

Tryfacta Inc. Response to: ITN No. ITN2021-03

Invitation to Negotiate for Temporary Labor Services

Submit To:

The University of Central Florida

12424 Research Parkway, Suite 300, Orlando, FL 32816-0975

Submission By:

Tryfacta, Inc.

4637 Chabot Dr Suite 100, Pleasanton, CA 64588

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Table of Contents

Cover Letter	3
3.2 Respondent/Offer Submittal Sections	4
A. EXPERIENCE AND QUALIFICATIONS OF PROPOSER	5
B. PROJECT STAFF QUALIFICATIONS/EXPERIENCE.....	19
C. OVERALL RESPONSIVENESS OF PROPOSAL TO SATISFY SCOPE/PROJECT APPROACH	27
Addendum	42
Appendix I	44
Appendix II	47
Appendix III	50
Diversity Certificates	51
Disadvantaged Business Enterprise (DBE) Certified by Florida Unified Certification Program.	51
Florida Secretary of State	53
Florida Business License.....	54

Cover Letter

Date: January 18, 2022

University of Central Florida
12424 Research Parkway, Suite 300
Orlando, FL 32816-0975

Attention: Trinh Nguyen Procurement Services Department

Email: trinh.nguyen@ucf.edu | **Phone:** (407)-823-2661

Subject: Tryfacta response to ITN 2021-03TCSA, Temporary Labor Services.

Thank you for providing the opportunity to conduct business with the University of Central Florida (UCF). Tryfacta Inc. (Referred to as Tryfacta in the proposal) are pleased to respond to the ITN 2021-03TCSA, Temporary Labor Services that requires capable and qualified vendor(s) to provide personnel services on a temporary basis.

Incorporated in March 1996, Tryfacta is a temporary employment services provider based at 25 locations in the USA. With **2 local offices in Florida** (201 South South Biscayne Blvd, 28th Floor, Miami, FL 33131 / 4851 Tamiami Trail N, STE 200, Naples, FL 34103). We have more than 25 years of experience in providing temporary employment services to its various government and commercial clients on diverse platforms. Since our inception, we successfully acquired, managed, and delivered various temporary employment personnel and provided thousands of resources. We have productively handled and completed projects and benefited our clients by providing services with the skill sets as per their requirements. Tryfacta has successfully recruited and placed around three thousand two hundred and eighty [3280] Temporary Workers in the last year for multiple states, local government, and commercial clients. We support both public and private sector firms with the staffing of various professionals. We execute and deliver on all staffing needs while adhering to ethical standards that focus on professionalism, transparency, and equal opportunity. As a temporary employment services partner, we traverse the status qualification and go beyond traditional sourcing, vetting, and validating the right temporary talent for our clients.

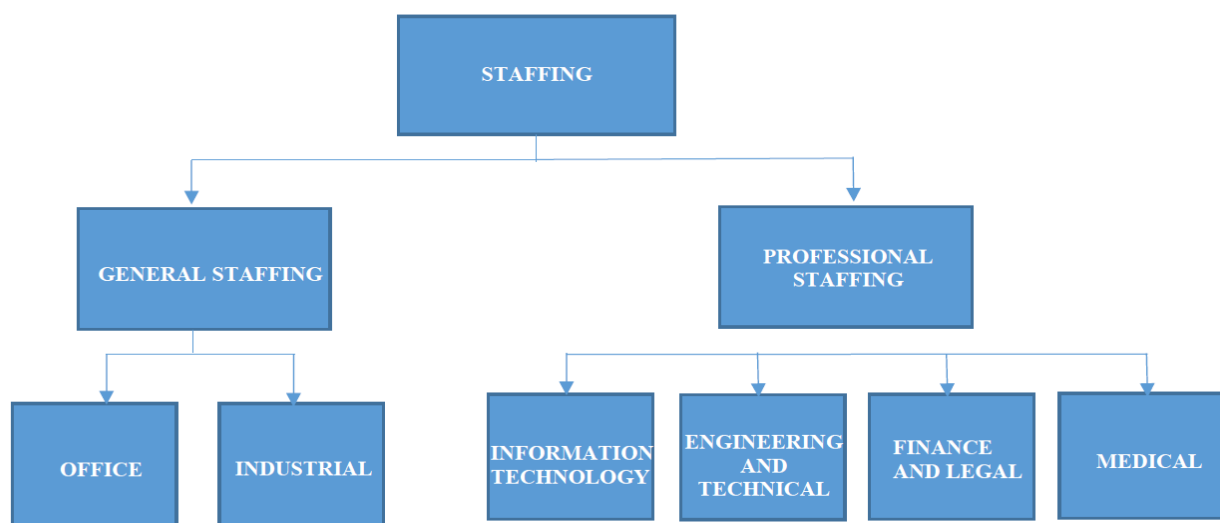


Figure 1 - Our Industry Experience

Our Similar Educational Clients:

Aims Community College, Colorado	DeKalb County School District, Georgia	University of Northern Iowa
St. Louis Public Schools, Missouri	State University of NY (Stony Brook University Hospital)	SUNY Upstate Medical University, New York
School District of Greenville County, South Carolina	Dallas Independent School District, Texas	University of Arizona
University of Maryland University College	University of Massachusetts	University of Nevada Las Vegas
Adams 12 Five Star Schools, CO	Baltimore County Public Schools (BCPS), MD	Central Washington University, WA
Chicago Public Schools, IL	Detroit Public Schools Community District, MI	Maryland Department of Education
Jefferson County Public Schools, CO	Pennsylvania's State System of Higher Education	Phoenix Union High School District, AZ
Roosevelt School District, AZ	Rowan College, CO	San Jacinto Community College District, TX
Tucson Unified School District (TUSD), AZ	Montgomery College, MD	Kent State University, OH

Certifications:

- **DBE Certified by Florida Department of Transportation**
- Minority Business Enterprise (MBE), Certified by the Western Region Minority Supplier Development Council (WRMSDC)
- Economically Disadvantaged Women-Owned Small Business [EDWOSB] Certified through the U.S. Small Business Administration [SBA]
- Minority Business Enterprise [MBE] Certified by the Supplier Clearinghouse.

Tryfacta agrees to the following statements and guarantees regarding this proposal:

- Tryfacta will not discriminate in employment practices concerning race, color, religion, age (except as provided by law), sex, marital status, political affiliation, national origin, or disability.
- Tryfacta presently has no interest, direct or indirect, which would conflict with the performance of services under this contract and shall not employ any person having a conflict in this contract's execution.
- Tryfacta has reviewed all the ITN documents, addendums, and delivery expectations and, if selected, will perform the scope of services within the outlined expectations set forth.

Tryfacta sincerely looks forward to leveraging our experience in providing Temporary Labor Services. If you have any questions or require additional information, please contact me. I am the authorized representative for our firm, and by submission of this proposal, I am committing to providing the services according to all specified requirements as described and outlined. My direct telephone number, email, and my mailing address are included below.

Sincerely



Arman L. Dhar, Program Manager

Phone: 408-893-5500 & 925.640.3641

Email: Rfp@tryfacta.ai

3.2 Respondent/Offer Submittal Sections

The Respondent should organize its offer into the following major sections.

A. EXPERIENCE AND QUALIFICATIONS OF PROPOSER

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.

Tryfacta has been in the Temporary Staffing industry for more than two decades. From the beginning until now, the areas we provide value realization for clients is in finding vetted and niche technical and non-technical resources in an accelerated SLA-based time frame to our clients. Additionally, we baselined the job classifications that were provided in the ITN and had fifteen plus years of experience in these job areas. In the last decade, we have been delivering both temporary and permanent talent in similar fields.

Industry Distinctions

Tryfacta has distinguished itself from all our industry competitors through our outstanding services and technological capabilities. Our services are customized to meet the specific needs of our clients, particularly the needs of the University. Tryfacta's innovative approach to the staffing industry has made us the industry leader in managed services support and technology. Our success is based on industry experience and the following key differentiators:

- Tryfacta is a financially stable (*DUNS credit rating of 4A1*), privately held corporation.
- Tryfacta has a business unit, our Government Services Division, which is dedicated to meeting the unique requirements of public sector organizations. Headed by Mr. Arman Dhar, Account and Program Manager.
- Tryfacta provides our clients with a single-point-of-contact for staffing and support. We provide staff on an individual or project basis. Tryfacta's full spectrum of staffing and support programs includes recruitment, job screening, evaluations, reference checks, background and drug investigation, education verification, and DMV searches. Tryfacta can coordinate and manage all sub-vendor relationships nationally or globally, through centralized management and world-class networked systems.
- Technology has a key role in the success of Tryfacta's service offerings. Tryfacta achieves effectiveness and economy in delivering staffing solutions by integrating staff expertise with cutting-edge technological resources.
- Tryfacta's proprietary technological tools reduce paperwork, increase efficiency, and ensure quality. We create and manage process improvements that result in a streamlined, cost-effective, and user-friendly process for managing temporary employees and staffing vendors.
- Additionally, our Reporting and Analytics Department continually improves our existing technical infrastructure and develops new solutions for our organization and our clients. Our ability to develop technology through in-house resources ensures that Tryfacta can respond to our clients' requests in a timely and economical fashion.
- Each member of our management staff is empowered to make immediate management decisions to promote responsive and versatile service.

Capability to provide needed staffing services

Tryfacta offers to provide the following unique functions to the University that sets us apart from our competition and will allow us to deliver needed technical and staffing services to the University.

- **Local Offices in Florida:** We are locally available at our offices located at
 - 201 South South Biscayne Blvd, 28th Floor, Miami, FL 33131
 - 4851 Tamiami Trail N, STE 200, Naples, FL 34103

This will help us in delivering services on time and entertaining all requests and issues immediately.

- **Business Presence in the State of Florida:** We have a strong local presence in the State of Florida by having various similar contracts. Our ability to network within the local community and user

groups give us the edge to attract, hire and retain superb consultants throughout the US. We have developed a strong bonding with the State of Florida by providing/ provided excellent services.

- **Local Project Management Team:** We follow well defined and documented team management approach for handling such contracts to ensure that contract requirements are supported. We will assign the University a dedicated Local Project Management team to ensure the right delivery of services and needs are fulfilled with huge University satisfaction. Our Account Manager and the team will work very closely with the University and our on-site staff.
- **Strong Educational Industry Experience:** We are the preferred vendor in the government as well as educational sectors for providing Staffing services. We have got excellent experience with Educational clients by providing technical services.
- **Well Defined Recruitment Approach:** Our experience, proven through the successful management of temporary labor contracts supporting federal, state, and local clients in various states, has shown that each step is essential for recruitment success, no matter how great the hiring volume or how deep the logistical complexity. Our recruitment team consists of 150+ recruiters, data miners, and research analysts, having an average experience of 5+ years recruiting professionals to support our customers. We proactively recruit and maintain a full pipeline preferably local qualified candidates who are readily available to start work on projects.
- **Ability to staff work request/ task orders immediately/ Gigantic Resume Database:** We understand the importance of the initiatives taken by the University and we are committed to providing our best resources. Tryfacta has excellent resources in its resume database pool for various categories required by the University. Tryfacta has more than 50,000 highly proficient and experienced candidates in our resume database as required by the University, local to the state of Florida. We keep on updating this database enabling us to meet the requirements of the client with short-term notice.
- **Well Established & Financially Stable Company:** Tryfacta is a financially stable and rapidly growing company. Tryfacta currently has the required financial capacity to provide the services. We do not have any short-term or long-term debts. Tryfacta assures the County that it has the necessary financial capacity, working capital, and other resources to perform the contract without assistance from any outside source.
- **Staffing Firm that Delivers the Right Employee:** Our engagement process is focused on our clients and their business needs. This consultative approach, known as our Perfect Fit Program, details from start to finish how our staffing firm selects the perfect candidate for the client's organization. The Perfect Fit Program includes phases, which are customized to most effectively service your project.
- **Customer Analysis** - We document & understand our client's business needs and determine the services that will make the staffing process more efficient and effective.
- **Sourcing** - Our professional recruiters quickly identify the most qualified candidates using their industry knowledge and the extensive networks of our staffing firm.
- **Screening** - At Tryfacta, we get to know each candidate beyond just their resume. We find out the skills and qualities that will achieve the perfect fit for the position.
- **Selection** - To complete the hiring process, we ensure all forms, screening, and

certifications are verified before the employee starts.

- **Performance Monitoring** - We continually monitor our performance and the performance of our employees to make sure you are continually satisfied with our service.
- **Sourcing Methodology:** Our sourcing methodology has helped us develop a fine-tuned process to get the best qualified and equipped candidates to meet the customer's technical and soft skills. Our search capability entails all necessary industry experience, strong relationships at the national level, and wide access to a database of candidates.

Benefit Offerings

Tryfacta offers a wide range of benefits to its employees like Medical Insurance, Paid time-off (Personal and Sick leave), and a 401k plan. Our benefits plan can be tailored according to our client's requirements and the local state laws and regulations. Included below are the list of benefits and their details.

Medical Insurance

We offer medical insurance to all our employees at the time of employment offer. Our medical insurance is sponsored by National General, every employee at the time of joining has to fill either an enrolment form or a waiver form. The Medical insurance plan complies with The Affordable Care Act. Following is a summary of the medical insurance offered to the employees:



Group Name: TRYFACTA INC Group Number: L171531

Effective Date: 09/01/2021

SIC Code: 73700

Location Name: COLLIN Zip Code: 75024

Location Type: Main

Plan/Rate Summary

Please review this proposal. If you are ready to move forward, contact your Licensed Agent or Sales Representative to discuss the next steps.

Plans quoted in this proposal: 1

Liability coverage is not provided in cases of early termination.

- If claims are less than the aggregate deductible at the end of the run-out period, the employer may be eligible for a refund. Refund amounts, if any, are based on the refund selection at the time of issue or re-issue, as applicable. NOTE: Terminations prior to the end of the plan year will result in forfeiture of the remaining claim fund and no refund will be provided.



Group Name: TRYFACTA INC Group Number: L171531

Effective Date: 09/01/2021

SIC Code: 73700

Location Name: COLLIN Zip Code: 75024

Location Type: Main

Plan/Rate Summary

Please review this proposal. If you are ready to move forward, contact your Licensed Agent or Sales Representative to discuss the next steps.

Plans quoted in this proposal: 1

Plan Name	Plan 1
Plan Type	Traditional
Medical Plan Design	SELF-FUNDED PPO COPAY PLAN
Individual Deductible	\$500 In-network/\$1,000 Out-of-network
Family Deductible	\$1,000 In-network/\$2,000 Out-of-network
Coinsurance	80% In-network/50% Out-of-network
Total Ind Plan OOP Maximum	\$2,000 In-network/\$6,000 Out-of-network
Total Fam Plan OOP Maximum	\$4,000 In-network/\$12,000 Out-of-network
Family Deductible Accumulation Method	Individual/Family deductible
PCP/Specialist Visit	\$20/\$35 copay, then covered at 100%
Teladoc®	No
Urgent Care Visit	\$75 copay, then covered at 100%
Medical Network	Cigna OAP
OP Surgery	Deductible and coinsurance
Pharmacy Benefit Manager	CIGNA PBM
Rx Coverage (Generic/Brand/Non-preferred brand)	\$15/\$45/\$60
DXL	Deductible and coinsurance
ER Treatment	\$250 access fee, then deductible and coinsurance
AME	N/A
Deductible and OOP Accrual Period	Calendar Year, deductible credit included
Run Out Period	6 months
Delayed Administration Fee	50%
HSA Eligible	No
Wellness Program	No
Dental	No
Total Cost	\$4,851.00

Plan Selection Notes:

- Total plan out-of-pocket maximum includes deductible, coinsurance and any Rx or Medical copayments.
- This self-funded health benefit plan template meets Minimum Value.
- Plan includes Terminal Liability coverage for 24 months after the end of the plan year. A terminal liability coverage reserve fee will be taken at the end of the run-out, calculated as 3% of any remaining claim account surplus prior to any claim account refund. Terminal

Figure 2: Medial Benefits Details

Paid Leaves

- Tryfacta will provide six sick days & 5 vacation days per year.
- In the case of Emergency Services, Temporary Employees will receive five days of sick and five days of vacation leave after the first 420 hours and another five days of sick and five days of vacation leave after additional 420 hours of work.

