22nd Century Technologies, Inc.

CMMI Level 3 | ISO 27001 | ISO 20000 | ISO 9001



Response to
Invitation for Bid #20-008
Temporary Information Technology (IT) Professional Services
Beaufort County School District
Opening Date & Time: September 6, 2019 at 2:00 PM

Submitted to:
Beaufort County School District
2900 Mink Point Blvd
Beaufort, SC 29902
Attn: Kaylee Yinger
Email: Kaylee.yinger@beaufort.k12.sc.us
Phone: 843-322-2349

Submitted by:
22nd Century Technologies, Inc.
8251 Greensboro Drive, Suite 900,
McLean, VA 22102
[redacted]

TSCTI claims that information contained in our proposal is confidential and proprietary. We believe that the data contained in the proposal like contact information of proposed staff, technical and management approach, proposed subcontractor and price quote. Disclosure of these information can be used by our competitors to under-price us on future bids, reverse-engineer aspects of TSCTI's approach, lure away subcontractors or key employees. Thereby we request the government to provide us the opportunity to provide a redacted copy of our response for FOIA and protecting the undue advantage of FIOA disclosure.

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Cover Letter

Date: Sept 3, 2019

Beaufort County School District
2900 Mink Point Blvd
Beaufort, SC 29902

Attn: Kaylee Yinger, Procurement Officer

22nd Century Technologies, Inc. (TSCTI) is pleased to respond to the **Beaufort County School District (BCSD), Invitation for Bid (IFB) #20-008**, titled **"Temporary Information Technology (IT) Professional Services"**, that requires qualified vendors to provide technical services on an as-needed basis and establishing a partnership with vendors who have highly trained full time personnel to provide highly competent and immediate support as required.

Incorporated in 1997 in New Jersey, TSCTI is a Corporation, providing Temporary Information Technology Professional Services across the U.S. We have more than 22 years of experience in providing qualified technical staff on strategic initiatives and optimal staffing solutions to various Local, State and Federal government. Our services are certified at Capability Maturity Model Integration (CMMI) Level 3, International Organization for Standardization (ISO) 9001:2015, 20000-1:2011, and 27001:2013 and based on PMBoK standards. With D&B open rating score of 93, we have been successfully serving our customers with top-notch customer satisfaction. We are currently serving on 200+ contracts with various government agencies that including 9 School District clients.

TSCTI agree to hold our offer open for a minimum of ninety ***(90)*** calendar days after the Opening Date. We have limited our response to the specific items described in the solicitation and strongly believes that our response meets the requirements of the BCSD, if BCSD determines that TSCTI's response is deficient in any way, we respectfully request to be promptly notified and be given the opportunity to correct any such deficiency. We acknowledge and agree to all rules, procedures, terms, and conditions specified in this IFB.

Should you need additional information on these or any other services, please contact me on my contact information provided below. We look forward to a mutually rewarding partnership.

Authorized Signatory,

_____

Eva Gaddis - McKnight, Administrator
22nd Century Technologies, Inc.
[redacted]

Cover Page

Beaufort County School District

Solicitation Number:	20-008
Date Printed:	August 15, 2019
Date Issued:	August 15, 2019
Procurement Officer:	Kaylee Yinger
Phone:	843-322-2349
Email:	Kaylee.yinger@beaufort.k12.sc.us

Invitation for Bid

DESCRIPTION: **Temporary Information Technology (IT) Professional Services**
SUBMIT OFFER BY (Opening Date & Time): **September 6, 2019; 2:00 PM**
QUESTIONS MUST BE RECEIVED BY: **August 30, 2019**
NUMBER OF COPIES TO BE SUBMITTED: **One (1) Original Signed Copy and One (1) Electronic Copy - Redacted**

Offers must be submitted in a sealed package. Solicitation Number & Opening Date must appear on package exterior.

SUBMIT YOUR SEALED OFFER TO EITHER OF THE FOLLOWING ADDRESSES:

MAILING ADDRESS:
Beaufort County School District
Procurement Office
P.O. Drawer 309
Beaufort, SC 29901-0309

PHYSICAL ADDRESS:
Beaufort County School District
Procurement Office
2900 Mink Point Blvd
Beaufort, SC 29902

CONFERENCE TYPE: LOCATION:

DATE & TIME:

AWARDS & AMENDMENTS:
Award will be posted at the Physical Address stated above on or after September 6, 2019. The award, this solicitation, and any amendments will be posted at the following web address: http://beaufortschools.net.

You must submit a signed copy of this form with Your Offer. By submitting a proposal or bid, You agree to be bound by the terms of the Solicitation. You agree to hold Your Offer open for a minimum of ninety (90) calendar days after the Opening Date.

NAME OF OFFEROR: (Full legal name of business submitting the offer) ENTITY TYPE:

22nd Century Technologies, Inc. Corporation

AUTHORIZED SIGNATURE (Person signing must be authorized to submit binding offer to enter contract on behalf of Offeror named above)

Eva Gaddis - McKnight Administrator
PRINTED NAME TITLE

Instructions regarding Offeror's name: Any award issued will be issued to, and the contract will be formed with, the entity identified as the Offeror above. An offer may be submitted by only one legal entity. The entity named as the Offeror must be a single and distinct legal entity. Do not use the name of a branch office or a division of a larger entity if the branch or division is not a separate legal entity, i.e., a separate corporation, partnership, sole proprietorship, etc.

PAGE TWO

(Return Page Two with Your Offer)

HOME OFFICE ADDRESS (Address for Offeror's home office/ Principal place of business):	NOTICE ADDRESS (Address to which all procurement and contract related notices should be sent):
220 Davidson Avenue, Suite 118, Somerset, NJ 08873	220 Davidson Avenue, Suite 118, Somerset, NJ 08873
PHONE NUMBER: 888-998-7284	
EMAIL ADDRESS: govt@tscti.com	

PAYMENT ADDRESS (Address to which payments will be sent):	ORDER ADDRESS (Address to which all purchase orders will be sent):
☑ Payment Address Same as Home Office Address ☐ Payment Address Same as Home Notice Address (check one only)	☑ Payment Address Same as Home Office Address ☐ Payment Address Same as Notice Address (check one only)

ACKNOWLEDGEMENT OF AMENDMENTS:	Amendment Number	Amendment Issue Date
Offeror acknowledges receipt of amendments by indicating amendment number and its date of issue.	N/A	N/A

MINORITY PARTICIPATION- Are you a Minority Business Enterprise: Yes ☐ No ☑
If yes, please include a copy of your certification.

