



UNIVERSITY OF CENTRAL FLORIDA

ITN NUMBER 2021-03TCSA Temporary Labor Services

PROPOSAL DUE DATE: JANUARY 27, 2022 2:00 P.M. EST

Bid submitted via UCF's Bonfire Web Portal

**Submitted by:
DatamanUSA, LLC**

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SUBMIT OFFER TO: Via Bonfire Web Portal UNIVERSITY OF CENTRAL FLORIDA Phone: (407) 823-2661 www.procurement.ucf.edu https://ucfprocurement.bonfirehub.com/opportunities/49428 Your submission must be uploaded, submitted, and finalized prior to the closing time on January 13, 2022 @ 2:00pm. We strongly recommend that you give yourself sufficient time and at least ONE (1) day before the closing time to begin the uploading process and to finalize your submission. See Appendix 4 for submittal instructions.		University of Central Florida INVITATION TO NEGOTIATE Contractual Services Acknowledgement Form	
Page 1 of 38 Pages	OFFERS WILL BE OPENED January 13, 2022 @ 2:00pm EST		ITN NO. ITN2021-03
and may not be withdrawn within 120 days after such date and time.			
UNIVERSITY ADVERTISING DATE: November 17, 2021		ITN TITLE: Temporary Labor Services	
FEDERAL EMPLOYER IDENTIFICATION NUMBER: 84-155-2228			
SUPPLIER NAME DatamanUSA LLC		REASON FOR NO OFFER: N/A	
SUPPLIER MAILING ADDRESS 6890 S. Tucson Way, Suite 100			
CITY - STATE - ZIP CODE Centennial, Colorado 80112-3919			
AREA CODE	TELEPHONE NUMBER 720 201 5817	POSTING OF PROPOSAL TABULATIONS Proposal tabulations with intended award(s) will be posted for review by interested parties on the Procurement Services solicitation webpage and will remain posted for a period of 72 hours. Failure to file a protest in accordance with BOG regulation 18.002 or failure to post the bond or other security in accordance with BOG regulation 18.003 shall constitute a waiver of protest proceedings.	
	FAX: 720-248-3200		
	EMAIL: contact@datamanusa.com		

Government Classifications
Check all that apply

- | | |
|--|---|
| <input type="checkbox"/> African American | <input type="checkbox"/> American Woman |
| <input type="checkbox"/> Asian-Hawaiian | <input type="checkbox"/> Government Agency |
| <input type="checkbox"/> Hispanic | <input type="checkbox"/> MBE Federal |
| <input type="checkbox"/> Native American | <input type="checkbox"/> Non-Minority |
| <input type="checkbox"/> Non-Profit Organization | <input type="checkbox"/> PRIDE |
| <input type="checkbox"/> Small Business Federal | <input type="checkbox"/> Small Business State |

I certify that this offer is made without prior understanding, agreement, or connection with any corporation, firm or person submitting an offer for the same materials, supplies, or equipment and is in all respects fair and without collusion or fraud. I agree to abide by all conditions of this offer and certify that I am authorized to sign this offer for the Supplier and that the Supplier is in compliance with all requirements of the Invitation To Negotiate, including but not limited to, certification requirements. In submitting an offer to an agency for the State of Florida, the Supplier offers and agrees that if the offer is accepted, the Supplier will convey, sell, assign or transfer to the State of Florida all rights, title and interest in and to all causes of action it may now or hereafter acquire under the Anti-trust laws of the United States and the State of Florida for price fixing relating to the particular commodities or services purchased or acquired by the state of Florida. At the State's discretion, such assignment shall be made and become effective at the time the procurement agency tenders final payment to the Supplier.

GENERAL CONDITIONS

1. **SEALED OFFERS:** All offer sheets and this form must be executed and submitted as specified in Section 2.6. Offer prices not submitted on any attached price sheets when required shall be rejected. All offers are subject to the terms and conditions specified herein. Those which do not comply with these terms and conditions are either automatically rejected with respect to non-compliance with non-negotiable terms and conditions or may be rejected, at UCF's sole discretion, with respect to any other terms and conditions.

2. **EXECUTION OF OFFERS:** Offers must contain a manual signature of the representative authorized to legally bind the Respondent to the provisions herein. Offers must be typed or printed in ink. Use of erasable ink is not permitted. All corrections to prices made by the Supplier are to be initialed.

3. **NO OFFER SUBMITTED:** If not submitting an offer, respond by returning only this offer acknowledgment form, marking it "NO OFFER," and explaining the reason in the space provided above. Failure to respond

without justification may be cause for removal of the company's name from the solicitation mailing list. NOTE: To qualify as a respondent, the Supplier must submit a "NO OFFER," and it must be received no later than the stated offer opening date and hour.


AUTHORIZED SIGNATURE (MANUAL)

Nidhi Saxena /CEO & President
AUTHORIZED SIGNATURE (TYPED), TITLE

Cover Page

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January 26th, 2022

Subject: DatamanUSA response to **University of Central Florida** for **ITN) NUMBER 2021-03TCSA for Temporary Labor Services.**

DatamanUSA (Dataman®) is pleased to submit our response to **University of Central Florida (UCF)** for **ITN NUMBER 2021-03TCSA for Temporary Labor Services.** Founded in 2000, Dataman is a leader in providing comprehensive Temporary Labor Services including but not limited to, administrative, accounting, training, support staff, information technology, professionals, light industrial, technical, skilled trades, and general maintenance, etc. for both the public and private sector.

Consistent with RFP for Temporary Labor Services, including the provision of candidates and management of selected professional Resources, to fill, as needed, temporary positions, this proposal explains our thought processes, qualifications, key personnel and project organization, work plan, cost proposal, and contains all required administrative information.

Dataman has delivered Temporary Employment Agency Services to organizations across the country thought many contracts with similar scope of services. Our relevant contracts include;

- ***Florida Department of Management Services - Information Technology Staff Augmentation Services***
- Medical University of South Carolina for System Software/Infrastructure Support
- Clemson University for Quality Assurance Services
- Montclair State University for Oracle DBA and Ellucian Banner Administration Services
- Baltimore County Public Schools - Solicitation# JMI - 614-18 - Technology Support Staffing Services
- Jefferson County School District for IT staffing for Business Analyst
- Charleston County School District for Client Technologies support
- Oklahoma Office of Management and Enterprise Services – Temporary Staffing Services
- State of Vermont- Statewide Temporary Staffing Services
- Roswell Park Cancer Institute - Temporary Staffing Services
- Connect for Health Colorado- Temporary Staffing Services
- The State of Montana - Department of Administration State Procurement Bureau - Temporary Worker Services
- Regional Transport District - Temporary Personnel Services
- Dallas Area Rapid Transit - Recruiting Services
- Temporary Personnel Services for Texas Department of Transportation, Atlanta District
- Temporary Personnel Services for Texas Comptroller of Accounts, Austin, Texas
- SMUD - Temporary Staffing Support Services
- Denver International Airport IT Strategic Partners Contract (covering staffing and project services)
- City of Centennial for On-Call Information Technology (“IT”) Service Desk Staffing and On-Call IT Service
- City of Aurora for IT Staffing and Temporary Staffing Services
- Adams 12 Five Star Schools for IT Staffing and Professional Services
- City of Cincinnati Staff Augmentation Contract
- Northrup Grumman Staffing Contract (Nationwide)
- North Carolina: IT Staff Augmentation Contract of the State of North Carolina



Temporary Labor Services

- South Carolina: IT Staff Augmentation Contract of the State of South Carolina
- South Carolina: Deliverable based IT Project Contract
- South Carolina: Project Management Contract of the South Carolina DHEC
- State of Louisiana: IT Staff Augmentation Services
- Burlington International Airport for On-Call Staffing Services
- University of Washington for Staff Augmentation Vendor Pool
- Central Washington University contract for Temporary Staffing Services for Information
- Community Transit Staffing Contract
- Michigan: Staff Augmentation Contract of the Wayne County, Michigan

Ms. Nidhi Saxena is authorized to bind Dataman in contractual matters.

DatamanUSA Contact Information	
Name	Nidhi Saxena
Title	CEO & President
Address (Mailing address)	6890 South Tucson Way, Suite 100 Centennial, Colorado 80112-3919
Phone Number	720-248-3110
Fax Number	720-248-3200
Email Address	contact@DatamanUSA.com

Team Dataman has a unique solution for UCF where the team has in-depth knowledge of the processes, systems and governance policies along with experience of global best practices. Team Dataman has years of experience in providing Temporary Employment Services in categories including positions like administrative, accounting, training, support staff, information technology, professionals, light industrial, technical, skilled trades, and general maintenance etc. to the public and private sectors.

Team Dataman	
Team Member	Company Background
DatamanUSA (PRIME)  Certified SBE, WBE, Nationwide Coverage	Founded in 2000, DatamanUSA, LLC is a leader in providing comprehensive Temporary Labor Services with expertise in administrative, accounting, training, support staff, information technology, professionals, light industrial, technical, skilled trades, and general maintenance etc. Our culture, technology platform and compensation system are consistent across categories which are all designed to find, attract and retain the BEST talent across the entire numerous job categories. Dataman has vast expertise and experience in sourcing, attracting and retaining the best professionals in the United States today. Dataman has expertise across numerous industries and technologies. Our recruiting team and management team have decades of experience in the industry and have long-term relationships with candidates across the country which will help us to meet the needs of UCF in quick time
 Florida based SBA, Service-Disabled Veteran Owned Small Business, Florida OSD-MBE, Miami Dade County FL MD-	ATEAM is a Florida based staffing solution company having 20 years of experience supporting the digital business transformation journeys of our clients large and small and across several industries. ATEAM has an expertise in staff augmentation services as well as project-based services. Founded in 2000, DatamanUSA, LLC is a leader in providing comprehensive Temporary Labor Services with expertise in administrative, accounting, training, support staff, information technology, professionals, light industrial, technical, skilled trades, and general maintenance etc.

University Of Central Florida
ITN NUMBER 2021-03TCSA
Temporary Labor Services

Offeror: DatamanUSA, llc

(MBE), Broward County FL MD-(MBE)	
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Dataman has received and reviewed Question and Answers released by UCF.

Dataman accepts the terms and conditions of the procurement, without taking any exceptions and without any additional assumptions. The validity for this proposal is 90 calendar days.

We appreciate this opportunity to collaborate with you. If you have, any questions do not hesitate to contact me at 720-248-3110.

Thank you,



(Nidhi Saxena)
CEO & President
DatamanUSA LLC
E-mail: Contact@DatamanUSA.com
Phone: 720-248-3110
Fax: 720-248-3200

Note: To ensure the completeness of the Proposal, Dataman has provided screenshots of all the required documents as well as it has attached the original forms at the end of the proposal.

Overview

Founded in 2000, Dataman is a leader in providing comprehensive Temporary Labor Services in categories that include administrative, accounting, training, support staff, information technology, professionals, light industrial, technical, skilled trades, and general maintenance positions for both commercial and government organizations. Dataman supports public sector organizations including State Department & Local government agencies in helping them meet their ever-changing business needs. Along with our key personnel and bench of on-staff consultants, we have the ability to quickly recruit and retain resources who fit the diverse needs of our clients. Our key personnel have experience working with public sector agencies including Local government agencies to understand their unique challenges and needs, identifying and delivering industry talent to help them accomplish their goals. This experience allows us to successfully match market talent with each client's unique organizational needs. Over the last 21 years, more than a thousand Dataman associates have aided our clients in the deployment of successful diverse Temporary Employment Agency Services including in each category mentioned in the RFP.

Dataman has been under contract with dozens of large federal and state agencies, city and county government agencies, transportation & healthcare agencies as well as non-profit agencies for the delivery of temporary employment services, management consulting services, technical consulting services, staffing and managed services. As with our current contracts with; **Tarrant College County District, Adams 12 Five Star Schools, Douglas County School District, GoodBuy Cooperative, Metropolitan State University of Denver, Texas Education Association, Massachusetts Executive Office of Education, South Carolina Department of Education, Medical University of South Carolina, Clemson University, Montclair State University Jefferson County School District, Baltimore County Public School, State of Florida, Commonwealth of Pennsylvania, Houston Metro, City of Centennial, Denver International Airport, Dallas Areas Rapid Transit (DART), City of Cincinnati, City of San Marcos, Smith County, City and County of Boulder, Williamson County, City of Georgetown, State of Montana, SMUD, Jefferson County School District, City of Albuquerque, Burlington International Airport and more,** we are so well versed with your administrative, accounting, training, support staff, information technology, professionals, light industrial, technical, skilled trades, and general maintenance needs.

Our Understanding of the Project

Dataman understands UCF is looking for the support of a Temporary Labor Services Agency(ies) to provide temporary labor services in numerous categories including, but not limited to, administrative, accounting, training, support staff, information technology, professionals, light industrial, technical, skilled trades, and general maintenance.

UCF intends to award a contract or contracts resulting from this solicitation to the responsible Respondent(s) whose offer(s) represent the best interest to UCF, after evaluation in accordance with the criteria in this solicitation.

Nationwide Reach

DatamanUSA's provides services to most of the regions across US. DatamanUSA has the ability to deliver to customers across the globe. We have worked with customers in over 30 states including Florida. Our recruiting team has a national reach and our organization understands how to work with a wide variety of organizations including governmental, higher education, K-12 education, health,



non-profit, tribal government, and other public agencies located nationwide. This includes from a staffing standpoint as well as contract and account management. Our account management team is able to provide quality customer service in all areas of the country.

	Dataman office locations				
Florida Branch (Local to FL)	Centennial Office (Corporate Headquarters)	California Branch	Washington Branch	Albuquerque branch	Austin Branch
113 S Monroe St 1st floor, Tallahassee, FL 32301	6890 S Tucson Way, Suite 100, Centennial, CO 80112	Oppenheimer Tower, 10880 Wilshire Blvd. Suite 1101, Los Angeles, CA 90024	140012th Ave SE, Suite 100, Bellevue, WA 98004	500 Marquette Avenue, Albuquerque, NM 87102	100 Congress Avenue, Suite 2000, Austin, TX 78701

Center Of Excellence - Education Industry Consulting

Dataman supports Educational Services Industry including schools, colleges, universities and training centers by helping them meet their ever-changing business needs. We have worked with numerous educational institutions across the country to execute sound strategies and deliver cutting edge technology solutions. We understand the unique challenges of Educational Services Industry and have the experience to bring industry trends from across the globe. We have a focus on the public sector giving us the internal expertise to seamlessly support the educational institutes like **Tarrant College County District, Adams 12 Five Star Schools, Douglas County School District, GoodBuy Cooperative, Metropolitan State University of Denver, Texas Education Association, Massachusetts Executive Office of Education, South Carolina Department of Education, Medical University of South Carolina, Clemson University, Montclair State University Jefferson County School District, Baltimore County Public and many more**

Solution Approach

Dataman believes that 'Doing one thing really well is not enough to create a sustained competitive advantage'. Dataman's commitment to innovation and customer satisfaction has been the cornerstone of its success. To ensure the consistent delivery of results and value to its clients, Dataman has developed an effective and efficient methodology delivered by highly qualified professionals with specific industry and comprehensive technical and functional expertise. Our solution strategy that differentiates us from our competitors and would help us to provide the best services and resources to UCF:

➤ **Nationwide Capability with State of Florida Focus**

Dataman's unique service delivery model offers the best of both worlds; dedicated local team and expertise and best practices from other city and local government organizations nationwide. In our model, UCF will be the axis (focus) which will be supported by network of our consultants from over 25 states of the USA. ***Our account manager will be based in Tallahassee, Florida and provide fulltime support to UCF*** and will be easily accessible over email and phone. Dataman takes pride in our ability to quickly meet our clients ever changing needs and makes a strategic effort to deliver individual projects using local resources to control travel costs.



➤ **Client Advocacy Model**

At the core of the Dataman culture, is its commitment to provide unparalleled value to the client, delivering resources, projects on-time and on-budget. To accomplish this, we developed a **Client Advocacy Model (CAM)**. The objective behind our model is to demonstrate our commitment to the client and foster a long-term partnership. As the prime vendor, Dataman will objectively balance each work order scope, schedule, goals and budget by leveraging the capabilities of all subcontractors where needed. This may include balancing local resources to minimize travel cost with the ability to bring in national expertise.

➤ **Work Order Process and Methodology**

Our Team's business focus and objectives are very simple and direct – to assist UCF in delivering solutions across the Enterprise. Dataman has a strong background working on Job Orders/Work Order contracts with State and local agencies. Dataman continues to keep abreast of latest technology trends and methodologies and has successfully continued to provide state-of-the-art services to our customers.

➤ **Project Management Center of Excellence**

Dataman has a Project Management Center of Excellence (PMCoE) which is highly experienced in supporting and managing wide array of projects which include strategy development, grant-specific initiative execution, process engineering, and organizational design. This gives Team Dataman added advantage to support UCF and provide highly skilled project support team.

Dataman PMCoE will support UCF PMO through innovation and leadership initiatives and help to reduce cost, accelerate acquisition time, and facilitate a complete, detailed and documented project. Dataman PMCoE will coordinate continuously with UCF in regards to the project staff supplied and will, ensure that value is achieved in all areas.

➤ **Staffing Services**

Dataman has expertise attracting, recruiting and retaining qualified consultants. We use our proven and proactive approaches, processes and tools practiced for a cumulative of 21 years, to provide staff with required skills. Our staffing approach is driven by selecting meticulous screening process, combining our understanding of the requirement, and similar experience in staffing government and private sector organizations. Our culture, technology platform and compensation system are consistent across categories which are all designed to find, attract and retain the BEST talent across the entire numerous job categories.



With our proven solution approach, Dataman takes pride in our ability to quickly meet our clients ever changing needs and makes a strategic effort to deliver individual projects using local resources to control travel costs. Our philosophy is to team with our client's management, as working together is the only way to ensure success.

A. Experience and Qualifications of Proposer**A.1. Describe why your company believes it can provide and is qualified to provide temporary labor services as described in this ITN. Highlight any major features, functions, value-adds, and areas of support that differentiate your service from your competition.**

Dataman has been in business for over 21 years and is a leader in providing comprehensive Temporary Labor Services to both commercial and government organizations. We have a focus on the public sector giving us the internal expertise to seamlessly support the educational institutes. We have delivered similar Temporary Labour Services including in categories like administrative, accounting, training, support staff, information technology, professionals, light industrial, technical, skilled trades, and general maintenance etc. to organization across the country including the **Tarrant College County District, Adams 12 Five Star Schools, Douglas County School District, GoodBuy Cooperative, Metropolitan State University of Denver, Texas Education Association, Massachusetts Executive Office of Education, City of Centennial, City of Aurora, City of Broomfield, Regional Transportation District-Denver, Denver International Airport, South Carolina Department of Education, Medical University of South Carolina, Clemson University, Montclair State University Jefferson County School District, Baltimore County Public and many more.**

A.1.i. DatamanUSA uniqueness and capabilities**A.1.ii.a. Center of Excellence - Education Industry Consulting**

Dataman supports Educational Services Industry including schools, colleges, universities and training centers by helping them meet their ever-changing business needs. We have worked with numerous educational institutions across the country to execute sound strategies and deliver cutting edge technology solutions. We understand the unique challenges of Educational Services Industry and have the experience to bring industry trends from across the globe.

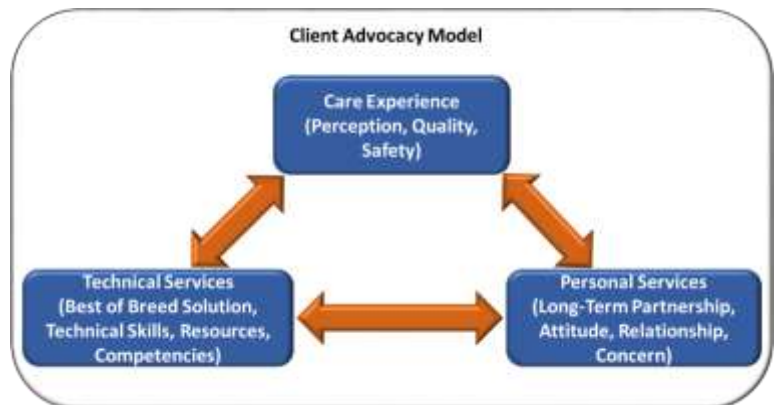
Experience with Higher Institutes:

 Roswell Park Cancer Institute	 Clemson University	 Tarrant County College District	 North Carolina A&T University
 University of Arizona	 Medical University of South Carolina	 Metropolitan State University of Denver	 Montclair State University
 University of North Carolina	 South Carolina Department of Education	 Massachusetts Executive Office of Education	 TEA Texas Education Association



A.1.ii.b. DatamanUSA's Client Advocacy Model

Dataman's commitment to innovation and customer satisfaction has been the cornerstone of its success. To ensure the consistent delivery of results and value to its clients, Dataman has developed an effective and efficient methodology delivered by highly-qualified professionals with specific industry and comprehensive technical and functional expertise. At the core of the Dataman culture, is the commitment to provide unparalleled value to the client, delivering quality resources, and projects, to specification, on-time and within budget. To accomplish this, we developed a **Client Advocacy Model (CAM)**. The objective behind our model is to demonstrate our commitment to the client and foster a long-term partnership. As the prime vendor, Dataman will objectively balance each work order scope, schedule, goals and budget by leveraging the capabilities of all subcontractors where needed. This may include balancing local resources to minimize travel cost with the ability to bring in national expertise.



To accomplish this, we developed a **Client Advocacy Model (CAM)**. The objective behind our model is to demonstrate our commitment to the client and foster a long-term partnership. As the prime vendor, Dataman will objectively balance each work order scope, schedule, goals and budget by leveraging the capabilities of all subcontractors where needed. This may include balancing local resources to minimize travel cost with the ability to bring in national expertise.

A.1.ii.c. Dataman Delivery Excellence Models

DatamanUSA Team Delivery Excellence Models			
Dedicated Business and Delivery Leadership			
Strategic Staffing	Projects	Managed Services	
<ul style="list-style-type: none"> T & M Resource Based Client Based Productivity Lower Value Highly Competitive Typically vendor on Premises (VOP) 	<ul style="list-style-type: none"> T & M or Fixed Price Deliverable Based Fixed Scope Shared Risk Optimum Value 	<ul style="list-style-type: none"> T & M or Flat (core only) Resources: Core/Flex Ramp Up/Down Demand Management On-Boarding (Modularized) Metrics Management Increased Maturity Continuous Improvements 	<ul style="list-style-type: none"> Fixed Scope SLA Based Multi-Year Contract Fixed Monthly Fee Year-to-Year Productivity commitments Increased Maturity Optimal Value
		Capacity Based	Services Based
Global Practices and Solution Centers			

A.1.ii.d. Well Established & Financially Stable Company

Dataman is a financially stable and debt free company. Dataman has delivered over \$70 million of Temporary Labor Services, IT Professional Services, On-Call – Contract Programming, IT Staff Augmentation Services, Managed Service Support, Technical Support, and Custom Software Development and Testing Solution.

Dataman cumulative public sector revenue distribution (Total - \$70+ Million)			
City of Los Angeles	\$1.5M	San Bernardino County	\$1.5M
Regional Transport District, Denver	\$8M	Denver International Airport	\$2.5M

Temporary Labor Services

Northrop Grumman (includes LA area)	\$4.5M	State of Washington	\$4M
State of Colorado	\$10M+	State of New Jersey	\$454K
Federal Agencies (Nationwide)	\$4M	State of Vermont	\$700K
State of South Carolina	\$1.5M	State of Texas	\$5M
State of Utah	\$1M	Sprint / Nextel	\$800K
State of New Mexico	\$1.5M	State of Maryland	\$1M
State of North Carolina	\$3M	Commonwealth of Massachusetts	\$1.8M
Commonwealth of Pennsylvania	\$420K	Other Clients	\$25M+

A.1.ii.e. DatamanUSA Public Sector Center of Excellence

Dataman understands the unique nature of government technology programs having worked with State, Local and Federal government organizations. Dataman has provided both technology, management consulting and managed services for hundreds of public sector and commercial clients throughout the past 21 years.

Dataman has been, or are currently, under contract more than a dozen City and local government agencies as well and transportation agencies (airports, seaports, public transportation rail, bus, demand transit, paratransit) for the delivery of management consulting services, technical consulting services, staffing and managed services.

Along with our key personnel and bench of on-staff consultants, we have the ability to quickly recruit and retain resources who fit the diverse needs of our clients. Our key personnel have experience working with city and county government agencies, transit organizations and airports to understand their unique challenges and needs, identifying and delivering industry talent to help them accomplish their goals. This experience allows us to successfully match market talent with each client's unique organizational needs.

Dataman supports local government organizations in helping government departments meet their ever-changing business needs. City government technology departments are challenged to meet business goals in an industry that is constantly evolving. We have worked with numerous city and county clients to execute sound strategies and deliver cutting edge technology solutions. We understand the unique challenges of city governments and have the experience to bring industry trends from across the globe to our clients. We offer highly skilled on shore and off shore resources to help city government agencies for Temporary Staffing services. Our clients include:

Local Government (Partial List)			
County of San Bernardino	Tarrant County College District	North Carolina A&T University	University of Arizona
Jefferson County Public Schools	Medical University of South Carolina	City of Georgetown Texas	Baltimore County Public School
Charleston County School District	Douglas County School District	Adam 12 Five Star Schools	Clemson University
NYSERDA	City of Cleveland	Roswell Park Cancer Institute	Williamson County Texas
Smith County Texas	Los Angeles City Planning Dept.	City of Cincinnati	San Antonio Housing Authority Texas
Northrop Grumman	Orange County Transit	County of Santa Clara	Houston Metro
Regional Transportation District-Denver	City and County of Boulder	City of San Marcos Texas	Denver International Airport
City of Denver	City of Broomfield, CO	City of Phoenix	Orange County Courts
Community Transit, Everett, WA	Los Angeles Dept. of Building and Safety	City of Centennial	City of Albuquerque

State Government (Partial List)			
State of Florida Department of Management Services	South Carolina Department of Education	Metropolitan State University of Denver	University of North Carolina
State of South Carolina	Texas Education Association	Metropolitan State University of Denver	Maryland Dept. of Transportation
Colorado Dept. of Public Safety	South Carolina Department of Information Security	Massachusetts Executive Office of Education	Colorado Department of Transportation
Massachusetts Dept. of Transportation	Washington Department of Transportation	North Carolina Department of Transportation	Pennsylvania Department of Labor and Industry
Colorado Motor Vehicle Department	Texas Office of the Attorney General	Oregon Department of Transportation	Colorado Dept. of Corrections
Texas Department of Aging and Disability Services	North Carolina Motor Vehicle Department	Colorado Governor's Office of Information Technology	Washington State Patrol
Clemson University	North Carolina A&T University	North Carolina Dept. of Transportation	University of North Carolina
Colorado Dept. of Labor and Employment	North Carolina Department of Public Instruction	Utah Dept. of Human Services	State of California
Texas Dept. of Transportation	State of Vermont	State of Maryland	Pennsylvania Dept. of Transportation
State of Arizona	Pennsylvania Department of Revenue	Pennsylvania Department of Health	
Federal Government (Partial List)			
US Forest Service	US Forest Service	US Forest Service	US Forest Service
US Bankruptcy Court	US Bankruptcy Court	US Bankruptcy Court	US Bankruptcy Court
Commercial Sector (Partial List)			
Northrup Grumman (Southern, CA)	Northrup Grumman (Southern, CA)	Northrup Grumman (Southern, CA)	Northrup Grumman (Southern, CA)
Red Robin	Red Robin	Red Robin	Red Robin

A.1.ii.f. Local Presence for high quality support

UCF is looking for a vendor who can support and provide Temporary Labor Services. We understand the dichotomy "to do more with less" and our combined practice offers a full spectrum of solutions specific to the needs of Cities, Counties, State Agencies and other institutions. **Team Dataman has its local presence with office in Pembroke Pines, FL which is just a couple of hours' drive from UCF making it easily approachable and accessible for any communication with UCF.**

A.1.ii.g. Local Staff Augmentation and Recruiting Experience

Dataman has strong experience of offering Temporary Labor Services to local government agencies. UCF will be supported by a dedicated account manager and recruiter(s) with full understanding of technical, non-technical, social and soft skills requirements of UCF. We ensure that our consultants blend seamlessly into the work culture of UCF.

A.1.ii.h. Experienced Account Management Team

Dataman will assign an experienced account director to support UCF. Our account director has 10+ years of experience managing government accounts providing Temporary Labor services. He has been providing high quality services to State agencies and local government organizations. We follow a proprietary and proven account management process that gives our account team the tools and resources needed to succeed. Our Account Director will work hand in hand with our Recruiting Manager, CIO, Delivery Manager and CEO to deliver high quality valued added candidates to UCF.

A.1.ii.i. Proven Recruitment Process & Oorwin

Dataman has developed a Recruitment Process to provide our clients with qualified and experienced temporary consultants on short notice. This includes a strong local network and our processes have been proven through the successful management of numerous State, Local and Federal Government contracts. Dataman uses a custom proprietary staffing portal which provides an easy interface to our recruiting and accounts team. Oorwin provides tight collaboration in various teams included in the recruitment process to improve their recruiter productivity, candidate experience, streamline HR business processes and increase sales performance. It provides tools and features such as, requirement status, number of requirements currently opened, assigned recruiters, submissions made by particular recruiter, etc. Dataman has over 400,000 resumes in its database. Dataman also has subscriptions of leading job portal like Dice, Monster etc.

A.1.ii.j. Candidate Sourcing and Assessment

One of the reasons for Dataman's continued success in quickly supplying high- quality staff is our recruiting and matching processes. Dataman employs management practices designed to quickly recruit and hire skilled professionals for any position, which is critical to our business success.

A.1.ii.k. Background Screening

Prior to sending an employee to work for UCF, the Dataman Account Management team, in conjunction with the appropriate UCF representative(s), will evaluate what pre-employment background screening will be utilized. Dataman assures UCF that our screening services will meet the most rigorous requirements.

A.1.ii.l. Quality Assurance

To ensure that our performance meets UCF requirements, Dataman will use the processes established in our proven Quality Control Program. The overall purpose of Dataman's Quality Control Program is to guarantee that Dataman provides its clients, such as UCF, with the level of service they expect from a leader in the employment services industry.

A.2. Provide an overview and history of your company. Describe the organization of your company that includes the organizational structure.

A.2.i. DatamanUSA, LLC - An Overview



Dataman has more than 21 years of experience offering quality resources that is needed by UCF. Dataman possesses an unequalled depth of knowledge with respect to availability and compensation for highly trained, highly motivated, professional employees, specific to UCF's diverse requirements. Dataman is confident that we provide the best solutions at the most competitive prices. Not only do Dataman's prospective candidates meet the requirements of UCF but they will also meet the cultural requirements of UCF. To expand, we are referring to those candidates possessing healthy attitudes, a stable work ethic, and a commitment towards a team environment.

We have a strong focus on the public sector working with clients that include; the State of Florida, City of Cleveland, City of Cincinnati, Pennsylvania, Oklahoma City, City of Aurora, City of San Marcos, County of Santa Clara, City of Georgetown, City of Broomfield, CO, City of Phoenix, Orange County Courts, Jefferson County Public Schools, Los Angeles Dept. of Building and Safety, Smith County, Massachusetts Executive Office of Education, Houston Metro, State of Washington, State of

Massachusetts, Regional Transportation District-Denver, Denver International Airport State of Kansas, State of Arkansas, State of Texas, State of Colorado, State of New Mexico, State of Louisiana, and many more public and private organizations.

DatamanUSA Company Profile	
Type of Services	<ul style="list-style-type: none"> • Temporary Labor Services • IT Staffing Services • IT Project Based Services • Transit Industry Consulting • Information Technology Temporary Staffing Services • Very Low Overhead (VLO) Staffing for pass through • Healthcare Staffing Services • Covid-19 Support Services
Year Founded	2000
Form of Organization	Limited Liability Company
State of Corporation	Colorado
Number of Offices and Location	Total number of offices – 5 <ul style="list-style-type: none"> • Centennial, Colorado (Headquarters) • Tallahassee, Florida • Austin, Texas • Los Angeles, California • Bellevue, Washington • Albuquerque, New Mexico
Number of Employees	75-90

Dataman's Temporary Labor services have been sought out in great demand by commercial organizations, state and local government agencies. Dataman has provided services similar to those requested in this RFP on other viable awarded contracts. Dataman has demonstrated ability to perform under multiple similar contracts and has been recognized for its growth and quality service.

