Temporary Labor Services

ITN No:2021-03TCSA

Technical Proposal

ISO 9001/27000/20000 CERTIFIED
NIST 800-171 COMPLIANT

b★ beacongov
Transforming Technology Solutions

University of Central Florida

Submitted to:
Attn: Trinh Nguyen, Contract Administrator
Procurement Services Department
12424 Research Parkway, Suite 300
Orlando, FL 32816-0975

Offer due Date / Local Time:
January 27, 2022 @ 2:00 PM

POC: Lucy A Garcia, BD Manager
3928 Coral Ridge Drive
Coral Springs, FL 33065
contracts@BeaconGov.com
(954) 426-1171
(954) 426-1181 Fax
www.BeaconGov.com

Submitted by:

BEACON SYSTEMS, INC.

TABLE OF CONTENT

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Temporary Labor Services
ITN No: 2021-03TCSA

Cover Letter

January 26, 2022

Trinh Nguyen
Procurement Services Department
12424 Research Parkway, Suite 300
Orlando, FL 32816-0975
trinh.nguyen@ucf.edu
Phone: 407-823-2661

Subject: Response to ITN No. 2021-03TCSA to provide Temporary Labor Services.

Dear Ms. Nguyen,

Beacon Systems Inc., (BeaconGov) is pleased to submit this Proposal to **University of Central Florida (UCF)** to provide **Temporary Labor Services**.

BeaconGov is a proven **ISO 9001/27000/20000 certified,** founded in **2005**, BeaconGov has proven to its clients that it provides the best value, timely and most professional service.

We have been awarded and contracted to provide similar **Temporary Labor Services** to the **University of Oklahoma, Arizona State University, University of Massachusetts, University of Osaka, and University of Maryland, Jefferson County Public Schools, Atlanta Public Schools, Miami-Dade County Public Schools, Broward College, Shelby County Schools, Pennsylvania's State System of Higher Education, Seattle School District, Seattle Public Schools, The School Board of Broward County, and Fort Bend Independent School District.**

BeaconGov carries 16 years of proven experience providing support services to various Federal, State, and Local government agencies across the nation.

BeaconGov's Educational Institutions Contract List
• **Broward College -** Temporary Staffing Services
• **Shelby County Schools -** IT Temporary Staffing services
• **The School Board of Broward County** - Technical Contract Staffing and Consulting Services
• **Miami-Dade County Public Schools** - IT Staffing and Consulting Services
• **Seattle Public Schools -** Temporary Staffing Services
• **University of Oklahoma** - IT Staffing & Consulting Services
• **Arizona State University** - Contractor/Consultant Services
• **The University of Massachusetts** - IT Staff Augmentation Services
• **University of Osaka** - Mechanical design support services
• **The University of Maryland** - The Design Study of the Prime Infrared Camera
• **Pennsylvania's State System of Higher Education** - IT Temporary Staffing services
• **Jefferson County Public Schools** - Professional Technical Staffing and Consulting Services
• **Atlanta Public Schools** - IT Consulting Services
• **Fort Bend Independent School District (FBISD)** - Temporary Staffing, Direct Hire and other employer services

It is our understanding that **UCF** seeking ITN for temporary labor services in various category and we are interested to provide the services in following listed below:

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Administrative, Accounting, Training, Support staff and Information technology Professionals
BeaconGov's technical knowledge and breadth of expertise in providing support services has earned the appreciation from many of our customers and paved the way for long-term engagements, therefore, we are confident in our ability to provide resources with the necessary skills, knowledge, training, and experience to assist **UCF.**

BeaconGov acknowledges the receipt and review of **Addendum #1 dated 12/15/2021 and Addendum #2 dated 01/13/2022.** We acknowledge that we have carefully analyzed this ITN and acknowledge and agree to all the Terms and Conditions described in the ITN. BeaconGov's proposal will be valid for **UCF's** acceptance for a minimum of **one hundred twenty (120) days** after the submittal deadline.

General Corporate Information

Item	Details
Legal Name	**Beacon Systems, Inc.**
Business Classification	Corporation
CCR Registration:	Active
FEI Number:	20-3600514
DUNS Number:	60-759-7064
Cage Code No:	484V6
Primary Contact Name	**Lucy A Garcia, BD Manager** contracts@BeaconGov.com
Secondary Contact Name	**Marada M Reddi, President** mreddi@BeaconGov.com
Address	3928 Coral Ridge Drive Coral Springs, FL 33065 Telephone: (954) 426-1171 Fax: (954) 426-1181 www.BeaconGov.com
Geographic Coverage	CONUS & OCONUS (Offices in Florida, NCR, and California)

MISSION: To deliver qualified personnel and cost-effective Services that offer productivity, efficiency and value to **UCF.**

GOAL: Our goal is to enable **UCF's** Mission by providing qualified candidates, on time, fully screened and with a Comprehensive Onboarding process.

BeaconGov appreciates the opportunity to submit our response to **UCF** for consideration. Should you have any questions in this regard, please do not hesitate to contact me at **(954) 426-1171**.

Sincerely,

Madhu Reddi

Marada M Reddi
President

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A. EXPERIENCE AND QUALIFICATIONS OF PROPOSER

A.1   Qualified in providing temporary labor services

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.

BeaconGov strongly believes that we can provide and are qualified to provide temporary labor services as described in this ITN due to the following reasons:

BeaconGov's proactive staffing approach supports a fully-staffed Project Management office through an optimized method that balances incumbent capture, if any, internal (employee) transfers, and outside hiring, illustrated below.
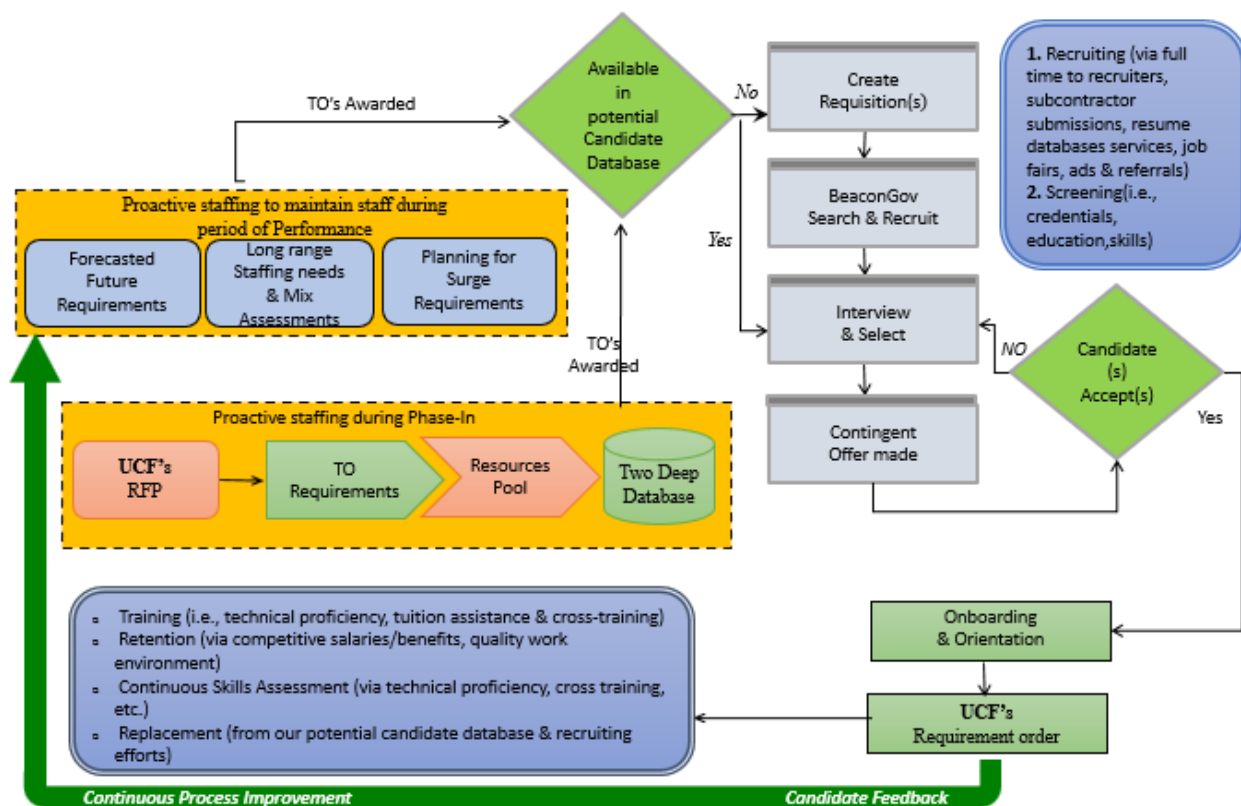
BeaconGov's Staffing Process

Proactive Staffing Process: We will take a proactive approach to **UCF's** specific staffing requirements to ensure continuity of operations throughout the contract's period of performance. BeaconGov uses a proactive, approach for projecting and filling staffing requirements while uncompromising the quality and operational performance of an agency.