3.0. Scope of Work/Specifications

TSCTI understand that BCSD has issued this solicitation to acquire Temporary Information Technology (IT) Professional Services from the qualified vendors. TSCTI has read and understands the enclosed description and specifications and conditions. TSCTI understands that after award, all deliveries need to be provided to ***2900 Mink Point Blvd, Beaufort, SC 29902***. TSCTI understand and comply with the General Information given in the solicitation. TSCTI understands that the hourly rates for each service category are given in Exhibit A along with levels for each job description. We understand that BCSD will not pay any extra costs for benefits, insurance, room and board, travel and any other additional costs for temporary IT professional services. TSCTI understand that the fixed rates may be adjusted by the BCSD during the term of the contract to accommodate changing market conditions.

TSCTI understand that the professional service requested by BCSD will include, at a minimum, the position description, the required skill(s) for the project, a complete statement of work with expected deliverables, and a specific time period for the service. TSCTI comply that at a minimum we will response the BCSD's requirement with available qualified individual's resume who meets the entity's requested requirements and an hourly bill rate for the services not to exceed the maximum rate for the position category and commensurate with the level of expertise, experience, and education within the job position description. TSCTI understand that the BCSD will make the final decision for each IT professional service request based on the qualifications of the individual submitted and the bill rate per hour and if TSCTI proposes to include off-shore work as part of the response to BCSD' s statement of work then we will indicate that off-shore work is proposed. We understand that the BCSD will determine if off-shore work is acceptable.

TSCTI understand that, if requested by BCSD, then TSCTI will process a request and provide an available IT professional within ***72 hours*** of BCSD's request. TSCTI comply that BCSD has the option to interview an applicant before making a selection. TSCTI's average Time for Locating and onboarding the professionals is ***60 to 72 hours*** from when the requirement is raised. The steps and timeline to fulfill the submittal requirements are below.

Duties	Performed by	Hours (*Hours may vary)
Creating Job requisition in JobDiva, based on consultant requirement	TSCTI's Account Manager	0.5 Hour
Search and identify the prospective candidates	Technical Recruitment Team	0.5 – 2 Hours
Screening Process	Technical Recruitment Team	1 – 2 Hours
Reference Check for qualified candidates	Technical Recruitment Team	2 – 4 Hours
Submittal to the City for action interview	TSCTI's Account Manager	1 – 2 Hours
Security forms and Paper Work	e-Care Manager	As per BCSD
Bringing On-Board Resource	TSCTI's Account Manager	As per BCSD

TSCTI's average response time for submission

TSCTI comply that if we fail to respond to three (3) or more requests to submit a qualified candidate, at the discretion of BCSD then we may no longer be able to participate under this solicitation. TSCTI has ISO compliant 10 Step recruitment process that gives us the leverage to fulfill all request of qualified candidates within the given time frame. We have an experienced domain-specific recruitment team consists of ***170***+ recruiters, data miners and research analysts, having average experience of 5+ years. To support recruitment team, we have proprietary candidate pool consists of ***2.5M***+ pre-vetted resume database with ***6,000***+ proficient and experienced consultants who are local to the South Carolina and approximately ***600k*** across the U.S. who are working on similar position given in Exhibit A.

TSCTI understands that the BCSD may provide comments on the performance of the awarded contractors and the awarded contractors would be capable of accessing performance comments. TSCTI understand that two or more awarded contractors cannot submit the same candidate for a statement of work and if this happens, both will be rejected by BCSD. To overcome this situation, TSCTI will ask each candidate to sign a right to represent with TSCTI before submitting them to the BCSD. TSCTI understand that the working hours will be established by

BCSD; We comply with the normal work hour of BCSD and when a work statement is issued then TSCTI shall be put on notice as to whether unusual hours will be required. TSCTI understands that the BCSD will provide proper working facilities and consumable supplies commensurate with the task(s) to be performed and all work will be performed at the physical locations within BCSD unless otherwise authorized by the BCSD. TSCTI understand that the service categories used by BCSD are given in the solicitation and BCSD reserves the right to add or delete positions as needed during the term of the contract. TSCTI comply with BCSD that BCSD may select any individual provided by the supplier under this IT staffing contract after at least 240 hours of service for permanent hire at no additional cost.

5.0. Qualifications

5.0.1. Qualifications of Offeror (Mar 2015)

a) To be eligible for award, you must have the capability in all respects to perform fully the contract requirements and the integrity and reliability which will assure good faith performance. We may also consider a documented commitment from a satisfactory source that will provide you with a capability. We may consider information from any source at any time prior to award. We may elect to consider:
(i) key personnel, any predecessor business, and any key personnel of any predecessor business, including any facts arising prior to the date a business was established, and/or
(ii) any subcontractor you identify.

TSCTI has more than 22 years of experience in providing the temporary IT professional services to various clients across the U.S. We experienced team of professionals who are providing the services to more than 200+ clients that include 9 School District clients. Our experience leverages us to provide such services to the BCSD without utilizing any subcontractor. At any point, TSCTI feels that we require a subcontractor to fulfill the need of BCSD, we will take written confirmation from BCSD and provide a complete Business Enterprise Utilization Report before using any subcontractor. Below, TSCTI has demonstrated its capabilities to provide the services.

- **Experienced with School District Client:** TSCTI has good experience with the School District clients. Currently, we are providing temporary professional services to ***District of Columbia Water and Sewer Authority (DC Water), El Paso Waters Utilities-TX, San Antonio Water System –TX, Santa Clara Valley Water District – CA, Louisville Water Company – KY and the Metropolitan Water District of Southern California.***
- **Inimitable Account Management Team:** We will follow our pre-defined and documented Account management approach for handling the BCSD's contracts to ensure that requirements are supported in a timely manner. TSCTI's Account Manager works very closely with its clients and TSCTI's on-site staff. Our Account Management Team hold expertise in resolving the issues and handle complaints related to TSCTI employees or temporary IT personnel in the given time frame.
- **Well Defined 10 Step Recruitment Approach:** Based on our 22 years of experience of providing temporary IT professional services to various government clients, we have developed a ***10 Step Recruitment Process*** to provide a qualified and experienced temporary professional with short turnaround time.
- **Domain-specific Recruitment Team:** Our recruitment team consists of ***170+ recruiters, data miners and research analysts***, having an ***average experience of 5 years*** recruiting temporary professional staffing to support our clients.
- **Huge Resume Database:** Our proprietary resume database consists of ***2.5M+ pre-vetted resume database*** in our internal resume database with ***6,000+*** proficient and experienced consultants who are local to the State of South Carolina and approximately ***600k*** across the U.S. who are working on similar position given in Exhibit A.
- **Background Check Process:** TSCTI has a well-defined and documented Background Check Policy run by experienced Employee Care (HR) department. Our policy has a flexible list of background screening options including but not limited to ***Criminal Record Search, Drug Test, Professional certifications and licenses verification, Driving Record Background Checks, Education Verification, Employment Verification, Sexual Offender Database Search, Social Security Trace Search*** and other allowing us to meet a wide variety of screening requirements.
- **Customer Services:** TSCTI has experienced staff who can provide a high level of customer services whether it is related to ***consultant, time-sheet, consultant replacement, or any issues***, our team has the ability to resolve any issues within ***24 hours*** depending upon the issues raised by the client. TSCTI is known for providing high level of services to all our clients with ***100% customer satisfaction*** this has proven by receiving renewal of multiple government contracts.
- **Financially Stable Firm:** TSCTI is a financially stable and rapidly growing company having annual revenue as ***184.46 Million*** in 2018, with total revenue of over ***$220 Million*** since its inception with a credit line of ***$6 Million***.