401k Plan

Tryfacta offers an option for every employee to enroll in the 401k plan setup via ADP. Employees will be eligible after completing 1000 hours on the project to enroll in the plan.

Tryfacta and the employee contribute equally to the 401k plan. ADP makes it very easy for an employee to enroll in the plan. ADP Retirement Snapshot is an enhanced mobile enrolments tool that enables employees to quickly discover their personal savings target and enroll in one click.

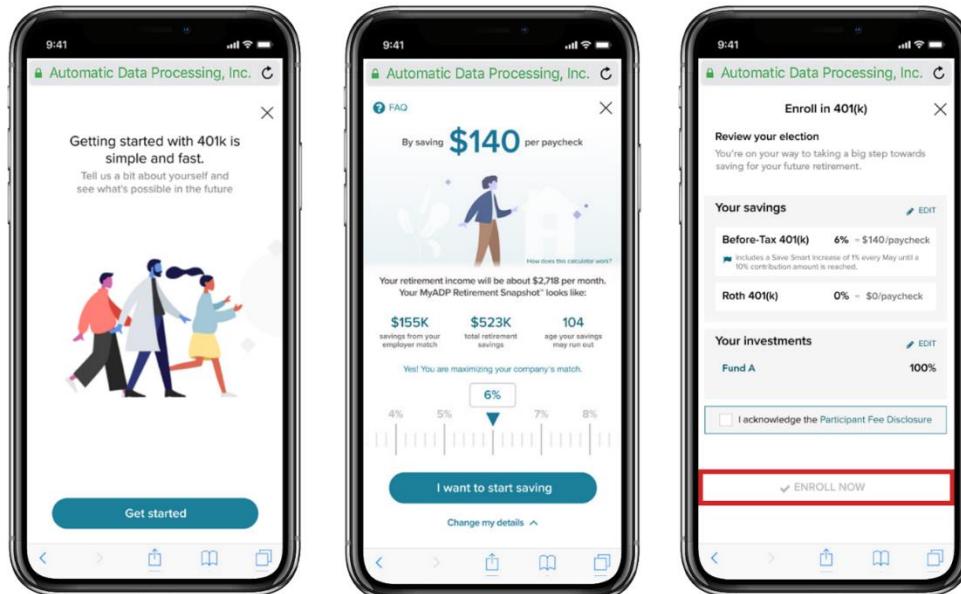


Figure 3: 401K Plan Management via ADP

Other Benefits

Apart from the benefits that we provide to the employees, we also take the following steps to improve retention and employee engagement to ensure utmost employee satisfaction:

- Frequent status meetings and regular check-ins to understand and resolve issues.
- Continuous professional training and discounts with our training partners for coursework and certifications [Edureka.com].
- Opportunities for personal and professional growth.
- Employee recognition programs.
- Individual development plans.
- Quarterly Employee Newsletter.

An exceptional Communication Plan: Tryfacta will assign a single point of contact Account Manager, Mr. Arman Dhar, to the UCF to monitor performance, manage risk, respond to questions or requests from the UCF, and manage our relationship with the University. Mr. Dhar will serve as the Primary point of contact for identifying and escalating issues should we encounter them. Mr. Dhar will also spearhead mitigation of any performance issues that may arise.

Mr. Dhar will actively solicit intelligence on contract performance, both directly through interaction with customers and resources, and indirectly through observation. If the Account Manager believes that there is a potential risk for substandard performance developing, he will take preventive action to ensure that performance

remains high, and that requisitions stay within schedule and budget. Should the state contact us about a performance issue, we will respond within 4 hours, acknowledging notification. We will present an initial mitigation plan within 1 business day. Tryfacta will ensure that state receives the best professional service satisfaction. Mr. Dhar will have a bi-weekly call to get feedbacks, suggestions and any other vital information from the State to achieve professional services satisfaction. All the received information will be discussed by our concerned team to help ensure customer satisfaction is achieved.

Customer Satisfaction Initiatives: At Tryfacta we believe Customer Satisfaction is the Goal, having a strong connection between your Clients and your Business is truly necessary. To make that connection strong, Tryfacta continuously come up with creative ways to monitor our Clients experience Customer satisfaction doesn't just impact the business' bottom line, it also impacts team morale and retention rate. Ongoing satisfaction leads to loyalty. And Hence, Tryfacta hopes the UCF places trust in our company and are assured that we will continue to deliver our Best, and create a long-term relationship:

Below are some measures we take to measure client satisfaction:

- Customer Satisfaction Surveys
- Bi-weekly feedbacks calls
- Direct Feedback Call/Emails
- Net Promoter Score

Cost and Performance Tracking Methodologies:

Tryfacta has established predictive intelligence for increased productivity by detecting and diagnosing potential risks before they grow, enabling our team to avoid unnecessary and unproductive tasks. We have established a technology-driven process improvement model that helps us in developing a comprehensive project execution plan for individual projects. Our Application Tracking System, (Ceipal) has a Workforce Analytics software that Track KPIs to measure profitability, performs cost analysis and much more, this helps us deliver the agreed upon services within predicted cost & specified SLAs. Tryfacta is harnessing the power of our staffing function to achieve extraordinary results. The key initiatives are:

- A planned staffing model that allows our workforce size to adjust with our workload. We supplement our staff with trained temporary personnel as needed to meet peak production demands.
- A proven contingency plan and strategic alliances with multiple staffing firms, to address any emergency demand.
- We periodically review and fill in gaps in our workforce.
- We follow workload alteration by cross-training and consolidating to reduce cost.
- We eliminate overtime through proactive planning & utilize temporary employees to assist core employees in getting work done on schedule.

To enhance Tryfacta's ability to find skilled, able and educated candidates for the government and public sector entities, Tryfacta uses the (Ceipal) a validated applicant classification system that focuses on customer service skills, aptitude and attitude assessment. The content underlying these tests was carefully studied and determined to be related to the job performance of Tryfacta positions. All Tryfacta 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 categories that we are bidding. If needed, Tryfacta's assessment series can be customized to meet the ODVA's specific requirements for job descriptions.

Continual Improvement Approach

Tryfacta brings global delivery and scale required meeting growing demands of the UCF. Our Continuous Improvement Framework (CIP) enables us for optimal capacity to support project initiatives, IDIQs and staffing requests while creating additional capacity. Our CIP is fully integrated into our business model as a "way of doing business" with everyone participating. The key highlights include:

Value-Added Products

Ceipal:

Tryfacta uses an **Applicant Tracking System (ATS) software (Ceipal)** which is powered by an exhaustive database of resumes on varied skill sets and experience levels that has continuously evolved over the decade. The portal database is regularly updated and maintained keeping in line with our current and medium to long-range forecast of resource requirements. The portal also contains a database of CMAs and CNAs that is based on industry standard salary surveys appropriate to the areas in which we do business. The requirements from various clients we have serviced also contribute to the category database.

We have a 5+ Million strong qualified staff database in our Ceipal resume database which make us fully capable of fulfilling the State's requirements as and when required. We ensure you that there is a pipeline of qualified candidates at any given time, which makes us ready on day one, Tryfacta can search for and provide quality candidates via our Applicant Tracking System (ATS), and Talent Identification Strategies involving social media, job boards, targeted search and our local and if required national networks. Ceipal syncs all the job boards to itself and provides the best talent in less time. Hence, more time is spent on scrutinizing than searching candidates.

QuickBooks

Tryfacta relies on QuickBooks for accounting, including invoicing and payroll. With both online and desktop versions, it's an accessible program that does a lot. It is an integrated way, QuickBooks helps us exchange data with many other systems, which helps to integrate our back-end operations, including staffing. QuickBooks, data from workforce management software helps us reduce costs, increase the speed of invoicing, and cut down on issues with data entry, such as duplicate information or typos. This efficiency adds to our bottom line and improves our overall business success.

ADP

Tryfacta is using ADP for our payroll outsourcing services, using their payroll software, ADP integrates our payroll and HR information into a single unified platform, saving our time to focus on your business. ADP's payroll services have compliance built-in and their experienced team of professionals helps us stay compliant. Tryfacta utilizes ADP for Payroll Services, Time & Attendance, and HR Insights.

OfficeClip

OfficeClip creates software products to manage business contacts, customers and employees. Tryfacta utilizes OfficeClip to provide us with 360-degree view of all the customer information in a single integrated application. OfficeClip Records all the history and tracks interactions with our customers and suppliers, their simple time tracking software monitors our team's performance along with the capabilities of project and task management. We also have a Support Desk that provides you with a tool to capture and resolve customer issues. It manages to keep the user updated about the issue status until resolution, Report management gives an overview of performance data and analysis. Reports present data in an understandable way and helps us make planning and better-informed decisions.

Job-Boards

Tryfacta believes placing your job ad to the right nursing job board highly influences the success rate of finding qualified nursing candidates. Niche nursing job boards tend to be industry-specific, and therefore Tryfacta is more likely to reach relevant candidates who have the experience and qualifications you are looking for and Hence our expert recruiters uses nursing job boards such as, *NursingJobs.com*, *Nurse.com*, *medicalworkers.com*, *NurseRecruiter*, *CareerPharm*, *Glassdoor*, *ZipRecruiter*, *CareerVitals*, *Care JobBoard*, *NursingJobCafe.com*, *NursingCareerBoard.com*, *Indeed*, *HealthJobsNationwide.com*, *Health eCareers*.

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

Tryfacta, Inc. is a privately held corporation, it was formerly known as Systems America, Inc., and was founded on March 11, 1996. Tryfacta is a Florida -based staffing services and solutions provider. We have more than 25 years of extensive experience in providing staffing services to various government and commercial clients on diverse platforms. Over the last 25 years, Tryfacta has provided the best staffing services and is currently supporting over 50 government entities at the Local, State, and Federal levels. Tryfacta has provided staffing services and solutions to customers in a variety of industries throughout its history. Our range of workforce solutions and geographic coverage has grown steadily over 25 years to match the needs of our customers. Tryfacta has already provided staffing services to the local agencies in the Florida. Tryfacta provides staffing services on contract hire, direct hire, contract to hire, pay-rolling and Recruitment services provider.

About Tryfacta Inc.

- **25+ years** of experience.
- **02 Local offices** in Pennsylvania.
- Delivered over 10,000 contract hires and over 5,000 Full Time/Direct hires to various clients.
- Internal Resume Database of **5+ Million** Qualified staff.
- **FEIN:** 61-1732454
- **DUNS:** 07-928-5927
- **DUNS** credit rating of **4A1**.
- **Project Completion Rate** of over 99%
- **Dedicated Support Team 24*7.**

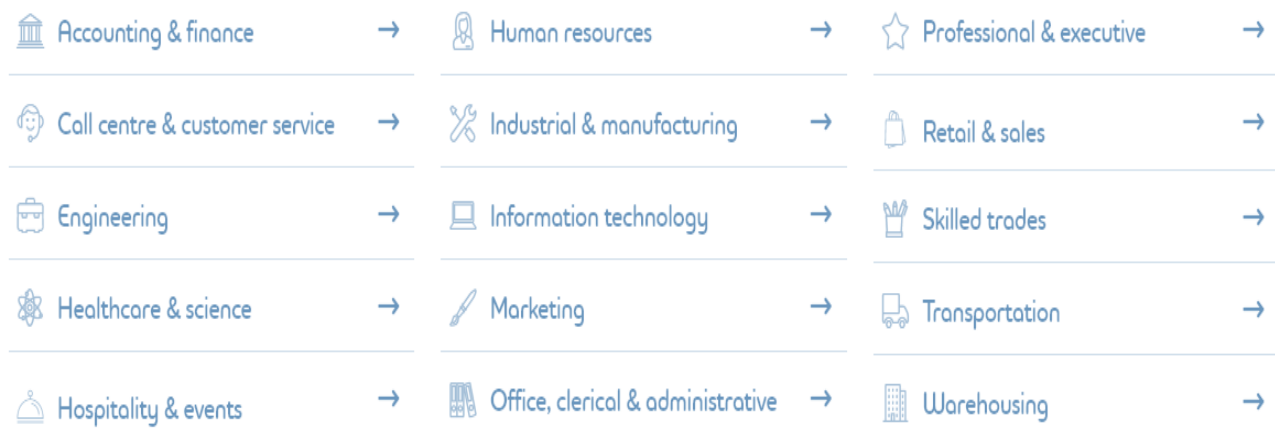


Figure 5 - Our Staffing Services Domains

Tryfacta's fullspectrum of staffing and support programs includes recruitment, job screening, evaluations, reference checks, background and drug investigation, education verification, and DMV searches. Tryfacta can coordinate and manage all sub-vendor relationships nationally or globally, through centralized management and world-class networked systems. Tryfacta's proprietary technological tools reduce paperwork, increase efficiency, and ensure quality. We create and manage process improvements that result in a streamlined, cost-effective, and user-friendly process for managing temporary employees and staffing vendors.

Tryfacta Organization Structure

Tryfacta has an established Organization structure specific to University's project. Tryfacta has served and continues to serve various Local, State, and commercial clients on contracts of similar size and scope as that of the UCF. Our Project Representatives have worked together extensively providing project management support to local clients. These personnel have displayed great project management acumen in skillfully managing cross-functional teams, providing leadership to technical and business experts, and liaising with client representatives, all through keeping customer satisfaction as the top priority.

To build a successful partnership with the University, Tryfacta will assign a local project management team comprised of Mr. Arman Dhar as the Program Manager and Mr. Adesh Tyagi as an Account Manager for this contract. Mr. Adesh, as the head of the PMO/CEO, will have overall authority on the contract and will remain connected with the University's Representative (CO/COTR) through the Account Manager. Under the Support Management Office, Ms. Yamina Rais will take the responsibility of Recruitment Management. Mr. Deepak Kanyal with his rich financial experience will act as a Project Executive and Mr. Manyu will be the Customer Support Representative for this project. Thus, University can rest assured that it will always have the fullest and most responsive attention from Tryfacta. Tryfacta's policy is to mandate that our Account Managers meet at least monthly with each CO/ COTR to proactively ensure that expectations are being met, and to ensure that potential risks are identified and dealt with before they become issues. They also ensure that a strong communication channel gets built so that the CO/ COTR feels comfortable reaching out to them at any time. The following table depicts the relevant experience of our proposed Project management team for University.