DatamanUSA Advantages	
<ul style="list-style-type: none"> • Local Government Contracting Experts: Fast ramp-up, cultural fit and strong understanding of purchasing regulations. • Staffing Expertise: Dataman brings expertise in matching industry talent with customer needs • Business Knowledge: Systematic knowledge capitalization and transfer to clients and employees. • Technology Expertise: Unlike many staffing firms, Dataman is owned and operated by IT professionals who bring an extra layer of industry knowledge to our screening process. Dataman's staffing division and technology services division work hand in hand to support our clients. • Functional Experts: Competence centers collect and create unique know-how. • Unique Partnership: Integrate best capabilities to provide specific solutions. Common values and goals. • Flexible Sourcing: Provide resources that best fit requirements • Assets & Innovation Driven: Derive future needs and reveal business potentials from our innovation lab. Use unique solutions, frameworks, methodology, and tools to speed up delivery. • Value Pricing: Competitive through low overhead, resource mix, and appropriate engagement model. • Seamless Experience: Single point of accountability and contact, clear governance, fully aligned delivery Independent: Vendor agnostic for optimum solving. • Public Sector Development: Our team has provided administrative support services and staffing to State, Local and Federal government organizations across the country. 	

A.2.ii. NASPO ValuePoint Temporary Employment Services

Temporary Labor Services

With more than 20 years of proven expertise in delivering a comprehensive temporary staffing service for all job categories to the public sector, Dataman maintains a multi-year NASPO ValuePoint® Temporary Staffing Master Agreement. This enables us to offer world-class temporary staffing services in the Information Technology, Healthcare, General Office Support, Administrative, Industrial Workers and Professional Services to participating state and local governments, transportation authorities, and others.



DatamanUSA has been awarded with the *Temporary Staffing Contract* of the **National Association of State Procurement Officers (NASPO Value Point)**. This contract can be utilized by any State or Local government agency

A.2.iii. Similar Past Performance

Dataman held following contracts in Temporary Labor services for administrative, accounting, training, support staff, information technology, professionals, light industrial, technical, skilled trades, and general maintenance positions as well as vaccination site clinical positions etc. that are similar in scope and complexity to some positions of this RFP.

- **RTD- Temporary Personnel Services**
- **SMUD - Temporary Staffing Support Services**
- **Roswell Park Cancer Institute - Temporary Staffing**
- **Temporary Personnel Services for Texas Department of Transportation, Atlanta District**
- **Temporary Personnel Services for Texas Comptroller of Accounts, Austin, Texas**
- **Temporary Personnel Services for State of Colorado**
- **Temporary and permanent staffing contract with Northrop Grumman**
 - Administrative – Secretarial, clerks and more
 - General Office
 - Professional – Human resources, purchasing and more
 - Finance and Accounting Support
 - Information Technology – Programmer analysts, software engineers and others
 - Financial Services – Accounting and finance professionals
- **Temporary and permanent staffing contract with Sprint Nextel for the following categories:**
 - Human Resource – HR Assistants, HR generalists and more.
 - Engineering – RF Engineers, Drive testers and more.
 - Administrative – Administrative assistants, customer service representatives etc
 - Financial and Accounting – Accountants, financial analysts and more.

A.2.iv. DatamanUSA - Diversity Affiliations & Certifications

Dataman is a certified MBE, WBE, DBE & SBE Company with public sector experience. Here is the partial list of diversity affiliations and certifications.

- Certified DBE from Regional Transportation District-Denver
- Certified SBE from Regional Transportation District, Denver
- Certified DBE from the Colorado Department of Transportation
- Certified MBE/WBE/DBE/SBE from the Massachusetts Department of Transportation

Dataman has earned an exceptional 95% Overall Performance Rating from customers in a recent independent survey conducted by Dun & Bradstreet. Along with this, Dataman has a D&B Rating of 1R3 which indicates that we are a stable and well-established company with low risk.

Through our expanding national network, our company has helped thousands of candidates find rewarding technology jobs with businesses ranging from high-tech startups to all branches of government including federal, state, local, executive, legislative, courts, and higher education. Dataman's clients rely on Dataman to strengthen their competitive positions and each year we continue to add to our growing list of loyal customers.

Dataman continues to keep abreast of latest technology trends and methodologies and has successfully continued to provide state-of-the-art services to our customers.

Dataman is currently, under contract (and has past contract experience) with numerous State and local government agencies as well and transportation agencies (airports, seaports, public transportation rail, bus, demand transit, paratransit) for the delivery of management consulting services, technical consulting services, staffing and managed services

A.2.v. DatamanUSA Centers of Excellence & Core Capabilities

Dataman has following Centers of Excellence (verticals) that core capabilities (horizontal);

Centers of Excellence:

- Public Sector Center of Excellence
 - Federal Government Center of Excellence
 - State Government Center of Excellence
 - **Local Government Center of Excellence**
- **Education Industry Center of Excellence**
- Healthcare Center of Excellence
- Transportation Center of Excellence

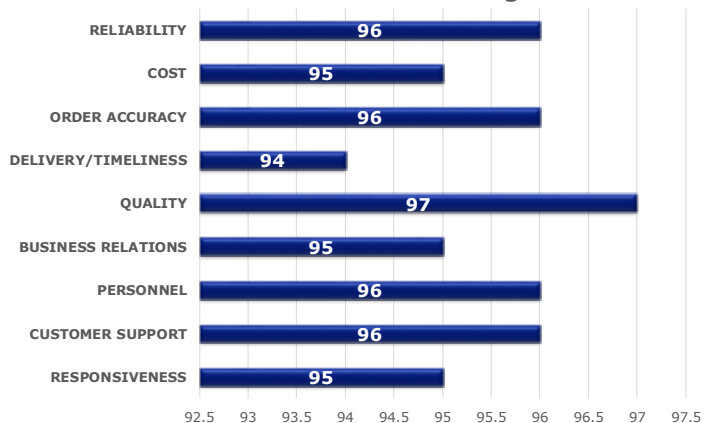
Core Capabilities:

- Cloud Implementation Division
- Application Development Services Division
- Infrastructure Services Division
- IT Cyber Security
- IT Managed Services
- **Temporary Staffing**
 - **Administrative Staffing**
 - **Support Staff**
 - **Information Technology**
 - **Accounting and Finance Support**
 - **Light Industrial**
 - **Skilled Trades**
 - **Professional Staffing**
 - **General Maintenance**
 - **Others**

A.2.vi. Center Of Excellence - Education Industry Consulting

Dataman supports Educational Services Industry including schools, colleges, universities and training centers by helping them meet their ever-changing business needs. We have worked with numerous

D&B Overall Performance Rating = 95



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educational institutions across the country to execute sound strategies and deliver cutting edge technology solutions. We understand the unique challenges of Educational Services Industry and have the experience to bring industry trends from across the globe.

Experience with Higher Institutes:

 Roswell Park Cancer Institute	 Clemson University	 Tarrant County College District	 North Carolina A&T University
 University of Arizona	 Medical University of South Carolina	 Metropolitan State University of Denver	 Montclair State University
 University of North Carolina	 South Carolina Department of Education	 Massachusetts Executive Office of Education	 Texas Education Association

Experience with Schools

 Baltimore County Public Schools	 Jefferson County School District	 Charleston County School District	 Douglas County School District	 Adams 12 Five Star Schools
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A.2.vii. Our Subcontractors

Dataman is submitting this proposal as a prime vendor with a pool of carefully selected subcontractor to offer the best possible service to UCF. Our subcontractor brings unique added value that will allow Dataman to offer most qualified temporary consultants for UCF requirements for the life of the Contract.

A.2.vii.a. ATEAM Solution Services – Subcontractor

ATEAM has 20 years of experience supporting the digital business transformation journeys of our clients large and small and across several industries. Our proven approach to digital business transformation risk reduction is grounded in our best practice approach of fusing our business and technology ‘know how’ with our cyber risk assessments, and threat intelligence to help our clients reduce overall cyber risks by an average of 30%.

As a Minority Owned Service-Disabled Veteran Owned Small Business (SDVOSB), ATEAM is committed to excellence and creating innovative and flexible solutions for our clients.

What sets ATEAM apart from the competition?

- Our People
- Performance-Based Processes Integrated
- Solutions Teams Client Relationship

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- Management
- Strategic Mix of Technology and Business practice

CORE CAPABILITIES

Our technology experts and business professionals analyse, research, design and implement solutions in the areas of:

- Cybersecurity
- Artificial Intelligence
- Augmented Reality/Virtual Reality
- Defense Acquisitions and Program Management

Unique value adds of our subcontractor	
ATEAM Solution Services	<ul style="list-style-type: none"> • Certified as SBA – Small Business • Certified as VA – Service-Disabled Veteran Owned Small Business, • Certified as Florida OSD-(MBE) Minority Veteran, • Certified as Miami Dade County, FL MD-(MBE) Veteran, • Certified as Broward County, FL MD-(MBE) Veteran • Strong network of local resources easily available for Pinellas County • Experience working with Florida and local agencies

A.2.viii. Category Specific Past performance**A.2.viii.a. Administrative and Support Staff Services**

Dataman is aware that retaining the professional, management, and administrative support staff to successfully implement agency missions and objectives is a challenge felt throughout the government and corporate industry. Dataman has an impressive history of providing qualified administrative and office support personnel since our inception. We have the ability to provide pre-screened qualified individuals of many skill levels to any industry on a national level. We constantly run testing and trainings to make sure all of the people we place meet a designated skill level, as required by each individual job. All candidates are validated and verified to their competencies.

We place administrative and office support personnel on short term and long-term contract assignments, as well as in temp to hire and direct hire roles.

We have provided Administrative Solutions to numerous organisations across the nation and offered the following full range of services to support the agencies:

- Administrative Call Support
- Office Support
- Call Center Support
- Event Management Support Services
- Facility Management Support Services
- Finance, Accounting and Procurement Support Services
- General Clerical Support Services
- Healthcare Administrative Support Services
- Human Resources Support Services
- Project and Program Management Support Services
- Records Management Support Services
- Warehouse and Logistical Support Services

Dataman's Administrative Support division is comprised of a team of human resource experts who provide innovative mission support solutions and flexible job opportunities to top notch, best in class administrative and mission support candidates who are proficient with various software programs, possess excellent verbal and written communication skills and who are committed to and

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realize that today's administrative and mission support employees are an integral part of every organization and agency.

Retaining the professional, management and administrative support staff to successfully implement agency missions and objectives is a challenge felt throughout the government and corporate America. We have a unique approach to recruiting and retaining a diverse workforce to satisfy your goals and objectives, cost effectively.

Here is the snapshot of our experience in providing administrative support positions (Partial List):

Job Title	Dataman Highlights
Data Entry	Dataman has numerous placements in this category with organizations that include State of Vermont, Roswell Park Cancer Institute, State of Washington, SMUD and Denver International Airport.
Executive and administrative assistants	Dataman has numerous placements in this category with organizations that include State of Montana, Northrup Grumman, RTD-Denver, State of South Carolina and Denver International Airport.
Office Manager	Dataman has numerous placements of office managers with organizations that include State of Colorado, State of Texas, Chicago Transit Authority etc
Project Coordinator	Dataman has numerous placements in this category with organizations that include Northrup Grumman, RTD-Denver, Chicago Transit Authority and Denver International Airport
Microsoft Office specialist	Dataman has numerous placements in this category with organizations that include SMUD, Northrup Grumman, Washington Administrative Office of the Courts, RTD-Denver, State of Montana and Denver International Airport.
Front desk Coordinator	Dataman has numerous placements in this category with organizations that include SMUD, Dallas Area Rapid Transit, RTD-Denver, State of South Carolina and Denver International Airport.
Presentation specialist	Dataman has numerous placements in this category with organizations that include SMUD, Northrup Grumman, State of Montana etc.
Record Clerks	Dataman has numerous placements in this category with organizations that include Northrup Grumman, RTD-Denver and Denver International Airport.
Receptionist	Dataman has numerous placements in this category with organizations that include SMUD, Northrup Grumman, Washington Administrative Office of the Courts, RTD-Denver, State of Montana and Denver International Airport.
General Office Clerk / Assistant	Dataman has provided resources in this category with organizations that include RTD-Denver, Denver International Airport, State of Texas.
Administrative Assistant	Dataman has numerous placements in this category with organizations that include Northrup Grumman, RTD-Denver, Dallas Area Rapid Transit etc.
Human Resources Specialist	Dataman has numerous placements in this category with organizations that include Northrup Grumman, Washington Administrative Office of the Courts, Texas Department of Transportation and Denver International Airport.
Business Data Analyst	Dataman has provided resources in this category with organizations that include RTD-Denver, Denver International Airport, Northrup Grumman and State of Texas.

Compliance Manager	Dataman has numerous placements in this category with organizations that include Northrup Grumman, State of Texas, State of Washington etc.
Payroll Clerks	Dataman has provided number of payroll clerks to organizations including Roswell Park Cancer Institute, North Carolina Department of Transportation and Denver International Airport
Payroll Specialist	Dataman has provided number of payroll specialist to organizations including RTD-Denver, North Carolina Department of Transportation and Denver International Airport etc
Senior Business Data Analysis	Dataman has numerous placements in this category with organizations that include Sprint Nextel, RTD, Denver, Sacramento Municipal Utility District etc.
Legal Clerk	Dataman has numerous placements in this category with organizations that include Sacramento Municipal Utility District RTD-Denver, Colorado Dept. of Corrections, Colorado Dept. of Public Safety and New Mexico Corrections Dept.
Legal Assistant	Dataman has provided resources in this category with organizations that include State of Texas, Massachusetts Department of Transportation, Pennsylvania Department of Transportation and the US Forest Service.
Compliance Officer	Dataman has provided numerous compliance officers to organizations that include State of Kansas, RTD-Denver, Colorado Dept. of Corrections, Colorado Dept. of Public Safety and New Mexico Corrections Dept.
Corporate Leadership Trainer	Dataman has numerous placements in this category with organizations that include SMUD, Northrup Grumman, Washington Administrative Office of the Courts, RTD-Denver, State of Montana and Denver International Airport.

A.2.viii.b. Accounting and Finance Support

Dataman has provided Accounting Support to many organisations across the nation. We understand that professionals involved in accountancy needs to be focused and accurate with numbers to ensure smooth auditing and functioning.

Job Title	Dataman Highlights
Accountants	Dataman has numerous placements in this category with organizations that include Northrup Grumman, Washington Administrative Office of the Courts, RTD-Denver, State of Texas, North Carolina Department of Transportation and Denver International Airport.
Accounting Directors	Dataman has numerous placements in this category with organizations that include State of Texas, Northrup Grumman, Washington Administrative Office of the Courts, RTD-Denver, North Carolina Department of Transportation and Denver International Airport.
Accounting Manager	Dataman has provided resources in this category with organizations that include RTD-Denver, Denver International Airport, and State of Texas.
Auditing Manager	Dataman has numerous placements in this category with organizations that include Northrup Grumman, State of Texas, Washington Administrative Office of the Courts, RTD-Denver, North Carolina Department of Transportation and Denver International Airport.
Budget Analysts	Dataman has numerous placements in this category with organizations that include Northrup Grumman, State of Texas, Washington Administrative Office of the Courts, RTD-Denver, North Carolina Department of Transportation and Denver International Airport.

Budget Managers	Dataman has over 10 placements in this category with organizations that include City of Denver, Denver Regional Transportation District, Oregon Department of Transportation, Northrup Grumman and many commercial organizations.
Business Data Analyst	Dataman has provided resources in this category with organizations that include RTD-Denver, Denver International Airport, Northrup Grumman and State of Texas.
Compliance Manager	Dataman has numerous placements in this category with organizations that include Northrup Grumman, State of Texas, Washington Administrative Office of the Courts, RTD-Denver, North Carolina Department of Transportation and Denver International Airport.
Financial Analyst	Dataman has provided resources in this category with organizations that include RTD-Denver, Denver International Airport, Northrup Grumman and State of Texas.
Financial Analysis Manager	Dataman has supported customers in this area that include Northrup Grumman, RTD-Denver, Denver International Airport and State of Texas.
Financial Directors	Dataman has numerous placements in this category with organizations that include Northrup Grumman, State of Texas, Washington Administrative Office of the Courts, RTD-Denver, North Carolina Department of Transportation and Denver International Airport.
Payroll Clerks	Dataman has provided number of payroll clerks to organizations including RTD-Denver, North Carolina Department of Transportation and Denver International Airport
Payroll Specialist	Dataman has provided number of payroll specialist to organizations including RTD-Denver, North Carolina Department of Transportation and Denver International Airport
Senior Accountant	Dataman has numerous placements in this category with organizations that include Northrup Grumman, Washington Administrative Office of the Courts, RTD-Denver, State of Texas, North Carolina Department of Transportation and Denver International Airport
Senior Budget Analyst	Dataman has provided resources in this category with organizations that include RTD-Denver, Denver International Airport, Northrup Grumman and State of Texas Washington Administrative Office of the Courts, RTD-Denver, North Carolina Department of Transportation.
Senior Internal Auditors	Dataman has numerous placements in this category with organizations that include Northrup Grumman, State of Texas, Washington Administrative Office of the Courts, RTD-Denver, North Carolina Department of Transportation and Denver International Airport.

A.2.viii.c. Information Technology

Team Dataman has expertise attracting, recruiting and retaining qualified IT consultants. We use our proven and proactive approaches, processes and tools practiced for 30 years, to provide staff with required skills. Our staffing approach is driven by selecting meticulous screening process, combining our understanding of the requirement, and similar experience in staffing government and private sector organizations. Our culture, technology platform and compensation system are consistent across categories which are all designed to find, attract and retain the BEST talent across the entire numerous job categories. The process, training and personnel are tuned specifically for the idiosyncrasies of each category. This way of doing business has helped us enjoy national recognition/awards for growth and achievement in our field. Team Dataman has vast expertise and experience in sourcing, attracting and retaining the best IT professionals in the United States today. Team Dataman has expertise across

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numerous industries and technologies. Our recruiting team and management team have decades of experience in the IT industry and have long-term relationships with candidates across the country. We have tremendous experience in providing temporary resources for the categories including but not limited to:

- Network and Telecommunications Systems and Infrastructure
- Security
- Hosting and Server Administration
- Data Analytics
- Database Systems
- Geographic Information Systems (GIS)
- Infrastructure/Cloud Solutions Services
- Mobile Platform Development
- Project Management
- Software/Application Development
- Website Design/Development

Here is the snapshot of few of the many positions in several categories that we have provided to government agencies:

➤ **Network and Telecommunications Systems and Infrastructure**

Dataman understands that delivering superior information technology services to your organization requires reliable and efficient connectivity, both internally and externally. It is critical to leverage cost-effective and efficient network infrastructure solutions that deliver the performance and reliability standards that your company demands. With certified expertise and extensive experience in a wide array of networking vendors and their technologies, Dataman can help you reliably accelerate data and applications across your entire network at a price you can afford. Our experience in this area includes both Staffing and deliverable-based services.

Dataman has delivered \$5 Million of Network and Telecommunications Systems and Infrastructure Services

Dataman has the experience to deliver end-to-end support to assure that your network is running smoothly and outages are avoided. We are expertly qualified to help you design, implement and manage your IT infrastructure. Our consultants will work with you to scope your requirements, install hardware, software, cables and wireless solutions, creating an integrated environment that delivers optimum performance and availability. Whether we help you to build your network, or are engaged to assure its ongoing efficiency, our network administrators will remotely manage and monitor your network including devices, servers and applications. Our team of engineers will ensure that routers, switches, firewalls, VPN and IDS/IPS are running smoothly and efficiently.

Job Categories	Highlights of DatamanUSA Team capabilities / Past Performance
Network Engineer	Dataman has executed many projects and provided Network Engineer and CCNP professionals for projects with clients including the Colorado National Guard, Texas Dept. of Aging and Disability Services and Houston Metro.
Network Administrator	Dataman has executed numerous projects and provided professionals for projects with clients that include Colorado National Guard, State of South Carolina and US GSA
Network/Telecommunications Analyst	Dataman has provided talented professionals and delivered project in this area that include a large IT Telecommunication move for the US GSA
Telecommunications Engineer	Dataman supports customers in this areas by delivering successful projects and providing the right engineers for each project. Our

	customers in this area include; US Bankruptcy Court, RTD-Denver and the Vermont Department of Labor.
Telecommunications Technician	Dataman has provided Telecommunications services to the State of Texas, US GSA and the US Bankruptcy Court. Our talent services team is highly experienced in the identification and recruitment of top level skill sets in all Network Infrastructure disciplines
Controls Specialist	Dataman has provided staffing services in this area to multiple government organizations nationwide in the Transportation sector
Field Engineer	Dataman has executed many projects and provided Field Engineer for projects with clients including US GSA, Colorado National Guard, Texas Dept. of Aging and Disability Services and the Texas Dept. of Transportation
Field Operations Technician	Dataman has executed many projects and provided Field Technicians to clients including RTD-Denver, US GSA and Houston Metro.
Engineering Aide	Dataman has provided team of engineering Aide to our past clients to ensure that routers, switches, firewalls, VPN and IDS/IPS are running smoothly and efficiently
Computer Aided Design (CAD) Operator	Dataman has provided staffing services in this area to multiple government organizations nationwide in the Transportation sector.
Field Representative	Dataman employees have supported numerous government customers with multi-site locations to provide the services identical to this position
Infrastructure Business Analyst	Dataman Business Analysts have supported our customers both on Staffing engagements and on Dataman's deliverable based projects. Our consultants have worked in areas that include; ERP, CRM, Oracle, Cisco and Microsoft.
Intelligent Transportation Systems Engineer	Dataman has a division specifically dedicated to Transportation. Our consultants have delivered numerous ITS projects including the Real-Time Passenger Information Application for RTD-Denver and Causal Data Analytics for Transit Agencies and Airports.
Senior Intelligent Transportation Systems Engineer	Dataman's Sr. ITS Engineers have experience with Transit organizations nationwide and have unique skill sets and experience to deliver cutting edge solutions around ITS and Mobility.

Dataman Vertical Highlights

- Our Experience in this area includes work with the Mississippi Corrections Department, University of North Carolina and the US Postal Service. Our Network professionals have delivered VDI Implementations, LAN/WAN support, Infrastructure Moves and VMWare rollouts for our government partners nationwide.
- Dataman has executed many projects and provided Network Professional/CCNP professionals for projects with clients including the Colorado National Guard, Texas Dept. of Aging and Disability Services and Houston Metro
- Dataman has executed many projects and provided Network Technicians for projects with clients including US GSA, Colorado National Guard, Texas Dept. of Aging and Disability Services and the Texas Dept. of Transportation
- Dataman has provided Telecommunications services to the US GSA and the US Bankruptcy Court

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- Dataman has delivered ITS Consulting to transit industry customers nationwide including RTD-Denver, Houston Metro, Maryland Department of Transportation and the Massachusetts Department of Transportation

➤ **Security**

Dataman understands that security is a constant feature and cause for organizations in both the public and private sector. With the advancement of technology, security threats are becoming more complex and have a more critical impact on business. Dataman's consultants have the experience required to allow you to rest easy knowing you have all your bases covered.

Job Categories	Highlights of DatamanUSA Team capabilities / Past Performance
Security/Systems Architect	Dataman has executed numerous projects and provided Information Security engineers to clients including the Colorado National Guard, Texas Department of Human Service and the South Carolina Department of Information Security.
Security Analyst	Dataman has executed many projects and provided Information Security Analysts to clients including the Northrup Grumman Texas Department of Transportation and the South Carolina Department of Information Security.
Security Specialist	Dataman consultants have supported organizations in this category that include; Northrup Grumman, US Air Force and the Colorado Air National Guard.

Dataman has delivered over 1.5M of Security Services

- Dataman is a Fortinet Partner, a leader in the Next Generation Firewall, Data Center Firewall, Cloud & SDN Security, Internal Network Firewall, Unified Threat Management and Advanced Threat Protection.
- As a **Fortinet partner**, Dataman provides Fortinet's Managed Security Services for Unified Threat Management (UTM). It includes Firewall / VPN, NGFW (IPS & Application Control), Web Filtering, Advanced Threat Protection (ATP) - Anti-Malware, WAN Optimization, Wireless Access Point, Endpoint Protection and Authentication.
- Dataman is a IBM Business Partner that provides IBM's state of art Cloud and Information Security solution.
- State of Colorado had also awarded State Cyber Security Contract to Dataman. Dataman is currently assisting a local transportation company with their cyber security need.
- Dataman has CISCO certified professionals on bench to help meet security need.

Dataman Vertical Highlights

- Dataman's certified IT Security professional have supported organizations that include the State of South Carolina, Colorado Air National Guard and Northrup Grumman. Along with our staffing background in this vertical, Dataman has delivered projects that include; Data Center Redesign for the Colorado Air National Guard which included an IT Security Audit and PIN Testing and IT Security Auditing for the State of South Carolina.

➤ **Hosting and Server Administration**

When upgrades to an operating system or active directory are needed, Dataman completes these assignments with ease.

Job Categories	Highlights of DatamanUSA Team capabilities / Past Performance
Server Administrator	Dataman has worked with customers nationwide in this area. Our services have included on going managed services for Denver International Airport.

Virtual Machine Administrator	Dataman has supported customers in this area that include Northrup Grumman.
O365 Engineer	Dataman has provided Staff Augmentation and Project Deliver services in this area to numerous customers including the City of San Marcos, Texas Credit Union Department and Northrup Grumman.
O365 Administrator	Dataman provides expertise in O365 delivering both IT Staff Augmentation and IT Project deliver working with government organizations across the country.
Active Directory Administrator	Dataman has provided services in this area to customers that include the City of Broomfield, City of Aurora and Northrup Grumman.
Active Directory Engineer	Dataman supports customers nationwide in this category.
Cloud Engineer	Dataman has a strong Cloud Services group and has supported customers nationwide. We were recently awarded a large Cloud Implementation project with a large US Transportation organizations.
Storage Engineer	Dataman has executed many projects and provided Storage Area Network (SAN) Engineering to clients including North Carolina Dept. of Transportation US GSA and Texas Dept. of Aging and Disability Services
Storage Architect	Dataman supports organizations nationwide in this category and has provided both Staff Augmentation and IT Delivery Services.
Backup Engineer	Dataman has supported organizations in this area that include the Mississippi Corrections Department, Denver International Airport and Northrup Grumman.
Data Center Manager	Dataman has a strong background providing Data Center Services and have worked with customers in Transit, DOD and Corrections.
Microsoft System Center Administrator	Dataman has a strong Microsoft practice and has supported organizations nationwide in this job category.

➤ **Application Development**

Dataman has CMM level-III compliant Software Development Lifecycle processes, Technology Certified Professionals (MCP, MCSD etc.) and PMP Certified Project Manager ensures delivery of project on-time and within budget. Dataman maintains a network of the most highly skilled IT professionals to help support our clients' IT Application Development needs. We provide top level talent for Application Development services including the design, development, and delivery of software applications.

Job Categories	Highlights of DatamanUSA Team capabilities / Past Performance
Application Developer/Software Engineer	Dataman maintains a network of the most highly skilled IT professionals to help support our clients' IT Application Development needs. We provide top level talent for Application Development services including the design, development, and delivery of software applications. We have developed applications that include the Vessel Tracking Application for the Washington State Patrol and the Vehicle Tracking System for RTD-Denver
Mobile Application Developer	Dataman has executed many projects and provided Mobile Application Development to commercial clients. Dataman is currently delivering multiple Mobile Application projects for the State of Washington.
Software Tester	Dataman has provided Software Testing on our Deliverable Based projects and delivered staffing services in this area. We are currently

	provided all Software Testing for the State of Vermont and State of Idaho's combined Unemployment Insurance Project.
GIS Programmer	Dataman has over 10 placements in this category with organizations that include City of Denver, Denver Regional Transportation District, Oregon Department of Transportation, Northrup Grumman and many commercial organizations.
User Experience (UX) Developer	Dataman has over 20 placements in this category with organizations that include Denver Regional Transportation District, State of Washington and Northrup Grumman.
Web Graphic Designer	Dataman has executed many projects and provided Web Development/ Graphic Designers to clients that include RTD-Denver, Colorado Dept. of Corrections, Colorado Dept. of Public Safety and New Mexico Corrections Dept.

- Our application development professionals are highly skilled in all the latest programming languages, relational database management systems, and application, integration and web servers.
- Programming Languages: C/C++, C#, Unix Borne Shell, Perl, Java, J#, Visual Basic, Ruby, VB.NET, Pascal, Object Pascal, Tcl, SQL, PL/SQL.
- Relational DBMS: Microsoft SQL Server, Microsoft Access, Sybase, MySQL, IBM Informix, Oracle
- Application, Integration, and Web Servers: Sun Java System, Microsoft Transaction Server, Microsoft Message Queue Server, Microsoft Internet Information Services, Microsoft Commerce Server, BEA WebLogic, IBM WebSphere Application Server, Tomcat, Apache, OMG CORBA, Sybase Enterprise Application Server, JBoss
- Our Application Development services can include complete project management from the initial consultation to successful completion of your project, or more simply, provide support for application management.
- We help companies carry out their business by providing the most qualified IT professionals with experience in: Desktop Support, Web Development, Help Desk/Technical Services, Software Development, Data/Database Management, Internet/Intranet, Systems Integration, Security, Infrastructure Management and Project Management/Business Analysis.

Dataman has delivered \$14 Million of Applications Development Services

Dataman Vertical Highlights

- Dataman has a strong internal team and network of consultants with vast experience in Application Development/ Integration & Support Services. Our work in this areas include Developing a Real-Time Passenger Information System for a large local transit agency, a Vessel Tracking System for a public safety organization, GIS Development and multiple mobile apps for government agencies in the State of Washington and Net Development for New Jersey Courts and Montana Dept. of Public Instruction

➤ Data Analytics and Decision Support

Dataman has a strong internal team and network of consultants with vast experience in Data Analytics and Decision Support Services. Our consultants are highly skilled and have experience with big data analytic tools such as Hadoop, Hive, MapReduce, SPLUNK, Elastic Search. Experience with ETL tools and in programming with SQL and NoSQL. Experience with SQL Analytics, SQL Profiler and XML Programming.

Job Categories	Highlights of DatamanUSA Team capabilities / Past Performance
Data Scientist	Dataman has delivered two projects to the Denver International Airport utilizing Data Scientist where we created a mathematical model for analysing impact of ridership by weather.

Business Intelligence (BI) Analyst	Dataman has executed many projects and provided Business Intelligence Analyst to client including Denver Water, State of Washington.
Big Data Analyst	Dataman has executed many projects and provided Big Data Analyst to our Transit Industry Customers across the country.
Big Data Solutions Architect	Dataman has executed many projects and provided Big Data Solutions Architect to our Transit Industry Customers across the country
SQL Developer	Dataman has executed many projects and provided SQL Developer to multiple clients including City of San Marcos and Washington State Patrol.
Report Developer	Dataman has executed many projects and provided Report Developer to multiple clients including City of San Marcos.

Dataman Vertical Highlights

- Dataman is currently delivering multiple Data Analytics projects to our Transit Industry Customers across the country. This includes working with major Airports to increase revenue and understand when to prepare maintenance equipment for incremental weather

➤ Project/Program Management Support

Dataman is a leader in providing Project/Program Management Support in both the public and private sectors which will allow us to give UCF the greatest possible value in terms of services. Dataman has more than 18 years of experience in providing similar services. We have highly qualified professional who are skilled and certified from international level institutions like International Institute of Business Analysis (IIBA®) and Project Management Institute (PMI).

