

IT Infrastructure Manager
1 Courthouse Square, Kissimmee, FL 34741
P: 407-742-5723
levi.stanislas@osceola.org

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).

We will have a staff of 5 initially assigned to the UCF account, but with over 50 internal recruiters we can add staff as needed. This will include Rafael Restrepo as your one point of contact who will manage the account and the following support staff. Please see Attachment “Kavaliro Team Resumes” to view the credentials of each individual.

1. Rafael Restrepo – Regional Director
2. Bill Pepler – COO
3. Noelle Williams – Director of Recruiting
4. Rebecca White – Area Director
5. Hanna Jaddi – Senior Resource Manager

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.

Kavaliro is currently serving the staffing needs for over 100 mid-market to Fortune 500 companies across the U.S. In direct relation to UCF we have provided staffing services for the University of West Florida, Barry University, Kaiser University, as well as UCF Medical school and the UCF Foundation. While we will certainly be able to fulfill all of UCF needs in the areas of IT and Administrative/Clerical staffing, please see below a list of general types of positions we currently provide.

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

Company: Kavaliro Authorized Representative's Name: Rafael Restrepo

Authorized Representative's Signature: *Rafael Restrepo* Date: 1/12/2022

APPENDIX II

CERTIFICATE OF NON-SEGREGATED FACILITIES

We, Kavaliro 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 primecontractors 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

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: Kavaliro

Authorized Representative's Name: Rafael Restrepo

Authorized Representative's Signature: *Rafael Restrepo*

Date: 1/12/2022