- **Tools:** TSCTI use various tools to streamline the process, and it provides us an edge for automatic upgrades over new technologies as well as it gives us a more secure and reliable platform.
  - **Application Tracking System:** TSCTI use ***JobDiva*** as Applicant Tracking System and front-to-back Talent Management solution. JobDiva gives us a solution to streamline all our recruitment and staffing needs, by integrating our subscribed job boards (***Indeed, Monster, CareerBuilder, ZipRecruiter, Craigslist, Dice, and LinkedIn***).
  - **E-onboarding Tool:** TSCTI uses E-onboarding process through ***JobDiva***. We can customize a standard document library for onboarding from which TSCTI selects processes for the new hire. On JobDiva, we can customize documents with rich features such as ***Auto-populate Documents, Electronically Sign, Use WebForms.***
  - **Time Tracking and Management Tool:** TSCTI is engaged in many staffing services programs, each with unique timekeeping and billing requirements. Typically, our standard process mandates that the candidate submit approved timesheets weekly to their TSCTI Employee care (E-care) resource (assigned to the project) for entry into our online time management systems called OfficeClip, to ensure accurate timekeeping.
  - **Accounting Tool:** TSCTI uses **QuickBooks** for accounting and maintains billing accuracy. QuickBooks is accounting software that provides TSCTI a secure platform, which can process bills and business payments.
  - **Technical Proficiency Profile Testing:** To screen the qualified candidates, TSCTI's Quality team utilizes Sterling and our internal Online Technical assessment test which contains more domain-specific questions.

With the necessary expertise, relevant past experience, effective knowledge of business processes within both government and private clients, and the commitment of its management, we believe that is well-suited to provide the best candidate to the BCSD and we are fully prepared and committed to providing temporary staffing services in order to meet its requirements mentioned in this RFP.

b) You must promptly furnish satisfactory evidence of responsibility upon request. Unreasonable failure to supply requested information is grounds for rejection.
TSCTI understand and will promptly furnish satisfactory evidence of responsibility upon request.

c) Corporate subsidiaries are cautioned that the financial capability of an affiliated or parent company will not be considered in determining financial capability; however, we may elect to consider any security, e.g., letter of credit, performance bond, parent-company corporate guaranty, that you offer to provide instructions and forms to help assure acceptability are posted on procurement.sc.gov, link to "Standard Clauses & Provisions."
TSCTI understands and agrees with the above-mentioned statement. TSCTI is not a subsidiary of any organization. To demonstrate our financial capability, TSCTI has provided the audited financial statement of 2018 below.

22nd Century Technologies, Inc.

22nd Century Technologies, Inc. and Subsidiary

CONSOLIDATED FINANCIAL STATEMENTS

Year Ended September 30, 2018

Williams Overman Pierce, LLP
Certified Public Accountants and Consultants

INDEPENDENT AUDITORS' REPORT

To the Board of Directors of
22nd Century Technologies, Inc. and Subsidiary

We have audited the accompanying consolidated financial statements of 22nd Century Technologies, Inc. and Subsidiary (a New Jersey corporation) which comprise the consolidated balance sheet as of September 30, 2018, and the related consolidated statements of comprehensive income, changes in stockholders' equity, and cash flows for the year then ended, and the related notes to the consolidated financial statements.

Management's Responsibility for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Raleigh • Greensboro
2501 Atrium Drive, Suite 500 Raleigh, NC 27607 • P: 919.782.3444 F: 919.782.2552
www.wopcpa.com

Opinion

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of 22nd Century Technologies, Inc. and Subsidiary as of September 30, 2018, and the results of its operations and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Correction of Error

As discussed in Note 8 to the consolidated financial statements, during the current year, it was discovered that previously reported retained earnings was understated and accumulated other comprehensive loss and additional paid-in capital were overstated as of September 30, 2017. Accordingly, adjustments have been made to stockholders' equity as of October 1, 2017 to correct the error. Our opinion is not modified with respect to this matter.

Williams Overman Pierce, LLP

Raleigh, North Carolina
May 31, 2019

Raleigh • Greensboro
2501 Atrium Drive, Suite 500 Raleigh, NC 27607 • P: 919.782.3444 F: 919.782.2552
www.wopcpa.com

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22nd Century Technologies, Inc. and Subsidiary
Consolidated Balance Sheet
September 30, 2018

ASSETS

[redacted]

[redacted]

LIABILITIES AND STOCKHOLDERS' EQUITY

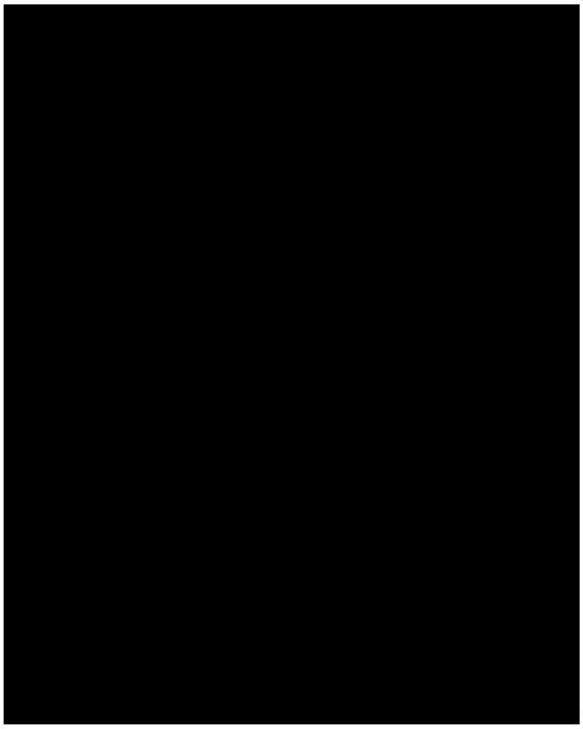
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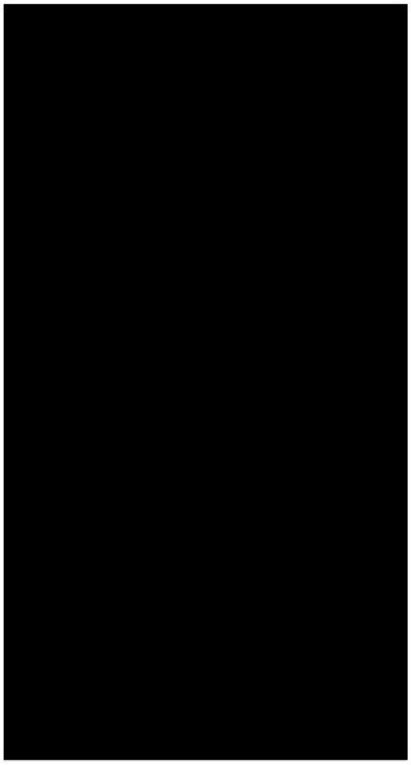
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See accompanying notes to consolidated financial statements.

