and shape how we make a meaningful impact in the IT industry.

Commitment: Our commitment to meeting our customers' and consultants' expectations is the foundation for building trust in our business relationships. We foster an environment that demands integrity and accountability for results. So our clients and our consultants know exactly what they can expect from us, we make it our mission to hire smart, honest, and hardworking individuals who possess a great deal of pride in setting the bar high and keeping their word.

Open Communication: We are committed to continually improving the service experience we provide to our clients and consultants. To meet that commitment, we foster an environment of open communication and honest feedback so we may help each other grow and develop, and therefore offer superior solutions and service in every interaction.

Relationships: Strong business relationships are the foundation of an exceptional client and consultant experience. We take every opportunity to understand our clients' businesses and missions—as well as our consultants' skills, goals, and interests. We combine these insights to offer tailored service, build trust, and deliver superior outcomes.

Serving Others: We respect people who do the right thing and have a “whatever it takes” attitude among our team, especially when that means prioritizing the needs of others ahead of our own interests. By finding meaning and purpose in leading through meeting the needs of our teammates, clients, and consultants, we experience the highest levels of engagement and satisfaction across all of our relationships.

What is your mix of employees and contractors? Provide visibility into your "inclusive hiring practices" that focus on avoiding bias in the recruitment process for the staffing you offer to the UC.

All of our talent placements are W-2 employees of TEKsystems; we do not engage 1099 consultants as a matter of corporate policy. At any given time, we have 32,000 consultants deployed across 6,000 clients, while our internal staff numbers approximately 7,000 (including 3,700 account management and recruiting specialists).

Inclusion and diversity (I&D) is a core commitment at TEKsystems. Among our 80,000 placements last year, 26% were female, 10% were veterans, and 36% were minority candidates. By welcoming different perspectives, we can build the best possible teams, develop the best possible ideas, and deliver the best possible outcomes to our clients and consultants. As a result, one of TEKsystems' primary goals is to build a workforce reflecting the communities in which we live and serve. Our hiring and recruiting practices, leadership involvement, and outside partnerships all focus on creating a workforce that is ready for any issue, with any customer, anywhere in the world.

I&D training to foster strong inclusive hiring practices. In addition to providing communications and best practices from our local and senior leaders, as part of our inclusion and diversity strategy, all employees receive formal, high-quality training on the importance of inclusion and diversity in our culture and business, mitigating unconscious bias in our people and business decisions, and the practice of having tough conversations with individuals of different perspectives. This includes an onboarding training e-learning course for all employees, in-person experiential training for employees and leaders, and on-site team workshops. Our courses include topics such as unconscious bias in recruiting, cultural competency, and more.

Executive Inclusion Board to drive an inclusive organizational culture. TEKsystems has also launched our Executive Inclusion Board (EIB) to bring together internal leaders who value inclusion and diversity. The EIB's mission is to ensure the foundations and values of inclusion and diversity permeate the overall people and business strategy resulting in high engagement, compelling competitive advantage, and marketplace differentiation. The Board aims to achieve a highly engaged, diverse workforce across all levels, functional areas, and an inclusive culture that embraces and leverages our differences.

Describe what analytics support you provide your clients.

We can create and distribute various reports customized to your specific parameters, such as bill rate, consultant, billing and payment, and ad hoc reports

Some of the more commonly requested reports that we can supply include:

- Consultant Information
 - Name
 - Drug screening results (pass or fail)
 - References
 - Payroll designation
 - Skill sets
 - Years of service
 - Job classification
 - Customer performance feedback
- Invoice Information
 - Date
 - Invoice number
 - Order number
 - Customer name
 - Billing line items
 - Total billed amount
- Project Details
 - Assignment start date
 - Assignment completion date
 - Assignment duration
 - Project designation
 - Purchase Order details
- General Billing Information
 - Consultant position
 - Site information
 - Consolidated information
 - Departmental information
 - Regional information
 - Additional fee detail
 - Invoice statement
- Client Utilization Profile
 - Position
 - Total head count by position
 - Average duration of assignment
 - Total hours
 - Utilization profile by geography
 - Utilization profile by business unit.

Describe your ability to perform a market rate analysis on a recurring basis.

TEKsystems can and does perform market rate analysis regularly. Our direct line of sight into fair market rates comes from working with 6,000 clients, most of which are across the United States. Additionally, our market research covers 400 metropolitan areas, giving us the insight necessary to set intelligent rates across multiple markets.

Our insight into rate setting tools and local market analytics gives us a firm grasp on local wages and understanding opportunities and risks relative to compensation. These analytics help us understand the local talent supply, and the demand of every skill set we can provide.

In addition, we maximize partnerships with research and professional platform firms, such as Economic Modeling Specialists, Intl. and LinkedIn, that build wage ranges for multiple skill sets based on competitive data and online job postings. We also rely on the Bureau of Labor Statistics for relevant government data for each market. This allows us to be better informed of the local market's average bill rates.

Do you have an internal analytics team responsible for generating reports (standard and ad hoc, delivering benchmark data, tracking savings initiatives, agency diversity spends?)

TEKsystems' analytics and reporting procedures are on demand, with data files and other records made available on a schedule that meets UC's reporting needs. Your designated account team—lead by point-of-contact Sr. Account Executive Mark Knaption—can provide these reports to you either on-demand or according to a schedule that best meets UC's needs.

Please describe your capabilities and expertise related to helping clients manage risks associated with your employee engagements.

We understand UC's need to effectively manage risks. As the nation's largest IT staffing and services company, TEKsystems has established policies and procedures that address true risk and the dangers that may occur with increasingly complex employee-related matters.

We address these relationships based on the division of particular responsibilities between TEKsystems and our client. Ways in which TEKsystems addresses the co-employment issue include the following:

- Our service agreement acknowledges that services are that of an independent contractor
- We maintain our own workers' compensation insurance
- We withhold and remit all applicable taxes and withholdings
- We provide specific employee communications to assigned employees, such as employee handbooks and right-to-know safety information
- We offer our own benefits programs to assigned employees, including offering Affordable Care Act compliant benefits
- We enter into written employee agreements with assigned employees
- We recruit, screen, and interview the employees

Please describe how your company benchmarks pay-rates and mark-up by rates and how your process should be recognized as best-in-class.

TEKsystems uses the following sources to benchmark rates that are fair and competitive within local markets:

- **Data from LinkedIn, Economic Modeling Specialists International, Salary.com, and others:** These sources maintain the most recent salary, compensation, and cost of living information for a wide variety of industries and positions in various countries.
- **Bureau of Labor Statistics and Statistics Canada:** We monitor government salary data for all IT and related occupations in more than 400 metropolitan statistical areas across the United States and Canada.
- **Client Salary Band:** Our clients' internal historical salary data can be included in our wage rate analysis. Individual client names are always suppressed in the data analysis for confidentiality purposes.

Our insight into markets across the United States, combined with targeted market knowledge in regions across California and the other states where this agreement could potentially be used equips us with knowledge about not only who in the IT workforce is available, but also what it takes to recruit them. As a result, UC can be assured the rates we propose are in line with what attracts talent at the quality levels you require for your open positions.

Does your agency provide on and off boarding services for remote locations? Describe how you provide these services for remote locations.

Yes. TEKsystems has helped customers onboard the best on-site and remote talent for 38 years. We have the technology, processes, and practices that make navigating the onboarding process positive for UC and your consultant.

We recognize every organization is different. However, there are common considerations and actions hiring managers must complete to ensure success. We developed the following checklist to help our customers successfully onboard remote workers:

Preboard

Before orientation, we recommend providing the following information to prepare your remote IT consultant to acclimate to their new working environment:

- Secure all required equipment and access to applicable systems
- Send a welcome message to the team introducing the new consultant and their role, including direct contact information
- Team contact information and/or an organizational chart for the business group
- UC's work-from-home guidelines/policy
- Contact information and FAQs for UC's service desk
- Details and expectations for conducting a virtual meeting (i.e., video calls and/or phone calls); we suggest using video conferencing, if possible

Onboarding/Orientation

In this stage, we advise hiring managers to communicate detailed information to inform the IT consultant of their responsibilities and UC's expectations:

- Details for required company orientation or online training, including when and where.
- Set clear expectations by conducting a Day 1 video conference or WebEx between the consultant and manager; Sr. Account Executive Mark Knapton can facilitate this conference.
 - Goals/Priorities
 - Expectations and goals of the team
 - Method for measuring progress/achievement
 - Expected deliverables
 - How work is assigned
 - Team Structure /Workflow /Communication
 - Members of the team and their roles
 - Communication tools and how to access them
 - Daily stand-up meeting or check-in (if applicable)
 - Expectations for responding to chats, emails, etc.
 - Escalation procedures for issues or questions
 - Mentor assignment (if applicable)
 - Reporting Hours and Compensation
 - When billable hours officially begin
 - How to report billable hours

- How hours are approved, by whom, and the backup plan if that reviewer is not available
- Instructions on how to best schedule introductory meetings or virtual lunches with the team and other stakeholders

Offboarding

Whether a worker is onsite or remote, during TEKsystems' offboarding process, our account management team will:

- Perform an exit reference with UC
- Oversee completion of our Contingent Staff Evaluation form
- Collect property for resource management
- Maintain ongoing communication throughout the process

During this process, we will elicit whether we have met UC's expectations and how we may better meet your expectations going forward. We will document information from our exit reference and Contingent Staff Evaluation forms. This information, combined with feedback received during service touchpoints with the consultant and UC during the contract, will be used to successfully place the consultant in the future. It will also be used to improve our overall service to UC.

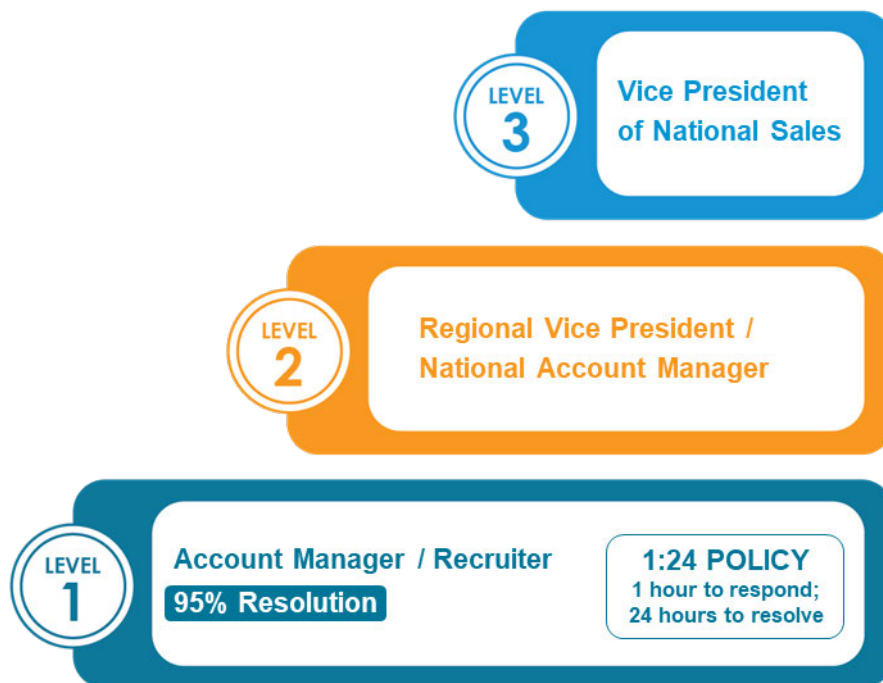
How do you manage underperforming staff?

It is rare that TEKsystems receives complaints about underperforming staff. Because we base our sourcing strategy on an internal pipeline of proven resources and prescreen our candidates to match your specific technical environment and institutional culture, we maintain an industry-leading standard when it comes to matching clients with the right candidate. We back this up with the fact that TEKsystems' consultants enjoy a low termination rate—annually below 3%.

In addition, we know what the client is looking for up front by proactively setting formal, regularly occurring touchpoints. We use these touchpoints to address whatever the client needs and to prepare for upcoming projects. As a result, our customer satisfaction score is rated 33% higher than our competition.

However, we understand that issues with consultants sometimes still arise. To address this, our issue resolution model is based on our exclusive 1:24 policy. Any TEKsystems employee notified of an issue has one hour to provide a response and 24 hours to provide a solution. If an issue is not resolved within 24 hours, it is automatically escalated to the next level.

Support levels follow the figure.



- **Level I: Local Support Team (Over 95% of all issues are solved at this level):** Director of Business Operations, Account Manager, Recruiter, Business Support Supervisor, and Business Support Associate
- **Levels II and III: Regional/National Support (All issues escalated beyond the local level will be resolved immediately):** Vice President of National or Vertical Sales, Regional Vice President, National Account Manager or Strategic Account Manager, Controller, and Manager of Operations Support

If the need to replace a consultant arises even after addressing the issue, we would follow up formally with UC's management to discuss the performance issues and why they occurred. This course of action helps us gain insight into what we can do to manage our overall recruiting and placement process better in the future. We will then initiate our formal consultant replacement process to quickly find a qualified IT professional to place on the engagement.

If, within the first week, UC believes that the performance of our consultant is unsatisfactory, we offer a 40-hour guarantee to remove and replace the consultant, and UC will not be invoiced for any of their time.

How do you recommend retaining top performing personnel to ensure optimal business continuity for UC?

To retain top consultants for UC, TEKsystems will implement our formal retention process. Your dedicated account team holds consistent and documented meetings with each consultant and UC hiring manager, and creates tailored career development plans for each consultant in an effort to retain high performers.

Retention Process

Our formal retention process has yielded significant success; TEKsystems consultants rate our ability to keep them consistently employed 18% higher than our nearest competitor (ClearlyRated). Your local account team uses the following strategies to retain and rehire our best IT professionals:

- Using our proprietary candidate database to target consultants whose assignments end within 45 days
- Calling those consultants with a finish date within a 45-day window
- Engaging with that consultant to determine next steps based on their situation
- Updating the new finish date if necessary or beginning the re-qualification process (updated resume and exit reference check)
- Matching these consultants with local clients who have current or potential business

Addressing Consultants' Needs

Upon first communication with a prospective UC candidate, our recruiters will address the candidate's career goals, personal goals, and areas for development/improvement. We will track this information in our proprietary candidate database and continuously address these topics throughout our relationship with the consultant.

All TEKsystems consultants are enrolled in our Consultant Care program, where they receive regular pulse surveys one week after placement, 60 days into the assignment, and at the end of the assignment to help ensure retention, identify potential problems, and provide feedback.

Regular Review Meetings

At a minimum of every 30 days, your account management team will facilitate performance reviews with UC's hiring managers and our consultants. These reviews typically lead to consultants extending their contracts, receiving training materials to bolster their technical abilities, and receiving direct feedback on their performance. We manage the complete lifecycle of each placement so that each consultant consistently meets UC's expectations.

In addition, all of our offices in the region dedicate the third Thursday of every month as a Service Day to seek in-depth feedback from clients and consultants about their placements and to provide feedback from hiring managers. This serves as yet another opportunity to coach consultants and to further refine the relationships between TEKsystems, UC, and the consultants.

Finally, TEKsystems will meet with consultants 45 days before the end of their assignment. During this service touchpoint, consultants share their feedback and build on their ongoing career development plan with our recruiters so they can better concentrate on completing their work during the final days of their assignment.

What is your firm's process to protect UC from potential co-employment issues? What type of co-employment training, if any, will you provide to UC hiring manager?

We understand UC's need to effectively manage risks. As the nation's largest IT staffing and services company, TEKsystems has established policies and procedures that address true risk and the dangers that may occur with increasingly complex employee-related matters.

We address these relationships based on the division of particular responsibilities between TEKsystems and our client. Ways in which TEKsystems addresses the co-employment issue and inform hiring managers include the following:

- Our service agreement acknowledges that services are that of an independent contractor
- We maintain our own workers' compensation insurance
- We withhold and remit all applicable taxes and withholdings
- We provide specific employee communications to assigned employees, such as employee handbooks and right-to-know safety information
- We offer our own benefits programs to assigned employees, including offering Affordable Care Act compliant benefits
- We enter into written employee agreements with assigned employees
- We recruit, screen, and interview the employees

Please describe your third-party payrolling solution.

While we do not anticipate using sub-vendors under this contract, when we do engage sub-vendor partnerships, TEKsystems can customize our invoice consolidation process and payrolling solution around UC's specific invoicing requirements. Below is a high-level breakdown of the process:

- Identify UC's general ledger and invoicing requirements
- Create a universal timecard that meets UC's general ledger requirements
- Get UC's approval on new timecard
- Present and implement new timecard and billing process to sub-vendors; our sub-vendors submit time cards using our Time & Expense tool, where they are received and entered into PeopleSoft by our Time & Expense Associates
- Collect timecards weekly from sub-vendors (where we are not using a web-based time and approval system for collecting hours)
- Present consolidated invoices to UC (weekly, bi-weekly, or monthly, depending on your payment cycle)
- Pay sub-vendors according to agreed payment terms with UC (please note that TEKsystems does not directly pay off invoices; TEKsystems pays all of our sub-vendors on a set schedule regardless of whether we have received payment from the client)

Please outline your worker benefits your employees receive.

TEKsystems offers comprehensive benefits services, working with each consultant to tailor a salary and benefits package to their needs. These benefits take effect on the first month coinciding with or following the hire date.

We provide health care coverage meeting the affordability, minimum essential coverage, and minimum value requirements under the Patient Protection and Affordable Care Act of 2010 and the regulations issued thereunder for each Employee. The following voluntary benefits are available to our consultants:

- Health insurance
- Dental & vision coverage
- Life & AD&D
- Home & auto insurance
- Hospital expense protection plan
- 401(k) retirement savings plan
- Provisions for vacation & holiday pay
- Career planning
- Long-term disability
- Short-term disability
- Pre-tax transportation benefits
- Professional training
- Technical training
- Health and financial wellness programs

How does your agency management style differentiate from other service providers?

Out of TEKsystems' differentiators regarding agency management style, key ones include:

Providing UC with a local focus combined with nationwide reach and resources: Your account team is based in El Segundo, convenient for UC's account management needs, but cooperative agreements demand targeted local support for all participating entities. To address this, our local office partners with our over 100 non-franchised offices across the United States to deliver relevant market understanding, local labor trends, and seamless, consistent service regardless of which TEKsystems branch office works with you.

Relationship management processes we use to follow through with UC and our consultants from the time you submit requirements through to engagement completion: While many vendors consider talent placements as the mark of successful engagements, we don't stop until an assignment is complete. Our placement process includes a relationship management structure incorporating touchpoints between UC and our consultants at least every 30 days, quality assurance that equips us to actively incorporate your feedback to better tailor our services to your needs, and performance management our consultants can actively apply to further their careers long after their engagement with you is complete.

Expertise built over a 38-year history providing institutions like UC with the top-quality IT talent necessary within an ever-changing technical environment: Some of TEKsystems' first clients 38 years ago were educational institutions and government entities. Since then, we have continued building and refining our service and delivery models within a dedicated Education and Government Services practice devoted to helping you address the specific challenges major institutions like UC face in a modern technological landscape. As a result, your designated account team also functions in an advisory capacity to help you understand what it takes to attract and retain talent with relevant skill sets and roles to support UC's IT environment. Additionally, we offer IT services and solutions with delivery models extending beyond talent augmentation to include co-managed and outsourced solutions that allows UC to assume a level of responsibility you are most comfortable with handling.

What innovations are you currently working on regarding talent management?

TEKsystems works on talent management innovations that use a combination of technology innovations such as artificial intelligence, machine learning, automation, and mobile development to enhance our recruiters' ability to attract and retain the best talent in the industry.

While technology is a key part of innovation in our industry, we will never fully rely on technology for processes such as reference gathering, as automating this process can result in fraudulent or lower quality candidates. Our innovation strategy is focused on three primary categories:

Data insights on talent trends, specialized technology skills, and costs

- Marketplace supply and demand expertise
- Consultant Experience

Enhanced high touch interactions

- Features focused on retention, relationships, service, and transparency
- Real-time consultant insights and visibility

Talent Attraction and Sourcing

- Curating high-quality, proven talent
- World class ATS and search engine
- Talent data freshness automation
- Talent indicators and predictions
- Specialized Recruiting and Marketplace Expertise

How do you manage your candidates on behalf of the University of California? Please elaborate on frequency of review and provide a sample of a scorecard document presented to staffing partners

We evaluate our consultants' performance relative to our clients' expectations through formal and consistent service touchpoints.

Before a consultant is even submitted to a position opening, we communicate the specific job and performance expectations involved in the role. Once a consultant is hired, we again review expectations before the assignment's start date.

After a consultant's first day and first week on a client engagement, we touch base with the client and consultant to confirm that the transition onto the assignment went smoothly and resolve any outstanding issues.

While we will increase the frequency of our subsequent communication to best meet our clients' needs, our account managers and recruiters conduct structured touchpoints with both our clients and our consultants at a minimum of every 30 days. In these conversations, we assess our consultant's performance as well as improvement or development opportunities from both the client's and consultant's perspective. We create tailored plans to address any challenges we identify.

When the assignment nears completion, our account managers and recruiters conduct an exit reference with our customer to gain final insight into how our consultant performed and what development opportunities she or he should focus on going forward. In some circumstances where appropriate, we may perform an exit interview with the consultant to assess on their ongoing career development plan.

Relating to scorecards and how we evaluate consultants for our staffing partners, We will work with UC to provide services in a professional manner. If there are additional metrics, these metrics will outline UC's expectations and establish the necessary procedures and standards that will be followed to ensure that each candidate is fully qualified for the position. The performance metrics will help us determine the overall satisfaction of our service.

Sample Scorecard Metrics

TEKsystems has successfully managed numerous engagements with SLAs using metrics such as those in the following table.

Sample Metric	Criteria
First Time Quality	Annualized number of unsatisfactory assignment ends occurring within the first five days of an assignment.
Response Time	Our ability to deliver acceptable candidates within a certain number of days as defined by the client.
Fill Ratio	Number of requirements filled, divided by the number of requirements generated, minus the number of requirements canceled.
Successful Placement	The point at which our consultant works through the client's desired finish date or accepts a permanent position with our client.
Retention	A specific SLA level tied to agreed-upon retention goals.
Manager Satisfaction	Satisfaction with contract services received (aggregate percent satisfaction rating) from the hiring manager(s), based on an annual survey and the data subsequently collected.
Consultant Satisfaction	Consultant satisfaction with the assignment (supplier's aggregate percent satisfaction rating from the first-level hiring manager).

Sample Metric	Criteria
Rate Consistency	Verifying that hourly rates for consultants are consistent with negotiated rate ranges.
Cycle Time	Average amount of time (number of business days or portion thereof) measured between final approved requisition and first submittal of a qualified candidate.
Failure to Start	Percentage of assignments not commenced after the client has interviewed and requested a candidate that TEKsystems presented as available.
Program Compliance (drug test, background check, etc.)	Average program compliance audit results, based on the agreed-upon scoring table and the completeness and timeliness of information provided to substantiate compliance with program standards.
Invoice Accuracy and Timing	Percentage of accurate invoices and percentage of on-time deliveries of consolidated invoices.
Turnover Rate	Percentage of consultants who quit or are released for an unfavorable reason each month.

Describe your agency's methodology related to providing your clients with business intelligence.

TEKsystems' methodology related to providing UC with business intelligence starts with understanding the your and our consultants' local labor markets. On a national level, TEKsystems account managers and recruiters speak to 30,000 IT professionals daily and meet 6,000 of them face to face every week. UC will be served primarily by our local office in El Segundo, where we employ 30 recruiters.

Based on our market presence across California, we understand what the best IT consultants prioritize, as well as what it takes to successfully attract and retain them. With more than 600,000 IT professionals in our California relationship network, we know where the best IT talent can be found, what they earn, and when they are available. Because of the strong demand for IT talent in your market, we build proactive candidate pipelines for high-demand skill sets and upcoming customer needs.

Additional tools we use to keep abreast of trends in the labor market include our Local Market Analyses (LMAs) and industry affiliations.

Local Market Analysis (LMA)

- IT skill set employment analysis to understand both actual and relative measures of local talent supply
- Local and national wage analysis to identify opportunities and risks relative to compensation
- Applicant activity to gauge the interest of IT professionals for local opportunities
- Local industry employment analysis to identify which industries are adding or eliminating jobs in the markets where you do business
- Top IT employers to evaluate how well your Employee Value Proposition (EVP) positions your organization locally as you compete for the top IT talent
- Comparative market analyses to evaluate resource planning options across multiple markets

Industry Affiliations

Within the California market, we are affiliated with multiple organizations that help us stay connected with emerging technologies and skill sets as well as IT staffing trends. Additionally, our national memberships with Information Technology Association of America (ITAA), Staffing Industry Analysts (SIA), American Staffing Association (ASA), and National Association of Computer Consultant Businesses (NACCB) give us a holistic view of the IT staffing and services industry.

Reference 1	
Company Name	[REDACTED]
Address:	[REDACTED]
Contact Name:	[REDACTED]
Contact Phone Number:	[REDACTED]
Contact e-mail address:	[REDACTED]
Date(s) of contract:	[REDACTED]
Description of Services:	[REDACTED]



Reference 2	
Company Name	[REDACTED]
Address:	[REDACTED]
[REDACTED]	[REDACTED]
Contact Phone Number:	[REDACTED]
Contact e-mail address:	[REDACTED]
Date(s) of contract:	[REDACTED]
Description of Services:	[REDACTED]



Reference 3	
Company Name	[REDACTED]
Address:	[REDACTED]
Contact Name:	[REDACTED]
Contact Phone Number:	[REDACTED]
Contact e-mail address:	[REDACTED]
Date(s) of contract:	[REDACTED]
Description of Services:	[REDACTED]



SUPPLIER MINIMUM QUALIFICATION TO RESPOND TO RFP

For proposals to be considered for evaluation, Suppliers must be able to meet all minimum qualifications as outlined below. Suppliers that do not meet the minimum qualifications should not submit a proposal as it will not be considered.

Business Experience

Supplier must have been in business for a minimum period of 3 years and should have verifiable successful experience in providing the range of contingent services specified in this RFP as a key supplier. Supplier should be able to demonstrate and show evidence of having the capability to provide the required services by possessing adequate available resources.

Conversion Fee:

As set forth below, UC agrees to pay a conversion fee upon the conversion of a contingent labor employee to UC's employment. The conversion fee is based on the annualized salary (2,096 hours) of the converted employee. Multiply the contingent employee's pay rate by 2,096 to determine the annualized salary.

Should the employee be used in a different capacity/project, the time banked on previous assignment(s) shall apply as the total calendar days as follows:

Calendar Days Worked on Assignment	% of Annual Salary
0-30 days	20%
60 days	10%
90 days	No Fee

Right to Terminate

In addition to the right to terminate as otherwise provided in the UC Agreement, The Regents of the University of California ("UC") may also terminate this Agreement in part, by eliminating its request for one or more of temporary/professional service workers upon the discontinuance or reduction of appropriated funds used to support this Agreement. In the event that UC terminates this Agreement in part, Supplier's fees shall be reduced proportionately by the proportionate value of the terminated positions, and the parties shall promptly seek to agree upon that proportionate reduction. The determination whether such funds are available shall be made by UC at its absolute discretion.

ACCEPT UC TERMS AND CONDITIONS OF PURCHASE (no exceptions allowed)

- a. UC Terms and Conditions of Purchase, dated 2/27/2020 (Attachment 4)

- a. The following articles are not applicable for the requested services under this RFP: Article 13, Article 17, Article 26
- b. Appendix Data Security and Privacy, dated 8/12/2019 (Attachment 5)
- c. Appendix HIPAA Business Associate, dated 8/2/2019 (Attachment 6)

California Pricing Template

Based on their ability to provide services within the State of California, suppliers are required to propose rates for "ALL" roles within the IT Temp Services and IT Professional Services pricing templates (see **Questionnaires-UC IT Temporary and IT Professional Services Pricing Template**).

Supplier signature acknowledges that Supplier meets all minimum qualifications and confirmation they have reviewed and understand the RFP requirements as outlined throughout this document.

Signed document must be included with your RFP response.

[SUPPLIER NAME]

Christopher Garman
(Signature)

Christopher Garman - Senior Manager of Operations
(Printed Name, Title)

2/3/21
(Date)

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA NON-DISCLOSURE AGREEMENT

This Agreement is made and entered into as of the last date signed below (the "Effective Date") by and between THE REGENTS OF THE UNIVERSITY OF CALIFORNIA ("UC") and the supplier named below ("Supplier").

WHEREAS UC and Supplier (each, a "Party" and together, the "Parties") have an interest in participating in discussions wherein either Party might share information with the other that the disclosing Party considers to be proprietary and confidential to itself;

NOW, THEREFORE, the Parties agree as follows:

1. Confidential information of a Party may include but is not limited to a Party's (a) business plans, methods, and practices; (b) personnel, customers, and suppliers; (c) inventions, processes, methods, products, patent applications, and other proprietary rights; or (d) specifications, drawings, sketches, models, samples, tools, computer programs, technical information, or other related information.
2. When the other Party informs the receiving Party ("Recipient") in writing that information disclosed is confidential ("Confidential Information"), the Recipient shall, for a period of three (3) years from the date of disclosure, refrain from disclosing the Confidential Information to any third party without prior, written approval from the disclosing Party and shall protect the Confidential Information from inadvertent disclosure to a third party using the same care and diligence that the Recipient uses to protect its own proprietary and confidential information, but in no case less than reasonable care. The Recipient shall ensure that each of its employees, officers, directors, or agents who has access to Confidential Information disclosed under this Agreement is informed of its proprietary and confidential nature and is required to abide by the terms of this Agreement.
3. All Confidential Information disclosed under this Agreement shall be and remain the property of the disclosing Party and nothing contained in this Agreement shall be construed as granting or conferring any rights to such Confidential Information on the other Party. The Recipient shall honor any request from the disclosing Party to promptly return or destroy all copies of Confidential Information disclosed under this Agreement and all notes related to the Confidential Information. The Parties agree that the disclosing Party will suffer irreparable injury if its Confidential Information is made public, released to a third party, or otherwise used or disclosed in breach of this Agreement and that the disclosing Party shall be entitled to obtain injunctive relief against a threatened breach or continuation of any such breach without the necessity of posting a bond or any other security and, in the event of such breach, an award of actual and exemplary damages from any court of competent jurisdiction.
4. The terms of this Agreement shall not be construed to limit either Party's right to develop independently or acquire products without use of the other Party's Confidential Information. The disclosing party acknowledges that the Recipient may currently or in the future be developing information internally, or receiving information from other parties, that is similar to the Confidential Information. Nothing in this Agreement will prohibit the Recipient from developing or having developed for it products, concepts, systems or techniques that are similar to or compete with the products, concepts, systems or techniques contemplated by or embodied in the Confidential Information provided that the Recipient does not violate any of its obligations under this Agreement in connection with such development.
5. Notwithstanding the above, the Parties agree that information shall not be deemed Confidential Information and the Recipient shall have no obligation to hold in confidence such information, where such information:
 - (a) Is already known to the Recipient, having been disclosed to the Recipient by a third party without such third party having an obligation of confidentiality to the disclosing Party; or

- (b) Is or becomes publicly known through no wrongful act of the Recipient, its employees, officers, directors, or agents; or
- (c) Is independently developed by the Recipient without reference to any Confidential Information disclosed hereunder; or
- (d) Is approved for release (and only to the extent so approved) by the disclosing Party; or
- (e) Is disclosed pursuant to the lawful requirement of a court or governmental agency or where required by law.

6. To the extent permitted by law, the Recipient shall promptly notify the disclosing Party of any disclosure of the Confidential Information in violation of this Agreement or in response to any subpoena or other legal process requiring production or disclosure of the Confidential Information.

7. Nothing in this Agreement shall be construed to constitute an agency, partnership, joint venture, or other similar relationship between the Parties.

8. Neither Party will, without prior approval of the other Party, make any public announcement of or otherwise disclose the existence or the terms of this Agreement.