Our focus is placed on providing skilled professionals who not only have expert knowledge in their specific domains but also have significant experience of successfully implementing software and developing applications in these sectors. It is for this reason that BeaconGov places a strong emphasis on our recruiting and screening process and have crafted a "multi-Tier" placement and recruiting system providing our clients with the right people and skill sets they desire.

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Ability to accomplish the project objectives: UCF has issued this ITN to acquire **Temporary Labor Services** from qualified and experienced firms. It is our understanding that through this ITN, the **UCF** is interested in procuring proposals from qualified organizations who can provide high-quality, cost-effective resources such as Administrative, Accounting, Training, Support staff and Information technology Professionals on an as needed basis. We combine a broad set of both IT and Non-IT service capabilities, with our wide reach to provide you with an adaptable, scalable, and reliable resource framework supporting your project requirements. We are proud of our **current and past excellent ratings** of services given by our clients.

Strong Client Relationship: BeaconGov's Constant Interaction with our clients has given us a high reputation in the industry. We work on shared values along with providing technical expertise, making us the market leader within the domain. We ensure transparency in every step of our approach. Our internal Program Manager will be in constant communication with **UCF's** Contract Administrator to keep her update on weekly basis. Our priority is for **UCF** to not only have the most qualified personnel at the best value but also employees who are satisfied with their placement. In the long term, we believe that satisfied employees will save the university money, increase retention, improve the university's brand perception, and set an example of their quality operational services as a university agency. We do this by setting a tone in terms of culture and employee benefit offerings that maintain high morale, empower employees, and build trust.

Building a Positive Reputation for UCF: We ensure that all employee documents such as W2, paychecks, taxes, etc. are properly processed in a timely and accurate manner resulting in satisfied employees. Our company experiences **little to no staff employee turnover**. We are highly accessible and available to answer any questions our contracted resources may have.

Proactive Staffing Process: We carry out a highly effective sourcing process which is established **before the award** and executed throughout the life of the contract This process allows for us to customize it to our client's needs, continually assessing/improving it through **UCF's** feedback and continuous process improvement. We possess the ability to meet **UCF's** staffing timelines and achieve 100% staffing on **Day One,** filling vacant positions within **3-5 working days**.

Two-Deep Approach: Our approach, which is pre-screened and verified with relevancy to **UCF,** contains **at least two additional qualified candidates for every contract position**. Our custom Two-Deep Database developed for **UCF's** specific staffing requirements maintained throughout the contract, ensures full coverage of all the areas. Our approach and method decrease the duration of vacant positions by 25 percent, without compromising the quality of the potential new hires.

Well, defined 10 Step Recruitment Approach: Based on our 16 years of experience in providing both IT and Non-IT services, we have developed a recruitment process to provide our clients with qualified and experienced temporary employees, within a very short turnaround time. This process has been proven through the successful management of Staffing Services contracts supporting Federal, State, and Local clients in various departments, no matter how great the hiring volume or how deep the logistical complexity. Our recruitment team consists of recruiters,

data miners, and research analysts, having an average 10+ years of recruiting experience of temporary employees to support our customers.

Business Partnerships: BeaconGov has developed strategic partnerships with leading providers of open-standard software platforms, which have enabled us to provide premium-quality services to our clients through early access to new technologies as well as preferred access to training and technical support.

Extensive Resume Database: BeaconGov understands the importance of Staffing in less time, and we are committed to providing our best resources. BeaconGov has excellent resources in its resume database pool for various categories required by the **UCF**. **BeaconGov has more than 100,000 highly proficient and experienced candidates** in our resume database as available the **UCF**. Our database is continuously updated enabling us to meet the requirements of our clients within a short notice.

Automated Recruiting and Onboarding Tools - Available 24/7; Web-based, easy-to-use, and easily accessible worldwide; includes industry's best tools, such as BrassRing, IBM Kenexa, and Red Carpet.

Well, Established and Financially Stable Company: We are a financially stable and a rapidly growing company.

Staffing Firm that Delivers the Right Employees: Our engagement process is focused on our clients and their business needs. BeaconGov will establish a virtual Client Engagement and delivery office to accomplish all contract requirements. This virtual network will be focused on adding values and delivering IT and Non-IT Staffing services needed by **UCF**.

Dedicated Recruiting/Staffing and HR Specialists: Highly dedicated and focused on **UCF's** staffing requirements; leverage a team-wide network of Recruiting and Human Resource specialists.

Unique Account Management Team: We follow a well-defined and documented team management approach for handling staffing contracts to ensure that contract requirements are supported. We will assign **UCF** with a dedicated Project Management team to ensure that the right delivery of services and needs are fulfilled within **UCF's** high level of satisfaction.

The Best Value Solution: **A Cut Above the Rest:** BeaconGov brings tested established, policies, procedures, and methodologies to accomplish all areas as listed in the **UCF** Requirements. The collective expertise and qualified professionals of BeaconGov sets us apart from the competition. Our established database of qualified technical staffing enhances our recruiting arm in supporting **UCF**. Our proven industry project and contract management methodologies encompass acquiring and retaining high-quality professional staff, producing only the highest quality and timely deliverables while ensuring effective communication between BeaconGov and **UCF. We** conduct comprehensive employee monitoring and management activities that differentiate our team from our competitors.

BeaconGov's management and staffing approach is based on key critical components:

1) **Unparalleled Mission Understanding:** A cohesive team with years of collective experience to support **UCF,** including experts in all areas of the Scope of Work (SOW) and reach-back to industry technical and mission expert.

2) **Responsive Organizational Approach:** An effective organizational structure designed to effectively manage all SOW requirements, facilitate strong lines of communication with **UCF**, and take advantage of the vast resource pool available across the team.

3) **Empowered, Experienced Leadership:** An Account/Program Manager who brings a wealth of program management, enterprise architecture, software development, and infrastructure knowledge and experience managing large, IT and Non-IT TO-based contracts.

4) **Proven Processes and Tools:** Effective processes and tools based upon an established, effective and operational enterprise BeaconGov tool and tailored specifically to support the **UCF.** These tools enable disciplined responsiveness.

The complete Scheduling to accomplish the project objectives:
Cross Utilization: BeaconGov encourages Cross-Utilization of employees with similar skills on multiple projects. In the case of **UCF**, we find it especially useful in order to avoid lost time in hiring a new employee for a surge need and productivity losses during training etc. This is also useful in providing support on overload or if other employees are unavailable for short periods of time.

BeaconGov accurately defines and gathers **UCFs** requirements, enabling us to deliver the best-qualified resources on time, addressing **UCF's** delivery expectations. BeaconGov conducts a job task analysis where relevant responsibilities and tasks are documented to successfully perform a job and is also used to develop training for new hires or identify the training needs of current workers. The job task analysis becomes the foundation for all skill assessments and training. BeaconGov's resources will be replaced in accordance with the procedures of the **UCF**. Resumes for proposed replacements will be submitted for the **UCF's** approval. Replacement staff will meet the original minimum qualifications for the position and generally are subject to an interview in addition to a review of their resume and qualifications. Prior work references will be checked. Where possible, the replacement staff should begin work before the original staff's departure to ensure the appropriate transition of responsibilities and knowledge. BeaconGov will arrange additional training to support the new responsibilities to the newly deployed resources if needed. At a minimum, job shadowing is performed for at least one week before staff transition off the project. With our ample resources, we are confident of our ability to quickly propose several well-qualified candidates as needed.