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22nd Century Technologies, Inc. and Subsidiary
Consolidated Statement of Comprehensive Income
For the Year Ended September 30, 2018







5

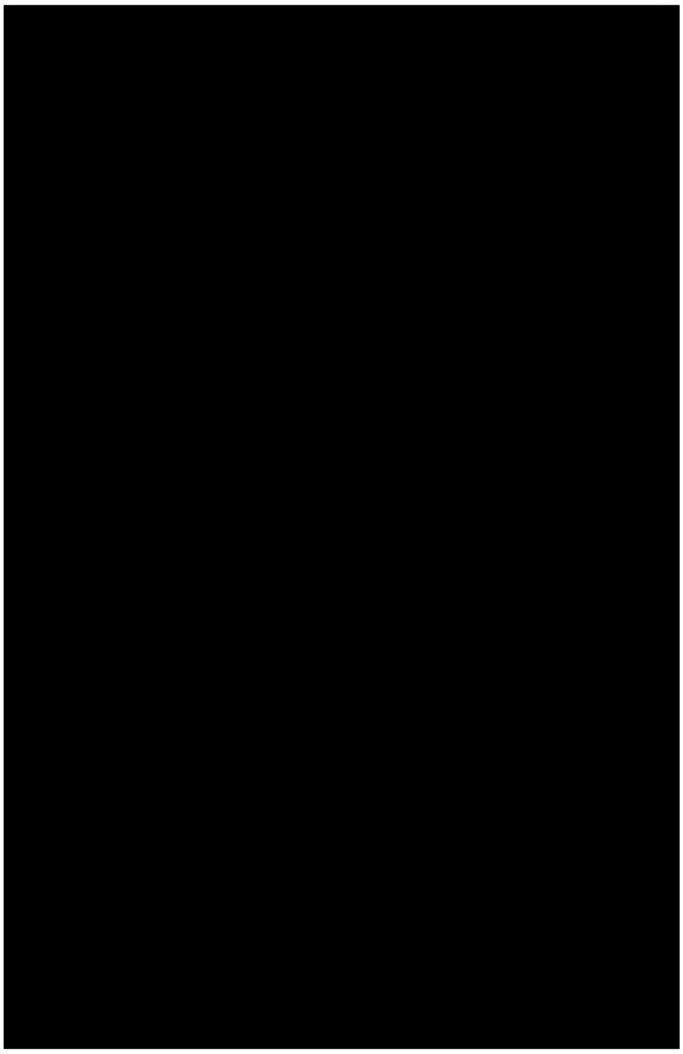
22nd Century Technologies, Inc. and Subsidiary
Consolidated Statement of Changes in Stockholders' Equity
For the Year Ended September 30, 2018

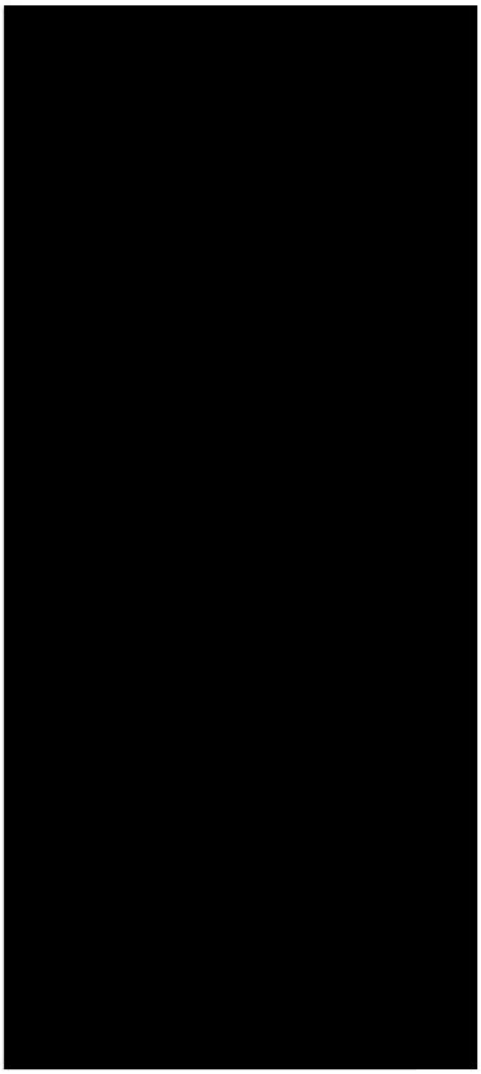


See accompanying notes to consolidated financial statements.

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22nd Century Technologies, Inc. and Subsidiary
Consolidated Statement of Cash Flows
For the Year Ended September 30, 2018