Job Categories	Highlights of DatamanUSA Team capabilities / Past Performance
Program Manager	Dataman has executed many projects and provided Program Management to clients that include RTD-Denver, US Forest Service and NM Corrections Department.
Project Manager	Dataman has executed numerous public sector projects and has a strong nationwide network of Project Managers. A majority of our PM's are PMP certified and have supported organizations that include; Massachusetts Department of Transportation, Pennsylvania Department of Transportation and the US Forest Service.
Business Analyst	Dataman has provide Business Analysis services that include requirements gathering for project in Accela, Oracle, Workday and many other technologies. Our clients in this area include; Northrup Grumman, Maryland Department of Transportation and RTD-Denver
Procurement Analyst	DatamanUSA has provided Procurement Analysts on multiple occasions to Northrup Grumman for work on federal government contracts.
Communications Specialist	Dataman has executed many projects and provided Communications to clients including RTD-Denver and Northrup Grumman
Documentation and Training Specialist	Documentation and Training is key to Dataman's successful project delivery and we have supported customers on Staff Augmentation assignments and Deliverable Based projects.
Records Conversion Specialist	Dataman has a strong successful history of providing records management services. This includes work with RTD-Denver, City of San Marcos and the Texas Credit Union Department.
Records Management Analyst	Dataman's successful records management assignments and projects included work with Northrup Grumman, Denver International Airport and Williamson County, TX.

Accounts Payable Specialist	Dataman has provide staff augmentation services in this area to the State of Vermont Department of Health, RTD-Denver and Northrup Grumman.
------------------------------------	---

Dataman has successfully delivered \$5 Million of Project/Program Management Support Services until now

Dataman Vertical Highlights

- Dataman has 18 years of experience providing support to government agencies in areas that include Project Management and Business Analysis. Our work includes deliverable-based projects and staffing services. Our Project Managers have delivered high profile projects for organizations that include; the Massachusetts Department of Transportation, New Mexico Corrections Department and the Washington State Patrol.
- Our consulting services teams have delivered strategic plans to government organizations around SharePoint, ERP, PMO and IT Governance.
- Dataman was recently awarded a large public-sector contract to provide ERP and Cloud Strategy

➤ **Technical Support Services**

Dataman has a strong pool of consultants with vast experience in Technical Support Services. Our consultants are highly experienced in Windows, iOS and Android operating systems, as well as cloud platforms. Assist in testing or providing technical advice about updates or changes to existing applications. They are responsible for the implementation, management and top-level support of virtual desktop technologies.

Job Categories	Highlights of DatamanUSA Team capabilities / Past Performance
Technical Support Specialist	Dataman has over 30 placements in this category with organizations that include Northrup Grumman, Colorado Department of Public Safety and the Washington Employment Security Department.
Order and Provisioning Specialist	Dataman has provided staffing in this area to Northrup Grumman.
Asset Manager	Dataman has supported many of our Transit Industry clients in this areas as well as Northrup Grumman. We are currently providing Asset Management services to Denver International Airport.
Application Support Specialist	DatamanUSA has provided support in this category to clients that include; Denver International Airport, Colorado Department of Revenue and the University of North Carolina
End-User Device Deployment	DatamanUSA has provided support in this category to clients that include; Denver International Airport, Colorado Department of Revenue and the University of North Carolina
Image Management Technician	Dataman has provided staffing in this area to Northrup Grumman.
Customer Service Coordinator	DatamanUSA has provided support in this category to clients that include; Warren Air Force Base
Desktop Virtualization Engineer	Dataman has executed many projects and provided Desktop Virtualization Engineer to clients including RTD-Denver, Houston Metro, Colorado Dept. of Agriculture and the Colorado Dept. of Labor and Employment.
Microsoft SCCM Administrator	Dataman is a Microsoft partner and has provided this service to customers nationwide.

Audio Video (A/V) Technician	Dataman has over 4 placements in this category with organizations that include Colorado Air National Guard, Northrup Grumman and the Colorado Governor's Office of Information Technology.
Audio Video (A/V) Control Systems Programmer	Dataman has provided A/V services to the Colorado Air National Guard as well as private sector organizations

➤ **Database Management**

Dataman is a trusted Infrastructure Management Services provider, which offers Database Management Services to complete the overall maintenance of your infrastructure. We provide a stable and scalable infrastructure. Our team proactively monitors and manages simple to complex databases, and collaborates with you for tuning and optimisation. Customers can subscribe to our managed database service and receive comprehensive support for all aspects of the deployment, configuration, and maintenance of the database software, including database design and analysis; management and administration; security, governance, data quality management; and Structured Query Language (SQL) programming, clustering and replication.

Dataman has delivered over 5M in Database Management Services

Our solutions

Being one of the most sought 'Database Management Services' providers for over two decades, we offer best-in-class services across industries. Our team of experts possesses in-depth understanding of both – open and closed source databases, and helps you implement best-suited solutions post a thorough evaluation of your organizational requirements and business goals.

Tiered Database Delivery Model

The chart below helps describe of the different kinds of tasks performed at the different tiers:

Tier 1	Tier 2	Tier 3
Provide 24x7x365 live DBA support	24x7 DBA Service Requests (SRs) "Perform Database Tasks upon Request"	Proactive DBA Activities "Improve Database Environment"
Implement monitoring and ticketing systems	Execute on all incidents received by Tier 1	Serve as escalation from Tier 2
Monitor and troubleshoot scheduled jobs	Provide 24x7x365 DBA request availability	Provide 24x7x365 DBA request availability
Monitor and troubleshoot backup/recovery jobs	Perform database install and creation	Perform database install and creation
Monitor custom events and replication/clustering	Create schemas, tables, views, indexes, etc.	Advise and consult on architecture and engineering issues and approaches
Respond to incidents, alerts and notifications	Optimize CPU and memory utilization	Provide Senior DBA support & collaboration
	Perform database upgrades and migrations	Perform complex issue resolution/correlation
	Perform database patching and/or bug fixes	Perform root cause analysis on recurring issues
	Perform database refresh/cloning/cleansing	Provide issue tracking and communication
	Perform database configuration and validation	Perform advanced database and query tuning
	Perform data/index/disk re-organizations	Perform proactive space/growth management

	Perform SQL/database/instance tuning	Database security, compliance, licensing
	Execute and verify DDL/DML/scripts	HA, DR and scalability improvements/strategy
		Backup and recovery improvements/strategy
		Clustering and replication improvements/strategy

Our services are as below:

- Architecture Design
- Administration and Monitoring
- Performance Tuning
- Patch Management
- Security Management
- Backup and Recovery Management
- Database Upgradation and Migration

Key differentiators:


- Expertise across SQL and NoSQL databases
- Multi-platform expertise, to advise on implementing best-suited service
- Assured SLA defined support, to ensure higher availability and 24x7 monitoring
- Availability of on-demand DBA resource for continued project management
- End-to-End project responsibility – minimizing data loss, and ensuring data security and recovery
- Enabling quick & informed decision-making with efficient data processing
- Achieve enhanced business efficiency – with data consolidation, resulting in streamlined business processes and increased ROI

Dataman service category highlights



Dataman is currently delivering multiple Database Management and Optimization projects to our customers across the country. This includes working with major Airports to increase revenue and understand when to prepare maintenance equipment for incremental weather. We have worked with customers that include; Northrup Grumman, Denver International Airport and the Maryland Department of Transportation. We have both on staff consultants and a large network of consultants in this area.

A.2.viii. Recently Awarded Contract

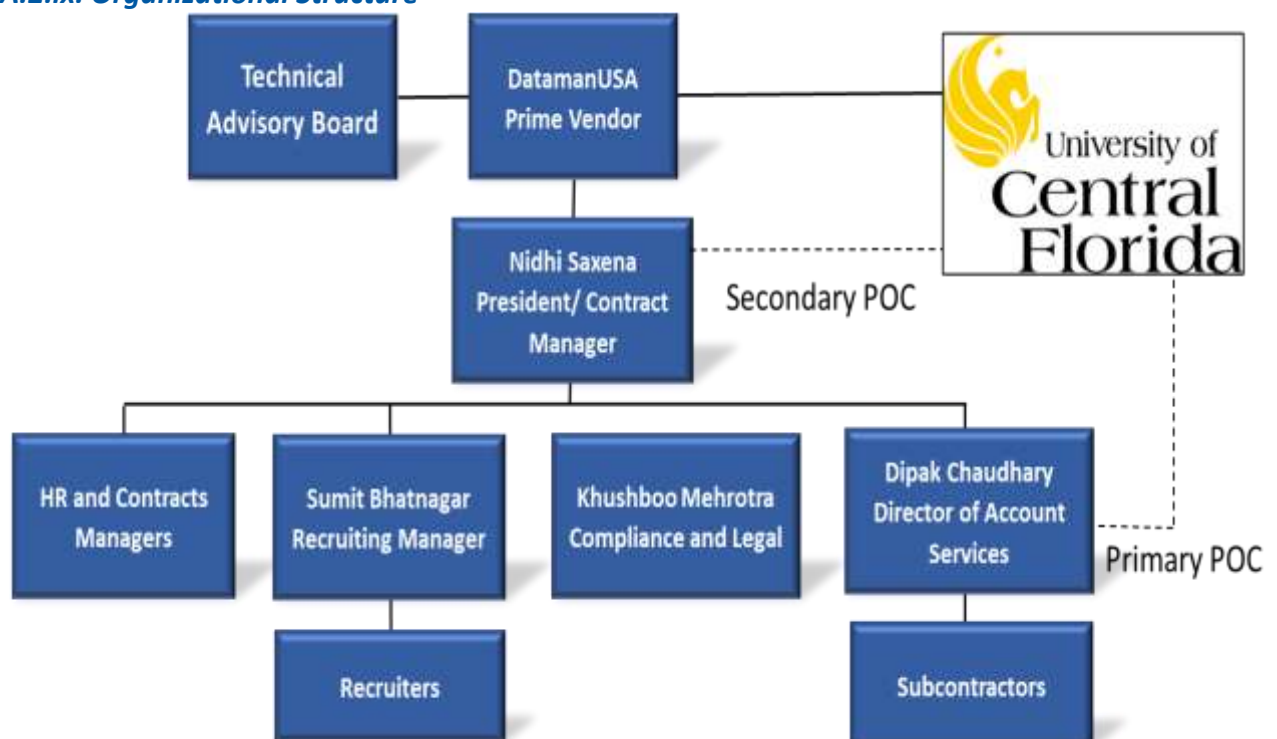
Dataman has been recently awarded multiple contracts for various State and Local Agencies. Contracts with similar scope and size to UCF are listed below:

CLIENT	SERVICE AREAS
The State of Florida	<u>Information Technology Staff Augmentation Services</u> Dataman has been recently awarded statewide contract for State of Florida to provide for Information Technology Staff Augmentation Services.
Roswell Park Cancer Institute 	<u>Temporary and IT Staffing</u> Roswell Park Comprehensive Cancer Center is a cancer research and treatment center and a New York State public-benefit corporation located in Buffalo, New York and founded by Dr. Roswell Park.

	Dataman is providing Temporary and IT Staffing services to the Roswell Park Cancer Institute.
Houston-Galveston Area Council (HGACBuy) 	<u>Temporary staffing, direct-hire and other employer services Contract</u> Dataman was recently awarded the Houston-Galveston Area Council (HGACBuy) nationwide contract.
Chicago Transit Authority 	<u>Temporary Staffing Services</u> Dataman was awarded the Temporary Staffing Services contracts to perform services for a period of three years with the State. Temporary workers will be assigned various tasks with the majority of work to be general clerical duties. The specific types of workers for this contract are: limited experience clerical; experienced clerical; general labor; Administrative Assistant, Administrative Specialist, Human Services Specialist, Senior Administrative Specialist, Staff Development Specialist, General Maintenance and Repair Technician, janitorial worker; maintenance worker; warehouse worker.
Baltimore County Public Schools 	<u>Temporary Staffing Services</u> <ul style="list-style-type: none"> • Services contract agreement CWA-106-20-008 Temporary Staffing for Accounting and Fiscal-Related Positions • Services contract agreement for help desk and support personnel.
Roswell Park Cancer Institute 	<u>Temporary Staffing Services</u> Roswell Park Cancer Center is a cancer research and treatment center and a New York State public-benefit corporation located in Buffalo, New York and founded by Dr. Roswell Park. Dataman is providing Temporary and IT Staffing services to the Roswell Park Cancer Institute.
Regional Transportation District 	<u>Temporary Employee Placement Services</u> Dataman was recently awarded a contract for RTD to provide Temporary Employee Placement Services in categories that include Information Technology, Marketing, Professional Services, Administrative
Texas Department of Transportation 	<u>Employee search and Recruitment services</u> Dataman is providing Employee search and Recruitment services to the Texas Department of Transportation. <i>Dataman is engaged to recruit Chief Information Officer (CIO) of the TXDOT.</i>
Dallas Area Rapid Transit (DART) 	<u>Recruiting Services</u> Dallas Area Rapid Transit (DART) is a regional transit agency authorized under Chapter 452 of the Texas Transportation Code and was created by voters and funded with a one-cent local sales tax on August 13, 1983. Dataman is helping as a recruiter to source, screen and provide top level candidates to interview for the temporary. The vendor will supply candidates that meet the minimum qualifications of the positions requested and will be experienced in a broad knowledge of this field.

<p>The State Of Montana - Department of Administration State Procurement Bureau</p> 	<p><u>Temporary Worker Services</u> Dataman was awarded the Temporary Worker Services contracts to perform services in eight cities around the State. Temporary workers will be assigned various tasks with the majority of work to be general clerical duties. The specific types of workers for this contract are: limited experience clerical; experienced clerical; advanced software specialist; general labor; Administrative Assistant, Administrative Specialist, Human Services Specialist, Senior Administrative Specialist, Staff Development Specialist, Engineering Technician Associate, General Maintenance and Repair Technician, janitorial worker; maintenance worker; warehouse worker; forest technician; professional forester; forest project leader/lead management forester; biologist; botanist; right-of-way agent; and related, and resource specialists.</p>
<p>Sacramento Municipal Utility District</p> 	<p><u>Temporary Staffing Support Services</u> Dataman was awarded the Temporary Staffing Support Services contracts to provide staff resources on a temporary/part-time basis. Dataman is providing Clerical staff resources which include Accounting Clerk I, Accounting Clerk II, Administrative Assistant I, Administrative Assistant II, Data Entry Operator, Desktop Support Specialist, Executive Assistant, General Labor/Maintenance, General Office Clerk, Help Desk Specialist, Human Resources Analyst, Human Resources Analyst, Vehicle Washer</p>

A.2.ix. Organizational Structure



A.3. Provide information on your company size, industrial track record, financial stability, and years in business, etc.

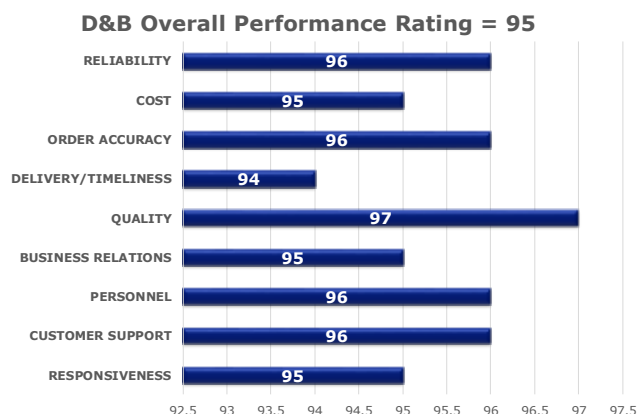
A.3.i. DatamanUSA Company Profile

DatamanUSA Company Profile	
Type of Services	<ul style="list-style-type: none"> • Temporary Labor Services • IT Staffing Services • IT Project Based Services • Transit Industry Consulting • Information Technology Temporary Staffing Services • Very Low Overhead (VLO) Staffing for pass through • Healthcare Staffing Services • Covid-19 Support Services
Year Founded	2000
Form of Organization	Limited Liability Company
State of Corporation	Colorado
Number of Offices and Location	Total number of offices – 5 <ul style="list-style-type: none"> • Centennial, Colorado (Headquarters) • Tallahassee, Florida • Austin, Texas • Los Angeles, California • Bellevue, Washington • Albuquerque, New Mexico
Number of Employees	75-150

A.3.ii. Industrial Track Record

Dataman has earned an exceptional 95% Overall Performance Rating from customers in a recent independent survey conducted by Dun & Bradstreet. Along with this, Dataman has a D&B Rating of 1R3 which indicates that we are a stable and well-established company with low risk.

Please refer to the attached screenshot of our Dun & Bradstreet (D&B) SQR and Past Performance Reports



4/29/2019

D&B Supplier Qualifier Report: DATAMANUSA,LLC



Supplier Qualifier Report

[Print this Report](#)

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ATTN: Name1

Report Printed: APR 29 2019
In Date

BUSINESS INFORMATION

DATAMANUSA,LLC
6890 S Tucson Way Ste 100
Centennial, CO 80112

Rating Change

This is a **single** location.

Telephone: 720 248-3100

Manager: NIDHI SAXENA, PRES

Year started: 2000

Employs: 45

All amounts are displayed in local currency.

Net worth F: 1,954,478

Gross revenue F: 5,364,138

History: CLEAR

D-U-N-S® Number: 84-148-3857

D&B Rating: 1R3
Formerly 3A2

Number of employees: 1R is 10 or more employees.

Composite credit appraisal: 3 is fair.

D&B Supplier Risk: 5

SUPPLIER EVALUATION RISK (SER) RATING FOR THIS FIRM : 5



D&B PAYDEX®

D&B PAYDEX: 50

When weighted by dollar amount, payments to suppliers average 30 days beyond terms.



Based on up to 24 months of trade.

SUMMARY ANALYSIS

D&B Rating: 1R3
Number of employees: 1R indicates 10 or more employees.
Composite credit appraisal: 3 is fair.

The Rating was changed on October 15, 2018 because the company has not submitted a current financial statement. The 1R and 2R ratings categories reflect company size based on the total number of employees for the business. They are assigned to business files that do not contain a current financial statement. In 1R and 2R Ratings, the 2, 3, or 4

<https://www.supplieriskmanager.com/cpl/getLiveReport?orgId=152714326&dunsNumber=841483857&&action=liveReportPrint>

1/7

Open Ratings

Past Performance Evaluation

1. COMPANY OVERVIEW	
Primary Name :	DatamanUSA,LLC
Alternate Name :	(none)
D-U-N-S® :	84-148-3857
Address :	6890 S Tucson Way Ste 100 Centennial,CO 80112
Telephone Number :	+1 (720) 248-3100
Past Performance Evaluation	
Report Date :	04-26-2019
Order Number	4397411
Company Information	
Year Started:	2000
Year of Current Control:	2000
Annual Sales:	
Total Employees:	45
SIC/Line of Business:	7379/Computer related services, nec

2. SUPPLIER PERFORMANCE RATINGS	
<p>The supplier's overall performance rating is an assessment of predicted performance. Ratings are on a scale from 0 to 100, where 100 represents the highest level of customer satisfaction. The SIC-level benchmark indicates how the supplier's overall performance rating ranks in comparison against peers.</p>	
<p>Overall Performance Rating</p> <p>Overall, how satisfied do you feel about the performance of this company during this transaction?</p>	<p>95</p> <p>Bottom</p> <p>SIC: 7379/Computer related services, nec</p> <p>Top</p>

Detailed Performance Ratings		0	25	50	75	100
RELIABILITY:						
How reliably do you think this company follows through on its commitments?	96					
COST:						
How closely did your final total costs correspond to your expectations at the beginning of the transaction?	95					
ORDER ACCURACY:						
How well do you think the product/service delivered matched your order specifications and quantity?	96					
DELIVERY/TIMELINESS:						
How satisfied do you feel about the timeliness of the product/service delivery?	94					
QUALITY:						
How satisfied do you feel about the quality of the product/service provided by this company?	97					
BUSINESS RELATIONS:						
How easy do you think this company is to do business with?	95					
PERSONNEL:						
How satisfied do you feel about the attitude, courtesy, and professionalism of this company's staff?	96					
CUSTOMER SUPPORT:						
How satisfied do you feel about the customer support you received from this company?	96					
RESPONSIVENESS:						
How responsive do you think this company was to information requests, issues, or problems that arose in the course of the transaction?	95					

Past Performance Evaluation

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Page: 1 of 2

A.3.iii. Dataman's Financially Stability

Dataman is a financially stable and debt free company. Dataman has delivered over \$70 million of Temporary Labor Services, IT Temporary and Professional Services, On-Call – Contract Programming, IT Staff Augmentation Services, Managed Service Support, Technical Support, and Custom Software Development and Testing Solution.

Dataman cumulative public sector revenue distribution (Total - \$70+ Million)			
City of Los Angeles	\$1.5M	San Bernardino County	\$1.5M
Regional Transport District, Denver	\$8M	Denver International Airport	\$2.5M
Northrop Grumman (includes LA area)	\$4.5M	State of Washington	\$4M
State of Colorado	\$10M+	State of New Jersey	\$454K
Federal Agencies (Nationwide)	\$4M	State of Vermont	\$700K
State of South Carolina	\$1.5M	State of Texas	\$5M
State of Utah	\$1M	Sprint / Nextel	\$800K
State of New Mexico	\$1.5M	State of Maryland	\$1M
State of North Carolina	\$3M	Commonwealth of Massachusetts	\$1.8M
Commonwealth of Pennsylvania	\$420K	Other Clients	\$25M+

Please refer to Appendix A- Financial Statements attached at the end of the proposal

A.4. List a minimum of three accounts that have similar needs to UCF. University and/or College accounts would be a plus.

Proposers to include:

- **Company/University name and address**
- **Services rendered and length of service**
- **Contact information for reference at UCF discretion**


Delivering predictable results through experience and "know-how" - Dataman is committed to your success. You can count on Dataman to offer you a broad spectrum of Temporary Labor Services. To demonstrate this experience and commitment we have included relevant Case Studies that detail just a few of our recent clients, and the services provided.

References are attached at the end of the Proposal

A.4.i. Center Of Excellence - Education Industry Consulting

Dataman is focused on creating an immersive teaching-learning experience for the students, one that combines the best of campus-based learning with real life industry experience. We have worked with numerous educational institutions across the country to execute sound strategies and deliver cutting edge technology solutions. We understand the unique challenges of Educational Services Industry and have the experience to bring industry trends from across the globe. Dataman has gained this expertise and experience while working for multiple educational agencies (schools, colleges, universities and training centers) for the delivery of management consulting services, technical consulting services, staffing and managed services. Our clientele includes:

A.4.i.a. Education Industry CoE Case Study 1 – Tarrant County College District - Information Technology Consulting & Staffing Partners

Client: Tarrant County College District	
Description: Information Technology Consulting & Staffing Partners Dataman has been awarded with Information Technology Consulting & Staffing Partners with the aim of enhancing the emerging technology for the school's ability to attract, engage, and educate students as well as enabling more effective instruction by faculty and making staff more efficient in their day-to-day duties. The services include	

providing a variety of IT staffing, digital technology and transformation services that will aid IT in planning, implementing, configuring and supporting the school's technology projects and initiatives.

Technical Support: Desktop Technician, Call Center Support, Deployment Tech, Device Collection/Delivery Services Technical Support, Repair Technician

Project Management: Application Architect, Business Analyst, ERP Business Analyst, Data Analyst, Cloud Architect, Data Architect, Enterprise Architect, Enterprise Content Management (ECM) Architect, Enterprise Resource Planning Architect, Report Writer, Graphic Artist, Security Architect, User Experience Designer, ITIL Practitioner, Technical Writer

IT Staffing: Systems Administrator (currently Windows, AIX, and Linux), Security Analyst, Azure DevOps Developer, AWS Developer, Database Developer (currently SQL Server, Oracle), ECM Developer (currently LaserFiche), ERP Developer (currently Ellucian Colleague), IT Service Management Platform Developer (currently Cherwell), Mobile Platform Developer, NoSQL Developer, Web Application Developer, Audio/Video Engineers, Cisco Engineers, Network Engineer, Quality Assurance Engineer, SunGard Engineer, System Engineer, Telecom Engineer, Knowledge Management Engineers, Augmented/Virtual Reality Integrator, Database Administrator (currently SQL Server, Oracle)

Digital Transformation Planning – Research and analysis of creation of strategic guidance for enabling TCCD to achieve their project goals and Initiatives through digital technology platforms and solutions.

Data and Analytics Decision System – Design and development of data-driven systems to enable TCCD stakeholders to make informed decisions and gain visibility into the student lifecycle analytics.

A.4.i.b. Education Industry CoE Case Study 2– Medical University of South Carolina

Client: Medical University of South Carolina

Description: System Software/Infrastructure Support

Dataman's resource Thomas Mobley was responsible for the analysis, development, modification, installation, testing and maintenance of operating systems software. Possesses a strong understanding of systems programming, graphical user interfaces and control languages. Evaluates vendor supplied software packages and makes recommendations to IT management. Modifies and/or debugs vendor-supplied utilities and packages. Modifies, installs and prepares technical documentation for system software applications. Diagnoses, isolates and de-bugs software problems and performs problem resolution. Monitors systems capacity and performance, plans and executes disaster recovery procedures and provides Tier 2 technical support.



A.4.i.c. Education Industry CoE Case Study 3 – Clemson University

Client: Clemson University

Description: Quality Assurance Services

Dataman's resource Neelam Vaidya collaborated with 5010 Project Team to test coding changes, including creation of test scenarios, running of tests, analysis of test results, resolution of differences in actual and expected test results, working with SCDHHS to support User Acceptance testing, and coordination of testing with external Healthcare Providers and Trading Partners. Communicated effectively in both written and spoken communication and work collaboratively with Clemson staff and other 5010 contracted staff.

Description: ICD-9 Project

The project includes making federally mandated HIPAA 5010 changes for EDI Healthcare transactions for the Medicaid system of South Carolina. Harris Marty performed software coding changes to existing EDI healthcare transactions and tested with external healthcare providers and trading partners.

Description: SharePoint MITS Services



Clemson University's Medicaid Information Technology Services (MITS) team develops and operates systems on behalf of the State's Department of Health and Human Services (SCDHHS). In its ongoing efforts to improve project management, improve efficiency, and drive down the total cost of project delivery the MITS and DHHS teams are working to improve their use of SharePoint as a project management tool. This effort is a part of two major project's the MITS and SCDHHS teams are undertaking to replace existing systems

Description: Medicaid IT Services

The Member Management project team is a combination of Clemson Information Technology professionals and experienced consultants, and we are seeking individuals who are highly productive, very flexible, and can work effectively in an environment where ambiguity is common. Lalthia was responsible for system analysis, high-level architecture and design, modern software development, unit and systems testing, implementation, and maintenance of complex web systems and service-oriented development. Lalitha worked one of the State's most complex information technology projects as Clemson migrates the State's existing mainframe Medicaid Systems to modern technology environments and platforms.

A.4.i.d. Education Industry CoE Case Study 4– Montclair State University

Client: Montclair State University

Description: Oracle DBA and Ellucian Banner Administration Services



Dataman is providing Oracle DBA and Banner administration services to the Montclair State University. The duty includes overall database management, including database shutdown, startup, bug fixing, upgrade, patch, and security, user, performance and storage management, and support for Ellucian Banner Student applications and modules, including upgrades and patches.

A.4.i.e. Education Industry CoE Case Study 5– South Carolina Department of Education

Client: South Carolina Department of Education

Description: Design and Development using ColdFusion



Dataman's resource Ashar Mitchell was responsible for analysis, design, code, unit test, and documentation of specific application components in support of SCDE's currently developed applications and new projects as assigned by project manager. Programmer will produce pieces of or all of the solution architecture documentation package and participate in the build, release, and deployment of scripts. Install/deploy code or stage code for deployment.

A.4.i.f. Education Industry CoE Case Study 6 – Douglas County School District

Client: Douglas County School District

Description: Staffing Services

Dataman has been awarded staff augmentation and project-based consulting services to DCSD staff for use with its current or new IT platforms, software systems, operating systems, database administration, enterprise financial system, e-mail communication system, communication systems, telecom systems and other systems. The services included but not limited to:

Administration- Call Center Support, Technology Support, Repair Technician, Deployment Tech - Non-Technical, Help Desk Support Technician, Device Collection/Delivery Services Technical Support, Project Manager, Consulting Trainer, Scheduler

Accounting and Finance- Accountant, Sr. Accountant, Financial Specialist, Auditor

Application Development- Manager, Project Manager, Systems Analyst, Applications Architect, Business Systems Analyst, CRM Business Analyst, CRM Technical Developer

Developer/Programmer Analyst- ERP Business Analyst, ERP Technical Developer, Lead Applications Developer, Mobile Applications Developer, Technical Writer, Analyst. Applications Systems IV,

Analyst. Oracle Database, Analyst. Database IV, Programmer. Software, Specialist IV Quality Assurance,
Analyst Business Systems
Internet & E-Commerce- Senior Web Developer, Web Administrator, Web Designer, Electronic Data Interchange (EDI) Specialist, E-Commerce Analyst
Networking/Telecommunications- Network Architect, Network Manager, Wireless Network Engineer, Network Management Engineer, Network Administrator, Telecommunications Manager, Operations Manager, Telecom Billing Consultant, Audio/Visual Engineer, Computer Operator
Data/Database Administration- Database Manager, Database Developer, Data Analyst/Report Writer, Data Architect, Data Modeler, Data Warehouse Manager, Business Intelligence Analyst, Portal Administrator

A.4.i.g. Education Industry CoE Case Study 7– Baltimore County Public Schools

Client: Baltimore County Public Schools

Description: Technology Support Services

Dataman assisted with resolving technology related issues at any BCPS school or office. The services included but not limited to:



HELP DESK SUPPORT TECHNICIAN

- Installs and configures applications and other supported software packages
- Performs basic troubleshooting and triage of computers via remote computer access and phone
- Resolves routine issues and problems related to hardware and software Creates tickets for all problems called into the Technology Helpdesk
- Quickly escalates issues and problems that are not resolvable as necessary Assists clients with resolving device related issues via telephone support
- Helps determine technical needs of supported systems Participates as team member on projects
- Records activities in the service desk software system
- Updates/Creates internal supported system documentation

HELP DESK TEAM LEADER

- Supervising and providing feedback to helpdesk technicians Supervising the daily operations of the call center
- Serve as "2nd Level" support for Help Desk technicians
- Provide metrics reporting to Technology Support Manager Maintaining documentation for processes and procedures
- Communicate with all levels of customers verbally and in writing Troubleshooting computers, peripheral equipment and software
- Assist help desk technicians as needed with organizing and prioritizing tasks Communicate technical issues, risks, and approaches

A.4.i.h. Education Industry CoE Case Study 8 – Goodbuy Purchasing Cooperative

Client: Goodbuy Purchasing Cooperative

Description: Staffing/HR Services

Dataman is awarded and will be providing Staffing/HR Services, to fulfil all the products and services commonly required by school districts and government entities.



Description: Consulting Services

Dataman is awarded and will be providing Consulting Services commonly required by school districts and government entities.

The services include but are not limited to:

- Half Day/Full Day onsite professional development services

- Social Emotional Learning
- Call Center Support
- Site Review and Audit
- Repair Technicians
- Onsite Audit Evaluation of District Application Process
- Technology Plan Compliance Review
- Forms Preparation and Submission: Completion of 470, 471, 486, 472 and other necessary forms to keep the applicant within program compliance
- Analysis & Optimization
- Transcript evaluation
- Procurement/Obtainment of records

A.4.i.i. Education Industry CoE Case Study 9- Client: Jefferson County School District

Client: Jefferson County School District

Description: Business Analyst

Dataman provided a business analyst who worked in partnership with clients and Instructional Data Reporting personnel and identified, documented and provided gap analysis for systems to track student needs information. The project supported the District's work in creating a Classroom Dashboard that will be a powerful tool for teachers and administrators to monitor student progress and adjust instruction. In order to implement the Classroom Dashboard, data and business analysis was needed to pull together information on various plan and student need data.



A.4.i.j. Education Industry CoE Case Study 10- Charleston County School District

Client: Charleston County School District

Description: Client Technologies Support

Dataman's resource Sean Korleski was responsible for planning, preparation of assignment that includes but not limited to installing technology device asset tagging devices, inputting inventory information, verifying device functionality, configuring devices for deployment, answering technical questions presented by end user, documenting all relevant information for project archives.

Description: Desktop/Infrastructure Rollout

Dataman's resource George McFadden is responsible to rollout computers to multiple cost centers. Ensure project documentation is top quality and computers installed per district guidelines.



A.4.ii. Temporary Employment Services Case Studies

Delivering predictable results through experience and "know-how" - Dataman is committed to your success. You can count on Dataman to offer you a broad spectrum of Temporary Staffing Services. To demonstrate this experience and commitment we have included relevant Case Studies that detail just a few of our recent clients, and the services provided.