9. This Agreement contains the entire agreement between the Parties and in no way creates an obligation for either Party to disclose information to the other Party or to enter into any other agreement.

10. This Agreement shall remain in effect for a period of two (2) years from the Effective Date unless otherwise terminated by either Party giving notice to the other of its desire to terminate this Agreement. The requirement to protect Confidential Information disclosed pursuant to this Agreement shall survive termination of this Agreement.

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

SUPPLIER

Signature

TEKsystems, Inc.

Name of Supplier

Christopher Garman

Signature

Printed Name

Christopher Garman

Printed Name

Title

Senior Manager of Operations

Title

Address

7437 Race Road, Hanover, MD 21076

Address

Date

2/3/21

Date



UNIVERSITY OF CALIFORNIA

Appendix – Business Associate Agreement

This Appendix - Business Associate Agreement ("Appendix BAA") supplements and is made a part of any and all agreements entered into by and between The Regents of the University of California, a California corporation ("UC"), on behalf of its University of California Health System and TEKsystems, Inc., Business Associate ("BA").

RECITALS

- A. UC is a "Covered Entity" as defined under 45 C.F.R. § 160.103
- B. UC and BA are entering into or have entered into, and may in the future enter into, one or more agreements (each an "Underlying Agreement") under which BA performs functions or activities for or on behalf of, or provides services to UC ("Services") that involve receiving, creating, maintaining and/or transmitting Protected Health Information ("PHI") of UC as a "Business Associate" of UC as defined under 45 C.F.R. § 160.103. This Appendix BAA shall only be operative in the event and to the extent this Appendix BAA is incorporated into an Underlying Agreement between UC and BA.
- C. UC and BA desire to protect the privacy and provide for the security of PHI used by or disclosed to BA in compliance with the Health Insurance Portability and Accountability Act of 1996 ("HIPAA"), the regulations promulgated thereunder by the U.S. Department of Health and Human Services (45 C.F.R. Parts 160, 162 and 164) (the "HIPAA Regulations"), the Health Information Technology for Economic and Clinical Health Act of 2009 (the "HITECH Act"), California Civil Code § 56 et seq., §§1798.82 and 1798.29, and other applicable laws and regulations. The purpose of this BA Agreement is to satisfy certain standards and requirements of HIPAA, the HIPAA Regulations, including 45 CFR § 164.504(e), the HITECH Act, including Subtitle D, part 1, as they may be amended from time to time, and similar requirements under California law.
- D. UC has designated all of its HIPAA health care components as a single component of its hybrid entity and therefore this BA Agreement is binding on all other UC health care components (collectively, the Single Health Care Component or the SHCC). This BA Agreement is effective on the date of the Underlying Agreement under which BA provides Services to UC ("Effective Date").

1. DEFINITIONS

Except for PHI, all capitalized terms in this Appendix BAA shall have the same meaning as those terms in the HIPAA Regulations.

PHI shall have the same meaning as "protected health information" in the HIPAA Regulations that is created, received, maintained, or transmitted by Business Associate or any Subcontractor on behalf of UC and shall also include "medical information" as defined at Cal. Civ. Code § 56.05.

2. OBLIGATIONS OF BA

BA agrees to:

- A. Comply with the requirements of the Privacy Rule that apply to UC in carrying out such obligations, to the extent BA carries out any obligations of UC under the Privacy Rule. BA also agrees to comply with the requirements of California state privacy laws and regulations that apply to UC in carrying out such obligations, to the extent BA carries out any obligations of UC under California Civil Code § 1798 et seq., California Civil Code § 56 et seq., and California Health & Safety Code §§ 1280.15 and 1280.18, as applicable, unless otherwise mutually agreed to by BA and UC.
- B. Not Use or Disclose PHI other than as permitted or required by the Underlying Agreement or as required by law.
- C. Use appropriate safeguards, and comply, where applicable, with 45 C.F.R. § 164 Subpart C with respect to ePHI, to prevent the Use or Disclosure of PHI other than as provided for by the Underlying Agreement(s) and the Appendix BAA.
- D. Notify UC, orally and in writing, as soon as possible, but in no event more than five (5) calendar days, after BA becomes aware of any Use or Disclosure of the PHI not permitted or required by the Appendix BAA or Underlying Agreement(s), including Breaches of unsecured PHI as required by 45 C.F.R. § 164.410 and potential compromises of UC PHI, including potential inappropriate access, acquisition, use or disclosure of UC PHI (each, collectively an “Incident”). BA shall be deemed to be aware of any such Incident, as of the first day on which it becomes aware of it, or by exercising reasonable diligence, should have been known to its officers, employees, agents or sub-suppliers. The notification to UC shall include, to the extent possible, each individual whose unsecured PHI has been, or is reasonably believed by BA to have been, accessed, acquired, used or disclosed during such Incident. BA shall further provide UC with any other available information that UC is required to include in a notification to affected individuals at the time of the notification to UC, or promptly thereafter as information becomes available. BA shall take prompt corrective action to remedy any such Incident, and, as soon as possible, shall provide to UC in writing: (i) the actions initiated by the BA to mitigate, to the extent practicable, any harmful effect of such Incident; and (ii) the corrective action BA has initiated or plans to initiate to prevent future similar Incidents.
- E. Ensure that any Subcontractors that create, receive, maintain, or transmit PHI on behalf of the BA agree to the same restrictions, conditions, and requirements that apply to the BA with respect to such PHI.
- F. If BA maintains PHI in a Designated Record Set, BA shall make the PHI in the Designated Record Set available to UC, or if directed by UC to the Individual or the Individual’s designee, as necessary to satisfy UC’s obligations under 45 C.F.R. § 164.524.
- G. If BA maintains PHI in a Designated Record Set, BA shall make any amendments directed or agreed to by UC pursuant to 45 C.F.R. § 164.526, or take other measures as necessary to satisfy UC’s obligations under 45 C.F.R. § 164.526.

- H. Maintain and make available the information required to provide an accounting of disclosures to UC, or if directed by UC to the Individual, as necessary to satisfy UC's obligations under 45 C.F.R. § 164.528.
- I. Make its internal practices, books, and records, relating to the Use and Disclosure of PHI available to UC, and to the Secretary for purposes of determining UC's compliance with HIPAA, HITECH and their implementing regulations.

3. PERMITTED USES AND DISCLOSURES BY BA

BA may only Use or Disclose the Minimum Necessary PHI to perform the services set forth in the Underlying Agreement.

4. TERM AND TERMINATION

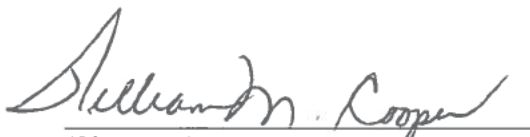
- A. Termination for Cause. UC may terminate this Appendix BAA and any Underlying Agreement(s), if UC determines BA has violated a material term of the Appendix BAA.
- B. Upon termination of this Appendix BAA for any reason, with respect to PHI received from UC, or created, maintained, or received by BA on behalf of UC, BA shall return to UC, or if agreed to by UC, destroy, all such PHI that BA still maintains in any form, and retain no copies of such PHI.

To the extent return or destruction of UC PHI is not feasible, BA shall (1) retain only that PHI which is necessary for BA to continue its proper management and administration or to carry out its legal responsibilities; and (2) continue to use appropriate safeguards for such UC PHI and comply with Subpart C of 45 C.F.R. Part 164 with respect to ePHI to prevent Use or Disclosure of the PHI, other than as provided for in this Section, for as long as BA retains the PHI.

- C. Survival. The obligations of BA under this Section 4.B shall survive the termination of this Appendix BAA and any Underlying Agreement(s).

The Appendix BAA is signed below by the parties' duly authorized representatives.

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA



 (Signature)

WILLIAM M. COOPER

 (Printed Name, Title)
 AVP + CPO


8/2/19

 (Date)

BUSINESS ASSOCIATE

TEKsystems, Inc.

 (Supplier Name)



 (Signature)

Christopher Garman, Senior Manager of Operations

 (Printed Name, Title)

2/22/21

 (Date)

EXHIBIT A
RESPONSE FOR NATIONAL COOPERATIVE CONTRACT

1.0 Scope of National Cooperative Contract

Capitalized terms not otherwise defined herein shall have the meanings given to them in the Master Agreement or in the Administration Agreement between Supplier and OMNIA Partners.

1.1 Requirement

The University of California Office of the President (hereinafter defined and referred to as “Principal Procurement Agency”), on behalf of itself and the National Intergovernmental Purchasing Alliance Company, a Delaware corporation d/b/a OMNIA Partners, Public Sector (“OMNIA Partners”), is requesting proposals for IT Temp and Professional Services. The intent of this Request for Proposal is any contract between Principal Procurement Agency and Supplier resulting from this Request for Proposal (“Master Agreement”) be made available to other public agencies nationally, including state and local governmental entities, public and private primary, secondary and higher education entities, non-profit entities, and agencies for the public benefit (“Public Agencies”), through OMNIA Partners’ cooperative purchasing program. The Principal Procurement Agency has executed a Principal Procurement Agency Certificate with OMNIA Partners, an example of which is included as Exhibit D, and has agreed to pursue the Master Agreement. Use of the Master Agreement by any Public Agency is preceded by their registration with OMNIA Partners as a Participating Public Agency in OMNIA Partners’ cooperative purchasing program. Registration with OMNIA Partners as a Participating Public Agency is accomplished by Public Agencies entering into a Master Intergovernmental Cooperative Purchasing Agreement, an example of which is attached as Exhibit C, and by using the Master Agreement, any such Participating Public Agency agrees that it is registered with OMNIA Partners, whether pursuant to the terms of the Master Intergovernmental Purchasing Cooperative Agreement or as otherwise agreed to. The terms and pricing established in the resulting Master Agreement between the Supplier and the Principal Procurement Agency will be the same as that available to Participating Public Agencies through OMNIA Partners.

All transactions, purchase orders, invoices, payments etc., will occur directly between the Supplier and each Participating Public Agency individually, and neither OMNIA Partners, any Principal Procurement Agency nor any Participating Public Agency, including their respective agents, directors, employees or representatives, shall be liable to Supplier for any acts, liabilities, damages, etc., incurred by any other Participating Public Agency. Supplier is responsible for knowing the tax laws in each state.

This Exhibit A defines the expectations for qualifying Suppliers based on OMNIA Partners' requirements to market the resulting Master Agreement nationally to Public Agencies. Each section in this Exhibit A refers to the capabilities, requirements, obligations, and prohibitions of competing Suppliers on a national level in order to serve Participating Public Agencies through OMNIA Partners.

These requirements are incorporated into and are considered an integral part of this RFP. OMNIA Partners reserves the right to determine whether or not to make the Master Agreement awarded by the Principal Procurement Agency available to Participating Public Agencies, in its sole and absolute discretion, and any party submitting a response to this RFP acknowledges that any award by the Principal Procurement Agency does not obligate OMNIA Partners to make the Master Agreement available to Participating Procurement Agencies.

1.2 Marketing, Sales and Administrative Support

During the term of the Master Agreement OMNIA Partners intends to provide marketing, sales, partnership development and administrative support for Supplier pursuant to this section that directly promotes the Supplier's products and services to Participating Public Agencies through multiple channels, each designed to promote specific products and services to Public Agencies on a national basis.

OMNIA Partners will assign the Supplier a Director of Partner Development who will serve as the main point of contact for the Supplier and will be responsible for managing the overall relationship between the Supplier and OMNIA Partners. The Director of Partner Development will work with the Supplier to develop a comprehensive strategy to promote the Master Agreement and will connect the Supplier with appropriate stakeholders within OMNIA Partners including, Sales, Marketing, Contracting, Training, and Operations & Support.

The OMNIA Partners marketing team will work in conjunction with Supplier to promote the Master Agreement to both existing Participating Public Agencies and prospective Public Agencies through channels that may include:

- A. Marketing collateral (print, electronic, email, presentations)
- B. Website
- C. Trade shows/conferences/meetings
- D. Advertising
- E. Social Media

The OMNIA Partners sales teams will work in conjunction with Supplier to promote the Master Agreement to both existing Participating Public Agencies and prospective Public Agencies through initiatives that may include:

- A. Individual sales calls
- B. Joint sales calls
- C. Communications/customer service
- D. Training sessions for Public Agency teams
- E. Training sessions for Supplier teams

The OMNIA Partners contracting teams will work in conjunction with Supplier to promote the Master Agreement to both existing Participating Public Agencies and prospective Public Agencies through:

- A. Serving as the subject matter expert for questions regarding joint powers authority and state statutes and regulations for cooperative purchasing
- B. Training sessions for Public Agency teams
- C. Training sessions for Supplier teams
- D. Regular business reviews to monitor program success
- E. General contract administration

Suppliers are required to pay an administrative fee of 3% of the greater of the Contract Sales under the Master Agreement and Guaranteed Contract Sales under this Request for Proposal. Supplier will be required to execute the OMNIA Partners Administration Agreement (Exhibit B).

1.3 Estimated Volume

The dollar volume purchased under the Master Agreement is estimated to be approximately \$51.9 million annually. While no minimum volume is guaranteed to Supplier, the estimated annual volume is projected based on the current annual volumes among the Principal Procurement Agency, other Participating Public Agencies that are anticipated to utilize the resulting Master Agreement to be made available to them through OMNIA Partners, and volume growth into other Public Agencies through a coordinated marketing approach between Supplier and OMNIA Partners.

1.4 Award Basis

The basis of any contract award resulting from this RFP made by Principal Procurement Agency will, at OMNIA Partners' option, be the basis of award on a national level through OMNIA Partners. If multiple Suppliers are awarded by Principal Procurement Agency under the Master Agreement, those same Suppliers will be required to extend the Master Agreement to Participating Public Agencies through OMNIA Partners. Utilization of the Master Agreement by Participating Public Agencies will be at the discretion of the individual Participating Public

Agency. Certain terms of the Master Agreement specifically applicable to the Principal Procurement Agency (e.g. governing law) are subject to modification for each Participating Public Agency as Supplier, such Participating Public Agency and OMNIA Partners shall agree without being in conflict with the Master Agreement. Participating Agencies may request to enter into a separate supplemental agreement to further define the level of service requirements over and above the minimum defined in the Master Agreement (i.e. invoice requirements, order requirements, specialized delivery, diversity requirements such as minority and woman owned businesses, historically underutilized business, governing law, etc.). (“Supplemental Agreement”). It shall be the responsibility of the Supplier to comply, when applicable, with the prevailing wage legislation in effect in the jurisdiction of the Participating Agency. It shall further be the responsibility of the Supplier to monitor the prevailing wage rates as established by the appropriate department of labor for any increase in rates during the term of the Master Agreement and adjust wage rates accordingly. Any supplemental agreement developed as a result of the Master Agreement is exclusively between the Participating Agency and the Supplier (Contract Sales are reported to OMNIA Partners).

All signed Supplemental Agreements and purchase orders issued and accepted by the Supplier may survive expiration or termination of the Master Agreement. Participating Agencies’ purchase orders may exceed the term of the Master Agreement if the purchase order is issued prior to the expiration of the Master Agreement. Supplier is responsible for reporting all sales and paying the applicable administrative fee for sales that use the Master Agreement as the basis for the purchase order, even though Master Agreement may have expired.

1.5 Objectives of Cooperative Program

This RFP is intended to achieve the following objectives regarding availability through OMNIA Partners’ cooperative program:

- A. Provide a comprehensive competitively solicited and awarded national agreement offering the Products covered by this solicitation to Participating Public Agencies;
- B. Establish the Master Agreement as the Supplier’s primary go to market strategy to Public Agencies nationwide;
- C. Achieve cost savings for Supplier and Public Agencies through a single solicitation process that will reduce the Supplier’s need to respond to multiple solicitations and Public Agencies need to conduct their own solicitation process;
- D. Combine the aggregate purchasing volumes of Participating Public Agencies to achieve cost effective pricing.

2.0 REPRESENTATIONS AND COVENANTS

As a condition to Supplier entering into the Master Agreement, which would be available to all Public Agencies, Supplier must make certain representations, warranties and covenants to both the Principal Procurement Agency and OMNIA Partners designed to ensure the success of the Master Agreement for all Participating Public Agencies as well as the Supplier.

2.1 Corporate Commitment

Supplier commits that (1) the Master Agreement has received all necessary corporate authorizations and support of the Supplier's executive management, (2) the Master Agreement is Supplier's primary "go to market" strategy for Public Agencies, (3) the Master Agreement will be promoted to all Public Agencies, including any existing customers, and Supplier will transition existing customers, upon their request, to the Master Agreement, and (4) that the Supplier has read and agrees to the terms and conditions of the Administration Agreement with OMNIA Partners and will execute such agreement concurrent with and as a condition of its execution of the Master Agreement with the Principal Procurement Agency. Supplier will identify an executive corporate sponsor and a separate national account manager within the RFP response that will be responsible for the overall management of the Master Agreement.

2.2 Pricing Commitment

Supplier commits the not-to-exceed pricing provided under the Master Agreement pricing is its lowest available (net to buyer) to Public Agencies nationwide and further commits that if a Participating Public Agency is eligible for lower pricing through a national, state, regional or local or cooperative contract, the Supplier will match such lower pricing to that Participating Public Agency under the Master Agreement.

2.3 Sales Commitment

Supplier commits to aggressively market the Master Agreement as its go to market strategy in this defined sector and that its sales force will be trained, engaged and committed to offering the Master Agreement to Public Agencies through OMNIA Partners nationwide. Supplier commits that all Master Agreement sales will be accurately and timely reported to OMNIA Partners in accordance with the OMNIA Partners Administration Agreement. Supplier also commits its sales force will be compensated, including sales incentives, for sales to Public Agencies under the Master Agreement in a consistent or better manner compared to sales to Public Agencies if the Supplier were not awarded the Master Agreement.

3.0 SUPPLIER RESPONSE

Supplier must supply the following information in order for the Principal Procurement Agency to determine Supplier's qualifications to extend the resulting Master Agreement to Participating Public Agencies through OMNIA Partners.

3.1 Company

- A. Brief history and description of Supplier to include experience providing similar products and services.

TEKsystems began in 1983 as part of Aerotek, a company that offered staffing and consulting services, based on a commitment to meeting client needs—no matter how challenging or complex. Clients appreciated Aerotek's dedication to client satisfaction, and within the first year of operations Aerotek earned over \$1 million in revenue.

Through the remainder of the 1980s, Aerotek developed several subsidiaries that expanded its service offerings to include technical staffing, in addition to aeronautics, engineering, and light industrial staffing. TEKsystems emerged from Aerotek in 1997 to focus on technical staffing and more advanced service solutions.

As a result of our strategy to develop service capabilities aligned to client needs, TEKsystems emerged as the nation's leading provider of applications, network infrastructure, digital, communications, and end user support staffing and services in 2000. We have successfully held this No. 1 industry ranking ever since.

Today, a flagship company of Allegis Group, one of the world's largest privately held staffing companies with annual revenues exceeding \$10 billion, TEKsystems is an industry leader in Full-Stack Technology Services, Talent Services, and real-world application. We can provide varying levels of support, from staff augmentation all the way through a completely outsourced solution, including in the areas discussed within our response to section 3.2.A below.

- B. Total number and location of sales persons employed by Supplier.

TEKsystems has 3,700 sales persons across more than 100 non-franchised offices in the United States. Our local El Segunda office includes 60 salespeople; we have nearly 300 salespeople located across our California offices.

- C. Number and location of support centers (if applicable) and location of corporate office.

TEKsystems' corporate office is located in Hanover, MD, with over 100 non-franchised field offices worldwide but primarily located across the United States.

- D. Annual sales for the three previous fiscal years.

- a. Submit FEIN and Dunn & Bradstreet report.

As a privately-held company, TEKsystems typically only releases our revenue numbers. Our annual revenue for the past three fiscal years is as follows:

- 2020: \$4.2 billion
- 2019: \$4.9 billion
- 2018: \$4.6 billion

a. TEKsystems' federal tax identification number is 52-2010575. Please see our attached Dun & Bradstreet report at the end of this response document.

E. Describe any green or environmental initiatives or policies.

TEKsystems recognizes that our work has an indirect effect on the environment. We commit to reducing our impact while educating and empowering our employees to make more environmentally responsible choices. Below is a sampling of standard programs and efforts our corporate headquarters and local offices engage in to reduce their carbon footprint:

- Our main corporate campus is committed to recycling 50% of the solid waste it produces. TEKsystems uses a single-stream recycling program so employees can recycle aluminum, glass, paper, and plastic through a single collection and processing system. Last year, these recycling efforts conserved nearly 6,000 trees, 2.3 million gallons of water, and nearly 1,000 cubic yards of landfill space.
- TEKsystems partners with an outside third-party vendor to shred and recycle all confidential documents. Through our recycling of shredded paper, we saved the equivalent of 8,311 trees.
- We also partner with Arrow Electronics to standardize our IT asset security and disposition process to dispose of outdated electronics in an environmentally friendly manner through a recycling and remarketing program.
- Currently, 88% of our employees receive direct deposit each week. This has resulted in the reduction of 2.2 million checks and envelopes each year.
- TEKsystems completed a new data center with numerous environmentally friendly enhancements including energy efficient and green technology. Not only does the new data center result in a more environmentally friendly footprint, but also results in substantial cost and power savings to the company.
- A percentage of the electricity used at TEKsystems' corporate campus is green energy, supporting demand for building new, clean wind power and demonstrating our commitment to operate in an environmentally responsible manner.
- All fluorescent lights on the corporate campus are crushed with a bulb crusher and recycled.
- Starting in 2015, TEKsystems held our first personal asset disposition day in partnership with Arrow Electronics. The campus-wide event provided employees with an opportunity to recycle old household electronics and help prevent electronic waste from entering the landfill. TEKsystems continues to hold this event every other year.
- During the week of Earth Day, a campus-wide shredding event is held to educate employees on responsible disposition of personal papers. Employees bring in personal documents that an outside third-party vendor then shreds and recycles.

- TEKsystems provides water bottles to all new employees, which has reduced our landfill waste and minimized the number of plastic cups used throughout our corporate campus. Every new employee receives a water bottle as part of the onboarding process.
- We encourage our employees to be environmentally conscious in their everyday behavior by turning off lights and other electronic equipment when not in use; only printing necessary documents; printing documents double-sided to conserve paper; and having a mileage incentive for using hybrid vehicles.

F. Describe any diversity programs or partners supplier does business with and how Participating Agencies may use diverse partners through the Master Agreement. Indicate how, if at all, pricing changes when using the diversity program. If there are any diversity programs, provide a list of diversity alliances and a copy of their certifications.

TEKsystems partners with over 200 sub-vendors, including over 110 minority, veteran, or women-owned sub-vendors we use to help clients meet minority- and women-owned spend requirements.

With more than 6,000 clients, our partnership provides our sub-vendor companies with access to a vast array of clients, including approximately 80% of the Fortune 500 companies. As a result of this exposure, these businesses enjoy increased revenues and profits and can compete in a heavily competitive market. TEKsystems' sub-vendors also mirror our successful business model.

Our sub-vendor program can be used at no additional cost to you and provides the following benefits:

- **Achieve your minority spend.** We will reach out to our sub-vendor community to help you fulfill your minority spend requirements. We have a department dedicated to enhancing the participation of minority-certified companies within our industry, thus making them competitive. This helps our clients forge minority partnerships and fulfill their diversity spend. TEKsystems will report on diversity spend in any manner you deem necessary. We typically provide this report on a quarterly basis.
- **Attract in-demand skillsets.** A portion of our sub-vendor base specifically focuses on in-demand skill sets. We maintain these partnerships to further our recruiting capacity. If you have an urgent need for highly sought after skill sets, we will connect with our sub-vendors to source for the qualified candidates to fill your demands.
- **H-1B visa consulting.** We maintain partnerships with sub-vendors who sponsor H-1B visa consultants. In North America, IT unemployment remains relatively low. Moreover, companies are filling their open IT positions more and more with contingent labor, thus lowering the number of available quality consultants. Our access to H-1B visa consultants helps to fill that gap—and provide a greater number of choices for quality talent.

Because we partner with a large number of diverse sub-vendors across the country, the certifying agencies vary from region to region. Because of this, we can provide diversity certifications for specific sub-vendors as required under specific engagements or contracts.

G. Indicate if supplier holds any of the below certifications in any classified areas and include proof of such certification in the response:

a. Minority Women Business Enterprise

Yes No

If yes, list certifying agency:

b. Small Business Enterprise (SBE) or Disadvantaged Business Enterprise (DBE)

Yes No

If yes, list certifying agency:

c. Historically Underutilized Business (HUB)

Yes No

If yes, list certifying agency:

d. Historically Underutilized Business Zone Enterprise (HUBZone)

Yes No

If yes, list certifying agency:

e. Other recognized diversity certificate holder

Yes No

If yes, list certifying agency:

H. List any relationships with subcontractors or affiliates intended to be used when providing services and identify if subcontractors meet minority-owned standards. If any, list which certifications subcontractors hold and certifying agency.

TEKsystems does not anticipate using subcontractors for most of our engagements under this contract, since we have the capabilities to provide talent and services across all IT skill sets. However, if an agency that wishes to use this cooperative agreement desires subcontractor participation—typically for meeting minority spend goals or sponsoring H-1B visa talent—we can provide subcontractor information for case-by-case approval.

I. Describe how supplier differentiates itself from its competitors.

Our 38-year history successfully providing IT talent and services to federal, state, and local governments nationwide makes us well-aligned for the needs and challenges clients face and seek solutions for under this cooperative agreement. The following differentiating qualities and competitive advantages provide the most value for you by giving you ready access to the highest quality IT candidates:

Strong, Consistent Processes and Structures Across Over 100 Nationwide Field Offices. Our field offices are company owned and staffed with corporate-trained recruiters, account managers, and a director of business operations to maintain consistency in quality and professional service no matter which of our offices work with UC or agencies using this cooperative agreement. Core operational processes including contracts, compliance, and billing functions are handled by our corporate office working closely with our field offices, further ensuring consistent service quality for you across all TEKsystems engagements.

Established, Experienced State and Local Government and Higher Education Practice. TEKsystems' Government Services practice supports 42 states, over 150 local cities and municipalities, and over 120 higher education institutions, focusing on the specialized needs of agencies and institutions using this cooperative agreement. Our leaders and teams target the most common initiatives for state and local administrations and then find the IT consultants with the experience and skills to help accomplish them, providing the consultants with hands-on experience in the infrastructures and systems within your environment.

Deep Understanding of State Governments, Local Governments, Educational Institutions, and Your Associated Needs and Challenges. Our current experience with the government agencies and educational institutions across 42 states equips us with strategic insight into what you need from a vendor, how to best reach and promote this cooperative agreement, and the best solutions to address your IT talent and service needs. Every year, we place 5,000 consultants through our dedicated Government Services practice, giving us the knowledge and experience in what works best to attract and retain top IT talent for your engagements.

Flexible Delivery Models Adaptable to Provide Optimal Service Solutions. Instead of forcing you into a predefined solution, we collaborate with you to customize our approach and use the service delivery model that makes sense for you. We seek to understand your business targets and the gaps between your current and future state. We then custom-build our solutions to address key gaps related to people, projects, or full work functions. This approach benefits you when you require more than staff augmentation.

No. 1 IT Staffing Provider in the United States with Large Recruiting Force. You will benefit from working with the best IT staffing provider in the country. Staffing Industry Analysts, the premier research and analysis firm for the contingent workforce, has ranked TEKsystems as the No. 1 IT staffing provider in the United States in 2019 and every year since 2000 (the first year this data was captured by Staffing Industry Analysts). The Allegis Group, our parent company, was rated number five in SIA's annual report of top global staffing firms. Controlling 13% market share, TEKsystems ranked as the largest overall market share holder among the companies on Staffing Industry Analysts' 2019 list. Our 2,200 recruiters nationwide use this massive reach to expand our pipeline of consultants for UC, and to efficiently handle your requests.

- J. Describe any present or past litigation, bankruptcy or reorganization involving supplier.

As with any company of our size, TEKsystems is involved in litigation in the ordinary course of its business. None of our current litigation—individually or in the aggregate—impairs the company's ability to conduct business or perform its obligations. If your company requires further

information, TEKsystems is willing to supplement this response with a list of pending litigation. For this information, please contact Frank Buckley, TEKsystems' General Counsel, at 410.579.3534.

K. Felony Conviction Notice: Indicate if the supplier

- a. is a publicly held corporation and this reporting requirement is not applicable;
- b. is not owned or operated by anyone who has been convicted of a felony; or
- c. is owned or operated by and individual(s) who has been convicted of a felony and provide the names and convictions.

None of these statements apply to TEKsystems.

L. Describe any debarment or suspension actions taken against supplier

TEKsystems has not had any debarment or suspension actions taken against us.

3.2 Distribution, Logistics

- A. Each offeror awarded an item under this solicitation may offer their complete product and service offering/a balance of line. Describe the full line of products and services offered by supplier.

TEKsystems specializes in IT Talent Services to complement and enhance your in-house skills and capabilities, and Full-stack Technology Services to help you achieve your business outcomes through managed, project-based, or outsourced models. These service models are highly customizable to fit your needs.

IT Talent Services

The contract labor positions TEKsystems IT Talent Services fills span the full spectrum of IT needs:

- **Applications.** Support all stages of the applications lifecycle including analysis, design, development, testing, implementation, and maintenance. Skill sets include business analysis, business intelligence, customer relationship management, data warehousing, and enterprise resource planning. Each year, 450 applications-aligned recruiters place over 19,500 consultants worldwide.
- **Digital.** Strengthen and execute your brand strategy while fostering customer relationships across multiple user-interfaces and technologies. With these skills in high demand and short supply, we use our specialized focus on the digital and creative services market to deliver IT consultants with expertise in digital marketing, coding, design, SEO, and social media. Each year, 200 digital-aligned recruiters place over 10,000 consultants worldwide.
- **Dynamic Workplace Services.** Provide desktop support and help desk operations. With our specialized focus on the end-user support market, we deliver IT professionals with expertise in operating system, ticketing system, remote control, VPN, and mobile

technologies. Each year, 400 dynamic workplace services-aligned recruiters place over 17,000 consultants worldwide.

Gartner Inc. has positioned TEKsystems in its 2019 and 2020 Magic Quadrant for Managed Workplace Services, North America. Magic Quadrants compare vendors based on Gartner's standard criteria and methodology, where leaders execute well against their current vision and are well positioned for tomorrow.

- **Enterprise Applications, Data Analytics & Insights.** Empower performance for speed and scale with our ability to deploy, optimize and support their enterprise applications so teams can focus on the strategic business initiatives that matter most. Our consultants have experience with common tools and technologies, including AWS, Oracle, PeopleSoft, SAP, Snowflake, Tableau, and Workday.

Unlock the power of your data to fuel innovation, elevate the customer experience, save money, and generate new revenue. We also provide skill sets within focus areas such as artificial intelligence, machine learning, data science, and big data. Each year, 250 enterprise applications and data analytics-aligned recruiters place over 3,000 ERP/CRM/BI consultants worldwide.

- **Infrastructure Optimization.** Plan, build, and run your network, data center, security operations, and project management offices. Skill sets include cloud computing, data center optimization and virtualization, and network and security monitoring. Each year, 500 infrastructure optimization-aligned recruiters place over 19,500 consultants worldwide.
- **Risk and Security.** Address risk holistically and build consistent, overarching governance policies. We help our customers achieve compliance and maximize your risk program to drive better business decisions. Skill sets include architecture, engineering, data governance, risk modeling, ETL, and security/risk assessments. Each year, 100 risk and security-aligned recruiters place over 3,000 consultants worldwide.
- **Telecommunications.** Support installations, moves, adds, and changes. We use our specialized focus on the telecommunications market to deliver people with experience in installations, testing, and project planning. Each year, 300 communications-aligned recruiters place over 8,000 consultants worldwide.

Full-stack Technology Services

As our relationship evolves, you can rely on TEKsystems for services that build upon our talent strengths and extend our value to help you achieve business targets. Our unique perspective within our clients' organizations and our massive consultant network helps us design IT services that work where it matters most: in practice.