Within twenty-four (24) hours of the initial request, BeaconGov's Program Manager will respond to the **UCF** via telephone and confirm by facsimile/e-mail as to whether or not the **UCF's** request can be filled, and will provide the **UCF** with resumes of all qualified candidates for review. BeaconGov will ensure all candidates are available for an interview within forty-eight (48) hours after submittal of resumes and notification by **UCF**. All candidates will be available and ready for work at the earliest after acceptance by **UCF**.

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Factors Differentiate BeaconGov:

Delivery-focused approach – At BeaconGov, we differentiate ourselves from our competitors in our delivery-focused approach, instead of the traditional sales-focused approach. Our Program Manager are experienced and responsible individuals who have a service-oriented approach and place their clients' interests ahead of their own as compared to other vendors.

BeaconGov annually invests significant amount of dollars in professional and technical certification training via classroom and web-enabled curriculum for their employees. This best practice of continuously maturing the capabilities of our workforce is leveraged by all our team members, sustaining highly qualified staff for all contracts.

BeaconGov will assign a dedicated team specifically tasked with supporting the **Temporary Labor Services** as four main categories Administrative, Accounting, Training, Support staff and Information technology Professionals. Our team has local and regional oversight to ensure the team's performance meets and exceeds the UCF performance expectations

Strong Local Presence – BeaconGov is a company with a strong local presence in the **State of Florida with numerous government clients such as Broward College, 17ᵗʰ Judicial Circuit of Florida, Miami-Dade County, Broward Sheriff's Office, Florida Department of Transportation, Florida Department of Health, and The School Board of Broward County. South Florida Water Management District.** Temporary Staffing Support Services will be fast and accurate, based on our location and our capabilities. BeaconGov holds several State Contracts with the State of Florida and provides Staffing Support to various departments for the state.

Complete Workforce Solution Provider – BeaconGov use our insight, knowledge, and national resources to make exceptional connections. With over 100 clients throughout Florida spreading across every industry, BeaconGov has the reach and experience to meet **UCF** objectives and exceed UCF expectations. Client diversification allows BeaconGov to more quickly adapt to change in market conditions, client requirements, and preferences, invest more in resources and better understand the industries that are prevalent in major areas when compared to competitors.

BeaconGov has been awarded and contracted to provide similar to **Temporary Labor Services** to various public sector clients since **2005.** BeaconGov provides the best talent, resources, experience, and market expertise to our customers. Our approach is to align our resource provisioning with the **UCF's** requirements. We combine a broad set of IT and Non-IT services capabilities, with our wide reach to provide you with an adaptable, scalable, and reliable resource framework supporting your project requirements.

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01 Two Deep Staffing Approach

02 Automated Recruiting & Onboarding Tools

03 DCAA Audited Accounting System

04 Client Specific Project Management Approach

05 Immediate Response

06 Shared Value with Client

07 Subject Matter Expertise in every Domain

08 100K+ Active Candidates Database

__BeaconGov Staffing Benefits__

BeaconGov takes pride in providing flexible and cost-effective staffing solutions for Information Technology support and also providing both IT and Non-IT staffing resources. Our expertise comes from years of recruitment experience, high-caliber professionals, and a comprehensive approach to service delivery. Our database of qualified candidates from staffing will be an added plus in our support to **UCF** needs.

BeaconGov's approach to staffing is based on proven pre-award planning activities. Using this pre-award phase, we work in close collaboration with the team to verify the availability of resources and synchronize schedules. Based on an understanding of the skills requirements for the **UCF's** scope, with priority on Job Titles identified in the **ITN**, we post requisitions and collect resumes to populate the candidate database.

We can onboard a new employee within 3-5 days. A key component of staffing any new award is our proven "**Two-Deep**" staffing and recruiting approach which makes up our Database. We maintain a database of **at least two qualified backup candidates for each labor category** in anticipation of the award and throughout the **UCF** contract, enabling us to rapidly staff vacancies, as well as new, ad hoc, and surge requirements.

Client's Satisfaction: The goal of our business itself is to provide client satisfaction, we strive hard to provide the best services to our clients, and we even provide Subject matter expert services

on need basis for free of cost to ensure the project faces no challenge. Our team goes above and beyond to satisfy our clients. We strive for our services to stand out as exceptional at every possible moment.

A.2   BeaconGov's overview history, and organizational structure

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

BeaconGov has over 16 years of experience in providing Temporary Labor Services to various clients in the Federal, State, and Local sector nationwide. Our services, solutions, and methodologies are framed around leading technologies and applying industry best practices, enabling us to deliver the best service and solutions to our customers. We strive to manage projects on time (often ahead of schedule). We believe in utilizing an approach based on several successful efforts of similar size and scope in the Local, State, and Federal sectors. We incorporate the best practices from both the Government and Industry, and simultaneously deliver quality through our ISO quality processes. Our main philosophy is heavily rooted in providing both IT and Non-IT staffing services. Our technical philosophy has the following primary components:

▪ Incorporate new technologies to stay ahead
▪ Combine the best of the product and custom worlds by partnering with technology leaders. We provide customers with a best-of-breed solution
▪ Leverage software prototyping to meet customer needs
▪

BeaconGov is expert in delivering services with below mentioned key features:
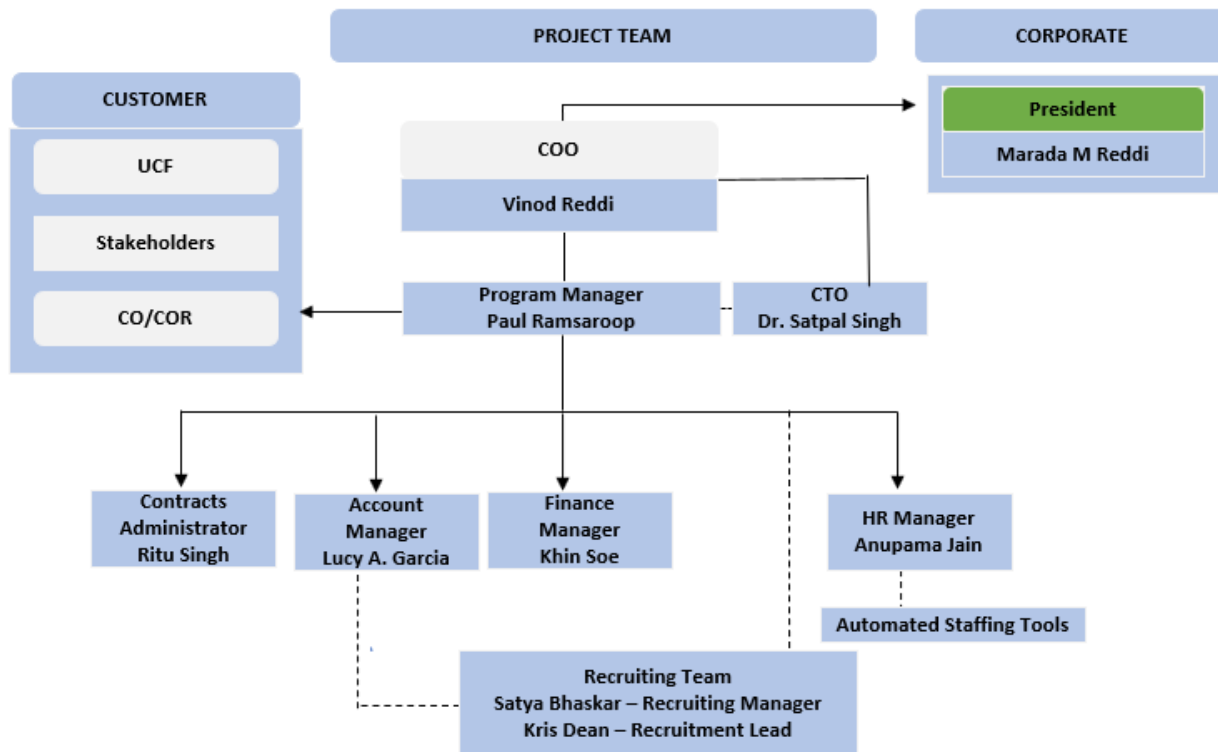
▪ Automated Recruiting & On-boarding Tools
▪ Immediate Response
▪ 100K+ Active Candidates Database
▪ Two Deep Staffing Approach
▪ Subject Matter expert in every domain

BeaconGov's Office Locations:

Corporate Office:	Washington DC Office:	West Coast Office:
BEACON SYSTEMS, INC	**BEACON SYSTEMS, INC**	**BEACON SYSTEMS, INC**
3928 Coral Ridge Drive	5285 Shawnee Road Suite 300	790 East Colorado Blvd Suite 900
Coral Springs, FL 33065	Alexandria, VA 22312	Pasadena, CA 91101
(954) 426-1171	(703) 468-1602	(626) 765-3787
(954) 426-1181 (FAX)	(703) 468-1694 (FAX)	(626) 765-3783 (FAX)
info@BeaconGov.com	info@BeaconGov.com	info@BeaconGov.com

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BeaconGov's Organization Structure:

BeaconGov's Key Personnel

The following table identifies all the resources assigned to these services and their dedication to the **UCF.**

Key Staff	Qualifications and Responsibilities
Paul Ramsaroop, Program Manager	- More than 30 years of experience. 95% Available. - Key person for managing the contract signed with the **UCF** and interacting with the **UCF's Contract Administrator** - Ensuring and tracking the **UCF's** requirements and providing a status update. - Interact with the **UCF** for existing/new requirements. - Monthly/ Quarterly meetings with the **UCF** to monitor BeaconGov contract performance. - Weekly meeting with Back Office Staffing Operation & Employee Relations Team to give an update on the project - Ensuring that monthly compliance reports are being submitted in time to the **UCF** and sending weekly dashboard reports to executive management. - Monitor Cost to Ensure Project is within allocated funding. - Identify and analyze risks, and develop custom Risk Handling strategies and specific steps to reduce the probability and/or impact of the risk. - Implements/oversees SLA Managements.

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Temporary Labor Services
ITN No: 2021-03TCSA

Lucy A Garcia, Account Manager	▪ Over **16 years** of account management experience ▪ 95% available ▪ Manage approximately **47 accounts** at a time ▪ Long-term liaison between client and BeaconGov ▪ Lucy Garcia is an Account Lead with BeaconGov serving Federal, State, and Local agencies. ▪ Lead and track over **100 proposal project initiatives** for Florida Department of Transportation, Miami-Dade County Department of Transportation and Public Works, Department of Military Affairs, Seminole Tribe of Florida, and many more ▪ Capable of successfully managing multiple accounts while seeking clients' best interests through prompt and proactive communication. She possesses a keen understanding of their business needs, offers personalized solutions, and maintains client relationships while enhancing customer satisfaction.
Ritu Singh, Contracts Administrator	▪ Over **15 years** of experience. ▪ 95% Available. ▪ Analyses all requirements and provisions in contracts, including terms and conditions, to ensure compliance with all laws and regulations and company policies and procedures. ▪ Manages all **contract-level actions** (modifications, funding increments, extensions, close-out). ▪ Manage record-keeping for all contract-related correspondence and documentation. ▪ Coordinates with the finance department to ensure correct billing and collection of contractual revenues. ▪ Ensures that contracts are executed in accordance with corporate guidelines.
Satya Bhaskar, Recruitment Manager	▪ Over **14 years** of experience in Recruitment Managements, Operations, Employee Engagement, and Organizational Development with a Master's in Business Administration ▪ 95% Available. ▪ Will check in our existing talent pool of resources with identical skills and select and submit the same to the **Manager Recruiting**.
Kris Dean, Sr. IT Recruiter Lead	▪ A seasoned professional with 17+ years of result-oriented and extensive experience in the field of US IT staffing, Infrastructure and Power electronics industries. ▪ 10+ years of experience in Recruitment. ▪ 95% Available. ▪ Excellent Contract Management, Vendor Management & Procurement skills ▪ Expert in liaising with Govt officials / Offices
Vijay Kumar, Recruiter	▪ Having 9 years of experience in recruitment. ▪ Worked extensively on C2C, C2H, W2, 1099 and full-time positions.

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	95% Available. - Good understanding of all kinds of Visa Status like GC, EAD, H1, TN, E3, etc. - Worked closely with Hire manager and account manager and vendors.

A.3 Company's Information

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

BeaconGov's Years in business: Since **01/15/2005** It's been 16 years of in business providing staffing services to various government agencies**.**

BeaconGov is a proven **ISO 9001/27000/20000 certified company.** Our technical knowledge and breadth of expertise in providing both IT and Not-IT temporary labor services have earned appreciation from many of our customers and paved the way for long-term engagements. We are experienced with providing **Administrative, accounting, training, support staff, information technology, and professionals technical.** Our core competencies are Project Management, Business Analysis, Systems Analysis, Technical Solutions and Architecture, Mainframe Services, Network Infrastructure, Information Security, Integration of Systems, Application Development, Accountant, Auditor, Administrative Assistants, Administrative Specialist, Junior Accountant, Payroll Specialist, Business Analyst I, Technician I Training Program Developer, Technical Trainer, Technical Instructor, Technology Instructor, Marketing Manager, Digital Marketing Strategist, Market Research Analyst and Maintenance.

We take pride in producing advanced solutions for our clients by utilizing the collective industry and technical management expertise of our **qualified professionals** to integrate proven methods, Innovation, and Industry Best Practices. BeaconGov has delivered support solutions to **NASA** including instrument design, fabrication, engineering, and launch applications for some of the most complex launches including **MAVEN, MOMA, InFOCuS Balloon,** and **LADEE** missions.

BeaconGov is proud of our accomplishments as our team has partnered with some of the leading universities around the world to deliver quality solutions to NASA and supported of the European Space Agency (ESA). Additionally, our team has developed a model enterprise Court Management System (e-Bench) for the **17th Judicial Circuit of Florida** that integrates technology, mobile applications, and real-time data visualization to over 35,000 Lawyers and Judges.

Our Stats

- **16-years**-old proven firm
- **ISO 9001:2015, 27001:2013, 20000:2018** Certified
- NIST 800-171 Complaint
- **DCAA** Audited Accounting System
- BeaconGov has a **Mentor-Protege Program** relationship with **JPL**. As per this MOU, BeaconGov will absorb JPL's technical and business expertise to assist in developing its technical and business capabilities
- Successfully served several Federal Agencies such as DOD, NASA, VA, CDC, IRS, FDA, and USDA
- **Schedule 70 GSA** and **Seaport-e Prime** Contract Holder

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- Outstanding **CPARS** and **Top 20%** in PPE by **Dun & Bradstreet**

Our Technology Partners

BeaconGov Core Offerings

The Best Value Solution: *A Cut Above the Rest*

IT & ITES	Advanced Technology	Science and Technology Engineering	Non-IT Services
▪ Provide on-site and off-site personnel to support Technology, Engineering ▪ IT Security Consulting Services ▪ Software Development and Systems Integration support ▪ Mission Support ▪ Test Facility Support	▪ Enterprise Application Development ▪ System Design, Integration, and Maintenance ▪ Mobile App Development ▪ Data Visualization Services ▪ Emerging Technologies Support	▪ Missions and Operations Support ▪ Engineering Services ▪ Instrument Design and Fabrication Support ▪ Adaptive Manufacturing and 3D Printing ▪ Transportation Technology Solutions	▪ Provides administrative support ▪ Clerical Services work refers to daily office duties ▪ Clerk is responsible for keeping the office organized and running it smoothly ▪ Global Asset Management ▪ Benefits Management. ▪ Project Management ▪ Product Manager, Sales manager and Account manager etc.

A.4 Account of similar needs- Past Performance
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*

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BeaconGov's Government contracts

Reference #1: 17th Judicial Circuit of Florida

Client Name	17th Judicial Circuit of Florida
Project Title	**Staff Augmentation Services**
Contract Number	A7A75E
Address	201 SE 6th Street, Suite 20130, Fort Lauderdale, Florida 33301
Period of Performance	04/19/2013 - Current
POC Name **Phone Number** **Email**	**Sunil Nemade** (954) 831-7728 snemade@17th.flcourts.org
Description of Work to be Performed	

BeaconGov is providing specialized technical staffing services to develop court and case management process. BeaconGov worked on managing the staffing needs where we replaced old process and developed a new process to review court files both in chambers and courtroom, and by court staff.

In addition to this, we also provided the resources for creating interface with case management files and other systems. The new system developed by BeaconGov allowed the judiciary to retrieve files based on court dockets and on demand based on need.