A.4.ii.a. Case Study 1 - Client: Chicago Transit Authority

Client: Chicago Transit Authority

Description: Temporary Staffing Services

Dataman was awarded the Temporary Staffing Services contract for Chicago Transit Authority. Ever since we have provided CTA with numerous resources in the following areas:



I. Administrative/ Office Support

Administrative Assistant, Data entry, executive and administrative assistants, office managers, project coordinators, Microsoft business certified specialist, Executive Assistant human resources assistants, front desk coordinators, receptionist, office assistants, file clerks, presentation, specialist, desktop publishing specialist, record clerks etc

II. Information Technology

Network Administrator, Application Developer, Database Administrator, Desktop Support Technician, System Administrator, Technical Support Human resource systems management, application development, quality assurance testing, technical writing, web development, web animators, web content writers, webmasters, web project managers, website designer

III. Accounting Finance

Payroll clerk, Accountants, senior accountant, budget analyst, senior budget analysts, business data analysts, financial analysts, internal auditors, treasury analyst, accounting managers, accounting director, financial directors, Bookkeeper, CPA

IV. Other Temporary Staffing

File Clerk, Legal Secretary, Secretarial, Computer Analyst, Computer Programmer, General Clerk, communication specialists, Marcom writer, marketing coordinator, presentation specialist, project coordinator, promotion specialist, trade show event specialist

A.4.ii.b. Case Study 2 - Client: State of Montana

Client: State Of Montana

Description: Temporary Worker Services

Dataman was awarded the Temporary Worker Services contracts to perform services in eight cities around the State. Temporary workers will be assigned various tasks with the majority of work to be general clerical duties. The specific types of workers for this contract are: limited experience clerical; experienced clerical; advanced software specialist; general labor; Administrative Assistant, Administrative Specialist, Human Services Specialist, Senior Administrative Specialist, Accounting and Finance Support, Staff Development Specialist, Engineering Technician Associate, General labor, General Maintenance and Repair Technician, janitorial worker; maintenance worker; warehouse worker; forest technician; professional forester; forest project leader/lead management forester; biologist; botanist; right-of-way agent; and related, and resource specialists.



A.4.ii.c. Case Study 3 - Client: Sacramento Municipal Utility Department

Client: Sacramento Municipal Utility Department

Description: Temporary Staffing Support Services

Dataman was awarded the Temporary Staffing Support Services contracts to provide staff resources on a temporary/part-time basis. Dataman is providing Clerical staff resources which include Accounting Clerk I, Accounting Clerk II, Administrative Assistant I, Administrative Assistant II, Data Entry Operator, Desktop Support Specialist, Executive Assistant, General Labor/Maintenance, General Office Clerk, Help Desk Specialist, Human Resources Analyst, Human Resources Analyst, Vehicle Washer.



A.4.ii.d. Case Study 4 - Client: State of Texas - Overall Contract History

Client: State of Texas

Description: Temporary Staffing Services

Dataman has a long history of providing temporary staffing services to State of Texas government organizations. We have held multiple contracts with the State of Texas Department of Information Resources (DIR) as well as temporary staffing contracts with the State of Texas Comptroller's office. Through our contracts, Dataman has provided staffing services in numerous categories to State and Local government organizations across the State.

Our clients have included; Houston Metro, Texas Comptroller's Office, Texas Department of Transportation, Texas Department of Human Services, Texas Education Association, Lower Colorado River Authority, Smith County, Texas Credit Union Department, City of San Marcos, Williamson County and many others.

Temporary Staffing Highlight:



- Dataman Provided 25 customer services representatives for a temporary project with the State of Texas Comptroller's Office.

Positions Dataman has provided Staffing for include;

Accountant, Accounting Specialist, Accounting Assistant, Payroll Specialist, Financial Analyst, Application Developer, Administrative Assistants, Administrative Specialist, Human Services Specialist, Contract Administrator, Human Resources Coordinator, Application Support Analyst, Database Administrator, Desktop Support Technician, Help Desk Specialist, Network Administrator, Project Manager, Cybersecurity Analyst, Telecommunications Specialist, Web Developer, Web Designer, Graphic Designer

A.4.ii.e. Case Study 5 - Client: State of Vermont - Overall Contract History

Client: State of Vermont

Description: Temporary Staffing & Technical Services

Dataman is currently providing temporary staffing services and technical services to the State of Vermont. We are working with agencies that include the Vermont Department of Health and the Vermont Department of Labor.



Dataman supports the State of VT through our NASPO Temporary Services Contract. Our current engagements includes;

- Vermont Department of Health: Temporary Staffing services for Administrative professionals and Data Entry professionals.
- Vermont Health Access: Temporary Staffing for Data Entry professionals.
- Vermont Department of Labor: Quality Assurance and Project Management for the State's Unemployment Insurance Project.

Positions Dataman has provided Staffing for include;

Administrative Assistants, Administrative Specialist, Data Entry, Research Analyst, Social Worker Specialist, Application Developer, Network Administrator, Project Manager

A.4.ii.f. Case Study 6 - Client: Northrup Grumman- Overall Contract History

Client: Northrup Grumman

Description: Nationwide Temporary and IT Staffing Contract



Dataman's has a 12-year relationship with Northrup Grumman and **over 200 Dataman resources** have supported Northrup Grumman on various initiatives with NG's federal government customers across the country including many engagements in the Northeast. We have provided NG with contract staffing, permanent placements and contract-to-hire. Our employees are currently supporting Northrup Grumman on numerous federal government contracts with agencies that include the US Air Force, US Department of Home Land Security and the US Postal Service. Our recruiting team has developed a true partnership with NG and understands what it takes to find the perfect resource for each Northrup Grumman project.

Positions Dataman has provided Staffing for include;

Accountant, Accounting Specialist, Accounting Assistant, Financial Analyst, Application Developer, Administrative Assistants, Administrative Specialist, Human Services Specialist, Application Support Analyst, Database Administrator, Desktop Support Technician, Help Desk Specialist, Network Administrator, Project Manager, Cybersecurity Analyst, Telecommunications Specialist, Web Developer, Web Designer, Graphic Designer

A.4.ii.g. Case Study 7 - Client: RTD-Denver- Overall Contract History

Client: RTD Denver

Description: On-Call IT Staffing and IT Deliverable Based Services and Temporary Staffing



Dataman has been working with RTD-Denver as a trusted partner for the last 10 years. Throughout this partnership, Dataman has grown to understand the unique business needs of RTD-Denver and deliver solutions that keep RTD-Denver at the top of innovation in transportation. We have worked with RTD-Denver on deliverable based IT contracts as well as RTD's temporary staffing contract for multiple RTD business units. Over the last 10 years Dataman has delivered over **\$6 Million** of IT Contract Technical Services that includes **over 40 Staffing engagements**.

Positions Dataman has provided Staffing for include;

Accountant, Accounting Specialist, Accounting Assistant, Payroll Specialist, Financial Analyst, Application Developer, Administrative Assistants, Administrative Specialist, Human Services Specialist, Contract Administrator, Human Resources Coordinator, Application Support Analyst, Database Administrator, Desktop Support Technician, Help Desk Specialist, Network Administrator, Project Manager, Cybersecurity Analyst, Telecommunications Specialist, Web Developer, Web Designer, Graphic Designer

A.4.ii.h. Case Study 8 - Dataman Overall Contract History - Denver International Airport

Client: Denver International Airport

Company: Dataman

DEN is more than a world-class airport; it's a complex enterprise that generates over \$550 million in annual revenues from a wide variety of sources. DEN is the 5th busiest airport in the nation and the 10th busiest in the world. As the nation's newest major airport, DEN has the capacity to double in size and is poised for future growth. DEN is a major hub airport, serving as the port for the Rocky Mountain Region, and is essential in linking Denver's people and products to the world. DEN's 16,000-foot runway - the longest commercial runway in North America - and its central location in the United States position the airport ideally to handle future growth in international traffic.



Dataman has successfully recruited Professionals for Denver International Airport in last 10 years.

Positions Dataman has provided Staffing for include; Accountant, Accounting Specialist, Auditor, Administrative Assistants, Administrative Specialist, Human Services Specialist, Graphic Designer Specialist, Legal Assistant, Application Developer, Database Administrator, Program Consultant, Management Systems Analyst, Research Analyst, Staff Development Specialist, Desktop Support, Public Service Administrator,



B. Project Staff Qualifications/Experience

B.1. List the total number of employees, include job titles and experience of individual(s) who will be assigned to the UCF account; include resume(s).

Dataman has a strong public-sector account team that has experience in Government Contracting, Account Management, Recruiting and Technology. This experience will allow us to seamlessly begin work with UCF and quickly meet the technical staffing needs of UCF. Below you will find our Program Management Team. This team will be supporting by our recruiting and technical teams.

Our executive leadership will take an active role in working with UCF to meet the goals of this contract. The team members listed below will provide contract management for UCF. Our team will be available to you 24/7 via e-mail or cell phone to consult and our CEO Nidhi Saxena is always to respond to emergencies.

DatamanUSA Contract Delivery Team		
DatamanUSA Team Member	Experience	Contract Specific Role
 <p>Nidhi Saxena PMP President and Contract Manager</p>	<p>Over 21 years of Experience <u>managing similar government contracts</u>. Nidhi has a technical background and will be available to UCF 24/7. Nidhi holds a secret security clearance and provides expertise in HR, Contract Management, Accounting and Resource Management.</p> <p>Nidhi had been involved in lot of charitable acts, be it financially or time wise. Great education for all kids is the cause which is very close to her heart.</p> <ul style="list-style-type: none"> ➤ Nidhi is on board of County Denver School of Business. ➤ Nidhi served on the board of STEM, chartered school in Highlands Ranch. ➤ Nidhi served on the board of The Indus Entrepreneurs, Rocky Mountain Chapter. ➤ Nidhi served on Board of Aeolion Institute ➤ Nidhi Served on Board of National Association of Women Business Owners as Director of Marketing and Communications. 	<p>Nidhi will provide Financial and contract management for UCF. Nidhi will take an active role in quality control and is available to UCF at all times.</p>
 <p>Dipak Chaudhari Sr. Account Manager Consulting Director/PMCoE</p>	<p>Dipak is an experience consultant who has experience working in sectors that include; Government and Finance. Dipak has extensive experience leveraging data analysis to solve key business problems and to address core organizational needs. Dipak holds a degree in Applied Mathematics with a focus on Economics from Harvard University.</p>	<p>Dipak will be the first point of contact for UCF and take an active role in each engagement to ensure retention and overall success. Dipak works closely with Dataman President, Nidhi Saxena, giving him the ability to quickly make decisions and solve any issues that arise.</p>

DatamanUSA Contract Delivery Team		
		Dipak can be onsite on a short notice, whenever needed.
 <p>Khushboo Mehrotra Director – Legal, Compliance & Contract</p>	Khushboo Mehrotra who is a Legal Director with DatamanUSA has ample of experience in Investigation of suspected frauds and irregularities on behalf of private clients, corporate bodies, financial institutions, law enforcement agencies, Regulatory bodies or the government. Advising on fraud risks and practical methods of detention and prevention and Providing Expert opinion on the quantum of losses in context of breach of contracts, business valuation disputes is her forte. With an international experience working in London, Dubai and Australia she has represented Deloitte at many occasions.	Khushboo will oversee compliance for Dataman and has a strong background working with large consultancies. Khushboo's expertise includes advising clients on risk and prevention and providing expert opinion on the quantum of losses in context of breach of contracts and business valuation disputes.
 <p>Sumit Bhatnagar Recruiting Manager</p>	Over 15 years of experience in the recruiting industry focusing on Project Management & Information Technology. Sumit has a strong network of Technical Consultants both locally and nationally.	Sumit will oversee recruiting activities including. Sumit will work with our account team to understand upcoming the College needs, which allow us to utilize our proactive recruiting approach and quickly meet the College's urgent needs.

Please refer to the resumes attached at the end of the proposal under Appendix B

B.2. Clearly identify the skill sets your staff is capable of providing, and clearly indicate if subcontractors or sub-consultants will be used. Identify special projects they have staffed, any membership in professional organizations relevant to the performance of this contract. Also indicate how the quality of staff over the term of the agreement will be assured.

B.2.i. Key Personnel Experience and Skillsets

DatamanUSA Team Member	Experience and Skillsets
<p>Nidhi Saxena PMP President and Contract Manager</p>	Over 21 years of Experience <u>managing similar government contracts</u> . Nidhi has a technical background and will be available to the CalOptima 24/7. Nidhi holds a secret security clearance and provides expertise in HR, Contract Management, Accounting and Resource Management.

	Nidhi had been involved in lot of charitable acts, be it financially or time wise. Great education for all kids is the cause which is very close to her heart. Nidhi has experience in managing similar staffing projects with organisations that include but is not limited to Clemson University, Tarrant County College District, North Carolina A&T University, RTD, Douglas County School District, State of Florida, State of Washington, Orange County etc.
Dipak Chaudhari Sr Account Manager/Project Manager/ PMCoE	Dipak is an experience consultant who has experience working in sectors that include; Government and Finance. Dipak has extensive experience leveraging data analysis to solve key business problems and to address core organizational needs. Dipak holds a degree in Applied Mathematics with a focus on Economics from Harvard University. Dipak has been with Dataman for more than 4 years now and Dipak has been assigned as account manager for numerous similar staffing projects that include but is not limited to Montclair State University Jefferson County School District, Baltimore County Public School, South Carolina Department of Education, Medical University of South Carolina, Texas Education Association, Massachusetts Executive Office of Education, City of Centennial, City of Aurora, City of Broomfield, State of California, Goodbuy Cooperative etc.
Khushboo Mehrotra Director – Legal, Compliance & Contract	Khushboo Mehrotra who is a Legal Director with DatamanUSA has ample of experience in Investigation of suspected frauds and irregularities on behalf of private clients, corporate bodies, financial institutions, law enforcement agencies, Regulatory bodies or the government. Advising clients on fraud risks and practical methods of detention and prevention and Providing Expert opinion on the quantum of losses in context of breach of contracts, business valuation disputes is her forte. With an international experience working in London, Dubai and Australia she has represented Deloitte at many occasions. Khushboo is working with Dataman since 2017.
Sumit Bhatnagar Recruiting Manager	Over 15 years of experience in the recruiting industry focusing on Project Management & Information Technology. Sumit has a strong network of Technical Consultants both locally and nationally. Sumit has worked to get best resources for our clients that include but are not limited to State of Florida, Utah Dept. of Human Services, State of Pennsylvania, Clemson University, Tarrant County College District, North Carolina A&T University, RTD, Douglas County School District, State of Florida, State of Washington, Orange County, Montclair State University Jefferson County School District, Baltimore County Public School, South Carolina Department of Education, Medical University of South Carolina, Texas Education Association, Massachusetts Executive Office of Education, City of Centennial, City of Aurora, City of Broomfield, State of California, Goodbuy Cooperative, State of Texas, Northrup Grumman etc.

B.2.ii. Quality Control Plan

For the past 21 years, Dataman has demonstrated the value added by our company and the strength of our underlying commitment to quality. Focusing on serving our government clients and consistently meeting or exceeding their requirements and expectations, has so far yielded maximum return, repeat business and an outstanding reputation. Dataman Quality Policy is to meet or exceed all contractual, legal, regulatory and other requirements in all our daily tasks.

Central to our philosophy of continuous improvement is the establishment of a culture that creates and pursues high standards, identifies and resolves problems, acts on recommendations for

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improvement and promotes mutual respect and effective communication between Dataman, its employees and its customers. Dataman Senior Management believes that there are three essential aspects to making sure that our work is of high quality:



Our goal is to apply the highest standards of quality in all our business practices and operations without compromise. Our primary objective is to practice continuous process improvement in everything we do so that we can surpass our client's needs and expectations. Quality performance is the cornerstone of our company philosophy and is considered a personal responsibility of all our employees. We consider it the responsibility of Dataman's management personnel at all levels of the organization to lead a continuous quality-improvement effort. It is also the responsibility of every Dataman employee to ensure that our customer's quality and delivery expectations are met, our processes are operating efficiently and our costs are under control and that all levels of management are made aware of any opportunities for improvements to services and processes.

To ensure highest standards of quality in all our business practices and operations, we abide by 2 aspects:

- Customer Satisfaction
- Temporary Employee Evaluation and Performance Metrics

➤ Customer Satisfaction

Dataman truly believes in creating a partnership with our clients and our consultants. We work hard to understand your specific needs and organizational culture in an effort to match the perfect Temporary Staffing need to your organization. We believe in providing our clients with the Transparency, Integrity and Innovation that is required to have a winning partnership.

Our customer relationship key matrices include:

- Standing in our client's shoes
- **Lean forward and anticipate**
- Track Trends
- Prepare our Clients
- Surveys
- Employee Feedback
- Customer Service Training

➤ Employee Performance Metrics

Our company believes that evaluating employee performance at every level can increase the quality of work we deliver to our clients. We conduct list of employee performance metrics which helps us in understanding how the performance of an employee can be inflated. In addition to allowing us to distribute compensation incentives equitably, employee performance evaluations can increase operational efficiency and workforce productivity while identifying high-performing candidates for management positions. We believe that effective employee performance review systems require quantifiable metrics to accurately gauge each employee's performance.



Productivity Metrics - Productivity is a basic component of performance for employees of any business. It refers to the amount of work an employee accomplishes in a specific time frame, such as a single work day. New hires generally

Efficiency Metrics - Bidder believes that efficiency is a necessary counterpart to productivity. Efficiency is the result of maximizing productivity with minimum effort or expense. Our Efficiency metrics relate to cutting

show less productivity than more experienced workers, steadily increasing the speed of their work over time. We measure employee productivity using different metrics in different situations.	costs and reducing production time in operations, both of which contribute to bottom-line profits for our clients.
Training Metrics - Our Employee training programs work to improve employees' performance in some way. We understand that using quantifiable metrics to measure employees' success with training programs can shed light into the programs' impact on employee performance as a whole. Our training programs include written or hands-on tests – for the sole purpose of monitoring training effectiveness provide readily available performance metrics such as test scores and pass/fail rates.	Goal-Setting - We strongly believe that Collaborative performance review systems bring employees and their supervisors together to set individual performance goals. Our approach has helped us in creating personalized, measurable metrics designed to increase employee performance on an individual level, incrementally increasing productivity and efficiency over time.

B.2.iii. DatamanUSA Escalation Process

We strive to achieve a resolution for our customers within their contracted SLAs every time. However, we understand that there may be times when our customers wish to escalate an incident, and as such Dataman has a 4-level escalation process.

- Level 1: Those complaints which occurred and relates to project only. In such scenarios, Client Project Manager and Dataman's Project Manager resolve issues at their end and updates higher management. In case, any issue is not resolved at their end, same is escalated to next level.
- Level 2: These complaints are majorly related to non-technical concerns i.e. it can be related to invoicing or any materialistic issue. Most of time, these are resolved at Level 2 by Dataman Solution's Contract Manager.
- Level 3: Dataman's Program Managers are involved in providing solution for Level 3 complaints. These complaints include Technical, Administrative or any other functional nature.
- Level 4: At this level, President/ CEO of the company intervene to provide best possible solution on complaints.

We are ISO 9001:2015 certified organization. Dataman's motive is to provide hassle-free services to its clients and we are committed to provide such services without compromising the quality. At any cost, we don't want our clients face loss of time and budget for projects. Below figure demonstrates how we measure complaints and categorization:

How to escalate with Dataman:

1. To initiate an escalation, please call/email our designated Project Manager for UCF.
2. Project Manager will acknowledge your escalation and register details on our system. Project Manager will confirm a call back at a time convenient to you and contact the next level in the escalation process.
3. When Project Manager will call back, he will provide an update on the issue and agree a communication plan for the duration of the escalation.
4. For complaints which are majorly related to non-technical concerns i.e. related to invoicing or any materialistic issue, you can initiate an escalation at Level 2 with Dataman's Contract Manager by calling or dropping an email.

C. Overall Responsiveness Of Proposal To Satisfy Scope/Project Approach

C.1. Describe your company's capacity in providing services in all temporary labor areas, including non- management, management and technical categories. Also, how do you propose to deliver these services to UCF in a timely manner?

C.1.i. Availability of resources

Dataman maintains a strong bench of local and national consultants who are available to meet UCF's needs. Often, Dataman's top consultants finish projects with Dataman customers and are then placed at projects with other customers both locally and nationally.

Along with our bench of consultants, Dataman has a large network of candidates locally who have been pre-screened by our technical recruiting team and SME's. Our team keeps up to date records in our recruitment management system of candidate availability.

Dataman has an internal database of local and national candidates that we've worked with, screened, or have initially viewed in some capacity. We consistently purge the database of older resumes not current, looking to have the most recent experience updated and available to submit.

Leveraging technology, our team has the ability to source additional contractors with niche skill sets through our partnerships with job boards, various organizations, postings, pre-identified contractors we've worked with, or other innovative sourcing strategies. Our organization has groups of contractors that we've worked with in similar capacities, specifically in the markets that are requested for this RFP.

Below is an average number of consultants for each category:

Category	Number of resources	Availability to UCF
Administrative Support	280+	Local and available to start with UCF
Accounting Support	300+	Local and available to start with UCF
Training	260+	Local and available to start with UCF
Support Staff	285+	Local and available to start with UCF
Information Technology	365+	Local and available to start with UCF
Professionals	250+	Local and available to start with UCF
Light Industrial	200+	Local and available to start with UCF
Technical	220+	Local and available to start with UCF
Skilled Trades	200+	Local and available to start with UCF
General Maintenance	180+	Local and available to start with UCF

C.1.ii. Recruiting Methodology

Our recruitment method gives an insight into how we do the job while aiming to keep both sets of our clients happy; that's you, UCF and all of our resources.

Phase 1. Initiation:

From first contact by UCF, we assign Sr. Account Manager who will be UCF's contact until the requirement is completed.

The first steps are all about information gathering and ensuring Dataman receives whatever job specifications UCF has made available to share. Most importantly, Dataman will understand UCF's timescales so that the required pace can be applied to the process of getting an appropriate resource in place.

Phase 2. Planning:

Detailed brief– The Sr. Account Manager will then look to understand the finer details of a job and speak to the Recruitment Manager. At



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Dataman, we look for the key drivers, the ways of working and organizational ethos, the personality and softer skills needed in order to be successful in the role. All these details will help us to identify the right talent for UCF and allow us to give candidates a fuller picture of the role on offer.

Phase 3. Selection:

Having the basics in place and a clear understanding of UCF requirements, we commence to our selection phase. We will write about the role and advertise it on the Dataman *Temporary Staffing job boards*, and (where appropriate) we will also distribute it through both online (job boards, social media etc.) and offline (networking groups, press etc.) channels to attract candidates. Along with new candidate attraction, we will also search our own candidate database of resources that are registered with us – this unique pool of talent is where a high percentage of our temporary staffing candidates originate.

One-to-One interview – After screening candidates who have expressed an interest and inviting those we find in our database, we undertake a detailed screening interview with each potential candidate. This screening typically take 30 to 45 minutes and allow us to understand their suitability for UCF role and also to share with them the challenges and opportunity it offers to them. We will never share candidate details with UCF without carrying out this interview.

Phase 4. Delivery:

Shortlisting– Following our one-to-one screening interviews, we decide which candidates to shortlist to UCF. The Sr. Account Manager will prepare a profile & resume for those who are to be presented. The profile includes personal details such as availability, qualifications, certifications and date to start.

Interview management– Once UCF has reviewed the submitted candidates we will be available for any clarification requests and feedback. We will then support UCF and the candidates through the interview process to ensure that this phase runs as smoothly as possible. Candidates will be booked into interview slots, briefed, and prepared for the meetings. They will also be made aware of any pre-work such as presentations that are necessary to meet your process.

Phase 5. Support:

As UCF identifies the preferred resource, we form the communication bridge to support you through the offer and on-boarding process. The hard work may appear to be done, but our experience tells us that this is a critical phase to convert all the expended effort into the final result where the practitioner turns up to start their new assignment.

C.1.iii. Dataman Recruiting Tools - Oorwin AI driven platform

Oorwin is the new age Intelligent AI driven integrated platform focused on helping Services companies to improve their recruiter productivity, candidate experience, streamline HR business processes and increase sales performance. Few key features of Oorwin are:

- **Bring resumes from multiple sources in Hire with one-click:** Oorwin eliminates the frustrating job of manually downloading and uploading profiles by a one-click, bulk upload facility.
- **Create accurate candidate profiles instantly:** Enterprise-grade tools and plugins to parse any resume format from Outlook, Gmail, Chrome, Inbox. Automatic profile generation and quick candidate rediscovery with version control, making sourcing process a breeze.
- **Match candidates and jobs logically:** Intelligent candidate ranking algorithm to choose and submit high-quality candidates



quickly for a job order. Natural advanced search and automatic tagging to find best matches.

- **Find best-fit candidates accurately:** Oorwin's intelligent candidate ranking algorithm help recruiters discover ideal profile recommendation from entire resume database in few blinks and clicks.
- **Set up an interview in less than two minutes:** Integrated interview management tools linked with job orders or applicants to schedule interview fast.
- **Engage candidates and clients together:** Engage clients by tracking communication, receive automated feedbacks, and set reminders. Avoid analysis paralysis at the last minute. Manage interview status and make data-driven decisions to meet number.


C.1.iv. Other Recruiting Resources


- ✚ **Bench:** Having successfully filled over 500 positions in the public sector, we keep a strong bench of resources that have previous success with our clients. This allows us to fill our client's immediate needs on short notice.
- ✚ **Resume Shopping/ Databases:** Dataman subscribes to multiple resume databases including Dice and Monster. We also use an in-house proprietary recruitment management system (RMS) that currently has over 400,000 resumes with qualified candidates in each labor groups listed in the RFP.
- ✚ **Job Board Recruitment:** Dataman posts our open positions on job boards such as Dice, Monster and Indeed when needed. However, most of our positions are filled through our current network of professionals and our proprietary RMS System.
- ✚ **Local Recruiting Network:** Dataman is currently working in Colorado and is actively recruiting local candidates for all categories.
- ✚ **Creative Sourcing – LinkedIn, Facebook/Social Media, Targeted User groups:** Dataman Recruiters in all categories are trained on web searches, networking via LinkedIn/Facebook, and other methods of finding "passive candidates". These candidates are often not responsive to advertisements and are not posting their resumes in social media. By reaching out to such passive candidates, we have found candidates in two days, where existing vendors had failed to provide resumes after weeks of searching. Dataman is a member of multiple Java user groups.
- ✚ **Employee Referrals:** Many of our new hires are referrals from existing employees. Our referral program allows employees to submit referrals to Dataman. When those individuals are placed on assignments through Dataman, the referring employee receives a monthly bonus for the entire duration of the project allowing for a substantially larger pay out than a traditional referral program.
- ✚ **Job Fairs/Advertising:** Dataman participates in numerous expos and job fairs across the country each year. Interested candidates are presented with an overview of Dataman and invited to supply their resumes to our RMS database to participate in Dataman/Client opportunities.
- ✚ **Internal Network:** Dataman has a strong network of local and national professionals experienced in various skills. Dataman regularly checks on project end dates of these consultants and submit




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those who are on the verge of completing their current projects, and are a good fit for the requirement. Our network of professional has proven to be a valuable resource when sourcing hard to find skill sets. Our team members have relationships with user groups across the country for specific niche technologies. These relationships help us in finding high demand hard to find professionals.

 **Nationwide Recruiting Center:** Our Nationwide Recruiting Center is assigned the task of proactively identifying and pre-screening candidates for difficult-to-fill skill sets/locations/pay rates in a variety of locations and for specific clients. Their efforts result in a large proprietary database of pre-screened candidates for our recruiters to pursue when a requirement is received.

 **Subject Matter Experts:** Dataman has Subject Matter Experts on staff and on consultancy to broaden our networks in difficult niche areas through referrals and networking groups. Our SMEs have made a difference in our approach, and we are proud to note that because of their expertise and network, many of our “difficult to find resources” have become less difficult to find.



 **Market Research:** Dataman subscribes to specific market research and taps into local organizations, associations, as well as colleges and universities to build a network of potential candidates for hard-to-fill staffing needs. In addition, our recruiters and account managers are familiar with their geographies and the corporations within them. They know the often-recruited positions at these companies; and prepare and plan to fill those positions when they become available.

C.1.v. Recruitment Process and Responsibilities













To ensure consistent best fit for UCF, Dataman will use our twelve-step recruiting framework also referred to as our recruitment productivity process, which makes our process unique. Staffing services is a Dataman core competency executed according to best practices developed through industry analysis and optimization.

There are management controls throughout the process. Each of the twelve steps has its own key metrics, and team members are held accountable for performance against them. We report on metrics every day, making adjustments to ensure that we deliver client’s objectives as productively as possible. This selective recruitment policy ensures that only the best of the industry is inducted and they provide cost-effective solutions to the challenging needs to meet up to our customers satisfaction.




DatamanUSA Recruitment Process and Responsibilities

Recruitment Process	Responsibility
UCF’s Requisition	
<ul style="list-style-type: none"> Analyzing UCF’s staff requisition and write synopsis of the requisition Submitting position description and requirements in our Recruitment Management System (RMS) 	 Sr. Account Manager
Identify Candidates	
<ul style="list-style-type: none"> Assigning to team lead through RMS Check if there is matching skilled consultant available “on bench” Check for matching candidates who have Government experience Identifying existing skill sets and candidates within Dataman RMS database Sharing job profile to all consultants by posting it on our website and sending mailer to approved consultants for referrals Posting job to external job sites (DatamanUSA website, Dice.com, Monster.com, CareerBuilder.com and shared with approved subcontractors) 	 Recruitment Manager
Pre-Screening & Interview (DatamanUSA Level)	

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<ul style="list-style-type: none"> • Executing a comprehensive pre-screening that confirms motivation, previous experience, salary, skill level, clearance and potential team-fit. • Pre-screening includes online test (using Prove-It, Brainbench & internal tools) and general knowledge test. • Interview – Conduct detail technical interviews based upon client's requirement. (Most IT skill sets are interviewed by our TR team, and if expert skills are required, these are taken care by our panel of SME's having excellent experience in same domain, which form our Qualified Technical Screen team) • Discussing salary requirements and relocation needs with candidates • Evaluating attitude and aptitude by discussing team scenarios. • <u>Technical Skill Evaluation</u> • Conducting initial assessment of the candidate's technical qualifications. • Conducting detailed technical interviews based on job requirement. • <u>Soft Skills Evaluation</u> • Evaluating candidate's communication, creativity, thinking, flexibility, change-readiness, problem solving, team building and listening skills. 	 Technical Recruiting Team and SME's
Evaluation (DatamanUSA Level)	
<ul style="list-style-type: none"> • Preparing the feedback form to summarize the results of the interview and update RMS with qualified consultants. • Relaying interview results • Checking references 	 Recruitment Manager  Sr. Account Manager
Submission to UCF	
<ul style="list-style-type: none"> • Confirm we have Right to Represent from the candidate for each position • Creating skilled matrix matching required skills with experience of consultants to present consistent skill summary to the Court • Submitting resumes with a skill summary and references to the Court 	 Recruitment Manager  Sr. Account Manager
UCF Interview	
<ul style="list-style-type: none"> • Discussing interview schedule with hiring manager for pre-qualified consultants • Setting up face to face or telephone interview as per client requirement 	 Recruitment team  Sr. Account Manager
Background Checks (If requested by the client)	
<ul style="list-style-type: none"> • Depending upon requirement, conducting criminal, citizenship or legal working status, driving records, drug tests, employment records, license verification and background check for selected candidate 	 HR Manager
Offer	
<ul style="list-style-type: none"> • Complete all due diligence before extending an offer to successful consultants • Extending the offer • Share candidate's decision or initial response with hiring managers 	 HR Manager  Sr. Account Manager
Joining	
<ul style="list-style-type: none"> • Informing the joining date of the candidate to the client's manager • Conducting e-Verification • Confirming candidate joins the project on specified date 	 HR Manager  Program Manager
Invoicing	

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<ul style="list-style-type: none"> Client manager signs timesheets Candidate email signed timesheets to Dataman Accountant submit invoices (as per invoicing terms) and deliver to client. Invoices are supported with approved timesheets and any additional report requested by client. 	 Accountant
Payment to Employee / Subcontractor	
<ul style="list-style-type: none"> Dataman runs payroll every fortnight (on 15th and the last day of the month) to pay employees. Salaries are direct deposited in employee's bank accounts. 	 Accountant
Ongoing Support and Training	
<ul style="list-style-type: none"> Conducting training on need/ project basis Updating PDP (Personal Development Plan) of each candidate 	 HR Manager

C.1.vi. On-Boarding Plan

Dataman has more than 21 years of experience onboarding temporary employee to our team. Our onboarding process is focused on transparency, simplicity and retention. We strive to make the onboarding to as smooth as possible. We believe that a smooth onboarding provides a warm welcome for the new members of the Dataman family.