- **Cloud Enablement.** We have deep experience in cloud and beyond, from applications to networks to security.
- **Data Analytics and Insights.** Uniting real-world experience and subject matter expertise to monetize and maximize your data.
- **DevOps and Automation.** A hands-on approach to evolving your organization and talent alongside your technology.
- **Digital Experience.** Fuel your digital journey with leading-edge technology, advice, and talent—from data insights to design thinking to DevOps—to create compelling user experiences that deliver and delight.

- **Enterprise Applications.** With deep subject matter expertise, state-of-the-art delivery centers, and an arsenal of innovative tools, you can have confidence in our ability to deploy, optimize, and support your enterprise apps.
- **Risk and Security.** We will help you redefine security processes and improve your capabilities beyond technology so you can focus on maximizing profits.
- **Technology Operations.** Our expertise in enterprise service management helps you calibrate your IT operations to your business goals so they work in harmony.
- **Telecom Design, Implementation, and Operations.** We will help you on your journey to modernize and densify your network infrastructure at the ferocious pace of change.

B. Describe how supplier proposes to distribute the products/service nationwide. Include any states where products and services will not be offered under the Master Agreement, including U.S. Territories and Outlying Areas.

TEKsystems delivers its IT talent and services through our network of over 100 offices nationwide. Because we use a just-in-time approach to sourcing for our IT talent services, we will begin by searching local markets to meet our clients’ requirements—allowing us to support and strengthen employment in our clients’ local markets while providing them with the services they need. The following figure highlights our North American presence.

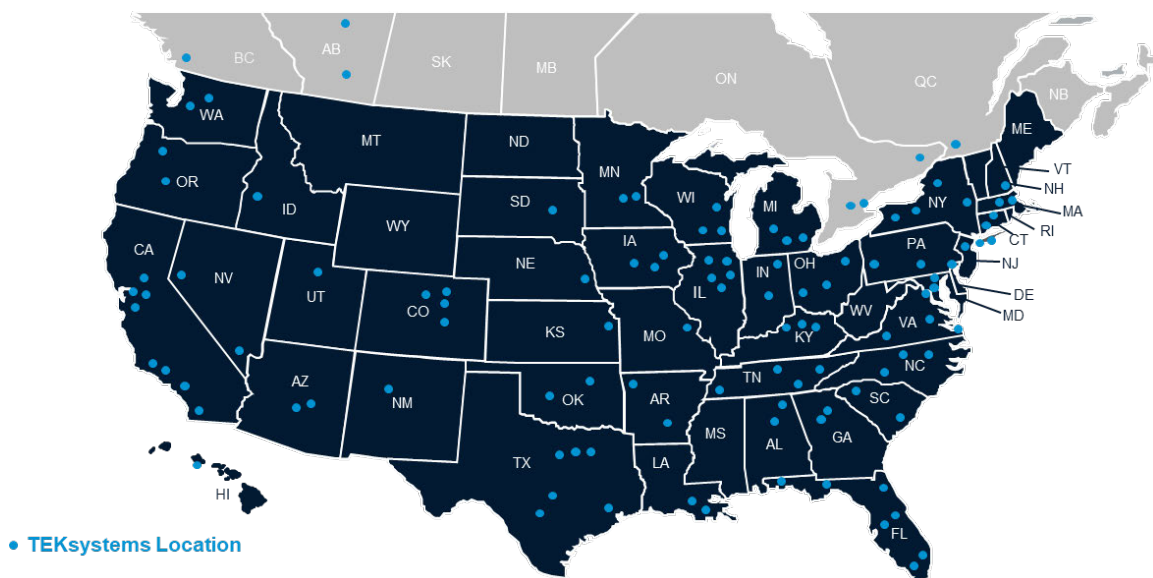


Figure 1. TEKsystems Office Locations Wherever You Need IT Talent and Services

With over 100 nonfranchised locations, your TEKsystems account team can work with you to recruit IT talent and deliver services regardless of where you need it.

Because our offices are company-owned and follow a standard set of processes and procedures, our clients can be assured of consistent, reliable service regardless of which of our offices works with them. Additionally, when clients seek talent and services across multiple locations, our offices can partner to deliver strong local talent across all locations.

- C. Describe how Participating Agencies are ensured they will receive the Master Agreement pricing; include all distribution channels such as direct ordering, retail or in-store locations, through distributors, etc. Describe how Participating Agencies verify and audit pricing to ensure its compliance with the Master Agreement.

Participating Agencies who choose to use this master agreement will receive the appropriate pricing. To ensure this, TEKsystems maintains a department dedicated to compliance, making sure that not only do participating agencies receive service in accordance with contract terms, conditions, and policies, but also receive master agreement pricing. This department focuses on operational risk mitigation and oversees adherence to contractual obligations to participating agencies to minimize risks for you, our consultants, and TEKsystems throughout our business relationship.

Additionally, while we have over 100 offices across the country, these offices are nonfranchised, follow consistent operational governance processes, and are supported by our Maryland-based corporate headquarters across multiple functions—including contractual compliance and oversight. This centralization combined with our local market locations helps ensure that participating agencies receive the same service levels and pricing as any other agencies using the master agreement.

- D. Identify all other companies that will be involved in processing, handling or shipping the products/service to the end user.

Unless TEKsystems is providing IT talent and services through one of our authorized sub-vendors, TEKsystems will be the only company involved in placing our talent to the end user.

- E. Provide the number, size and location of Supplier's distribution facilities, warehouses and retail network as applicable.

As noted above in our response to section 3.2.B., TEKsystems has over 100 nonfranchised branch offices nationwide. Across these offices, we have 3,700 account management and recruiting professionals aligned by industry and skill set, who are experts in understanding trends and nuances of their respective local IT labor markets. These sales professionals are supported by an additional 3,300 TEKsystems staff members including leadership, back office support staff, and customer support staff.

Instead of using a traditional talent bench solution when deploying our consultants (an average of 32,000 deployed at any given time), our Talent Services are provided using a just-in-time approach that scales to our clients' needs. Due to the types of services we provide, we do not have warehouses and distribution facilities. However, to fill high-volume and highly specialized talent requirements, we have industry-specific talent centers designed to support our local offices' recruiting efforts:

- **Government Services National Recruiting Center (NRC).** Our State and Local Government Services NRC employs a team of 100 specialized recruiters located throughout the United States solely dedicated to recruiting specialized skill sets. These

recruiters are subject matter experts in specific industries and work daily to connect with the top IT talent in these fields. Our NRC uses a candidate-centric approach to target high demand IT professionals for our clients' IT needs and addresses large-volume resource requests. For hard-to-fill positions, your local account team will engage our NRC to provide the specialty resources you need.

- **Milwaukee Delivery Center.** Our recently opened Milwaukee Delivery Center employs 45 recruiters with plans to hire an additional 15 recruiters in 2021. This center assists local offices in the central United States by proactively building pipelines of in-demand skill sets and supplementing large recruitment efforts. Recruiters in Milwaukee are both industry and skill set aligned and attend mandated trainings to maintain their subject matter expertise.
- **Orlando Delivery Center.** Our strategic delivery center in Orlando employs 105 recruiters with plans to hire an additional 30 recruiters by the end of 2021. This center assists local offices east of the Mississippi River by proactively building pipelines of in-demand skill sets and supplementing large recruitment efforts. Recruiters in Orlando are both industry and skill set aligned and attend mandated trainings to maintain their subject matter expertise.
- **Phoenix Delivery Center.** Our Phoenix Delivery Center employs 70 recruiters with plans to hire 30 additional recruiters by the end of 2021. This center assists local offices west of the Mississippi River by proactively building pipelines of in-demand skill sets and supplementing large recruitment efforts. Recruiters in Phoenix are both industry and skill set aligned and attend mandated trainings to maintain their subject matter expertise.

For IT service needs beyond staff augmentation, TEKsystems also has four development centers: the Montreal Innovation Centre in Quebec, Canada; the Dallas Solution Center in Dallas, Texas; and two centers in India: the Bangalore Solution Center in Bangalore and the Hyderabad Solution Center in Hyderabad. Additionally, we offer help desk and support services out of the Baltimore Solution Center in Maryland and our Manila Solution Center in the Philippines.

The Montreal and Bangalore Centers are both high-quality solution centers with well-defined and repeatable processes. TEKsystems' entire complement of IT services can be delivered out of either Center; however, the Montreal Innovation Centre is the hub of our Application Development Center of Excellence. Accordingly, more consultative services tend to be delivered from that location.

3.3 Marketing and Sales

- A. Provide a detailed ninety-day plan beginning from award date of the Master Agreement describing the strategy to immediately implement the Master Agreement as supplier's primary go to market strategy for Public Agencies to supplier's teams nationwide, to include, but not limited to:
 - i. Executive leadership endorsement and sponsorship of the award as the public sector go-to-market strategy within first 10 days

- ii. Training and education of Supplier's national sales force with participation from the Supplier's executive leadership, along with the OMNIA Partners team within first 90 days

TEKsystems looks forward to partnering with OMNIA Partners to provide participating agencies with IT services under this master agreement, and has assembled an account team including leadership endorsement and sponsorship within our organization. This includes Directors of National Accounts Lisa Emme and Andrea Hardesty, who will continue to provide internal endorsement for the award within our organization within the first 10 days of award.

Further support comes from executive leadership within our dedicated Government and Healthcare Services industry practices, who will not only provide endorsement and sponsorship for this significant award, but will also conduct monthly meetings after the 90-day rollout to keep our national sales force educated on this agreement and the advantages of promoting it to participating agencies.

Additionally, we will use our existing experience with similar types of cooperative programs to educate and train our Government Services sales force on the agreement within the first 90 days. Having successfully implemented the cooperative agreements outlined below in our response to section 3.3.C., and using we will ensure our sales team understands the benefits of the OMNIA Partners agreement for both TEKsystems and participating agencies, and encourage our sales teams to actively market it to the participating agencies within their local markets.

- B. Provide a detailed ninety-day plan beginning from award date of the Master Agreement describing the strategy to market the Master Agreement to current Participating Public Agencies, existing Public Agency customers of Supplier, as well as to prospective Public Agencies nationwide immediately upon award, to include, but not limited to:
 - i. Creation and distribution of a co-branded press release to trade publications
 - ii. Announcement, Master Agreement details and contact information published on the Supplier's website within first 90 days
 - iii. Design, publication and distribution of co-branded marketing materials within first 90 days
 - iv. Commitment to attendance and participation with OMNIA Partners at national (i.e. NIGP Annual Forum, NPI Conference, etc.), regional (i.e. Regional NIGP Chapter Meetings, Regional Cooperative Summits, etc.) and supplier-specific trade shows, conferences and meetings throughout the term of the Master Agreement
 - v. Commitment to attend, exhibit and participate at the NIGP Annual Forum in an area reserved by OMNIA Partners for partner suppliers. Booth space will be purchased and staffed by Supplier. In addition, Supplier commits to provide reasonable assistance to the overall

promotion and marketing efforts for the NIGP Annual Forum, as directed by OMNIA Partners.

- vi. Design and publication of national and regional advertising in trade publications throughout the term of the Master Agreement
- vii. Ongoing marketing and promotion of the Master Agreement throughout its term (case studies, collateral pieces, presentations, promotions, etc.)
- viii. Dedicated OMNIA Partners internet web-based homepage on Supplier's website with:
 - OMNIA Partners standard logo;
 - Copy of original Request for Proposal;
 - Copy of Master Agreement and amendments between Principal Procurement Agency and Supplier;
 - Summary of Products and pricing;
 - Marketing Materials
 - Electronic link to OMNIA Partners' website including the online registration page;
 - A dedicated toll-free number and email address for OMNIA Partners

TEKsystems is eager to participate with OMNIA Partners to market this agreement to participating agencies. To facilitate this, in addition to our promotion strategies detailed below (which we will begin implementing immediately upon award), we will coordinate with OMNIA Partners to implement the strategies outlined above within this question within the ninety days following award.

Capitalizing on the strong foundation provided by implementing the above strategies upon contract award, our additional promotion strategies will focus on relationship building to help us understand our participating agencies' specific needs and challenges. We also participate with local and national organizations highlighted within our proposal response that provide further opportunities to promote this cooperative agreement.

Additionally, our account team works to evangelize similar cooperative agreements to participating agencies, and have trained our account teams in the regions where participating agencies operate to do so as well. With this existing experience and established infrastructure, we are well-suited to promote this cooperative agreement to participating agencies as well. With 300 account managers nationwide aligned specifically to working with state, local, and federal government agencies across 42 states, along with account teams who are experts in their local markets across the country, TEKsystems is strategically positioned to effectively promote this agreement to your customers nationwide.

TEKsystems' strategy for marketing and selling the services listed in this RFP to eligible participating agencies is built into our structure and approach. This includes but is not limited to the following features that equip us to sell to all customer channels specified within this RFP:

- **Dedicated practices** encompassing healthcare, state government, local government, public and private K-12 education, public and private higher education, and other public agencies and assistance organizations who are eligible participating agencies
- **A local account management team** who builds strong relationship networks with participating agencies and our IT professional network to match you with ideal talent
- **Deep insight into participating agencies' local markets** nationwide, equipping us to analyze market trends and provide valuable input for your customers that helps you understand how to best attract and retain quality IT talent for your local markets
- **Continuous relationship management processes** that not only support participating agencies with current needs and talent placements, but proactively build talent pipelines and anticipate upcoming talent scaling to right-size your IT workforce

Dedicated Healthcare Practice Experienced in Working with Systems Like Healthcare-focused Participating Agencies

TEKsystems has supported the healthcare industry for 38 years. Through our dedicated Healthcare Services practice, we provide focused solutions that are strategically aligned to support each segment of your industry. Our internal team of more than 600 healthcare-aligned, specialized personnel offers their insight into healthcare IT (HIT) talent acquisition and workforce planning. These specialists remain ahead of HIT trends and stay connected to our network of highly niche HIT consultants located throughout North America. Thus, TEKsystems can quickly support your most demanding projects through deployment of large scale teams or individual placements. Some of the service highlights within our practice include:

- 7,000 clinical and HIT resources deployed annually
- 225 health systems: 500 home health, 700 sub-acute, 2,000 hospitals, 15,000 ambulatory facilities, 400,000 beds
- Over 700 healthcare clients as satisfied partners
- 600 healthcare- aligned account managers and recruiters
- Healthcare segments: Payer, Provider, Life Sciences, Public Health, Technology/Software Services Organizations

Dedicated State and Local Government Practice Focused on Public Entities Like Participating Agencies

We will market services to eligible participating agencies by using our extensive government services knowledge to drive business through our current relationships and educate participating agencies in our internal capabilities.

TEKsystems maintains a formal State and Local Government Services practice as one of our five industry specialties. Our 38-year history of supporting top initiatives across numerous agencies positions us to help state and local governments achieve their missions. We have provided high quality IT consultants to various local government entities with structures and initiatives similar to those of your participating agencies. Over the past year, we deployed nearly 5,000 government IT consultants across 43 state governments and more than 150 municipal governments.

Examples of our state and local government capabilities include our involvement in the following initiatives across the country:

- Education initiatives to permit the generation and use of accurate and timely data, facilitate informed analytics and decision making, improve student academic achievement, and support education accountability systems
- Health and Human Services initiatives for effective and secure system interface deployment that allows providers, hospitals, public health departments, and state agencies to implement respective services
- Data center consolidation and modernization initiatives to simplify and streamline operations while supporting hardware and software assets
- Transportation initiatives to improve safety and reduce vehicle wear, transportation times, and fuel consumption
- Public safety initiatives to securely share information while meeting standards for interoperability and data exchange

County and Local Entity Support

TEKsystems supports 150 local government entities, including the following located in California:

Selected State, County, and Municipality Clients	
State of California – Department of Corrections	County of San Mateo
State of California – Department of Education	County of Santa Clara
State of California – Department of Fish & Wildlife	County of San Bernardino
State of California – Department of General Services	County of Solano
State of California – Department of Health and Human Services	County of Placer
State of California – Department of Human Assistance	County of Sacramento – Department of Technology
State of California – Department of Mental Health	County of Sacramento – Department of Human Assistance
State of California – Department of Parks and Recreation	County of Riverside
State of California – Department of Veterans Affairs	County of Riverside – Department of Public Social Services
State of California – Department of Water Resources	County of San Mateo
State of California – Franchise Tax Board	County of Santa Clara
State of California – Public Employee Retirement System	County of San Bernardino

Selected State, County, and Municipality Clients	
State of California – State Lottery	County of Solano
State of California – Stephen P. Teale Center	County of Placer
City of Carlsbad	County of Sacramento – Department of Technology
City of Fremont	County of Sacramento – Department of Human Assistance
City of Hope	County of Sacramento – Office of Communications and Information Technology
City of Milpitas	County of Sacramento – Department of Transportation
City of Modesto	County of Sacramento – Department of Probation
City of Richmond	County of Ventura
City of Rocklin	County Sanitation Districts of Los Angeles
City of Santa Cruz	Orange County Sanitation
City of Vallejo	Sacramento County Sheriff's Department
City of Visalia	Kern County
City of Torrance	Kern County Superintendent
City of Vacaville	California Earthquake Authority
County of Fresno	California Rural Indian Health Board
County of Fresno Sheriff's Office	California School Boards Association
County of Madera	California School Information Services
County of Riverside	Sacramento Area Sewer District
County of Riverside – Department of Public Social Services	San Diego Unified Port District

Higher Education Institution Support

TEKsystems partners with more than 120 higher education institutions every year and has over 250 IT consultants currently placed at public, private, and for-profit universities and community colleges across the country. Our dedicated recruiting specialists speak with over 100,000 IT professionals every week so they can quickly identify top talent and assemble higher-performance teams to align with your unique IT initiatives. TEKsystems has a specialized understanding of the industry and deep knowledge into what transformational solutions work in practice. We offer innovative, scalable solutions—based on each individual institution's specific needs—that help schools achieve their IT goals and thrive.

The following are a few of the over 120 higher education institutions we support:

Selected TEKsystems Higher Education Clients	
Pepperdine University	University of California System
University of Texas	University of Texas System
University of North Texas Health Science Center	University of Texas Dell Medical School
Texas A&M University	University of Texas at Austin
Boise State University	Boston University
Clemson University	Brown University
Michigan State University	Butler University
Ohio State University	Cornell University
Penn State University	Franklin University
University of Washington	Harvard University
University of Alabama	Johns Hopkins
University of Iowa	Loyola Marymount
University of Maryland	Notre Dame
University of Michigan	Southern Methodist University
University of New Mexico	Tulane University
Yale University	University of Chicago

K-12 Education Support

TEKsystems also supports 50 K-12 schools and organizations across the United States, including the following:

Selected K-12 Education Clients	
Birdville Independent School District	Keller Independent School District
Albuquerque Public School District	Omaha Public Schools
Atlanta City Department of Education	Palm Beach County Public School
Charlotte Mecklenburg Board of Education	Phillips Exeter Academy
Chicago Public Schools	Portland Public Schools
Collegiate School	Pulaski County Special Schools District
Dekalb County School	Richland County School District One
Florida Virtual School	Roland Park Country School
Granite School District	Seattle Public School System
Hillsboro School District	Southern Westchester BOCES
Kamehameha Schools	St. James Parish School Board
Kern County Superintendent of Schools	Thornton Township
Kent Island	Tulsa Public Schools

Selected K-12 Education Clients

National Heritage Academies, Inc.

Wallingford Swarthmore School
District

Local Account Team with Strong Relationship Networks

Your local account management team is dedicated and knowledgeable about the nuances and regulations that define the government segment to ensure our services meet your needs and fit your environment. Each of our offices has state and local government-aligned account managers who will devise marketing strategies to sell to eligible participating agencies. They will also network with our current participating agency clients to discover new business opportunities and broker relationships with new clients to increase sales and business.

Your account manager, Senior Account Executive Mark Knapton, is responsible for building strong working relationships with eligible clients and their respective decision-makers and stakeholders. He will use his experience partnering with state and local government agencies to direct the overall approach, account strategy, service, and marketing to participating agencies. He will also set up meetings with participating agencies to market our delivery strategies and IT support.

Deep Insight into Local IT Market Trends and Attraction Strategies

Each member of our designated account team has extensive relationships with various agencies and institutions across the country. By interfacing with local government agencies and representatives, our account teams are better able to network and sell services to participating agencies. We will continuously network with eligible participating agencies to drive business and market IT services.

Local Market Analysis (LMA)

TEKsystems account managers will also educate participating agencies on the local IT market through our Local Market Analytics (LMAs). We utilize our LMAs to analyze trends in the labor market to develop successful candidate attraction and retention strategies for our clients—including eligible participating agencies. The LMA includes:

- IT skill set employment analysis to understand both actual and relative measures of local talent supply
- Local and national wage analysis to identify opportunities and risks relative to compensation
- Applicant activity to gauge the interest of IT professionals for local opportunities
- Local industry employment analysis to identify which industries are adding or eliminating jobs in the markets where you do business
- Top IT employers to evaluate how well your Employee Value Proposition (EVP) positions your organization locally as you compete for the top IT talent
- Comparative market analyses to evaluate resource planning options across multiple markets

Industry Affiliations

Our national memberships with Information Technology Association of America (ITAA), Staffing Industry Analysts (SIA), American Staffing Association (ASA), and National

Association of Computer Consultant Businesses (NACCB) grant a more holistic view of the IT staffing and services industry, balancing our understanding the trends across the multiple facets of the markets and industries in which our clients and IT professionals operate.

Through our corporate partnership with EDUCAUSE—a nonprofit association whose mission is to advance higher education through the use of information technology—TEKsystems understands the core issues and objectives for IT staffing in the higher education industry. EDUCAUSE actively engages with colleges and universities, corporations, foundations, government, and other nonprofit organizations to further the mission of transforming higher education through the use of information technology. Through various programs and activities, EDUCAUSE and its members contribute to thought leadership on major issues, help clarify the current environment, document effective practices, and highlight how emerging trends and technologies may influence the evolution of IT in higher education.

Relationship Management Processes Designed to Help Participating Agencies Maintain an Optimal Workforce

When marketing to participating agencies, we focus on more than just your immediate talent needs. By establishing a partnership with participating agencies, learning your business strategies and initiatives, understanding your institutional and agency cultures, and your local labor markets, our account management team can meet your present and future needs and support you in reaching your goals. By partnering with participating agencies on the front end of projects, we can market our services and prepare for your IT needs throughout project life cycles and as new projects develop.

Additional Contract Promotion Through Multiple, Flexible Delivery Solutions

We also promote our current similar cooperative agreements when discussing our multiple, flexible delivery models with our clients. By offering these flexible delivery models that fall within the scope of services applicable to this cooperative agreement, TEKsystems can provide participating agencies the benefits of using this contract combined with the benefits of a solution customized to agency’s specialized talent needs.

TEKsystems Delivery Model	Description
Talent Services	<p>Whether you need skilled experts with specific abilities, broad support for a fast-track initiative, or a full team to build out your strategy, TEKsystems is here to make it happen. We will even provide you with a managed team without any of the operational performance or service delivery headaches.</p> <p>The services discussed in the above sections are all applicable to our Talent Services offering.</p>
Managed Talent Services	<p>Resource management including benchmarking, job definition, knowledge transfer/management, onboarding, performance management, and training. Our Managed Talent Services receives a high ClearlyRated NPS of 71%, and received the following feedback:</p>

TEKsystems Delivery Model	Description
	<ul style="list-style-type: none"> ▪ 93% of clients stated our Managed Talent Services program enabled them to operate more efficiently ▪ 90% of clients stated our Managed Talent Services enabled managers to focus on projects rather than administrative tasks ▪ 86% of clients stated our Managed Talent Services better enabled the retention of top quality IT talent ▪ 82% of clients stated our Managed Talent Services facilitated a fast time-to-productivity metric <p>In addition to the support provided under our Talent Services offering, our Managed Talent Services includes a non-billable delivery lead for the engagement. This designated person provides delivery oversight for the engagement’s reporting and performance management functions, working together with the account team discussed above under 5) Overview of Management and Customer Relationship Team. The delivery lead is a full-time TEKsystems employee experienced in leading technical teams and providing daily operational oversight within a professional services delivery environment.</p> <p>Your account team can work with you to determine whether our Managed Talent Services model is the best delivery option for an engagement.</p>
Engagement Services	Sometimes you do not need—or want—to own a project. You need a partner to pilot or someone to take noncore functions off your hands without dropping the ball. We help you juggle it all.
Advisory Services	Our thought leaders understand your full technology stack and business DNA to identify opportunities and solutions that simplify the complex.

C. Describe how Supplier will transition any existing Public Agency customers’ accounts to the Master Agreement available nationally through OMNIA Partners. Include a list of current cooperative contracts (regional and national) Supplier holds and describe how the Master Agreement will be positioned among the other cooperative agreements.

At this time, TEKsystems does not plan on transitioning any existing public agency customers’ accounts to the master agreement unless the participating agency expresses a desire to transition the account.

However, as we are eager to participate in this cooperative agreement, we will make every reasonable effort to evangelize this agreement and encourage participating agencies to take

advantage of it. We also have the advantage of current experience with similar types of cooperative contracts, which helps us understand the best ways to promote this master agreement alongside other potential contract vehicles proposed by either us to the participating agency.

Our current cooperative contracts include:

- California Multiple Award Schedule (CMAS) (California only), Contract #3-17-70-3361A
- ITMSA (California only)
- MedAssets Performance Management Solutions, Inc. (Vizient) Supplemental Non-clinical Staffing Services, Contract #WF21430
- DIR ITSAC, Contract #DIR-CPO-4638
- DIR DBITS, Contract #DIR-TSO-4029
- GSA, Base GSA Schedule #GS-35F-0353L (Contract Category – Information Technology Goods & Services)

- D. Acknowledge Supplier agrees to provide its logo(s) to OMNIA Partners and agrees to provide permission for reproduction of such logo in marketing communications and promotions. Acknowledge that use of OMNIA Partners logo will require permission for reproduction, as well.

TEKsystems understands and acknowledges this requirement.

- E. Confirm Supplier will be proactive in direct sales of Supplier's goods and services to Public Agencies nationwide and the timely follow up to leads established by OMNIA Partners. All sales materials are to use the OMNIA Partners logo. At a minimum, the Supplier's sales initiatives should communicate:
- i. Master Agreement was competitively solicited and publicly awarded by a Principal Procurement Agency
 - ii. Best government pricing
 - iii. No cost to participate
 - iv. Non-exclusive

TEKsystems understands and confirms that we will be proactive in direct sales of our services according to these requirements.

- F. Confirm Supplier will train its national sales force on the Master Agreement. At a minimum, sales training should include:
- i. Key features of Master Agreement
 - ii. Working knowledge of the solicitation process
 - iii. Awareness of the range of Public Agencies that can utilize the Master Agreement through OMNIA Partners

- iv. Knowledge of benefits of the use of cooperative contracts

TEKsystems understands and confirms that we will train our national sales force on this master agreement. We have seen great success with comparable cooperative agreements we currently hold; we will continue this success when educating our sales force on how this agreement will benefit participating agencies. Training will at a minimum include the requirements listed above.

G. Provide the name, title, email and phone number for the person(s), who will be responsible for:

- i. Executive Support
- ii. Marketing
- iii. Sales
- iv. Sales Support
- v. Financial Reporting
- vi. Accounts Payable
- vii. Contracts

Name	Mark Knapton
Title	Senior Account Executive
Email	mknapton@TEKsystems.com
Phone	M: 661.406.3333 O: 805.557.1811

This master agreement will be managed by our designated single point of contact, Senior Account Executive Mark Knapton in our El Segundo, CA office.

H. Describe in detail how Supplier’s national sales force is structured, including contact information for the highest-level executive in charge of the sales team.

The following chart details of TEKsystems’ designated sales force in charge of this agreement:

Role	Name	Responsibilities
Account Manager Single Point of Contact mknapton@TEKsystems.com M: 661.406.3333 O: 805.557.1811	Mark Knapton	Provides local service delivery and builds relationship-level understanding of client needs
Recruiters	2,200 nationwide recruiters 700 dedicated Government Services recruiters 130 California-based recruiters 30 LA-based recruiters	Build local candidate networks
Director of National Accounts	Lisa Emme (Government Services) Andrea Hardesty (Healthcare Services)	Manages overarching client relationships and maintains consistent service levels within specific accounts

Role	Name	Responsibilities
Vice President Southwest	Kristen Corona	Manages consistent service execution throughout geographic territories
Executive Director	Corey Edge (Government Services) Matt Payne (Healthcare Services)	Sets and shapes industry-specific strategies and offerings
Sourcing Alternatives	National Recruiter Center Sub-vendor Program	These alternative delivery teams grow our network of candidates with key skill sets and provide account-specific delivery models
Financial and Administrative Support Teams	Financial and administrative support teams are aligned by service, industry, and region. These teams assume administrative burden so account teams can focus on building our partnership with you.	
Business Support Associates	Ensures that you receive superior human resource, payroll, and benefits support. They also act as the primary liaisons with our corporate office regarding all accounting-related issues	

I. Explain in detail how the sales teams will work with the OMNIA Partners team to implement, grow and service the national program.

TEKsystems looks forward to working with OMNIA Partners to implement, grow, and service the national program. By bringing 38 years’ experience partnering with agencies across the country—including many participating agencies in this master agreement—combined with over 100 branches offices nationwide and a talent network of 81% of the domestic IT workforce, we have an infrastructure already custom-designed for a national program like this one.

Our following strengths in particular will contribute towards growing and serving your national program alongside your team:

- Government and Healthcare-aligned sales team dedicated to supporting agencies like those participating in this master agreement:** Supporting government agencies and higher education institutions like UC and other participating agencies using this master agreement requires a different approach than when working with private sector clients. With this in mind, our Government Services program addresses government-specific needs related to people, projects, or work functions. No other provider has our reach and proven processes to access and deploy critical IT resources. We combine this strength with our deep IT talent management insight and proven IT service solutions to deliver expected results consistently. Our 700 Government Services-aligned recruiters place over 5,000 IT consultants across 42 states every year. Additionally, TEKsystems’ Healthcare Services offers sound perspective and practical solutions to optimize service delivery efficiency. We help our healthcare clients tackle challenging issues, such as EHR implementation and support, population health, telemedicine, and business intelligence and analytics initiatives. We tailor our range of healthcare IT services and supporting delivery methodology to address the unique needs of each healthcare segment. We place more than 7,000 IT professionals with nearly 700 healthcare clients every year.

- **Extensive local market reach and influence:** With over 100 company-owned branch offices unified under our Maryland-based corporate headquarters, we have targeted insight into local markets across the country, the participating agencies within those markets, and what it takes to deliver ideal IT talent and services tailored to the trends and needs specific to those areas. Coordinated through our single point of contact, Senior Account Executive Mark Knapton in our Los Angeles office, but deployed throughout the country, the recruitment experts in these nationwide offices understand their local IT markets, live and work in the communities where your participating agencies are, and are fully dedicated to supporting all of your IT needs. Combined with this personalized approach is TEKsystems' massive network of IT talent, comprising nearly three million qualified candidates we can call upon to support your participating agencies' initiatives.
- **Local and national affiliations that put us in a position to promote this master agreement:** In addition to our national memberships with Information Technology Association of America (ITAA), Staffing Industry Analysts (SIA), American Staffing Association (ASA), and National Association of Computer Consultant Businesses (NACCB) that grant a more holistic view of the IT staffing and services industry, our local offices are all involved with multiple local industry organizations that help us stay connected with emerging trends and technologies.
 - I. Explain in detail how Supplier will manage the overall national program throughout the term of the Master Agreement, including ongoing coordination of marketing and sales efforts, timely new Participating Public Agency account set-up, timely contract administration, etc.

Sales Team Coordination and Efforts

As detailed in our above response to section 3.3.H, we have designated a sales team within our dedicated Government Services practice to coordinate marketing and sales efforts towards participating agencies who would benefit from the master agreement. For convenience, we have designated a single point of contact, Senior Account Executive Mark Knapton in our Los Angeles office, whose experience working with clients similar to (and in some cases, including) the participating agencies under this master agreement gives him the knowledge and understanding necessary for successful implementation.

