



RGP[®]

University of Central Florida

Invitation to Negotiate - Response

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COVER LETTER/EXECUTIVE SUMMARY

We appreciate the invitation to respond to your RFQ to provide temporary labor services. We are eager to partner with University of Central Florida (UCF) in support of the Universities human capital request.

As requested, we are attaching this proposal that illustrates how RGP can support UCF's resource needs. RGP has an unwavering commitment to client success with a sleeves up philosophy. We emphasize collaboration and co-execution to deliver impactful results. At the forefront of all we do is the ability to solve the problems that matter most to our clients.

Today's new ecosystem for work embraces our founding principle – quickly align the right resource for the work at hand with a premium placed on value, efficiency and ease of use. Tapping into our agile talent pool, we mobilize the right resources for the project at hand. RGP consultants have on average 15 to 20 years of industry expertise as both GRC practitioners and leaders, with end-to-end practical knowledge which accelerates the advisory and project services offerings for greater client ROI, resulting in sustainable long-term business success.

Our Key Practice areas include:

- Risk & Compliance
- Business Transformation
- Finance & Accounting
- Technology & Digital
- Supply Chain

RGP can partner with UCF to provide timely and qualified temporary labor in various functional areas.

We look forward to the opportunity to discuss next steps with you and to find ways to provide value to your team. We are very keen to partner with you on this program and we are prepared to deliver success.

Regards,

Brian Cox

Director, Client Development

A. EXPERIENCE AND QUALIFICATIONS

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.

RGP is dedicated to serving UCF with highly qualified and experienced talent in support of projects and initiatives in a broad array of functional areas, including:

- Transactions
 - Integration and divestitures
 - Bankruptcy/restructuring
 - Going public readiness and support
 - Financial process optimization
 - System implementation
- Regulations
 - Accounting regulations
 - Internal audit and compliance
 - Data privacy and security
 - Healthcare compliance
 - Regulatory compliance
- Transformations
 - Finance transformation
 - Digital transformation
 - Supply chain management
 - Cloud migration
 - Data design and analytics

Resources Global Professionals is ideally positioned to provide the agility companies desire in today's highly competitive and quickly evolving business environment. Our solution offers the following elements:

- A relationship-oriented and collaborative approach to client service;
- A dedicated talent acquisition and management team adept at developing, managing and deploying a project-based workforce;
- Deep functional and/or technical experts who can assess clients' project needs and customize solutions to meet those needs;
- Highly qualified and pedigreed consultants with the requisite expertise, experience and points of view;
- Competitive rates on an hourly, rather than project, basis; and
- Significant client control of their projects with effective knowledge transfer and change management.

Differentiators

RGP's key differentiators may be summarized in the following points:

- Highly accomplished professionals with an average 15+ years of operational and consulting experience who bring a hands on, "sleeves up" mindset to effectively execute project tasks.

- Talent aligned to culture and environment, required skills and expertise to successfully support the implementation. RGP Consultants excel at stakeholder management, leveraging deep functional and technical experience.
- Vast experience collaborating side-by-side with large, traditional consulting firms, capitalizing on RGP's execution focus and expertise.
- Attractive rates when compared to Big 4 and other boutique firms
- Strategic thinkers with an "in-the-trenches" execution mindset
- Proven methodology and results
- Tools and templates that can be quickly customized
- Collaborative approach with Client

Value-Adds

RGP's Value Adds may be summarized in the following points:

- High Caliber Consultants. RGP consultants have extensive practitioner and consultative experience working within and consulting for Fortune 1000 and Big Four consulting firms, proven success ramping-up quickly to understand the client environment and manage the project from start to finish. RGP consultants have:
 - Significant functional and technical experience that enables identification of practical and cost-effective solutions/and efficient implementation/recommendations of such solutions for sustainable success.
 - The intellectual curiosity to ask the right questions that enables clear understanding of client objectives and expectations.
 - Passion for transferring knowledge to ensure client success.
 - Strong insight into risks for effective risk mitigation and/or resolution.
 - Sound business judgment, strong communication skills, and the ability to function well in new and unique situations, including the ability to quickly acclimate.
 - Experience applying project management, change management, and process improvement methodologies, including: vendor-specific, custom-developed, or tailoring existing frameworks.
- Flexible and Scalable. Our business model allows us to bring the right skills and expertise to bear on a moment's notice, and to remain agile in scaling up and down our Project Teams as particular skills are required or no longer needed. RGP's robust infrastructure is built upon ongoing coordination with local execution, dedicated Account Management Teams, and a well-developed and responsive talent management engine which has enabled us to successfully remain a flexible, collaborative and efficient partner. We bring flexibility in how we work with our clients, tailored to how they want us to work with them.
- Knowledge Transfer. A Key Focus for RGP. At the end of an engagement, we aim to educate our clients enough to reduce their reliance on external providers.
- Global Footprint. Committed to global delivery with local execution, RGP operates from over 45 countries across the Americas, EMEA, and Asia Pacific. The presence we have in all of these markets enables us to effectively address our clients' requirements with consistent high-quality professionals, who understand the local language and business culture, while minimizing travel costs.
- Optimally Aligned Talent. We pride ourselves on providing optimally aligned talent with respect to the client's culture and environment, skills needed, and expertise sought. RGP consultants presented to our client will be selected based on the skills, specific expertise, experience and culturally aligned qualities sought by our client. Therefore, although other RGP consultants might be available, we will look to our extended networks to identify the most qualified professionals for each engagement.

- Consultant Onboarding and Off-boarding. At no additional cost to our client, our Account Management Team will conduct a thorough onboarding orientation to ensure that all engagement responsibilities, roles, policies and procedures and local environments are understood by each RGP consultant prior to commencing the engagement. Upon engagement completion, we will ensure that each RGP consultant has completed the required knowledge transfer to our client's satisfaction and that all property has been returned.
- Value Consciousness. We execute activities and deliver quality while seeking ways to reduce engagement time and costs, and improve processes. We apply robust operational execution capabilities to deliver effectiveness and efficiency.
 - We believe it is essential to clearly understand client objectives and expectations.
 - We embrace a holistic value definition; we are economical, practical and pragmatic.
 - Our performance and productivity are based on lessons learned and best practices.
 - Our pricing model is based on the skill set required (versus each team member's years of experience).
 - We seek ways to reduce costs, time to deliver and disruptions to on-going business activities.
- Financially Stable. RGP is a publicly-traded company with a long-standing global presence and 24 year history. Throughout our history, RGP has focused on profitable growth and strong financial stability. Our financial strength enables us to provide reliable and long-term solutions for our clients.

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

Our History

RGP was founded in 1996 to help finance executives with operational needs and special projects created by workforce gaps. Our first-to-market, agile human capital model disrupted the professional services industry at a time when traditional talent models prevailed. We deployed experienced professionals and embedded them in our clients' businesses to work at their direction.

The passage of Sarbanes Oxley fueled our growth in those early days, as we mobilized teams to assist clients with the development, testing and remediation of internal controls systems. Word of our human-first approach and ability to effect transformative business impact spread quickly, and we soon found ourselves supporting IT, HR, Legal, and Supply Chain executives as well.

About RGP

In today's business environment, speed to market is imperative and RGP is the right human capital partner to deliver. The shift from role-based to project-based work has created an unprecedented disruption in workforce strategy, and a demand for a sophisticated partner who can help you navigate the new reality. Tapping into our agile talent pool, we mobilize the right resource for the project at hand. Our pioneering approach to workforce strategy uniquely positions us to support you on your organization's transformation journey. The Future of Work starts here.

RGP is a global consulting firm that enables rapid business outcomes by bringing together the right people to create transformative change. As a human capital partner for our clients, we specialize in solving today's most pressing business problems across the enterprise in the areas of Business Transformation, Governance, Risk and Compliance and Technology and Digital Innovation. Our engagements are designed to leverage human connection and collaboration to deliver practical solutions and more impactful results that power our clients, consultants and partners' success.

RGP was founded in 1996 to help finance executives with operational needs and special projects created by workforce gaps. Our first-to-market, agile human capital model disrupted the professional services industry at a time when traditional talent models prevailed. Today's new ecosystem for work embraces our founding principle – quickly align the right resource for the work at hand with a premium placed on value, efficiency and ease of use.

Our pioneering approach to workforce strategy uniquely positions us to support our clients on their transformation journeys.