Dataman has a dedicated Change Management Group which is dedicated to making onboarding as seamless as possible for our clients. Our onboarding team will provide:

- Oversight** of the transition and onboarding process via onsite engagement with the appropriate groups/individuals.
- Accountability** in the form of a dedicated Account Manager who will coordinate the efforts of the Change Management Group, and who will serve as UCF's primary point of contact over the life of the contract.

Total Onboarding within one business days (as low as an hour)

Dataman offers a simple, paperless, **Digital Onboarding** - Our onboarding system enables customization of onboarding templates for client. Customize onboarding templates for quick onboarding for UCF.

- Real time onboarding with digital signature - Make onboarding fast and seamless with inbuilt digital signature application. Track status and stay connected with both candidate and client for a stress-free job close experience.
- Paperless onboarding - 100% Paperless onboarding process ensuring recruiters do not waste time in printing, taking signs, scanning, and faxing/emailing many documents. Reduces carbon print and saves precious productive hours.

C.1.vii. Invoicing/ Billing Process

Dataman has over 21 years of experience in this area working with government organizations. We have put into place timekeeping and invoicing procedures that are tailored to the public sector. Dataman has accounting system that allows different invoicing format/layout/content for each client. We will tailor our invoice to meet the preferences of UCF. Our invoices are sent monthly and include employee timesheets. Timing of invoices can be adjusted to fit UCF's preferences.

Timesheet included with the invoice will include at minimum the following:

- Name of the Procuring Agency;
- Name of the temporarily assigned individual;
- Dates worked;
- Beginning and ending time;
- Number of regular hours worked each day; and
- If applicable, number of overtime hours worked each day

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- Signature of employee
- Approval of timesheets by UCF manager

Dataman will process all the time sheets and provide UCF with accurate invoices on regular basis. To ensure that we comply with UCF's invoicing requirements, Dataman will work with UCF's representative to modify our process. Our technical and program manager will be responsible to modify invoicing process within 24 hours, whenever required during the term of the contract. Dataman offers both, manual and electronic billing system and can produce the invoices as per the convenience of the client. Additionally, we also believe that electronic billing system reduces paper use and is more accurate as it minimizes billing adjustments.

Procedures and Control

Dataman prioritizes billing accuracy and follows strict policies and procedures with regards to the billing and adjustments. At the end of every week, employees submit their time sheets to the project manager, further to which the time sheet is forwarded to the Dataman's payroll team for approval. Once approved by the payroll team, the time billed is entered in the electronic billing system. The time sheet of all the employees is then extracted by the Dataman headquarters where an audit is conducted before processing the invoice to the client.

Electronic Time Keeping

In order to simplify and improve time management process, we also offer electronic time keeping. The electronic time keeping eliminates manual entering of time and hassle of managing timesheets on individual basis. This is a secured system and can be accessed through web. To log into this system, associates' credentials are required. Moreover, project manager and supervisors are given additional rights to view and edit the hours of the associates, in accordance to the project needs and audit checks.

Fraud Prevention

We follow a standard and stringent invoicing procedure in order to prevent fraud. On completion of every job order and after receiving a confirmation from the client, it is entered in the system so that there are no chances of duplication of invoices.

C.1.viii. Replacement of Resource

Less than 5% of Dataman consultants fail to meet expectations and need to be replaced. Although this is rare, Dataman has in place processes to make this scenario as painless as possible to UCF.

After we complete the recruitment, selection, and screening process, we continuously strive to motivate and retain our employees. In case, if you ask for replacement of consultant due to his/ her inability to perform the tasks set out by you, we have a well-defined process to handle these situations.

As soon as a complaint is received by the Sr. Account Manager, we would work to understand the specific behaviour / issues of concern. In talking through expectations with the Sr. Account manager, we determine if there is a chance to work with the contractor or if an immediate change is required. We have a strong database of potential candidates matching UCF' requirement at any one time. If a change was required, we would immediately implement that to the best of our ability. If the hiring manager sees value in attempting to improve the performance of the employee, then we would meet with and review a performance improvement plan (Human Resource document of our own), which would be signed by the contractor ensuring their understanding. Monitoring with agreed upon timeframes would then ensue. If the performance improvement is not recognized, we would then suggest a replacement. The Dataman Sr. Account Manager will meet with the new replaced consultant, complete the orientation, and deliver that individual to the client site for their first day of work. Dataman keeps a bench of potential replacements ready at all times for our customers.

Terminating employees is one of the most unpleasant aspect for Dataman. But if terminating resource is necessary, then Dataman performs it in the most ethical, and professional manner possible. Following are the steps taken while terminating a resource from its assignment:

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- Dataman Account Manager confirms the end date with the Customer. If a replacement is requested, the backfilling process is initiated immediately.
- Dataman contacts the consultant to initiate the off-boarding process and reiterate our confidentiality policy. We also share the cause of the termination with the consultant and thank them for being a part of our organization
- Dataman initiates the knowledge transfer process to minimize the termination impact.
- The consultant prior to leaving the customer has to fulfil exit criteria and return the entire customers property before leaving the customers premises. In addition, consultant must report to the Dataman Account manager and fulfil all the formalities.
- Dataman verifies with customer Account Manager that all equipment has been returned.
- Dataman Account Manager collects badge from the consultant on the last working day.
- Dataman Account Manager deliver the badge to a customer representative.

C.1.ix. Quality Control best practices

We have ensured success of its each and every contract. We follow **“Customer First”** ideology and success of our customers is our success. Our whole team will work towards ensuring the success of this contract. We use CMMI Level 2/3 apprised processes and an ISO-compliant set of policies and procedures for project management which results in sound, thorough practices, and promotes the development of a motivated staff and sustains cost-effective support detailed below:

Program Management		
Policy	Procedures/Techniques	Benefit
Ensure early identification of problems	Develop detailed schedules, milestones and risks mitigation Make in-process progress assessments Conduct monthly reviews Include risk management as part of Monthly Status Reports	Management insight into progress and risks Effective cost/ scheduled control Early corrective actions
Inform management and customers of issues and problems	Promptly report issues or problems to PM Report issues or problems promptly. Discuss in quarterly corporate reviews	Issues and problems are rapidly addressed and promptly resolved Customer are aware of issues
Continuous Improvement (CI)	Make CI an integral part of all activities Coordinated by the functional or technical leads Train personnel in CI	Creates opportunities for increased productivity Promotes employee ownership contributing to employee initiatives
Quality Performance	Document and provide a common set of procedures and processes Maintain CMMI Level 2/3 and ISO processes Provide a framework by which quality system effectiveness and performance can be measured	Enhanced customer satisfaction and quality service delivery Increases verification of compliance against established policies/ procedures through audit
Staffing – On-Call Services		

Program Management		
Employ flexible personnel assignment policy	Personnel support tasks on an integrated basis Assign individual with best credentials.	Enables the most effective overall use of bidder's capabilities Personnel with the most appropriate skills are assigned
Motivate staff	Award performance, spot bonuses and recognition Provide job skills enhancement training	Increased staff morale Increased productivity
Apply corporate employee recognition policies	Consider superior employees for advancement Fully use employee monetary incentive programs	Increased employee morale Lower attrition Increased productivity
Maintain knowledge of technologies, techniques/ tools and future trends	Encourage/require employees to attend relevant technology training courses Disseminate information on advanced technologies and future trends	Staff skills remain current Increased emphasis on technologies

C.2. Describe how urgent requests are handled.

Dataman has a proven Recruitment Methodology of handling urgent requests.

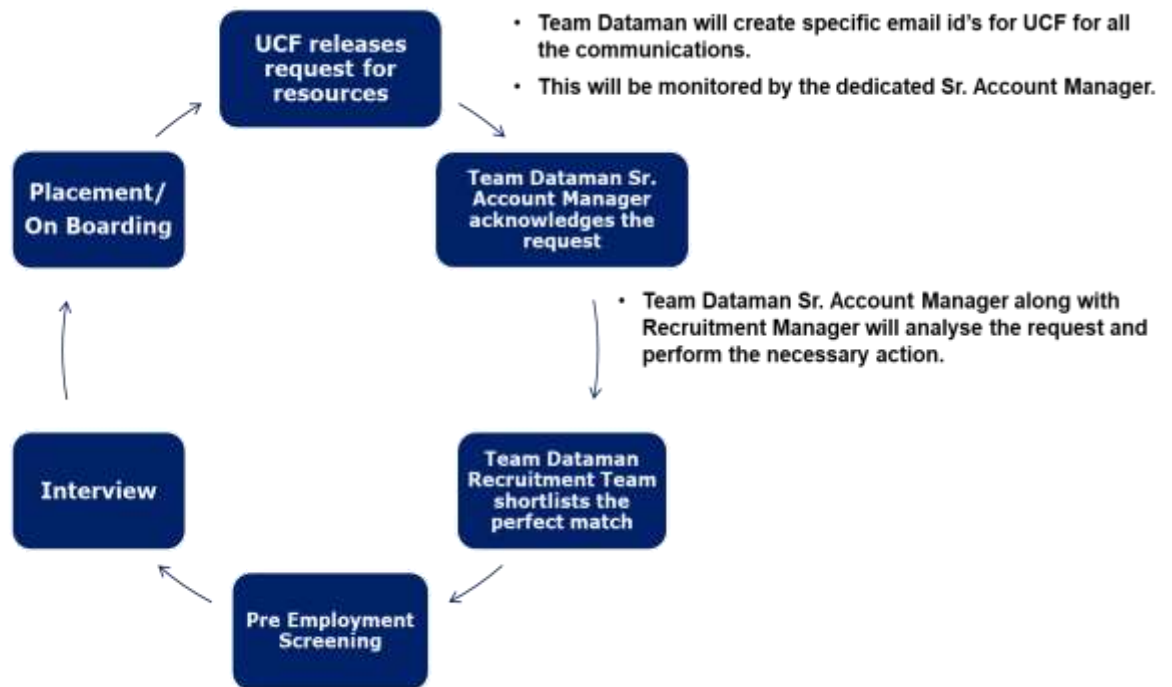
Our AI driven integrated platform helps us find perfect resources for our clients. Oorwin is focused on helping Services companies to improve their recruiter productivity, candidate experience, streamline HR business processes and increase sales performance. Few key features of Oorwin are:

- **Bring resumes from multiple sources in Hire with one-click:** Oorwin eliminates the frustrating job of manually downloading and uploading profiles by a one-click, bulk upload facility.
- **Create accurate candidate profiles instantly:** Enterprise-grade tools and plugins to parse any resume format from Outlook, Gmail, Chrome, Inbox. Automatic profile generation and quick candidate rediscovery with version control, making sourcing process a breeze.
- **Match candidates and jobs logically:** Intelligent candidate ranking algorithm to choose and submit high-quality candidates quickly for a job order. Natural advanced search and automatic tagging to find best matches.
- **Find best-fit candidates accurately:** Oorwin's intelligent candidate ranking algorithm help recruiters discover ideal profile recommendation from entire resume database in few blinks and clicks.
- **Set up an interview in less than two minutes:** Integrated interview management tools linked with job orders or applicants to schedule interview fast.



- **Engage candidates and clients together:** Engage clients by tracking communication, receive automated feedbacks, and set reminders. Avoid analysis paralysis at the last minute. Manage interview status and make data-driven decisions to meet number.

Below is a summary of steps involved as soon as we receive a request from our client:



Step 1 - Initiation and Onboarding of Client

Dataman has a dedicated client onboarding team who is responsible for proper documentation and completion of the document at the beginning of any project. We have provided our detailed onboarding and initiation process later in this proposal.

Step 2 - Staffing as a Service

Resource Requisition

Dataman will assign a dedicated Sr. Account Manager who will be acting as Single point of contact with UCF. A team of 7 dedicated recruiters led by a Recruitment Manager will also be supporting UCF contract.

As soon as our Sr. Account Manager receives a request for temporary personnel by UCF, he will immediately inform the recruitment team to hit our in-house database (RMS), which has approximately 400,000 resumes, to find the best fit for UCF. Dataman will create an email id dedicated to UCF requirements, which will be monitored by the Sr. Account Manager on regular basis. If needed this email id can be integrated with any platform if required.

Screening

Dataman understands that there is more to providing candidates than just meeting the skill requirements on the resume. Our recruiters and account managers are trained to dig deep into our candidates' background to make sure we have the right fit.

For UCF, we will use proven skills testing and screening mechanism to shortlist qualified resources. Based on specific staffing request, we use our own technical experts to technically evaluate the potential candidates. Our screening procedure includes Pre-Screening, Technical Skills Evaluation & Interviews, Reference Check, Drug Screen, Background Check. We have a detailed screening process which can be provided on request. Due to page limit we have not been able to provide the detailed version.

Interview with UCF

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Once we have shortlisted, screened and interviewed the candidate, we will arrange for an interview with UCF so that UCF can understand if the candidate is suitable for the role and also can share with them the challenges and opportunity the role offers to them.

Placement/Onboarding

Once the UCF confirms the candidate, we will work towards placing the contractor immediately, as per UCF's requirements. Dataman believes that contractor onboarding is essential in ensuring that the contractor starts being productive quicker. Onboarding can help to improve productivity and reduce the time it takes for the contractor to adjust to their new role. Having a clear contractor onboarding process assists in saving time and company resources. Time is not spent getting work equipment, looking for a workstation, having a time card approved or any simple logistics. We have provided our detailed onboarding process later in this proposal.

Step 3 - Performance Evaluation

Dataman believes that evaluating employee performance at every level can increase the quality of work we deliver to our clients.

We conduct list of employee performance metrics which helps us in understanding how the performance of an employee can be inflated. In addition to allowing us to distribute compensation incentives equitably, employee performance evaluations can increase operational efficiency and workforce productivity while identifying high-performing candidates for management positions. Effective employee performance review systems require quantifiable metrics to accurately gauge each employee's performance. We have provided our detailed performance evaluation process later in this proposal

Step 4 - Contract/Account Management

Dataman has a strong public-sector account team that has experience in Government Contracting, Account Management, Recruiting and Technology. This experience will allow us to seamlessly begin work with UCF and quickly meet the technical staffing needs of UCF. Below you will find our Account/Program Management Team. This team will be supported by our recruiting and technical teams.

Executive Leadership: Dataman's President will provide **Executive Leadership** to our team in support of UCF contract. This hands-on approach by our Senior Management will ensure prompt resolution of all issues that might arise and demonstrates Dataman's total commitment towards the success of the contract.

Supervision of Work and Project Oversight: Dataman's Sr. Account Manager Joe Wooldridge will provide overall project oversight and supervise the work and performance of our personnel assigned to UCF. Joe will provide technical guidance and supervise the work and performance of the team. Joe reports directly to our CEO Nidhi Saxena. This structure will help us **effectively manage** all resources for the duration of each engagement.

Lines of Authority, and Communication: The lines of reporting authority and communication for this contract are clear and direct. Our Sr. Account Manager will have ultimate authority, responsibility and accountability to manage all Dataman resources. Mr. Wooldridge will also be the authority on all aspects related to the project including communication, risk management, issue resolution, staffing and quality management. Issues can also be resolved by contacting our CEO Nidhi Saxena. Mrs. Saxena will be involved in all aspects of the contract and easily assessable to UCF. The direct line of communication and escalation allows for error free communication between Dataman and UCF. We have provided the Key personnel's experience with the detailed resumes later in the proposal.

Step 5 - Customer Satisfaction/Feedback

Dataman truly believes in creating a partnership with our clients and our consultants. We work hard to understand your specific needs and organizational culture in an effort to match the perfect professional to your organization. We strive to provide our customers with the best and for that matter we keep taking their feedback at every point of time to understand how we can improve our services and maintain a lifetime relationship with our customers.

Our Core Competency truly is "Finding the right candidate for the right job at a value price to our client faster than any other company." Our culture, technology platform and compensation system are consistent across categories which are all designed to find, attract and retain the BEST talent across the entire numerous job categories.

C.3. Provide an explanation of how background checks will be processed.

C.3.i. Commitment to a Thorough Screening Process






A quality screening process is critical to business success. Many staffing firms claim to be dedicated to screening candidates thoroughly, but few have a screening process in place with tangible results and outcomes that can prove their due diligence. Dataman understands that there is more to providing candidates than just meeting the skill requirements on the resume. Our recruiters and account managers are trained to dig deep into our candidates' background to make sure we have the right fit.

The Dataman recruiters average 10 years of technical recruiting experience supporting government customers. Dataman proactively recruits and maintains a full pipeline of qualified candidates ready to hire for every one of our customers.

The work is initiated as soon as we get the sourcing requirement from the customer. The job order is immediately entered into our centralized recruitment Management System (RMS). The Sr. Account Manager understands the requirement of the client based upon the job order received from them. This includes an understanding of the requirements, SOW, environment, qualification, experience, mandatory and desirable skill set requirement. The Sr. Account Manager drafts a requisition about the requirement and submits the requirement in RMS along with sending it to the recruitment manager. From there, recruitment team will source the candidate using one of following sources. After finding 4-5 consultants per requirement, the screening process is triggered.

Screening: For UCF, we will use proven skills testing and screening mechanism to shortlist qualified resources. Based on specific staffing request, we use our own technical experts to technically evaluate the potential candidates. For Example, if a project manager requirement comes, the potential candidates' technical evaluation will be done by existing Senior Project Managers and or SME's who will have similar and expert level experience in the related field of technology and domain. We have prepared a set of test papers for evaluation of candidates. We conduct on-line technical test for the candidates to evaluate their skills. Only the candidates scoring more than 75% marks are interviewed by Dataman technical experts.

Below is the detailed testing and screening procedure to place best technical consultants to meet your needs:

-  **Step 1: Pre-Screening** – Executing a comprehensive pre-screening confirms experience, motivation, skill level, clearance, potential team-fit, salary requirements and relocation needs with candidates and update in our Recruitment Management System (RMS)
-  **Step 2: Technical Skills Evaluation & Interviews** – Conduct detail technical test and interview
-  **Step 3: Reference Check** – In order to get an accurate assessment of the candidate, Dataman's reference check process involves contacting those people who have observed & are in a position to discuss the candidate's experience, skills & knowledge. In addition to this, we use back door reference as well which use our vast network & speak with someone at organization where the candidate worked who will give you candid information. Based upon the feedback of this reference check, candidature of the successfully shortlisted candidate is processed.
-  **Step 4: Drug Screen** - 5 Panel Drug Test is done prior to the onboarding and in every quarter. Dataman uses the resources of scientific laboratories to determine if any of the individuals within the organization are using illegal drugs. Drug testing commonly requires individuals to submit urine samples for analysis, although occasionally blood or hair samples may be used.
-  **Step 5: Background Check** – Various background checks are done based upon client's requirement:

- Citizenship or Legal Working Status
- Driving and Vehicle Records
- Criminal, Arrest, Incarceration, and Sex Offender Records
- Education & Employment Records
- Financial Information, Credit History Check
- Social Security Number
- The candidate is notified and is required to sign a consent and authorization form as to the procedures set forth in the Background Check Policy.
- An independent agency is mandated the task to perform background check on the candidates.
- The agency after performing the checks provides the results to Dataman.
- The candidates successfully clearing the background check proceed to join the client.

Dataman ensures that all temporary staff will pass a Criminal Background Check, Credit Check and Drug Testing by UCF at no additional cost to UCF.

➤ **Background Checks**

Prior to sending an employee to work for the UCF, Dataman's account management team, in conjunction with the appropriate UCF representative(s), will evaluate what pre-employment background screening will be utilized. To assure that Dataman's clients efficiently work with the best candidates, Dataman utilizes a third party, to conduct extensive pre-employment screening which includes a thorough criminal background checks. The background check usually takes 2 working days. There are following background check we do, depending on the client's requirements:

CRIMINAL BACKGROUND CHECKS	
Criminal Search - National Federal - 7 years	This search includes a one-name national federal criminal record search of federal records. All information will be obtained through the Federal P.A.C.E.R. system with online direct connection to records and dispositions. *5 and 10year options also available. Detailed information on criminal records found will include, when made available by the court, but may not be limited to; date of offense, charges, plea, disposition and sentence. Open arrest warrants are also reported and generally include cases awaiting trial or charges for failure to appear.
Criminal Felony/Misdemeanour - 7 years	This includes a one-county, one-name criminal court record search of felony records and will include misdemeanour records when available. All information will be obtained at the courthouse by a court researcher unless an electronic connection to the courthouse is established.
Criminal State-wide Search - 7 years	The State-wide Criminal Search accesses individual states and the District of Columbia's' Department of Justice criminal repository information
National Sex Offender Registry	While convictions for sexual offenses will appear upon the criminal record in the county or state where the offense was committed, at times the criminals relocate where there criminal records wouldn't reflect. Information returned from sexual offender registry inquiries may include; name, AKA name, physical characteristics, date of birth, residential address, employer, county, state of conviction, date of conviction, and offense(s).
County Civil Record Search	This includes one-county, one-name search obtained by a court researcher at the county courthouse. Information obtained may include plaintiff and defendant's actions and case outcome.

Motor Vehicle Records - Driver's Report	Reported information will include type of license, any violations, disciplinary actions, convictions, issue date, expiration date, revocations, suspensions, accidents, status and restrictions. This will show driving related offence for last 3 to 5 years
Credit Report	This report provides information into a person's financial background. It also provides present and past addresses, current and past employers, and verifies and identifies users of the social security number provided.
Professional Reference	Dataman requires all candidates to provide a minimum of two positive supervisor references and one peer reference to verify their skillset levels from past positions.
Employment Verification	Dataman will thoroughly verify present or past employment to include position(s) held, dates of employment, salary, confirmation of specific job duties, reason for leaving, eligibility for rehire, and overall job performance.
Education Verification	This search verifies Colleges/universities attended with dates of enrolment, Major/Degrees obtained, Grade Point Average, and professional certification.
Professional License Verification	This search verifies a professional license or professional Certification the candidate claims to hold.

➤ Drug Test

Dataman strongly believes that Drug Tests and other pre-employment screening services are integral parts of the hiring process and it can prevent negligent hiring lawsuits and provide a safer work environment. Dataman understands that candidates under the influence or using intoxicants while on the job poses serious safety and health risks to themselves, and even put our company or co-workers at risk. To ensure safety and high productivity, Dataman maintains stringent policies with regard to use, possession or sale of alcohol or other intoxicants in the work place, with disciplinary measures up to and including termination.

Upon candidate approval by UCF, our Human Resources department will schedule the candidate for drug screening. Our baseline requirement for drug screening is the widely accepted nine-panel screen for controlled substances. If any trace of any of controlled or illegal drugs or drug classes is detected, the candidate is removed from consideration. Upon receipt of successful completion of drug screening, the Project Manager forwards verification that the person has successfully completed drug screening within the acceptable levels. We will also provide copy of Program's Drug and Alcohol policy to all the personnel, prior to assignment with Program, and the personnel will be required to complete an Acknowledgement of Receipt and Consent to Drug and Alcohol Testing. Every quarter Dataman uses the resources of scientific laboratories to determine if any of the individuals within the organization are using illegal drugs. Drug testing commonly requires individuals to submit urine samples for analysis, although occasionally blood or hair samples may be used.

DRUG SCREENING	
NON D.O.T 5-Panel Drug Screening	This includes screening for five categories of drugs including Amphetamines, Cocaine, Marijuana, Opiates, Phencyclidine (PCP).
NON D.O.T 7-Panel Drug Screening	This includes screening for seven categories of drugs including Amphetamines, Barbiturates, Benzodiazepines, Cocaine, Opiates, Phencyclidine (PCP) and Marijuana.
NON D.O.T 8-Panel Drug Screening	This includes screening for eight categories of drugs including marijuana, opiates, PCP, cocaine, amphetamines, methamphetamines, benzodiazepines, and barbiturates

NON D.O.T 9-Panel Drug Screening	This includes screening for nine categories of drugs including Amphetamines, Barbiturates, Benzodiazepines, Cocaine, Marijuana, Methadone, Opiates, Phencyclidine (PCP) and Propoxyphene.
NON D.O.T 9-Panel Plus Alcohol Drug Screening	This includes screening for nine categories of drugs including Amphetamines, Barbiturates, Benzodiazepines, Cocaine, Marijuana, Methadone, Opiates, Phencyclidine (PCP), Propoxyphene and Alcohol.
NON D.O.T 10-Panel Drug Screening	This includes screening for ten categories of drugs including Amphetamines, Barbiturates, Benzodiazepines, Cocaine, Marijuana (THC), Methadone, Methaqualone, Opiates, Phencyclidine (PCP) and Propoxyphene.
Medical Review Officer (MRO)	This includes a licensed physician reviewing the result, speaking with the donor if necessary, and reporting the results within 2 hours of receiving it from the laboratory.
Drug Screening (D.O.T.)	This includes screening for five (5) categories of drugs including Amphetamines, Cocaine, Marijuana (THC), Opiates, and Phencyclidine (PCP). Even though there are several ways to perform a drug test, the DOT only allows urine drug testing. They also require a very thorough testing process, so results usually take longer to process. Here are some examples of jobs that must be tested as part of the DOT drug testing program. This list isn't comprehensive: Commercial vehicle drivers Locomotive engineers, dispatchers, and signalmen Flight crew members and air traffic controllers
Oral Detect Drug Screen	Upon request
Additional tests	Hallucinogens (LSD, mushrooms, mescaline, peyote) Inhalants (paint, glue, hairspray) Anabolic steroids (synthesized, muscle-building hormones) Hydrocodone (Lortab, Vicodin, Oxycodone) MDMA (Ecstasy)

C.4. Describe your process of vetting employees to meet the needs of the university; including professional appearance, reliability and workplace skills.

To enhance Dataman's ability to find skilled, able and educated candidates for government and public sector entities, Dataman uses an Assessment Series, a validated applicant classification system that focuses on customer service skills, aptitude and attitude assessment. The content underlying these tests is carefully studied and determined to be related to the job performance of the positions. All our tests have a proven track record of success, showing that those who take the tests have better performance on the job, significantly increasing their productivity. We have in place assessment tests for all of the job groups that we are bidding.

➤ **Skill Assessment Tests**

The Clerical Skills Tests Module has been designed specifically to cover a fully comprehensive range of clerical tasks. These prebuilt assessments enable us to identify and evidence the candidate's core skills set required to perform in a role related to typical clerical responsibilities.

The assessments within this module can be utilised throughout the full employee life cycle. From recruitment and assessment through to development and succession planning, this module offers a variety of skills testing that can be combined and tailored for each unique role.

Behavioral & Aptitude Tests	Software Skills Tests	Basic Admin Skills Tests	Tests by Industry
<ul style="list-style-type: none"> • Workplace Success Profile • Behavioral Profile-General • Cognitive Profile • Customer Service Profile • Management Profile • Sales Skills Profile 	<ul style="list-style-type: none"> • Microsoft Excel Tests • Microsoft Word Tests • General Computer Skills Tests • Windows & PowerPoint Tests • Outlook Tests 	<ul style="list-style-type: none"> • General Work Skills Test • Grammar & Spelling Tests • Basic Math Tests • Typing & Data Entry Tests • Attention to Detail Tests 	<ul style="list-style-type: none"> • Medical Office / Healthcare • Accounting Knowledge • Industrial Warehouse Skills • Legal Office Skills

If needed, our assessment series can be customized to meet UCF's specific requirements for job descriptions.


➤ **Technical-IT related tests**

Dataman uses various pre-employment testing services like Brainbench/SHL for IT Technical personnel. There are many tests to cover positions under this job category. There are over 1000 tests along with functionality of design custom tests. These job categories cover all positions required in this RFP. A candidate may undergo one or many standard tests to test all skill sets required for a position or take a custom designed test.

Details of Some Tests:

Potential Job Titles	Network Technical Support		
Description	The Network Technical Support test measures knowledge of setup, configuration, and maintenance of a local area network. Designed for technicians with hands on-experience, this test covers the following topics: Hardware/Media, LAN Support, Network Design, Services, System Administration, System Security, WAN Support, WLAN Support, and Workstation Support.		
Test Length:	Approximate Completion Time: 33 Minutes		
Dimensions:	Hardware/Media <ul style="list-style-type: none"> • Backup Media • Cabling • LAN Hardware • Server Hardware • WAN Hardware • WLAN Hardware 	LAN Support <ul style="list-style-type: none"> • Cabling Faults • LAN Configuration • LAN Diagnostics • Subnets and VLANs 	Network Design <ul style="list-style-type: none"> • Disaster Recovery • Environmental Considerations • Fault Tolerance and Backup Types • Topology
	Services <ul style="list-style-type: none"> • DHCP • DNS • E-Mail • VoIP • Web and File Server 	System Administration <ul style="list-style-type: none"> • Device Monitoring • Load Balancing • Routine Maintenance • System Logs • User Accounts 	System Security <ul style="list-style-type: none"> • Common Threats • Countermeasures • Encryption and Data Security • Firewalls • Physical Security

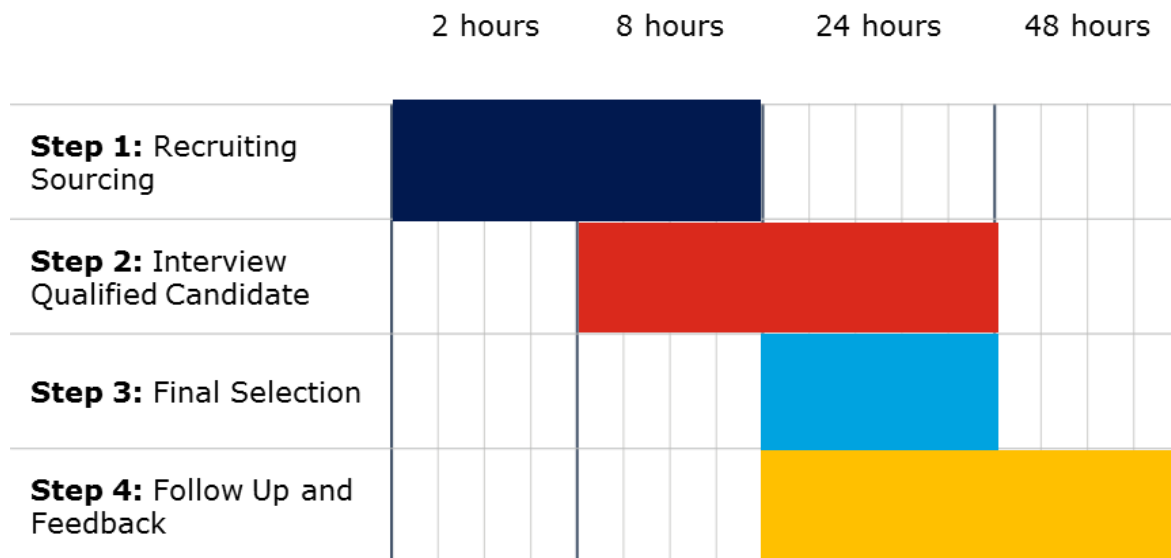
	WAN Support <ul style="list-style-type: none"> • Routing and Remote Access • WAN Configuration • WAN Diagnostics 	WLAN Support <ul style="list-style-type: none"> • Physical Placement Considerations • Wireless Protocols • Wireless Security • WLAN Configuration • WLAN Diagnostics 	Workstation Support <ul style="list-style-type: none"> • Adds, Moves, Changes • Administration Tools • Workstation Diagnostics
--	--	--	--

Name:	Java 2 Platform Enterprise Edition (J2EE)
Description:	The Java 2 Platform Enterprise Edition (J2EE) test measures the candidate's knowledge of the J2EE architecture. Designed for Java programmers and architects, this test includes the following topics: J2EE 1.3.1 Architecture, Enterprise Java Beans (EJB 2.0), JDBC 2.0, J2EE Clients, JavaMail 1.2, Java Naming and Directory Interface (JNDI 1.2.1), XML, and Distributed Computing Application Development.
Test Type:	 Knowledge & Skills
Adaptive(CAT):	PreVisor's Computer Adaptive Testing (CAT) technology dynamically adjusts the test to the proficiency level of the test taker resulting in shorter test times, increased accuracy and enhanced security. Adaptive tests are powered by PreVisor's PreView TM technology.
Category:	Information Technology
Max # of Questions:	30
Max Time Allowed:	3 Minutes Per Question
Test Length:	Approximate Completion Time: 38 Minutes

C.5. What is your company's fill percentage and lead time to get an employee ready to work?