Mark has additional support from 30 recruiters in his local office, 130 recruiters across California, 700 recruiters aligned to our Government Services practice, and 600 recruiters aligned to our Healthcare Services practice nationwide. Additionally, he has leadership support through our Government and Healthcare Services practices, including Directors of National Accounts Lisa Emme and Andrea Hardesty.

Timely Account Setup and Contract Administration

To support timely account setup and effective contract administration, TEKsystems' corporate headquarters supports many key operations across our branch offices, including:

- Billing and invoicing
- Compliance with state and federal regulations
- Compliance with TEKsystems policies and procedures
- Contractual compliance and oversight

- Customized reporting
- Human resources support
- IT support
- Sales and marketing support
- Security

To ensure streamlined and consistent contract administration, The local account team will work with our centralized Operational Risk and Compliance department. This department focuses on operational risk mitigation and oversees adherence to contractual obligations to minimize risks for you, our consultants, and TEKsystems throughout our business relationship. This team fulfills these responsibilities through its multiple programs:

- **Accounts Compliance:** Verifies that consultants meet contractual pre-screening requirements such as background checks, drug tests, client required documents, etc. before working on an engagement
- **Background:** Reviews contractual background criteria against candidates' background information for contractual compliance and in accordance with all applicable state, federal, and/or provincial laws, regulations, and guidelines
- **Credit:** Reviews customer-specific financial information to ensure our customers can meet their final obligations to us
- **Environmental Health and Safety/Workers Compensation:** Manages all TEKsystems workers compensation claims and partners with operations to ensure understanding of any contractual health and safety-related language
- **Export Control:** In order to satisfy our clients' requirements and comply with relevant and applicable export regulations, TEKsystems is part of a dedicated enterprise-wide Export Control Program.
- **Information Security:** Limits data security risks across the organization using resources across multiple disciplines
- **Internal Controls Team:** Oversees, monitors, and reports on TEKsystems' employees adherence to policies, procedures, and internal processes
- **Quality Assurance (QA):** Audits payroll weekly to ensure accurate reporting and consultant payment that complies with federal pay practices
- **Sub-vendor Compliance:** Reviews our sub-vendor network at least annually, ensuring that they maintain proper certifications and adhere to all contractual obligations and performance standards
- **Security Clearance Compliance:** Facilitates processing government security clearances (e.g., Top Secret) for positions requiring cleared consultants
- **Strategic Project Office:** Liaises with IS department for IS-related work. Reviews internal processes to improve efficiency
- **Tax:** Responsible for ensuring TEKsystems abides by all state and federal tax guidelines
- **Wage and Hour Compliance:** Verifies that appropriate documentation is submitted to comply with the Department of Labor's guidelines enforced by the Fair Labor Standards Act (FLSA)

- **Records Retention:** TEKsystems maintains a records retention team that oversees the proper retention/destruction of records, including tax records, payroll documents, and other sensitive information.

- J. State the amount of Supplier's Public Agency sales for the previous fiscal year. Provide a list of Supplier's top 10 Public Agency customers, the total purchases for each for the previous fiscal year along with a key contact for each.

TEKsystems had \$500M in revenue across all public agency customers in the previous fiscal year (2020). The following chart lists our top 10 clients within this category:

Customer Name	Total Purchases for Previous Fiscal Year	Key Contact TEKsystems Directors of National Accounts
MTX Group Inc.	\$25,765,500	Lisa Emme, lcemme@TEKsystems.com
Cabinet of Health and Family Services	\$9,150,671	Lisa Emme, lcemme@TEKsystems.com
Pennsylvania Higher Education Assistance Agency	\$8,388,010	Lisa Emme, lcemme@TEKsystems.com
State of Michigan Computer Aid	\$8,293,697	Lisa Emme, lcemme@TEKsystems.com
Commonwealth Office of Technology	\$6,510,571	Lisa Emme, lcemme@TEKsystems.com
Smartmatic USA Corp.	\$5,944,351	Lisa Emme, lcemme@TEKsystems.com
Commonwealth of Kentucky	\$4,861,289	Lisa Emme, lcemme@TEKsystems.com
State of New Mexico	\$4,783,964	Lisa Emme, lcemme@TEKsystems.com
NYSHBE CSRA	\$4,701,536	Lisa Emme, lcemme@TEKsystems.com
Yale University	\$4,064,848	Lisa Emme, lcemme@TEKsystems.com

Additionally, the following chart lists our top 10 public agency customers specific to higher education institutions:

Customer Name	Total Purchases for Previous Fiscal Year	Key Contact TEKsystems Directors of National Accounts
The University of British Columbia	\$11,944,909	Chris Quinlan, cquinlan@TEKsystems.ca
Yale University	\$7,198,263	Craig Kapuscinski, ckapusci@TEKsystems.com
The Washington University	\$3,172,370	Mike Ricks, mricks@TEKsystems.com
University of Rochester	\$2,053,258	Craig Kapuscinski, ckapusci@TEKsystems.com
The Pennsylvania State University	\$1,983,589	Craig Kapuscinski, ckapusci@TEKsystems.com
UNT Health Science Center	\$1,723,282	Mike Ricks, mricks@TEKsystems.com
University of St. Augustine Acquisition Corp.	\$1,486,673	Lisa Emme, lcemme@TEKsystems.com
The University of Chicago	\$1,147,585	Mike Ricks, mricks@TEKsystems.com
Loyola Marymount University	\$921,705	Lisa Emme, lcemme@TEKsystems.com

Customer Name	Total Purchases for Previous Fiscal Year	Key Contact TEKsystems Directors of National Accounts
Cornell University	\$764,681	Craig Kapuscinski, ckapusci@TEKsystems.com

K. Describe Supplier’s information systems capabilities and limitations regarding order management through receipt of payment, including description of multiple platforms that may be used for any of these functions.

Order management methods are flexible according to our participating agencies’ needs, with platforms designed for convenience and efficiency. In addition to the systems and processes detailed below, we have the ability to work with multiple alternate systems, vendor management systems (VMS), and workforce management programs (MSP) depending on a client’s existing processes and infrastructure.

Receiving position requirements and candidate resumes: TEKsystems can work with participating agencies on platforms that are most convenient for them, including email, and VMS. We work with every major VMS application, including Fieldglass, Beeline/IQNavigator, Coupa/DCR Workforce, Workforce Logic, PeopleFluent, and Flextrack.

When submitting candidates for IT staffing positions, we will submit them in the manner the participating agency requests, such as through email or submission in a VMS. We prefer, however, to introduce each candidate either in person or through a phone call to provide the best understanding of our consultant’s abilities. This process can be done alongside an email or VMS submission when required.

Time tracking and reporting: Accurate time tracking is critical for a successful staffing partnership. TEKsystems’ Time & Expense tool is a fast, user-friendly, web-enabled, secure business portal that simplifies the time collection process for your managers and our consultants. This tool is accessible through any standard browser and does not require any hardware or software installation. We can also support participating agencies’ timecard processes to accommodate other methods of time capture.

Billing: While we tailor our billing processes to suit individual client requirements, our standard billing cycle and information systems used to maintain it is detailed below:

- **Monday.** By 10 a.m., our consultants submit their hours for the prior pay period. Throughout the day, our branch office’s customer support associates verify that all active consultants’ time has been collected for all billing information into our automated system, PeopleSoft. Eighty-seven percent of the hours collection process is automated, drastically reducing risk of manual error on billings or paying consultants.
- **Tuesday.** Timesheets continue to come in until all consultants have been accounted for. All timesheets for the previous pay period will be entered by 5 p.m. EST.

- **Wednesday.** Our billing experts at our corporate headquarters will review and verify that the information matches what the branch office entered earlier in the week. Completed timesheets are then pushed to the enterprise content management system (OnBase), which generates a client-ready electronic invoice. This step in our billing process confirms that we are accurately billing you to your specifications.
- **Thursday and Friday.** Once invoices are generated, the billing expert aligned to your account will audit and approve them. If no errors are identified, the electronic invoices may be emailed as early as Thursday. Paper invoices are issued one day later.
- **Monday.** All invoices are posted internally by the following Monday. Posting invoices internally ensures we maintain accuracy of all billing associated with your account.

Invoicing: Our invoicing system is designed to simplify your workflow. We will collect consultants' hours, separate invoices by department, transmit them electronically, and report your totals by week or month. For your convenience, our systems are fully compatible with Electronic Data Interchange (EDI) and Electronic Funds Transfer (EFT):

- **Electronic Data Interchange.** TEKsystems can send and receive data in EDI formats and standards. For traditional EDI transactions, we comply with industry standard ANSI X12 Version 4010.
- **Electronic Funds Transfer.** TEKsystems can accommodate payments received electronically through EFT. EFT transactions can transfer funds with or without electronic remittance information dependent on business needs.

TEKsystems' flexible accounting system meets the diverse needs of our clients, including commonly requested management reporting information. Our system will provide participating agencies with a rapidly deployable product that can support a greater number of users processing more transactions.

- L. Provide the Contract Sales (as defined in Section 10 of the OMNIA Partners Administration Agreement) that Supplier will guarantee each year under the Master Agreement for the initial three years of the Master Agreement ("Guaranteed Contract Sales").

\$ _____ .00 in year one
 \$ _____ .00 in year two
 \$ _____ .00 in year three

To the extent Supplier guarantees minimum Contract Sales, the administration fee shall be calculated based on the greater of the actual Contract Sales and the Guaranteed Contract Sales.

\$0.00 in year one
 \$0.00 in year two
 \$0.00 in year three

Due to the nature of this master agreement, specifically that work is not guaranteed to TEKsystems under it, TEKsystems is responding to this question with \$0.00 for each year.

M. Even though it is anticipated many Public Agencies will be able to utilize the Master Agreement without further formal solicitation, there may be circumstances where Public Agencies will issue their own solicitations. The following options are available when responding to a solicitation for Products covered under the Master Agreement.

- i. Respond with Master Agreement pricing (Contract Sales reported to OMNIA Partners).
- ii. If competitive conditions require pricing lower than the standard Master Agreement not-to-exceed pricing, Supplier may respond with lower pricing through the Master Agreement. If Supplier is awarded the contract, the sales are reported as Contract Sales to OMNIA Partners under the Master Agreement.
- iii. Respond with pricing higher than Master Agreement only in the unlikely event that the Public Agency refuses to utilize Master Agreement (Contract Sales are not reported to OMNIA Partners).
- iv. If alternative or multiple proposals are permitted, respond with pricing higher than Master Agreement, and include Master Agreement as the alternate or additional proposal.

Detail Supplier's strategies under these options when responding to a solicitation.

TEKsystems' priority when interacting with our clients is to work with them to create and implement IT solutions that best suit their needs. Our approach goes beyond only focusing on the types of IT services we provide; we also work with them to ensure a mutually beneficial contract arrangement.

As a result, we understand that participating agencies may choose to use one of many contract and/or solicitation options available to them when engaging vendors for IT services. When participating in discussions with these agencies, we would be sure to raise awareness of this master agreement and its advantages—including the ability to utilize it without further formal solicitation, potentially speeding the ability to implement the desired services.

However, we also understand that a participating agency may have reasons why they choose to issue a formal solicitation or utilize a different existing contract or proposal option to procure services. If, after we offer the master agreement as an option, the agency prefers to issue a formal solicitation, we will respond to the solicitation and coordinate subsequent contract execution accordingly. This approach allows us to work with the agency to implement a contract solution tailored to their individual needs and preferences.

Summary

Order Reference: bbragg@teksystems.com | Report as of: 04-10-2020 | using Currency as USD

TEKSYSTEMS, INC.

Tradestyle(s): (SUBSIDIARY OF ALLEGIS GROUP, INC.,
HANOVER, MD)

ACTIVE **HEADQUARTERS**

Address: 7437 Race Rd, Hanover, MD, 21076,
UNITED STATES

Phone: (410) 540-7700

D-U-N-S: 96-576-2909

In Portfolio: Yes

Tags: Cathy's List Q2 2019 TEST UPLOAD 2 TEK Review Proce...
PreApproved TEK ...

Alerts: No alerts

Failure Score	Delinquency Score	Age of Business	Employees
68 (No change since last month)	86 (No change since last month)	23 years 1997 Year Started	2,900 400 (here)

Recent Alerts

There are no alerts to display.

Company Profile

D-U-N-S
96-576-2909

Legal Form
Corporation (US)

History Record
Clear

Date Incorporated

Mailing Address

United States

Telephone
(410) 540-7700

Website
www.teksystems.com

Present Control Succeeded

Annual Sales

US\$ 4,677,568,900

Employees
2,900 (400 here)

Age (Year Started)
23 years (1997)

Named Principal

01-02-1997

1997

Jay Alvather, PRES

State of Incorporation

Maryland

Ownership

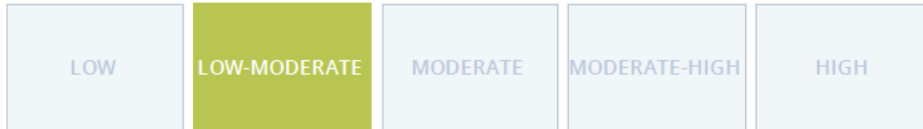
Not publicly traded

Line of Business

Help supply services

Risk Assessment

Overall Business Risk



Maximum Credit Recommendation

US\$ 4,500,000

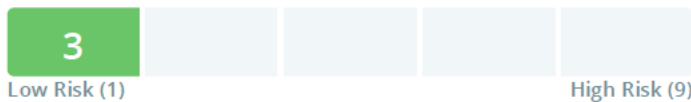
Dun & Bradstreet Thinks...

- Overall assessment of this organization over the next 12 months: **STABLE CONDITION**
- Based on the predicted risk of business discontinuation: **LIKELIHOOD OF CONTINUED OPERATIONS**
- Based on the predicted risk of severely delinquent payments: **LOW POTENTIAL FOR SEVERELY DELINQUENT PAYMENTS**

The recommended limit is based on a low probability of severe delinquency.

D&B Viability Rating

Portfolio Comparison Score



Company's risk level is: **LOW**

Probability that a company will go out of business, become dormant/inactive, or file for bankruptcy/insolvency within the next 12 months: **0.20 %**

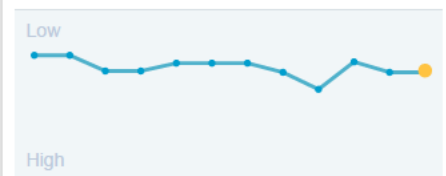
Failure Score Formerly Financial Stress Score



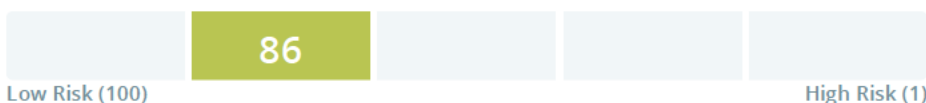
Company's risk level is: **MODERATE**

Probability of failure over the next 12 months: **0.14 %**

Past 12 Months



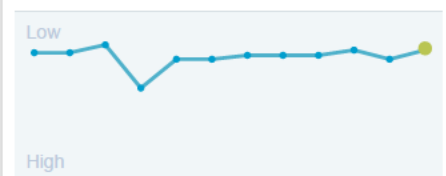
Delinquency Score Formerly Commercial Credit Score



Company's risk level is: **LOW-MODERATE**

Probability of delinquency over the next 12 months: **1.93 %**

Past 12 Months



PAYDEX ®

70

Low Risk (100)

Days Beyond Terms : 15

High Risk (0)

Past 24 Months

Low

High

D&B Rating

Current Rating as of 10-10-2018

Financial Strength

5A : US\$ 50,000,000 and over in Net Worth or Equity

Risk Indicator

2 : Low Risk

Legal Events

Events	Occurrences	Last Filed
Bankruptcies	0	-
Judgements	1	10-20-2016
Liens	0	-
Suits	3	01-28-2020
UCC	3	07-30-2018

Trade Payments

Highest Past Due

US\$ 55,000

Highest Now Owing
US\$ 300,000

Total Trade Experiences
129

Largest High Credit
US\$ 400,000

Average High Credit
US\$ 16,250

Ownership

This company is a **Headquarters, Parent, Subsidiary**

Global Ultimate, Domestic Ultimate

ALLEGIS GROUP, INC.

UNITED STATES

D-U-N-S Number [12-176-8035](#)

Total Members in [Family Tree](#) - 508

Subsidiaries

4

Branches

130

Financial Overview

Source: D&B

Balance sheet Fiscal (individual) 12-31-2018	Amount (In Single Units)	Last 3 Years
Total Current Assets:	US\$ 813,315,100	
Total Current Liabilities:	US\$ 269,838,000	
Other Asset:	US\$ 141,106,000	
Long Term Liabilities:	US\$ 522,187,100	
Net Worth:	US\$ 162,396,000	

Profit & Loss Fiscal (individual) 12-31-2018	Amount (In Single Units)	Last 3 Years
Net Income:	-	-
Sales:	US\$ 4,350,970,000	

Key Business Ratios	Ratio for the Business
Current Ratio:	3.01

Country/Regional Insight

United States



Risk Category

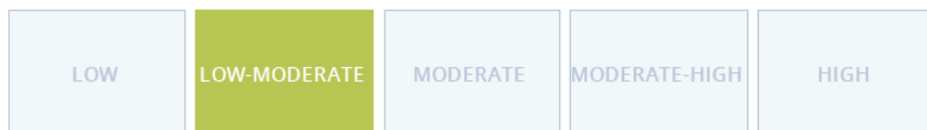


Dun & Bradstreet downgrades the US's country risk rating as the impact of the coronavirus pandemic spreads.

Risk Assessment

D&B Risk Assessment

Overall Business Risk



Maximum Credit Recommendation

US\$ 4,500,000

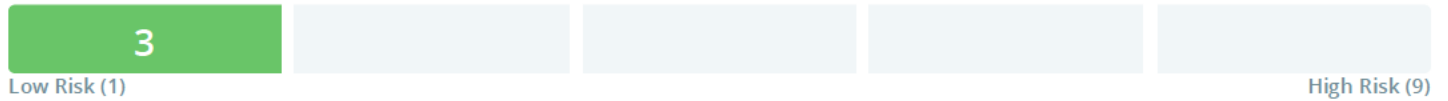
Dun & Bradstreet Thinks...

- Overall assessment of this organization over the next 12 months: **STABLE CONDITION**
- Based on the predicted risk of business discontinuation: **LIKELIHOOD OF CONTINUED OPERATIONS**
- Based on the predicted risk of severely delinquent payments: **LOW POTENTIAL FOR SEVERELY DELINQUENT PAYMENTS**

The recommended limit is based on a low probability of severe delinquency.

D&B Viability Rating

Portfolio Comparison Score



Rating Confidence Level



Data Depth

- Rich Firmographics
- Extensive Commercial Trading Activity
- Comprehensive Financial Attributes

Level of Risk

Low

Probability of becoming no longer viable

0.20%

Percentage of businesses ranked with this score

15.00%

Average probability of becoming no longer viable

0.60%

Failure Score Formerly Financial Stress Score



- UCC Filings reported
- Low proportion of satisfactory payment experiences to total payment experiences
- High proportion of slow payment experiences to total number of payment experiences
- High proportion of past due balances to total amount owing
- High number of enquiries to D&B over last 12 months
- Unstable Paydex over last 12 months

Level of Risk

Moderate

Raw Score

1509

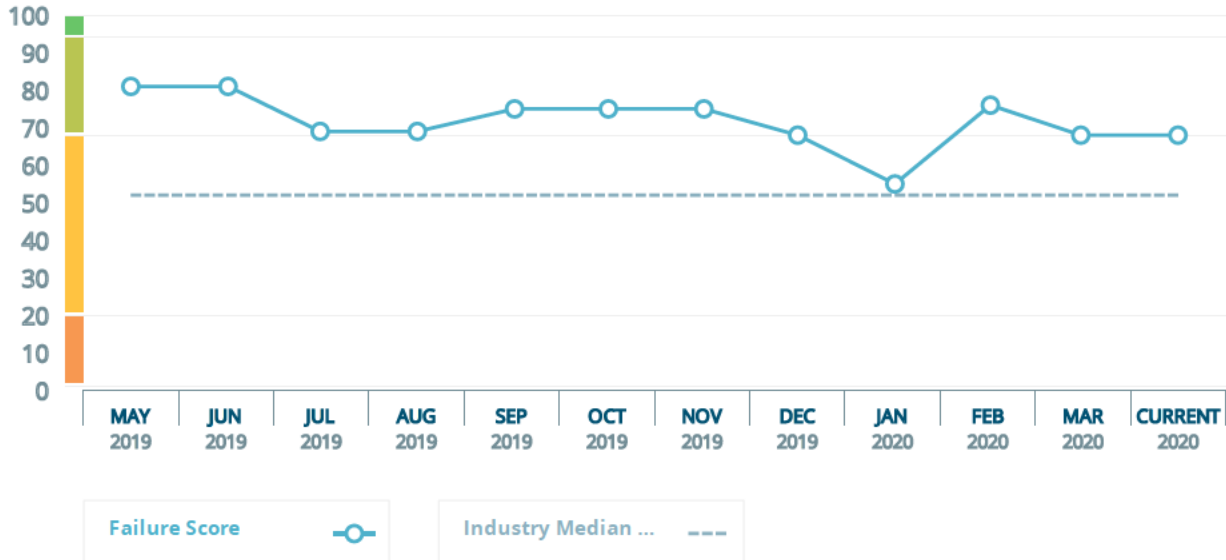
Probability of Failure

0.14%

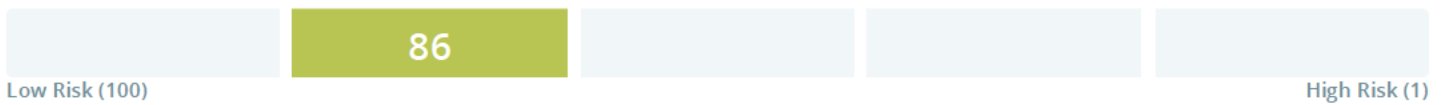
Average Probability of Failure for Businesses in D&B Database

0.48%

Business and Industry Trends



Delinquency Score Formerly Commercial Credit Score



- Higher risk industry based on delinquency rates for this industry
- Proportion of past due balances to total amount owing
- Evidence of open suits and judgments
- Proportion of slow payments in recent months

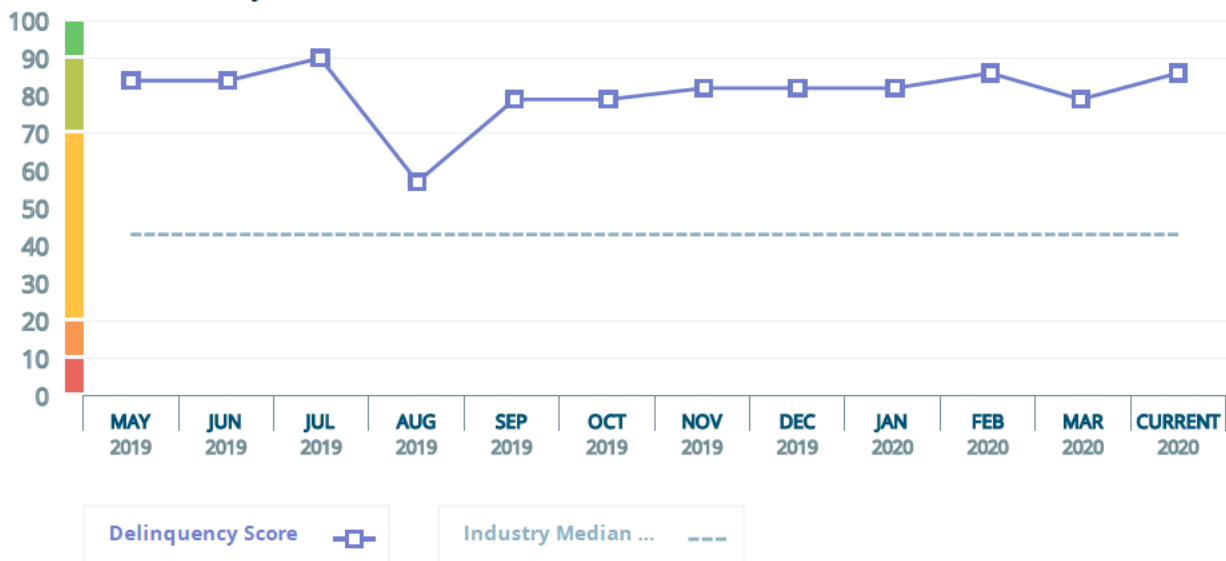
Level of Risk
Low-Moderate

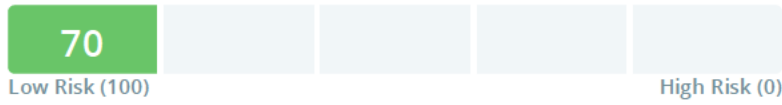
Raw Score
566

Probability of Delinquency
1.93%

Compared to Businesses in D&B Database
10.20%

Business and Industry Trends



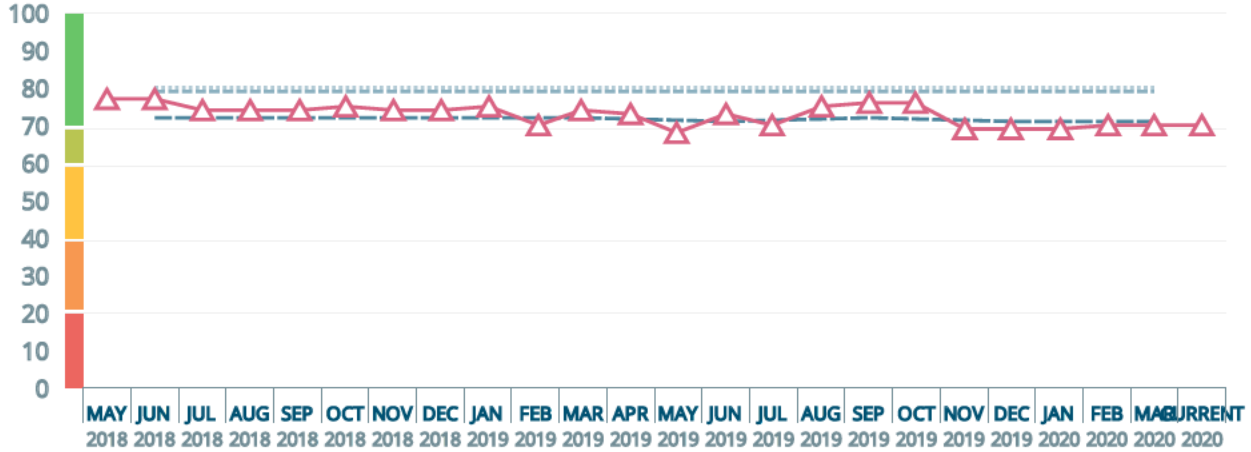


Risk of Slow Pay
Low

Payment Behavior
15 Days Beyond Terms

Business and Industry Trends

7363 - Help supply services



PAYDEX ®
 Industry Median ...
 Industry Upper Q...
 Industry Lower Q...

D&B Rating

Current Rating as of 10-10-2018

Financial Strength

5A : US\$ 50,000,000 and over in Net Worth or Equity

Risk Indicator

2 : Low Risk

Trade Payments

Trade Payments Summary (Based on 24 months of data)

Overall Payment Behavior

15

Days Beyond Terms

% of Trade Within Terms

76%

Highest Past Due

US\$ 55,000

Highest Now Owing:

US\$ 300,000

Total Trade Experiences:

129

Largest High Credit:

US\$ 400,000

Average High Credit:

US\$ 16,250

Total Unfavorable Comments:

0

Largest High Credit:

US\$ 0

Total Placed in Collections:

0

Largest High Credit:

US\$ 0

Trade Payments By Credit Extended (Based on 12 months of data)

Range of Credit Extended (US\$)	Number of Payment Experiences	Total Value	% Within Terms
100,000 & over	2	US\$ 500,000	60
50,000 - 99,999	1	US\$ 55,000	50
15,000 - 49,999	14	US\$ 310,000	94
5,000 - 14,999	14	US\$ 100,000	54
1,000 - 4,999	12	US\$ 19,500	95
Less than 1,000	18	US\$ 6,750	64

Trade Payments By Industry (Based on 24 months of data)

Industry Category	Number of Payment Experiences	Largest High Credit (US\$)	% Within Terms (Expand to View)	1 - 30 Days Late (%)	31 - 60 Days Late (%)	61 - 90 Days Late (%)	91 + Days Late (%)
▼ 17 - Construction - Special Trade Contractors	1	1,000					
1742 - Drywall/insulate work	1	1,000	100	0	0	0	0
▼ 35 - Industrial and Commercial Machinery and Computer Equipment	1	1,000					
3575 - Mfg computer terminal	1	1,000	100	0	0	0	0
▼ 48 - Communications	3	5,000					
4812 - Radiotelephone commun	1	5,000	100	0	0	0	0
4813 - Telephone communicatns	2	750	100	0	0	0	0
▼ 49 - Electric, Gas and Sanitary Services	1	250					
4911 - Electric services	1	250	100	0	0	0	0
▼ 50 - Wholesale Trade - Durable Goods	1	500					
5074 - Whol plumb/hydraulics	1	500	100	0	0	0	0

Industry Category	Number of Payment Experiences	Largest High Credit (US\$)	% Within Terms (Expand to View)	1 - 30 Days Late (%)	31 - 60 Days Late (%)	61 - 90 Days Late (%)	91 + Days Late (%)
▼ 57 - Home Furniture Furnishings and Equipment Stores	1	1,000					
5734 - Ret computer/software	1	1,000	0	0	0	0	100
▼ 59 - Miscellaneous Retail	1	50					
5943 - Ret stationery	1	50	100	0	0	0	0
▼ 60 - Depository Institutions	2	15,000					
6021 - Natnl commercial bank	2	15,000	100	0	0	0	0
▼ 61 - Nondepository Credit Institutions	10	400,000					
6153 - Short-trm busn credit	10	400,000	53	46	1	0	0
▼ 62 - Security and Commodity Brokers Dealers Exchanges and Services	5	750					
6282 - Investment advice	5	750	0	83	0	0	17
▼ 70 - Hotels Rooming Houses Camps and other Lodging Places	1	50					
7011 - Hotel/motel operation	1	50	0	100	0	0	0
▼ 73 - Business Services	14	55,000					
7323 - Credit reporting svcs	5	1,000	100	0	0	0	0
7359 - Misc equipment rental	2	7,500	30	50	0	0	20
7361 - Employment agency	2	40,000	100	0	0	0	0
7363 - Help supply service	1	25,000	100	0	0	0	0
7371 - Custom programming	1	15,000	100	0	0	0	0
7372 - Prepackaged software	3	55,000	62	4	30	0	4
▼ 75 - Automotive Repair, Services and Parking	1	100,000					
7514 - Passenger car rental	1	100,000	100	0	0	0	0
▼ 87 - Engineering Accounting Research Management and Related Services	1	100					
8744 - Facilities support	1	100	0	0	50	0	50
▼ 91 - Executive Legislative and General Government except Finance	2	2,500					
9111 - Executive office	2	2,500	100	0	0	0	0
▼ 93 - Public Finance Taxation and Monetary Policy	13	15,000					
9311 - Public finance	13	15,000	100	0	0	0	0
▼ 94 - Administration of Human Resource Programs	1	1,000					
9431 - Admin public health	1	1,000	100	0	0	0	0
▼ 99 - Nonclassifiable Establishments	2	40,000					

Industry Category	Number of Payment Experiences	Largest High Credit (US\$)	% Within Terms (Expand to View)	1 - 30 Days Late (%)	31 - 60 Days Late (%)	61 - 90 Days Late (%)	91 + Days Late (%)
9999 - Nonclassified	2	40,000	100	0	0	0	0