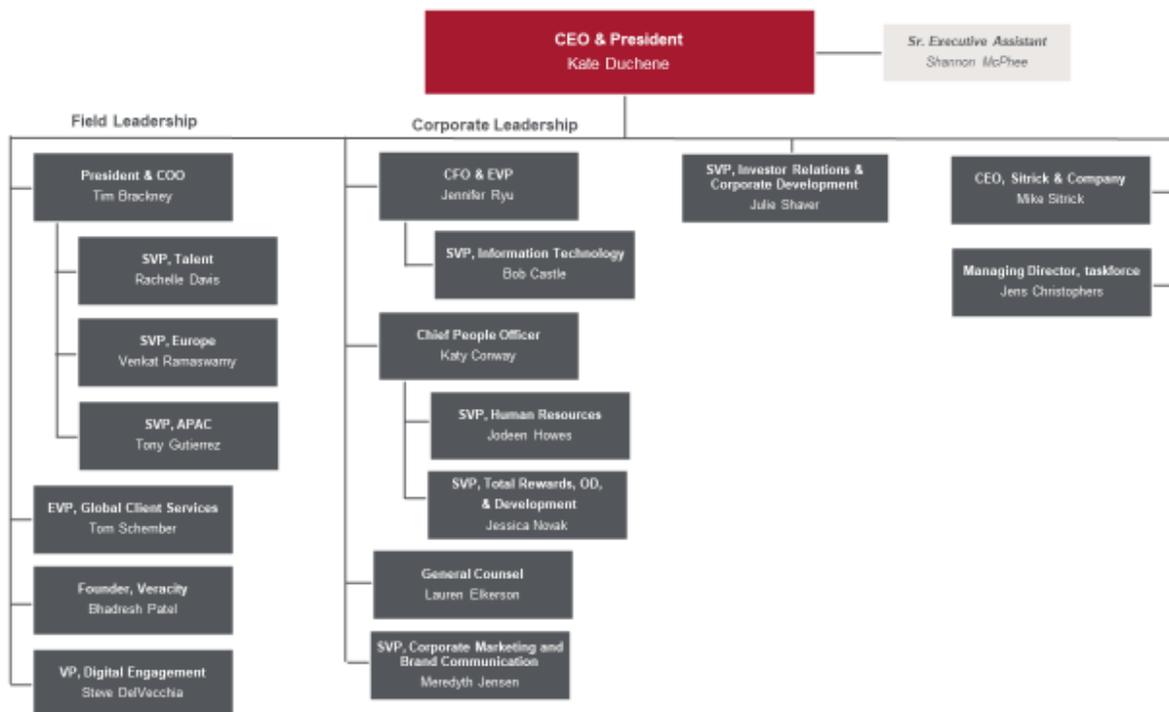
From our corporate headquarters in Irvine, California, we provide centralized administrative, marketing, finance, human resources (“HR”), information technology (“IT”), legal and real estate support. These centralized functions minimize the administrative burdens on our front office market leaders and enables operational efficiency and scalability throughout the enterprise.

Market or account level leadership works closely with our regionalized talent management team, who are responsible for identifying, hiring and cultivating a sustainable relationship with seasoned professionals fitting the RGP profile of client needs.

Over the last several years, we have made strides to ensure our company is truly global, scalable and distinctive in our culture and approach to professional services. We completed a number of transformative enterprise initiatives including cultivating a more robust sales culture, adopting a center-led operating model for sales, talent and delivery, refreshing the RGP brand, and developing a digital pathway to serve our clients through building and commercializing our digital engagement platform and enhancing our consulting capabilities in the digital transformation space.

Over recent years, explosive technological innovation has fueled the rise of digital transformation as a corporate imperative. Our clients have been forced to rethink the way they do business to stay ahead and compete with digitally native new entrants. In order to support our clients – including these digitally native businesses—we have evolved significantly to help clients solve their digital needs including automation, functional process redesign and technology migration. We acquired Veracity in 2019 to help us build end-to-end digital solutions for our clients who strive to automate workflows and increase collaboration – which has become even more important given the increasingly virtual nature of today’s workforce as a result of the Pandemic.

Organization Chart: Executive/Senior Leadership Team



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

Founded in 1996, our principal executive offices are located at 17101 Armstrong Avenue, Irvine, California 92614. Our telephone number is (714) 430-6400 and our website address is <https://rgp.com/>.