BeaconGov offered following services to meet the project requirements: Program Management, Application Development, Database Architecture, Database Administration. BeaconGov is providing Admin staffing resources like administrative assistant, administrative coordinator, Secretary, Receptionist, Administrative manager, administrative director, administrative specialist, Executive assistant work for the Court System including enterprise architecture, system design, Mobile Development, Case Management, Design and Architecture, and software development utilizing Java, Linux, Oracle and Microsoft.

Reference #2: Smart Structures

Client Name	Smart Structures
Project Title	**Temporary Staffing Services**
Contract Number	POJ98491-3
Address	4152 W Blue Heron Boulevard, Unit 113, West Palm Beach, FL 33404
Period of Performance	04/14/2015 – Ongoing
POC Name **Phone Number** **Email**	Kumar A. Allady (561) 866-5185 Kumar@Smart-Structures.com
Description of Work to be Performed	

Beacon Systems has provided staffing resources to develop a patented miniature wireless Embedded Data Collector (EDC) sensor. These sensors are cast directly into wet concrete. The sensors are networked wirelessly and through patented and copyrighted software, provide precise, real-time data on the capacity and integrity of the structure as it is being constructed and through the life of the structure.

Temporary Labor Services
ITN No: 2021-03TCSA

This Smart Solution contains unique and patented non-destructive internal memory capabilities to store and maintain critical performance and quality control information for the entire life cycle of the piles. The Smart Structures solution, when used during construction, is a permanent part of the structure through its serviceable life. BeaconGov have provided the resources not limited to administrative Coordinator, Front Desk Agent, Administrative Support Specialist, Secretary, Administrative Analyst, Administrative Assistant and also Database Administration. BeaconGov is providing Admin staffing resources like administrative assistant, administrative coordinator

Reference #3: San Diego

Client Name	San Diego
Project Title	Staff Augmentation Services
Contract Number	PO628945
Address	5510 Overland Ave., Ste 410, Rm 470, San Diego, CA 92123
Period of Performance	04/19/2016 - 06/01/2019
POC Name Ph Number Email	Murali Pasumarthi - Traffic Engineering Manager (754) 264-3298 murali.pasumarthi@sdcounty.ca.gov
Description of Work to be Performed	
BeaconGov has provided staffing services to San Diego County. BeaconGov offered following services to meet the project requirements: Administrative Business Partner, Master Scheduler, Executive Business Partner, Office Manager, Front Desk Administrative Assistant, Solutions Coordinator and also Database Developers, Program Manager, Administrative Manager, SharePoint Developers, Senior Consultant, System Administrator, Software Developers, Database Administration, SMEs, and Junior Consultant Database Architecture, VOIP Specialist, Network Manager, Network Engineer, Network Administrator, Technical Writer, Cognos Developer, Mainframe Developer, and System Programmer.	

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Temporary Labor Services
ITN No: 2021-03TCSA

Below is the list of BeaconGov's Educational Institutions contracts:

Reference #1: Jefferson County Public Schools

Client Name	Jefferson County Public Schools
Project Title	Staffing Augmentation Process
Contract Number	17010198
Address	1829 Denver West Drive, Bldg# 27, Golden CO 80401
Period of Performance	02/01/2017 - 01/31/2021
Description of Work to be Performed	

BeaconGov is working with Jefferson County Public Schools to provide Professional Technical Staffing Augmentation Service.
BeaconGov is proving the staffing including Database Specialist, IT Architects/Engineers, IT Integration Specialist, Programmer, Application Development, Project/Product Management, Security Specialist, Technical Writers, Technicians, Training Specialists and also few Non-IT's Office Manager, Front Desk Administrative Assistant, Solutions Coordinator.

Reference #2: Fort Bend Independent School District (FBISD)

Client Name	Fort Bend Independent School District (FBISD)
Project Title	Temporary Staffing, Direct Hire and other employer service
Contract Number	17-072KB (HGAC TS06-17)
Address	16431 LEXINGTON BLVD. SUGAR LAND, TX 77479
Period of Performance	06/19/2017 - 5/31/2021
Description of Work to be Performed	

BeaconGov had provided staffing with various IT and Non-IT skills which are unique including Program Mangers, Administrative Services, Project Manager, Application Developer/Programmer, Application Support, Application Analyst, System Analyst, Software Test Analyst, Technical Architect, Business Architect, Help Desk Support, Administrative assistant, Administrative coordinator, Secretary, Technical Support , Database/Warehouse Architect, Database Administrator, Security Analyst, Security Architect, Network Engineer, Network Administrator, Communications Coordinator, Graphic Designer, Web Developer, Computing Device Support and Technical Grant Writer.

Reference #3: Seattle School District No.1

Client Name	Seattle School District No. 1
Project Title	Temporary Staffing Services
Contract Number	RFQ04861-17
Address	2445 3rd Ave S, Seattle, WA 98134
Period of Performance	09/01/2018 - 8/31/2021
Description of Work to be Performed	

BeaconGov provided Staffing services for Seattle School District No. 1 for Temporary Staffing Services for Seattle Public Schools.

BeaconGov had provided staffing with various IT and Non-IT skills which are unique including Program Mangers, SQL DB Developer, Systems Engineer, Business Analyst, receptionist,

Administrative manager, Administrative director, Administrative specialist, Executive assistant Six Sigma, Project Manager, .net Developer, SAP Analyst, Human Resources Analyst, Compensation and Benefits Generalist, Payroll Accountant, Pension and Retirement Analyst, Accountant, Accounting Supervisor, Budget Analyst, Contracts Specialist, Executive /Administrative Assistant, Paralegal.

Reference #4: The School Board of Broward County

Client Name	The School Board of Broward County
Project Title	Temporary Staffing & Consulting Services
Contract Number	ITB 19-080V
Address	7720 WEST OAKLAND PARK BOULEVARD, SUITE 323, SUNRISE, FLORIDA 33351
Period of Performance	09/01/2018 - 9/30/2021
Description of Work to be Performed	

BeaconGov is working with The School Board of Broward County to provide technical contract staffing & consulting services.

BeaconGov is proving the staffing including Database Specialist, IT Architects/Engineers, IT Integration Specialist, Programmer, Application Development, Project/Product Management, Security Specialist, Technical Writers, Technicians, Training Specialists and Administrative Support Specialist, Secretary, Administrative Analyst, Administrative Assistant, Admin Specialist Executive Business Partner, Office Manager, Front Desk Administrative Assistant, Solutions Coordinator, Professional Typist

Reference #5: Miami-Dade County Public Schools

Client Name	Miami-Dade County Public Schools
Project Title	Temp Staffing & Consulting Services
Contract Number	80101507-SA-19-1
Address	1450 NE 2nd Ave # 912 Miami, FL 33132-1308
Period of Performance	09/01/2020- 08/31/2022
Description of Work to be Performed	

BeaconGov is working with Miami-Dade County Public Schools to provide IT Staffing & Consulting Services.
BeaconGov is providing the staff including Applications Analyst, Data strategy and management, Quality Assurance, Technology Research, Client technologies, Administrative Business Partner, Master Scheduler, Administrative coordinator, Secretary, Receptionist, Customer Support, Network Management, Internet Planning, Engineering and operations, Operations, Telecommunication, Business Management, Training, Security management, Business Continuance Management, Product development, System programming and Administration, Business Analysis and Planning, Release Management, Program Management, Customer Service Hotline, Technical product support.

Reference #6: Pennsylvania State System of Higher Education

Client Name	**Pennsylvania State System of Higher Education**
Project Title	**Temporary Staffing Service**
Contract Number	**SP4700005131**
Period of Performance	6/22/2020- 6/30/2025
Description of Work to be Performed	

BeaconGov is working with Pennsylvania State System of Higher Education to provide Temporary Staffing Services.

BeaconGov had providing the following categories for Pennsylvania State System of Higher Education such as

- ▪ *Administrative/Clerical:* Receptionist, Data Entry, File Clerk, Administrative Assistant, Executive Assistance.
- ▪ *Finance/Accounting:* A/P or A/R Clerk, Accountant I, Senior Accountant Cost, Accountant, Budget Analyst
- ▪ *Professional Services:* Grant Coordinator, Analyst, Purchasing Agent

Reference #7: Shelby County Board of Education

Client Name	**Shelby County Board of Education**
Project Title	Temporary Staffing Services
Contract Number	2021-0862
Address	160 S. Hollywood Street, Memphis, Tennessee 38112
Period of Performance	2020-2023
Description of Work to be Performed	

BeaconGov is working with Shelby County Board of Education to provide IT Temporary Staffing Services.