Trade Lines

Date of Experience	Payment Status	Selling Terms	High Credit (US\$)	Now Owes (US\$)	Past Due (US\$)	Months Since Last Sale
03/20	Pays Promptly	-	15,000	10,000	0	1
03/20	Pays Promptly	-	15,000	750	0	1
03/20	Pays Slow 120+	-	1,000	1,000	1,000	-
02/20	Pays Slow 30+	-	750	0	0	Between 6 and 12 Months
02/20	Pays Promptly	-	40,000	15,000	0	1
02/20	Pays Promptly	-	7,500	-	-	1
02/20	Pays Promptly	N30	7,500	7,500	0	1
02/20	Pays Promptly	-	5,000	-	-	1
02/20	Pays Promptly	-	5,000	2,500	0	1
02/20	Pays Promptly	-	5,000	-	-	1
02/20	Pays Promptly	-	750	-	-	1
02/20	Pays Promptly	-	750	0	0	Between 2 and 3 Months
02/20	Pays Promptly	N30	500	100	0	1
02/20	Pays Promptly	N30	500	50	0	1
02/20	Pays Promptly	-	500	0	0	Between 6 and 12 Months
02/20	Pays Promptly	N30	500	0	0	Between 2 and 3 Months
02/20	Pays Promptly	N30	250	250	0	1
02/20	Pays Promptly	-	250	-	-	1
02/20	Pays Promptly	-	250	250	-	1
02/20	Pays Promptly	-	50	50	0	1
02/20	Pays Promptly	N30	40,000	40,000	0	1
02/20	Pays Promptly	-	25,000	0	0	Between 6 and 12 Months
02/20	Pays Slow 30+	-	250	250	0	1
02/20	Pays Slow 30+	-	50	0	0	Between 6 and 12 Months
02/20	Pays Slow 30-120+	-	5,000	750	0	1
02/20	Pays Slow 60-150+	-	100	100	100	Between 6 and 12 Months
02/20	-	Cash account	250	0	0	Between 6 and 12 Months

Date of Experience	Payment Status	Selling Terms	High Credit (US\$)	Now Owes (US\$)	Past Due (US\$)	Months Since Last Sale
02/20	-	Cash account	250	-	-	1
02/20	-	Cash account	100	0	0	Between 6 and 12 Months
02/20	-	Cash account	100	0	0	Between 2 and 3 Months
02/20	-	Cash account	100	0	0	1
02/20	-	Cash account	50	-	-	1
02/20	-	Cash account	0	0	0	Between 6 and 12 Months
02/20	-	Cash account	0	0	0	1
02/20	-	Cash account	0	0	0	Between 6 and 12 Months
02/20	Pays Prompt to Slow 30+	-	7,500	50	0	1
01/20	-	Cash account	50	-	-	1
12/19	Pays Promptly	-	25,000	10,000	0	1
12/19	Pays Promptly	-	20,000	7,500	0	1
12/19	-	Cash account	50	-	-	Between 6 and 12 Months
11/19	-	Cash account	100	-	-	1
11/19	-	Cash account	50	-	-	1
10/19	Pays Promptly	-	15,000	7,500	0	1
10/19	Pays Promptly	-	7,500	0	0	Between 4 and 5 Months
10/19	-	Cash account	50	-	-	1
10/19	-	Cash account	50	-	-	1
10/19	Pays Prompt to Slow 30+	-	15,000	15,000	5,000	1
09/19	-	Cash account	50	-	-	Between 6 and 12 Months
09/19	-	Cash account	100	-	-	Between 6 and 12 Months
08/19	Pays Slow 30-60+	-	10,000	0	0	Between 6 and 12 Months
08/19	-	Cash account	500	-	-	Between 6 and 12 Months
08/19	-	Cash in advance	100	-	-	1
08/19	-	Cash account	50	-	-	Between 6 and 12 Months
08/19	-	-	50	-	-	Between 4 and 5 Months

Date of Experience	Payment Status	Selling Terms	High Credit (US\$)	Now Owes (US\$)	Past Due (US\$)	Months Since Last Sale
08/19	Pays Slow 30+	-	10,000	0	0	Between 6 and 12 Months
08/19	-	Cash account	50	-	-	1
07/19	Pays Promptly	-	2,500	-	-	1
07/19	-	Cash account	1,000	-	-	1
07/19	-	Cash account	100	-	-	1
07/19	-	Cash account	100	-	-	1
07/19	-	Cash account	50	-	-	1
06/19	Pays Promptly	-	1,000	-	-	1
06/19	-	-	100	0	0	Between 2 and 3 Months
06/19	-	Cash account	50	-	-	1
06/19	-	Cash account	50	-	-	1
06/19	-	Cash account	50	-	-	1
04/19	Pays Promptly	-	2,500	-	-	1
03/19	Pays Promptly	-	1,000	-	-	1
01/19	Pays Promptly	-	100,000	60,000	750	1
09/18	Pays Promptly	-	1,000	0	0	Between 6 and 12 Months
09/18	cash own option	Cash account	50	-	-	Between 2 and 3 Months
09/18	-	Cash account	0	0	0	Between 6 and 12 Months
08/18	cash own option	Cash account	50	-	-	1
06/18	Pays Promptly	-	2,500	-	-	1
06/18	Pays Promptly	-	2,500	-	-	1
05/18	Pays Promptly	-	2,500	-	-	1
03/18	Pays Promptly	-	1,000	0	0	Between 6 and 12 Months
03/18	Pays Promptly	-	1,000	-	-	1
03/18	Pays Promptly	N30	50	0	0	Between 6 and 12 Months
03/18	Pays Prompt to Slow 60+	-	55,000	55,000	15,000	1

Special Events

MERGER/ACQUISITION: According to published reports, Teksystems, Inc., DUNS 965762909, (Hanover, MD) announced that it has acquired 1Strategy.

Company Profile

Company Overview

D-U-N-S

96-576-2909

Legal Form

Corporation (US)

History Record

Clear

Date Incorporated

01-02-1997

State of Incorporation

Maryland

Ownership

Not publicly traded

Mailing Address

United States

Telephone

(410) 540-7700

Website

www.teksystems.com

Present Control Succeeded

1997

Annual Sales

US\$ 4,677,568,900

Employees

2,900 (400 here)

Age (Year Started)

23 years (1997)

Named Principal

Jay Alvather, PRES

Line of Business

Help supply services

Business Registration

Corporate and business registrations reported by the secretary of state or other official source as of: 04-07-2020
This data is for informational purposes only, certification can only be obtained through the Office of the Secretary of State.

Registered Name	TEKSYSTEMS, INC.
Corporation Type	Corporation (US)
Business Commenced On	1997
State of Incorporation	MARYLAND
Date Incorporated	01-02-1997
Registration ID	D04580247
Registration Status	INCORPORATED
Date Status Attained	01-02-1997
Filing Date	01-02-1997
Where Filed	SECRETARY OF STATE/DEPARTMENT OF ASSESSMENTS AND TAXATION/CORPORATE CHARTER DIVISION

Registered Agent

Name	CSC-LAWYERS INCORPORATING SERVICE
Address	COMPANY;7 ST. PAUL STREET;SUITE 820, BALTIMORE, MD, 212020000

Principals

Officers

JAY ALVATHER, PRES

Directors

DIRECTOR(S): THE OFFICER(S)

Company Events

The following information was reported on: 01-20-2020

The Maryland Secretary of State's business registrations file showed that TEKsystems, Inc. was registered as Corporation on January 2, 1997, under the file registration number D04580247.

Business started 1997. 100% of capital stock is owned by the parent company.

The company elected to be treated as a Qualified Sub-Chapter S Subsidiary (QSSS) for federal and state income taxes where available. As a QSSS, the Company's taxable earnings are reported by the individual stockholders of the parent.

RECENT EVENTS:.

On January 20, 2020, sources stated that Teksystems, Inc., Hanover, MD, has acquired 1Strategy LLC, Bellevue, WA, on December 2, 2019. With the acquisition, 1Strategy LLC, will now operate as a wholly-owned subsidiary of Teksystems, Inc.. Employees and management were retained. Terms of the deal were not disclosed. Further details are unavailable.

On June 2, 2006, TEKsystems, Inc. acquired Quality Assurance Associates Inc, Plymouth Meeting, PA.

On May 5, 2004, Edward Bushnell, managing partner of Consultnet LLC, Draper, UT stated that the company sold it's Bellevue, WA operation to TEKsystems, Inc., Hanover, MD. The employees were retained by TEKsystems, Inc. through this transaction. Further details are unavailable at this time.

On Sept 12, 2003, it was reported TEKsystems, Inc. acquired Directfit, Inc, Irvine, CA. The operations of Directfit will be merged into TEKsystems, Inc.. Approximately thirty employees were retained and will join one of TEKsystems, Inc. existing offices in California. The principals of Directfit have agreed to remain on board for consulting purposes during the integration process.

On April 4, 2002, it was reported Maxim Group Federal Services LLC legally changed its name to TEKsystems Government Services LLC.

JAY ALVATHER. Antecedents are unknown.

Maxim Group Inc, Hanover, MD. DUNS #023159743. Operates as business services, nec..

Business Activities And Employees

The following information was reported on: 01-20-2020

Business Information

Trade Names

(SUBSIDIARY OF ALLEGIS GROUP, INC., HANOVER, MD)

Business Information

Description	<p>Subsidiary of Allegis Group, Inc., Hanover, MD started 1983 which operates as an employment agency. Parent company owns 100% of capital stock. Parent company has multiple other subsidiary(ies).</p> <p>As noted, the parent company is Allegis Group, Inc., DUNS #: 12-176-8035, and reference is made to that report for information on the parent and its management.</p> <p>Operates as a help supply service.</p> <p>Terms are Net 30 days with billings on a weekly basis. Sells to commercial concerns. Territory : United States and Canada.</p>
Employees	2,900 which includes officer(s). 400 employed here.
Financing Status	Unsecured
Financial Condition	Good
Seasonality	Nonseasonal.
Facilities	Shares 80,000 sq. ft. on 1-3 floor of a three story brick building.
Location	Industrial section on side street.

SIC/NAICS Information

SIC Codes	SIC Description	Percentage of Business
7363	Help supply services	-
73630000	Help supply services	-

NAICS Codes	NAICS Description
561320	Temporary Help Services

Government Activity

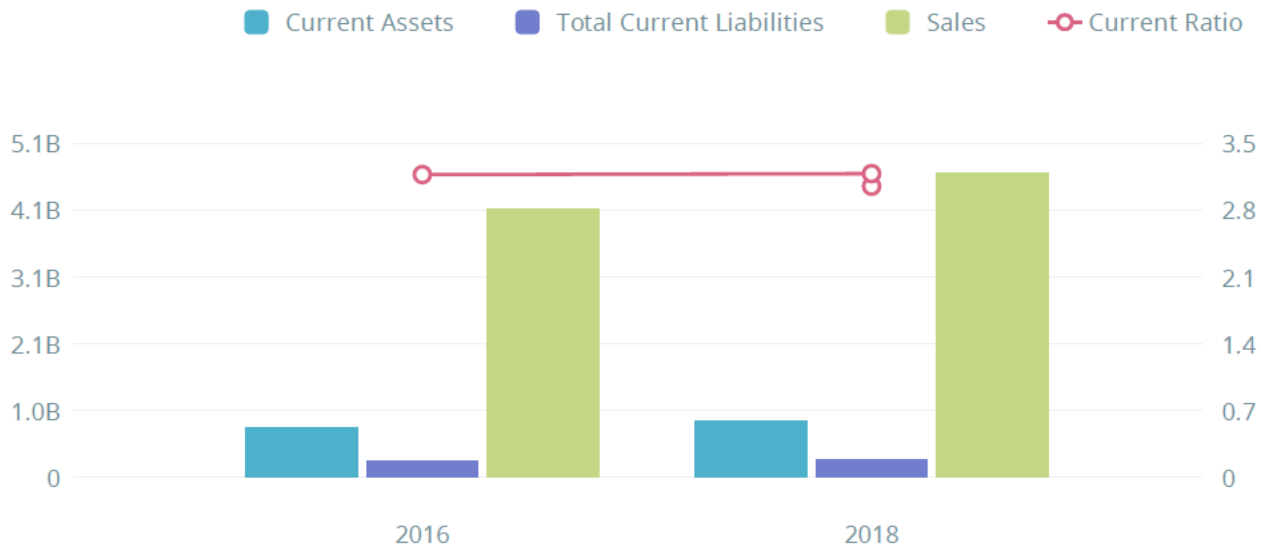
Activity Summary

Borrower(Dir/Guar)	No
Administrative Debt	No
Contractor	Yes
Grantee	No
Party excluded from federal program(s)	No

Source: D&B | Currency: All figures shown in USD unless otherwise stated

Financials

Financial Statement Comparison



	Fiscal Individual Dec 2018	Fiscal Individual Dec 2018	Fiscal Individual Dec 2016	Last 3 Years
Current Assets	871,662,700	813,315,100	766,296,000	
Total Current Liabilities	277,219,100	269,838,000	244,539,900	
Tangible Net Worth	192,819,700	162,396,000	157,878,200	
Sales	4,677,568,900	4,350,970,000	4,132,061,300	
Current Ratio	3	3	3	
Working Capital	594,443,600	543,477,100	521,756,100	
Other Assets	161,927,500	141,106,000	136,859,700	
Long Term Liabilities	563,551,400	522,187,100	500,737,600	

Latest Financial Statement

Balance Sheet Fiscal 12-31-2018 In Single Units

Assets

Current Assets

Due from Affiliates-Net	3,896,400
Prepaid Exps & Other Current Assets	19,741,300

Current Assets

Accounts Receivable	813,282,700
Cash	34,742,300

Total Current Assets 871,662,700

Long Term Assets

Notes Rec From Affiliates	763,100
Property, Plant, Fixtures & Equipment	27,457,200
Goodwill/Intangibles/Other Assets	133,707,200

Total Assets 1,033,590,200

Liabilities

Total Current Liabilities

Accruals	129,913,600
Deferred Compensation	19,497,200
Accounts Payable	127,808,300

Total Current Liabilities 277,219,100

Long Term Liabilities

ACCUM OTHER COMPREHENSIVE LOSS	(14,989,500)
Common Stock	1,400
Other Long Term Liabilities	11,479,900
Retained Earnings	135,043,200
Additional Paid In Capital / Capital Surplus	72,764,600
Deferred Compensation	552,071,500
Total Liabilities & Net Worth	1,033,590,200

Statement Information

Profit And Loss Information

From JAN 01 2018 to DEC 31 2018 annual sales \$4,677,568,900.

Source Information

Submitted AUG 30 2018 by Kim Probst, controller. Prepared from statement(s) by Accountant: PricewaterhouseCoopers LLP, Baltimore, Maryland.

Statement Explanation

Accounts receivable shown net less \$13,089,300 allowance.

Reporter Comments

On December 04, 2019, the financial information was updated.

Key Business Ratios

Statement date	Based on Number of Establishments
12-31-2018	11

	Ratio for the business	Industry Median	Industry Quartile
Profitability			
Return On Assets	-	5.9	-
Return on Net Worth	-	11.1	-
Return on Sales	-	2.5	-
Short Term Solvency			
Current Liabilities to Inventory	-	-	-
Current Liabilities Over Net Worth	143.8	71.9	1
Current Ratio	3.1	1.8	1
Quick Ratio	3.1	1.5	1
Efficiency			
Accounts Payable to Sales	2.7	2.9	1
Assets Over Sales	22.1	38.7	4
Collection Period	63.5	59.9	1
Sales to Inventory	-	-	-
Sales Over Net Working Capital	7.9	9.0	3
Utilization			
Total Liabilities Over Net Worth	436.0	125.7	1

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EXHIBIT F
FEDERAL FUNDS CERTIFICATIONS

FEDERAL CERTIFICATIONS
ADDENDUM FOR AGREEMENT FUNDED BY U.S. FEDERAL GRANT

TO WHOM IT MAY CONCERN:

Participating Agencies may elect to use federal funds to purchase under the Master Agreement. This form should be completed and returned.

DEFINITIONS

Contract means a legal instrument by which a non-Federal entity purchases property or services needed to carry out the project or program under a Federal award. The term as used in this part does not include a legal instrument, even if the non-Federal entity considers it a contract, when the substance of the transaction meets the definition of a Federal award or subaward

Contractor means an entity that receives a contract as defined in Contract.

Cooperative agreement means a legal instrument of financial assistance between a Federal awarding agency or pass-through entity and a non-Federal entity that, consistent with 31 U.S.C. 6302-6305:

- (a) Is used to enter into a relationship the principal purpose of which is to transfer anything of value from the Federal awarding agency or pass-through entity to the non-Federal entity to carry out a public purpose authorized by a law of the United States (see 31 U.S.C. 6101(3)); and not to acquire property or services for the Federal government or pass-through entity's direct benefit or use;
- (b) Is distinguished from a grant in that it provides for substantial involvement between the Federal awarding agency or pass-through entity and the non-Federal entity in carrying out the activity contemplated by the Federal award.
- (c) The term does not include:
 - (1) A cooperative research and development agreement as defined in 15 U.S.C. 3710a; or
 - (2) An agreement that provides only:
 - (i) Direct United States Government cash assistance to an individual;
 - (ii) A subsidy;
 - (iii) A loan;
 - (iv) A loan guarantee; or
 - (v) Insurance.

Federal awarding agency means the Federal agency that provides a Federal award directly to a non-Federal entity

Federal award has the meaning, depending on the context, in either paragraph (a) or (b) of this section:

- (a)(1) The Federal financial assistance that a non-Federal entity receives directly from a Federal awarding agency or indirectly from a pass-through entity, as described in § 200.101 Applicability; or
- (2) The cost-reimbursement contract under the Federal Acquisition Regulations that a non-Federal entity receives directly from a Federal awarding agency or indirectly from a pass-through entity, as described in § 200.101 Applicability.
- (b) The instrument setting forth the terms and conditions. The instrument is the grant agreement, cooperative agreement, other agreement for assistance covered in paragraph (b) of § 200.40 Federal financial assistance, or the cost-reimbursement contract awarded under the Federal Acquisition Regulations.
- (c) Federal award does not include other contracts that a Federal agency uses to buy goods or services from a contractor or a contract to operate Federal government owned, contractor operated facilities (GOCOs).
- (d) See also definitions of Federal financial assistance, grant agreement, and cooperative agreement.

Non-Federal entity means a state, local government, Indian tribe, institution of higher education (IHE), or nonprofit organization that carries out a Federal award as a recipient or subrecipient.

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 CFR Part 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.

Pursuant to Federal Rule (F) above, when federal funds are expended by Participating Agency, the offeror certifies that during the term of an award for all contracts by Participating Agency resulting from this procurement process, the offeror agrees to comply with all applicable requirements as referenced in Federal Rule (F) above.

Does offeror agree? YES _____ *Cg* _____ Initials of Authorized Representative of offeror

(G) Clean Air Act (42 U.S.C. 7401-7671q.) and the Federal Water Pollution Control Act (33 U.S.C. 1251-1387), as amended—Contracts and subgrants of amounts in excess of \$150,000 must contain a provision that requires 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)

Pursuant to Federal Rule (G) above, when federal funds are expended by Participating Agency, the offeror certifies that during the term of an award for all contracts by Participating Agency member resulting from this procurement process, the offeror agrees to comply with all applicable requirements as referenced in Federal Rule (G) above.

Does offeror agree? YES _____ *Cg* _____ Initials of Authorized Representative of offeror

(H) Debarment and Suspension (Executive Orders 12549 and 12689)—A contract award (see 2 CFR 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 Executive Office of the President Office of Management and Budget (OMB) guidelines at 2 CFR 180 that implement Executive Orders 12549 (3 CFR part 1986 Comp., p. 189) and 12689 (3 CFR part 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.

Pursuant to Federal Rule (H) above, when federal funds are expended by Participating Agency, the offeror certifies that during the term of an award for all contracts by Participating Agency resulting from this procurement process, the offeror certifies that neither it nor its principals is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation by any federal department or agency. If at any time during the term of an award the offeror or its principals becomes debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation by any federal department or agency, the offeror will notify the Participating Agency.

Does offeror agree? YES _____ *Cg* _____ Initials of Authorized Representative of offeror

(I) Byrd Anti-Lobbying Amendment (31 U.S.C. 1352)—Contractors that apply or bid for an award exceeding \$100,000 must file the required certification. Each tier certifies to the tier above that it will not and has not 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. Each tier must also 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.

Pursuant to Federal Rule (I) above, when federal funds are expended by Participating Agency, the offeror certifies that during the term and after the awarded term of an award for all contracts by Participating Agency resulting from this procurement process, the offeror certifies that it is in compliance with all applicable provisions of the Byrd Anti-Lobbying Amendment (31 U.S.C. 1352). The undersigned further certifies that:

(1) No Federal appropriated funds have been paid or will be paid for on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of congress, or an employee of a Member of Congress in connection with the awarding of a Federal contract, the making of a Federal grant, the making of a Federal loan, the entering into a cooperative agreement, and the extension, continuation, renewal, amendment, or modification of a Federal contract, grant, loan, or cooperative agreement.

Address, City, State, and Zip Code:

7437 Race Road, Hanover, MD 21076

Phone Number: 410-540-3367

Fax Number:

Printed Name and Title of Authorized

Representative: Christopher Garman - Senior Manager of Operations

Email Address:

cgarman@teksystems.com

Signature of Authorized Representative:

Christopher Garman

Date: 2/19/21

FEMA SPECIAL CONDITIONS

Awarded Supplier(s) may need to respond to events and losses where products and services are needed for the immediate and initial response to emergency situations such as, but not limited to, water damage, fire damage, vandalism cleanup, biohazard cleanup, sewage decontamination, deodorization, and/or wind damage during a disaster or emergency situation. By submitting a proposal, the Supplier is accepted these FEMA Special Conditions required by the Federal Emergency Management Agency (FEMA).

“Contract” in the below pages under FEMA SPECIAL CONDITIONS is also referred to and defined as the “Master Agreement”.

“Contractor” in the below pages under FEMA SPECIAL CONDITIONS is also referred to and defined as “Supplier” or “Awarded Supplier”.

Conflicts of Interest

No employee, officer, or agent may participate in the selection, award, or administration of a contract supported by a FEMA award if he or she has a real or apparent conflict of interest. Such a conflict would arise when the employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of these parties, has a financial or other interest in or a tangible personal benefit from a firm considered for award. 2 C.F.R. § 200.318(c)(1); See also Standard Form 424D, ¶ 7; Standard Form 424B, ¶ 3. i. FEMA considers a “financial interest” to be the potential for gain or loss to the employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of these parties as a result of the particular procurement. The prohibited financial interest may arise from ownership of certain financial instruments or investments such as stock, bonds, or real estate, or from a salary, indebtedness, job offer, or similar interest that might be affected by the particular procurement. ii. FEMA considers an “apparent” conflict of interest to exist where an actual conflict does not exist, but where a reasonable person with knowledge of the relevant facts would question the impartiality of the employee, officer, or agent participating in the procurement. c. Gifts. The officers, employees, and agents of the Participating Public Agency nor the Participating Public Agency (“NFE”) must neither solicit nor accept gratuities, favors, or anything of monetary value from contractors or parties to subcontracts. However, NFE’s may set standards for situations in which the financial interest is de minimus, not substantial, or the gift is an unsolicited item of nominal value. 2 C.F.R. § 200.318(c)(1). d. Violations. The NFE’s written standards of conduct must provide for disciplinary actions to be applied for violations of such standards by officers, employees, or agents of the NFE. 2 C.F.R. § 200.318(c)(1). For example, the penalty for a NFE’s employee may be dismissal, and the penalty for a contractor might be the termination of the contract.

Contractor Integrity

A contractor must have a satisfactory record of integrity and business ethics. Contractors that are debarred or suspended as described in Chapter III, ¶ 6.d must be rejected and cannot receive contract awards at any level.

Public Policy

A contractor must comply with the public policies of the Federal Government and state, local government, or tribal government. This includes, among other things, past and current compliance with the:

- a. Equal opportunity and nondiscrimination laws
- b. Five affirmative steps described at 2 C.F.R. § 200.321(b) for all subcontracting under contracts supported by FEMA financial assistance; and FEMA Procurement Guidance June 21, 2016 Page IV- 7
- c. Applicable prevailing wage laws, regulations, and executive orders

Affirmative Steps

For any subcontracting opportunities, Contractor must take the following Affirmative steps:

1. Placing qualified small and minority businesses and women’s business enterprises on solicitation lists;

2. Assuring that small and minority businesses, and women's business enterprises are solicited whenever they are potential sources;
3. Dividing total requirements, when economically feasible, into smaller tasks or quantities to permit maximum participation by small and minority businesses, and women's business enterprises;
4. Establishing delivery schedules, where the requirement permits, which encourage participation by small and minority businesses, and women's business enterprises; and
5. Using the services and assistance, as appropriate, of such organizations as the Small Business Administration and the Minority Business Development Agency of the Department of Commerce.

Prevailing Wage Requirements

When applicable, the awarded Contractor (s) and any and all subcontractor(s) agree to comply with all laws regarding prevailing wage rates including the Davis-Bacon Act, applicable to this solicitation and/or Participating Public Agencies. The Participating Public Agency shall notify the Contractor of the applicable pricing/prevailing wage rates and must apply any local wage rates requested. The Contractor and any subcontractor(s) shall comply with the prevailing wage rates set by the Participating Public Agency.

Federal Requirements

If products and services are issued in response to an emergency or disaster recovery the items below, located in this FEMA Special Conditions section of the Federal Funds Certifications, are activated and required when federal funding may be utilized.

2 C.F.R. § 200.326 and 2 C.F.R. Part 200, Appendix II, Required Contract Clauses

1. Termination for Convenience:

The right to terminate this Contract for the convenience of the Participating Public Agency is retained by the Participating Public Agency. In the event of a termination for convenience by the Participating Public Agency, the Participating Public Agency shall, at least ten (10) calendar days in advance, deliver written notice of the termination for convenience to Contractor. Upon Contractor's receipt of such written notice, Contractor immediately shall cease the performance of the Work and shall take reasonable and appropriate action to secure and protect the Work then in place. Contractor shall then be paid by the Participating Public Agency, in accordance with the terms and provisions of the Contract Documents, an amount not to exceed the actual labor costs incurred, the actual cost of all materials installed and the actual cost of all materials stored at the project site or away from the project site, as approved in writing by the Participating Public Agency but not yet paid for and which cannot be returned, and actual, reasonable and documented demobilization costs, if any, paid by Contractor and approved by the Participating Public Agency in connection with the Scope of Work in place which is completed as of the date of termination by the Participating Public Agency and that is in conformance with the Contract Documents, less all amounts previously paid for the Work. No amount ever shall be owed or paid to Contractor for lost or anticipated profits on any part of the Scope of Work not performed or for consequential damages of any kind.

2. Equal Employment Opportunity:

The Participating Public Agency highly encourages Contractors to implement Affirmative Action practices in their employment programs. This means Contractor should not discriminate against any employee or applicant for employment because of race, color, religion, sex, pregnancy, sexual orientation, political belief or affiliation, age, disability or genetic information.

During the performance of this contract, the contractor agrees as follows:

- (1) The contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, or national origin. The contractor will take affirmative

action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin. Such action shall include, but not be limited to the following: Employment, upgrading, demotion, or transfer, recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this nondiscrimination clause.

(2) The contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin.

(3) The contractor will not discharge or in any other manner discriminate against any employee or applicant for employment because such employee or applicant has inquired about, discussed, or disclosed the compensation of the employee or applicant or another employee or applicant. This provision shall not apply to instances in which an employee who has access to the compensation information of other employees or applicants as a part of such employee's essential job functions discloses the compensation of such other employees or applicants to individuals who do not otherwise have access to such information, unless such disclosure is in response to a formal complaint or charge, in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or is consistent with the contractor's legal duty to furnish information.

(4) The contractor will send to each labor union or representative of workers with which it has a collective bargaining agreement or other contract or understanding, a notice to be provided by the agency contracting officer, advising the labor union or workers' representative of the contractor's commitments under section 202 of Executive Order 11246 of September 24, 1965, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

(5) The contractor will comply with all provisions of Executive Order 11246 of September 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.

(6) The contractor will furnish all information and reports required by Executive Order 11246 of September 24, 1965, and by the rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the contracting agency and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

(7) In the event of the contractor's non-compliance with the nondiscrimination clauses of this contract or with any of such rules, regulations, or orders, this contract may be canceled, terminated or suspended in whole or in part and the contractor may be declared ineligible for further Government contracts in accordance with procedures authorized in Executive Order 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

(8) The contractor will include the provisions of paragraphs (1) through (8) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to section 204 of Executive Order 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontract or purchase order as may be directed by the Secretary of Labor as a means of enforcing such provisions including sanctions for noncompliance: *Provided*, however, that in the event the contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction, the contractor may request the United States to enter into such litigation to protect the interests of the United States.

3. “During the performance of this contract, the contractor agrees as follows:

- (1) The contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their race, color,

religion, sex, or national origin. Such action shall include, but not be limited to the following: Employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided setting forth the provisions of this nondiscrimination clause.

- (2) The contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive considerations for employment without regard to race, color, religion, sex, or national origin.
- (3) The contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice to be provided advising the said labor union or workers' representatives of the contractor's commitments under this section, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.
- (4) The contractor will comply with all provisions of Executive Order 11246 of September 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.
- (5) The contractor will furnish all information and reports required by Executive Order 11246 of September 24, 1965, and by rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the administering agency and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.
- (6) In the event of the contractor's noncompliance with the nondiscrimination clauses of this contract or with any of the said rules, regulations, or orders, this contract may be canceled, terminated, or suspended in whole or in part and the contractor may be declared ineligible for further Government contracts or federally assisted construction contracts in accordance with procedures authorized in Executive Order 11246 of September 24, 1965, and such other sanctions as may be imposed and remedies invoked as provided in Executive Order 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.
- (7) The contractor will include the portion of the sentence immediately preceding paragraph (1) and the provisions of paragraphs (1) through (7) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to section 204 of Executive Order 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontract or purchase order as the administering agency may direct as a means of enforcing such provisions, including sanctions for noncompliance: Provided, however, That in the event a contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the administering agency the contractor may request the United States to enter into such litigation to protect the interests of the United States."

4. Davis Bacon Act and Copeland Anti-Kickback Act.

- a. Applicability of Davis-Bacon Act. The Davis-Bacon Act only applies to the emergency Management Preparedness Grant Program, Homeland Security Grant Program, Nonprofit Security Grant Program, Tribal Homeland Security Grant Program, Port Security Grant Program, and Transit Security Grant Program. **It does not apply to other FEMA grant and cooperative agreement programs including the Public Assistance Program.**
- b. 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 at 29 C.F.R. Part 5 (Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction)). See 2 C.F.R. Part 200, Appendix II, ¶ D.
- c. 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.
- d. 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.
- e. In contracts subject to the Davis-Bacon Act, 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 at 29 C.F.R. Part 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 Copeland Anti- Kickback 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 FEMA.
- f. The regulation at 29 C.F.R. § 5.5(a) does provide the required contract clause that applies to compliance with both the Davis-Bacon and Copeland Acts. However, as discussed in the previous subsection, the Davis-Bacon Act does not apply to Public Assistance recipients and subrecipients. **In situations where the Davis-Bacon Act does not apply, neither does the Copeland “Anti-Kickback Act.”** However, for purposes of grant programs where both clauses do apply, FEMA requires the following contract clause:

“Compliance with the Copeland “Anti-Kickback” Act.

- (1) Contractor. The contractor shall comply with 18 U.S.C. § 874, 40U.S.C. § 3145, and the requirements of 29 C.F.R. pt. 3 as may be applicable, which are incorporated by reference into this contract.
- (2) Subcontracts. The contractor or subcontractor shall insert in any subcontracts the clause above and such other clauses as the FEMA may by appropriate instructions require, and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for the compliance by any subcontractor or lower tier subcontractor

with all of these contract clauses

- (3) Breach. A breach of the contract clauses above may be grounds for termination of the contract, and for debarment as a contractor and subcontractor as provided in 29 C.F.R. § 5.12.”