Publicly traded since November 1998, RGP is listed on the Nasdaq Global Select Market, the exchange's highest tier by listing standards. We file our annual reports on Form 10-K, quarterly reports on Form 10-Q, and current reports on Form 8-K pursuant to Section 13(a) or 15(d) of the Securities Exchange Act of 1934 with the SEC electronically. Copies of these reports are maintained on the Investor Relations portion of our website: <https://ir.rgp.com/financials-filings>. We have an A1 Duns & Bradstreet rating.

With nearly 5,000 professionals, we annually engage with over 2,200 clients in the Americas, EMEA, and Asia from nearly 50 practice offices. In fiscal year 2021, RGP served clients in 42 countries and earned revenue of \$629M. We are proud to have served 88% of the Fortune 100 and 76% of the Fortune 500. RGP has a 74% retention rate of our Top 100 clients over the last 5 years.

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

Reference #1

- University of California, Los Angeles
10920 Wilshire Blvd., Los Angeles CA 90024
- Length of service = 14 years

RGP has had an MSA with UCLA since 2007. Over the years, we have supported UCLA with interim and project-related work, including:

- Month and year-end close: Over multiple years, a team of up to 4 senior accountants have assisted with their year-end close and performed complex university account reconciliations.
- External audit & prep: Two years in a row, we had a senior Accounting Manager oversee the month- and year-end close process as well as assist with their external audit prep, serving as the primary liaison between the university and the external auditors.
- OneBill: We currently have a team of 2 technology consultants (a PM and a BA) supporting the implementation of OneBill, a system that consolidates invoicing for tuition, housing, transportation, and financial aid – all into one invoice. Parents and students currently must log into 4 disparate systems to look up that information.
- Change Management: We had a senior Change Management consultant develop a change management strategy for UCLA and socialize that with their business transformation and IT leaders.
- Lease Accounting: We also currently have a team supporting UCLA and other UC entities with technical accounting research, implementation of LeaseAccelerator, and compliance with lease accounting policies.
- Critical staff augmentation: Our consultants have served in critical interim roles, including Interim Director of Payroll Partners (managing a team of 30+ payroll helpdesk team members), Interim Director Student Finance Solutions (managing another team of 30+ while the Director was pulled to assist with their Oracle implementation), Interim Accounting Manager, and Interim HR Business Partner (2 different consultants over multiple years). Contact information for reference at UCF discretion
- Allison Baird-James, Assoc.Vice Chancellor, Corp. Financial Services and Controller
(310) 794-8686
ABaird-James@finance.ucla.edu

Reference 2

- University of Pittsburgh
4200 5th Avenue Pittsburgh, PA 15260
- Length of service = 18 months
Multiple engagements including: Lease Accounting: Advisory services, Post Implementation Support; CoStar Implementation Support - Project Management, Design and Construct Lease Forms and Templates in CoStar
- Thurman Wingrove, Controller
412-624-6028 (verbal reference only)

Reference #3

- California State University
401 Golden Shore Street Long Beach CA 90802
- Length of service = 18 months
Lease Accelerator Project – Implementation of Lease Accelerator; 20-week project; Current Client
- Sheralin Klingthong, Director - Financial Reporting & Review
562-951-4548
sklinthong@calstate.edu

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).

Our local Account Management Team:

- **Brian Cox** – Director, Client Account Manager (Central Florida)
- **Christopher Nelson** – Talent Management Director (Central Florida)
- **Jeffrey Haggott** – Vice President, Market Leader (South Florida)

Profiles of our account team detailing their qualifications and experience are attached in the Appendix (pages 15-18)

RGP is committed to providing UCF with continuous and seamless account management, quality assurance, and performance measurement. To that end, Brian Cox will serve as the Client Account Manager and primary point-of-contact. Brian manages our service delivery to help ensure we consistently meet UCF's requirements and expectations. He will manage the day-to-day aspects of overall service delivery and help ensure that all consultant engagements are effectively coordinated and responsive to UCF's requirements, working with Chris Nelson (RGP Talent Partner), as needed. Throughout the life of the engagement, Brian, as well as Chris, will monitor our consultants' performance and meet with UCF on a regular and as-needed basis to collect feedback and confirm that RGP's services are meeting UCF's requirements, expectations, and budget.

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.**

RGP’s core Capabilities are as follows. We have included detailed information about each of these service categories in the Appendix, beginning on page 19.