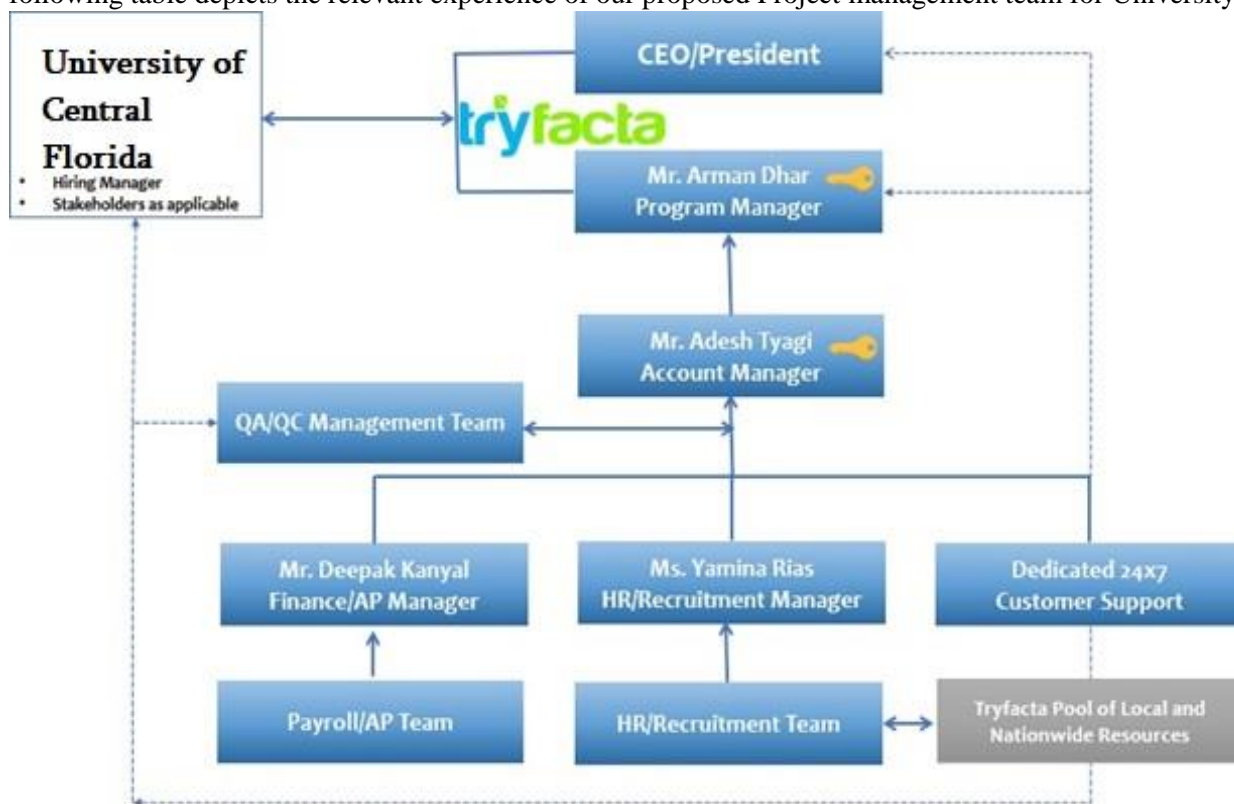


Figure 6 - Our Local Account Management Team

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

Company Size: **Small Business Enterprise (SBE)**

Years in Business: **25 Years**

Tryfacta is a consistently profitable, financially stable organization. Tryfacta has no threatened or pending litigation ongoing against our company, principal officers, or our affiliates in connection with any contract. Nor does Tryfacta have any potential commitments that may impact the assets, lines of credit, guarantor letters, etc. that may affect our ability to perform the contract. There are no judgments against our organization. The following figure depicts our strong D&B rating and financial strength.

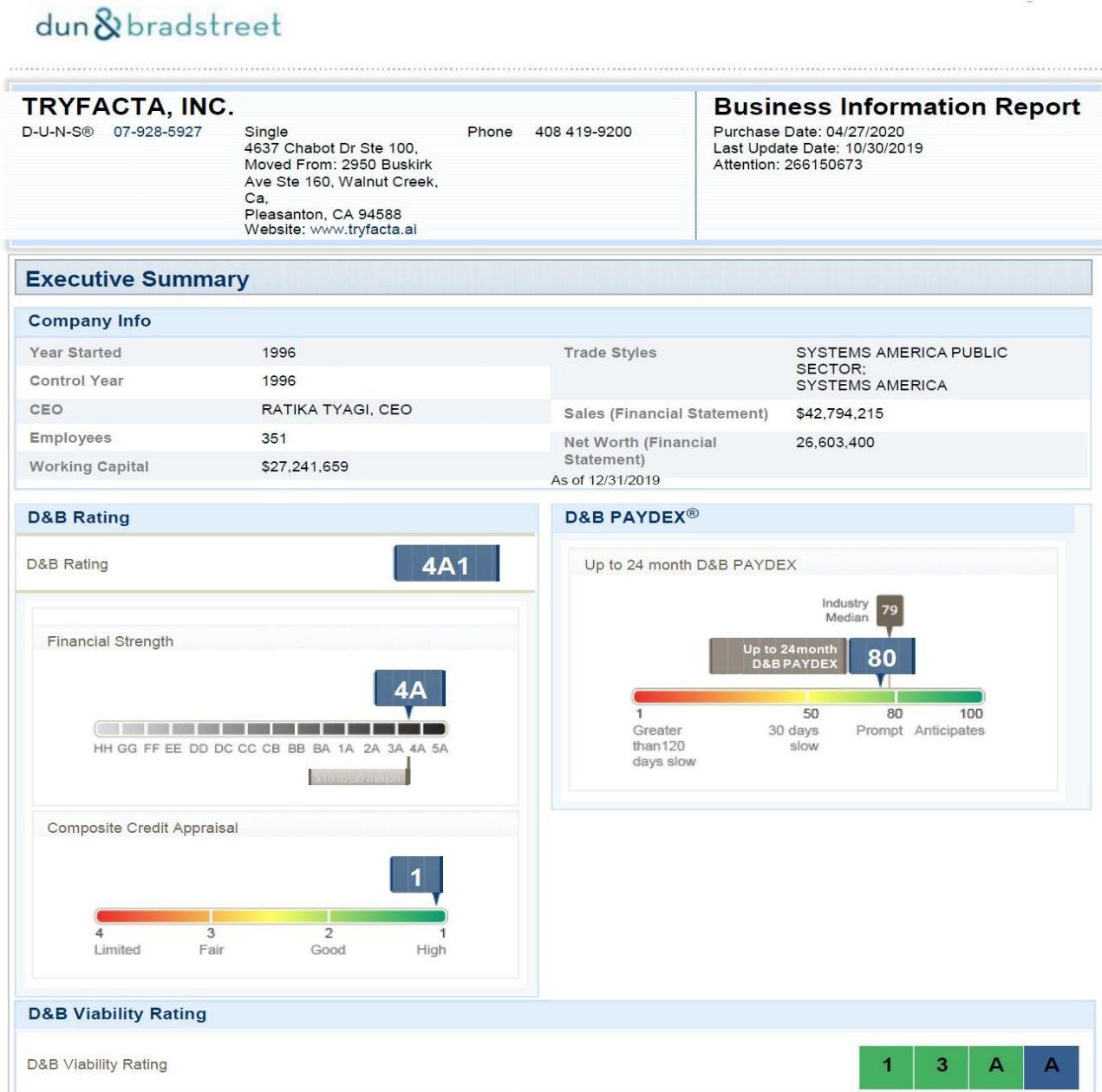
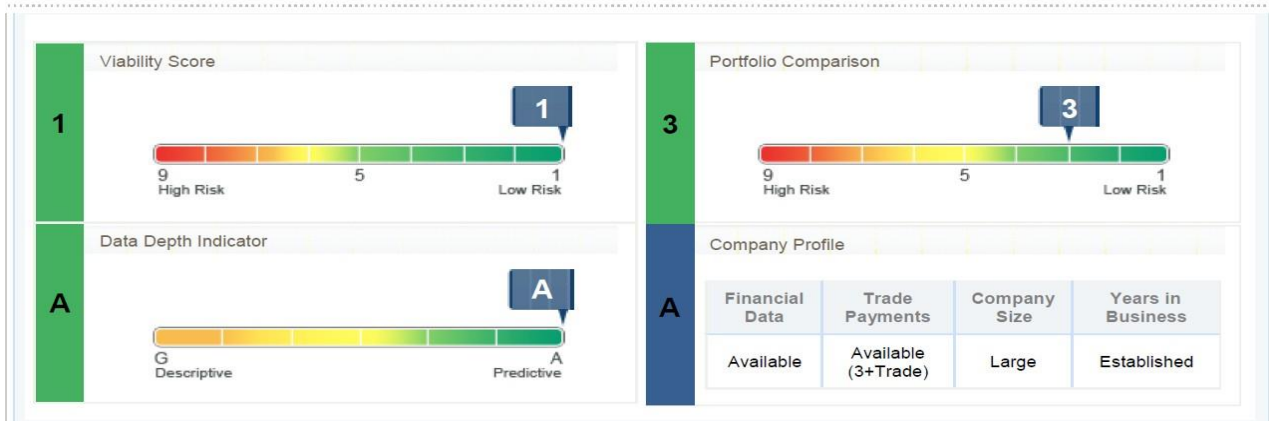


Figure 7 - Our D&B Rating



Business Information

Business Summary

Financing	SECURED
Financial Condition	STRONG
SIC	7371 Computer programming svc, employment agency, computer systems design, business consulting svcs
NAICS	541511 Custom Computer Programming Services
History Status	CLEAR

Credit Capacity Summary

D&B Rating

4A1

Financial Strength



Composite Credit Appraisal



Prior D&B Rating	4A1
Rating Date	01/23/2019

Payment Activity (based on 14 experiences)	USD
Average High Credit	\$21,875
Highest Credit	60,000
Total Highest Credit	175,350

D&B Viability Rating

The D&B Viability Rating uses D&B's proprietary analytics to compare the most predictive business risk indicators and deliver a highly reliable assessment of the probability that a company will no longer be in business within the next 12 months.



Included below is a snapshot of private and public sector clients that Tryfacta serves with our Temporary Staffing Services.

Client Name	Project Type
State of Texas	Temporary Staffing Services
Fort Bend County, Texas	Temporary Staffing Services
Atlantic County, New Jersey	Temporary Staffing Services
California Dept. of Vet Affairs	Temporary Staffing Services
Inland Empire Health Plan	Staffing [Contract/Temporary & Direct Hire]
The School District of Greenville County, SC	Temporary Professional Services
State of South Carolina	Temporary IT Staffing Services
The state of Minnesota, Department of Administration	Temporary Staffing Services
State of Georgia	Temporary Staffing
Kansas Department of Administration	Temporary Staffing
State of Connecticut	Temporary Staffing
State of California	IT Consulting Services
State of Indiana	Temporary Staffing Services
US Census Bureau	Temporary IT Staffing Services
State of Oregon	Temporary Staffing Services
NASPO	NASPO Value Point Cloud Solutions
State of Virginia	Temporary Staffing
South Florida Water Management District	Temporary Staffing Services & Payroll
State of Arkansas	Temporary Staffing
Santa Clara Valley Water District	Temporary Staffing Services
State of Michigan	Temporary Staffing
State of Arizona	IT Temporary Staffing
San Francisco Bay Area Rapid Transit District, California	Temporary Help Services
State of North Carolina	Temporary Staffing Services
State of New Jersey	Temporary Staffing Services
State of Delaware	Temporary Staffing Services
State of Washington	The master contract for Staffing
State of Ohio	Temporary Staffing
State of Florida	Temporary Staffing
Fresno Housing Authority, California	Staffing Services
State of Mississippi	Staffing Services
State of Tennessee	Staffing Services
Alameda County Water District, California	Temporary Staffing Services
County of Alameda	Temporary Staffing Services
California State Compensation Insurance Fund	Temporary Staffing Services
Los Angeles County, CA	Temporary Staffing Services
Orange County, CA	IT Staffing Services
Virginia Development Housing Authority, VA	Staffing Services

HCL	Persistent Systems	Brillio
NTT Data	Pegasystems	Verizon
Infosys	Hexaware	Wipro
TCS	Toyota	EFI
SCIF	Bank of America	Wells Fargo
BNP Paribas	AIG	Allianz
Verizon	Cisco	PG&E
Exxon	Wal-Mart	AWS
SAP	Salesforce	Sedgwick
IDC Technologies	Appirio Inc.	Pontoon Systems

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

Client Name	Santa Clara Valley Water District
Address	5750 Almaden Expy, San Jose, CA 95118
Project Duration	July 2017- Current
Point of contact Name	Laurel Hanchett Human Resources Manager
Phone	408.630.2882
Email	LHanchett@valleywater.org
Description of Services	<p>Tryfacta is a primary vendor for the Santa Clara based on its technical recruiting process and consultant network. During the relationship, Tryfacta is providing critical support to the County across several key projects and growth initiatives, including:</p> <ul style="list-style-type: none"> • On-demand IT recruiting to support end client engagements • Pipeline creation for high-frequency skill sets • Search assignments for hard-to-fill internal openings <p>Open positions have represented the full IT spectrum, from business analysis and hands-on development to full-scale project management. The strongest demand has come from the ERP sector (PeopleSoft, Oracle, SAP, Siebel), but required skills have extended across all major web and application development platforms. Because the Santa Clara reputation depends on the excellence of its consultants, a precision match is of the utmost importance. The positions require advanced technical skills, exceptional communication, and business savvy in many cases. Tryfacta is a Preferred Staffing Partner for all locations in the US. Tryfacta provides IT & Business Support Temporary & Temporary Time Employees for its IT projects. We place Contractors in a diverse set of streams in the US; included are the typical areas we work in:</p> <ul style="list-style-type: none"> o Database Developer, SQL Developer, DBA, Data Architect o PeopleSoft Developer, ERP Analyst, etc. o Scum Masters, Business Analysts & Business System Analysts o .Net Architect, GIS Administrator, Cybersecurity Analyst <p>Telecommunication Engineers & Analysts</p>

Client Name	HCL Technologies.
Address	1879 Lundy Avenue, Suite 228, San Jose CA 95131
Project Duration	July 2016- Current
Point of contact Name	Kiran Somalwar Senior Vice President
Phone	650.799.9234
Email	kiran.somalwar@hcl.com
	<p>Tryfacta is a Preferred Staffing Partner with HCL for its global locations in the U.S. & Canada. Tryfacta provides I.T. Subcontractors in all their Business Verticals.</p> <p>We place I.T. and Non-IT Contractors in a diverse set of streams in the U.S., included are the typical areas we work with HCL.</p>

	<ol style="list-style-type: none"> 1. Pega Business Analysts, System Architects & Lead System Architects 2. Information & Data Architects 3. Scrum Masters, Business Analysts & Business System Analysts [All industry verticals] 4. Core Java, Java AWS, Java Micro-services & Angular Developers & Architects 5. U.I., UX, Instructional Designers, Front End & Back End Developers 6. I.T. Desktop & Support Technicians 7. Automation Engineers & Automation Testers 8. .net, AEM, Python, Android, IOS, 9. BizTalk, Big Data [Hadoop, Cassandra, Hive], Data Engineers & Developers 10. DevOps Engineers 11. Electrical, Embedded Software, H.W. Validation & Manufacturing Quality Engineer 12. Enterprise & Data Architects 13. ERP Integration Architects, Oracle DBA, SAP [ABAP, FICO FIORI, MM, and S.P.] Developers & Technic Functional Analysts
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Client Name	Persistent Systems
Address	2055 Laurelwood Rd, Santa Clara, CA 95054
Project Duration	September 2016 - Current
Point of contact Name	Pravin Tarde Talent Acquisition Principal
Phone	408.818.0441
Email	pravin_tarde@persistent.com
	<p>Tryfacta is Persistent Systems' preferred partner in providing Temporary Staffing Services, We have been Assisting Persistent Systems.</p> <p>They are extremely focused on the equal opportunity for all persons in all aspects of employment. The district does not allow discrimination on the basis of race, color, religion, national origin, gender, age, disability, or any other factor unrelated to job performance, thus sought a vendor with the same commitment. Tryfacta had temporary employee applicant screening procedures in place that included but are not limited to:</p> <ul style="list-style-type: none"> • Evaluation of general knowledge and skills, computer • Competency testing, verification of employment, work experience and capabilities through • Fingerprint-based Reference checks, and background checks. <p>We proposed processes for ensuring effective coordination, as well as procedures for reporting and disseminating information.</p> <p>Below are Tryfacta's placed candidate's similar to the University of Central Florida's Requirement.</p> <ul style="list-style-type: none"> • Accountant I/II • Accounting and Treasury Manager • Accounting Assistant I/II, Accounting Supervisor • Senior Financial Analyst Administrative Analyst I/II • Administrative Assistant/Assistant District Secretary <p>We have placed a few accountants which were required to perform mid to entry-level professional accounting work involving the review of source documents used for accounting, the maintenance of ledgers, registers, or other records of initial entry, the maintenance of control accounts, and the preparation of periodic and special financial</p>

B. PROJECT STAFF QUALIFICATIONS/EXPERIENCE

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).