Dataman's fill percentage is more than 97%. Our Sr. Account Manager, supported by Recruitment Team, is responsible for ensuring the timely fulfillment of the staffing requirements of UCF. Dataman will assign a dedicated Sr. Account Manager to handle UCF program. On receiving the requirement from UCF, our Sr. Account Manager will create a skill matrix of the specific job requirement. Normally we present qualified resources within one business day as our recruiting team has a strong network of local, pre-screened resources to go along with our qualified on-staff resources. Below you will find our standard timeline for fulfilling customer needs (through our proactive delivery approach, our timeline can be adjusted based on unique customer needs).

Dataman uses a proactive delivery approach for our staff augmentations contracts. This approach allows us to deliver services quickly for immediate needs.



Step	Elapsed Time	Activity/Output
Respond to Temporary Personnel requests	1 business day from receipt of requirement	<ul style="list-style-type: none"> Review Bench and on call candidates and reduce the applications to those qualified for the position. Review results and submit resumes to client for review.
Interview Qualified Applicants	1 to 3 business days from receipt of requirement	<ul style="list-style-type: none"> Design interviewing structure and questions Handle all interviewing and scheduling logistics for all phases of the selection process Clarify applicant information and summarize results Conduct preliminary interviews and summarize results Review, interview qualified applicants, perform reference checks and provide final applicants to the client
Final Selection	1 to 3 business days from receipt of requirement	<ul style="list-style-type: none"> Meet to assess final applicants and advise on final interviewing strategy, timing and elements Provide assistance and guidance to client enabling them to conduct final interviews and make the final selection. Documentation for candidate joining
Follow Up and feedback	3 to 6 business days from receipt of requirement	<ul style="list-style-type: none"> Follow up with client on candidate joining and services provided

Recruiting Processes and Elapsed Time (all hours in business hours/days)

***We understand that each customer is unique and timelines can be modified as per UCF's needs**

D. Appendix A- Financial Statements

DATAMANUSA LLC
COMPILED FINANCIAL STATEMENTS
FOR THE YEARS ENDED DECEMBER 31, 2018 AND 2017

SHAH & ASSOCIATES
CERTIFIED PUBLIC ACCOUNTANTS
280 SOUTH LOS ROBLES AVENUE, SUITE 303
PASADENA, CALIFORNIA 91101
TELEPHONE (626) 449-5262 : (626) 390-5455
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E-MAIL: seema@sshahcpa.com

MEMBER
CALIFORNIA SOCIETY OF
CERTIFIED PUBLIC ACCOUNTANTS

Independent Accountants' Compilation Report


December 23, 2019

To
Shareholders of DatamanUSA LLC
6890 S. Tuscan Way, Suite 100
Englewood, CO 80112

Management is responsible for the accompanying financial statements of DatamanUSA LLC which comprise the statement of assets, liabilities, and equity-income tax basis as of December 31, 2018 and 2017, and the related statements of operations and retained earnings- income tax basis, and cash flows -income tax basis for the years then ended in accordance with the income tax basis of accounting. The management of company has elected to be taxed as an S-Corporation for income-tax purposes. We have performed compilation engagements in accordance with the Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. We did not audit or review the financial statements nor were we required to perform any procedures to verify the accuracy or completeness of the information provided by management. Accordingly, we do not express an opinion, a conclusion, nor provide any form of assurance on these financial statements.

The financial statements are prepared in accordance with the income tax basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America.

Management has elected to omit substantially all the disclosures ordinarily included in financial statements prepared in accordance with the income tax basis of accounting. If the omitted disclosures were included in the financial statements, they might influence the users' conclusions about the company's assets, liabilities, equity, income, and expenses. Accordingly, the financial statements are not designed for those who are not informed about such matters.


Seema Shah, CPA
Pasadena

DATAMANUSA LLC
STATEMENT OF ASSETS, LIABILITIES & EQUITY -INCOME TAX BASIS
DECEMBER 31, 2018 AND 2017

ASSETS	<u>2018</u>	<u>2017</u>
Current Assets		
Cash & Cash Equivalents	\$ 472,781	\$ 425,259
Employee Advances	2,927	--
Prepaid Expenses	<u>10,153</u>	<u>11,573</u>
Total Current Assets	<u>485,861</u>	<u>436,832</u>
Property and Equipment		
Automobile	<u>47,385</u>	<u>47,385</u>
	47,385	47,385
Less Accumulated Depreciation	<u>(10,179)</u>	<u>(7,434)</u>
Total Property and Equipment	<u>37,206</u>	<u>39,951</u>
Total Assets	<u><u>\$ 523,067</u></u>	<u><u>\$ 476,783</u></u>

See Accountant's Compilation Report.

DATAMANUSA LLC
STATEMENT OF ASSETS, LIABILITIES & EQUITY -INCOME TAX BASIS
DECEMBER 31, 2018 AND 2017

Liabilities and Shareholders' Equity	2018	2017
Current Liabilities		
Customer Deposits	\$ 44,135	\$ 39,754
Payroll Liabilities	--	6,255
Accrued Expenses	982	1,449
Shareholder advances	46,500	44,763
Total Current Liabilities	91,617	92,221
Long-Term Debt	--	--
Total Liabilities	91,617	92,221
Equity		
Capital Stock	20,000	20,000
Retained Earnings	411,450	364,562
Total Equity	431,450	384,562
Total Liabilities and Stockholder's Equity	\$ 523,067	\$ 476,783

See Accountant's Compilation Report.

DATAMANUSA LLC
STATEMENT OF OPERATIONS AND RETAINED EARNINGS-INCOME TAX BASIS
For the Years Ending December 31, 2018 and 2017

	2018		2017	
	<u>Amount</u>	<u>Pct.</u>	<u>Amount</u>	<u>Pct.</u>
Gross Receipts from Software Contracts	<u>5,009,622</u>	<u>100.00</u>	<u>4,818,921</u>	<u>100.00</u>
Direct Cost				
Cost of Labor (In-House labor)	1,711,587	34.17	1,420,417	29.48
Cost of Labor-sub contractors	1,916,782	38.26	2,412,339	50.06
Sub-Contractors Travel Cost	73,001	1.46	44,937	0.93
Other Costs	<u>2,667</u>	<u>0.05</u>	<u>3,215</u>	<u>0.07</u>
	<u>3,704,037</u>	<u>73.94</u>	<u>3,880,908</u>	<u>80.54</u>
Gross Profit	1,305,585	26.06	938,013	19.46
General and administrative expenses (Schedule I)	<u>837,968</u>	<u>16.73</u>	<u>781,406</u>	<u>16.22</u>
Income from operation	<u>467,617</u>	<u>9.33</u>	<u>156,607</u>	<u>3.24</u>
Other Income (Expenses)	<u>--</u>	<u>--</u>	<u>--</u>	<u>--</u>
Income before taxes	467,617	9.33	156,607	3.24
State Income-Taxes Paid	<u>20,729</u>	<u>0.40</u>	<u>1,388</u>	<u>0.03</u>
Net income	<u>446,888</u>	<u>8.93</u>	<u>155,219</u>	<u>3.21</u>
Retained Earnings - Beginning	364,562		442,364	
Shareholder Distributions	<u>(400,000)</u>		<u>(233,021)</u>	
Retained Earnings - Ending	<u>\$ 411,450</u>		<u>\$ 364,562</u>	

DATAMANUSA LLC**STATEMENT OF CASH FLOWS****FOR THE YEARS ENDED DECEMBER 31, 2018 AND 2017**

	<u>2018</u>	<u>2017</u>
Cash flows from operating activities		
Net income	\$ 446,888	\$ 155,219
Adjustment to reconcile net income to cash flows:		
Depreciation	2,745	4,590
(Gain) Loss on sale of assets	--	--
(Increase) decrease in assets:		
Employee Advances	(2,927)	
Prepaid Expenses	1,420	(11,573)
Inventories	-	
Increase (decrease) in liabilities:		
Customer Deposits	4,381	39,754
Other current liabilities	(6,722)	(3,677)
Net cash provided by operating activities	<u>445,785</u>	<u>184,313</u>
Cash flows from investing activities:		
Purchase of assets		--
Proceeds from sale of assets	--	-
Net cash provided (used) by investing activities	<u>0</u>	<u>0</u>
Cash flows from financing activities:		
Payments on capital lease obligations		--
Proceeds from note payable to shareholder		--
Proceeds from/ (Repayment of) Member's Advances	1,737	(4,017)
Member's Distributions	(400,000)	(233,021)
Net cash provided (used) by financing activities	<u>(398,263)</u>	<u>(237,038)</u>
Net increase (decrease) in cash	47,522	(52,725)
Cash at beginning of year	<u>425,259</u>	<u>477,984</u>
Cash at end of year	<u>\$ 472,781</u>	<u>\$ 425,259</u>

Supplemental Disclosures of Cash Flow Information:*Cash paid during the year for:*

Interest	\$ --	\$ --
State Income taxes	\$ 20,729	\$ 1,388

See Accountant's Compilation Report.

DATAMANUSA LLC
Schedule I - GENERAL AND ADMINISTRATIVE EXPENSES-INCOME TAX BASIS
For the Years Ending December 31, 2018 and 2017

	<u>2018</u>	<u>2017</u>
	<u>Amount</u>	<u>Amount</u>
Officer's salaries	\$ 50,857	\$ 52,398
Office salaries and benefits	285,557	265,632
Payroll taxes	178,767	138,887
General Insurance	35,406	27,556
Recruiting fee	95,304	38,749
Outside Services	11,606	26,826
Advertising	--	500
Postage	1,784	3,320
Rent	22,179	22,522
Office Expenses	21,591	37,860
Travel (includes meals at 50%)	36,597	36,922
Supplies	18,578	13,122
License & Permits	3,012	26,411
Telephone	4,158	9,854
Legal & Professional services	2,500	26,456
Project Procurement Fees	57,119	43,437
Depreciation	2,745	4,590
Profit-sharing Contribution	10,208	6,364
Total General & Adm Expenses	<u>\$ 837,968</u>	<u>\$ 781,406</u>

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Accrual Basis

DATAMANUSA, LLC
Balance Sheet
As of December 31, 2019

	Dec 31, 19
ASSETS	
Current Assets	
Checking/Savings	
1000 - CHECKING INVESTMENTS	
1015 wells Fargo Command Asset	200,000.00
1002 - WellsFargo-Federal	880.81
1006 - Wells Fargo Bank, WY Money Mark	31,935.14
1008 - CapitalOne 360	-0.17
1010 - Wells Fargo Bank, WY	287,851.88
1012 - First Bank Savings	62,379.46
1014 - 1st Bank Checking	-167,729.79
Total 1000 - CHECKING INVESTMENTS	415,317.33
Total Checking/Savings	415,317.33
Accounts Receivable	
1100 - ACCOUNTS RECEIVABLE	
1120 - Accounts Rec-Progress Billing	885.54
1100 - ACCOUNTS RECEIVABLE - Other	2,393,231.80
Total 1100 - ACCOUNTS RECEIVABLE	2,394,117.34
Total Accounts Receivable	2,394,117.34
Other Current Assets	
Account for Credit Transfer	222.00
13700 - Payroll Service Customer Asset	-1,239.62
1220 - Employee Payroll Advances	
1220.6 - Payroll Advance	-710.16
Total 1220 - Employee Payroll Advances	-710.16
Total Other Current Assets	-1,727.78
Total Current Assets	2,807,706.89
Fixed Assets	
1600 - FIXED ASSETS	
1605 - Lexus 2014	47,385.00
1660 - Accumulated Depreciation	-10,179.00
Total 1600 - FIXED ASSETS	37,206.00
Total Fixed Assets	37,206.00
TOTAL ASSETS	2,844,912.89
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2010 - PAYABLES	
2010.1 - Accounts Payable	163,829.40
Total 2010 - PAYABLES	163,829.40
Total Accounts Payable	163,829.40
Other Current Liabilities	
2110 - Direct Deposit Liabilities	-8,642.53
2030 - OTHER CURRENT LIABILITIES	
2030.2 - Travel Expenses Due to Employee	-545.85
2030.4 - C/SUPT 207	828.50
Total 2030 - OTHER CURRENT LIABILITIES	282.65

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Accrual Basis

DATAMANUSA, LLC
Balance Sheet
As of December 31, 2019

	Dec 31, 19
2100 - PAYROLL LIABILITIES	
2100.2 - FICA Tax Withheld	-0.01
2100.3 - Medicare Tax Withheld	-0.01
2100.13 - Federal Unemployment	-596.68
2100.14 - State Unemployment	-464.22
2100 - PAYROLL LIABILITIES - Other	8,441.76
Total 2100 - PAYROLL LIABILITIES	7,380.84
Total Other Current Liabilities	-979.04
Total Current Liabilities	162,850.36
Total Liabilities	162,850.36
Equity	
2600 - EQUITY & RETAINED EARNINGS	
2600.10 - Nidhi Saxena-Capital	20,000.00
2600.50 - Income Taxes Paid For Owners	-46,980.51
2600.60 - Owners Distribution	-1,085,000.00
2600.70 - Shareholder Advances	46,394.94
Total 2600 - EQUITY & RETAINED EARNINGS	-1,065,585.57
2690 - Retained Earnings	2,847,980.81
Net Income	899,667.29
Total Equity	2,682,062.53
TOTAL LIABILITIES & EQUITY	2,844,912.89

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Accrual Basis

DATAMANUSA, LLC

Profit & Loss

January through December 2019

	Jan - Dec 19
Ordinary Income/Expense	
Income	
4000.0 - REVENUES	
4100.0 - Temporary Services	342,410.88
4300.0 - FEDERAL SERVICES	
4300.1 - Federal services Non 8a contrac	3,680.04
4300.2 - Federal Services 8a contracts	66,600.05
Total 4300.0 - FEDERAL SERVICES	70,280.09
4400.0 - IT CONSULTING SERVICES	
4400.1 - IT Project Management	687,031.45
4400.2 - IT IBM Consulting	273,937.28
4400.3 - IT Network Services	950,616.80
4400.4 - IT QA Services	755,579.29
4400.5 - IT Dataware Housing	90,984.21
4400.6 - IT Database Consulting	1,002,959.06
4400.7 - IT Configuration Management Con	75,609.35
4400.8 - IT Oracle Consulting	1,634,919.47
4400.9 - IT Microsoft Consulting	409,603.97
4400.10 - IT JAVA J2EE Consulting	786,128.26
4400.14 - IT PowerBuilder Consulting	9.39
4400.15 - IT System Security Services	595,177.00
4400.16 - Health IT	116,490.79
4400.17 - ITBusiness Analyst	172,778.02
4400.18 - Mobile technologies	85,752.00
4400.20 Middleware Technologies	50,026.12
4400.21 - Technical Writer	103,730.00
4400.0 - IT CONSULTING SERVICES - Other	107,871.88
Total 4400.0 - IT CONSULTING SERVICES	7,899,204.34
4900 - OTHER INCOME.	
4900.1 - Miscellaneous Income	19,744.78
4900.3 - Interest Earned	24,648.27
Total 4900 - OTHER INCOME.	44,393.05
Total 4000.0 - REVENUES	8,356,288.36
Total Income	8,356,288.36
Gross Profit	8,356,288.36
Expense	
6000.0 - EXPENSES	
6000.1 - DIRECT EXPENSES	
6100.0 - DIRECT LABOR	
6100.1 - In House Labor	2,065,629.53
6100.2 - In House Overtime	22,152.04
6100.3 - Contract Services/1099 Employee	4,198,936.62
Total 6100.0 - DIRECT LABOR	6,286,718.19
6200.0 - DIRECT TRAVEL	
6200.1 - Direct Travel - non meals	117,028.76
Total 6200.0 - DIRECT TRAVEL	117,028.76
6300.0 - PURCHASES	
6300.1 - Material for Direct Project	3,200.04
Total 6300.0 - PURCHASES	3,200.04

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Accrual Basis

DATAMANUSA, LLC

Profit & Loss

January through December 2019

	Jan - Dec 19
6400.0 - OTHER DIRECT COSTS (ODCs)	
6400.9 - Misc ODCs	393.46
Total 6400.0 - OTHER DIRECT COSTS (ODCs)	393.46
Total 6000.1 - DIRECT EXPENSES	6,407,340.45
6010 - SALARIES AND WAGES	
6010.4 - Sick	729.17
Total 6010 - SALARIES AND WAGES	729.17
Total 6000.0 - EXPENSES	6,408,069.62
7000.0 - INDIRECT EXPENSES	
7100.0 - FRINGE BENEFITS	
7110.0 - FRINGE LABOR	
7110.1 - Vacation Labor	17,760.16
7110.2 - Holiday Labor	19,266.49
7110.3 - Sick	5,831.83
7110.5 - Bonus Allowable	6,588.96
Total 7110.0 - FRINGE LABOR	49,447.44
7120.0 - PAYROLLTAX EXPENSES	
7120.1 - Social Security Tax Expense	153,751.63
7120.2 - Medicare Expense	35,958.04
7120.7 - State TX SUI EXPENSE	4,322.82
7120.8 - State VA SUI EXPENSE	993.60
7120.11 - State MD SUI EXPENSE	2,142.92
7120.13 - Federal Unemployment	2,778.84
7120.14 - State Unemployment	12,456.74
7120.99 - Payroll Taxes All	3,670.52
7120.0 - PAYROLLTAX EXPENSES - Other	13,296.10
Total 7120.0 - PAYROLLTAX EXPENSES	229,371.21
7130.0 - HEALTH & WELFARE BENEFITS	
7130.1 - Health Ins -In house Employee	
7130.11 - Vision Insurance - Nidhi	147.25
7130.1 - Health Ins -In house Employee - Other	13,426.44
Total 7130.1 - Health Ins -In house Employee	13,573.69
Total 7130.0 - HEALTH & WELFARE BENEFITS	13,573.69
Total 7100.0 - FRINGE BENEFITS	292,392.34
7500.0 - OVERHEAD	
7510.0 - OVERHEAD LABOR	
7510.2 - Contract Labor - OH	68,279.67
Total 7510.0 - OVERHEAD LABOR	68,279.67
7520.0 - OH PROCUREMENT	
7520.1 - Office Supplies	18,378.06
7520.4 - OH Subcontracts	11,751.32
Total 7520.0 - OH PROCUREMENT	30,129.38
7530.0 - COMPUTER - IT; TELECOMM	
7530.4 - Telephone/Fax/Conf Serv/VOIP	5,254.53
7030.7 - Internet Services	75.00
Total 7530.0 - COMPUTER - IT; TELECOMM	5,329.53

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04/13/20

Accrual Basis

DATAMANUSA, LLC

Profit & Loss

January through December 2019

	Jan - Dec 19
7540.0 - OH - TRAVEL	
7540.2 - Gas	478.62
7540.3 - Meals	3,683.27
7540.4 - Other Travel expense	-22,853.02
Total 7540.0 - OH - TRAVEL	-18,691.13
7550.0 - COMMON OVERHEAD	
7550.2 - Postage & Deliveries	3,026.86
7550.3 - Periodicals & Subscriptions	325.00
7550.5 - Company Insurance	23,246.25
7550.7 - Misc. Overhead Charges	350.00
7550.8 - Background Check for Direct Emp	3,354.20
Total 7550.0 - COMMON OVERHEAD	30,302.31
Total 7500.0 - OVERHEAD	115,349.78
7900.0 - FACILITIES	
7900.1 - Office Rent	17,547.12
Total 7900.0 - FACILITIES	17,547.12
8000.0 - G&A	
8010.0 - G&A LABOR	
8010.1 - Executive Wages	202,813.42
8010.3 - Contract / Consultant Labor	2,500.00
Total 8010.0 - G&A LABOR	205,313.42
8020.0 - PROFESSIONAL FEES	
8020.1 - Legal Fees	18,470.00
8020.2 - Accounting	7,775.00
8020.4 - Bank Service Charges	765.00
8020.5 - Recruiting Fee	132,709.49
8020.6 - Resident Agent Fees	1,710.00
8020.7 - Other Fees	5,230.36
8020.0 - PROFESSIONAL FEES - Other	1,500.00
Total 8020.0 - PROFESSIONAL FEES	168,159.85
8030.0 - CORPORATE TAXES AND FEES	
8030.1 - State Income Taxes	50,249.33
8030.5 - Corporate Fees	430.00
Total 8030.0 - CORPORATE TAXES AND FEES	50,679.33
8060.0 - GENERAL G&A	
8060.4 - Misc G&A Expenses	656.00
Total 8060.0 - GENERAL G&A	656.00
8100.0 - MARKETING	
8100.1 - In-house Labor	115,948.88
8100.3 - Marketing Travel - non meals	616.85
Total 8100.0 - MARKETING	116,565.73
Total 8000.0 - G&A	541,374.33
9000.0 - BID & PROPOSAL (B&P)	
9010.0 - B&P LABOR	
9010.2 - B&P Contract/Consultant Labor	1,800.00
Total 9010.0 - B&P LABOR	1,800.00
Total 9000.0 - BID & PROPOSAL (B&P)	1,800.00

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04/13/20

Accrual Basis

DATAMANUSA, LLC

Profit & Loss

January through December 2019

	Jan - Dec 19
9800.0 - Admin Fees for Direct Project	80,087.90
Total 7000.0 - INDIRECT EXPENSES	1,048,551.45
Total Expense	7,456,621.07
Net Ordinary Income	899,667.29
Net Income	899,667.29

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04/19/21

Accrual Basis

DATAMANUSA, LLC
Profit & Loss
January through December 2020

	Jan - Dec 20
Ordinary Income/Expense	
Income	
4000.0 - REVENUES	
4100.0 - Temporary Services	459,698.35
4300.0 - FEDERAL SERVICES	
4300.1 - Federal services Non 8a contrac	3,680.04
Total 4300.0 - FEDERAL SERVICES	3,680.04
4400.0 - IT CONSULTING SERVICES	
4400.1 - IT Project Management	1,263,305.45
4400.2 - IT IBM Consulting	169,298.80
4400.3 - IT Network Services	595,455.12
4400.4 - IT QA Services	408,243.50
4400.6 - IT Database Consulting	628,331.89
4400.7 - IT Configuration Management Con	22,707.72
4400.8 - IT Oracle Consulting	2,929,752.56
4400.9 - IT Microsoft Consulting	456,173.59
4400.10 - IT JAVA J2EE Consulting	948,810.90
4400.12 - Consulting Services - CO State	254,880.00
4400.15 - IT System Security Services	1,067,620.81
4400.16 - Health IT	203,093.63
4400.17 - ITBusiness Analyst	142,606.87
4400.18 - Mobile technologies	132,476.00
4400.21 - Technical Writer	107,902.50
4400.22 - ERP Consulting	128,989.50
4400.23 - IT Trainer	11,515.00
4400.0 - IT CONSULTING SERVICES - Other	1,612,080.22
Total 4400.0 - IT CONSULTING SERVICES	11,083,244.06
4900 - OTHER INCOME	
4900.1 - Miscellaneous Income	1,371.92
4900.3 - Interest Earned	50.61
Total 4900 - OTHER INCOME	1,422.53
4000.0 - REVENUES - Other	204,610.75
Total 4000.0 - REVENUES	11,752,655.73
Total Income	11,752,655.73
Gross Profit	11,752,655.73
Expense	
6000.0 - EXPENSES	
6000.1 - DIRECT EXPENSES	
6100.0 - DIRECT LABOR	
6100.1 - In House Labor	3,030,314.49
6100.2 - In House Overtime	12,281.82
6100.3 - Contract Services/1099 Employee	5,975,727.48
Total 6100.0 - DIRECT LABOR	9,018,323.79
6200.0 - DIRECT TRAVEL	
6200.1 - Direct Travel - non meals	35,475.59
Total 6200.0 - DIRECT TRAVEL	35,475.59
6300.0 - PURCHASES	
6300.1 - Material for Direct Project	3,200.04
Total 6300.0 - PURCHASES	3,200.04

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Accrual Basis

DATAMANUSA, LLC

Profit & Loss

January through December 2020

	Jan - Dec 20
6400.0 - OTHER DIRECT COSTS (ODCs)	
6400.9 - Misc ODCs	3,923.96
Total 6400.0 - OTHER DIRECT COSTS (ODCs)	3,923.96
Total 6000.1 - DIRECT EXPENSES	9,080,923.38
6010 - SALARIES AND WAGES	
6010.4 - Sick	1,964.65
Total 6010 - SALARIES AND WAGES	1,964.65
Total 6000.0 - EXPENSES	9,082,888.03
7000.0 - INDIRECT EXPENSES	
7100.0 - FRINGE BENEFITS	
7110.0 - FRINGE LABOR	
7110.1 - Vacation Labor	14,029.61
7110.2 - Holiday Labor	25,740.30
7110.3 - Sick	1,267.50
7110.5 - Bonus Allowable	129,569.35
Total 7110.0 - FRINGE LABOR	170,606.76
7120.0 - PAYROLLTAX EXPENSES	
7120.1 - Social Security Tax Expense	220,234.46
7120.2 - Medicare Expense	53,018.38
7120.7 - State TX SUI EXPENSE	4,538.40
7120.8 - State VA SUI EXPENSE	1,079.30
7120.11 - State MD SUI EXPENSE	1,944.42
7120.12 - State MA SUI EXPENSE	1,492.50
7120.13 - Federal Unemployment	3,192.94
7120.14 - State Unemployment	13,268.61
7120.99 - Payroll Taxes All	888.68
7120.0 - PAYROLLTAX EXPENSES - Other	20,088.76
Total 7120.0 - PAYROLLTAX EXPENSES	319,746.45
7130.0 - HEALTH & WELFARE BENEFITS	
7130.1 - Health Ins -In house Employee	19,679.67
7130.5 - Other H&W	0.00
Total 7130.0 - HEALTH & WELFARE BENEFITS	19,679.67
7140.0 - OTHER FRINGE BENEFITS	
7140.1 - Retirement A/C Matching Funds	5,777.31
Total 7140.0 - OTHER FRINGE BENEFITS	5,777.31
Total 7100.0 - FRINGE BENEFITS	515,810.19
7500.0 - OVERHEAD	
7510.0 - OVERHEAD LABOR	
7510.2 - Contract Labor - OH	48,742.84
Total 7510.0 - OVERHEAD LABOR	48,742.84
7520.0 - OH PROCUREMENT	
7520.1 - Office Supplies	4,831.91
7520.4 - OH Subcontracts	1,375.62
Total 7520.0 - OH PROCUREMENT	6,207.53
7530.0 - COMPUTER - IT; TELECOMM	
7530.4 - Telephone/Fax/Conf Serv/VOIP	7,327.58
7530.6 - Equipment Maintenance & Repairs	437.50
Total 7530.0 - COMPUTER - IT; TELECOMM	7,765.08

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Accrual Basis

DATAMANUSA, LLC

Profit & Loss

January through December 2020

	Jan - Dec 20
7540.0 - OH - TRAVEL	
7540.1 - Parking	43.25
7540.2 - Gas	637.09
7540.3 - Meals	1,408.56
7540.4 - Other Travel expense	4,193.00
Total 7540.0 - OH - TRAVEL	6,279.90
7550.0 - COMMON OVERHEAD	
7550.2 - Postage & Deliveries	1,528.17
7550.5 - Company Insurance	23,025.00
7550.6 - Discount, Rebates, & Credits	764.16
7550.7 - Misc. Overhead Charges	378.40
7550.8 - Background Check for Direct Emp	2,715.40
Total 7550.0 - COMMON OVERHEAD	28,411.13
Total 7500.0 - OVERHEAD	97,406.48
7900.0 - FACILITIES	
7900.1 - Office Rent	24,277.18
Total 7900.0 - FACILITIES	24,277.18
8000.0 - G&A	
8010.0 - G&A LABOR	
8010.2 - In-House Wages	332,275.09
Total 8010.0 - G&A LABOR	332,275.09
8020.0 - PROFESSIONAL FEES	
8020.1 - Legal Fees	12,245.00
8020.2 - Accounting	6,625.00
8020.3 - Payroll Fees	50.00
8020.4 - Bank Service Charges	1,007.51
8020.5 - Recruiting Fee	118,775.39
8020.6 - Resident Agent Fees	1,710.00
8020.7 - Other Fees	5,772.71
8020.0 - PROFESSIONAL FEES - Other	1,590.00
Total 8020.0 - PROFESSIONAL FEES	147,775.61
8030.0 - CORPORATE TAXES AND FEES	
8030.1 - State Income Taxes	25,763.85
8030.5 - Corporate Fees	340.00
Total 8030.0 - CORPORATE TAXES AND FEES	26,103.85
8050.0 - G&A TRAVEL	
8050.1 - Travel - non meals	638.27
Total 8050.0 - G&A TRAVEL	638.27
8100.0 - MARKETING	
8100.1 - In-house Labor	76,415.52
8100.3 - Marketing Travel - non meals	510.00
8100.5 - Other Marketing Expenses	350.00
Total 8100.0 - MARKETING	77,276.42
Total 8000.0 - G&A	584,069.24
9800.0 - Admin Fees for Direct Project	82,106.28
Total 7000.0 - INDIRECT EXPENSES	1,303,669.37
9900.0 - UNALLOWABLE EXPENSES	
9900.1 - Contributions, Donations, etc.	608.50

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Accrual Basis

DATAMANUSA, LLC

Profit & Loss

January through December 2020

	Jan - Dec 20
9950.0 - INTEREST EXPENSE	
9950.1 - C.C. Finance Charge	305.99
Total 9950.0 - INTEREST EXPENSE	305.99
9960.0 - TAXES	
9960.2 - Other taxes	4,085.14
Total 9960.0 - TAXES	4,085.14
9970.0 - Non Business Expenses	4,110.00
Total 9900.0 - UNALLOWABLE EXPENSES	9,109.63
Total Expense	10,375,667.03
Net Ordinary Income	1,376,988.70
Net Income	1,376,988.70

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Accrual Basis

DATAMANUSA, LLC
Balance Sheet
As of December 31, 2020

	Dec 31, 20
ASSETS	
Current Assets	
Checking/Savings	
1000 - CHECKING INVESTMENTS	
1015 wells Fargo Command Asset	200,000.00
1002 - WellsFargo-Federal	4,665.19
1006 - Wells Fargo Bank, WY Money Mark	152,596.60
1008 - CapitalOne 360	-0.17
1010 - Wells Fargo Bank, WY	8,386.20
1012 - First Bank Savings	578,252.83
1014 - 1st Bank Checking	-33,824.86
Total 1000 - CHECKING INVESTMENTS	910,075.79
Total Checking/Savings	910,075.79
Accounts Receivable	
1100 - ACCOUNTS RECEIVABLE	
1120 - Accounts Rec-Progress Billing	885.54
1100 - ACCOUNTS RECEIVABLE - Other	3,330,975.43
Total 1100 - ACCOUNTS RECEIVABLE	3,331,860.97
Total Accounts Receivable	3,331,860.97
Other Current Assets	
13700 - Payroll Service Customer Asset	-1,511.00
1220 - Employee Payroll Advances	
1220.6 - Payroll Advance	-3,670.16
Total 1220 - Employee Payroll Advances	-3,670.16
Total Other Current Assets	-5,181.16
Total Current Assets	4,236,755.60
Fixed Assets	
1600 - FIXED ASSETS	
1605 - Lexus 2014	47,385.00
1660 - Accumulated Depreciation	-10,179.00
Total 1600 - FIXED ASSETS	37,206.00
Total Fixed Assets	37,206.00
TOTAL ASSETS	4,273,961.60
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2010 - PAYABLES	
2010.1 - Accounts Payable	-0.10
Total 2010 - PAYABLES	-0.10
Total Accounts Payable	-0.10
Other Current Liabilities	
2110 - Direct Deposit Liabilities	-12,237.43
2030 - OTHER CURRENT LIABILITIES	
2030.2 - Travel Expenses Due to Employee	-545.85
2030.4 - C/SUPT 207	1,594.93
Total 2030 - OTHER CURRENT LIABILITIES	1,049.08

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Accrual Basis

DATAMANUSA, LLC

Balance Sheet

As of December 31, 2020

	Dec 31, 20
2100 - PAYROLL LIABILITIES	
2100.2 - FICA Tax Withheld	-0.01
2100.3 - Medicare Tax Withheld	-0.01
2100.13 - Federal Unemployment	-506.68
2100.14 - State Unemployment	-464.22
2100 - PAYROLL LIABILITIES - Other	4,663.77
Total 2100 - PAYROLL LIABILITIES	3,602.85
Total Other Current Liabilities	-7,585.50
Total Current Liabilities	-7,585.60
Long Term Liabilities	
2500 - LONG TERM LIABILITIES	
2500.5 - PPP loan	566,600.00
Total 2500 - LONG TERM LIABILITIES	566,600.00
Total Long Term Liabilities	566,600.00
Total Liabilities	559,014.40
Equity	
2600 - EQUITY & RETAINED EARNINGS	
2600.10 - Nidhi Saxena-Capital	20,000.00
2600.50 - Income Taxes Paid For Owners	-46,980.51
2600.60 - Owners Distribution	-1,429,300.00
2600.70 - Shareholder Advances	46,394.94
Total 2600 - EQUITY & RETAINED EARNINGS	-1,409,885.57
2690 - Retained Earnings	3,747,844.07
Net Income	1,376,988.70
Total Equity	3,714,947.20
TOTAL LIABILITIES & EQUITY	4,273,961.60

E. Appendix B- Key Personnel Resumes

Nidhi Saxena CEO & President

-
- Nidhi, a certified PMP (Project management Professional) and certified Masters in Oracle Applications is a bachelor's in electrical engineering with more than 25 years of experience in IT industry. She started her career as a programmer analyst and was working as Senior Systems Analyst, when decided to start her own venture in 2000.
 - Nidhi originally founded DatamanUSA, LLC as a single person software solution provider. Today with her perseverance, persistence and patience, DatamanUSA, LLC has grown multiple folds and has made a presence in the software industry.
 - Nidhi is an expert in public sector contracting and reporting. Her background includes playing the role of liaison between IT Department, Purchasing Department, Business Units, Technical Resources and Subcontractors.
 - Nidhi has supported DatamanUSA programs with clients that include; Bureau of Land Management (BLM), US Dept. of Interior, USDA Forest Services, National Guard, US Air Force, Northrup Grumman, Colorado Governor's Office of Information Technology, Massachusetts Department of Transportation, Denver International Airport and more.
 - Nidhi had been involved in lot of charitable acts, be it financially or time wise. Good education for all kids is the cause which is very close to her heart.