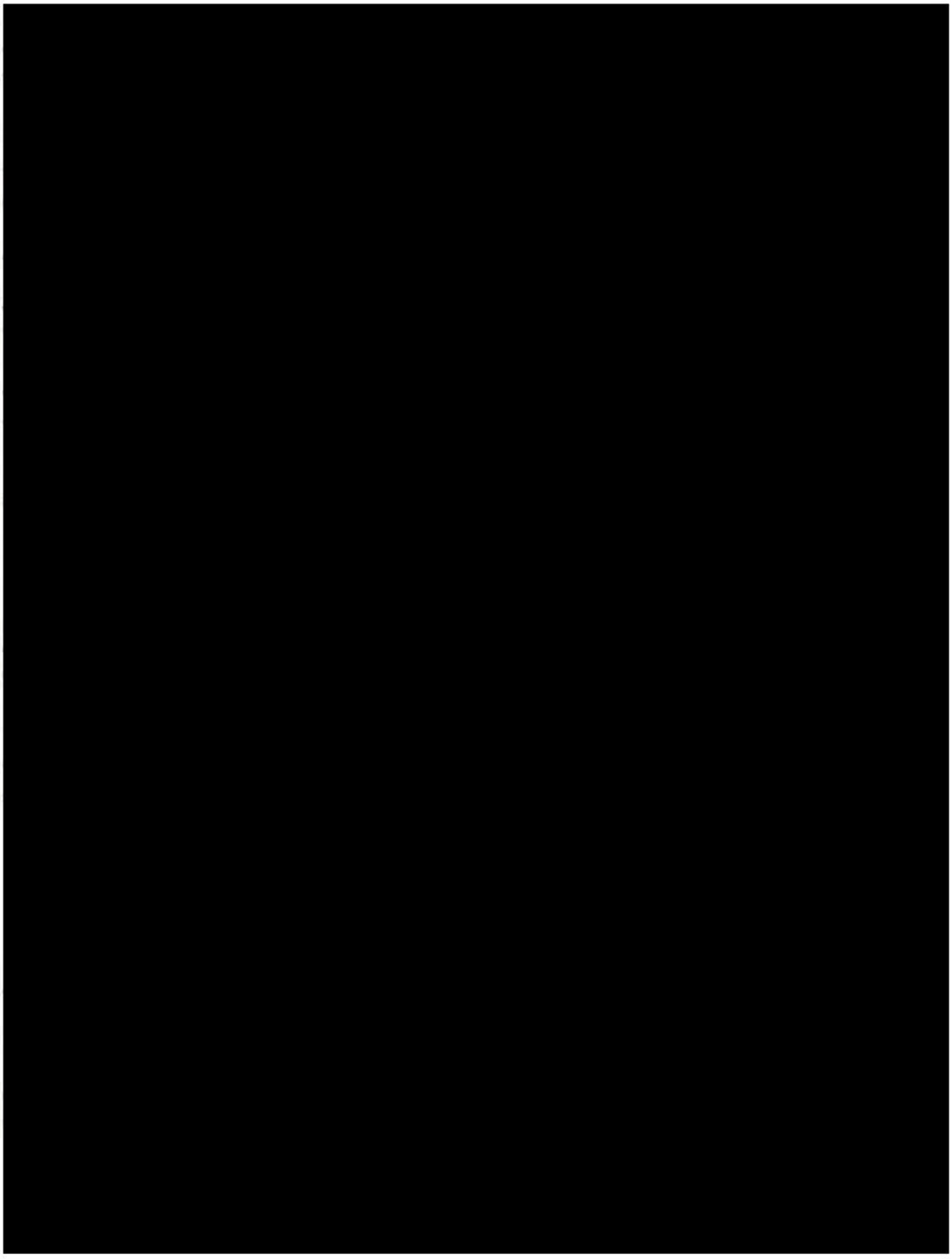
22nd Century Technologies, Inc.
Notes to Consolidated Financial Statements 7