To build a successful partnership with the University, Tryfacta will assign a local account management team comprised of Mr. Arman Dhar as the Primary Account Manager and Mr. Adesh Tyagi as a secondary Account Manager for this project. Ms. Yamina Rais will take the responsibility of Recruitment Management. Mr. Deepak Kanyal with his rich financial experience will act as an AP Manager, Mr. Bandi as the Recruitment Manager and Mr. Manyu will be the Customer Support Representative for this project. Thus, the University can rest assured that it will always, have the fullest and most responsive attention from Tryfacta. Tryfacta's policy is to mandate that our Project Managers meet at least monthly with each UCF's representative to proactively ensure that expectations are being met, and to ensure that potential risks are identified and dealt with before they become issues. They also ensure that a strong communication channel gets built so that the UCF's representative feels comfortable reaching out to them at any time. The following table depicts the relevant experience of our proposed account management team for the University.

Key Personnel, their Roles and Location	Brief Description
1) Arman Dhar - Local Primary Account Manager (Main Point of Contact)	Arman will be the main point of contact for the University responsible for developing and maintaining strong business relationships with the University and candidates by conducting site visits. Work closely with Recruitment Manager, HR Manager, Business Development, recruiters, and University throughout the recruiting process, including pricing, position qualification, development of recruiting strategies, initial resume submittal, scheduling telephone, etc.
2) Adesh Tyagi - Secondary Account Manager	Tryfacta is proposing the service of an alternate or backup account manager who will be responsible for working with the primary Account Manager on the University's requirement in case the primary Account Manager is unavailable (due to vacation, leave of absence, attendance at a conference, a day off, etc.), all the communication and management of the contract will be managed by the alternate Account Manager without any uninterrupted services.
3) Praveen Bandi - Local Recruitment Manager	Responsible for assisting with the implementation and administration of recruitment programs. Receive, screen, and file incoming resumes, background, and reference checks. Conduct initial screening interviews, telephone interviews, and/or face-to-face interviews with prospective applicants. Assist with recommendations to the hiring manager on candidate hire and partner with appropriate stakeholders to offer competitive compensation packages and facilitate negotiation with candidates.
4) Yamina Rais – HR Manager	Employee Onboarding, Orientation, Background Check, Documentation of performance issues/complaints, cure letters, Contract amendments, documentation of deliverables, Payment records, contract closeout documentation, etc.
5) Deepak Kanyal – Finance Manager	Monitor the day-to-day financial operations within the company (payroll, invoicing, and other transactions). Prepare monthly and quarterly management reporting. Participate in strategic data analysis, research, and modeling for senior company leadership.
6) Manyu Tyagi – Customer Support Manager	1 st level of Issue Escalation, overseeing the development of customer resources and measures impact on support inquiries. Manage Customer Success Quality Assurance, ensuring that root causes of issues are identified and resolved.

Resumes

Key Personnel #1 - Qualifications and Experience

Name: Arman Dhar | Title: Account Manager (Primary Point of Contact)

Mr. Arman Dhar has gained 22 years of professional experience as an Account Manager for multiple clients but not limited to the **Aims Community College, Colorado, St. Louis Public Schools, Missouri, School District of Greenville County, South Carolina, University of Maryland University College, Adams 12 Five Star Schools, CO, Chicago Public Schools, IL** and many more.

Education:

- BS Civil Engineering & Transportation Management, UC Berkeley
- MS Management, Rensselaer Polytechnic Institute.

Fields of expertise

- o Conduct position qualification, determine to price and develop and execute recruiting strategies.
- o Follow up with candidates and clients after the interview.
- o Manage the offer generation and approval process.
- o Manage the scheduling of interviews and preparation of candidates for job interviews.
- o Current job offers, negotiate, close the transactions, and confirm start dates and compensation.
- o Provides all kind of support needed by clients and consultants.

Relevant Experience

Tryfacta, Inc.

2010 – Present

Account Manager

Account Manager– in charge of Delivery Management for the following Tryfacta' s clients:

Santa Clara Valley Water District

Responsibilities

- o Develop and maintain strong business relationships with County and candidates by conducting site visits, attending trade shows/recruiting events, and networking opportunities.
- o Manage and direct team recruiting activities by providing focus and leadership, motivating, and developing recruiting team members.
- o Work closely with Recruitment Manager, Business Development, recruiters, and clients throughout the recruiting process, including pricing, position qualification, development of recruiting strategies, initial resume submittal, scheduling telephone and personal interviews, offer creation/presentation, and on-boarding. Conduct regular client briefings and ensure the team is adequately equipped to hire in a timely, cost-effective manner and deliver candidates accurately matched to the assigned County's specifications.
- o Keep abreast of changes in the County's recruiting priorities and help recruiters set preferences based on these changes.
- o Contribute to the development and consistent execution of best practices in direct and contract hire recruitment. Work with hiring managers to provide creative recruitment solutions to meet the needs of the business. Source, pre-screen, and interview candidates.
- o Be experienced in pro-active sourcing, including social networks and other alternative sourcing methodologies to ensure a robust pipeline of potential candidates.
- o Develop and maintain networks both internally and externally in the organization to identify key talent and build pipelines.
- o Conduct position qualification, determine to price, and develop and execute recruiting strategies.
- o Follow up with candidates and clients after the interview.
- o Manage the offer generation and approval process.
- o Manage the scheduling of interviews and preparation of candidates for job interviews.
- o Current job offers, negotiate, close the transactions, and confirm start dates and compensation.

Orange County, CA

Responsibilities

Temporary Labor Services

- o Operates as the day-to-day point of contact for searching orders, including but not limited to protecting revenue margins, submitting talent, coordinating interviews, eliciting client feedback, and facilitate onboarding and off boarding, including exit interviews.
- o Participate in weekly recruitment status calls with Hiring Manager to discuss current open positions, pipeline, and recent successes and challenges.
- o Help manage the financial health of an account.
- o Responsible for providing world-class service and conducting QC and engagement calls for both client and talent as needed.

St. Louis Public Schools

Responsibilities

- o Serve as the lead point of contact for the university.
- o Build and maintain strong, long-lasting client relationships.
- o Develop trusted advisor relationships with the university, stakeholders, and executive sponsors.
- o Ensure the timely and successful delivery of our solutions according to university needs and objectives.
- o Communicate the progress of monthly/quarterly initiatives to internal and external stakeholders.
- o Develop new business with existing clients and/or identify areas of improvement to meet sales quotas
- o Forecast and track key account metrics (e.g., quarterly sales results and annual forecasts).
- o Prepare reports on account status.
- o Collaborate with the sales team to identify and grow opportunities within the territory.
- o Assist with challenging client requests or issue escalations as needed.

School District of Greenville County

Responsibilities

- o Establish recruiting plans that include job boards, social networking, and referral resources.
- o Build relationships with marketing, creative and technical talent to establish a pipeline for client roles.
- o Conduct interviews with talent by phone/video calls to qualify for specific client roles.
- o Maintain accurate applicant/candidate/employee records in the applicant tracking system.
- o Perform candidate reference-checking procedures to confirm past performance and prospect for new job orders/requisitions. Follow-up on all existing business to ensure retention, quality control, and additional business development in collaboration with other team members. Proactively and strategically upsell candidates to clients. Meet and exceed weekly activity metrics.

Past Client Engagement Description

2002 – 2009

Supplier Manager and primary point of contact responsible for multi-customer, multi-site accounts from \$7 million to \$35 million. Advisor and strategic partner overseeing 40 suppliers, 400+ field personnel, and multi-site facilities. Provide work direction and general Program management oversight to assigned Programs, including scheduling, assignment of work, and forecasting

- o Corporate recruiter collaborating across teams to support hiring initiatives, process improvements, and sharing of best practices. Conduct regular business partner meetings to educate on recruiting best practices, market data, including the execution of recruiting processes and tools

Key Personnel #2 - Resume

Adesh Tyagi - Account Manager (Secondary Point of Contact)

Tryfacta Inc., FL

1996 - Present

Account Manager

- Tryfacta is proposing the service of an alternate or backup account manager who will be responsible for working with the primary Account Manager on the County's requirement, in case the primary Account Manager is unavailable (due to vacation, leave of absence, attendance at a conference, a day off, etc.), all the communication and management of the contract will be managed by the alternate Account Manager without any uninterrupted services.
- We conduct Knowledge Exchange sessions regularly either as in-house training or via our portal. We have in-house training CBTs that our entire staff can go through.
- Also, our mentors/SME's also worked side by side with the proposed support team, so that if the key staff leaves the Tryfacta, then we can provide the City an immediate staff to handle the contract without decreasing efficiency in service delivery.
- **Education:** BS Communications, UC Berkeley

Account Manager – in charge of Delivery Management for the following Tryfacta's clients:

- State of California (Staffing)
- Alameda County, CA (Staffing)
- Orange County, CA (Staffing)
- Los Angeles County, NY (Staffing)

Responsibilities

- Collaborate with hiring managers and senior HR/MSP leaders to move candidates along the selection and hiring process.
- Develop relationships with hiring managers and MSP partners to drive a best-in-class recruiting process to ensure positions are filled within time to fill goals.
- Drive focused searches through a variety of channels, including internal ATS, external job boards, user groups, niche sites, networking sites, etc.
- Successfully source active and passive candidates for assigned searches.
- Complete pre-screen assessments on candidates that meet the minimum requirements for assigned positions.
- Provide detailed summaries to hiring managers of candidates passing the initial screening process.
- Manage candidate offer negotiation process with hiring managers and within established company policies.
- Proactive recruiting to build a talent pipeline for future opportunities.
- Follow established processes designed to ensure candidate experiences throughout the recruitment process meet a high standard level of communication, courtesy, and follow-up.
- Successfully sell our employer value proposition to candidates throughout the hiring process.
- Managing specialized recruiting programs, candidate management, client management, vendor & agency management, immigration policy, legal & compliance issues, compensation, and candidate negotiations.

Key Personnel #3 - Resume

Praveen Bandi – Recruitment Manager

Summary

- 11+ of years of experience of working in the recruitment industry.
- Work with leadership teams to understand recruiting needs and challenges.
- Develop strategies for overcoming roadblocks to successfully attracting the right talent.
- Develop marketing strategy and promote Tryfacta branding.
- Develop project plans to implement strategies in support of recruitment initiatives.
- Oversee development and implementation of recruiting strategies through advertising, social media, job fairs, college fairs, networking, business and employee referrals, internship programs, and/or third-party assistance.
- Continuously monitor and analyze data to ensure strategy effectiveness.
- Monitor and develop strategies to improve metrics.
- Lead a team implementing recruitment strategies throughout Tryfacta.
- Train recruitment professionals, HR Managers, and hiring managers on best practices.
- Ensure onboarding programs meet company needs.
- Lead teams to positively impact retention efforts for the company.

Tryfacta Inc., FL

2020 - Present

Recruitment Manager

- Provide oversight for all recruiting activities including sourcing, interviewing, offer negotiations and candidate management.
- Ensure that all recruiters are following procedure regarding data collection and communication.
- Manage recruiters to ensure continuous communication with prospective candidates.
- Work with recruiters, clients and candidates to resolve any issues that arise.
- Partner with the business development function of Deegit™ to ensure an on- going candidate pipeline that reflects the client's needs in both the short and long term.
- Manage recruiters to ensure that they are continuously improving their industry knowledge for both the recruiting and technology disciplines.
- Responsible for developing the recruiting team to meet the hiring demands of the division.
- Attend networking events.
- Deliver projects and products using the appropriate agile project management methodology, learning & iterating frequently.
- Work with the Account Manager to define the roadmap for any given requirement and translate this into a closure.
- Lead the collaborative, dynamic recruitment process – prioritizing the work that needs to be done against the capacity and capability of the team.
- Matrix-managing a multidisciplinary team.
- Ensure all products are built to an appropriate level of quality for the stage (alpha/beta/production)

Deegit Inc.

January 2010 - April 2020 (10 years 4 months)

Lead Recruiter

Key Responsibilities

- Responsible for assisting with implementation and administration of recruitment programs.
- Receive, screen, and file incoming resumes, background, and reference checks.
- Conduct initial screening interviews, telephone interviews, and/or face-to-face interviews with prospective applicants.
- Assist with recommendations to hiring manager on candidate hire, and partner with appropriate stakeholders to offer competitive compensation packages and facilitate negotiation with candidates.
- Leverage various resources - internet, community organizations, print media, formal/informal networks, colleges, trade associations - to directly and indirectly source qualified candidates.
- Ensure the maintenance of accurate and concise records and reports concerning all phases of the recruitment process, working within the Applicant Tracking System (ATS) and HRIS tools
- Maintain consistent standards for all applicants and ensure compliance with all local rules and regulations related to hiring and recruiting.

Temporary Labor Services

- Responsible for developing and applying an in-depth knowledge of the job specifications to include experience, skills, and behavioral competencies needed for success in each role.
- Promote the Company image to candidates and external service providers and ensures that the Company is represented in the most accurate and appropriate way to all candidates and personally drives the highest standards of ethical behavior for all involved in the recruiting process.

- **Education:** Master of Business Administration

Recruitment Management for the following Tryfacta's clients:

- Fort bend County, TX (Staffing)
- DIR, TX (Staffing)
- HCL (Staffing)
- Kansas Department of Administration (Staffing)
- Orange County Florida (Staffing)
- South Florida Water Management District (Staffing)
- San Francisco Bay Area Rapid Transit District (Staffing)
- Alameda County, CA (Staffing)
- Santa Clara Valley Water District, CA (Staffing)
- University of California, CA (Staffing) and many more.