Highlights

- Nidhi, a certified PMP, has over 20 years of IT experience; a skilled web and client server programmer; Oracle Application analyst and programmer; an experienced database architect, QA Consultant and an effective Project Manager. She has managed projects using ISO-9001 procedures.
- Nidhi is a senior Oracle Professional with strong experience in most of modules of the Oracle Application, Oracle Developer, Oracle Designer and Database Administration. She has completed numerous classroom-training courses at Oracle University and has been awarded Masters in Oracle Application by Oracle University.
- Nidhi's skills span the full software development life cycle including requirements analysis, request for proposal, system analysis, design, QA, testing, client/server architecture, database architecture, database administration, website development, resource management, project management, implementation and production support.
- Her broad-based industry experience includes direct broadcast satellite television, manufacturing and telecommunication and automobiles and health industries. She has extensive experience in Commissions, Account Payable, Account Receivable, Purchasing System, MRP, HRM, Customer Care & Billings and web based CRM solutions.

Affiliations

- Nidhi is on board of CU Denver School of Business.
- Nidhi served on the board of STEM, chartered school in Highlands Ranch.
- Nidhi served on the board of The Indus Entrepreneurs, Rocky Mountain Chapter.

University Of Central Florida
ITN NUMBER 2021-03TCSA
Temporary Labor Services

Offeror: DatamanUSA, llc

- Nidhi served on Board of Aeolion Institute, a non-profit institute for Music and Dance.
- Nidhi Served on Board of National Association of Women Business Owners as Director of Marketing and Communications.

Dipak Chaudhari
Consulting Director

Dipak is a consulting director with DatamanUSA and leads engagement delivery at a number of clients across the US and is also actively involved in business development and driving firm-wide strategic/growth initiatives. He has a strong background in developing and overseeing growth and transformation initiatives in the private sector, with experience in private equity conducting transactions and participating in board-level oversight.

Professional and industry experience

Experience in project, financial, and general management (selected)

- Evaluated potential investment opportunities in traditional leveraged buyout and majority control situations for BC European Capital IX, a €6.5bn billion fund
- Proficiencies include conducting in-depth business and industry due diligence, financial modeling, drafting investment presentation materials on new and existing opportunities, and participating in discussions with portfolio company management teams on strategic initiatives
- Acquisition of Hamilton Sundstrand Industrial from United Technologies (July 2012)
 - Participated in board-level oversight and monitoring of key initiatives post-transaction
 - Led valuation efforts via financial modeling/analyses and detailed business and industry due diligence, prepared and presented investment thesis to Investment Committee
 - Assisted in securing lender financing and managing teams of third-party advisors (e.g. accounting, environmental and insurance)

Experience in technology engagements in public sector (selected)

- Overseeing Dataman's efforts as sole provider of quality assurance/testing services to New Mexico Human Service Department as part of their HHS2020 initiative, which involves conducting rigorous testing across a number of workstreams including portal development, database architecture, and system integration
- Leading a variety of data analytics efforts for Denver International Airport across revenue generation and passenger satisfaction, including development of survey software customized for use by airports

Dipak has supported DatamanUSA programs with clients that include; New Mexico Human Services Department, Los Angeles Police Department, Washington State Administrative Office of the Courts, Washington Department of Transportation and more.

Khushboo Mehrotra
Compliance/ Legal Director

Background

Khushboo oversees compliance for Dataman and has a strong background working with large consultancies. Khushboo has a background in financial analysis and legal. Khushboo's expertise includes advising clients on risk and prevention and providing expert opinion on the quantum of losses in context of breach of contracts, business valuation disputes is her forte.

Current Role

Compliance/Legal Director – DatamanUSA, LLC

Previous Experience

- Assistant Manager – Forensic International - Deloitte Global Financial Advisory
- Senior Analyst – Restructuring Services - Deloitte Financial Advisory Pty Limited - Sydney, Australia
- Analyst – Quality and Risk Management – Deloitte Corporate Finance Limited - Dubai
- Assistant Manager– Insolvency Support Services – Deloitte UK
- Thomson Reuters – Litigation Solutions, Document Review

Awards/ Achievements

- Received the Outstanding Contribution Award 2015, for the Quarter from Deloitte in respect of top quality work and building relationship with the member firms.
- Received an Outstanding Performer award 2016 for Contract management project done with the QRM team, Dubai
- Awarded Green Dot Innovative Thinker in 2017 for an outstanding work in setting up Insolvency Support team

Sumit Bhatnagar
Recruiting Manager

DatamanUSA, llc

2006-Present

Recruitment Manager

- Managed a team of 50 employees, reported to CEO.
- Managed full life-cycle activities within IT, Engineering, Admin, Finance and HR verticals.
- Analyzed the requirement, posted vacancies on Job Sites such as Monster, Dice and other user groups for US Market.
- Managed salary negotiations, activity reporting.
- Trained new employees, consultants and mentored new incumbents in the team.
- Delegated requirements to recruiters as per their qualifications.
- Ensured candidates resumes were submitted within deadlines.
- Coordinated with both clients and consultants.
- Handled employment documentation procedure and dealt with W2, C2C, 1099

Responsibilities - In-House recruitment:

- Handled mass recruitment on a regular basis for in-house requirements in different departments.
- Supervised daily activities of 20 recruiters.
- Handled recruitment by conducting telephonic screening and face-to-face interviews as well as sourcing candidates via cold calling, Internet, newspaper.
- Posted vacancies on different job sites and searched candidate profiles from different job portals.
- Conducted written tests, group discussions to shortlist candidates.
- Actively involved in salary negotiations, activity reporting.
- Trained new employees, consultants and mentored the team- ensuring quality line up.
- Generated MIS reports on weekly basis as well as monthly basis.
- Handled employment documentation procedures and policies.

Clients Managed: Sprint/Nextel, Northrop Grumman, IBM and State Clients such as State of North Carolina, State of Colorado, and State of Texas etc.

Professional Qualification:

Brain Bench certification in Networking Concepts ID- 6565729

- LAN Topologies ,Network Devices ,Wan Technologies ,Protocol
- Stacks Design ,Troubleshooting ,Network Standards

Brain Bench certification in Network Technical Support ID- 6565729

- Protocols, Standards, Support, Hardware/Media, Desktop Software, Internetworking.

Cisco Certified Network Associate ID – CSCO11061087 - Exam no – 640-801

Implementation and operations, Planning and designing, Technology, Troubleshooting

Academics:

- D.O.E.A.C.C "B" Level U.P.T.E.C Computer Consultancy Ltd (Pursuing Final Semester)
- CCNA Certified
- INTRODUCTION TO ORACLE:SQL AND PL/SQL (Microsoft Certification) from UPTEC Lucknow (U.P) in 2001
- Bachelor's Degree in Commerce from university of Lucknow (U.P) in the year 1998.
- SSC in Commerce from Maharaja Agrasen College (U.P. Board) Lucknow in the year 1995.
- HSC in science from Seventh Day Adventist School (ICSE Board) Lucknow in the year 1993.

**APPENDIX I
 SUPPLEMENTAL OFFER SHEET
 TERMS AND CONDITIONS**

The sections set forth below are to each be initialed as YES for "understood and agreed upon" or NO for "not agreed to." Failure to complete and return this document with your offer could result in rejection of your offer, at UCF's sole discretion. Respondents shall not check sections as "understood and agreed upon" with the intent to negotiate a change to those sections/terms and conditions after tentative award of a contract resulting from this ITN. Respondents disagreeing with any negotiable term or condition of this ITN are to provide a clear and detailed reason for the disagreement and a solution to the disagreement in his/her offer. A Respondent's disagreement with any non-negotiable section of this ITN may be automatically rejected. Failure of the University and the tentative awardee to come to an agreement with respect to terms and conditions within a time frame UCF determines to be reasonable constitutes grounds for rejection of that offer, and the University shall have the right, at its sole discretion, to award the contract to the next favorable respondent.

<u>SECTION</u>	<u>YES</u>	<u>NO</u>	<u>RESPONDENT INITIALS</u>
2.1 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.2 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.3 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.4	<u>✓</u>	<u> </u>	<u>DMU</u>
2.5	<u>✓</u>	<u> </u>	<u>DMU</u>
2.6 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.7 Section Not Used			
2.8 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.9	<u>✓</u>	<u> </u>	<u>DMU</u>
2.10	<u>✓</u>	<u> </u>	<u>DMU</u>
2.11 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.12	<u>✓</u>	<u> </u>	<u>DMU</u>
2.13 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.14 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.15	<u>✓</u>	<u> </u>	<u>DMU</u>

<u>SECTION</u>	<u>YES</u>	<u>NO</u>	<u>RESPONDENT INITIALS</u>
2.16	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.17	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.18 **Non-negotiable**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.19	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.20 **Non-negotiable**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.21	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.22	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.23	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.24	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.25	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.26	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.27 **Non-negotiable**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.28 **Non-negotiable**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.29	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.30 **Non-negotiable**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.31 **Non-negotiable**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.32	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.33	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.34	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.35 **Non-negotiable**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.36	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.37	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.38	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.39 **Non-negotiable**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU

<u>SECTION</u>	<u>YES</u>	<u>NO</u>	<u>RESPONDENT INITIALS</u>
2.40	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.41	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.42 **Non-negotiable**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.43	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.44	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.45	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.46	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.47	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.48	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.49 **Non-negotiable**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.50	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.51	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.52 **Non-negotiable**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.53 **Non-negotiable**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.54	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.55	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.56 **Non-negotiable**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.57 **Non-negotiable**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.58 **Non-negotiable**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
2.59 **Non-negotiable**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
Appendix I	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
Appendix II	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
Appendix III	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU
Appendix IV	<input checked="" type="checkbox"/>	<input type="checkbox"/>	DMU

Company: DatamanUSA LLC Authorized Representative's Name: Nidhi Saxena

Authorized Representative's Signature:  Date: 01/27/2022

APPENDIX II

CERTIFICATE OF NON-SEGREGATED FACILITIES

We, DatamanUSA LLC certify to the University of Central Florida that we do not and will not maintain or provide for our employees any segregated facilities at any of our establishments, and that we do not and will not permit our employees to perform their services, under our control, where segregated facilities are maintained. We understand and agree that a breach of this certification is a violation of the Equal Opportunity clause required by Executive Order 11246, as amended.

As used in this certification, the term "segregated facilities" means any waiting rooms, work areas, rest rooms and wash room, restaurants and other eating areas, time clocks, locker rooms and other storage or dressing areas, parking lots, drinking fountains, recreation or entertainment areas, transportation and housing facilities provided for employees which are segregated by explicit directive or are in fact segregated on the basis of race, creed, color or national origin, because of habit, local custom or otherwise.

We, further, agree that (except where we have obtained identical certifications from offered subcontractors for specific time periods) we will obtain identical certifications from offered subcontractors prior to the award of subcontracts exceeding \$10,000 which are not exempt from the provisions of the Equal Opportunity Clause; that we will retain such certification in our files; and that we will forward the following notice to such offered subcontractors (except where the offered subcontractors have submitted certifications for specific time periods):

NOTE TO PROSPECTIVE SUBCONTRACTORS ON REQUIREMENTS FOR CERTIFICATIONS OF NON-SEGREGATED FACILITIES. A Certificate of Non-segregated Facilities, as required by the 9 May 1967 order on Elimination of Segregated Facilities, by the Secretary of Labor (32 Fed. Reg. 7439, 19 May 1967), must be submitted prior to the award of a sub-contract exceeding \$10,000 which is not exempt from the provisions of the Equal Opportunity clause. The certification may be submitted either for each sub-contract or for all subcontracts during a period (i.e., quarterly, semiannually, or annually).

The Contractor and subcontractors shall abide by the requirements of 41 CFR Section 60-1.4(a), 60-300.5(a), 60-741.5(a), and 29 CFR Part 471, Appendix A to Subpart A with respect to affirmative action program and posting requirements. These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities and prohibit discrimination against all individuals based on their race, color, religion, sex, or national origin. Moreover, these regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, national origin, protected veteran status, or physical or mental disability.

NOTE: Whoever knowingly and willfully makes any false, fictitious, or fraudulent representation may be liable to criminal prosecution under 18 U.S.C. 1001.

APPENDIX II

CERTIFICATE OF NON-SEGREGATED FACILITIES SUBPART - CONTRACTOR'S AGREEMENTS

SEC. 202. Except in contracts exempted in accordance with Section 204 of this Order, all Government contracting agencies shall include in every Government contract hereafter entered into the following provisions:

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 send to each labor union or representative of workers with which the contractor 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 worker's representative of the contractor's commitments under Section 202 of Executive Order No. 11246 of September 24, 1965, and shall post copies of notice in conspicuous places available to employees and applicants for employment.
- (4) The contractor will comply with all provisions of Executive Order No. 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 No. 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.
- (6) In the event of the contractor's noncompliance 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 No. 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoiced as provided in Executive Order No. 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 provision 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 No. 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or Supplier. The contractor will take such action with respect to any subcontract or purchase orders the contracting agency may direct 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 Supplier as a result of such direction by the contracting agency, the contractor may request the United States to enter into such litigation to protect the interest of the United States.

SEC. 402 Affirmative Action for Disabled Veterans and Veterans of the Vietnam Era:

- (1) The contractor agrees to comply with the affirmative action clause and regulation published by the US Department of Labor implementing Section 402 of the Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended, and Executive Order 11701, which are incorporated in this certificate by reference.

Company: DatamanUSA LLC

Authorized Representative's Name: Nidhi Saxena

Authorized Representative's Signature: 

Date: 01/27/2022

APPENDIX III
COMPLIANCE AND
CERTIFICATION OF GOOD STANDINGS

The parties shall at all times comply with all applicable ordinances, laws, rules and regulations of local, state and federal governments, or any political subdivision or agency, or authority or commission thereof, which may have jurisdiction to pass laws, ordinances, or make and enforce rules and regulations with respect to the parties.

Suppliers shall certify below that they are in good standings to conduct business in the State of Florida. The awardee of any contract resulting from this solicitation shall forward a certification of good standing, upon request of UCF. Noncompliance with this provision may constitute rejection of proposal or termination of a contract at UCF's sole discretion.

CERTIFICATION

I certify that the company submitting an offer under this solicitation is in compliance with all applicable laws to conduct business in the State of Florida, is in good standings and will provide a certificate of good standings from the State of residence prior to initiating any performance under any contract resulting from this solicitation.

Company: DatamanUSA LLC

Authorized Representative's Name: Nidhi Saxena

Authorized Representative's Signature: 

Date: 01/27/2022

SUBMIT OFFER TO: Via Bonfire Web Portal UNIVERSITY OF CENTRAL FLORIDA Phone: (407) 823-2661 www.procurement.ucf.edu https://ucfprocurement.bonfirehub.com/opportunities/49428 Your submission must be uploaded, submitted, and finalized prior to the closing time on January 13, 2022 @ 2:00pm . We strongly recommend that you give yourself sufficient time and at least ONE (1) day before the closing time to begin the uploading process and to finalize your submission. See Appendix 4 for submittal instructions.		University of Central Florida INVITATION TO NEGOTIATE Contractual Services Acknowledgement Form	
Page 1 of 38 Pages	OFFERS WILL BE OPENED January 13, 2022 @ 2:00pm EST		ITN NO. ITN2021-03
		and may not be withdrawn within 120 days after such date and time.	
UNIVERSITY ADVERTISING DATE: November 17, 2021	ITN TITLE: Temporary Labor Services		
FEDERAL EMPLOYER IDENTIFICATION NUMBER 84-155-2228			
SUPPLIER NAME DatamanUSA LLC		REASON FOR NO OFFER: N/A	
SUPPLIER MAILING ADDRESS 6890 S. Tucson Way, Suite 100			
CITY - STATE - ZIP CODE Centennial, Colorado 80112-3919		POSTING OF PROPOSAL TABULATIONS	
AREA CODE	TELEPHONE NUMBER 720 201 5617	Proposal tabulations with intended award(s) will be posted for review by interested parties on the Procurement Services solicitation webpage and will remain posted for a period of 72 hours. Failure to file a protest in accordance with BOG regulation 18.002 or failure to post the bond or other security in accordance with BOG regulation 18.003 shall constitute a waiver of protest proceedings.	
	FAX: 720-248-3200		
	EMAIL: contact@datamanusa.com		

Government Classifications

Check all that apply

- | | |
|---|--|
| <input type="checkbox"/> African American | <input type="checkbox"/> American Woman |
| <input type="checkbox"/> Asian-Hawaiian | <input type="checkbox"/> Government Agency |
| <input type="checkbox"/> Hispanic | <input type="checkbox"/> MBE Federal |
| <input type="checkbox"/> Native American | <input type="checkbox"/> Non-Minority |
| <input type="checkbox"/> Non-Profit Organization | <input type="checkbox"/> PRIDE |
| <input type="checkbox"/> Small Business Federal | <input type="checkbox"/> Small Business State |

I certify that this offer is made without prior understanding, agreement, or connection with any corporation, firm or person submitting an offer for the same materials, supplies, or equipment and is in all respects fair and without collusion or fraud. I agree to abide by all conditions of this offer and certify that I am authorized to sign this offer for the Supplier and that the Supplier is in compliance with all requirements of the Invitation To Negotiate, including but not limited to, certification requirements. In submitting an offer to an agency for the State of Florida, the Supplier offers and agrees that if the offer is accepted, the Supplier will convey, sell, assign or transfer to the State of Florida all rights, title and interest in and to all causes of action it may now or hereafter acquire under the Anti-trust laws of the United States and the State of Florida for price fixing relating to the particular commodities or services purchased or acquired by the state of Florida. At the State's discretion, such assignment shall be made and become effective at the time the procurement agency tenders final payment to the Supplier.

GENERAL CONDITIONS

1. SEALED OFFERS: All offer sheets and this form must be executed and submitted as specified in Section 2.6. Offer prices not submitted on any attached price sheets when required shall be rejected. All offers are subject to the terms and conditions specified herein. Those which do not comply with these terms and conditions are either automatically rejected with respect to non-compliance with non-negotiable terms and conditions or may be rejected, at UCF's sole discretion, with respect to any other terms and conditions.

2. EXECUTION OF OFFERS: Offers must contain a manual signature of the representative authorized to legally bind the Respondent to the provisions herein. Offers must be typed or printed in ink. Use of erasable ink is not permitted. All corrections to prices made by the Supplier are to be initialed.

3. NO OFFER SUBMITTED: If not submitting an offer, respond by returning only this offer acknowledgment form, marking it "NO OFFER," and explaining the reason in the space provided above. Failure to respond

without justification may be cause for removal of the company's name from the solicitation mailing list. NOTE: To qualify as a respondent, the Supplier must submit a "NO OFFER," and it must be received no later than the stated offer opening date and hour.


AUTHORIZED SIGNATURE (MANUAL)

Nidhi Saxena /CEO & President

AUTHORIZED SIGNATURE (TYPED), TITLE

DATAMANUSA LLC
COMPILED FINANCIAL STATEMENTS
FOR THE YEARS ENDED DECEMBER 31, 2018 AND 2017

SHAH & ASSOCIATES

CERTIFIED PUBLIC ACCOUNTANTS

260 SOUTH LOS ROBLES AVENUE, SUITE 303

PASADENA, CALIFORNIA 91101

TELEPHONE (626) 449-6262 ; (626) 390-5455

FAX (626) 449-0946

E-MAIL: seema@sshahcpa.com

MEMBER
CALIFORNIA SOCIETY OF
CERTIFIED PUBLIC ACCOUNTANTS

Independent Accountants' Compilation Report

December 23, 2019

To
Shareholders of DatamanUSA LLC
6890 S. Tuscan Way, Suite 100
Englewood, CO 80112

Management is responsible for the accompanying financial statements of DatamanUSA LLC which comprise the statement of assets, liabilities, and equity-income tax basis as of December 31, 2018 and 2017, and the related statements of operations and retained earnings- income tax basis, and cash flows -income tax basis for the years then ended in accordance with the income tax basis of accounting. The management of company has elected to be taxed as an S-Corporation for income-tax purposes. We have performed compilation engagements in accordance with the Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. We did not audit or review the financial statements nor were we required to perform any procedures to verify the accuracy or completeness of the information provided by management. Accordingly, we do not express an opinion, a conclusion, nor provide any form of assurance on these financial statements.

The financial statements are prepared in accordance with the income tax basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America.

Management has elected to omit substantially all the disclosures ordinarily included in financial statements prepared in accordance with the income tax basis of accounting. If the omitted disclosures were included in the financial statements, they might influence the users' conclusions about the company's assets, liabilities, equity, income, and expenses. Accordingly, the financial statements are not designed for those who are not informed about such matters.



Seema Shah, CPA
Pasadena

DATAMANUSA LLC
STATEMENT OF ASSETS, LIABILITIES & EQUITY -INCOME TAX BASIS
DECEMBER 31, 2018 AND 2017

ASSETS	<u>2018</u>	<u>2017</u>
Current Assets		
Cash & Cash Equivalents	\$ 472,781	\$ 425,259
Employee Advances	2,927	--
Prepaid Expenses	<u>10,153</u>	<u>11,573</u>
Total Current Assets	<u>485,861</u>	<u>436,832</u>
Property and Equipment		
Automobile	<u>47,385</u>	<u>47,385</u>
	47,385	47,385
Less Accumulated Depreciation	<u>(10,179)</u>	<u>(7,434)</u>
Total Property and Equipment	<u>37,206</u>	<u>39,951</u>
Total Assets	<u><u>\$ 523,067</u></u>	<u><u>\$ 476,783</u></u>

See Accountant's Compilation Report.

DATAMANUSA LLC
STATEMENT OF ASSETS, LIABILITIES & EQUITY -INCOME TAX BASIS
DECEMBER 31, 2018 AND 2017

Liabilities and Shareholders' Equity	<u>2018</u>	<u>2017</u>
Current Liabilities		
Customer Deposits	\$ 44,135	\$ 39,754
Payroll Liabilities	--	6,255
Accrued Expenses	982	1,449
Shareholder advances	<u>46,500</u>	<u>44,763</u>
Total Current Liabilities	<u>91,617</u>	<u>92,221</u>
Long-Term Debt	<u>--</u>	<u>--</u>
Total Liabilities	<u>91,617</u>	<u>92,221</u>
Equity		
Capital Stock	20,000	20,000
Retained Earnings	<u>411,450</u>	<u>364,562</u>
Total Equity	<u>431,450</u>	<u>384,562</u>
Total Liabilities and Stockholder's Equity	<u><u>\$ 523,067</u></u>	<u><u>\$ 476,783</u></u>

See Accountant's Compilation Report.

DATAMANUSA LLC
STATEMENT OF OPERATIONS AND RETAINED EARNINGS-INCOME TAX BASIS
For the Years Ending December 31, 2018 and 2017

	<u>2018</u>		<u>2017</u>	
	<u>Amount</u>	<u>Pct.</u>	<u>Amount</u>	<u>Pct.</u>
Gross Receipts from Software Contracts	<u>5,009,622</u>	<u>100.00</u>	<u>4,818,921</u>	<u>100.00</u>
Direct Cost				
Cost of Labor (In-House labor)	1,711,587	34.17	1,420,417	29.48
Cost of Labor-sub contractors	1,916,782	38.26	2,412,339	50.06
Sub-Contractors Travel Cost	73,001	1.46	44,937	0.93
Other Costs	<u>2,667</u>	<u>0.05</u>	<u>3,215</u>	<u>0.07</u>
	<u>3,704,037</u>	<u>73.94</u>	<u>3,880,908</u>	<u>80.54</u>
Gross Profit	1,305,585	26.06	938,013	19.46
General and administrative expenses (Schedule I)	<u>837,968</u>	<u>16.73</u>	<u>781,406</u>	<u>16.22</u>
Income from operation	<u>467,617</u>	<u>9.33</u>	<u>156,607</u>	<u>3.24</u>
Other Income (Expenses)	<u>--</u>	<u>--</u>	<u>--</u>	<u>--</u>
Income before taxes	467,617	9.33	156,607	3.24
State Income-Taxes Paid	<u>20,729</u>	<u>0.40</u>	<u>1,388</u>	<u>0.03</u>
Net income	<u>446,888</u>	<u>8.93</u>	<u>155,219</u>	<u>3.21</u>
Retained Earnings - Beginning	364,562		442,364	
Shareholder Distributions	<u>(400,000)</u>		<u>(233,021)</u>	
Retained Earnings - Ending	<u>\$ 411,450</u>		<u>\$ 364,562</u>	

See Accountants' Compilation Report.

DATAMANUSA LLC
STATEMENT OF CASH FLOWS
FOR THE YEARS ENDED DECEMBER 31, 2018 AND 2017

	<u>2018</u>	<u>2017</u>
Cash flows from operating activities		
Net income	\$ 446,888	\$ 155,219
Adjustment to reconcile net income to cash flows:		
Depreciation	2,745	4,590
(Gain) Loss on sale of assets	--	--
(Increase) decrease in assets:		
Employee Advances	(2,927)	
Prepaid Expenses	1,420	(11,573)
Inventories	-	
Increase (decrease) in liabilities:		
Customer Deposits	4,381	39,754
Other current liabilities	<u>(6,722)</u>	<u>(3,677)</u>
Net cash provided by operating activities	<u>445,785</u>	<u>184,313</u>
Cash flows from investing activities:		
Purchase of assets		--
Proceeds from sale of assets	<u>--</u>	<u>-</u>
Net cash provided (used) by investing activities	<u>0</u>	<u>0</u>
Cash flows from financing activities:		
Payments on capital lease obligations		--
Proceeds from note payable to shareholder		--
Proceeds from/ (Repayment of) Member's Advances	1,737	(4,017)
Member's Distributions	<u>(400,000)</u>	<u>(233,021)</u>
Net cash provided (used) by financing activities	<u>(398,263)</u>	<u>(237,038)</u>
Net increase (decrease) in cash	47,522	(52,725)
Cash at beginning of year	<u>425,259</u>	<u>477,984</u>
Cash at end of year	<u>\$ 472,781</u>	<u>\$ 425,259</u>

Supplemental Disclosures of Cash Flow Information:

Cash paid during the year for:

Interest	\$ --	\$ --
State Income taxes	\$ 20,729	\$ 1,388

See Accountant's Compilation Report.

DATAMANUSA LLC**Schedule I - GENERAL AND ADMINISTRATIVE EXPENSES-INCOME TAX BASIS****For the Years Ending December 31, 2018 and 2017**

	<u>2018</u>	<u>2017</u>
	<u>Amount</u>	<u>Amount</u>
Officer's salaries	\$ 50,857	\$ 52,398
Office salaries and benefits	285,557	265,632
Payroll taxes	178,767	138,887
General Insurance	35,406	27,556
Recruiting fee	95,304	38,749
Outside Services	11,606	26,826
Advertising	--	500
Postage	1,784	3,320
Rent	22,179	22,522
Office Expenses	21,591	37,860
Travel (includes meals at 50%)	36,597	36,922
Supplies	18,578	13,122
License & Permits	3,012	26,411
Telephone	4,158	9,854
Legal & Professional services	2,500	26,456
Project Procurement Fees	57,119	43,437
Depreciation	2,745	4,590
Profit-sharing Contribution	10,208	6,364
Total General & Adm Expenses	<u>\$ 837,968</u>	<u>\$ 781,406</u>

See Accountants' Compilation Report.