1. **Organization and Description of Business**

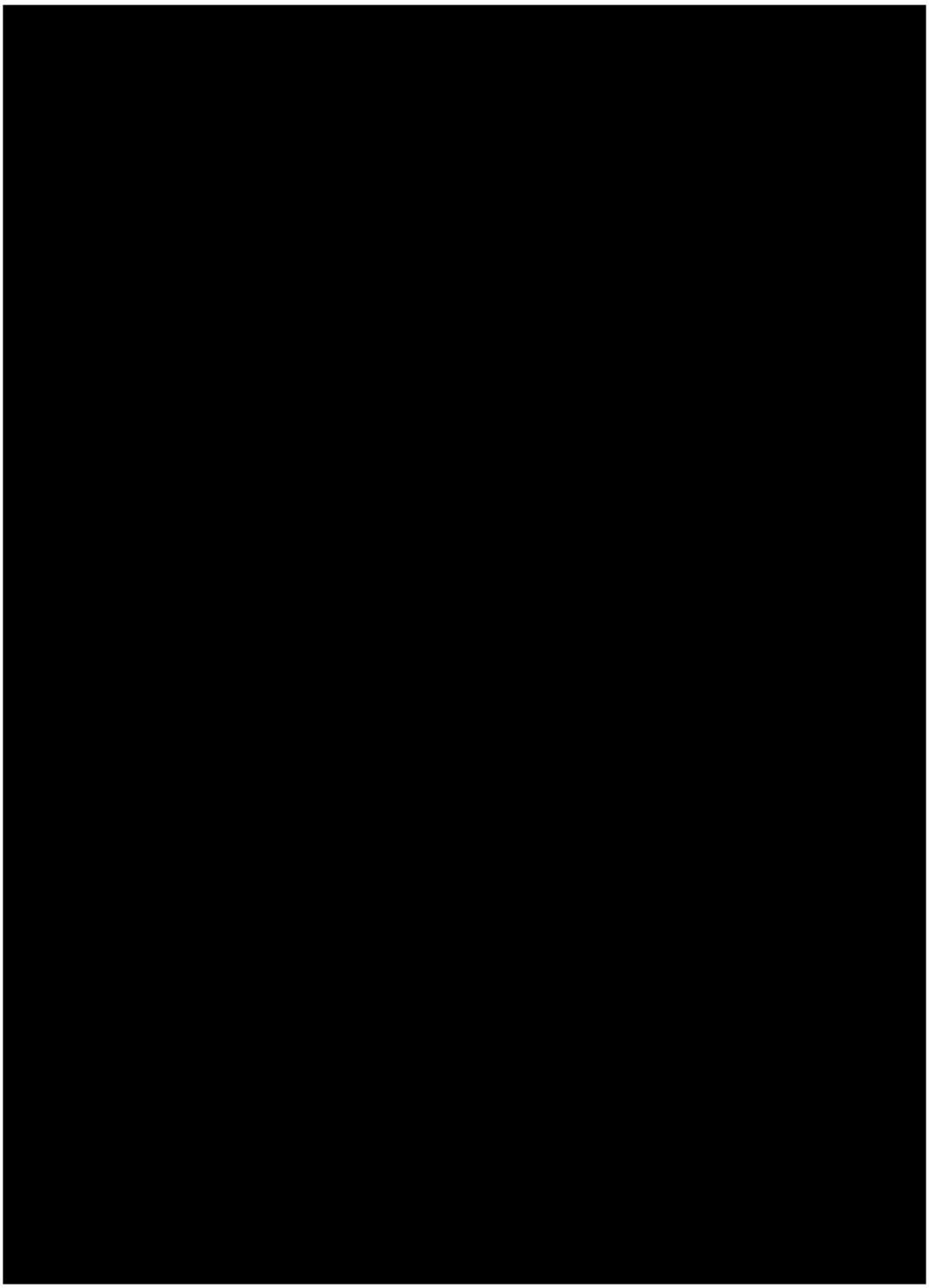
Organization

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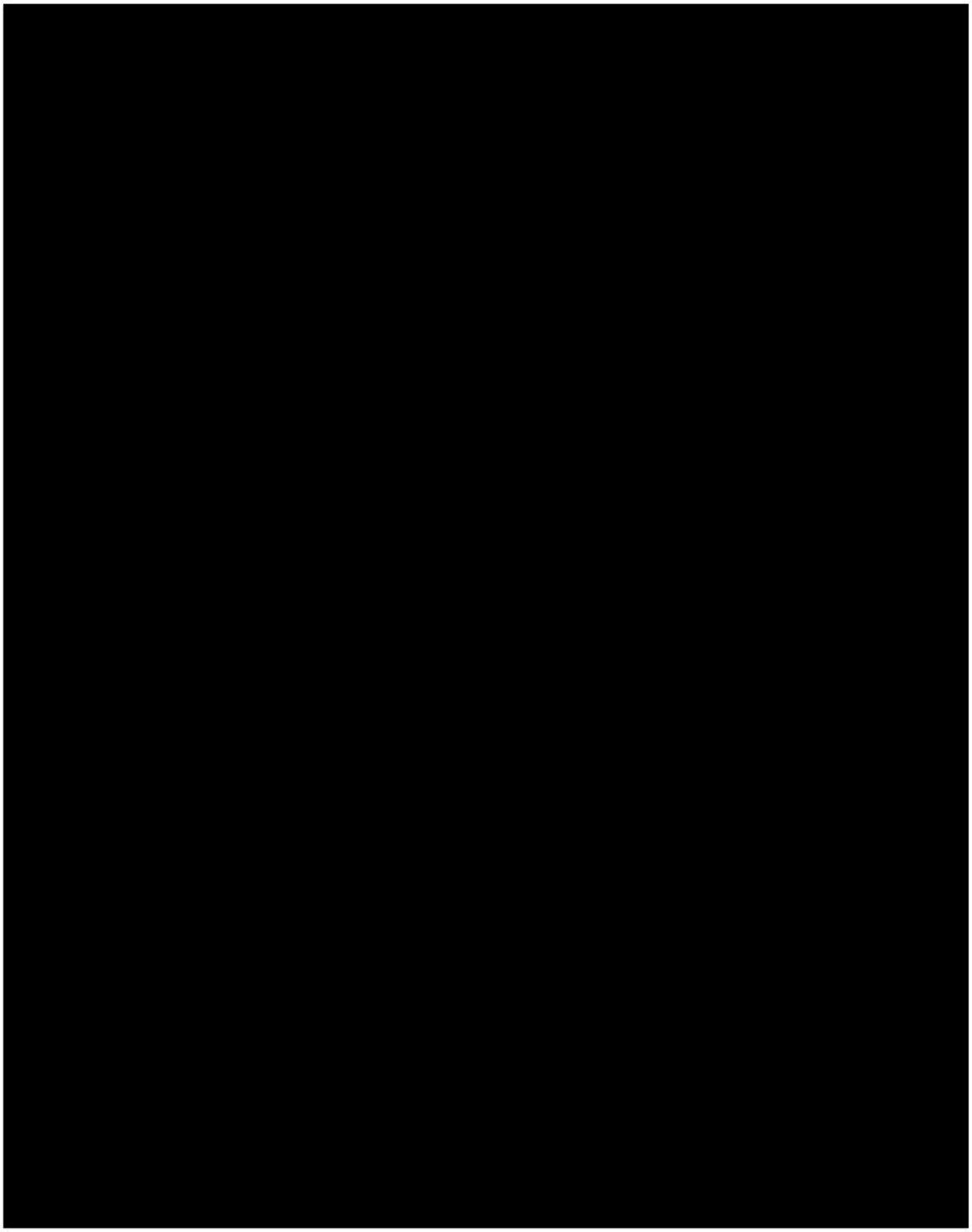
22nd Century Technologies, Inc.
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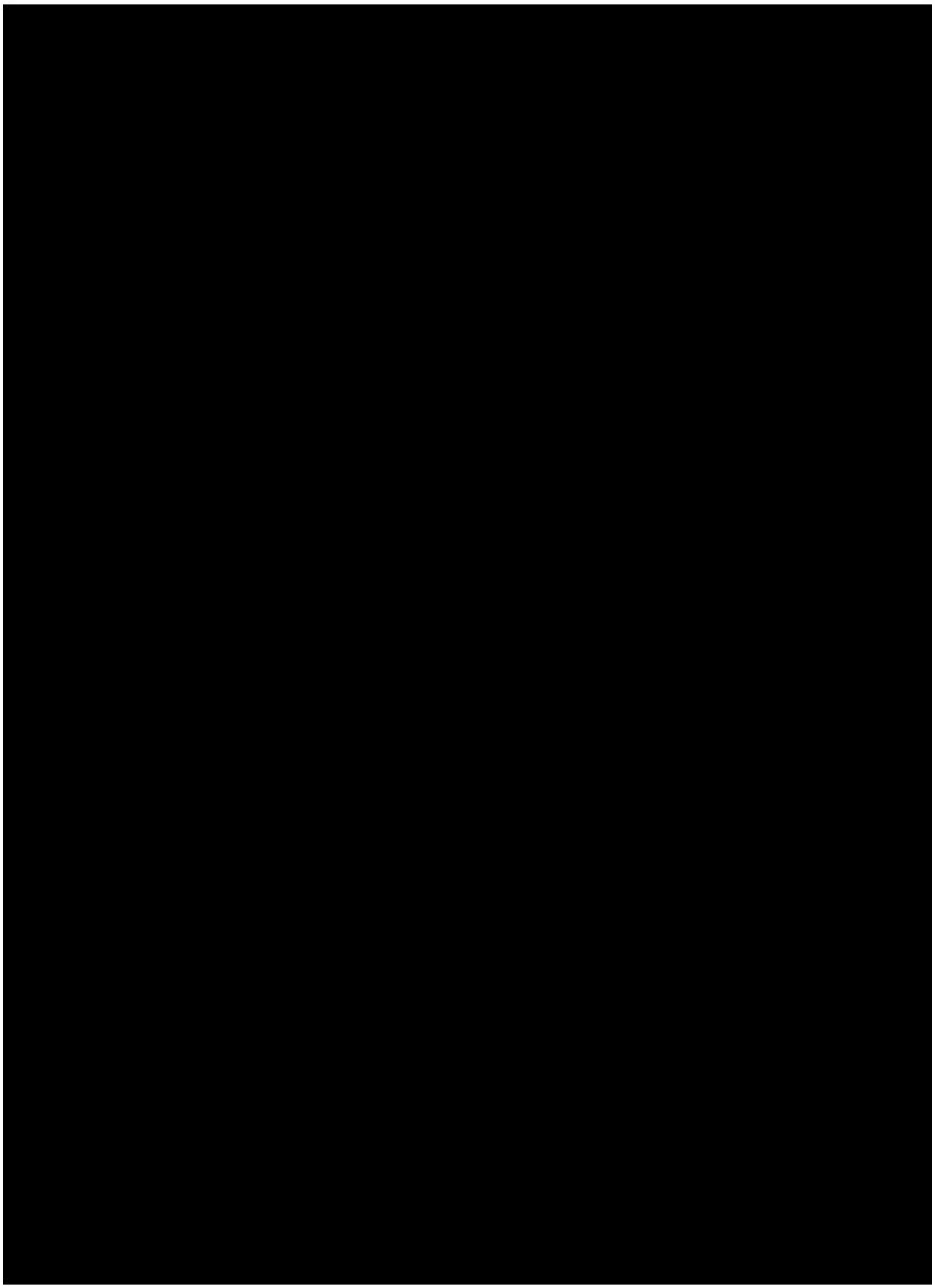