Key Personnel #4 - Qualifications and Experience**Name: Yamina Rais****Title: Human Resources Manager**

Ms. Yamina Rais has gained eight years of experience as a Human Resources Manager. She has gained previous experience in providing support on the Public Sector Client like **DIR Texas, Fort Bend County TX, Alameda County Water District California, County of Alameda, California State Compensation Insurance Fund, Los Angeles County, Orange County, Santa Clara Valley Water, South Florida Water Management County, City of Charlotte, Caltrans**, etc.

Education: BS International Business and Finance & M.S. Human Resources Management

Fields of expertise

- Full responsibility for all On and Off boarding activities
- Submit completed BGC reports to the client
- Act as liaison between the employees and the client regarding the starting schedule, reporting instructions, job details, etc.
- Forward onboarding details to the finance team for adding new employees to the payroll system.
- Handle terminations, exit interviews, the return of all company equipment, etc.

Relevant Experience**Tryfacta, Inc.****2012 - Present****Human Resources Manager****Responsibilities****Candidate Assessment and Screening**

- **Assessment Opportunities** - Leverage tools and assessment frameworks from Operations teams and the Center of Excellence to assess candidates.
- **Screening** - Execute initial screening and assessing candidates; you identify and gather information (e.g., ability to hire, relocation, immigration, compensation) to qualify the talent pool.

Candidate Attraction

- **Candidate Engagement** - Elicit interest in active and potential candidates by using business stories representing Microsoft's unique career possibilities, advantages, and rewards distinct from competitors.

Candidate Experience

- **Hiring** - Maintain candidate satisfaction at all phases of the relationship by leveraging motivators and incentives to engage candidates, prepare them for the subsequent stages of the process, and identify approaches to enhance candidate experience throughout hiring plans.

Data Analysis and Hiring Plans

- **Hiring Data and Trends** - Review data and market research and consult with the business to recommend and implement a hiring plan that addresses both business demand and talent availability; review and analyze data to improve staffing performance.

Operational Compliance and Excellence

- **Policy and Standards Compliance** - Use an understanding of the entire staffing lifecycle to apply the appropriate internal and external staffing policies, standards, and/or regulations to all stages of the staffing process; educate clients on the proper processes and procedures to ensure that compliance requirements are met.
- **Technical Documentation** - Maintain current documentation on candidates' qualifications and status in the appropriate staffing or tracking system, within compliance guidelines (e.g., Office of Federal Compliance Programs, General Data Protection Regulation); capture relevant data in recruiting platform and leverage data to inform meaningful insights.

Stakeholder/Client Engagement

- **Business Impact Knowledge** - Execute a hiring plan within aligned business groups, balance multiple timeframes and expectations for budget, scope, and time.
- **Strategic Thinking** - Interpret the client's business and requirements to drive a staffing process to promote an optimal internal and external talent mix.
- **Talent Engagement** - Identify differentiated and alternative types of talent (e.g., compete, diverse, non-traditional) that may not be typically considered, and provide recommendations to the business area.

Talent Sourcing

- **Candidate Relationship Management** - Use an understanding of talent markets and complex candidate profiles, as well as relationships with talent pools and communities, to identify, secure, and/or develop candidates for immediate and near-future needs and pipelines.
- **Developing a Talent Pool** - Develop a pipeline that generates strategic and differentiated candidates to meet the business's future talent needs; identify unique and non-traditional talent sources (e.g., university recruiting).

Specialty Responsibilities

- **Market Analysis and Channel Insights** - Gather external market data and perform analyses to identify market trends and channel insights; identify insights and share recommendations within the team.
- **Stakeholder/Client Engagement** - Bring candidates through the interview and closing process, and work with other teams to meet candidate needs (e.g., onboarding, relocation, Visas, critical dependencies); close candidates and respond to objections from the business.
- **Stakeholder/Client Engagement** - identify current, and future talent needs through opportunistic exploratory and analysis of market demands and share findings with the team; execute plans to proactively consult leaders to create new roles that bring in desired talent.
- **Workforce Analysis** - gather internal data and perform analyses to identify the current state of workforce talent/diversity; identify hiring needs and share recommendations.

Key Personnel #5 - Qualifications and Experience

Name: Deepak Kanyal

Title: Accounts & Finance Manager

Mr. Deepak Kanyal has gained eight (8) years of Accounts & Finance Manager. He has gained previous experience in providing support to Public Sector Client like the State of Florida, State of New Jersey, State of Minnesota, State of California, State of Oregon, State of Indiana, Alameda County Water District California, County of Alameda, California State Compensation Insurance Fund, Los Angeles County, Orange County DIR Texas, Fort Bend County TX, Santa Clara Valley Water, South Florida Water Management County, and many more.

Education: MBA-Finance.

Fields of expertise

- Payroll Management
- Vendor Management
- Accounts Payable
- Invoicing
- Employee Tax Issue Management
- Revenue & Cash Flow Analysis
- Accounts Receivable /Payable
- ADP, QuickBooks, Workday Super User

Relevant Experience

Tryfacta, Inc.

2015 - Present

Accounts & Finance Manager

Responsibilities

- Monitor the day-to-day financial operations within the company (payroll, invoicing, and other transactions).
- Prepare monthly and quarterly management reporting.
- Participate in strategic data analysis, research, and modeling for senior company leadership.
- Support project analysis, validation of plans, and ad-hoc requests.
- Manage the company's financial accounting, monitoring, and reporting systems.
- Ensure compliance with accounting policies and regulatory requirements.
- Responsible for all accounting and finance activities [Accounts receivable, accounts payable, Payroll Management, Cash flow Analysis, Financial Reporting, Revenue Analysis, Ageing, Vendor Management, Customer Management]
- Manage various Monthly/Semi-Monthly/Weekly payroll cycles
- Responsible for timesheet management - Checking timesheets for errors, updating hours in ADP (Payroll System), recording overtime, sick time, reimbursements, etc. Calculating taxes, insurance, and other deductions
- Generate invoices per each client requirements, ensuring all required details are provided on a weekly, semi-monthly, or monthly basis
- Supervise the HR team to ensure timely submission of timesheets to the clients.
- Maintain a system of tracking payments from the client. Following up as needed with Client for unpaid invoices
- Maintain customer and vendor lists and details of vendor payments. Validating the accuracy of invoices from the vendors.
- Schedule payments according to payment terms with the vendor (Net 30/45/60)
- Maintain Tracking schedules for invoicing, timesheets, and vendor payments
- Create Ad-hoc reports as required, IE: Projections/ Forecast reports, Revenue Reports, Margin Analysis.

Past Client Engagement Description

2012 - 2014

- Reviewed and processed payroll-related ESS/MSS transactions daily - for new hires, terminations, position changes, transfers, salary changes, etc.
- Calculated and processed earnings, retro payments, over-payments, etc., due based upon annual or hourly rates.
- Ensured transactions were processed timely and accurately, verified appropriate approvals obtained. Performed Audits and manual requests -processed international transactions, advances, bonuses, benefit adjustments
- Analyzed and accurately assigned state & local tax information for all employees in the US and Canada. Assisted with Year-End and Quarterly Tax Adjustments as needed with Payroll Tax Department/ Payroll Analysts
- Communicated with customers to obtain missing information or corrections to previously submitted paperwork
- Processed daily manual check requests – void & reissues, advances, draws, expenses, bonuses, etc.

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.

No subcontractors or sub-consultants will be used during the term of this contract.

Please refer to the staff resumes, we have highlighted all the education based clients our staff has served.

Ensuring Quality of Staff

Ensuring the proper qualifications of the prospective employees is paramount. Tryfacta employs a meticulous vetting process, combining our understanding of environment, customer and requirements with our relevant experience in staffing federal, state and local organizations. We operate rigorous quality assurance plans in all aspects of recruitment, vetting and registrations to ensure that all our candidates exceed the regulatory standards set by the Client. We have a robust candidate screening and selection process that make us able to provide right talent for right project. We deliver the qualified and best temporary labor that make perfect fit according the requirements and support the clients to achieve their business objective with every position.

Background Checks

At Tryfacta, we have a well-defined and documented Background Check Policy to perform a pre-employment medical exam. Under this policy, candidates are subjected to compulsory pre-employment background checks depending upon the client's requirement. The candidate will be notified and required to sign a consent and authorization form. We will notify you in writing regarding the result of the background checking conducted for a candidate. The candidates are successfully clearing the background check to join the client project. Candidates can be screened pre-hire, pre-offer, pre-joining, post-offer, or post-joining. In addition to our thorough screening, sometimes we rely on third-party vendors like Sterling, Intelius, and Cleves Research to perform checks against public databases. It starts when the candidate submits the duly filled background verification (BGV) form and supporting documents. The BGV form also contains the self-declaration, binding the candidate's employment in that organization subject to positive clearance of all the checks.

- The candidate signs the Letter of Authority, empowering the Tryfacta to carry out relevant checks. In turn, Tryfacta itself or gives the LOA to the BGV agency to carry out the verification process.
- The coverage of every check depends on the criteria's decided when signing the contractual obligation.
- Also, not necessary for all the checks to be done to the candidates. It varies depending on the Client requirement, the industry, the candidate's profile, nature of work, etc.

Tryfacta contracts with a third-party screening service such as USAFact, HireRight, and Karmacheck to run background checks. The BGC [Background Check] agency customizes BGC packages for us as per our Client's requirements. They offer a wide range of verification services from employment, education, criminal, SSN validation to Drug tests and Identity checks, to name a few. The BGC process, from the time it is initiated to completion, takes around seven days (considering a basic package of 7 years employment, highest Education, Criminal history, etc.). The timeline may differ depending on the package being set up. Initiating a BGC is very simple; we have to enter the candidate's name and email address in the Agency portal. Then, a link is automatically sent to the candidate to fill in all the information and submit it. The BGC firm also collects the authorization to initiate the BGC from the candidate. The BGC firm will contact the candidate to collect any additional information/document required for the verification throughout the

process. As soon as the candidate hits “Submit” after filling in the information, we can see the progress of the BGC in real-time and keep the Client updated. We get a notification every time a BGC is initiated and completed. We can download the report and share it with the client when required. All the BGC reports are uploaded to our company’s internal database system and can be produced at any time needed for a future date.

A generic Background Screening package includes:

- Social Security Number (SSN) validation
- Address history for the past seven (7) years
- City and Federal criminal and sex offender record check
- Employment verification
- Education verification
- DMV Check
- Credit Report (if needed).

Tryfacta has a well-defined and documented Background Policy, as discussed above. Under this policy, candidates are subjected to compulsory pre-employment background checks depending upon the client's requirement. Following are the essential steps followed in this regard:

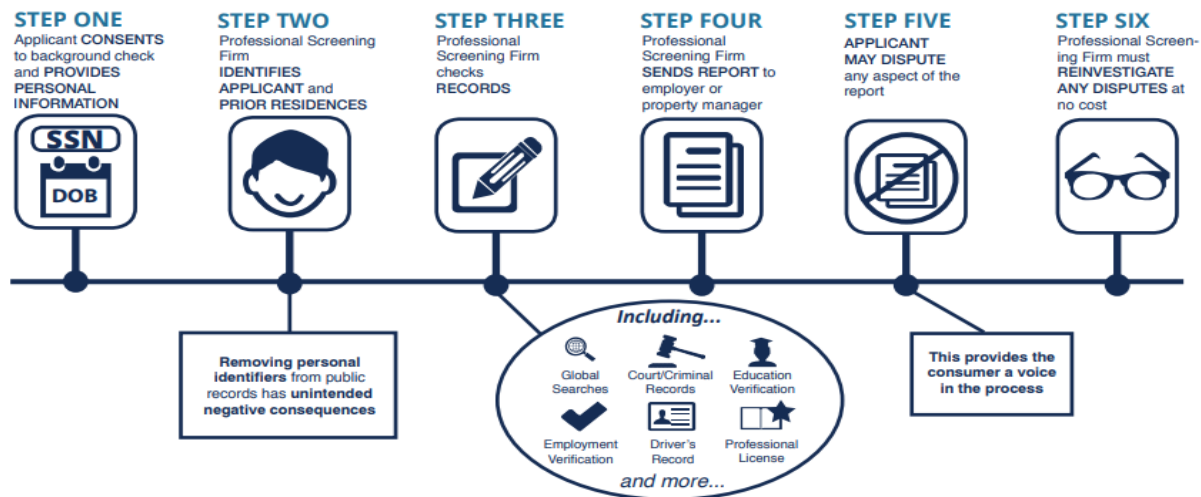


Figure 8: Pre-employment background checks

Drug Screening

Drug and alcohol screening will be conducted within the parameters of any applicable federal and state laws. Tryfacta will use scientifically valid methods and procedures and test urine, hair, blood, saliva, and/or breath (if required). Qualified laboratory personnel will perform all drug screens in a SAMHSA-certified laboratory or a CAP-certified laboratory. If needed, include a gas chromatography/mass spectrometry (GC/MS) confirmation test. Tryfacta agrees to perform (“Pre-appointment testing”) within the 30 calendar days immediately before the start date. We will provide a minimum of ten (10) panel drug tests, including the oxycodone drug test. Below is the list of minimum drug tests we will provide to the County. Based on the Client's request, we will modify and offer any additional tests if needed.

The candidate is notified and is required to sign a consent and authorization form as to the procedures outlined in the Background and Drug Test Policy. An independent agency has been mandated to perform a background and Drug test for the candidates. The agency, after completing the checks, provides the results to Tryfacta. Tryfacta notifies the Client in writing regarding the background and drug test conducted for a candidate. The candidates who successfully cleared the background and drug check proceeded to join the Client.

We always validate that the candidate has the required skills and experience necessary for the position. Our recruiting team will do a deep dive into the candidate's expertise and deliverables and ask quick-fire questions related to their technical skillset. Ensuring the proper qualifications of prospective support team members is paramount. Tryfacta employs a meticulous screening process, combining our understanding of the environment, customer, and requirements with our staffing organizations' relevant experience. Our recruiting team has ample experience supporting Government operations, ensuring we staff the needs with personnel who meet the stated requirements, bring the right experience and qualification requirements. In addition, Tryfacta utilizes a rigorous screening approach to ensure prospective employees have the proper qualifications.

Pre-screening

- Execute a comprehensive pre-screen that confirms motivation, salary, skill level, clearance, and potential.
- Team fit for client culture.
- Provide Tryfacta overview and explain benefits.
- Evaluate general aptitude.

Skills Evaluation

- Criteriacorp (Skill Proficiency Profile Testing) / Online Test.
- Interview - Conduct detailed interviews based upon the Client's requirement.
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- Prepare the feedback form by filling results of the interview.

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- Our critical objectives of the interview process are to find resources that match. The County's requirements and have the following competencies:
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- Expertise with matching or exceeding 100% of required skills.
- Cultural fit.
- Good analytical and proven success in career.
- Energy agency experience, including knowledge of sustainable alternative energy initiatives and Energy association memberships.

Our actual screening process is quite intense.