BeaconGov had provided staffing with various IT positions such as Desktop Support Analyst, Help Support Analyst, Network and Telecom Analyst, IT SQL Developer, IT .NET Software Developer, Java Developer, ETL Developer, SQL DBA, Oracle DBA, IT BI Architect, IT Data Architect, Oracle PL/SQL Developer, BI/ERP Report Writer, ERP SME, Project Manager, Business Analyst, Program Manager, Oracle Fusion Architect, IT Security, IT Security Architect, Server Administrator, Server Administrator Architect, SharePoint Administrator, Cloud Administrator, Change Management (OCM), ITIL Configuration/Change Management.

Reference #8: University of Massachusetts

Client Name	**University of Massachusetts**
Project Title	Staff Augmentation Services
Contract Number	UP16-DF1201
Address	333 South Street, Shrewsbury, MA 01545
Period of Performance	3/1/2016- 2/28/2019
Description of Work to be Performed	

BeaconGov is working with University of Massachusetts to provide IT Staff Augmentation Services.

BeaconGov had provided various IT positions such as Application Developer, Application Developer – IDM, Applications Specialist, Applications Specialist-IDM, Business Intelligence,

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Client Name	University of Massachusetts
Business Planning & Analysis, Customer Support/Help Desk, Database Administration, Computer Operator, Information Technology Security, Network Analysis/Administration, Project Management, Software Administration, System Architect, Systems Administration, Training & Communications, and Administrative assistant, Administrative coordinator, Secretary, Receptionist, Administrative manager, Administrative director, Administrative specialist, Executive assistant Web Design & Development.	

Reference #9: University of Maryland

Client Name	University of Maryland
Project Title	Temporary Staffing Services
Contract Number	PO#70541/PO#73080
Address	VBCPS Park, MD 20742
Period of Performance	01/15/2019-03/31/2019
Description of Work to be Performed	
BeaconGov provided Staffing services for University of Maryland for Temporary Staffing Services for **Contractor/Consultant Services.** BeaconGov had provided staffing with various IT and Non-IT skills which are unique including Program Manager ,Project Manager ,Project Manager Assistant, Senior Subject Matter Expert Subject Matter Expert, Senior Computer Software Integration Analyst , Senior Computer Specialist, Computer Specialist, Senior Computer Systems Analyst, Junior Computer Systems Analyst, Applications Programmer, Applications Development Expert , Front Desk Administrative Assistant, Solutions Coordinator, Professional Senior Computer Systems Programmer, Administrative Business Partner, Master Scheduler, Executive Business Partner.	

Reference #10: University of Oklahoma

Client Name	University of Oklahoma
Project Title	Temp Staffing & Consulting Services
Contract Number	R17006-17
Address	660 Parrington Oval, Norman, OK 73019
Period of Performance	07/01/2016 - 6/30/2017
Description of Work to be Performed	
BeaconGov provided Staffing services for University of Oklahoma technical Support Project. BeaconGov had provided staffing with various IT and Non-IT skills which are unique including Program Mangers, Administrative Services, Project Manager, Application Developer/Programmer, Application Support, Application Analyst, System Analyst, Software Test Analyst, Administrative coordinator, Secretary, Receptionist, Technical Architect, Business Architect, Help Desk Support, Technical Support , Database/Warehouse Architect, Database Administrator, Security Analyst, Security Architect, Network Engineer, Network Administrator, Communications Coordinator, Graphic Designer, Web Developer, Computing Device Support and Technical Grant Writer	

Temporary Labor Services
ITN No: 2021-03TCSA

Below is the list of BeaconGov's Other Educational Institutions contracts:

SL.NO	Clients	Services Rendered
1	University of Oklahoma	Temp Staffing & Consulting Services
2	University of Osaka	Temp Staffing & Consulting Services
3	Arizona State University	Staff Augmentation /Consultant Services
4	University of Massachusetts	Staff Augmentation Services
5	The School Board of Broward County	Contract Staffing & Consulting Services
6	Pennsylvania's State System of Higher Education	Temporary Staffing Services
7	Broward College, Florida	Temporary Staffing Services
8	Seattle Public Schools - WA	Temporary Staffing Services
9	Shelby County Schools	Temporary Staffing Services
10	Seattle School District	Temporary Staffing Services for Seattle Public Schools
11	Miami-Dade County Public Schools	Temp Staffing & Consulting Services
12	Jefferson County Public Schools	Staffing Augmentation Process
13	Fort Bend Independent School District (FBISD)	Temporary Staffing, Direct Hire and other employer service

B. PROJECT STAFF QUALIFICATIONS/EXPERIENCE

B.1   Key Personnel assigned to UCF

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 proposed team consists of experienced executives, who have conducted over 50 recruitments, working with cities, counties, special districts, and other governmental entities of all sizes throughout the nation. All members have recruiting background, giving them an understanding of the complexities and challenges associated with today's public sector executive recruitment.

Our strategy for the **UCF** will be to customize a service delivery model based on a detailed understanding of your corporate culture and business environment. Our structured approach will deliver value across your program while leveraging a combination of diverse recruiting mediums, routine performance monitoring/reporting, continuous improvement initiatives, and operational support specialists in order to achieve maximum results.

BeaconGov's key staff members who will assigned to UCF account are listed below with details like Job Title, individual experience in delivering similar services**.**

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Total number of employees: 78

Key Personnel for UCF		
Name	**Position/ Job Title**	**Years of Experience**
Paul R Ramsaroop	Program Manager	30+ Years
Lucy A Garcia	Account Manager	16+ Years
Ritu Singh	Contracts Administrator	15+ Years
Satya Bhaskar	Recruitment Manager	15+ Years
Kris Dean,	Team Lead	17+ Years
Vijay Kumar	Senior Recruiter	09+ Years

BeaconGov's Key Personnel Resume's involved in delivering the services:

Paul RamSaroop, Executive Vice President – (Program Manager)

Professional Summary: Over the last thirty years, **Mr**. **Paul Ramsaroop**, Executive Vice President of BeaconGov, has been a leading member for start-ups and large corporations, leading operational, technical and acquisition teams and developing technical solutions in a wide range of staffing industries including healthcare and aerospace. Also have a great experience in Specific duties include organizational development, agreements, client meetings, employment law, performance management, employee relations, compensation, and benefits, facilitating and providing guidance to management teams in HR matters, directing staff, and developing, interpreting and implementing policies and procedures

Key Responsibilities as Executive Vice President:
- Maintain a rapport with clients by maintaining a high level of service
- Managing Federal, State and Local contracts
- Coordinating with Federal Contracting Officers
- Increase sales
- Work with Recruiting Manager to improve recruiting objectives
- Manage Account Managers and Manager onsite team members
- Transition Team Manager
- Maintain Affirmative Action initiative
- Assist HR and ER Team in developing policies and procedures
- Corresponded with federal, state, and local government agencies

Key Responsibilities as Program Manager:
- Responsible for maintaining a VMS system for several clients, XRM Systems
- Managed a group of 50 plus suppliers
- Designed and implemented XRM System
- Trained new users on VMS system
- Signed up new suppliers and worked with legal department

Prior to Experience: Paul served as co-founder and Chief Operating Officer of Etegra, Inc., an Architecture/Engineering firm based in St. Louis. Paul was responsible for its strategic growth

through acquisitions and for building its corporate operations teams. Prior to Etegra, Paul was a founding member of Evolvent Technologies, Inc., a Virginia based, focused **healthcare systems integrator** with particular strength in federal information technology systems, serving in various positions of increasing responsibility and finally taking over the operations group in 2004. After an MBO in 2005, Paul served as President and Chief Operating Officer of Evolvent until its acquisition by ManTech International in 2012.

Paul also worked for more than fifteen years in the IT field with several well-known companies, including McDonnell-Douglas, Boeing, Intellidyne, and Maryville Technologies. He also served as co-founder and CTO of a dotcom startup, which championed a personal health bank a few years before its time.