22nd Century Technologies, Inc.
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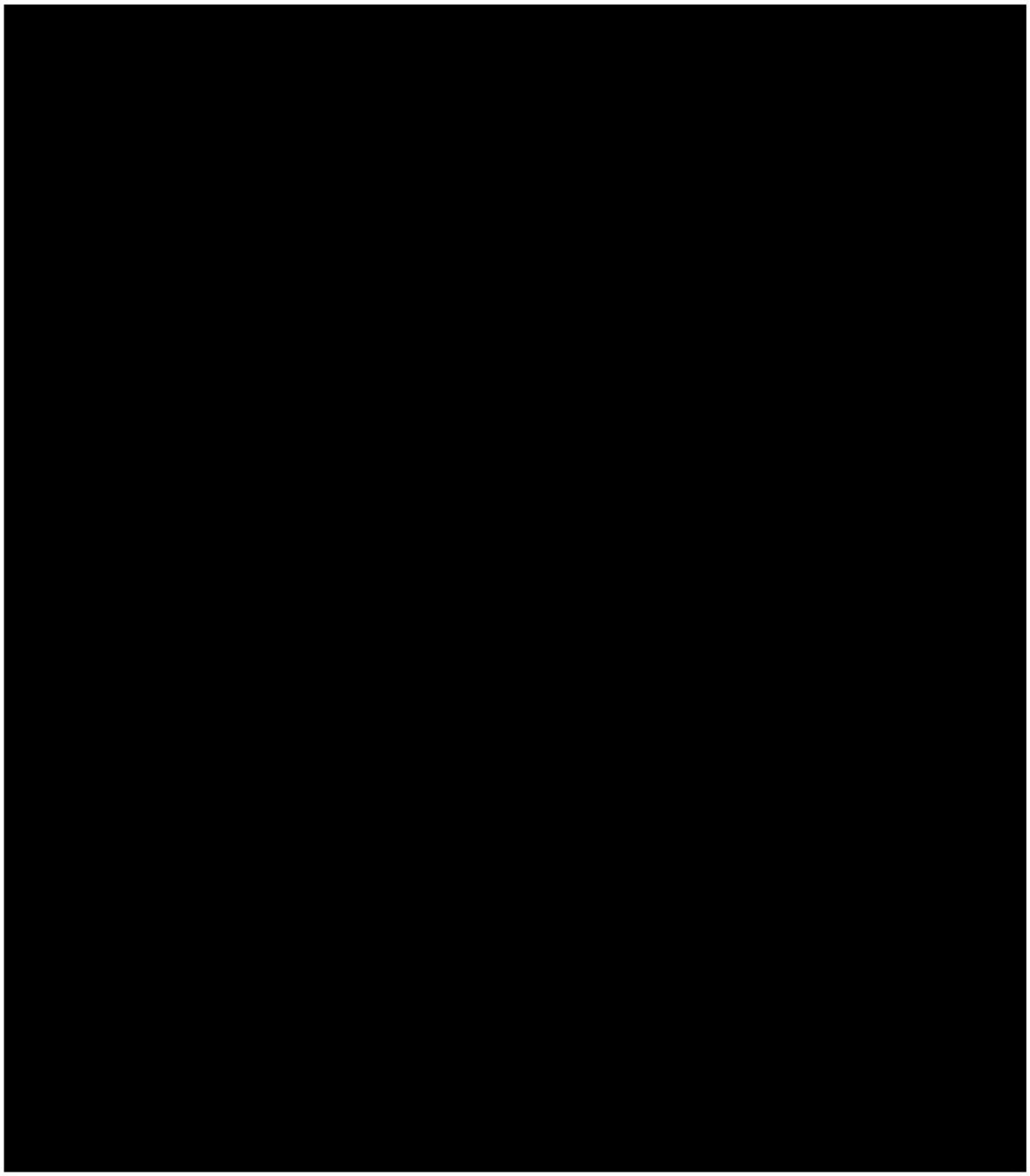
22nd Century Technologies, Inc.
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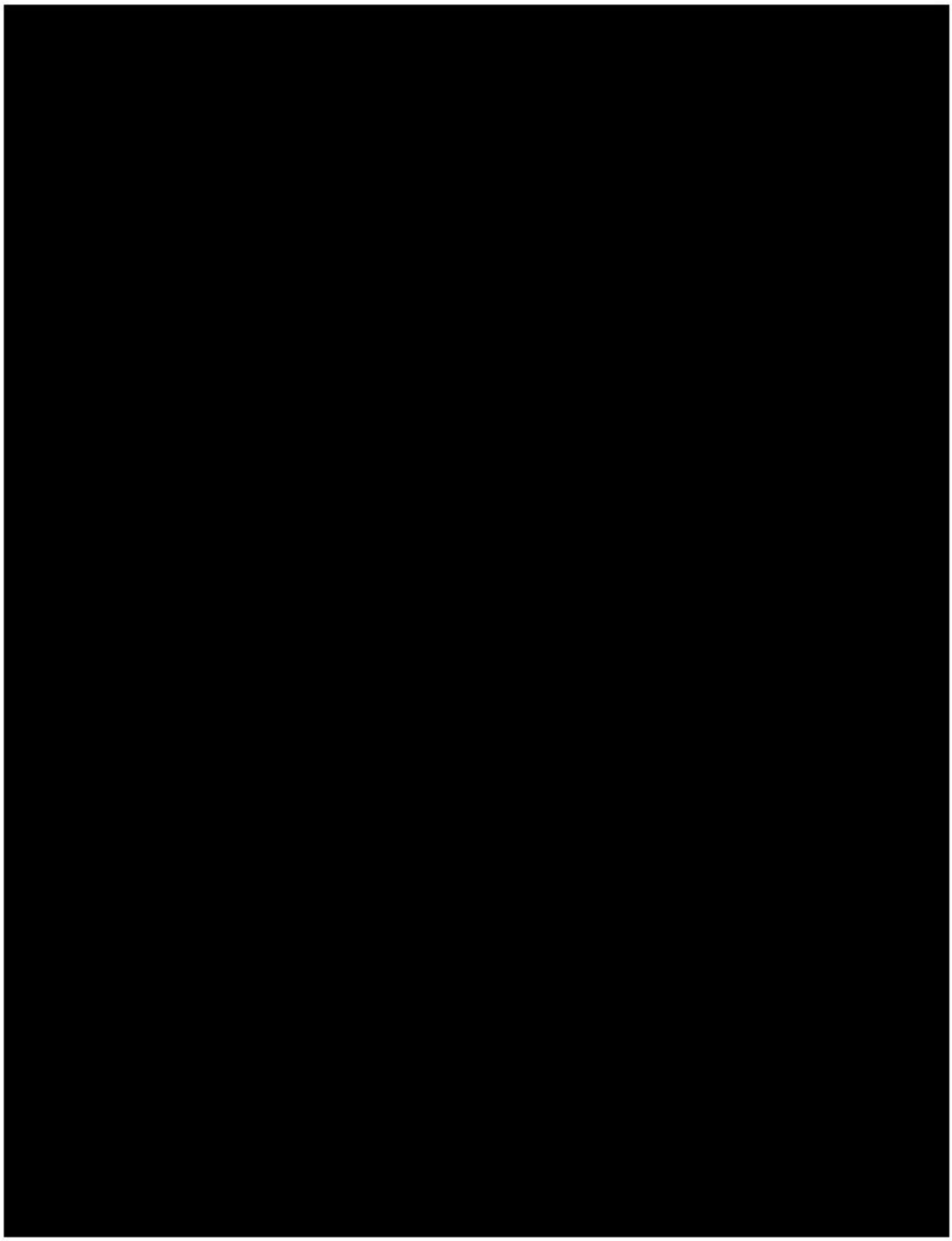
22nd Century Technologies, Inc.
Notes to Consolidated Financial Statements 11