- Each submission has processes that authenticate the candidate's years of experience via documentation analyses and research on professional networking sites.
- We technically screen candidates via "Technical Quick Fires." These questions will be based on a specific role or area of the specialty of the resource.
- Each candidate that will be submitted also goes through a Quality Control process; if there are any red flags or concerns, we take the candidate out of the pipeline. In this process, we will do a quick validation that all education and license, and certification requirements are completed
- Included below is a high-level flow of the interview areas we cover when processing a potential candidate for submission. The sample "Technical Quick-Fire" questions that our Technical Recruiters use for vetting Quality Assurance Analysts are included below.

Quality Assurance Analyst Technical "Quick-fire" performed by Tryfacta Technical Recruiter

Question	Expected Answer	Candidate Answer
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What is the difference between the Q.A. and software testing?	Q.A. (Quality Assurance)'s role is to monitor the quality of the "process" used to produce the software. While software testing ensures the final products, functionality meets the user's requirement.	
What is Test ware?	Test ware is test artifacts like test cases, test data, test plans needed to design and execute a test.	
What automation challenges does the SQA (Software Quality Assurance) team face while testing?	Mastering the automation tool, Reusability of Automation script, Adaptability of test case for automation, Automating complex test cases	
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What is branch testing, and what is boundary testing?	Testing all the code branches tested once is known as branch testing. While the testing focused on the limit conditions of the software is known as boundary testing.	
What is a quality audit?	The systematic and independent examination for determining the effectiveness of quality control procedures is known as the quality audit	

C. OVERALL RESPONSIVENESS OF PROPOSAL TO SATISFY SCOPE/PROJECT APPROACH

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?

Tryfacta has distinguished itself from our industry competitors through our outstanding services and Temporary Employment capabilities. Our services are customized to meet our clients' specific needs, particularly the needs of our education-based clients. **We are currently serving 27 education based clients with are temporary employment services.** (Technical and Non-Technical categories) Tryfacta's innovative approach to the staffing industry has made us the industry leader in providing temporary staffing services.

Tryfacta has a large pool of professionals who have worked exclusively with us and are local to the university's office locations that will enable us to re-deploy proven and tested potential talent to the University. Since Tryfacta has been placing professionals in similar roles for nearly two decades, we always practice the strategy of placing tried and tested, qualified professionals who have worked for us before; many of whom are local to the UCF and surrounding cities. This pool is also a great pivot point to engage with for candidate references as in the case a candidate is not available, that person can often recommend someone in their professional network. Our database contains more than 05 Million qualified professionals with qualitative and quantitative data that we have captured over the years. This enables us to have a more on-demand versus reactive recruiting strategy.

City Positions	Local Resumes in Florida	National database of resumes
Administrative Assistant I	220+	2350+
Administrative Clerk	250+	3590+
Data Entry Operator	500+	2580+
Database Administrator	300+	2350+
Inventory Specialist	300+	1500+
Service Desk Technician	400+	4590+
Accounting Assistant	300+	1980+
Accounting Manager	300+	1380+
External Auditor	300+	1270+
Bookkeeper	300+	2890+
Payroll Assistant	300+	3890+
Purchasing / Procurement	300+	4500+
Sr. Compliance Officer	300+	3580+
Personal Assistant	500+	4200+
Warehouse Support Staff	300+	2350+
Assistant Manager	300+	1890+
Flagger / Laborer	300+	1260+
Forklift Operator	300+	1580+
Grounds Worker	300+	1470+
Groundskeeper / Landscaper	300+	1580+
Heavy Industrial Materials Handler, Freezer (Warehouseman)	800+	3580+
UX Designers	300+	2460+
Environmental Technician	800+	2300+
Information Architects	800+	1500+
Help Desk Support	800+	5000+
Project Manager	800+	5000+
Business Analyst	400+	4558+

Temporary Labor Services

Database Developer	300+	1200+
Program Support Specialist	400+	3498+
Residential Plan Reviewer	400+	5460+
Architect	300+	2375+
IT Manager	500+	3000+
Software Engineer	500+	1478+
Programmer	700+	5000+
Network Engineer	500+	2300+
Data Analyst	800+	5400+
IT Technician	500+	8760+
Senior Data Analyst	500+	3200+
Data Architect Senior	500+	5000+
BI Analyst	750+	3500+
Helpdesk Technician	600+	5000+
IT Specialist	500+	8000+
Maintenance Field Worker	450+	2300+
Technical Support Coordinator	600+	3289+
Plumber / Steamfitter	800+	3752+
Mechanic	750+	5000+

Tryfacta Contract Management for Timely Services

Tryfacta will establish a Client Engagement and Delivery Office (CEDO) in the University of Central Florida to implement contract requirements. CEDO will be focused on adding values and delivering staff augmentation need by the University of Central Florida. Tryfacta Proposed Engagement method is a dedicated delivery model, leverages its best resources to fully support the mission and objectives of the University, Tryfacta Account Manager will provide regular and “after-business-hours” support to the University. This CEDO also empower Tryfacta to respond as quickly as possible to all University requirements and queries and fill all the listed vacant job categories with turnaround time as little as 4 hours for all job requirements. CEDO at Tryfacta is focused on adding values and delivering the resources “whenever it needed” through deep understanding of the experience, skills and other details for successful deployment and project completion. CEDO ensure a perfect match with continuity at place using an innovative, best in class 24/7 Recruiting and deployment engine complemented by internal team work to validate candidate and back ground, deployment, candidate replacement (Change Management), Time sheet management and administration. Our client centric approach has resulted in over 95% of clients retaining Tryfacta in their “top 3” supplier bucket.

Tryfacta will harness resources from Account Management, Recruitment, E-care (Payroll processing and administration), Client Care (Client Feedback and resolution management) teams by consolidating them into a distinct, flawless University, CEDO. This CEDO will lead and direct all delivery efforts covered under this contract. Each team member of the CEDO will be dedicated to the successful execution of the contract. In below given table we have described in details our departments involved in CEDO and key responsibilities areas of CEDO to work under this contract to assure a quality and timely delivery of all temporary resources needed by the University of CO. Below mentioned are the activities that each department of CEDO will be perform under this contract to ensure delivery of personnel and services in timely manners.

2. Describe how urgent requests are handled.

At Tryfacta, we believe a successful contingent staffing program is only obtained through a successful partnership with a trusted workforce provider who can implement a seamless program that at its core ensures you have access to quality staff at a moment's notice. Tryfacta has a well-defined "Urgent Requirements" team, that manages projects that would require candidates in the shortest turnaround time possible. The University of Central Florida will be assigned a dedicated team of 11 recruiters, that would rigorously comb through our internal pre-vetted database, to fulfil the on an as needed demands in an timely manner.

Additionally, we will develop a float-pool of pre-qualified and pre-credentialed local temporary professionals to help ensure the university receives access to superior staff at a moment's notice.

By combining the specialized focus of our Raleigh recruiting office and 24/7 On-Call Coordinators, with our dedication and experience in providing qualified temporary healthcare staff, we will ensure you receive complete fulfillment of all temporary healthcare staffing requests.

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

At Tryfacta, a background check is required for each position performing a critical function. The job description/posting will indicate when a background check is required. Our background check includes the following records searches: Criminal Felony and Misdemeanor (past 7 years, all counties, aliases, and maiden names revealed by a social security number trace), National Sex Offender, National Criminal Search, Education (highest degree), and Employment (past 7 years or previous two employers). Other searches such as credit, motor vehicle, or professional license verification may be conducted as the job's critical functions require.

Reference Check: Our thorough reference checks can determine if the candidate is the most qualified person for the position and will work well with the team. By Tryfacta policy, a reference check will be completed prior to giving the candidate an employment offer. The Hiring Manager will conduct the reference check. Reference checks will be completed only on the final candidate. We will obtain consent from the candidate to contact the references and only ask employment related questions. Tryfacta requires three completed reference checks (one should be from a current or former supervisor, two strongly preferred) who can speak to the candidate's previous work performance. Reference checks will be conducted over the phone and email. Reference checking is primarily used to:

- Verify the accuracy of information given by job applicants through other selection processes (e.g., résumés, occupational questionnaires, interviews)
- Predict the success of job applicants by comparing their experience to the competencies required by the job.
- Uncover background information on applicants that may not have been identified by other selection procedures.

Background check features

- **Identity verification & social security validation:** Verifies name and date of birth against the Social Security Number provided. This is used to help eliminate the possibility of false names and/or information. It also verifies current address and identifies previous addresses. This is critical information used to determine the jurisdiction in which the background screening will be conducted.

- **Local criminal record search:** State and/or City, County criminal record searches are performed to capture all misdemeanor and felony records. Based on address history, multiple county searches may be performed. All of the record searches are conducted on-site in the appropriate courthouse.
- **National criminal search:** Two multi-jurisdictional criminal database searches covering 50 states plus, DC, Guam, and Puerto Rico with more than 800 million records per provider and alias search.
- **Sex offender registry:** Two sex offender registry database searches with every state/county/jurisdiction in the U.S. and territories, including DC, Guam, and Puerto Rico.
- **INTERPOL, FBI most wanted, federal sanctions:** Wanted foreign nationals, international sex offenders/traffickers, all high-level criminal data provided by partner countries.
- **Personal review:** Every background check is personally reviewed for accuracy by a safety expert.

Procedures

1. New Staff Employees

- All new Staff employees must have completed the Tryfacta's online application for Staff positions, including the criminal history disclosure statement, before they can be offered employment.
- All new Staff employees shall have the following background checks completed as a condition of employment with Tryfacta. For each of the background checks identified in this paragraph.
 - Employment verification** - to be completed by the hiring department or Tryfacta Human Resource office
 - Educational verification** - to be completed by the hiring department or Tryfacta Human Resource office
 - License verification** - to be completed by the hiring department or Tryfacta Human Resource office; except for a required motor vehicle driver's license, which is to be initiated by the hiring department or Tryfacta Human Resource office and completed by Office of Insurance, Loss Control and Claims
 - Criminal history check** - to be initiated by the hiring department or Tryfacta Human Resource office after acceptance of an offer of employment has been received, with final completion by the Tryfacta Human Resource office
 - Sex and violent offender registry check** - to be initiated by the hiring department or Tryfacta Human Resource office after acceptance of an offer of employment has been received, with final completion by the Tryfacta Human Resource office
- Foreign nationals who have been offered employment into Staff positions will be subject to the following provisions:
 - The verification of education that the candidate has cited that qualifies the individual for the position.
 - The verification of employment that the candidate has cited that qualifies the individual for the position.
 - A criminal history check covering time in the United States if the period of time that the individual has been in the United States exceeds one year.
 - A criminal history check in the individual's prior countries of residence only if the individual's visa and/or authorization to work in the United States was issued before implementation of the Patriot Act on October 24, 2001. Tryfacta will not require that a criminal history check be conducted in the individual's prior countries of residence if the visa or authorization to work was issued or renewed under the provisions of the Patriot Act.
- All new Staff employees who will be performing any of the following jobs shall also have the below listed additional background checks completed as a condition of employment with Tryfacta as requested by the Tryfacta Human Resource office and approved by Tryfacta Human Resource Services. Additional background checks shall include:

- i. **Credit history check** - to be completed by Tryfacta Human Resource Services.
- ii. **Tax payment check** - to be completed by Tryfacta Human Resource Services.

2. New Temporary Employees

- a. All new Temporary employees must have completed the Tryfacta's application for Temporary positions, including the criminal history disclosure statement, before they can be offered employment.
- b. All new Temporary employees shall have the following background check completed as a condition of employment with Tryfacta:
 - i. **Criminal history check** - to be initiated by the hiring department or Tryfacta Human Resource office, after acceptance of an offer of employment has been received, with final completion by the Human Resource office
 - ii. **Sex and violent offender registry check** - to be initiated by the hiring department or Tryfacta Human Resource office, after acceptance of an offer of employment has been received, with final completion by the Tryfacta Human Resource office
- c. Foreign nationals who have been offered employment into Temporary positions will be subject to the following provisions:
 - i. A criminal history check covering time in the United States if the period of time that the individual has been in the United States exceeds one year.
 - ii. A criminal history check in the individual's prior countries of residence only if the individual's visa and/or authorization to work in the United States was issued before implementation of the Patriot Act on October 24, 2001. Tryfacta will not require that a criminal history check be conducted in the individual's prior countries of residence if the visa or authorization to work was issued or renewed under the provisions of the Patriot Act.
- d. All new Temporary employees who are hired to perform work that requires a license shall have the following background check completed as a condition of employment with Tryfacta:
 - i. **License verification** - to be completed by the hiring department; except for a required motor vehicle driver's license, which is to be initiated by the department and completed by the Office of Insurance, Loss Control and Claims.
- e. At the discretion of the hiring department or Tryfacta Human Resource office, an educational verification and/or employment verification may be performed on a Temporary employee.

3. Current Staff Employees (if required)

- a. All current Staff employees who are performing any jobs or functions shall have the below listed background checks completed as a condition of continued employment.
 - i. **Criminal history check** - to be completed by Tryfacta Human Resource Services
 - ii. **Credit history check** - to be completed by Tryfacta Human Resource Services
 - iii. **Tax payment check** - to be completed by Tryfacta Human Resource Services

4. Previous Verifications or History Checks

- a. If the Tryfacta has performed any of the above verification or history checks on an individual within the past year, a new verification or history check of that specific category will not be required. The results of the previously performed verification and/or history check will be considered in any pending employment decision.

5. Tryfacta Human Resource office and Hiring Department Responsibilities

- a. The hiring department must review the applicant's Tryfacta employment application form including the criminal history disclosure statement prior to making an offer of employment.
- b. All offers of employment, oral and written, shall include the following statement: "This offer is contingent on the Tryfacta's verification of credentials and other information required by state law and Tryfacta policies, including the completion of a criminal history check."
- c. **Employment verification:** It is strongly recommended that this verification be completed before making an offer of employment to any individual; in all cases requiring such, this verification shall be completed within 30 days of making the offer of employment.

- d. **Educational and License verifications:** It is strongly recommended that this verification be completed before making an offer of employment to any individual; in all cases requiring such, these verifications shall be completed within 30 days of making the offer of employment.
- e. **Criminal history check and sex and violent offender registry check:** In all cases requiring such, these background checks shall be initiated after acceptance of the conditional offer of employment. The individual is required to complete the Tryfacta's consent form and provide his or her official name, date of birth and social security number which will be provided to a third-party which the Tryfacta has contracted with for associated services. The offer of employment must be withdrawn if the individual fails to complete the consent form.
- f. If the criminal history check indicates that there are no convictions, the third party vendor will inform the initiator of the request who in turn will inform the applicant that the employment offer is confirmed.
- g. If the criminal history check indicates that there are convictions, the third party vendor will inform the Tryfacta Human Resource office and Tryfacta Human Resource Services. The Tryfacta Human Resource office will provide a copy of the report to the individual. (All related information will be treated as confidential, and protected as such.)
- h. If the criminal history check reveals convictions which the individual disclosed in the application, the Tryfacta Human Resource office will review the report with the hiring department. Jointly, they will evaluate each conviction, including any additional information that the individual provides, before the offer of employment is confirmed or withdrawn. The existence of a conviction does not automatically disqualify an individual from employment. Relevant considerations may include, but are not limited to, the nature and number of the convictions, their dates, and the relationship that a conviction has to the duties and responsibilities of the position. Any decision to accept or reject an individual with a conviction is solely at the discretion of Tryfacta. (All related information will be treated as confidential, and protected as such.)
- i. If unreported convictions are revealed in the criminal history check, the offer of employment will be withdrawn and, if employed, the individual will be separated from employment, unless the individual shows that the report is in error. The decision to reject or separate an individual with an unreported conviction is solely at the discretion of Tryfacta. (All related information will be treated as confidential and protected as such.)
- j. In the event that the results of the background check influences a decision to withdraw an employment offer or separate employment, the Tryfacta Human Resource office will inform the hiring department and the individual.
- k. For all employment, education, and license checks/verifications required, departments shall maintain records indicating the item checked/verified, the name of the department personnel completing the check/verification, the date of the check/verification, and the status of the check/verification. These records shall be retained in the department's personnel file for the associated employee.
 - i. All results of criminal and sex and violent offenders' convictions or issues are considered confidential and will be maintained in confidential files within the Tryfacta Human Resource office.