5. Contract Work Hours and Safety Standards Act.

- a. Applicability: This requirement applies to all FEMA grant and cooperative agreement programs.
- b. Where applicable (see 40 U.S.C. § 3701), 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 at 29 C.F.R. Part 5. See 2 C.F.R. Part 200, Appendix II, ¶ E.
- c. Under 40 U.S.C. § 3702, 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 workweek.
- d. 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 or materials or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence.
- e. The regulation at 29 C.F.R. § 5.5(b) provides the required contract clause concerning compliance with the Contract Work Hours and Safety Standards Act:

“Compliance with the Contract Work Hours and Safety Standards Act.

- (1) Overtime requirements. No contractor or subcontractor contracting for any part of the contract work which may require or involve the employment of laborers or mechanics shall require or permit any such laborer or mechanic in any workweek in which he or she is employed on such work to work in excess of forty hours in such workweek unless such laborer or mechanic receives compensation at a rate not less than one and one-half times the basic rate of pay for all hours worked in excess of forty hours in such workweek.
- (2) Violation; liability for unpaid wages; liquidated damages. In the event of any violation of the clause set forth in paragraph (1) of this section the contractor and any subcontractor responsible therefor shall be liable for the unpaid wages. In addition, such contractor and subcontractor shall be liable to the United States (in the case of work done under contract for the District of Columbia or a territory, to such District or to such territory), for liquidated damages. Such liquidated damages shall be computed with respect to each individual laborer or mechanic, including watchmen and guards, employed in violation of the clause set forth in paragraph (1) of this section, in the sum of \$10 for each calendar day on which such individual was required or permitted to work in excess of the standard workweek of forty hours without payment of the overtime wages required by the clause set forth in paragraph (1) of this section.
- (3) Withholding for unpaid wages and liquidated damages. The (write in the name

of the Federal agency or the loan or grant recipient) shall upon its own action or upon written request of an authorized representative of the Department of Labor withhold or cause to be withheld, from any moneys payable on account of work performed by the contractor or subcontractor under any such contract or any other Federal contract with the same prime contractor, or any other federally-assisted contract subject to the Contract Work Hours and Safety Standards Act, which is held by the same prime contractor, such sums as may be determined to be necessary to satisfy any liabilities of such contractor or subcontractor for unpaid wages and liquidated damages as provided in the clause set forth in paragraph (2) of this section.

- (4) Subcontracts. The contractor or subcontractor shall insert in any subcontracts the clauses set forth in paragraph (1) through (4) of this section and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for compliance by any subcontractor or lower tier subcontractor with the clauses set forth in paragraphs (1) through (4) of this section.”

6. Rights to Inventions Made Under a Contract or Agreement.

- a. Stafford Act Disaster Grants. This requirement **does not apply to the Public Assistance**, Hazard Mitigation Grant Program, Fire Management Assistance Grant Program, Crisis Counseling Assistance and Training Grant Program, Disaster Case Management Grant Program, and Federal Assistance to Individuals and Households – Other Needs Assistance Grant Program, as

FEMA awards under these programs do not meet the definition of “funding agreement.”

- b. If the FEMA award meets the definition of “funding agreement” under 37 C.F.R. § 401.2(a) and the non-Federal entity 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 non-Federal entity must comply with the requirements of 37 C.F.R. Part 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 FEMA. See 2 C.F.R. Part 200, Appendix II, ¶ F.
- c. The regulation at 37 C.F.R. § 401.2(a) currently defines “funding agreement” as any contract, grant, or cooperative agreement entered into between any Federal agency, other than the Tennessee Valley Authority, and any contractor for the performance of experimental, developmental, or research work funded in whole or in part by the Federal government. This term also includes any assignment, substitution of parties, or subcontract of any type entered into for the performance of experimental, developmental, or research work under a funding agreement as defined in the first sentence of this paragraph.

7. Clean Air Act and the Federal Water Pollution Control Act. Contracts of amounts in excess of \$150,000 must contain a provision that requires the contractor 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 FEMA and the Regional Office of the Environmental Protection Agency. See 2 C.F.R. Part 200, Appendix II, ¶ G.

- a. The following provides a sample contract clause concerning compliance for contracts of amounts in excess of \$150,000:

“Clean Air Act

- (1) The contractor agrees to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act, as amended, 42 U.S.C. § 7401 et seq.
- (2) The contractor agrees to report each violation to the (name of the state agency or local or Indian tribal government) and understands and agrees that the (name of the state agency or local or Indian tribal government) will, in turn, report each violation as required to assure notification to the (name of recipient), Federal Emergency Management Agency, and the appropriate Environmental Protection Agency Regional Office.
- (3) The contractor agrees to include these requirements in each subcontract exceeding \$150,000 financed in whole or in part with Federal assistance provided by FEMA.

Federal Water Pollution Control Act

- (1) The contractor agrees to comply with all applicable standards, orders or regulations issued pursuant to the Federal Water Pollution Control Act, as amended, 33 U.S.C. 1251 et seq.
- (2) The contractor agrees to report each violation to the (name of the state agency or local or Indian tribal government) and understands and agrees that the (name of the state agency or local or Indian tribal government) will, in turn, report each violation as required to assure notification to the (name of recipient), Federal Emergency Management Agency, and the appropriate Environmental Protection Agency Regional Office.
- (3) The contractor agrees to include these requirements in each subcontract exceeding \$150,000 financed in whole or in part with Federal assistance provided by FEMA.”

8. Debarment and Suspension.

- a. Applicability: This requirement applies to all FEMA grant and cooperative agreement programs.
- b. Non-federal entities and contractors are subject to the debarment and suspension regulations implementing Executive Order 12549, *Debarment and Suspension* (1986) and Executive Order 12689, *Debarment and Suspension* (1989) at 2 C.F.R. Part 180 and the Department of Homeland Security’s regulations at 2 C.F.R. Part 3000 (Non procurement Debarment and Suspension).
- c. These regulations restrict awards, subawards, and contracts with certain parties that are debarred, suspended, or otherwise excluded from or ineligible for participation in Federal assistance programs and activities. See 2 C.F.R. Part 200, Appendix II, ¶ H; and *Procurement Guidance for Recipients and Subrecipients Under 2 C.F.R. Part 200 (Uniform Rules): Supplement to the Public Assistance Procurement Disaster Assistance Team (PDAT) Field Manual* Chapter IV, ¶ 6.d, and Appendix C, ¶ 2 [hereinafter *PDAT Supplement*]. A contract award must not be made to parties listed in the SAM Exclusions. SAM Exclusions is the list maintained by the General Services Administration that 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. SAM exclusions can be accessed at www.sam.gov. See 2 C.F.R. § 180.530; *PDAT Supplement*, Chapter IV, ¶ 6.d and Appendix C, ¶ 2.
- d. In general, an “excluded” party cannot receive a Federal grant award or a contract within

the meaning of a “covered transaction,” to include subawards and subcontracts. This includes parties that receive Federal funding indirectly, such as contractors to recipients and subrecipients. The key to the exclusion is whether there is a “covered transaction,” which is any non-procurement transaction (unless excepted) at either a “primary” or “secondary” tier. Although “covered transactions” do not include contracts awarded by the Federal Government for purposes of the non-procurement common rule and DHS’s implementing regulations, it does include some contracts awarded by recipients and subrecipient.

- e. Specifically, a covered transaction includes the following contracts for goods or services:
 - (1) The contract is awarded by a recipient or subrecipient in the amount of at least \$25,000.
 - (2) The contract requires the approval of FEMA, regardless of amount.
 - (3) The contract is for federally required audit services.
 - (4) A subcontract is also a covered transaction if it is awarded by the contractor of a recipient or subrecipient and requires either the approval of FEMA or is in excess of \$25,000.
- d. The following provides a debarment and suspension clause. It incorporates an optional method of verifying that contractors are not excluded or disqualified:

“Suspension and Debarment

- (1) This contract is a covered transaction for purposes of 2 C.F.R. pt. 180 and 2 C.F.R. pt. 3000. As such the contractor is required to verify that none of the contractor, its principals (defined at 2 C.F.R. § 180.995), or its affiliates (defined at 2 C.F.R. § 180.905) are excluded (defined at 2 C.F.R. § 180.940) or disqualified (defined at 2 C.F.R. § 180.935).
- (2) The contractor must comply with 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C and must include a requirement to comply with these regulations in any lower tier covered transaction it enters into.
- (3) This certification is a material representation of fact relied upon by (insert name of subrecipient). If it is later determined that the contractor did not comply with 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C, in addition to remedies available to (name of state agency serving as recipient and name of subrecipient), the Federal Government may pursue available remedies, including but not limited to suspension and/or debarment.
- (4) The bidder or proposer agrees to comply with the requirements of 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C while this offer is valid and throughout the period of any contract that may arise from this offer. The bidder or proposer further agrees to include a provision requiring such compliance in its lower tier covered transactions.”

9. Byrd Anti-Lobbying Amendment.

- a. Applicability: This requirement applies to all FEMA grant and cooperative agreement programs.

- b. Contractors that apply or bid for an award of \$100,000 or more must file the required certification. See 2 C.F.R. Part 200, Appendix II, ¶ 1; 44 C.F.R. Part 18; *PDAT Supplement*, Chapter IV, 6.c; Appendix C, ¶ 4.
- c. Each tier certifies to the tier above that it will not and has not 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. Each tier must also 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. See *PDAT Supplement*, Chapter IV, ¶ 6.c and Appendix C, ¶ 4.
- d. The following provides a Byrd Anti-Lobbying contract clause:

“Byrd Anti-Lobbying Amendment, 31 U.S.C. § 1352 (as amended)

Contractors who apply or bid for an award of \$100,000 or more shall file the required certification. Each tier certifies to the tier above that it will not and has not 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. Each tier shall also 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 recipient.”

APPENDIX A, 44 C.F.R. PART 18 – CERTIFICATION REGARDING LOBBYING

Certification for Contracts, Grants, Loans, and Cooperative Agreements (To be submitted with each bid or offer exceeding \$100,000)

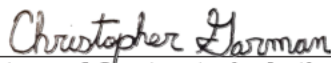
The undersigned [Contractor] certifies, to the best of his or her knowledge, that:

1. No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.
2. If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form- LLL, “Disclosure Form to Report Lobbying,” in accordance with its instructions.
3. The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and

contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by 31, U.S.C. § 1352 (as amended by the Lobbying Disclosure Act of 1995). Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

The Contractor, TEKsystems, Inc., certifies or affirms the truthfulness and accuracy of each statement of its certification and disclosure, if any. In addition, the Contractor understands and agrees that the provisions of 31 U.S.C. § 3801 *et seq.*, apply to this certification and disclosure, if any.



Signature of Contractor's Authorized Official

Christopher Garman - Senior Manager of Operations

Name and Title of Contractor's Authorized Official

2/19/21

Date

10. Procurement of Recovered Materials.

- a. Applicability: This requirement applies to all FEMA grant and cooperative agreement programs.
- b. 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, Pub. L. No. 89-272 (1965) (codified as amended by the Resource Conservation and Recovery Act at 42 U.S.C. § 6962). See 2 C.F.R. Part 200, Appendix II, ¶ J; 2 C.F.R. § 200.322; *PDAT Supplement*, Chapter V, ¶ 7.
- c. The requirements of Section 6002 include procuring only items designated in guidelines of the EPA at 40 C.F.R. Part 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 by 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.
- d. The following provides the clause that a state agency or agency of a political subdivision of a state and its contractors can include in contracts meeting the above contract thresholds:

“(1) In the performance of this contract, the Contractor shall make maximum use of products containing recovered materials that are EPA- designated items unless the product cannot be acquired—

- (i) Competitively within a timeframe providing for compliance with

the contract performance schedule;

(ii) Meeting contract performance requirements; or

(iii) At a reasonable price.

(2) Information about this requirement, along with the list of EPA- designate items, is available at EPA's Comprehensive Procurement Guidelines web site, <https://www.epa.gov/smm/comprehensive-procurement-guideline-cpg-program>."

11. Additional FEMA Requirements.

a. The Uniform Rules authorize FEMA to require additional provisions for non- Federal entity contracts. FEMA, pursuant to this authority, requires or recommends the following:

b. Changes.

To be eligible for FEMA assistance under the non-Federal entity's FEMA grant or cooperative agreement, the cost of the change, modification, change order, or constructive change must be allowable, allocable, within the scope of its grant or cooperative agreement, and reasonable for the completion of project scope. FEMA recommends, therefore, that a non-Federal entity include a changes clause in its contract that describes how, if at all, changes can be made by either party to alter the method, price, or schedule of the work without breaching the contract. The language of the clause may differ depending on the nature of the contract and the end-item procured.

c. Access to Records.

All non-Federal entities must place into their contracts a provision that all contractors and their successors, transferees, assignees, and subcontractors acknowledge and agree to comply with applicable provisions governing Department and FEMA access to records, accounts, documents, information, facilities, and staff. See DHS Standard Terms and Conditions, v 3.0, ¶ XXVI (2013).

d. The following provides a contract clause regarding access to records:

"Access to Records. The following access to records requirements apply to this contract:

(1) The contractor agrees to provide (insert name of state agency or local or Indian tribal government), (insert name of recipient), the FEMA Administrator, the Comptroller General of the United States, or any of their authorized representatives access to any books, documents, papers, and records of the Contractor which are directly pertinent to this contract for the purposes of making audits, examinations, excerpts, and transcriptions.

(2) The Contractor agrees to permit any of the foregoing parties to reproduce by any means whatsoever or to copy excerpts and transcriptions as reasonably needed.

(3) The contractor agrees to provide the FEMA Administrator or his authorized representatives access to construction or other work sites pertaining to the work

being completed under the contract.”

12. DHS Seal, Logo, and Flags.

- a. All non-Federal entities must place in their contracts a provision that a contractor shall not use the DHS seal(s), logos, crests, or reproductions of flags or likenesses of DHS agency officials without specific FEMA pre-approval. See DHS Standard Terms and Conditions, v 3.0, ¶ XXV (2013).
- b. The following provides a contract clause regarding DHS Seal, Logo, and Flags: “The contractor shall not use the DHS seal(s), logos, crests, or reproductions of flags or likenesses of DHS agency officials without specific FEMA pre- approval.”

13. Compliance with Federal Law, Regulations, and Executive Orders.

- a. All non-Federal entities must place into their contracts an acknowledgement that FEMA financial assistance will be used to fund the contract along with the requirement that the contractor will comply with all applicable federal law, regulations, executive orders, and FEMA policies, procedures, and directives.
- b. The following provides a contract clause regarding Compliance with Federal Law, Regulations, and Executive Orders: “This is an acknowledgement that FEMA financial assistance will be used to fund the contract only. The contractor will comply will all applicable federal law, regulations, executive orders, FEMA policies, procedures, and directives.”

14. No Obligation by Federal Government.

- a. The non-Federal entity must include a provision in its contract that states that the Federal Government is not a party to the contract and is not subject to any obligations or liabilities to the non-Federal entity, contractor, or any other party pertaining to any matter resulting from the contract.
- b. The following provides a contract clause regarding no obligation by the Federal Government: “The Federal Government is not a party to this contract and is not subject to any obligations or liabilities to the non-Federal entity, contractor, or any other party pertaining to any matter resulting from the contract.”

15. Program Fraud and False or Fraudulent Statements or Related Acts.

- a. The non-Federal entity must include a provision in its contract that the contractor acknowledges that 31 U.S.C. Chap. 38 (Administrative Remedies for False Claims and Statements) applies to its actions pertaining to the contract.
- b. The following provides a contract clause regarding Fraud and False or Fraudulent or Related Acts: “The contractor acknowledges that 31 U.S.C. Chap. 38 (Administrative Remedies for False Claims and Statements) applies to the contractor’s actions pertaining to this contract.”

Additional contract clauses per 2 C.F.R. § 200.325

For applicable construction/reconstruction/renovation and related services: A payment and performance

bond are both required for 100 percent of the contract price. A "performance bond" is one executed in connection with a contract to secure fulfillment of all the contractor's obligations under such contract. A "payment bond" is one executed in connection with a contract to assure payment as required by law of all persons supplying labor and material in the execution of the work provided in the contract.

Offeror agrees to comply with all terms and conditions outlined in the FEMA Special Conditions section of this solicitation.

Offeror's Name:

TEKsystems, Inc.

Address, City, State, and Zip Code:

7437 Race Road, Hanover, MD 21076

Phone Number: 410-540-3367 Fax Number:

Printed Name and Title of Authorized

Representative: Christopher Garman - Senior Manager of Operations

Email Address:

cgarman@teksystems.com

Signature of Authorized Representative:

2/19/21

Christopher Garman

Date:

EXHIBIT G
NEW JERSEY BUSINESS COMPLIANCE

NEW JERSEY BUSINESS COMPLIANCE

Suppliers intending to do business in the State of New Jersey must comply with policies and procedures required under New Jersey statutes. All offerors submitting proposals must complete the following forms specific to the State of New Jersey. Completed forms should be submitted with the offeror's response to the RFP. Failure to complete the New Jersey packet will impact OMNIA Partners' ability to promote the Master Agreement in the State of New Jersey.

DOC #1	Ownership Disclosure Form
DOC #2	Non-Collusion Affidavit
DOC #3	Affirmative Action Affidavit
DOC #4	Political Contribution Disclosure Form
DOC #5	Stockholder Disclosure Certification
DOC #6	Certification of Non-Involvement in Prohibited Activities in Iran
DOC #7	New Jersey Business Registration Certificate

New Jersey suppliers are required to comply with the following New Jersey statutes when applicable:

- all anti-discrimination laws, including those contained in N.J.S.A. 10:2-1 through N.J.S.A. 10:2-14, N.J.S.A. 10:5-1, and N.J.S.A. 10:5-31 through 10:5-38;
- Prevailing Wage Act, N.J.S.A. 34:11-56.26, for all contracts within the contemplation of the Act;
- Public Works Contractor Registration Act, N.J.S.A. 34:11-56.26; and
- Bid and Performance Security, as required by the applicable municipal or state statutes.

**OWNERSHIP DISCLOSURE FORM
(N.J.S. 52:25-24.2)**

Pursuant to the requirements of P.L. 1999, Chapter 440 effective April 17, 2000 (Local Public Contracts Law), the offeror shall complete the form attached to these specifications listing the persons owning 10 percent (10%) or more of the firm presenting the proposal.

Company Name: TEKsystems, Inc.

Street: 7437 Race Road

City, State, Zip Code: Hanover, MD 21076

Complete as appropriate:

I _____, certify that I am the sole owner of _____, that there are no partners and the business is not incorporated, and the provisions of N.J.S. 52:25-24.2 do not apply.

OR:

I _____, a partner in _____, do hereby certify that the following is a list of all individual partners who own a 10% or greater interest therein. I further certify that if one (1) or more of the partners is itself a corporation or partnership, there is also set forth the names and addresses of the stockholders holding 10% or more of that corporation's stock or the individual partners owning 10% or greater interest in that partnership.

OR:

I Christopher Garman, an authorized representative of TEKsystems, Inc., a corporation, do hereby certify that the following is a list of the names and addresses of all stockholders in the corporation who own 10% or more of its stock of any class. I further certify that if one (1) or more of such stockholders is itself a corporation or partnership, that there is also set forth the names and addresses of the stockholders holding 10% or more of the corporation's stock or the individual partners owning a 10% or greater interest in that partnership.

(Note: If there are no partners or stockholders owning 10% or more interest, indicate none.)

Name	Address	Interest
TEKsystems Holdings, LLC.	7437 Race Road, Hanover, MD 21076	100%

I further certify that the statements and information contained herein, are complete and correct to the best of my knowledge and belief.

2/24/21
Date

Christopher Garman Senior Manager of Operations
Authorized Signature and Title

NON-COLLUSION AFFIDAVIT

Company Name: TEKsystems, Inc.

Street: 7437 Race Road

City, State, Zip Code: Hanover, MD 21076

State of Maryland

County of Anne Arundel

I, Christopher Garman of
the TEKsystems, Inc. Hanover
Name City

in the County of Anne Arundel, State of
Maryland

of full age, being duly sworn according to law on my oath depose and say that:

I am the Senior Manager of Operations of the firm of
TEKsystems, Inc.

Title

Company Name

the Offeror making the Proposal for the goods, services or public work specified under the attached proposal, and that I executed the said proposal with full authority to do so; that said Offeror has not directly or indirectly entered into any agreement, participated in any collusion, or otherwise taken any action in restraint of free, competitive bidding in connection with the above proposal, and that all statements contained in said proposal and in this affidavit are true and correct, and made with full knowledge that relies upon the truth of the statements contained in said proposal and in the statements contained in this affidavit in awarding the contract for the said goods, services or public work.

I further warrant that no person or selling agency has been employed or retained to solicit or secure such contract upon an agreement or understanding for a commission, percentage, brokerage or contingent fee, except bona fide employees or bona fide established commercial or selling agencies maintained by

TEKsystems, Inc.
Company Name

Christopher Garman
Senior Manager of Operations
Authorized Signature & Title

Subscribed and sworn before me

this 3rd day of March, 2021

Notary Public of Maryland
My commission expires September 14, 2021

KARA L BARRICK
Notary Public-Maryland
Howard County
My Commission Expires
September 14, 2021

SEAL

DOC #3

**AFFIRMATIVE ACTION AFFIDAVIT
(P.L. 1975, C.127)**

Company Name: TEKsystems, Inc.

Street: 7437 Race Road

City, State, Zip Code: Hanover, MD 21076

Proposal Certification:

Indicate below company's compliance with New Jersey Affirmative Action regulations. Company's proposal will be accepted even if company is not in compliance at this time. No contract and/or purchase order may be issued, however, until all Affirmative Action requirements are met.

Required Affirmative Action Evidence:

Procurement, Professional & Service Contracts (Exhibit A)

Vendors must submit with proposal:

1. A photo copy of their Federal Letter of Affirmative Action Plan Approval

OR

2. A photo copy of their Certificate of Employee Information Report

OR

3. A complete Affirmative Action Employee Information Report (AA302) _____

Public Work – Over \$50,000 Total Project Cost:

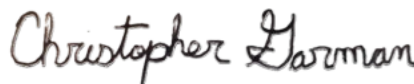
A. No approved Federal or New Jersey Affirmative Action Plan. We will complete Report Form AA201-A upon receipt from the

B. Approved Federal or New Jersey Plan – certificate enclosed

I further certify that the statements and information contained herein, are complete and correct to the best of my knowledge and belief.

2/24/21

Date



Senior Manager of Operations

Authorized Signature and Title

DOC #3, continued

P.L. 1995, c. 127 (N.J.A.C. 17:27)
MANDATORY AFFIRMATIVE ACTION LANGUAGE

PROCUREMENT, PROFESSIONAL AND SERVICE
CONTRACTS

During the performance of this contract, the contractor agrees as follows:

The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation. The contractor will take affirmative action to ensure that such applicants are recruited and employed, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this non-discrimination clause.

The contractor or subcontractor, where applicable will, in all solicitations or advertisement for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation.

The contractor or subcontractor, where applicable, will send to each labor union or representative of workers with which it has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer advising the labor union or workers' representative of the contractor's commitments under this act and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time and the Americans with Disabilities Act.

The contractor or subcontractor agrees to attempt in good faith to employ minority and female workers trade consistent with the applicable county employment goal prescribed by N.J.A.C. 17:27-5.2 promulgated by the Treasurer pursuant to P.L. 1975, C.127, as amended and supplemented from time to time or in accordance with a binding determination of the applicable county employment goals determined by the Affirmative Action Office pursuant to N.J.A.C. 17:27-5.2 promulgated by the Treasurer pursuant to P.L. 1975, C.127, as amended and supplemented from time to time.

The contractor or subcontractor agrees to inform in writing appropriate recruitment agencies in the area, including employment agencies, placement bureaus, colleges, universities, labor unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

The contractor or subcontractor agrees to revise any of its testing procedures, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decisions of the state of New Jersey and as established by applicable Federal law and applicable Federal court decisions.

The contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and lay-off to ensure that all such actions are taken without regard to age, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation, and conform with the applicable employment goals, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

The contractor and its subcontractors shall furnish such reports or other documents to the Affirmative Action Office as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Affirmative Action Office for conducting a compliance investigation pursuant to Subchapter 10 of the Administrative Code (NJAC 17:27).

Christopher Garman

Signature of Procurement Agent

STATE OF NEW JERSEY
Division of Purchase & Property
Contract Compliance Audit Unit
EEO Monitoring Program
EMPLOYEE INFORMATION REPORT

IMPORTANT-READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING FORM. FAILURE TO PROPERLY COMPLETE THE ENTIRE FORM AND TO SUBMIT THE REQUIRED \$150.00 FEE MAY DELAY ISSUANCE OF YOUR CERTIFICATE. DO NOT SUBMIT EEO-1 REPORT FOR SECTION B, ITEM 11. For Instructions on completing the form, go to: http://www.state.nj.us/treasury/contract_compliance/pdf/aa302ins.pdf

SECTION A - COMPANY IDENTIFICATION

1. FID. NO. OR SOCIAL SECURITY 522010575	2. TYPE OF BUSINESS <input type="checkbox"/> 1. MFG <input type="checkbox"/> 2. SERVICE <input type="checkbox"/> 3. WHOLESALE <input type="checkbox"/> 4. RETAIL <input checked="" type="checkbox"/> 5. OTHER	3. TOTAL NO. EMPLOYEES IN THE ENTIRE COMPANY 4731
4. COMPANY NAME TEKsystems, Inc.		
5. STREET 7347 Race Road	CITY Hanover	COUNTY STATE ZIP CODE Anne Arunde Md 21076
6. NAME OF PARENT OR AFFILIATED COMPANY (IF NONE, SO INDICATE) CITY STATE ZIP CODE		
7. CHECK ONE: IS THE COMPANY <input type="checkbox"/> SINGLE-ESTABLISHMENT EMPLOYER <input checked="" type="checkbox"/> MULTI-ESTABLISHMENT EMPLOYER		
8. IF MULTI-ESTABLISHMENT EMPLOYER, STATE THE NUMBER OF ESTABLISHMENTS IN NJ <input type="text" value="2"/>		
9. TOTAL NUMBER OF EMPLOYEES AT ESTABLISHMENT WHICH HAS BEEN AWARDED THE CONTRACT <input type="text" value="65"/>		
10. PUBLIC AGENCY AWARDED CONTRACT CITY COUNTY STATE ZIP CODE		

Official Use Only	DATE RECEIVED	INAUG. DATE	ASSIGNED CERTIFICATION NUMBER

SECTION B - EMPLOYMENT DATA

11. Report all permanent, temporary and part-time employees ON YOUR OWN PAYROLL. Enter the appropriate figures on all lines and in all columns. Where there are no employees in a particular category, enter a zero. Include ALL employees, not just those in minority/non-minority categories, in columns 1, 2, & 3. **DO NOT SUBMIT AN EEO-1 REPORT.**

JOB CATEGORIES	ALL EMPLOYEES			PERMANENT MINORITY/NON-MINORITY EMPLOYEE BREAKDOWN									
	COL. 1 TOTAL (Cols 2 & 3)	COL. 2 MALE	COL. 3 FEMALE	***** MALE *****					***** FEMALE *****				
				BLACK	HISPANIC	AMER. INDIAN	ASIAN	NON MIN.	BLACK	HISPANIC	AMER. INDIAN	ASIAN	NON MIN.
Officials/Managers	6	2	4					2					4
Professionals	12	4	8					3	1			1	6
Technicians													
Sales Workers	45	27	18	1	5		1	20	1	2			13
Office & Clerical	2		2										2
Craftworkers (Skilled)													
Operatives (Semi-skilled)													
Laborers (Unskilled)													
Service Workers													
TOTAL													
Total employment From previous Report (if any)													
Temporary & Part-Time Employees	The data below shall NOT be included in the figures for the appropriate categories above.												

12. HOW WAS INFORMATION AS TO RACE OR ETHNIC GROUP IN SECTION B OBTAINED? <input type="checkbox"/> 1. Visual Survey <input checked="" type="checkbox"/> 2. Employment Record <input type="checkbox"/> 3. Other (Specify)	14. IS THIS THE FIRST Employee Information Report Submitted? 1. YES <input checked="" type="checkbox"/> 2. NO <input type="checkbox"/>	15. IF NO, DATE LAST REPORT SUBMITTED MO. DAY YEAR
13. DATES OF PAYROLL PERIOD USED From: 10/14/2018 To: 10/20/2018		

SECTION C - SIGNATURE AND IDENTIFICATION

16. NAME OF PERSON COMPLETING FORM (Print or Type) Dee-Anna Lind	SIGNATURE 	TITLE HR Manager	DATE MO DAY YEAR 10 25 2018
17. ADDRESS NO. & STREET 7347 Race Road	CITY Hanover	COUNTY Anne Arundel	STATE ZIP CODE PHONE (AREA CODE, NO., EXTENSION) Md 21076 410 - 579 - 3526

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Public Agency Instructions

This page provides guidance to public agencies entering into contracts with business entities that are required to file Political Contribution Disclosure forms with the agency. **It is not intended to be provided to contractors.** What follows are instructions on the use of form local units can provide to contractors that are required to disclose political contributions pursuant to N.J.S.A. 19:44A-20.26 (P.L. 2005, c. 271, s.2). Additional information on the process is available in Local Finance Notice 2006-1 (http://www.nj.gov/dca/divisions/dlgs/resources/lfns_2006.html). Please refer back to these instructions for the appropriate links, as the Local Finance Notices include links that are no longer operational.

1. The disclosure is required for all contracts in excess of \$17,500 that are **not awarded** pursuant to a “fair and open” process (N.J.S.A. 19:44A-20.7).
2. Due to the potential length of some contractor submissions, the public agency should consider allowing data to be submitted in electronic form (i.e., spreadsheet, pdf file, etc.). Submissions must be kept with the contract documents or in an appropriate computer file and be available for public access. **The form is worded to accept this alternate submission.** The text should be amended if electronic submission will not be allowed.
3. The submission must be **received from the contractor and** on file at least 10 days prior to award of the contract. Resolutions of award should reflect that the disclosure has been received and is on file.
4. The contractor must disclose contributions made to candidate and party committees covering a wide range of public agencies, including all public agencies that have elected officials in the county of the public agency, state legislative positions, and various state entities. The Division of Local Government Services recommends that contractors be provided a list of the affected agencies. This will assist contractors in determining the campaign and political committees of the officials and candidates affected by the disclosure.
 - a. The Division has prepared model disclosure forms for each county. They can be downloaded from the “County PCD Forms” link on the Pay-to-Play web site at <http://www.nj.gov/dca/divisions/dlgs/programs/lpcl.html#12>. They will be updated from time-to-time as necessary.
 - b. A public agency using these forms **should edit them to properly reflect the correct legislative district(s).** As the forms are county-based, **they list all legislative districts** in each county. **Districts that do not represent the public agency should be removed from the lists.**
 - c. Some contractors may find it easier to provide a single list that covers all contributions, regardless of the county. These submissions are appropriate and should be accepted.
 - d. The form may be used “as-is”, subject to edits as described herein.
 - e. The “Contractor Instructions” sheet is intended to be provided with the form. It is recommended that the Instructions and the form be printed on the same piece of paper. The form notes that the Instructions are printed on the back of the form; where that is not the case, the text should be edited accordingly.
 - f. The form is a Word document and can be edited to meet local needs, and posted for download on web sites, used as an e-mail attachment, or provided as a printed document.
5. It is recommended that the contractor also complete a “Stockholder Disclosure Certification.” This will assist the local unit in its obligation to ensure that contractor did not make any prohibited contributions to the committees listed on the Business Entity Disclosure Certification in the 12 months prior to the contract (See Local Finance Notice 2006-7 for additional information on this obligation at http://www.nj.gov/dca/divisions/dlgs/resources/lfns_2006.html). A sample Certification form is part of this package and the instruction to complete it is included in the Contractor Instructions. NOTE: This section is not applicable to Boards of Education.