22nd Century Technologies, Inc.
Notes to Consolidated Financial Statements 12



22nd Century Technologies, Inc.
Notes to Consolidated Financial Statements 13



22nd Century Technologies, Inc.
Notes to Consolidated Financial Statements 14



5.0.2 Subcontractor Identification (Feb 2015)

TSCTI does not intend to subcontract any portion of the work at any tier level, with another business for the BCSD's Temporary Information Technology Professional Services contract.

Exhibit B - Bid Form

EXHIBIT B

BID FORM
TEMPORARY IT PROFESSIONAL SERVICES

Please provide not less than three reference accounts including: Company Name, Address, City, State & Zip Code, Contact Name, Contact Telephone Number, Contact E-mail Address. Provide a brief description of the work performed and indicate the length of time for the engagement. Please use additional pages – if necessary.



22nd Century Technologies, Inc. 9/3/2019
Firm's Name Date

220 Davidson Avenue, Suite 118, Somerset, NJ 08873
Mailing Address

888-998-7284 /
Phone

Authorized Signature: _____

Printed Name: Eva Gaddis - McKnight, Administrator

Exhibit C-Bid Form

EXHIBIT C

BID FORM TEMPORARY IT PROFESSIONAL SERVICES

Indicate the categories of service that your company can supply by checking the appropriate line items below. By checking the appropriate category, the supplier affirms that their company has at least one qualified individual in the checked category who can provide on-site services to BCSD.
Note: Labor rate on Exhibit A must include all travel and additional costs.

Percentage discount from established pre-set maximum Fixed Price, (if offered):
0 **%**

CATEGORY	Level	Bidding	Not Bidding	Hourly Rate
IT Laborer	Entry	✓		$15.00
	Intermediate	✓		$20.00
	Advanced	✓		$25.00
AV/IWB Installer	Entry	✓		$15.00
	Intermediate	✓		$45.00
Desktop Technician	Entry	✓		$25.00
	Intermediate	✓		$45.00
	Advanced	✓		$65.00
Systems Administrator	Entry	✓		$50.00
	Intermediate	✓		$75.00
	Advanced	✓		$100.00
Systems Engineer	Entry	✓		$125.00
	Intermediate	✓		$200.00
	Advanced	✓		$300.00
Network Administrator	Entry	✓		$50.00
	Intermediate	✓		$75.00
	Advanced	✓		$100.00
Network Engineer	Entry	✓		$125.00
	Intermediate	✓		$200.00
	Advanced	✓		$300.00
Database Administrator	Entry	✓		$100.00
	Intermediate	✓		$175.00
	Advanced	✓		$250.00
IT Security Engineer	Entry	✓		$100.00
	Intermediate	✓		$200.00
	Advanced	✓		$275.00

Technical Writer	Entry	✓		$75.00
	Intermediate	✓		$100.00
	Advanced	✓		$125.00
Business Analyst	Entry	✓		$100.00
	Intermediate	✓		$150.00
	Advanced	✓		$200.00
Training Specialist	Entry	✓		$75.00
	Intermediate	✓		$100.00
	Advanced	✓		$125.00
Telecommunications Administrator / Engineer	Entry	✓		$125.00
	Intermediate	✓		$165.00
	Advanced	✓		$200.00
Web Developer	Entry	✓		$50.00
	Intermediate	✓		$75.00
	Advanced	✓		$100.00

22nd Century Technologies, Inc. 9/3/2019
Firm's Name Date

220 Davidson Avenue, Suite 118, Somerset, NJ 08873
Mailing Address

Phone: #888-998-7284 / Fax: #732-537-0888
Phone/FAX #'s

Authorized Signature: _____

Printed Name: Eva Gaddis - McKnight

Business Enterprise Utilization Report

For this contract, TSCTI does not have any plan to utilize any subcontractor. At any point, TSCTI feels that we require a subcontractor to fulfill the need of BCSD, we will take written confirmation from BCSD and provide a complete Business Enterprise Utilization Report before using any subcontractor.

TSCTI always use a variety of subcontractors, consultants, and suppliers that are minority-owned, women-owned and/or emerging businesses. Working with subcontractors is not new for the TSCTI. In fact, in scores of projects within TSCTI, we manage or have managed multiple subcontractors to meet our clients' objectives. We approach each engagement by establishing open, transparent, and accountable relationships with stakeholders, including subcontractors, to enable our clients' success. We create a single team environment that promotes quality, enables a collaborative environment, and assigns roles and responsibilities that take advantage of the skills each member brings to the team.

Amendments

No amendment has been received.