6. Tryfacta Human Resource Services Responsibilities

- a. In the event that a criminal conviction is found, the third-party vendor will submit the report to the Tryfacta Human Resource office associated with the position and Tryfacta Human Resource Services.
- b. Tryfacta Human Resource Services will monitor the hiring decisions made in such cases, consult with the Tryfacta Human Resource office in helping to resolve cases, and monitor hiring decisions in such cases for consistency.

- c. Tryfacta Human Resource Services will conduct criminal, credit and tax history background checks for Staff employees in the following positions. (All related information will be treated as confidential and protected as such.)
- d. Tryfacta Human Resource Services will coordinate the receipt and payment of the third party vendor's fees.

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

Screening Candidates

All Tryfacta's recruiters have the substantial background experience and proven interviewing methods needed to qualify candidates. Our thorough screening process includes in-depth interviews with trained consultants/SMEs, technique and skills analyses, verification of degrees, and reference checks. In a formal interview, all potential candidates meet with a Tryfacta Recruiter and Account Manager. The face-to-face or skype interviews consist of candidates interviewing against the specific individual job requirements. The interview process determines experience, expertise, and suitability for a particular job and organization. An Executive Summary is then generated to review the information collected from the candidate. As a result, Tryfacta retains many highly motivated and qualified technical professionals.

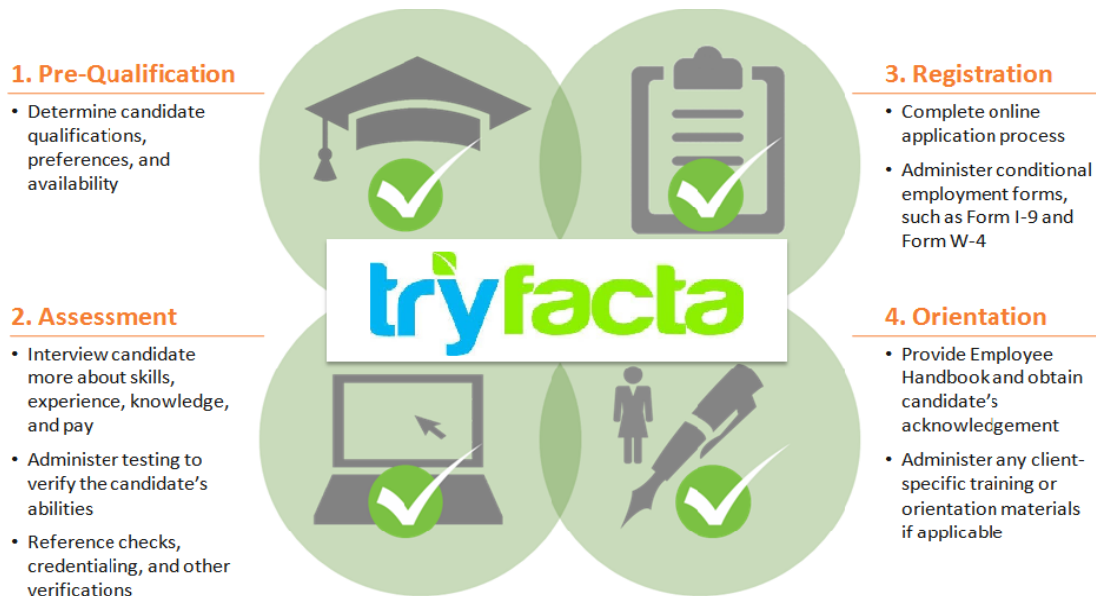


Figure 9: Tryfacta Screening Process

Tryfacta's full-service Talent Acquisition Team (TAT) comprises

- **Technical Recruiters/Sourcers/Coordinators** (across levels & domains) with a mix of IT and resourcing background (1-7 years of experience).
- **Recruitment Managers** with a mix of Talent Acquisition, IT, and Managerial background (7-12 years of experience)
- **HR/Compliance Managers/Trainers** with a mix of HR, Talent Acquisition, IT, and Managerial background (7-12 years of experience)
- **Project Managers** with a mix of IT, Project Management & Service Delivery background (10-15 years of experience)
- **A panel of Technical Screening Experts** (Technical Leads / Project / Program Managers)

Over the last few years, the TAT has maintained a highly effective conversion rate of 1:3 or less (Selected v/s Sourced candidates for any position).

Tryfacta has a rigorous process of screening, validating, and qualifying candidates. We carefully evaluate and select suitable candidates for the organization's position and organization through our screening processes. First, multiple staff members interview each prospective candidate to ensure the best fit for our Client. Next, our recruiters conduct first-level screening by juxtaposing a Job Description with our exhaustive Question Bank to screen the candidate appropriately. Tryfacta's proprietary Question Bank includes thousands of questions across IT technologies, skillset, and domains. Next, our recruiter verifies the contents of a resume for authenticity by conducting reference checks and a thorough HR evaluation under an interview. Following this, our Recruitment Manager conducts an overview and candidate assessment.

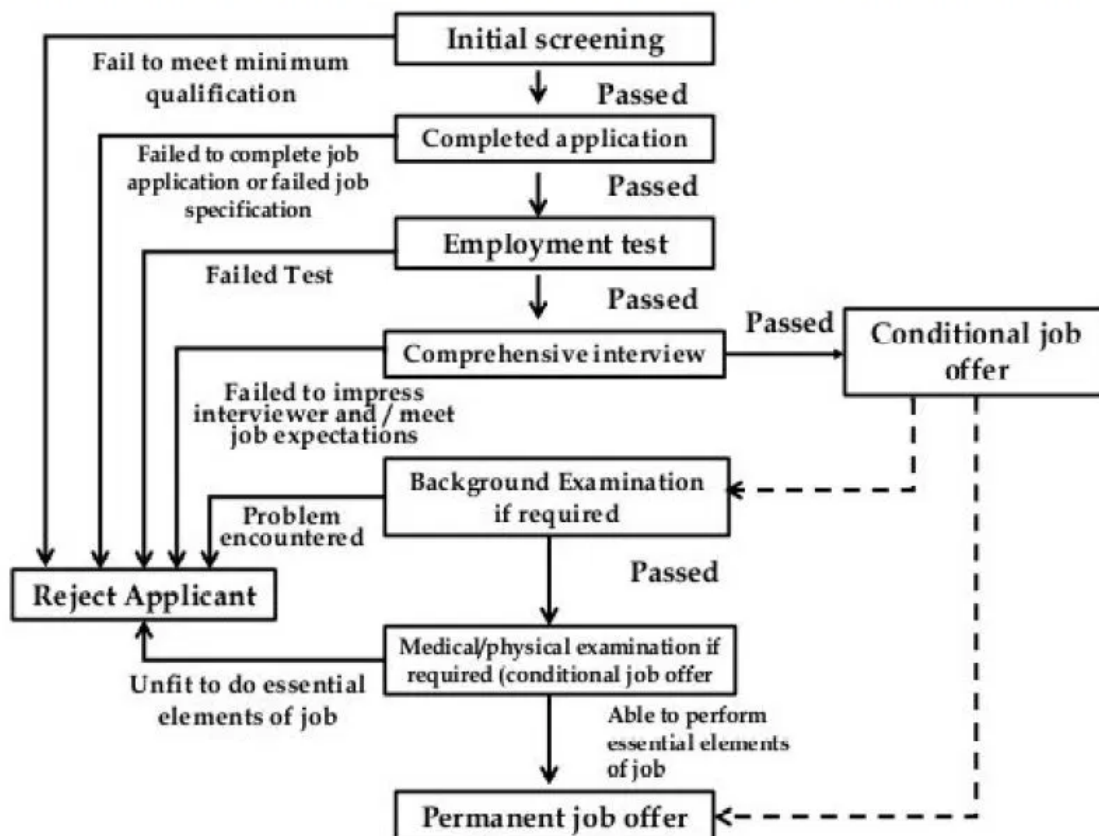


Figure 10: Our Screening Process

Depending on the skill set and level of experience, we call upon the Screening or Subject Matter Experts to conduct a thorough interview of the candidates to understand a client's requirement. Once the Screening Experts clear a candidate, our Recruitment Manager works a final round of discussion with the candidate before forwarding his resume to the Account Manager. The Account Manager then conducts his assessment of the candidate's fitment vis-à-vis a client requirement, considering the feedback (documented in prescribed formats – at all levels) he receives from the Recruiter, Recruitment Manager, and the Technical Screening Expert. Finally, only once the Account Manager is delighted with a resume is presented to the Client.

Tryfacta currently partners with **Criteriacorp** [<https://www.criteriacorp.com/>], a leading online provider of web-based pre-employment testing services. Our testing partner is a leader in pre-employment Aptitude,

Personality & Skills Tests. We have chosen this partner due to the fact that besides providing computer and application tests in areas such as Computer Literacy and Internet Knowledge Test (CLIK), MS Excel, Word, PowerPoint, Access & Visio, they also provide competency tests for over 100 Job Classifications. Currently, for some of our clients, these tests are administered remotely. For other customers, they are distributed on-site in our Computer Laboratory under the presence of a Testing Proctor.

We always validate that the candidate has the required skills and experience necessary for the position. Our recruiting team will do a deep dive into the candidate's expertise and deliverables and ask quick-fire questions related to their technical skillset. Ensuring the proper qualifications of prospective support team members is paramount. Tryfacta employs a meticulous screening process, combining our understanding of the environment, customer, and requirements with our staffing organizations' relevant experience. Our recruiting team has ample experience supporting Government operations, ensuring we staff the needs with personnel who meet the stated requirements, bring the right experience and qualification requirements. In addition, Tryfacta utilizes a rigorous screening approach to ensure prospective employees have the proper qualifications.

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- Expertise with matching or exceeding 100% of required skills.
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- Energy agency experience, including knowledge of sustainable alternative energy initiatives and Energy association memberships.

Our actual screening process is quite intense.

- Each submission has processes that authenticate the candidate's years of experience via documentation analyses and research on professional networking sites.
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- Each candidate that will be submitted also goes through a Quality Control process; if there are any red flags or concerns, we take the candidate out of the pipeline. In this process, we will do a quick validation that all education and license, and certification requirements are completed
- Included below is a high-level flow of the interview areas we cover when processing a potential candidate for submission. The sample "Technical Quick-Fire" questions that our Technical Recruiters use for vetting Quality Assurance Analysts are included below.

Quality Assurance Analyst Technical "Quick-fire" performed by Tryfacta Technical Recruiter		
Question	Expected Answer	Candidate Answer
What is the difference between the Q.A. and software testing?	Q.A. (Quality Assurance)'s role is to monitor the quality of the "process" used to produce the software. While software testing ensures the final products, functionality meets the user's requirement.	
What is Test ware?	Test ware is test artifacts like test cases, test data, test plans needed to design and execute a test.	
What automation challenges does the SQA (Software Quality Assurance) team face while testing?	Mastering the automation tool, Reusability of Automation script, Adaptability of test case for automation, Automating complex test cases	
What is data-driven testing?	Data-driven testing is an automation testing framework, which tests the different input values on the AUT. These values are read directly from the data files. The data files may include CSV files, excel files, data pools, and many more	
What does the test strategy include?	The test strategy includes an introduction, resource, scope, and schedule for test activities, test tools, test priorities, test planning, and the types of tests that have to be performed	
What is branch testing, and what is boundary testing?	Testing all the code branches tested once is known as branch testing. While the testing focused on the limit conditions of the software is known as boundary testing.	
What is a quality audit?	The systematic and independent examination for determining the effectiveness of quality control procedures is known as the quality audit	

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

- Tryfacta has a project completion Rate of over 98%

A time frame from award of contract to the actual implementation of the contract from issuance of a written Notice to Proceed.

Activities	Timeline	Authority	Result
<ul style="list-style-type: none"> • Immediately upon award, Tryfacta will conduct an orientation briefing at the University facility/online at a mutually agreeable date and time. • The meeting's purpose will be to introduce the key team members, explain their roles, review the communication ground rules, set expectations, and assure a common understanding of the sub-task requirements and objectives. • We will identify current and potential problems. 	Day 1	University and all stakeholders	<ul style="list-style-type: none"> • Develop goals for optimum execution of the contract. • Allow stakeholders to understand the milestones, risks, assumptions, and constraints of the project. • Create a well-connected relationship and communication among the team members, County, and stakeholders.
<ul style="list-style-type: none"> • During the meeting, our Account Manager addresses any questions; identify points of contact; review and identify any University furnished equipment, material, or information required; and review our current program 	Day 1 - 2	County and all stakeholders	<ul style="list-style-type: none"> • Remove any obstructions that might occur during the program's execution by making everything

<p>management processes for any recommended changes or improvements. Specifically, we:</p> <ul style="list-style-type: none"> o Discuss our approach to managing the contract, generating related documentation, and achieving successful milestone exits. o Discuss our approach to supporting compliance with the County's processes, and o Discuss how effective project management will lead to achieving University to Operate on schedule and within budget. 			<p>clear, explicit, and unambiguous.</p> <ul style="list-style-type: none"> • Develop Approach and Compliance
<ul style="list-style-type: none"> • The work is initiated as soon as we get the staff requirement from the County. Along with sending the acknowledgment to the County, staffing requirements will be immediately entered into our Applicant Tracking System. • Immediately activate the recruitment team of at least 20+ recruiters to hire staff. • 2 phase staff interviews on call and forward resume to the HR team. • Get ready on bench candidates for joining. • 24X7 Response team will be set up and assigned. 	<p>Day 2-4 Or Upon request in less than 96 hours</p>	<p>Project Manager</p> <p>Recruitment Manager</p> <p>Recruitment Team</p> <p>HR Team</p>	<ul style="list-style-type: none"> • Recruit staff. • Trained Staff and knowledge exchange • Start Program activities
<ul style="list-style-type: none"> • E-On-boarding of candidates, no hard paperwork is required. • Provide training to the 24X7 response team. • Other Joining formalities 	<p>Day 2 - 6</p>	<p>Project Manager</p> <p>HR Team</p>	<ul style="list-style-type: none"> • Setup 24x7 response team • Online and immediate paperwork
<ul style="list-style-type: none"> • Training to the staff. • Regular follow-up with the staff. • Update training material (if required). • Staff Orientation. • Background Check (if required). 	<p>Day 2-6</p>	<p>Account Manager</p> <p>HR Team</p>	<ul style="list-style-type: none"> • Trained staff • Training Material • Verification of the staff
<ul style="list-style-type: none"> • Follow-up with the staff. • Replace if any staff is no more for the position. • Reconfirm staff training & orientation. • Confirm staff members for project activities. • Hire buffer staff for emergency 	<p>Day 6 - 7</p>	<p>Project Manager</p> <p>HR Team</p>	<ul style="list-style-type: none"> • 100% of the staff ready for the program implementation. • Backup staff is also available for replacement immediately.