Paul is pro-active responsible for daily operations and program delivery, along with employee and client relations in and around **BeaconGov**. Paul's well-known and reliable service attitude and determination to do what it takes to accomplish a task, makes him the man to turn to when seeking the tools and guidance to be successful.

Prior to this Paul is highly skillful at managing programs and the people who run them. In his role at **Etegra**, he championed the company's growth and development plans for process improvement initiatives, work team management and functional expert development, as well as the oversight of the company's efforts to secure a personal career plan for each associate.

Paul also believes that philanthropy is a part of good citizenship. Personally. He served as Overseer of a non-profit serving the **U.S. Military community** in Panama from 1994 through 1996. He is a founding member and currently serves as the **President of Restoration House St. Louis**, a nonprofit focused on transitioning homeless youth from the streets of St. Louis to having a career and a home.

Education Details:
University of Missouri, St. Louis,   **1984- 1989**
Field of Study Computer Science
Berkeley High School   **1980 - 1984**
Graduation
Queen's College   **1976 - 1980**
Secondary School

Lucy A Garcia, Account Manager

Professional Summary: Lucy Garcia is an Account Lead with BeaconGov serving Federal, State, and Local agencies. She carries 16 years of diverse experience, which includes managing contracts for both the Public and Private sectors. She is capable of successfully managing multiple accounts while seeking clients' best interests through prompt and proactive communication. She possesses a keen understanding of their business needs, offers personalized solutions, and maintains client relationships while enhancing customer satisfaction.

Temporary Labor Services
ITN No: 2021-03TCSA

Professional Experience:
Beacon Systems, Inc., Coral Springs, FL   **Jun 2020 - Current**
Account Manager

Responsibilities:
- Deliver customized service solutions
- Proactively build relationships with clients
- Create and define detailed account profiles
- Manage approximately 47 accounts at a time
- Long-term liaison between client and BeaconGov
- Provide project leadership for customers' initiatives
- Retain long-term business through contract renewals by ensuring client satisfaction

HBC Engineering Group   **May 2018 – Oct 2019**
Proposal Manager/Public Involvement Officer
Responsibilities:

- Lead and track proposal efforts for over 100 projects for FDOT, Miami-Dade County Department of Transportation and Public Works, Department of Military Affairs, Seminole Tribe of Florida and many more
- Successfully service numerous contracts for FDOT District 4 and 6 and Broward County
- Possess knowledge of various engineering disciplines within the industry
- Manage Public Involvement initiatives
- Conduct staff resume/profile preparation and submission for government agencies
- Meet deadlines ahead of schedule, within budget and scope
- Coordinate public information meetings and hearings, which included stakeholders

Marketing Consultant   **May 2017-Jul 2020**
- Exclusively service account for a design and manufacturing firm
- Promote focus on product development and overall operations
- Determine marketing content initiatives
- Develop detail marketing plan
- Create and implement marketing strategies
- Timely delivery efforts within budget and scope
- Supply specialized marketing skills

Prior Experience:
Cytryn, Cecere & Santana, PA   **Dec 2005 - Apr 2017**

Education:
Associate's Degree in Industrial and Systems Engineering, **2017, Broward College**

Temporary Labor Services
ITN No: 2021-03TCSA

Ritu Singh, Contracts Administrator

Professional Summary Ritu Singh has 15 years of experience which includes managing contracts and operations for BeaconGov. She has a great understanding of purchasing, contract negotiations, and office administration, both on the Federal Government and Private Sector levels. She has experience administrating, supervising, and monitoring contracts and ensures compliance. She also prepares bid responses, process specifications, test and progress reports, and other exhibits that may be required. She reviews bids from other firms for conformity to contractual requirements and determines acceptable bids. She has experience with contract agreements and other contractual related documentation

Professional Experience

Beacon Systems, Inc.   **Aug 2007 - Current**
Contracts Administrator
- Administer and supervise contract monitoring, contract administration and compliance.
- Directs activities concerned with contracts for purchase or sale of equipment, materials, products, or services: Examines performance requirements, delivery schedules, and estimates of costs of material, equipment, and production to ensure completeness and accuracy.
- Prepares bids, process specifications, test and progress reports, and other exhibits that may be required.
- Reviews bids from other firms for conformity to contract requirements and determines acceptable bids.
- Negotiates contract with customer or bidder
- Requests or approves amendments to or extensions of contracts.

Radiant Systems, Inc., Fort Lauderdale, FL.   **Jun 2005 – Aug 2007**
Office Administrator
- Responsible for keeping data entry accurate
- Payroll
- Handling contract agreements

Advanced Test Products, Miami, FL.   **Jun 2000 - Dec 2004**
Document Control Specialist
- Control all documents, make copies of documents upon request
- Responsibility for updating all databases, including Microsoft Access, Word, and Excel

J. Platis, Inc., Fort Lauderdale, FL.   **Jun 1996 – Jan 1999**
Office Manager
- Extensive bookkeeping, payroll, and data entry responsibilities
- Answered phones, customer service duties
- Typed, copied, and faxed as needed

Education:
- Broward Community College, Associate in Art's Degree, 1998

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- Miami Beach Senior High, 1994

Satya Bhaskar, Recruiting Manager

Professional Summary: An energetic and innovative HR professional with 15 years of proven expertise in Recruitments, Sales, Strategic Planning, Project management, service delivery, business requirements assessment, and solution implementation. Proven operations and process management expertise leading to increased profitability and business process improvement

Professional Experience:

Beacon Systems, Inc., Coral Springs, Florida   **Jan 2008 - Present**
Recruitment Manager

Responsibilities:
- Providing direction, strategic, and tactical leadership while meeting the delivery target competency aligned
- Client engagement, consultative, partnering from request to delivery
- Handling the recruitment cycle for direct US Government Clients
- Manage the hiring manager's and candidate's expectations throughout the hiring process cycle
- Responsible for the day-to-day activities of the Recruitment Team, ensure the team meets the HR Recruitment SLAs (Service Level Agreements)
- The tasks include drafting and mapping process plans, process kick-offs, scope validation, quality definition, Piloting, baselining, resource planning & final Ramp-up
- Led Quality management initiatives like ISO 9001-2000 and process re-engineering for continual process improvement

Syntel Inc., Pune   **Feb 2006 – Dec 2007**
Asst. PMO / SAP HR Analyst Programmer
Client: All-State, Chicago, IL

Responsibilities:
- Project Infrastructure Management – Coordinates operational procedures and project environments, including obtaining workspace, creating document standards and procedures, and providing office support
- Risk Management – Risk is assessed at the project team level and managed at the PMO to include identifying potential risks, assessing total account exposure, and monitoring plans
- Quality Management – QM processes are established utilizing specialized Quality Management resources. Individual project reviews are conducted.

Prior Experience:

Vee Technologies, Bangalore, India   **Jun 2004 – Jan 2006**
HR Generalist.

Education:
- Master's in Business Administration
- Attended the Training on Recruitments – Best Practices, ASAP Methodology, SAP HR – Personnel Administration, SAP HR – Organizational Management,

Kris Dean, Team Lead

Professional Summary: Seasoned professional with 17+ years result oriented and extensive experience in the field of US IT staffing, Infrastructure and Power electronics industries. **10+** years of experience in Recruitment. Recruited across USA Geography on contract, contract to hire, and full-time hiring modes. Strong understanding in US Tax terms like; (W2, 1099, Corp to Corp & Per Diem) and USA work permits Recruited for client in Federal, State Government, Private sectors such as DOD, NASA, FDA, BBG[VOA] and USDA etc. 7 Years' experience in Facilities Management, PMO, and Administration in infrastructure and power electronics industry.

Professional Experience:

Beacon Systems, Inc., Coral Springs, Florida   **May 2010 - Current**
Senior IT Technical Recruiter

Responsibilities:
- Sourcing, recruiting, and screening applicants for a variety of technical, non-technical professionals in IT, Non-IT, Engineering, Healthcare & Media Industries.
- Planned, organized, and directed recruiters assigned positions to achieve specified quality and maintain effective customer relations.
- Managed accounts by promoting teamwork and diversity awareness by listening to employees' point of view and recognizing and appreciating differences.
- Recruiting for bids. Rapid sourcing for contingent staff for proposal efforts.
- Determined appropriate recruiting sources for advertising and posting positions and promoted the company image to candidates and external service providers.
- Networked within the employment sector to develop candidate flow.
- Responsible for team targets that includes Daily, Weekly and Monthly Targets with respect to submittals, interviews, placements
- Negotiate payment rates and salaries on as needed basis.