Capabilities Overview

RGP



The majority of RGP’s consultants are W-2 employees. In the US, RGP typically does not utilize subcontractors when providing our core services.

Please refer to the Appendix, page 32, for a list of representative roles. This list is not exhaustive but meant to illustrate the types of roles that RGP can fill for UCF.

Relevant Special Projects, Professional Organizations

RGP’s practice leaders and consultants carry advanced degrees and certifications in their respective fields, as do many of our consultants.

Additionally, we are affiliated with a number of industry organizations dedicated to advancing industry best practices and continuous process improvements including Project Management Institute (PMI), Institute for Supply Management (ISM), American Productivity and Quality Center (APQC) and the Association for Supply Chain Management (APICS).

Where applicable and requested by Client, RGP will look for certification of proficiency (in software applications, for example.) Additionally, we will utilize technical screening questions, sample work product, and reference checks to verify competency.

Quality Assurance

We pride ourselves on providing optimally aligned talent with respect to the client's culture and environment, skills needed and expertise sought. RGP consultants will be identified based on the specific expertise, experience and qualities sought by the client as opposed to simply presenting the next available RGP consultant. A critical element in our Consultant selection process that we believe helps contribute to our outstanding performance and above average Consultant retention is our Consultant "Opt-In" Process: Consultants meeting the client's requirements will be presented to the client only after confirming their keen interest in the specific engagement. Confirming the interest of each Consultant helps ensure Consultant commitment and dedication for each engagement/project. RGP has invested in a dedicated Talent Management function that interacts with all consulting talent throughout every engagement. This helps to ensure consultant commitment and continuity, bringing the proper skills and having the tools and resources needed for a successful engagement.

Our talent team uses a rigorous vetting methodology, called H-Fit to evaluate technical and soft skills across our core competencies. All consultants are vetted for fit for RGP prior to being assessed for a specific client engagement. After they have been selected to join RGP we then determine the right fit for the project based on the skill requirements. Therefore, every candidate must meet the same hiring criteria for RGP, in all RGP locations. We keep a strong pipeline of candidates at various stages of the recruiting process. As dictated by demand we will move candidates through the process so that we have the "best" candidates available to meet our client demand.

Consistent with our core values, RGP seeks employees who value innovation and teamwork and possess Loyalty, Integrity, Focus, Enthusiasm, Accountability, and Talent.

We employ high-quality professionals and remunerate them accordingly. Each year we conduct a thorough salary benchmarking exercise and where applicable, increase Consultants' pay rates to ensure we are paying competitive rates, which contributes to our overall positive retention rate and team continuity.

RGP takes the following steps to fully understand the position that is being filled:

- Communicate with the Project Sponsor on resource needs and timing
- Coordinate with RGP talent management on upcoming needs
- Mobilize RGP Account Management Team
- Identify available optimally aligned consultants
- Communicate project objectives and role expectations to selected consultants
- Match specific skills and experience to the project requirements
- Confirm consultants' availability and commitment for the project duration
- Client meets with suggested consultant(s), if requested by client

We pride ourselves on providing optimally aligned talent with respect to the client's culture and environment, skills needed and expertise sought. RGP consultants will be identified based on the specific expertise, experience and qualities sought by the client as opposed to simply presenting the next available RGP consultant.

RGP's business model relies upon our ability to attract and retain the most qualified Consultants and to quickly respond to the needs of our clients with accuracy and efficiency. We attract high-caliber talent by offering compelling engagements for world-leading clients, a professional environment, competitive compensation and benefits, and continuing education/training opportunities.

RGP's Talent Team members leverage their professional networks, social media, job boards, RGP's website, and varied professional affiliations to identify the most qualified candidates in their local markets. These efforts are supplemented by referrals from our Account Management Teams, consultants, Alumni, and current and past clients. Approximately 50% of the consultants we hire are from referrals.

A critical element in our Consultant selection process that we believe helps contribute to our outstanding performance and above average Consultant retention is our Consultant “Opt-In” Process: Consultants meeting the client’s requirements will be presented to the client only after confirming their keen interest in the specific engagement. Confirming the interest of each Consultant helps ensure Consultant commitment and dedication for each engagement/project.

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 youpropose to deliver these services to UCF in a timely manner?