DOC #4, continued

A. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Contractor Instructions

Business entities (contractors) receiving contracts from a public agency that are NOT awarded pursuant to a “fair and open” process (defined at N.J.S.A. 19:44A-20.7) are subject to the provisions of P.L. 2005, c. 271, s.2 (N.J.S.A. 19:44A-20.26). This law provides that 10 days prior to the award of such a contract, the contractor shall disclose contributions to:

- any State, county, or municipal committee of a political party
- any legislative leadership committee*
- any continuing political committee (a.k.a., political action committee)
- any candidate committee of a candidate for, or holder of, an elective office:
 - of the public entity awarding the contract
 - of that county in which that public entity is located
 - of another public entity within that county
 - or of a legislative district in which that public entity is located or, when the public entity is a county, of any legislative district which includes all or part of the county

The disclosure must list reportable contributions to any of the committees that exceed \$300 per election cycle that were made during the 12 months prior to award of the contract. See N.J.S.A. 19:44A-8 and 19:44A-16 for more details on reportable contributions.

N.J.S.A. 19:44A-20.26 itemizes the parties from whom contributions must be disclosed when a business entity is not a natural person. This includes the following:

- individuals with an “interest” ownership or control of more than 10% of the profits or assets of a business entity or 10% of the stock in the case of a business entity that is a corporation for profit
- all principals, partners, officers, or directors of the business entity or their spouses
- any subsidiaries directly or indirectly controlled by the business entity
- IRS Code Section 527 New Jersey based organizations, directly or indirectly controlled by the business entity and filing as continuing political committees, (PACs).

When the business entity is a natural person, “a contribution by that person’s spouse or child, residing therewith, shall be deemed to be a contribution by the business entity.” [N.J.S.A. 19:44A-20.26(b)] The contributor must be listed on the disclosure.

Any business entity that fails to comply with the disclosure provisions shall be subject to a fine imposed by ELEC in an amount to be determined by the Commission which may be based upon the amount that the business entity failed to report.

The enclosed list of agencies is provided to assist the contractor in identifying those public agencies whose elected official and/or candidate campaign committees are affected by the disclosure requirement. It is the contractor’s responsibility to identify the specific committees to which contributions may have been made and need to be disclosed. The disclosed information may exceed the minimum requirement.

The enclosed form, a content-consistent facsimile, or an electronic data file containing the required details (along with a signed cover sheet) may be used as the contractor’s submission and is disclosable to the public under the Open Public Records Act.

The contractor must also complete the attached Stockholder Disclosure Certification. This will assist the agency in meeting its obligations under the law. **NOTE: This section does not apply to Board of Education contracts.**

* N.J.S.A. 19:44A-3(s): “The term "legislative leadership committee" means a committee established, authorized to be established, or designated by the President of the Senate, the Minority Leader of the Senate, the Speaker of the General Assembly or the Minority Leader of the General Assembly pursuant to section 16 of P.L.1993, c.65 (C.19:44A-10.1) for the purpose of receiving contributions and making expenditures.”

Check here if the information is continued on subsequent page(s)

DOC #4, continued

List of Agencies with Elected Officials Required for Political Contribution Disclosure
N.J.S.A. 19:44A-20.26

County Name:

State: Governor, and Legislative Leadership Committees

Legislative District #s:

State Senator and two members of the General Assembly per district.

County:

Freeholders

{County Executive}

County Clerk

Surrogate

Sheriff

Municipalities (Mayor and members of governing body, regardless of title):

**USERS SHOULD CREATE THEIR OWN FORM, OR
DOWNLOAD FROM THE PAY TO PLAY SECTION OF THE
DLGS WEBSITE A COUNTY-BASED, CUSTOMIZABLE FORM.**

STOCKHOLDER DISCLOSURE CERTIFICATION

Name of Business:

I certify that the list below contains the names and home addresses of all stockholders holding 10% or more of the issued and outstanding stock of the undersigned.

OR

I certify that no one stockholder owns 10% or more of the issued and outstanding stock of the undersigned.

Check the box that represents the type of business organization:

Partnership Corporation Sole Proprietorship

Limited Partnership Limited Liability Corporation Limited Liability Partnership

Subchapter S Corporation

Sign and notarize the form below, and, if necessary, complete the stockholder list below.

Stockholders:

Name: TEKsystems Holdings, LLC.	Name:
Home Address: 7437 Race Road Hanover, MD 21076	Home Address:
Name:	Name:
Home Address:	Home Address:
Name:	Name:
Home Address:	Home Address:

Subscribed and sworn before me this 3rd day of March, 2021

(Notary Public) Kara L Barrick

My Commission expires: September 14, 2021

Christopher Garman
(Affiant)

Christopher Garman, Senior Manager of Operations
(Name & title of affiant)

(Corporate Seal)

KARA L BARRICK
Notary Public-Maryland
Howard County
My Commission Expires
September 14, 2021



DOC #6

Certification of Non-Involvement in Prohibited Activities in Iran

Pursuant to N.J.S.A. 52:32-58, Offerors must certify that neither the Offeror, nor any of its parents, subsidiaries, and/or affiliates (as defined in N.J.S.A. 52:32 – 56(e) (3)), is listed on the Department of the Treasury’s List of Persons or Entities Engaging in Prohibited Investment Activities in Iran and that neither is involved in any of the investment activities set forth in N.J.S.A. 52:32 – 56(f).

Offerors wishing to do business in New Jersey through this contract must fill out the Certification of Non-Involvement in Prohibited Activities in Iran here:
http://www.state.nj.us/humanservices/dfd/info/standard/fdc/disclosure_investmentact.pdf.

Offerors should submit the above form completed with their proposal.

DOC #7

**NEW JERSEY BUSINESS REGISTRATION CERTIFICATE
(N.J.S.A. 52:32-44)**

Offerors wishing to do business in New Jersey must submit their State Division of Revenue issued Business Registration Certificate with their proposal here. Failure to do so will disqualify the Offeror from offering products or services in New Jersey through any resulting contract.

<https://www.njportal.com/DOR/BusinessRegistration/>

STATE OF NEW JERSEY
DEPARTMENT OF TREASURY
CERTIFICATE OF AUTHORITY

TEKSYSTEMS, INC.

0100789195

I, the Treasurer of the State of New Jersey, do hereby certify that the above-named Foreign Profit Corporation organized under the laws of Maryland, has complied with all the requirements of Title 14A of the New Jersey Statutes, and that the business or activity of said Foreign Profit Corporation to be carried on within the State of New Jersey is such as may be lawfully carried on by a Foreign Profit Corporation filed under the laws of this State for similar business or activity. The Certificate of Authority was duly filed August 2nd, 1999.

IN TESTIMONY WHEREOF, I have
hereunto set my hand and
affixed my Official Seal
at Trenton, this
3rd day of August, 1999



A handwritten signature in black ink, reading "James A. DiEleuterio, Jr." with a stylized flourish at the end.

James A DiEleuterio, Jr.
Treasurer

FILED

AUG 2 1999

James A. DiIulterio, Jr.
State Treasurer

C-113 Rev. 12/93

New Jersey Department of State
Division of Commercial Recording
Application for Certificate of Authority
(For Use by Foreign Profit and Nonprofit Corporations)

Check Appropriate Statute:

- N.J.S.A. 14A:13-4 et seq. New Jersey Profit Corporation Act (File in Duplicate)
- N.J.S.A. 15A:13-4 et seq. New Jersey Nonprofit Corporation Act (File in Triplicate)

Pursuant to the provisions of the appropriate Statute, checked above, of the New Jersey Statutes, the undersigned corporation hereby applies for the Authority to conduct business/activities in New Jersey and for that purpose certifies to the following:

1. Name of Corporation: TEKsystems, Inc.
2. Incorporated under the laws of: Maryland
3. Date of Foreign Incorporation: January 02, 1997
4. The address of its main office or headquarters is: (Street and postal designation):
c/o Randall D. Sones, Esquire, 7301 Parkway Drive
(City) Hanover (State) MD (Zip) 21076

5. The name and address of its Registered agent in New Jersey is:
Agent's Name: Corporation Service Company
(Street and postal designation) 830 Bear Tavern Road
(City) West Trenton (State) New Jersey (Zip) 08628

Said Registered Agent is an agent of the corporation upon whom process against the corporation may be served.

6. The period of its duration is: Perpetual
7. The business/activities which the corporation is authorized to conduct in New Jersey, and which it is also authorized to conduct in its home jurisdiction are:
See Attached Rider 1

NOTE: Attach a Good Standing Certificate from the home state dated no more than 30 days prior to filing in New Jersey.

Signature: R.D. Sones
Randall D. Sones

Title: Secretary Date: 7/23/99
(Must be Chairperson of the Board, President, or Vice President)

0100789195

RIDER 1

NJ-Application for Certificate of Authority

TEKsystems, Inc.

Temporary and permanent placement of personnel in the information systems industry; computer services, namely, systems management and consultations services in the information systems industry. To engage in any act or activity for which corporations may be organized.



State of New Jersey
DEPARTMENT OF THE TREASURY
DIVISION OF REVENUE

CHRISTINE TODD WHITMAN
Governor

JAMES A. DI'ELEUTERIO, JR.
State Treasurer

**NOTICE REGARDING NEW INTEGRATED CORPORATION
BUSINESS TAX AND ANNUAL REPORT SYSTEM**

As part of the on-going effort to streamline the business reporting and revenue collection operations of state government, the Divisions of Revenue and Taxation will integrate New Jersey's Corporation Business Tax (CBT) and Annual Report systems. The new integrated system will take effect for tax year 1999 and enable corporations to submit their CBT payments and annual reports in a single envelope, with one check.

The annual report due date for eligible corporation will be changed to coincide with the corporation business tax due date (fiscal month plus 3.5 months). The due date changes will take effect in April-May 1999.

Corporation must submit the combined CBT voucher/annual report (called the CAR-100), along with the \$40 annual report filing fee, even if no taxes are due. Corporation paying taxes via electronic funds transfer may include the \$40 filing fee in their EFT payments, but must still submit the CAR-100 with the annual report information filed out. If an extension is requested, the CAR-100 must be submitted on or before the extended due date of the tax return.

For more information on the CBT/AR systems, call the New Jersey Taxation Call Center at (609) 292-6400, or write to Division of Taxation, Taxpayer Services Branch, PO Box 281, Trenton, NJ 08648-0281.

March 3, 2021

**INFORMATION TECHNOLOGY
TEMPORARY AND
IT PROFESSIONAL SERVICES
RFP# 002215**

Section V.B., Proposal

University of California

Mark Knapton

Sr. Account Executive

200 N. Sepulveda Blvd., Suite 1500

El Segundo, CA 90245

P: 805.557.1811

M: 661.406.3333

mknapton@TEKsystems.com

1. Cover Letter

March 3, 2021

Robert Puerzer
UCOP Senior Commodity Manager, Professional Services
University of California-Procurement Services
robert.puerzer@ucop.edu

Subject: Response to University of California REQUEST FOR PROPOSAL – INFORMATION TECHNOLOGY TEMPORARY AND IT PROFESSIONAL SERVICES, RFP# 002215

Dear Mr. Puerzer:

Enclosed is TEKsystems' response to University of California's (UC) RFP 02215. As outlined in the following proposal response, TEKsystems possesses the expertise and capability to excel in all areas UC deems necessary for a successful business relationship.

TEKsystems appreciates the opportunity to participate in this RFP. Please feel free to contact me directly for any reason before or after your selection process.

Required Information


Company Name and Address

Company legal name and address for primary headquarters

TEKsystems, Inc.
7437 Race Road
Hanover, MD 21076

Authorized Contact

Authorized contact information and signature of a representative of the company who is duly authorized to enter into agreements. The submission of a signed response will confirm understanding and acceptance of all requirements, terms, and conditions of the Request for Proposal.

Name	Mark Knapton	Christopher Garman
Title	Sr. Account Executive	Senior Manager of Operations
Address	200 N. Sepulveda Blvd., Suite 1500 El Segundo, CA 90245	7437 Race Road Hanover, MD 21076
Phone	805.557.1811	888.519.0776
Email	mknapton@TEKsystems.com	cgarman@TEKsystems.com
Signature		

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3. Executive Summary

Our Understanding of UC's Issues and Objectives

As one of the world's largest higher education institutions, UC needs a strong, manageable network of IT vendors to provide talent and services supporting your extensive technical infrastructure. With multiple locations including campuses, medical centers, agricultural and research and extension centers, and many more depending on effective IT solutions, UC needs partners who not only provide cost-effective yet high-quality services, but who can also provide strategic guidance into IT market trends and effective solutions tailored to large institutions focused on teaching, research, and public service.

Our Approach to Accomplishing UC's Objectives

We use our proprietary five-step Staffing Quality Process[®] as our hiring approach when fulfilling UC's IT talent requests. Your El Segundo-based account team will work with you to identify and place IT talent fitting your corporate culture and to meet your short- and long-term skill needs.

- **Step One—Market Analytics:** We know who the top IT professionals are in UC's local markets, who has experience working with large institutions like yours, and who is available. Our 2,200 recruiters worldwide communicate with over 100,000 IT professionals every week. In our local El Segundo office, 30 recruiters communicate with 1,200 IT professionals every week. We combine the data we gather through these conversations with local market research and competitive insight to offer you strategic support.
- **Step Two—Customer Understanding:** We aim to thoroughly understand UC's business, IT environment, and institutional structure, and make the same effort to understand our potential candidates' working styles, career goals, and work/life balance needs—a set of qualities we define as cultural fit. This helps us identify the best pre-screened, highly focused candidates who will work well with, and become productive alongside, your permanent employees.
- **Step Three—Sourcing Strategy:** We primarily use a referral-based strategy to source most of our candidates through our extensive relationship network. We maintain communication with this network consisting of 81% of IT professionals throughout North America. Across California alone, this includes over 600,000 IT professionals. We also have a specialized recruiting center dedicated to sourcing candidates with hard-to-find skill sets.
- **Step Four—Screening And Selection:** Your time is too valuable to spend reviewing improperly screened résumés. All candidates we present to UC have undergone thorough technical screening to confirm that they possess necessary skills at the levels required to effectively fulfill your roles. We do more than compare candidates' skill sets listed on resumes and LinkedIn profiles to those on your requisitions—we also evaluate our candidates via expert panels, computerized assessments, and verifications with at least two recent, relevant supervisory level references.
- **Step Five—Relationship Management:** While some staffing providers view candidate placement as an end goal, our end goal in our recruiting process is satisfactory assignment completion. We maintain regular communication with UC and our consultants throughout each engagement to proactively address potential issues, provide feedback for candidates to apply across engagements, and build candidate pipelines to meet your current and future requirements.

Why TEKsystems is Ideally Suited to Serve UC

Based on our success with a client base including over 120 higher education institutions, agencies across 42 state governments, and over 700 healthcare organizations, our staffing capabilities are aligned to

deliver high quality resources for your IT functions. The following differentiating qualities and competitive advantages provide the most value for UC by giving you ready access to the highest quality IT resources.

Strong, Consistent Processes and Structures Across Over 100 Nationwide Field Offices. Our field offices are company owned and staffed with corporate-trained recruiters, account managers, and a director of business operations to maintain consistency in quality and professional service no matter which of our offices work with UC or agencies using this cooperative agreement. Core operational processes including contracts, compliance, and billing functions are handled by our corporate office working closely with our field offices, further ensuring consistent service quality for UC across all TEKsystems engagements.

Established, Experienced Higher Education and Healthcare Practices. TEKsystems' Government Services practice supports 42 states, over 150 local cities and municipalities, and over 120 higher education institutions, focusing on the specialized needs of institutions like UC. Additionally, our Healthcare Services practice supports over 700 clients including university health systems. Our leaders and teams target the most common initiatives for these institutions and then find the IT consultants with the experience and skills to help accomplish them, providing the consultants with hands-on experience in the infrastructures and systems within your environment.

Deep Understanding of UC and Your Associated Needs and Challenges. Our current experience with the UC system equips us with strategic insight into what you need from a vendor, how to best reach and promote this cooperative agreement, and the best solutions to address your IT talent and service needs. Our experience placing consultants across multiple areas within your institution gives us the knowledge and experience in what works best to attract and retain top IT talent for your engagements.

Flexible Delivery Models Adaptable to Provide Optimal Service Solutions for UC. Instead of forcing you into a predefined solution, we collaborate with you to customize our approach and use the service delivery model that makes sense for you. We seek to understand your business targets and the gaps between your current and future state. We then custom-build our solutions to address key gaps related to people, projects, or full work functions. This approach benefits UC when you require more than staff augmentation.

No. 1 IT Staffing Provider in the United States with Large Recruiting Force. UC will benefit from working with the best IT staffing provider in the country. Staffing Industry Analysts, the premier research and analysis firm for the contingent workforce, has ranked TEKsystems as the No. 1 IT staffing provider in the United States in 2019 and every year since 2000 (the first year this data was captured by Staffing Industry Analysts). The Allegis Group, our parent company, was rated number five in SIA's annual report of top global staffing firms. Controlling 13% market share, TEKsystems ranked as the largest overall market share holder among the companies on Staffing Industry Analysts' 2019 list. Our 2,200 recruiters nationwide use this massive reach to expand our pipeline of consultants for UC, and to efficiently handle your requests.

4. Approach to Managing UC's IT Temporary and IT Professional Services

As outlined in the Scope of Services

TEKsystems' Approach to Sourcing and Supplying Qualified Personnel for UC

Our recruiting process consists of five key steps:

1. **Market Analysis:** Understand the local market dynamics
2. **Customer Understanding:** Understand customer needs. Build proactive candidate pipelines
3. **Sourcing Strategy:** Create tailored sourcing strategies
4. **Screening and Selection:** Execute screening stages
5. **Relationship Management:** Maintain consistent contact to manage performance

STEP ONE: Market Analytics

Our recruiting process starts with understanding the local labor markets where our customers and consultants are located. On a national level, TEKsystems account managers and recruiters speak to 30,000 IT professionals daily and meet 6,000 of them face to face every week. UC will be served by our local El Segundo office, where we employ 30 recruiters.

Based on our market presence throughout California, we understand what the best IT consultants prioritize, as well as what it takes to successfully attract and retain them. With more than 600,000 IT professionals in our statewide network, we know where the best IT talent can be found, what they earn, and when they are available. Because of the strong demand for IT talent across California, we build proactive candidate pipelines for high-demand skill sets and upcoming customer needs.

Additional tools we use to track labor market trends include the Local Market Analyses (LMA) and industry affiliations discussed in our response to question 2 in the Communication questionnaire.

STEP TWO: Customer Knowledge

TEKsystems forges a deep understanding of our customers' businesses, IT initiatives, and corporate institutional cultures. Instead of relying on job descriptions, TEKsystems capitalizes on our existing relationship with and institutional knowledge of UC to attract great talent to your institution.

By understanding the details around your open positions and what compels top IT professionals to want to fulfill your roles, we create Employee Value Propositions (EVPs) to communicate the tangible and intangible benefits each position offers an employee. Our primary research indicates the average IT professional receives approximately 50 recruiting solicitations a month; our EVPs help elevate our recruiters' calls among our competitors.

Additional ways we gain customer knowledge include:

- Aligning our account teams by industry and technical domain. This structure provides specialized and consultative service to our customers.
- Conducting detailed account planning to capture and understand our customers' strategies, structures, and operations. We assess the best solutions for our customers' needs and conduct proactive workforce planning for upcoming projects.

STEP THREE: Sourcing Strategy

Once we fully comprehend your requirements, assess the right solution, and create EVPs to attract top talent, we construct a tailored sourcing strategy to identify the strongest candidates relative to your needs. With a vast network of over 3,700 account managers and recruiters, 100 offices throughout North America, and contact with over 81% of the domestic IT professional workforce, we construct a sourcing strategy that goes beyond job boards to find quality candidates.

Our dedicated account teams quickly and effectively source the highest quality talent through a far more effective method: their relationships with IT professionals and their extensive referral bases. We network with current and former consultants as a first-line sourcing strategy to identify a pool of viable candidates for customer positions.

TEKsystems' sourcing channels provide the best IT talent for UC:

Our Massive Candidate Network: Through our extensive candidate network including 81% of the domestic IT workforce, we can offer you quick access to pre-screened consultants with a track record of success. We also have access to thousands of consultants who have experience working with large higher education institutions with needs and challenges similar to UC. These experienced consultants typically require less onboarding time, possess industry knowledge, and can share best practices with you.

Professional Referral Network: Because of the strength of the relationships we build with IT consultants and hiring managers, we are constantly obtaining referrals to other professionals who could benefit from our services.

Connected: Connected, built on the Salesforce Lightning platform, is an integrated sales and recruitment platform. It brings together our consultant and client data for an improved experience helping us make better decisions, strengthen delivery, and seize market opportunities. Connected houses nearly three million candidate profiles that outline our consultants' skills, goals, and interests, as well as their resume, technical assessments, references, and prior history with us. Our organized access to this information will help facilitate an efficient, successful match between UC's technical needs and our consultant's career goals.

Sub-vendor Program: TEKsystems uses our sub-vendor program to access consultants on H-1B Visas, execute focused efforts to recruit pools of high-level consultants, and assist customers with minority spend needs.

Government Services and Healthcare National Recruiting Centers (NRC): Our NRC dedicates a nationwide focus on attracting specific skill sets in high demand.

Milwaukee, Orlando, and Phoenix Delivery Centers: These delivery centers focus on both niche and high volume recruiting needs.

TEKsystems.com IT Careers Site: Our premier website for job search and recruiting represents over three million IT job seekers across North America.

Social Media: We source through social media sites like LinkedIn. Our recruiters use LinkedIn Recruiter Professional Services to source, gather intelligence, and communicate with prospective candidates.

Career Fairs and Job Boards: TEKsystems hosts local job fairs at colleges, universities, and various veterans- and minority-based organization sites. We also post openings on select job boards to reinforce recruiting efforts for upcoming contracts.

STEP FOUR: Screening & Selection

Our confidence in the candidates we present is based on our thorough screening stages. As a part of our standard process, we:

Host face-to-face behavioral interviews: We conduct behavioral interviews to gauge a cultural fit within your organization.

Conduct technical interviews and assessments: We partner with IKM TeckChek™ to issue technical assessments, and/or our select panel of technical practitioners helps us evaluate new candidates' technical capabilities relative to their peers.

Perform two detailed reference checks: We use supervisory references to validate our candidates' qualifications and gain insight regarding their ability to perform expertly in our customers' positions.

Perform drug, background, and security checks: At a customer's request, we are also able to coordinate drug, background, and security checks, detailed below under **Background Check Processes**.

Many staffing companies say they screen to this level of detail. However, we will present the results of each of our screening steps to UC's hiring managers upon candidate submission. This way, you can be sure of our diligence and have confidence that the candidates we submit have more than a solid resume. TEKsystems candidates possess the technical and soft skills required to get up to speed quickly, drive desired results, and fit perfectly into your corporate culture.

STEP FIVE: Relationship Management

To manage the performance of our current consultants and proactively prepare for UC's upcoming IT staffing needs, we have a formal process that keeps us in consistent communication with you and our consultants. This relationship management process allows us to address your needs and concerns with a consultant before they escalate into issues, increasing consultant retention throughout the engagement.

Our relationship management begins when Senior Account Executive Mark Knapton or a member of his team conducts pre-start onboarding conversations with our consultants to prepare them for their first day at UC. Subsequently, we will ensure they are present on their first day and communicate with you and our consultant on the first day and first week to confirm everyone is satisfied and meeting expectations.

While we will increase the frequency of our communication process to best meet UC's needs, at a minimum of every 30 days, we conduct formal conversations with you and our consultants. We use these conversations to address any issues and meet our consultants' developmental needs, helping to foster a sense of job security so they are focused on their current projects.

Background Check Processes

TEKsystems has a strong, legally compliant background investigation program. We partner with Sterling Talent Solutions (formerly SterlingBackcheck), a leading provider of background investigation and security services, to coordinate comprehensive screening services for our clients. Sterling serves 50,000 clients and performs over 60 million background checks and drug tests yearly in over 230 countries, territories, and dependencies across the globe.

TEKsystems' background investigation service was designed to ensure human resource and legal compliance. We employ a dedicated background investigation department whose sole responsibility is reviewing and making hiring decisions. This team specializes in navigating the complex federal and state laws surrounding background investigations. This process protects not only our clients, but also our applicant's rights under the Fair Credit Reporting Act. Through Sterling, we conduct five-year, seven-

year, or 10-year background checks per your needed specifications. These extensive background checks review a candidate's educational background, criminal record, employment record, and financial stability.

Issue Resolution and Consultant Replacement Processes

Issue Resolution

TEKsystems works diligently to prevent issues that may hinder our ability to provide UC with the quality service you expect. In fact, it is rare that TEKsystems receives complaints about consultant performance. Because we base our sourcing strategy on an internal pipeline of proven resources and prescreen our candidates to match your specific technical environment and institutional culture, we maintain an industry-leading standard when it comes to matching clients with the right candidate. We back this up with the fact that nine out of 10 of our consultants successfully completed their assignments last year.

However, in the event of an unavoidable conflict, we have procedures in place to quickly address and resolve the issue with the least possible disruption to your engagement. Our issue resolution model is based on our exclusive 1:24 policy. Any TEKsystems employee notified of an issue has one hour to provide a response and 24 hours to provide a solution. If an issue is not resolved within 24 hours, it is automatically escalated to the next level.

The following details our support levels:

- Level I: Local Support (over 95% of all issues are solved at this level):
 - Director of Business Operations
 - Account Manager
 - Recruiter
 - Business Support Supervisor
 - Business Support Associate
- Levels II and III: Regional/National Support (all issues escalated beyond the local level will be resolved immediately):
 - Vice President of National or Vertical Sales
 - Regional Vice President
 - National Account Manager
 - Controller
 - Manager of Operations Support

Consultant Replacement

While the above escalation process typically resolves potential issues without the need for consultant replacement, we understand that you may sometimes terminate a consultant assignment early for reasons including:

We have proven transition methods in place to address these situations.

Project Ending Successfully

Through TEKsystems' relationship management model, we will remain in constant contact with UC's management to immediately address all of your needs and concerns. Senior Account Executive Mark Knapton and local recruiters will conduct 30-day service touchpoints with your hiring managers and the consultants to address performance and retention issues before they become problematic. Mark or a member of his team will also validate the assignment's finish date to ensure the assignment is on pace to finish on time.

Approximately 45 days before the project's finish date, Mark and his team of recruiters will obtain a customer reference for the consultant and assess your desire to retain our consultant and/or deploy him or her to other engagements within UC. If you have no further opportunities, we will deploy the consultant, if possible, to other upcoming opportunities in the local market, which facilitates smooth transitions from one position to the next, and keeps our consultants focused on completing their current assignments successfully.

Client's Budget Is Cut

We typically receive advance notice of any budgetary issues that may force early project termination via our 30-day service touchpoints between TEKsystems and our client. This approach helps us direct our consultants to work on the most important aspects of your engagements effectively and productively.

Consultant's Performance

If the need to replace a consultant arises, we would follow up formally with UC's management to discuss the performance issues and why they occurred. This course of action helps us gain insight into what we can do to manage our overall recruiting and placement process better in the future. We will then initiate our formal consultant replacement process to quickly find a qualified IT professional to place on the engagement.

Quality Guarantee

We also offer a quality guarantee to further assure UC of consultant success. If you are not satisfied with the performance of one of our consultants, notify TEKsystems within the first five days of employment. TEKsystems will replace the employee, and you will not be invoiced for any of their time.

Average Response and Fill Times

We strive for a response time of 24 hours whenever possible. The following highlight average response times for filling requests and starting new consultants on site.

Time to Fill Requests

TEKsystems' average time to fill a request depends on UC's hiring process. The average interval between the initial personnel request and TEKsystems' submission of appropriate resumes depends on the skill set requested. For most skill sets, TEKsystems is able to provide a potential candidate's resume within 24 to 48 hours. High-end skill sets may require 48 to 72 hours for the submission of an appropriate resume.

Before providing a candidate's resume to UC, the candidate has already undergone our intense prescreening process, has been thoroughly informed of the position, and can typically begin the interviewing process within as few as 24 hours.

Time to Start

The time from accepting a position to being on site at UC varies from 24 hours to two weeks depending on client-specified criteria such as required screenings or education checks.

After the interview process is complete and the position has been offered, most candidates can begin work within 24 hours, if there are no additional screening requirements (e.g., drug test, background screening and education check). Drug and background screening before the engagement may require an additional three to five days.

If the position is offered to a candidate who is currently employed, and UC is willing to wait for that candidate to provide notice to his or her current employer, the start date could be delayed by two weeks.

Onboarding to Ensure Consultants Understand UC Policies

TEKsystems recognizes that effective onboarding is crucial to ensuring new consultants quickly become productive alongside UC staff. Making sure that consultants understand UC policies and processes—from applicable safety regulations down to where to park when arriving on site—is essential and incorporated into our onboarding process. Our consultant onboarding process includes four key steps:

1. Advise consultant of UC’s criteria
2. Set clear expectations for progress
3. Walk the consultant on site on first day of engagement
4. Provide consistent communication and follow-up

Step One: Advise Consultant of UC’s Criteria

Before extending a job offer to a candidate, we will provide full details of UC’s environment, assignment length, conditions, job description, wages, and benefits. The candidate’s decision on whether to accept the assignment will be based on these criteria, ensuring that they are aware of and amenable to UC’s conditions before their first day on assignment.

After the candidate accepts an assignment, we will provide job details in our TEKsystems IT Consultant Handbook. This document will outline various policies, including:

- Equal Opportunity Employment
- Conduct and Work Rules
- Prohibited Harassment
- Drug and Alcohol Policies
- Accident Reporting and Workers Compensation

Our Handbook will also provide full details regarding the policies and procedures our consultants will be expected to follow while working at UC. If needed, our representatives will conduct pre-employment safety orientations using written material, training videos, and lecture.

In addition, each consultant is required to complete TEKsystems’ Privacy and Security Training as a condition of employment.

Step Two: Set Clear Expectations for Progress

Senior Account Executive Mark Knapton, UC’s dedicated account manager—or a member of his team—will provide a customized orientation for all TEKsystems account management team members assigned to UC. They will address the project activities specific to the assignment, UC expectations, project requirements, hours of work, dress code, timecards, expense procedures (if any), and site safety requirements. Mark will also discuss all client-specific rules and regulations with the account management team.

Step Three: Walk the Consultant On Site on First Day of Engagement

A member of UC’s account team will walk each consultant on site on their first day of assignment. They will introduce the consultant and facilitate any orientation and setup requirements.

Mark or a member of his team will engage UC’s resource management team to verify that the consultant has all badges and materials required to be productive. They will contact the consultant after the first day and the first week of the assignment to ensure the transition went smoothly and to address any outstanding needs.

Step Four: Provide Consistent Communication and Follow-Up

We will continue to follow up with the consultant and UC at a mutually agreeable interval, but at a minimum of every 30 days. At these meetings we will engage UC to understand how the consultant is performing so we can help manage your workforce and address any issues.

For Remote Hires

Since TEKsystems has over 100 office locations in North America, Europe, and Asia, we can typically provide local, on-site onboarding support. In the unlikely scenario that we need to support a remote location, we will engage your assignment managers, resource department, and any other critical parties to ensure they will maintain proper onboarding procedures for UC assignments.



5. Qualification Responses

Refer to Section IV

TEKsystems affirms the following qualifications had has submitted the corresponding form in Section IV.

- i.) Affirmation of Business Experience
- ii) Affirmation of Conversion Fee
- iii) Affirmation of Termination Rights
- iv) Affirmation of UC Terms & Conditions
- v) Affirmation of Appendix Data Security
- vi) Affirmation of HIPAA BAA
- vii) Affirmation of Pricing Template

6. Proposal Valid Dates

All Proposals shall remain available for UC acceptance for a minimum of one-hundred and twenty (120) days following the RFP closing date.

TEKsystems understands and acknowledges this requirement.