Addendum



UNIVERSITY OF CENTRAL FLORIDA

Department of Procurement Services
12424 Research Parkway, Suite 300
Orlando, FL 32816-0975

ADDENDUM

IMPORTANT DOCUMENT – INVITATION TO NEGOTIATE

ITN NUMBER: 2021-03TCSA

OPENING DATE & TIME: ~~January 13, 2022 @ 2 p.m.~~ January 27, 2022 @ 2 p.m. EST (See below)

ITN TITLE: STAFF TEMPORARY SERVICES

ADDENDUM NUMBER: I ADDENDUM DATE: December 15, 2021

Purpose of this addendum is to:

- Provide answers to questions submitted during the open Q/A period on 1/13/22.
- Extend the due date for offer submission to 1/27/22 @ 2 p.m. EST.

PLEASE ACKNOWLEDGE RECEIPT OF THIS ADDENDUM AND RETURN IT WITH YOUR OFFER. FAILURE TO SIGN AND RETURN WITH YOUR OFFER COULD RESULT IN REJECTION OF YOUR OFFER.

A handwritten signature in blue ink, appearing to read "Arman Dhar", is written over a horizontal line.

PROPOSERS SIGNATURE

Arman Dhar

PRINT OR TYPE PROPOSER'S NAME

Tryfacta, Inc.

COMPANY NAME

RFP@tryfacta.ai

EMAIL ADDRESS



UNIVERSITY OF CENTRAL FLORIDA

Department of Procurement Services
12479 Research Parkway, Suite 600
Orlando, FL 32826-0050

ADDENDUM

IMPORTANT DOCUMENT – INVITATION TO NEGOTIATE

ITN NUMBER: 2021-03TCSA OPENING DATE & TIME: January 27, 2022 @ 2:00 p.m.

ITN TITLE: TEMPORARY LABOR SERVICES

ADDENDUM NUMBER: II ADDENDUM DATE: January 13, 2022

Purpose of this addendum is to:

- Answer questions submitted during the Q/A period

PLEASE ACKNOWLEDGE RECEIPT OF THIS ADDENDUM AND RETURN IT WITH YOUR OFFER. FAILURE TO SIGN AND RETURN WITH YOUR OFFER COULD RESULT IN REJECTION OF YOUR OFFER.



PROPOSERS SIGNATURE

Arman Dhar

PRINT OR TYPE PROPOSER'S NAME

Tryfacta, Inc.

COMPANY NAME

RFP@tryfacta.ai

EMAIL ADDRESS

Appendix I

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**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>A.D</u>
2.2 **Non-negotiable**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>A.D</u>
2.3 **Non-negotiable**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>A.D</u>
2.4	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>A.D</u>
2.5	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>A.D</u>
2.6 **Non-negotiable**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>A.D</u>
2.7 Section Not Used			
2.8 **Non-negotiable**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>A.D</u>
2.9	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>A.D</u>
2.10	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>A.D</u>
2.11 **Non-negotiable**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>A.D</u>
2.12	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>A.D</u>
2.13 **Non-negotiable**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>A.D</u>
2.14 **Non-negotiable**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>A.D</u>
2.15	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>A.D</u>

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

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

Company: Tryfacta, Inc. Authorized Representative's Name: Arman Dhar

Authorized Representative's Signature:  Date: 01/20/2022

Appendix II

APPENDIX II

CERTIFICATE OF NON-SEGREGATED FACILITIES

We, Tryfacta, Inc. 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: Tryfacta, Inc.

Authorized Representative's Name: Arman Dhar

Authorized Representative's Signature: 

Date: 01/20/2022

Appendix III

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: Tryfacta, Inc.

Authorized Representative's Name: Arman Dhar

Authorized Representative's Signature: 

Date: 01/20/2022

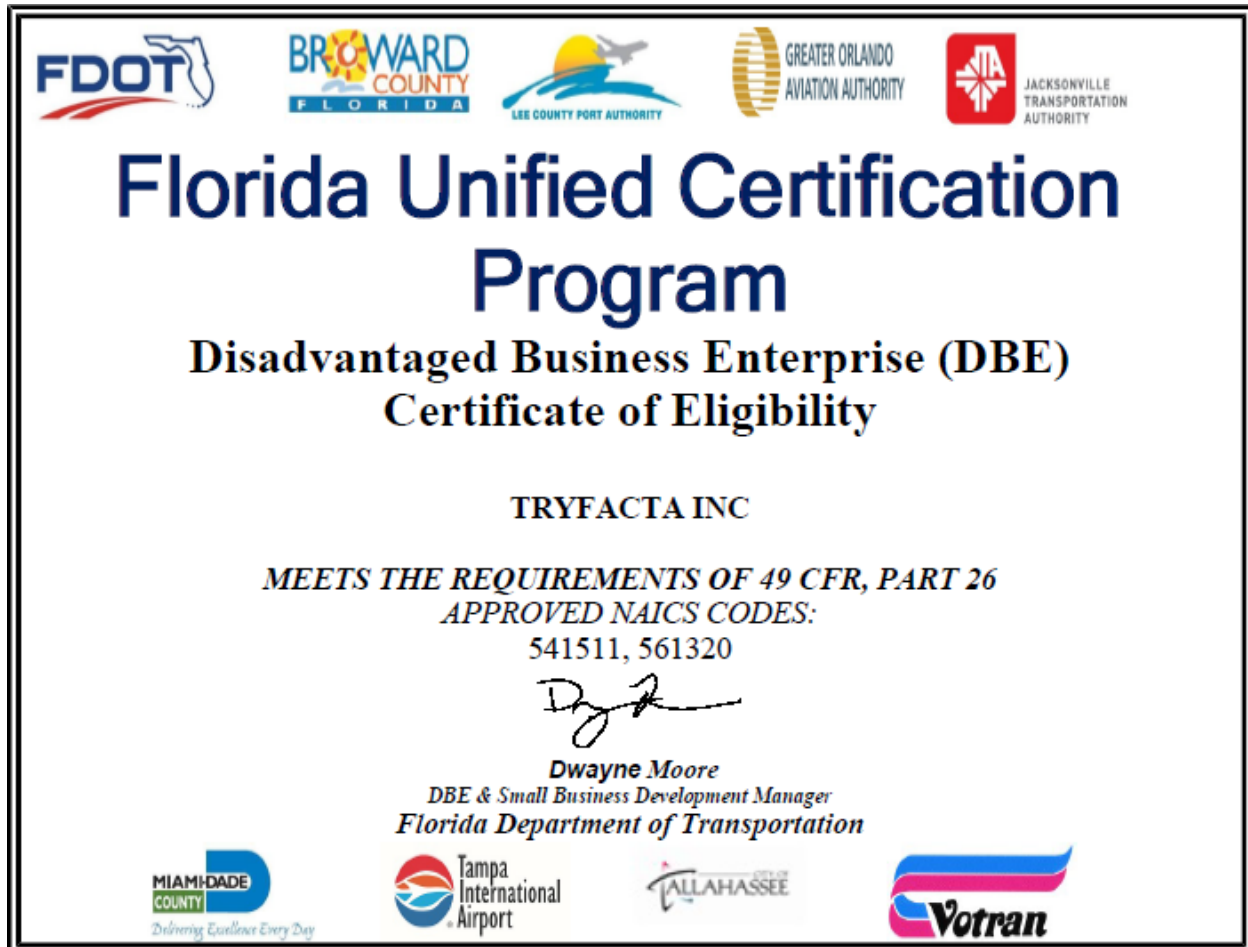
ITN # 2021-03TCSA

Temporary Labor Services



Diversity Certificates

Disadvantaged Business Enterprise (DBE) Certified by Florida Unified Certification Program.



ANNIVERSARY DATE – Annually on April 29

The Florida Department of Transportation (Department) has certified, TRYFACTA INC under the Florida's Unified Certification Program (UCP) as a Disadvantaged Business Enterprise (DBE), in accordance with Title 49 Part 26, Code of Federal Regulations (CFR).

DBE Certification does not expire. It is contingent upon the firm maintaining eligibility annually through this office. We will notify Owners of their responsibilities in advance of the anniversary date.

We have listed the firm in the Florida's DBE Certification Directory, found at the following link: <https://fdotxwp02.dot.state.fl.us/EqualOpportunityOfficeBusinessDirectory>

Prime contractors and consultants must verify the firm's DBE certification status, and identify eligible work area(s) through the Directory. The Department makes available DBE Support Service Providers, offering managerial and technical assistance at no cost.

Contact us at (850) 414-4747 or via email DBECert.Help@dot.state.fl.us with your questions or concerns. Thank you.

Dwayne Moore
DBE & Small Business Development Manager
Equal Opportunity Office

State of Florida

Department of State

I certify from the records of this office that TRYFACTA, INC. is a Delaware corporation authorized to transact business in the State of Florida, qualified on October 22, 2018.

The document number of this corporation is F18000005082.

I further certify that said corporation has paid all fees due this office through December 31, 2021, that its most recent annual report/uniform business report was filed on January 11, 2021, and that its status is active.

I further certify that said corporation has not filed a Certificate of Withdrawal.

*Given under my hand and the
Great Seal of the State of Florida
at Tallahassee, the Capital, this
the Eleventh day of January, 2021*



Ronald R. DeSantis
Secretary of State

Tracking Number: 1752446109CC

To authenticate this certificate, visit the following site, enter this number, and then follow the instructions displayed.

<https://services.sunbiz.org/Filings/CertificateOfStatus/CertificateAuthentication>

CITY OF NAPLES

LOCAL BUSINESS TAX RECEIPT

2020-2021

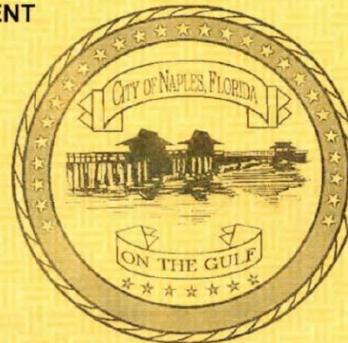
Expiration Date: September 30, 2021

THIS RECEIPT MUST BE EXHIBITED CONSPICUOUSLY AT THE ESTABLISHMENT OR PLACE OF BUSINESS. IT WILL BECOME NULL AND VOID IF THE BUSINESS CLASSIFICATION, OWNERSHIP OR ADDRESS IS CHANGED UNLESS THE BUSINESS APPLIES TO THE CUSTOMER SERVICE DIVISION FOR CORRECTION.

THE FOLLOWING BUSINESS HAS PAID THE REQUIRED BUSINESS TAX

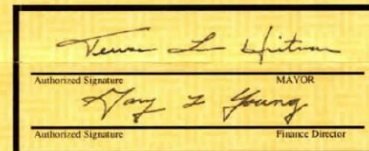
Business Name: **TRYFACTA, INC**
 Location: Address: **4851 9TH STREET NORTH 200**
 Classification: **EMPLOYMENT AGENCY OR AGENT**
 Issue Date: **September 14, 2020**
 License Fee: **\$ 57.89**
 Penalty: **\$ 0.00**
 Total Paid: **\$ 57.89**
 Restriction(s):

Business ID#: **6507**
 Reference #: **6404**



TYAGI, RATIKA
2802 CATHEDRAL ROCK WAY
DUBLIN, CA 94568 USA

Comment(s): **TEMPORARY STAFFING AGENCY**



THE CITY OF NAPLES CODE OF ORDINANCES, CHAPTER 34 ARTICLE III AND STATE OF FLORIDA STATUTES 205

- ◆ Local Business Tax Receipt required and must be displayed.
- ◆ Applicable to only the location address above for the business.
- ◆ Any receipt obtained under this article, upon a misrepresentation of a material fact shall be deemed null and void, and the business who has thereafter engaged in any business under such receipt shall be subject to prosecution for doing business without a local business tax receipt, to the same effect and degree as though no such receipt had ever been issued.
- ◆ All changes require a new application and a fee of 10% of the business tax (minimum of \$3 and maximum of \$25).

City of Naples Finance Department | 735 8th Street South | Naples, Florida 34102 | 239-213-1800
www.naplesgov.com email: custsrv@naplesgov.com

ITN # 2021-03TCSA

Temporary Labor Services



CITY OF GAINESVILLE

Customer Copy

BUSINESS TAX RECEIPT

BILLING AND COLLECTIONS OFFICE
TREASURY DIVISION OF THE FINANCE DEPARTMENT

TAX YEAR BEGINS OCTOBER 1, 2019

AND ENDS SEPTEMBER 30, 2020

Please display in your
place of business

btmail@cityofgainesville.org

BUSINESS TAX NO.

44406

BUSINESS NAME AND MAILING ADDRESS



TRYFACTA, INC.

4637 CHABOT DR, STE 100
PLEASANTON, CA 32601

BUSINESS LOCATION

101 SE 2ND PL, 408-893-5500

BUSINESS E-MAIL

rfp@tryfacta.ai

Thank you for paying your business taxes for the period October 1, 2019 – September 30, 2020.

CATEGORY	DESCRIPTION	TAX FEE
1001	FICTITIOUS NAME REQUIREMENT	\$0.00
1065	EMPLOYMENT & TEMP SERVICES AGENCY	\$105.00
9925	PENALTY 25%	\$13.13
9931	PENALTY WAIVED	(\$13.13)
9950	HALF-YEAR FEE PAID	(\$52.50)
TOTAL ASSIGNED:		\$52.50
TOTAL PAID:		\$52.50
AMOUNT DUE:		\$0.00

APPROVED BY FINANCE DIRECTOR



A42A6D5E4DFE461787471A9A8B269D28

ALL CITY, STATE AND FEDERAL REQUIREMENTS MUST BE MET IN ORDER TO LEGALLY OPERATE A BUSINESS, PROFESSION OR OCCUPATION WITHIN THE CORPORATE LIMITS OF GAINESVILLE, FLORIDA. PAYMENT OF BUSINESS TAXES AND A RECEIPT FOR PAYMENT DOES NOT IMPLY THAT A BUSINESS HAS COMPLIED WITH ANY OR ALL OTHER RELEVANT STATUTORY AND REGULATORY PROVISIONS.

THE CITY OF GAINESVILLE DOES NOT REFUND BUSINESS TAXES PAID IN ERROR UNLESS THE ERROR IS A CLERICAL MISTAKE MADE BY THE CITY.

If you have any questions about the Business Tax requirements or process, please email

btmail@cityofgainesville.org

If you cannot email to the address above, please call (352) 334-5024

IT IS THE BUSINESS OWNER'S RESPONSIBILITY TO REPORT ANY CHANGES IN BUSINESS INFORMATION

DURING THE YEAR TO

btmail@cityofgainesville.org

OR TO WEB SITE

<http://eservices.cityofgainesville.org>

Tryfacta, Inc.

Certified DBE, MBE, & SBE Organization.

4851 Tamiami Trail N, STE 200, Naples, FL 34103

Phone: 408-893-5500 & 925.640.3641 | Email: Rfp@tryfacta.ai | www.tryfacta.ai

Page 55