We serve many clients but every need is unique to the specific requirements, budget, level, and cultural fit. Our goal is to provide the best candidate for every project based on skills and cultural fit. We leverage data analytics to monitor the supply and demand of skillsets to ensure we are prepared to respond quickly to clients’ needs. If we have strong demand for similar skills within the same location we build a deeper supply of talent in those areas. Additionally, we can leverage our sizable consultant network throughout North America and globally to deploy the right candidates.

Our business model allows us to bring the right skills and expertise to bear on a moment’s notice, and to remain agile in scaling up and down our Project Teams as particular skills are required or no longer needed. RGP’s robust infrastructure is built upon ongoing coordination with local execution, dedicated Account Management Teams, and a well-developed and responsive talent management engine which has enabled us to successfully remain a flexible, collaborative and efficient partner. We bring flexibility in how we work with our clients, tailored to how they want us to work with them.

We generally provide our professional services to clients at a local level, with the oversight of our market or account leaders and consultation with our corporate management team. The market or account leaders and client development directors in each market are responsible for initiating client relationships, ensuring client satisfaction throughout engagements, coordinating services for clients on a national and international platform and maintaining client relationships post-engagement. Market or account revenue leadership and their teams identify, develop and close new and existing client opportunities, often working in a coordinated effort with other markets on multinational/ multi-location proposals.

Market or account level leadership works closely with our regionalized talent management team, who are responsible for identifying, hiring and cultivating a sustainable relationship with seasoned professionals fitting the RGP profile of client needs. Our consultant recruiting efforts are regionally and nationally based, depending upon the skill set required; talent management handles both the identification and hiring of consultants specifically skilled to perform client projects as well as monitoring the satisfaction of consultants during and post-completion of assignments. The talent teams focus on getting the right talent in the right place at the right time. In fiscal 2020, we launched our Borderless Talent initiative in response to the Pandemic to evolve towards and facilitate a virtual operating model. With this initiative, we seek to provide borderless solutions, anytime, anywhere, bringing the best talent to meet our clients’ business needs, based on workload, not zip code.

2. Describe how urgent requests are handled

We view all client requests as “Urgent”. For any core RGP talent requests, we strive to deliver our best available consultants within a 48-hour turnaround. If the scope of work is outside of our core areas, the RGP Director of Client Development will inform UCF personnel that the turnaround time may be longer than 48-hours but will provide continuous updates as we collaborate internally to provide the right resource.

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

Background Check Process

The recruitment of highly qualified and talented personnel is essential to the success of our business as well as to the reputation of RGP. Given the importance placed on our human capital, all offers of employment for positions within RGP are conditioned upon the successful completion of a formal background check, including obtaining or having prepared a consumer report or investigative consumer report for employment purposes, concerning the Consultant's prior employment, education, character, general reputation, personal characteristics, criminal background, or mode of living. This means that if such checks reveal that a consultant has made a false statement or misrepresentation to RGP, the Consultant's offer of employment may be withdrawn, or the Consultant may be terminated. In applying for and/or accepting a position with RGP, the applicant and/or Consultant must agree to allow RGP to conduct such checks by signing the appropriate disclosure and authorization forms.

Background Check Components

Background check package performed by First Advantage (formerly LexisNexis Screening Solutions)

- Employment Verifications: Previous 5-year history
- Education: Verification of the highest degree earned
- Credential Verification: Verification of CPA and BAR license
- Social Security Verification
- Felony & Separately Held Misdemeanor - A search of the primary court index as well as a secondary lower court location regardless of the location. County criminal search based on residence addresses from Applicant and SSNV for 7 years.
- National Criminal File Plus: Database search of more than 200 million criminal records. Includes felony, misdemeanors and sex offense where available. NOTE: Includes additional names associated with the candidate's Social Security Number.

RGP will run additional checks required by the University of Central Florida.

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

Our talent team uses a rigorous vetting methodology, called H-Fit to evaluate technical and soft skills across our core competencies. All consultants are vetted for fit for RGP prior to being assessed for a specific client engagement. After they have been selected to join RGP we then determine the right fit for the project based on the skill requirements. Therefore, every candidate must meet the same hiring criteria for RGP, in all RGP locations. We keep a strong pipeline of candidates at various stages of the recruiting process. As dictated by demand we will move candidates through the process so that we have the "best" candidates available to meet our client demand.