DATAMANUSA, LLC
Balance Sheet
As of December 31, 2019

	Dec 31, 19
ASSETS	
Current Assets	
Checking/Savings	
1000 · CHECKING INVESTMENTS	
1015 wells Fargo Command Asset	200,000.00
1002 · WellsFargo-Federal	880.81
1006 · Wells Fargo Bank, WY Money Mark	31,935.14
1008 · CapitalOne 360	-0.17
1010 · Wells Fargo Bank, WY	287,851.88
1012 · First Bank Savings	62,379.46
1014 · 1st Bank Checking	-167,729.79
Total 1000 · CHECKING INVESTMENTS	415,317.33
Total Checking/Savings	415,317.33
Accounts Receivable	
1100 · ACCOUNTS RECEIVABLE	
1120 · Accounts Rec-Progress Billing	885.54
1100 · ACCOUNTS RECEIVABLE - Other	2,393,231.80
Total 1100 · ACCOUNTS RECEIVABLE	2,394,117.34
Total Accounts Receivable	2,394,117.34
Other Current Assets	
Account for Credit Transfer	222.00
13700 · Payroll Service Customer Asset	-1,239.62
1220 · Employee Payroll Advances	
1220.6 · Payroll Advance	-710.16
Total 1220 · Employee Payroll Advances	-710.16
Total Other Current Assets	-1,727.78
Total Current Assets	2,807,706.89
Fixed Assets	
1600 · FIXED ASSETS	
1605 · Lexus 2014	47,385.00
1660 · Accumulated Depreciation	-10,179.00
Total 1600 · FIXED ASSETS	37,206.00
Total Fixed Assets	37,206.00
TOTAL ASSETS	2,844,912.89
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2010 · PAYABLES	
2010.1 · Accounts Payable	163,829.40
Total 2010 · PAYABLES	163,829.40
Total Accounts Payable	163,829.40
Other Current Liabilities	
2110 · Direct Deposit Liabilities	-8,642.53
2030 · OTHER CURRENT LIABILITIES	
2030.2 · Travel Expenses Due to Employee	-545.85
2030.4 · C/SUPT 207	828.50
Total 2030 · OTHER CURRENT LIABILITIES	282.65

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Accrual Basis

DATAMANUSA, LLC**Balance Sheet**

As of December 31, 2019

	<u>Dec 31, 19</u>
2100 · PAYROLL LIABILITIES	
2100.2 · FICA Tax Withheld	-0.01
2100.3 · Medicare Tax Withheld	-0.01
2100.13 · Federal Unemployment	-596.68
2100.14 · State Unemployment	-464.22
2100 · PAYROLL LIABILITIES - Other	8,441.76
	<hr/>
Total 2100 · PAYROLL LIABILITIES	7,380.84
	<hr/>
Total Other Current Liabilities	-979.04
	<hr/>
Total Current Liabilities	162,850.36
	<hr/>
Total Liabilities	162,850.36
	<hr/>
Equity	
2600 · EQUITY & RETAINED EARNINGS	
2600.10 · Nidhi Saxena-Capital	20,000.00
2600.50 · Income Taxes Paid For Owners	-46,980.51
2600.60 · Owners Distribution	-1,085,000.00
2600.70 · Shareholder Advances	46,394.94
	<hr/>
Total 2600 · EQUITY & RETAINED EARNINGS	-1,065,585.57
	<hr/>
2690 · Retained Earnings	2,847,980.81
Net Income	899,667.29
	<hr/>
Total Equity	2,682,062.53
	<hr/>
TOTAL LIABILITIES & EQUITY	2,844,912.89
	<hr/> <hr/>

DATAMANUSA, LLC
Profit & Loss
 January through December 2019

	Jan - Dec 19
Ordinary Income/Expense	
Income	
4000.0 · REVENUES	
4100.0 · Temporary Services	342,410.88
4300.0 · FEDERAL SERVICES	
4300.1 · Federal services Non 8a contrac	3,680.04
4300.2 · Federal Services 8a contracts	66,600.05
Total 4300.0 · FEDERAL SERVICES	70,280.09
4400.0 · IT CONSULTING SERVICES	
4400.1 · IT Project Management	687,031.45
4400.2 · IT IBM Consulting	273,937.28
4400.3 · IT Network Services	950,616.80
4400.4 · IT QA Services	755,579.29
4400.5 · IT Dataware Housing	90,984.21
4400.6 · IT Database Consulting	1,002,959.06
4400.7 · IT Configuration Management Con	75,609.35
4400.8 · IT Oracle Consulting	1,634,919.47
4400.9 · IT Microsoft Consulting	409,603.97
4400.10 · IT JAVA J2EE Consulting	786,128.26
4400.14 · IT PowerBuilder Consulting	9.39
4400.15 · IT System Security Services	595,177.00
4400.16 · Health IT	116,490.79
4400.17 · ITBusiness Analyst	172,778.02
4400.18 · Mobile technologies	85,752.00
4400.20 Middleware Technologies	50,026.12
4400.21 · Technical Writer	103,730.00
4400.0 · IT CONSULTING SERVICES - Other	107,871.88
Total 4400.0 · IT CONSULTING SERVICES	7,899,204.34
4900 · OTHER INCOME.	
4900.1 · Miscellaneous Income	19,744.78
4900.3 · Interest Earned	24,648.27
Total 4900 · OTHER INCOME.	44,393.05
Total 4000.0 · REVENUES	8,356,288.36
Total Income	8,356,288.36
Gross Profit	8,356,288.36
Expense	
6000.0 · EXPENSES	
6000.1 · DIRECT EXPENSES	
6100.0 · DIRECT LABOR	
6100.1 · In House Labor	2,065,629.53
6100.2 · In House Overtime	22,152.04
6100.3 · Contract Services/1099 Employee	4,198,936.62
Total 6100.0 · DIRECT LABOR	6,286,718.19
6200.0 · DIRECT TRAVEL	
6200.1 · Direct Travel - non meals	117,028.76
Total 6200.0 · DIRECT TRAVEL	117,028.76
6300.0 · PURCHASES	
6300.1 · Material for Direct Project	3,200.04
Total 6300.0 · PURCHASES	3,200.04

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04/13/20

Accrual Basis

DATAMANUSA, LLC
Profit & Loss
 January through December 2019

	Jan - Dec 19
6400.0 · OTHER DIRECT COSTS (ODCs)	
6400.9 · Misc ODCs	393.46
Total 6400.0 · OTHER DIRECT COSTS (ODCs)	393.46
Total 6000.1 · DIRECT EXPENSES	6,407,340.45
6010 · SALARIES AND WAGES	
6010.4 · Sick	729.17
Total 6010 · SALARIES AND WAGES	729.17
Total 6000.0 · EXPENSES	6,408,069.62
7000.0 · INDIRECT EXPENSES	
7100.0 · FRINGE BENEFITS	
7110.0 · FRINGE LABOR	
7110.1 · Vacation Labor	17,760.16
7110.2 · Holiday Labor	19,266.49
7110.3 · Sick	5,831.83
7110.5 · Bonus Allowable	6,588.96
Total 7110.0 · FRINGE LABOR	49,447.44
7120.0 · PAYROLLTAX EXPENSES	
7120.1 · Social Security Tax Expense	153,751.63
7120.2 · Medicare Expense	35,958.04
7120.7 · State TX SUI EXPENSE	4,322.82
7120.8 · State VA SUI EXPENSE	993.60
7120.11 · State MD SUI EXPENSE	2,142.92
7120.13 · Federal Unemployment	2,778.84
7120.14 · State Unemployment	12,456.74
7120.99 · Payroll Taxes All	3,670.52
7120.0 · PAYROLLTAX EXPENSES - Other	13,296.10
Total 7120.0 · PAYROLLTAX EXPENSES	229,371.21
7130.0 · HEALTH & WELFARE BENEFITS	
7130.1 · Health Ins -In house Employee	
7130.11 · Vision Insurance - Nidhi	147.25
7130.1 · Health Ins -In house Employee - Other	13,426.44
Total 7130.1 · Health Ins -In house Employee	13,573.69
Total 7130.0 · HEALTH & WELFARE BENEFITS	13,573.69
Total 7100.0 · FRINGE BENEFITS	292,392.34
7500.0 · OVERHEAD	
7510.0 · OVERHEAD LABOR	
7510.2 · Contract Labor - OH	68,279.67
Total 7510.0 · OVERHEAD LABOR	68,279.67
7520.0 · OH PROCUREMENT	
7520.1 · Office Supplies	18,378.06
7520.4 · OH Subcontracts	11,751.32
Total 7520.0 · OH PROCUREMENT	30,129.38
7530.0 · COMPUTER - IT; TELECOMM	
7530.4 · Telephone/Fax/Conf Serv/VOIP	5,254.53
7030.7 · Internet Services	75.00
Total 7530.0 · COMPUTER - IT; TELECOMM	5,329.53

DATAMANUSA, LLC
Profit & Loss
January through December 2019

	Jan - Dec 19
7540.0 · OH - TRAVEL	
7540.2 · Gas	478.62
7540.3 · Meals	3,683.27
7540.4 · Other Travel expense	-22,853.02
Total 7540.0 · OH - TRAVEL	-18,691.13
7550.0 · COMMON OVERHEAD	
7550.2 · Postage & Deliveries	3,026.86
7550.3 · Periodicals & Subscriptions	325.00
7550.5 · Company Insurance	23,246.25
7550.7 · Misc. Overhead Charges	350.00
7550.8 · Background Check for Direct Emp	3,354.20
Total 7550.0 · COMMON OVERHEAD	30,302.31
Total 7500.0 · OVERHEAD	115,349.76
7900.0 · FACILITIES	
7900.1 · Office Rent	17,547.12
Total 7900.0 · FACILITIES	17,547.12
8000.0 · G&A	
8010.0 · G&A LABOR	
8010.1 · Executive Wages	202,813.42
8010.3 · Contract / Consultant Labor	2,500.00
Total 8010.0 · G&A LABOR	205,313.42
8020.0 · PROFESSIONAL FEES	
8020.1 · Legal Fees	18,470.00
8020.2 · Accounting	7,775.00
8020.4 · Bank Service Charges	765.00
8020.5 · Recruiting Fee	132,709.49
8020.6 · Resident Agent Fees	1,710.00
8020.7 · Other Fees	5,230.36
8020.0 · PROFESSIONAL FEES - Other	1,500.00
Total 8020.0 · PROFESSIONAL FEES	168,159.85
8030.0 · CORPORATE TAXES AND FEES	
8030.1 · State Income Taxes	50,249.33
8030.5 · Corporate Fees	430.00
Total 8030.0 · CORPORATE TAXES AND FEES	50,679.33
8060.0 · GENERAL G&A	
8060.4 · Misc G&A Expenses	656.00
Total 8060.0 · GENERAL G&A	656.00
8100.0 · MARKETING	
8100.1 · In-house Labor	115,948.88
8100.3 · Marketing Travel - non meals	616.85
Total 8100.0 · MARKETING	116,565.73
Total 8000.0 · G&A	541,374.33
9000.0 · BID & PROPOSAL (B&P)	
9010.0 · B&P LABOR	
9010.2 · B&P Contract/Consultant Labor	1,800.00
Total 9010.0 · B&P LABOR	1,800.00
Total 9000.0 · BID & PROPOSAL (B&P)	1,800.00

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Accrual Basis

DATAMANUSA, LLC
Profit & Loss
January through December 2019

	Jan - Dec 19
9800.0 · Admin Fees for Direct Project	80,087.90
Total 7000.0 · INDIRECT EXPENSES	1,048,551.45
Total Expense	7,456,621.07
Net Ordinary Income	899,667.29
Net Income	899,667.29

DATAMANUSA, LLC
Profit & Loss
 January through December 2020

	Jan - Dec 20
Ordinary Income/Expense	
Income	
4000.0 · REVENUES	
4100.0 · Temporary Services	459,698.35
4300.0 · FEDERAL SERVICES	
4300.1 · Federal services Non 8a contrac	3,680.04
Total 4300.0 · FEDERAL SERVICES	3,680.04
4400.0 · IT CONSULTING SERVICES	
4400.1 · IT Project Management	1,263,305.45
4400.2 · IT IBM Consulting	169,298.80
4400.3 · IT Network Services	595,455.12
4400.4 · IT QA Services	408,243.50
4400.6 · IT Database Consulting	628,331.89
4400.7 · IT Configuration Management Con	22,707.72
4400.8 · IT Oracle Consulting	2,929,752.56
4400.9 · IT Microsoft Consulting	456,173.59
4400.10 · IT JAVA J2EE Consulting	948,810.90
4400.12 · Consulting Servives - CO State	254,880.00
4400.15 · IT System Security Services	1,067,620.81
4400.16 · Health IT	203,093.63
4400.17 · ITBusiness Analyst	142,606.87
4400.18 · Mobile technologies	132,476.00
4400.21 · Technical Writer	107,902.50
4400.22 · ERP Consulting	128,989.50
4400.23 · IT Trainer	11,515.00
4400.0 · IT CONSULTING SERVICES - Other	1,612,080.22
Total 4400.0 · IT CONSULTING SERVICES	11,083,244.06
4900 · OTHER INCOME.	
4900.1 · Miscellaneous Income	1,371.92
4900.3 · Interest Earned	50.61
Total 4900 · OTHER INCOME.	1,422.53
4000.0 · REVENUES - Other	204,610.75
Total 4000.0 · REVENUES	11,752,655.73
Total Income	11,752,655.73
Gross Profit	11,752,655.73
Expense	
6000.0 · EXPENSES	
6000.1 · DIRECT EXPENSES	
6100.0 · DIRECT LABOR	
6100.1 · In House Labor	3,030,314.49
6100.2 · In House Overtime	12,281.82
6100.3 · Contract Services/1099 Employee	5,975,727.48
Total 6100.0 · DIRECT LABOR	9,018,323.79
6200.0 · DIRECT TRAVEL	
6200.1 · Direct Travel - non meals	35,475.59
Total 6200.0 · DIRECT TRAVEL	35,475.59
6300.0 · PURCHASES	
6300.1 · Material for Direct Project	3,200.04
Total 6300.0 · PURCHASES	3,200.04

DATAMANUSA, LLC
Profit & Loss
 January through December 2020

	Jan - Dec 20
6400.0 · OTHER DIRECT COSTS (ODCs)	
6400.9 · Misc ODCs	3,923.96
Total 6400.0 · OTHER DIRECT COSTS (ODCs)	3,923.96
Total 6000.1 · DIRECT EXPENSES	9,060,923.38
6010 · SALARIES AND WAGES	
6010.4 · Sick	1,964.65
Total 6010 · SALARIES AND WAGES	1,964.65
Total 6000.0 · EXPENSES	9,062,888.03
7000.0 · INDIRECT EXPENSES	
7100.0 · FRINGE BENEFITS	
7110.0 · FRINGE LABOR	
7110.1 · Vacation Labor	14,029.61
7110.2 · Holiday Labor	25,740.30
7110.3 · Sick	1,267.50
7110.5 · Bonus Allowable	129,569.35
Total 7110.0 · FRINGE LABOR	170,606.76
7120.0 · PAYROLLTAX EXPENSES	
7120.1 · Social Security Tax Expense	220,234.46
7120.2 · Medicare Expense	53,018.38
7120.7 · State TX SUI EXPENSE	4,538.40
7120.8 · State VA SUI EXPENSE	1,079.30
7120.11 · State MD SUI EXPENSE	1,944.42
7120.12 · State MA SUI EXPENSE	1,492.50
7120.13 · Federal Unemployment	3,192.94
7120.14 · State Unemployment	13,268.61
7120.99 · Payroll Taxes All	888.68
7120.0 · PAYROLLTAX EXPENSES - Other	20,088.76
Total 7120.0 · PAYROLLTAX EXPENSES	319,746.45
7130.0 · HEALTH & WELFARE BENEFITS	
7130.1 · Health Ins -In house Employee	19,679.67
7130.5 · Other H&W	0.00
Total 7130.0 · HEALTH & WELFARE BENEFITS	19,679.67
7140.0 · OTHER FRINGE BENEFITS	
7140.1 · Retirement A/C Matching Funds	5,777.31
Total 7140.0 · OTHER FRINGE BENEFITS	5,777.31
Total 7100.0 · FRINGE BENEFITS	515,810.19
7500.0 · OVERHEAD	
7510.0 · OVERHEAD LABOR	
7510.2 · Contract Labor - OH	48,742.84
Total 7510.0 · OVERHEAD LABOR	48,742.84
7520.0 · OH PROCUREMENT	
7520.1 · Office Supplies	4,831.91
7520.4 · OH Subcontracts	1,375.62
Total 7520.0 · OH PROCUREMENT	6,207.53
7530.0 · COMPUTER - IT; TELECOMM	
7530.4 · Telephone/Fax/Conf Serv/VOIP	7,327.58
7530.6 · Equipment Maintenance & Repairs	437.50
Total 7530.0 · COMPUTER - IT; TELECOMM	7,765.08

DATAMANUSA, LLC
Profit & Loss
 January through December 2020

	Jan - Dec 20
7540.0 · OH - TRAVEL	
7540.1 · Parking	43.25
7540.2 · Gas	637.09
7540.3 · Meals	1,406.56
7540.4 · Other Travel expense	4,193.00
Total 7540.0 · OH - TRAVEL	6,279.90
7550.0 · COMMON OVERHEAD	
7550.2 · Postage & Deliveries	1,528.17
7550.5 · Company Insurance	23,025.00
7550.6 · Discount, Rebates, & Credits	764.16
7550.7 · Misc. Overhead Charges	378.40
7550.8 · Background Check for Direct Emp	2,715.40
Total 7550.0 · COMMON OVERHEAD	28,411.13
Total 7500.0 · OVERHEAD	97,406.48
7900.0 · FACILITIES	
7900.1 · Office Rent	24,277.18
Total 7900.0 · FACILITIES	24,277.18
8000.0 · G&A	
8010.0 · G&A LABOR	
8010.2 · In-House Wages	332,275.09
Total 8010.0 · G&A LABOR	332,275.09
8020.0 · PROFESSIONAL FEES	
8020.1 · Legal Fees	12,245.00
8020.2 · Accounting	6,625.00
8020.3 · Payroll Fees	50.00
8020.4 · Bank Service Charges	1,007.51
8020.5 · Recruiting Fee	118,775.39
8020.6 · Resident Agent Fees	1,710.00
8020.7 · Other Fees	5,772.71
8020.0 · PROFESSIONAL FEES - Other	1,590.00
Total 8020.0 · PROFESSIONAL FEES	147,775.61
8030.0 · CORPORATE TAXES AND FEES	
8030.1 · State Income Taxes	25,763.85
8030.5 · Corporate Fees	340.00
Total 8030.0 · CORPORATE TAXES AND FEES	26,103.85
8050.0 · G&A TRAVEL	
8050.1 · Travel - non meals	638.27
Total 8050.0 · G&A TRAVEL	638.27
8100.0 · MARKETING	
8100.1 · In-house Labor	76,415.52
8100.3 · Marketing Travel - non meals	510.90
8100.5 · Other Marketing Expenses	350.00
Total 8100.0 · MARKETING	77,276.42
Total 8000.0 · G&A	584,069.24
9800.0 · Admin Fees for Direct Project	82,106.28
Total 7000.0 · INDIRECT EXPENSES	1,303,669.37
9900.0 · UNALLOWABLE EXPENSES	
9900.1 · Contributions, Donations, etc.	608.50

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Accrual Basis

DATAMANUSA, LLC
Profit & Loss
January through December 2020

	Jan - Dec 20
9950.0 · INTEREST EXPENSE	
9950.1 · C.C. Finance Charge	305.99
Total 9950.0 · INTEREST EXPENSE	305.99
9960.0 · TAXES	
9960.2 · Other taxes	4,085.14
Total 9960.0 · TAXES	4,085.14
9970.0 · Non Business Expenses	4,110.00
Total 9900.0 · UNALLOWABLE EXPENSES	9,109.63
Total Expense	10,375,667.03
Net Ordinary Income	1,376,988.70
Net Income	1,376,988.70

DATAMANUSA, LLC
Balance Sheet
As of December 31, 2020

	Dec 31, 20
ASSETS	
Current Assets	
Checking/Savings	
1000 · CHECKING INVESTMENTS	
1015 wells Fargo Command Asset	200,000.00
1002 · WellsFargo-Federal	4,665.19
1006 · Wells Fargo Bank, WY Money Mark	152,596.60
1008 · CapitalOne 360	-0.17
1010 · Wells Fargo Bank, WY	8,386.20
1012 · First Bank Savings	578,252.83
1014 · 1st Bank Checking	-33,824.86
Total 1000 · CHECKING INVESTMENTS	910,075.79
Total Checking/Savings	910,075.79
Accounts Receivable	
1100 · ACCOUNTS RECEIVABLE	
1120 · Accounts Rec-Progress Billing	885.54
1100 · ACCOUNTS RECEIVABLE - Other	3,330,975.43
Total 1100 · ACCOUNTS RECEIVABLE	3,331,860.97
Total Accounts Receivable	3,331,860.97
Other Current Assets	
13700 · Payroll Service Customer Asset	-1,511.00
1220 · Employee Payroll Advances	
1220.6 · Payroll Advance	-3,670.16
Total 1220 · Employee Payroll Advances	-3,670.16
Total Other Current Assets	-5,181.16
Total Current Assets	4,236,755.60
Fixed Assets	
1600 · FIXED ASSETS	
1605 · Lexus 2014	47,385.00
1660 · Accumulated Depreciation	-10,179.00
Total 1600 · FIXED ASSETS	37,206.00
Total Fixed Assets	37,206.00
TOTAL ASSETS	4,273,961.60
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2010 · PAYABLES	
2010.1 · Accounts Payable	-0.10
Total 2010 · PAYABLES	-0.10
Total Accounts Payable	-0.10
Other Current Liabilities	
2110 · Direct Deposit Liabilities	-12,237.43
2030 · OTHER CURRENT LIABILITIES	
2030.2 · Travel Expenses Due to Employee	-545.85
2030.4 · C/SUPT 207	1,594.93
Total 2030 · OTHER CURRENT LIABILITIES	1,049.08

DATAMANUSA, LLC

Balance Sheet

As of December 31, 2020

	Dec 31, 20
2100 · PAYROLL LIABILITIES	
2100.2 · FICA Tax Withheld	-0.01
2100.3 · Medicare Tax Withheld	-0.01
2100.13 · Federal Unemployment	-596.68
2100.14 · State Unemployment	-464.22
2100 · PAYROLL LIABILITIES - Other	4,663.77
Total 2100 · PAYROLL LIABILITIES	3,602.85
Total Other Current Liabilities	-7,585.50
Total Current Liabilities	-7,585.60
Long Term Liabilities	
2500 · LONG TERM LIABILITIES	
2500.5 · PPP loan	566,600.00
Total 2500 · LONG TERM LIABILITIES	566,600.00
Total Long Term Liabilities	566,600.00
Total Liabilities	559,014.40
Equity	
2600 · EQUITY & RETAINED EARNINGS	
2600.10 · Nidhi Saxena-Capital	20,000.00
2600.50 · Income Taxes Paid For Owners	-46,980.51
2600.60 · Owners Distribution	-1,429,300.00
2600.70 · Shareholder Advances	46,394.94
Total 2600 · EQUITY & RETAINED EARNINGS	-1,409,885.57
2690 · Retained Earnings	3,747,844.07
Net Income	1,376,988.70
Total Equity	3,714,947.20
TOTAL LIABILITIES & EQUITY	4,273,961.60

APPENDIX I
SUPPLEMENTAL OFFER SHEET
TERMS AND CONDITIONS

The sections set forth below are to each be initialed as YES for "understood and agreed upon" or NO for "not agreed to." Failure to complete and return this document with your offer could result in rejection of your offer, at UCF's sole discretion. Respondents shall not check sections as "understood and agreed upon" with the intent to negotiate a change to those sections/terms and conditions after tentative award of a contract resulting from this ITN. Respondents disagreeing with any negotiable term or condition of this ITN are to provide a clear and detailed reason for the disagreement and a solution to the disagreement in his/her offer. A Respondent's disagreement with any non-negotiable section of this ITN may be automatically rejected. Failure of the University and the tentative awardee to come to an agreement with respect to terms and conditions within a time frame UCF determines to be reasonable constitutes grounds for rejection of that offer, and the University shall have the right, at its sole discretion, to award the contract to the next favorable respondent.

<u>SECTION</u>	<u>YES</u>	<u>NO</u>	<u>RESPONDENT INITIALS</u>
2.1 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.2 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.3 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.4	<u>✓</u>	<u> </u>	<u>DMU</u>
2.5	<u>✓</u>	<u> </u>	<u>DMU</u>
2.6 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.7 Section Not Used			
2.8 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.9	<u>✓</u>	<u> </u>	<u>DMU</u>
2.10	<u>✓</u>	<u> </u>	<u>DMU</u>
2.11 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.12	<u>✓</u>	<u> </u>	<u>DMU</u>
2.13 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.14 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.15	<u>✓</u>	<u> </u>	<u>DMU</u>

<u>SECTION</u>	<u>YES</u>	<u>NO</u>	<u>RESPONDENT INITIALS</u>
2.16	<u>✓</u>	<u> </u>	<u>DMU</u>
2.17	<u>✓</u>	<u> </u>	<u>DMU</u>
2.18 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.19	<u>✓</u>	<u> </u>	<u>DMU</u>
2.20 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.21	<u>✓</u>	<u> </u>	<u>DMU</u>
2.22	<u>✓</u>	<u> </u>	<u>DMU</u>
2.23	<u>✓</u>	<u> </u>	<u>DMU</u>
2.24	<u>✓</u>	<u> </u>	<u>DMU</u>
2.25	<u>✓</u>	<u> </u>	<u>DMU</u>
2.26	<u>✓</u>	<u> </u>	<u>DMU</u>
2.27 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.28 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.29	<u>✓</u>	<u> </u>	<u>DMU</u>
2.30 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.31 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.32	<u>✓</u>	<u> </u>	<u>DMU</u>
2.33	<u>✓</u>	<u> </u>	<u>DMU</u>
2.34	<u>✓</u>	<u> </u>	<u>DMU</u>
2.35 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.36	<u>✓</u>	<u> </u>	<u>DMU</u>
2.37	<u>✓</u>	<u> </u>	<u>DMU</u>
2.38	<u>✓</u>	<u> </u>	<u>DMU</u>
2.39 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>

<u>SECTION</u>	<u>YES</u>	<u>NO</u>	<u>RESPONDENT INITIALS</u>
2.40	<u>✓</u>	<u> </u>	<u>DMU</u>
2.41	<u>✓</u>	<u> </u>	<u>DMU</u>
2.42 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.43	<u>✓</u>	<u> </u>	<u>DMU</u>
2.44	<u>✓</u>	<u> </u>	<u>DMU</u>
2.45	<u>✓</u>	<u> </u>	<u>DMU</u>
2.46	<u>✓</u>	<u> </u>	<u>DMU</u>
2.47	<u>✓</u>	<u> </u>	<u>DMU</u>
2.48	<u>✓</u>	<u> </u>	<u>DMU</u>
2.49 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.50	<u>✓</u>	<u> </u>	<u>DMU</u>
2.51	<u>✓</u>	<u> </u>	<u>DMU</u>
2.52 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.53 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.54	<u>✓</u>	<u> </u>	<u>DMU</u>
2.55	<u>✓</u>	<u> </u>	<u>DMU</u>
2.56 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.57 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.58 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
2.59 **Non-negotiable**	<u>✓</u>	<u> </u>	<u>DMU</u>
Appendix I	<u>✓</u>	<u> </u>	<u>DMU</u>
Appendix II	<u>✓</u>	<u> </u>	<u>DMU</u>
Appendix III	<u>✓</u>	<u> </u>	<u>DMU</u>
Appendix IV	<u>✓</u>	<u> </u>	<u>DMU</u>

Company: DatamanUSA LLC Authorized Representative's Name: Nidhi Saxena

Authorized Representative's Signature:  Date: 01/27/2022

APPENDIX II

CERTIFICATE OF NON-SEGREGATED FACILITIES

We, DatamanUSA LLC certify to the University of Central Florida that we do not and will not maintain or provide for our employees any segregated facilities at any of our establishments, and that we do not and will not permit our employees to perform their services, under our control, where segregated facilities are maintained. We understand and agree that a breach of this certification is a violation of the Equal Opportunity clause required by Executive Order 11246, as amended.

As used in this certification, the term "segregated facilities" means any waiting rooms, work areas, rest rooms and wash room, restaurants and other eating areas, time clocks, locker rooms and other storage or dressing areas, parking lots, drinking fountains, recreation or entertainment areas, transportation and housing facilities provided for employees which are segregated by explicit directive or are in fact segregated on the basis of race, creed, color or national origin, because of habit, local custom or otherwise.

We, further, agree that (except where we have obtained identical certifications from offered subcontractors for specific time periods) we will obtain identical certifications from offered subcontractors prior to the award of subcontracts exceeding \$10,000 which are not exempt from the provisions of the Equal Opportunity Clause; that we will retain such certification in our files; and that we will forward the following notice to such offered subcontractors (except where the offered subcontractors have submitted certifications for specific time periods):

NOTE TO PROSPECTIVE SUBCONTRACTORS ON REQUIREMENTS FOR CERTIFICATIONS OF NON-SEGREGATED FACILITIES. A Certificate of Non-segregated Facilities, as required by the 9 May 1967 order on Elimination of Segregated Facilities, by the Secretary of Labor (32 Fed. Reg. 7439, 19 May 1967), must be submitted prior to the award of a sub-contract exceeding \$10,000 which is not exempt from the provisions of the Equal Opportunity clause. The certification may be submitted either for each sub-contract or for all subcontracts during a period (i.e., quarterly, semiannually, or annually).

The Contractor and subcontractors shall abide by the requirements of 41 CFR Section 60-1.4(a), 60-300.5(a), 60-741.5(a), and 29 CFR Part 471, Appendix A to Subpart A with respect to affirmative action program and posting requirements. These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities and prohibit discrimination against all individuals based on their race, color, religion, sex, or national origin. Moreover, these regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, national origin, protected veteran status, or physical or mental disability.

NOTE: Whoever knowingly and willfully makes any false, fictitious, or fraudulent representation may be liable to criminal prosecution under 18 U.S.C. 1001.

APPENDIX II

CERTIFICATE OF NON-SEGREGATED FACILITIES SUBPART - CONTRACTOR'S AGREEMENTS

SEC. 202. Except in contracts exempted in accordance with Section 204 of this Order, all Government contracting agencies shall include in every Government contract hereafter entered into the following provisions:

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 send to each labor union or representative of workers with which the contractor 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 worker's representative of the contractor's commitments under Section 202 of Executive Order No. 11246 of September 24, 1965, and shall post copies of notice in conspicuous places available to employees and applicants for employment.
- (4) The contractor will comply with all provisions of Executive Order No. 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 No. 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.
- (6) In the event of the contractor's noncompliance 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 No. 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoiced as provided in Executive Order No. 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 provision 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 No. 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or Supplier. The contractor will take such action with respect to any subcontract or purchase orders the contracting agency may direct 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 Supplier as a result of such direction by the contracting agency, the contractor may request the United States to enter into such litigation to protect the interest of the United States.

SEC. 402 Affirmative Action for Disabled Veterans and Veterans of the Vietnam Era:

(1) The contractor agrees to comply with the affirmative action clause and regulation published by the US Department of Labor implementing Section 402 of the Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended, and Executive Order 11701, which are incorporated in this certificate by reference.

Company: DatamanUSA LLC

Authorized Representative's Name: Nidhi Saxena

Authorized Representative's Signature: 

Date: 01/27/2022

APPENDIX III

COMPLIANCE AND CERTIFICATION OF GOOD STANDINGS

The parties shall at all times comply with all applicable ordinances, laws, rules and regulations of local, state and federal governments, or any political subdivision or agency, or authority or commission thereof, which may have jurisdiction to pass laws, ordinances, or make and enforce rules and regulations with respect to the parties.

Suppliers shall certify below that they are in good standings to conduct business in the State of Florida. **The awardee of any contract resulting from this solicitation shall forward a certification of good standing, upon request of UCF.** Noncompliance with this provision may constitute rejection of proposal or termination of a contract at UCF's sole discretion.

CERTIFICATION

I certify that the company submitting an offer under this solicitation is in compliance with all applicable laws to conduct business in the State of Florida, is in good standings and will provide a certificate of good standings from the State of residence prior to initiating any performance under any contract resulting from this solicitation.

Company: DatamanUSA LLC

Authorized Representative's Name: Nidhi Saxena

Authorized Representative's Signature: 

Date: 01/27/2022

Reference 1

Company/Agency name	Regional Transportation District, Denver
Agency/Company Physical Address (including city and zip code)	1660 Blake Street Denver, CO 80202
Contact person(s) Name and Title	Avinash Chaudhary, Project Manager
Contact details	901-651-8029 Avinash.chaudhary@rtd-denver.com
Description	Over the last 13 years, Dataman has delivered over 20 Deliverable based projects and 40+ staffing engagements. Dataman has provided staff within 24 hours
Labor categories involved	<ul style="list-style-type: none">➤ Administrative Support➤ Information Technology➤ Accounting and Finance➤ Professionals➤ General Maintenance

Reference 2

Company/Agency name	Roswell Park Comprehensive Cancer Center
Agency/Company Physical Address (including city and zip code)	665 Elm St, Buffalo, NY 14203, USA
Contact person(s) Name and Title	Monica Ocon- Supervising Pharmacy Technician II
Contact details	716-845-3839 monica.ocon@roswellpark.org
Description	Dataman is providing Temporary Staffing services to the Roswell Park Cancer Institute.
Labor groups involved	<ul style="list-style-type: none">➤ Healthcare➤ Administrative Support➤ Professional Services➤ Information Technology➤ Skilled

Reference 3

Company/Agency name	Northrup Grumman/ Tasc Technical Services
Agency/Company Physical Address (including city and zip code)	2980 Fairview Park Drive, West Falls Church, Virginia , United States VA 22042
Contact person(s) Name and Title	Michaela Briand
Contact details	603-382-1114 X 207 Michaela@tasctech.com
Description	Dataman has a 12 years history providing Temporary Staffing to Northrup Grumman's federal government customers including the US Dept. of Homeland Security. We have provided NG with over 90 staff.
Skill labor categories involved	<ul style="list-style-type: none">➤ Administrative Support➤ Information Technology

	<ul style="list-style-type: none">➤ Accounting and Finance➤ Professionals➤ General Maintenance➤ Skilled Trades
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