7. Questionnaire Responses for Scope of Services as Provided in the CalUsource e-Sourcing Application

Refer to Section VIII for additional instructions.

TEKsystems has provided questionnaire responses in the CalUsource e-sourcing application as required under this RFP.

8. Sample Reports

TEKsystems has provided sample reports on the following pages, but we can create and distribute various reports customized to your specific parameters, such as bill rate, consultant, billing and payment, and ad hoc reports.

9. Pricing

Pricing shall be submitted using the Excel “Pricing Template” found within the Questionnaires-UC IT Temporary and IT Professional Services Pricing Template). section of the CalUsource e-Sourcing application. Refer to Section VIII for additional instructions.

TEKsystems understands and acknowledges this requirement. Please see the completed pricing template included with our response.

TEKsystems Report Samples

Office	Office Name	Prod	ID	Empl Name	Job Req #	Dt Accept	End Date	Customer	Cust Name	Competency Desc	Competency Yrs	Primary Comp	Job Code	Job Code Descr
00556	Portland, OR	88	06347023	Doe, John	0005192897	4/10/2018	5/29/2020	115477	ABC AUTO PARTS	CI/CD	8.0	Y	5473	DevOps Engineer
01482	Jackson, MS	3	06355155	Doe, John	0005345154	4/16/2018	2/29/2020	349088	ABC AUTO PARTS	CI/CD	10.0	Y	5475	DevOps Developer/SW Engineer
00532	Philadelphia Apps, PA	5	06353637	Doe, John	0005195211	4/16/2018	12/31/2019	313800	ABC AUTO PARTS	Automation	7.0	Y	5475	DevOps Developer/SW Engineer
00582	Phoenix, AZ	5	06183383	Doe, John	0005295283	4/23/2018	12/20/2019	289844	ABC AUTO PARTS	Microservices	4.0	Y	5473	DevOps Engineer
00517	St. Louis, MO	88	06234023	Doe, John	0005202709	5/7/2018	12/31/2019	25842	ABC AUTO PARTS	Build/Release	16.0	Y	5473	DevOps Engineer
00046	Houston, TX	5	02743266	Doe, John	0005206881	5/21/2018	5/29/2020	101122	ABC AUTO PARTS	CI/CD	19.0	Y	5475	DevOps Developer/SW Engineer
00582	Phoenix, AZ	5	06389001	Doe, John	0005207434	5/21/2018	12/20/2019	289844	ABC AUTO PARTS	CI/CD	9.0	Y	5473	DevOps Engineer
00612	Madison, WI	88	05577364	Doe, John	0005212688	6/12/2018	6/30/2021	241234	ABC AUTO PARTS	Build/Release	8.0	Y	5473	DevOps Engineer
00673	Albany, NY	5	06403760	Doe, John	0005282484	6/18/2018	10/19/2020	213026	ABC AUTO PARTS	Containers	7.0	Y	5473	DevOps Engineer
00782	Calgary, AB	9	06490249	Doe, John	0005244284	7/3/2018	7/3/2020	330802	ABC AUTO PARTS	Product Manager	0.0	Y	5472	DevOps Scrum Master/PM
00591	Raleigh, NC	5	04740044	Doe, John	0005219125	7/6/2018	7/30/2021	223994	ABC AUTO PARTS	CI/CD	5.0	Y	5473	DevOps Engineer
00582	Phoenix, AZ	5	05091360	Doe, John	0005222004	7/9/2018	12/20/2019	289844	ABC AUTO PARTS	CI/CD	7.0	Y	5473	DevOps Engineer
00591	Raleigh, NC	3	06448430	Doe, John	0005227144	7/31/2018	2/11/2020	279540	ABC AUTO PARTS	CI/CD	8.0	Y	5475	DevOps Developer/SW Engineer
01223	Central, IL	9	06451920	Doe, John	0005358867	8/1/2018	8/31/2020	319881	ABC AUTO PARTS	CI/CD	7.0	Y	5473	DevOps Engineer
00591	Raleigh, NC	5	06461000	Doe, John	0005231372	8/13/2018	12/31/2019	326938	ABC AUTO PARTS	CI/CD	7.0	Y	5473	DevOps Engineer
01343	Indianapolis Apps, IN	5	06462876	Doe, John	0005231981	8/15/2018	12/31/2019	254732	ABC AUTO PARTS	Microservices	6.0	Y	5473	DevOps Engineer
00053	Minneapolis Apps	3	06469138	Doe, John	0005234082	8/20/2018	2/21/2020	222352	ABC AUTO PARTS	Automation	7.0	Y	5475	DevOps Developer/SW Engineer
00612	Madison, WI	9	06212398	Doe, John	0005239618	9/4/2018	12/31/2019	00257	ABC AUTO PARTS	CI/CD	8.0	Y	5473	DevOps Engineer
00610	Cleveland, OH	88	06480748	Doe, John	0005238670	9/10/2018	11/30/2019	068893	ABC AUTO PARTS	Automation	5.0	Y	5473	DevOps Engineer
00037	Ottawa, ON	9	06499564	Doe, John	0005211278	9/24/2018	11/30/2019	323766	ABC AUTO PARTS	Scrum Master	10.0	Y	5472	DevOps Scrum Master/PM
00001	Baltimore Apps	3	06511077	Doe, John	0005248562	10/3/2018	8/31/2020	268774	ABC AUTO PARTS	Automation	10.0	Y	5474	DevOps Architect
00567	Bloomington, IL	5	06518623	Doe, John	0005251090	10/8/2018	12/31/2020	12394	ABC AUTO PARTS	CI/CD	10.0	Y	5473	DevOps Engineer
01372	Seattle South, WA	3	06515689	Doe, John	0005250216	10/10/2018	3/27/2020	17874	ABC AUTO PARTS	SDET	13.0	Y	5475	DevOps Developer/SW Engineer
00556	Portland, OR	3	06529928	Doe, John	0005254710	10/22/2018	12/27/2019	287879	ABC AUTO PARTS	Automation	10.0	Y	5475	DevOps Developer/SW Engineer
00053	Minneapolis Apps	3	06541662	Doe, John	0005258804	11/5/2018	12/31/2019	272359	ABC AUTO PARTS	Automation	7.0	Y	5475	DevOps Developer/SW Engineer
00612	Madison, WI	88	06547155	Doe, John	0005284774	11/5/2018	5/4/2020	00257	ABC AUTO PARTS	CI/CD	4.0	Y	5473	DevOps Engineer
00631	Ft. Worth, TX	5	06544889	Doe, John	0005329322	11/6/2018	12/31/2019	29311	ABC AUTO PARTS	Automation	7.0	Y	5475	DevOps Developer/SW Engineer
01150	Falls Church Apps, VA	5	06546858	Doe, John	0005260055	11/7/2018	10/29/2021	332815	ABC AUTO PARTS	Automation	15.0	Y	5475	DevOps Developer/SW Engineer
00782	Calgary, AB	9	06547861	Doe, John	0005260358	11/7/2018	11/7/2019	330802	ABC AUTO PARTS	Product Manager	20.0	Y	5472	DevOps Scrum Master/PM
00010	Harrisburg, PA	3	06550096	Doe, John	0005261071	11/12/2018	12/27/2019	171337	ABC AUTO PARTS	Manual	1.0	Y	9114	Desktop Support
00556	Portland, OR	3	06555654	Doe, John	0005265669	11/12/2018	12/31/2019	287879	ABC AUTO PARTS	Automation	5.0	Y	5475	DevOps Developer/SW Engineer
01371	Schaumburg Apps, IL	3	06561168	Doe, John	0005264265	11/26/2018	12/31/2019	287785	ABC AUTO PARTS	CI/CD	8.0	Y	5475	DevOps Developer/SW Engineer
00567	Bloomington, IL	88	06567851	Doe, John	0005280968	12/3/2018	12/31/2020	326242	ABC AUTO PARTS	Microservices	5.0	Y	5473	DevOps Engineer
00614	Charlotte, NC	5	06571417	Doe, John	0005267476	12/3/2018	12/3/2019	289837	ABC AUTO PARTS	Automation	5.0	Y	5473	DevOps Engineer
00735	Ft. Collins, CO	9	06568637	Doe, John	0005346364	12/3/2018	12/6/2019	349445	ABC AUTO PARTS	Agile Coach	15.0	Y	5472	DevOps Scrum Master/PM
00567	Bloomington, IL	3	06588925	Doe, John	0005273207	1/2/2019	12/31/2020	12394	ABC AUTO PARTS	Automation	10.0	Y	5471	DevOps Administrator
00076	Vancouver, BC	3	04052614	Doe, John	0005272735	1/2/2019	12/6/2019	153287	ABC AUTO PARTS	Automation	7.0	Y	5475	DevOps Developer/SW Engineer
00053	Minneapolis Apps	3	06588037	Doe, John	0005272760	1/2/2019	3/3/2020	318765	ABC AUTO PARTS	Build/Release	0.0	Y	5475	DevOps Developer/SW Engineer
00007	Richmond, VA	9	06588527	Doe, John	0005273042	1/2/2019	2/28/2020	84550	ABC AUTO PARTS	Scrum Master	5.0	Y	5472	DevOps Scrum Master/PM
00086	Orange County, CA	3	06593402	Doe, John	0005275130	1/7/2019	1/7/2020	257668	ABC AUTO PARTS	CI/CD	7.0	Y	5475	DevOps Developer/SW Engineer
00735	Ft. Collins, CO	9	06592120	Doe, John	0005346647	1/7/2019	4/30/2020	349445	ABC AUTO PARTS	Scrum Master	5.0	Y	5472	DevOps Scrum Master/PM
00528	Chicago Apps, IL	88	06593089	Doe, John	0005279273	1/9/2019	1/31/2020	262309	ABC AUTO PARTS	CI/CD	10.0	Y	5473	DevOps Engineer
00641	Des Moines, IA	3	06597256	Doe, John	0005315914	1/14/2019	12/31/2019	143642	ABC AUTO PARTS	Build/Release	12.0	Y	5475	DevOps Developer/SW Engineer
00614	Charlotte, NC	5	06597335	Doe, John	0005276618	1/14/2019	12/17/2019	289837	ABC AUTO PARTS	Automation	5.0	Y	5473	DevOps Engineer
00559	Ft. Lauderdale, FL	9	04486500	Doe, John	0005279207	1/23/2019	1/17/2020	139165	ABC AUTO PARTS	Scrum Master	10.0	Y	5472	DevOps Scrum Master/PM
00043	Dallas, TX	88	06615202	Doe, John	0005282947	2/4/2019	2/7/2020	327975	ABC AUTO PARTS	Containers	9.0	Y	5473	DevOps Engineer
00037	Ottawa, ON	88	06614055	Doe, John	0005270513	2/4/2019	2/3/2020	335577	ABC AUTO PARTS	Build/Release	5.0	Y	5473	DevOps Engineer
00559	Ft. Lauderdale, FL	9	06615613	Doe, John	0005292097	2/4/2019	12/31/2019	339406	ABC AUTO PARTS	Scrum Master	4.0	Y	5472	DevOps Scrum Master/PM
00046	Houston, TX	5	06626260	Doe, John	0005286977	2/19/2019	2/16/2020	101122	ABC AUTO PARTS	CI/CD	6.0	Y	5475	DevOps Developer/SW Engineer
00735	Ft. Collins, CO	9	06623983	Doe, John	0005290676	2/20/2019	12/31/2019	338741	ABC AUTO PARTS	Scrum Master	10.0	Y	5472	DevOps Scrum Master/PM
00735	Ft. Collins, CO	9	06623983	Doe, John	0005290672	2/20/2019	12/31/2019	338741	ABC AUTO PARTS	Scrum Master	10.0	Y	5472	DevOps Scrum Master/PM
00735	Ft. Collins, CO	9	05214483	Doe, John	0005289981	2/20/2019	12/31/2019	338741	ABC AUTO PARTS	Scrum Master	3.0	Y	5472	DevOps Scrum Master/PM
00735	Ft. Collins, CO	9	05214483	Doe, John	0005289953	2/20/2019	12/31/2019	338741	ABC AUTO PARTS	Scrum Master	3.0	Y	5472	DevOps Scrum Master/PM
00046	Houston, TX	5	06637796	Doe, John	0005291134	2/25/2019	2/17/2020	101122	ABC AUTO PARTS	CI/CD	12.0	Y	5475	DevOps Developer/SW Engineer
00054	Denver, CO	88	06630572	Doe, John	0005288436	2/25/2019	2/17/2020	312287	ABC AUTO PARTS	Containers	13.0	Y	5473	DevOps Engineer
00588	Miami, FL	9	06630692	Doe, John	0005297018	2/25/2019	4/12/2021	339406	ABC AUTO PARTS	Scrum Master	5.0	Y	5472	DevOps Scrum Master/PM

TEKsystems Report Samples

00537	Jacksonville, FL	88	06630050 Doe, John	0005288255	2/27/2019	12/31/2019	329560	ABC AUTO PARTS	Build/Release	10.0 Y	5473	DevOps Engineer
00775	Ontario, CA	3	06636206 Doe, John	0005291114	3/4/2019	12/31/2019	150900	ABC AUTO PARTS	Build/Release	5.0 Y	5471	DevOps Administrator
00537	Jacksonville, FL	88	06205588 Doe, John	0005289770	3/4/2019	12/27/2019	329560	ABC AUTO PARTS	Build/Release	10.0 Y	5473	DevOps Engineer
00619	San Diego, CA	3	03165312 Doe, John	0005294734	3/11/2019	12/13/2019	340391	ABC AUTO PARTS	Build/Release	20.0 Y	5474	DevOps Architect
00594	Louisville, KY	5	06640277 Doe, John	0005292063	3/11/2019	1/3/2020	123079	ABC AUTO PARTS	Build/Release	14.0 Y	5475	DevOps Developer/SW Engineer
00641	Des Moines, IA	9	06640848 Doe, John	0005302313	3/11/2019	3/19/2020	214353	ABC AUTO PARTS	Scrum Master	5.0 Y	5472	DevOps Scrum Master/PM
00717	Virginia Beach, VA	3	06645601 Doe, John	0005293909	3/18/2019	3/27/2020	281881	ABC AUTO PARTS	Microservices	8.0 Y	5471	DevOps Administrator
00591	Raleigh, NC	5	06646010 Doe, John	0005294010	3/18/2019	12/31/2019	308105	ABC AUTO PARTS	Containers	10.0 Y	5473	DevOps Engineer
00037	Ottawa, ON	88	06645694 Doe, John	0005270513	3/18/2019	3/18/2020	335577	ABC AUTO PARTS	Build/Release	5.0 Y	5473	DevOps Engineer
01223	Central, IL	88	06400291 Doe, John	0005294186	3/19/2019	3/20/2020	207502	ABC AUTO PARTS	Automation	10.0 Y	5473	DevOps Engineer
00614	Charlotte, NC	5	06654689 Doe, John	0005297208	3/25/2019	3/25/2020	00873	ABC AUTO PARTS	Build/Release	2.0 Y	5475	DevOps Developer/SW Engineer
00591	Raleigh, NC	5	06655004 Doe, John	0005297364	3/27/2019	12/31/2019	336323	ABC AUTO PARTS	Automation	5.0 Y	5473	DevOps Engineer
00054	Denver, CO	5	04785252 Doe, John	0005299384	4/1/2019	4/1/2020	268611	ABC AUTO PARTS	CI/CD	15.0 Y	5475	DevOps Developer/SW Engineer
00037	Ottawa, ON	88	06658954 Doe, John	0005270513	4/1/2019	4/1/2020	335577	ABC AUTO PARTS	Build/Release	5.0 Y	5473	DevOps Engineer
00001	Baltimore Apps	3	06668684 Doe, John	0005302704	4/16/2019	11/9/2019	283850	ABC AUTO PARTS	CI/CD	2.0 Y	5471	DevOps Administrator
00080	Silicon Valley, CA	5	06671665 Doe, John	0005344916	4/16/2019	4/16/2020	348634	ABC AUTO PARTS	Automation	8.0 Y	5473	DevOps Engineer
01372	Seattle South, WA	9	06670258 Doe, John	0005303307	4/16/2019	11/29/2019	331918	ABC AUTO PARTS	Scrum Master	10.0 Y	5472	DevOps Scrum Master/PM
00517	St. Louis, MO	9	06669434 Doe, John	0005302958	4/16/2019	3/12/2021	222267	ABC AUTO PARTS	Product Manager	20.0 Y	5472	DevOps Scrum Master/PM
00053	Minneapolis Apps	3	06673053 Doe, John	0005304301	4/22/2019	12/31/2019	157507	ABC AUTO PARTS	Automation	8.0 Y	5474	DevOps Architect
00086	Orange County, CA	5	06683110 Doe, John	0005308181	4/22/2019	5/29/2020	340265	ABC AUTO PARTS	Microservices	0.0 Y	5473	DevOps Engineer
00037	Ottawa, ON	88	06673436 Doe, John	0005304434	4/23/2019	4/23/2020	311071	ABC AUTO PARTS	Build/Release	8.0 Y	5473	DevOps Engineer
00080	Silicon Valley, CA	88	06685305 Doe, John	0005344831	5/6/2019	5/6/2020	348664	ABC AUTO PARTS	Build/Release	6.0 Y	5473	DevOps Engineer
00007	Richmond, VA	9	06686154 Doe, John	0005309337	5/6/2019	2/28/2020	84550	ABC AUTO PARTS	Scrum Master	3.0 Y	5472	DevOps Scrum Master/PM
00596	West Michigan	5	06691816 Doe, John	0005311472	5/13/2019	12/31/2020	227213	ABC AUTO PARTS	CI/CD	7.0 Y	5475	DevOps Developer/SW Engineer
00556	Portland, OR	88	05661817 Doe, John	0005294852	5/13/2019	11/22/2019	190545	ABC AUTO PARTS	CI/CD	6.0 Y	5473	DevOps Engineer
00037	Ottawa, ON	88	06691735 Doe, John	0005304434	5/13/2019	4/29/2020	311071	ABC AUTO PARTS	Build/Release	5.0 Y	5473	DevOps Engineer
00517	St. Louis, MO	9	06694695 Doe, John	0005312475	5/13/2019	4/17/2020	68049	ABC AUTO PARTS	Scrum Master	6.0 Y	5472	DevOps Scrum Master/PM
00717	Virginia Beach, VA	3	06698892 Doe, John	0005316774	5/20/2019	5/29/2020	281881	ABC AUTO PARTS	Microservices/Soa/REST	10.0 Y	5474	DevOps Architect
00735	Ft. Collins, CO	9	06696808 Doe, John	0005346593	5/20/2019	4/30/2020	349445	ABC AUTO PARTS	Scrum Master	6.0 Y	5472	DevOps Scrum Master/PM
00037	Ottawa, ON	5	06702763 Doe, John	0005315333	5/27/2019	12/31/2019	311071	ABC AUTO PARTS	Build/Release	15.0 Y	5475	DevOps Developer/SW Engineer
00532	Philadelphia Apps, PA	88	06706706 Doe, John	0005316769	5/28/2019	11/29/2019	26433	ABC AUTO PARTS	CI/CD	0.0 Y	5473	DevOps Engineer
00612	Madison, WI	88	06703772 Doe, John	0005284774	5/28/2019	2/28/2020	00257	ABC AUTO PARTS	Build/Release	7.0 Y	5473	DevOps Engineer
00517	St. Louis, MO	9	06703942 Doe, John	0005315673	5/28/2019	5/29/2020	209724	ABC AUTO PARTS	Scrum Master	15.0 Y	5472	DevOps Scrum Master/PM
01146	Seattle Downtown, WA	5	06711080 Doe, John	0005318133	6/3/2019	5/27/2020	248224	ABC AUTO PARTS	Automation	3.0 Y	5475	DevOps Developer/SW Engineer
00708	East Dallas, TX	3	06611394 Doe, John	0005362718	6/6/2019	5/29/2020	349838	ABC AUTO PARTS	Automation	0.0 Y	5474	DevOps Architect
01043	Charlotte South, NC	5	06716942 Doe, John	0005319981	6/7/2019	1/31/2020	278910	ABC AUTO PARTS	SDET	2.0 Y	5475	DevOps Developer/SW Engineer
00560	Detroit East, MI	5	06715337 Doe, John	0005319523	6/10/2019	7/31/2020	344493	ABC AUTO PARTS	CI/CD	3.0 Y	5475	DevOps Developer/SW Engineer
01312	Montgomery, AL	88	02568552 Doe, John	0005320611	6/10/2019	12/13/2019	287233	ABC AUTO PARTS	CI/CD	15.0 Y	5473	DevOps Engineer
01010	Montreal, QC	3	06722251 Doe, John	0005247350	6/17/2019	12/20/2019	146096	ABC AUTO PARTS	CI/CD	2.0 Y	5475	DevOps Developer/SW Engineer
00560	Detroit East, MI	5	06721022 Doe, John	0005321708	6/17/2019	12/17/2019	344493	ABC AUTO PARTS	CI/CD	2.0 Y	5475	DevOps Developer/SW Engineer
00053	Minneapolis Apps	3	04010375 Doe, John	0005321998	6/18/2019	6/12/2020	318765	ABC AUTO PARTS	Build/Release	10.0 Y	5475	DevOps Developer/SW Engineer
00046	Houston, TX	9	06722650 Doe, John	0005322142	6/21/2019	6/10/2020	101122	ABC AUTO PARTS	Agile Coach	12.0 Y	5472	DevOps Scrum Master/PM
01149	Boston Downtown, MA	88	06727976 Doe, John	0005323395	6/24/2019	12/27/2019	97500	ABC AUTO PARTS	Automation	3.0 Y	5473	DevOps Engineer
00076	Vancouver, BC	9	06727855 Doe, John	0005323886	6/24/2019	3/31/2020	344463	ABC AUTO PARTS	Scrum Master	10.0 Y	5472	DevOps Scrum Master/PM
00046	Houston, TX	9	06727725 Doe, John	0005323828	6/24/2019	7/1/2020	101122	ABC AUTO PARTS	Agile Coach	8.0 Y	5472	DevOps Scrum Master/PM
00037	Ottawa, ON	9	06728060 Doe, John	0005323974	6/24/2019	6/23/2021	62060	ABC AUTO PARTS	Scrum Master	4.0 Y	5472	DevOps Scrum Master/PM
00053	Minneapolis Apps	3	06730333 Doe, John	0005324733	6/26/2019	4/30/2020	318765	ABC AUTO PARTS	Automation	40.0 Y	5475	DevOps Developer/SW Engineer
00532	Philadelphia Apps, PA	88	06733372 Doe, John	0005325916	6/26/2019	12/30/2019	157507	ABC AUTO PARTS	CI/CD	7.0 Y	5473	DevOps Engineer
00560	Detroit East, MI	5	06733312 Doe, John	0005325880	7/1/2019	2/29/2020	344493	ABC AUTO PARTS	CI/CD	2.0 Y	5475	DevOps Developer/SW Engineer
00528	Chicago Apps, IL	88	06734190 Doe, John	0005326234	7/1/2019	1/31/2020	343267	ABC AUTO PARTS	Containers	10.0 Y	5473	DevOps Engineer
01152	Columbus, OH	5	06737061 Doe, John	0005327442	7/8/2019	1/8/2021	331227	ABC AUTO PARTS	Risk / Compliance	10.0 Y	5475	DevOps Developer/SW Engineer
00053	Minneapolis Apps	3	04064661 Doe, John	0005329938	7/9/2019	12/27/2019	273531	ABC AUTO PARTS	Build/Release	10.0 Y	5475	DevOps Developer/SW Engineer
00054	Denver, CO	88	06410637 Doe, John	0005338075	7/10/2019	12/27/2019	336323	ABC AUTO PARTS	Automation	7.0 Y	5473	DevOps Engineer
01223	Central, IL	88	06745747 Doe, John	0005330726	7/15/2019	7/17/2020	207502	ABC AUTO PARTS	Automation	10.0 Y	5473	DevOps Engineer
00583	Columbus Apps, OH	5	06748033 Doe, John	0005331406	7/15/2019	3/31/2020	346327	ABC AUTO PARTS	CI/CD	5.0 Y	5473	DevOps Engineer
00086	Orange County, CA	5	06750434 Doe, John	0005332342	7/22/2019	4/3/2020	345154	ABC AUTO PARTS	CI/CD	8.0 Y	5473	DevOps Engineer
00054	Denver, CO	5	03120745 Doe, John	0005332515	7/23/2019	1/10/2020	273897	ABC AUTO PARTS	Big Data	10.0 Y	5475	DevOps Developer/SW Engineer
00024	Tampa, FL	5	06756697 Doe, John	0005334433	7/29/2019	1/31/2020	195987	ABC AUTO PARTS	Automation	3.0 Y	5475	DevOps Developer/SW Engineer

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00046	Houston, TX	9	06757297	Doe, John	0005334606	7/29/2019	7/29/2020	59785	ABC AUTO PARTS	Scrum Master	15.0	Y	5472	DevOps Scrum Master/PM
00053	Minneapolis Apps	9	05692329	Doe, John	0005343114	7/31/2019	1/31/2020	255211	ABC AUTO PARTS	Scrum Master	10.0	Y	5472	DevOps Scrum Master/PM
00046	Houston, TX	9	06764827	Doe, John	0005337158	8/2/2019	7/15/2020	101122	ABC AUTO PARTS	Scrum Master	10.0	Y	5472	DevOps Scrum Master/PM
00086	Orange County, CA	3	06764395	Doe, John	0005356771	8/5/2019	2/3/2021	340437	ABC AUTO PARTS	Automation	7.0	Y	5475	DevOps Developer/SW Engineer
00717	Virginia Beach, VA	9	06765965	Doe, John	0005337501	8/5/2019	2/7/2020	45782	ABC AUTO PARTS	Scrum Master	5.0	Y	5472	DevOps Scrum Master/PM
00076	Vancouver, BC	9	06768251	Doe, John	0005338347	8/7/2019	8/31/2020	344463	ABC AUTO PARTS	Scrum Master	9.0	Y	5472	DevOps Scrum Master/PM
00007	Richmond, VA	5	06773171	Doe, John	0005339913	8/12/2019	2/28/2020	84550	ABC AUTO PARTS	SDET	5.0	Y	5475	DevOps Developer/SW Engineer
00583	Columbus Apps, OH	5	06773303	Doe, John	0005339978	8/12/2019	8/5/2020	346327	ABC AUTO PARTS	Automation	7.0	Y	5473	DevOps Engineer
01052	Charleston, SC	3	05320769	Doe, John	0005340219	8/14/2019	6/26/2020	304046	ABC AUTO PARTS	Build/Release	20.0	Y	5475	DevOps Developer/SW Engineer
00076	Vancouver, BC	5	06774803	Doe, John	0005340631	8/16/2019	3/31/2020	344463	ABC AUTO PARTS	Automation	10.0	Y	5473	DevOps Engineer
00625	Salt Lake City, UT	3	06776889	Doe, John	0005341383	8/19/2019	8/21/2020	342320	ABC AUTO PARTS	Build/Release	3.0	Y	5471	DevOps Administrator
01293	New York City, NY - APPS	5	06776382	Doe, John	0005341207	8/19/2019	2/14/2020	325047	ABC AUTO PARTS	Automation	10.0	Y	5475	DevOps Developer/SW Engineer
00619	San Diego, CA	5	06775811	Doe, John	0005340981	8/23/2019	2/14/2020	247524	ABC AUTO PARTS	CI/CD	17.0	Y	5473	DevOps Engineer
00556	Portland, OR	3	06783551	Doe, John	0005343737	8/26/2019	8/31/2020	319528	ABC AUTO PARTS	PROPRIETARY AUTO TOOL	20.0	Y	5474	DevOps Architect
00532	Philadelphia Apps, PA	3	04416382	Doe, John	0005343992	8/26/2019	9/3/2020	209917	ABC AUTO PARTS	Automation	15.0	Y	5474	DevOps Architect
00782	Calgary, AB	5	06783973	Doe, John	0005343635	8/26/2019	2/28/2020	216648	ABC AUTO PARTS	Automation	10.0	Y	5475	DevOps Developer/SW Engineer
01150	Falls Church Apps, VA	5	06781673	Doe, John	0005345128	8/26/2019	2/3/2020	299505	ABC AUTO PARTS	Automation	15.0	Y	5475	DevOps Developer/SW Engineer
00053	Minneapolis Apps	9	06458990	Doe, John	0005343939	8/29/2019	8/21/2020	255211	ABC AUTO PARTS	Scrum Master	8.0	Y	5472	DevOps Scrum Master/PM
00735	Ft. Collins, CO	3	06130550	Doe, John	0005346389	9/1/2019	12/6/2019	349445	ABC AUTO PARTS	Automation	15.0	Y	5475	DevOps Developer/SW Engineer
00614	Charlotte, NC	3	06788810	Doe, John	0005345399	9/3/2019	8/4/2020	00873	ABC AUTO PARTS	Applications	25.0	Y	5474	DevOps Architect
00080	Silicon Valley, CA	3	06791583	Doe, John	0005346330	9/3/2019	3/30/2020	348660	ABC AUTO PARTS	Automation	4.0	Y	5475	DevOps Developer/SW Engineer
00046	Houston, TX	9	06588824	Doe, John	0005345411	9/3/2019	9/30/2020	237776	ABC AUTO PARTS	Scrum Master	12.0	Y	5472	DevOps Scrum Master/PM
00037	Ottawa, ON	9	06481743	Doe, John	0005348546	9/4/2019	8/20/2020	326839	ABC AUTO PARTS	Scrum Master	10.0	Y	5472	DevOps Scrum Master/PM
00528	Chicago Apps, IL	3	06791561	Doe, John	0005346303	9/5/2019	9/20/2020	01582	ABC AUTO PARTS	CI/CD	10.0	Y	5475	DevOps Developer/SW Engineer
00079	Washington, DC	3	06795117	Doe, John	0005347629	9/9/2019	9/9/2020	192241	ABC AUTO PARTS	Automation	8.0	Y	5471	DevOps Administrator
00500	Greensboro, NC	5	06804672	Doe, John	0005350710	9/16/2019	3/16/2020	285008	ABC AUTO PARTS	Automated	7.0	Y	5475	DevOps Developer/SW Engineer
00560	Detroit East, MI	5	06800819	Doe, John	0005349470	9/16/2019	9/16/2020	194008	ABC AUTO PARTS	CI/CD	3.0	Y	5475	DevOps Developer/SW Engineer
00614	Charlotte, NC	5	06000826	Doe, John	0005350610	9/16/2019	3/14/2020	289841	ABC AUTO PARTS	Automation	10.0	Y	5475	DevOps Developer/SW Engineer
00591	Raleigh, NC	9	06804809	Doe, John	0005350749	9/16/2019	12/31/2019	347634	ABC AUTO PARTS	Containers	10.0	Y	5473	DevOps Engineer
00591	Raleigh, NC	9	06804396	Doe, John	0005350594	9/17/2019	9/3/2020	134246	ABC AUTO PARTS	Automation	3.0	Y	5473	DevOps Engineer
00591	Raleigh, NC	5	06812458	Doe, John	0005353152	9/23/2019	9/23/2020	347634	ABC AUTO PARTS	Containers	15.0	Y	5475	DevOps Developer/SW Engineer
00053	Minneapolis Apps	9	06809838	Doe, John	0005352317	9/23/2019	9/11/2020	318765	ABC AUTO PARTS	Automation	6.0	Y	5473	DevOps Engineer
01146	Seattle Downtown, WA	9	06804881	Doe, John	0005351094	9/23/2019	9/18/2020	217187	ABC AUTO PARTS	Build/Release	6.0	Y	5473	DevOps Engineer
00591	Raleigh, NC	5	06267638	Doe, John	0005355921	9/30/2019	3/27/2021	223994	ABC AUTO PARTS	Automation	5.0	Y	5473	DevOps Engineer
00738	Oakland, CA	9	06656219	Doe, John	0005354644	9/30/2019	9/23/2020	297528	ABC AUTO PARTS	Containers	7.0	Y	5473	DevOps Engineer