RGP's business model relies upon our ability to attract and retain the most qualified Consultants and to quickly respond to the needs of our clients with accuracy and efficiency. We attract high-caliber talent by offering compelling engagements for world-leading clients, a professional environment, competitive compensation and benefits, and continuing education/training opportunities.

RGP's Talent Team members leverage their professional networks, social media, job boards, RGP's website, and varied professional affiliations to identify the most qualified candidates in their local markets. These efforts are supplemented by referrals from our Account Management Teams, consultants, Alumni, and current and past clients. Approximately 50% of the consultants we hire are from referrals. Such a robust referral base contributes to our strong retention, high quality, and reduced recruiting costs.

Our process for candidate recruiting and screening is consistently applied across RGP's locations, subject to differences specifically related to and dictated by local, regional, or country requirements.

Consistent with our core values, RGP seeks employees who value innovation and teamwork and possess Loyalty, Integrity, Focus, Enthusiasm, Accountability, and Talent.

Our Consultants are paid above the minimum wage and we do not have a policy of aiming to simply meet the minimum salary payments permitted by law. This would not work for our business model. We employ high-quality professionals and remunerate them accordingly. Each year we conduct a thorough salary benchmarking exercise and where applicable, increase Consultants' pay rates to ensure we are paying competitive rates, which contributes to our overall positive retention rate and team continuity.

- Telephone interview(s). Initial phone screening to assess level of interest and knowledge of a career in project work. This screen includes sharing information about our firm and assessing the candidate's interest in and readiness for our employment model in comparison to a more traditional corporate or consulting opportunity. We also use this opportunity to gather information about a candidate's work history and technical qualifications.
- Candidates must provide three (3) references which must include at least one supervisor. A member of our Talent Management and/or Account Management Team executes the reference check process. During the Professional Reference checking process, the candidate's technical skills, knowledge, quality, abilities and level of expertise are discussed. In addition, we inquire about the overall quality of the candidate's work and ask for examples.
- A background check (conducted by a third party), including education, professional license certification, past employment, salary history verification and criminal background.

If desired by the client, RGP will facilitate a credit check and/or financial background check, OFAC, drug screening, or other client-required checks for RGP consultants engaged at the client, subject to the requirements of local laws.

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

RGP is a hybrid professional services firm that supports various functional areas, including interim staff augmentation, project support and advisory services. Fill percentage is not a metric we track as our goal is to provide clients with solutions to solve problems with the intent of establishing long lasting client relationships.

Lead time can depend on multiple factors and can range from 1 day to four weeks. For example: Consultants currently on bench can be ready for work in 24 hours. (2) New hire background checks can take between 1 to 2 weeks to clear, depending if there's international education or residency history in the consultants background (3) Occasionally we may identify consultants that are currently on engagement with a confirmed end date up to 4 weeks, therefore, the lead time will be contingent on the current engagement end date. These are a few factors that may affect lead time.

PROPRIETARY AND CONFIDENTIAL MATERIAL

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This information is considered privileged and confidential, and its release would offer substantial benefit to competitors offering similar services. The material incorporated in this response includes descriptions of methodologies and concepts derived through substantial research and development efforts.

Therefore, it is the position of RGP Healthcare that the use or release of the information contained in this document for purposes other than an evaluation of its contents as a basis for potential contract award is prohibited, and the materials herein are not considered subject to release under the

Freedom of Information Act. All copies of this document and any accompanying electronic copies should, at RGP Healthcare's option, be returned to RGP Healthcare or destroyed at the end of the document evaluation period if RGP Healthcare is not selected. Other generally available marketing publications and materials provided with this document may be retained by Philips for internal use.

DISCLAIMERS

Neither submission by RGP Healthcare nor acceptance by Philips of this proposal, in whole or in part, constitutes acceptance by RGP Healthcare of any contractual terms contained in any Philips request for proposal and shall not form a binding agreement between the parties. Such an agreement shall only exist upon the execution of a mutually acceptable contract by both Philips and RGP Healthcare.

Many elements of this response are dependent on assumptions that have been made by Philips and by RGP Healthcare, and on the accuracy and completeness of information that has been provided to RGP Healthcare, but not yet verified. Accordingly, this response is subject to change and is based upon the verification of all such assumptions and information, and upon the completion of due diligence with respect to the services contemplated to be performed.



APPENDIX

Account Team Profiles

Detailed Capabilities

Representative Roles