Servomax India Pvt Ltd - Hyderabad, India   **Jul 2002 – May 2010**
Senior US IT Recruiter

Responsibilities:
- Responsible for setting up project offices in Arunachal Pradesh, India.
- Hiring Local Manpower.
- Identifying and relocation permanent staff for project execution.
- Liaise with local Govt agencies for statutory registration.
- Coordinating with Project Director and local Staff on execution timelines.
- Liaise with DEP & Third-Party agencies for inspection of work & Raw material.
- Handling procurement worth INR 240CR.

Temporary Labor Services
ITN No: 2021-03TCSA

- Reviewing Payments plan and negotiating with suppliers for credit periods.

Prior Experience

Servomax India Pvt Ltd - Hyderabad, India   **Dec 2006 to Oct 2008**
Asst Manager Administration & Facilities
Executive Assistant to CEO   **Jul,2002 to Nov 2006**

Education:
- Bachelor in Mathematics from Andhra University - 2001
- Trained in Recruitments Best Practices, Global Recruitment Analyst, Strategic Human Capital Management, Fire Protection & Safety, ISO Internal Auditor, 5s Workplace Management Techniques

Vijay Kumar, Senior Recruiter
Professional Summary: Over all 9 plus years of working experience and 6 plus years of experience as US IT Recruiter. Excellent technical skills and expertise knowledge to bring mutual growth. Excellent experience working with State and Federal Government and Private clients.

Professional Experience:
Beacon Systems, Inc., Coral Springs Florida   **Apr 2018 - Current**
Senior US IT Recruiter

Responsibilities:
- Worked extensively on C2C, C2H, W2, 1099 and full-time positions.
- Extensively worked on State, Federal Government and private client requirements.
- Good Understanding on all kinds of Visa Status like GC, EAD, H1, TN, E3 etc.
- Maintain the database as per the skills, experience and location

Esha Corporation, New Jersey   **Aug 2017 – Apr 2018**
Senior US IT Recruiter

Responsibilities:
- Worked extensively on C2C, C2H, W2, 1099 and full-time positions.
- Good Understanding on all kinds of Visa Status like GC, EAD, H1, TN, E3 etc.
- Maintain the database as per the skills, experience, location
- Good experience about full life cycle of recruitment (gathering requirements, candidate sourcing, prospecting, candidate screening, interviewing, negotiations, candidate submission, follow-up, interview & on boarding process etc)

COOLSOFT LLC, Kentucky   **Feb 2016 – Jul 2017**
IT RERUITER

Responsibilities:
- Extensively worked for state and federal client and private client requirements

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- Scheduling interviews for the candidates and proper follow-ups with the prospective candidates until they complete all the rounds of interview

Elcamino Software solution, Bangalore, India　　　　　　　　**Jan 2012 – Jan 2016**
Technical Executive

Responsibilities:
- Extensive working experience on customized website
- Editing adds online and publishing them to the internet

Education:
- Bachelor of Business Administration, Bangalore University - 2011
- Certified in Computer Hardware and Networking

B.2   Key Personnel Skills and Quality, Subcontracting
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.
BeaconGov does not intend to subcontract any portion of work required through this contract and BeaconGov is willing to bid as a prime bidder. We are fully capable, resourced, and experienced to meet the requirements of this contract.

BeaconGov's Key Personnel for Assignment	Position	Skill Sets
Paul R Ramsaroop	Program Manager	▪ Maintain a rapport with clients by maintaining a high level of service ▪ Managing Federal, State and Local contracts ▪ Coordinating with Federal Contracting Officers
Lucy A Garcia	Account Manager	▪ Manage approximately 47 accounts at a time ▪ Long-term liaison between client and BeaconGov ▪ Provide project leadership for customers' initiatives
Ritu Singh	Contracts Administrator	▪ Prepares bids, process specifications, test and progress reports, and other exhibits that may be required. ▪ Reviews bids from other firms for conformity to contract requirements and determines acceptable bids.

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		▪ Negotiates contract with customer or bidder
Satya Bhaskar	Recruitment Manager	▪ Sourcing stats ▪ Applicant drop off rates ▪ Time to hire (TTH) ▪ Quality of hire (QoH) ▪ Cost per hire
Kris Dean	Sr. Recruiter	▪ Offer acceptance/rejection rates Early turnover
Vijay Kumar	Recruiter	▪ Strategic Clarity and Agility ▪ Company Brand and Transparency ▪ Operational Efficiency and Business Effectiveness

BeaconGov's Partial client list
Please find a few of our clients whom we supported in the past.

State & Local			
State of Florida	State of Delaware	State of Georgia	State of West Virginia
State of North Carolina	State of South Carolina	State of Arkansas	State of Texas
State of Virginia	State of West Virginia	State of Michigan	State of Rhode Island
State of North Dakota	State of Iowa	State of Georgia	State of Maine
State of Arizona	State of Oregon	State of Minnesota	State of Mississippi
Universal Service Administrative Co. (USAC) - DC	District of Columbia	City of Phoenix, Arizona	San Antonio Water System (SAWS)
State of South Dakota	Houston Galveston Area Council of Government (HGAC)	City of Richmond, Virginia	City of Coral Gables, Florida
Cleveland Metro parks – OH			
Federal			
US Department of Army	US Department of Navy	US Air force	US Marine Corps
Department of Army, Watervliet Arsenal	Department of Veteran Affairs	US Army Contracting Command	Navy Medicine Operational Training Center
National Aeronautics and Space Administration (NASA)	Goddard Space Flight Center	Kennedy Space Center	Jet Propulsion Laboratory (JPL)

Temporary Labor Services
ITN No: 2021-03TCSA

Department of Commerce	US Army Corps of Engrs. Finance Center	Internal Revenue Service	Department of State · Global Financial Center · Foreign Service Institute Office of Acquisitions
General Service Administration (GSA)	US Postal Service	US Department of Agriculture	US Department of Energy
US Department of Transportation	Food and Drug Administration (FDA)	Bureau of Engraving and Printing	Defense Logistics Agency (DLA)
Defense Language Institute (DLI)	Department of Justice	Library of Congress (LOC)	Federal Aviation Administration (FAA)
National Oceanic and Atmospheric Administration	US Fish and Wildlife	U.S. Agency for Global Media (formerly BBG)	Voice of America
DHHS-National Institute of Health	Centers for Disease Control and Prevention (CDC)	Bureau of Medicine & Surgery	US Army/Walter Reed Army Medical Center
Armed Forces Institute of Pathology	Tripler Army Medical Center	Dwight D. Eisenhower Army Medical Center	National Aeronautics and Space Administration, Goddard Space Flight Center (GSFC) - MD

County			
County of Fresno, CA	Miami Dade County	San Diego County, California	Broward County
Palm Beach County, Florida (Sub)	Arlington County		

University and Schools			
University of Oklahoma	California Institute of Technology - JPL	Fort Bend Independent School District (FBISD)	Seattle School District No. 1
Arizona State University	Jefferson County Public Schools	The School Board of Broward County	University of Maryland
University of Massachusetts	University of Osaka	Shelby County Schools	Pennsylvania's State System of Higher Education
School District of Greenville County (SDGC) - SC			

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

C.1 BeaconGov's capacity in providing services

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?

Beacon Systems, Inc. (BeaconGov) is an S Corporation incorporated in the State of Florida and operates through 3 locations spread across the Nation. Incorporated in 2005, BeaconGov has more than **16 years** of experience providing staffing solutions nationwide to State and Federal Government agencies.

BeaconGov understand the **UCF's** labor staffing contract needs for procurement of specialized professional services for supply of temporary staff is limited to Administrative, Accounting, Training, Support staff and Information technology Professionals

Below are a few advantages that **UCF's** can accept working with BeaconGov

- Understanding of and commitment to UCF's vision, strategic and operational objectives, and culture
- Over 16 years of experience in placing the qualified and experienced Information Technology as well in Non-IT Sector professionals.
- Working experience with the Education/Universities/College and understanding of the cooperate culture and business environment of local government agencies.
- A large pool of 100k active candidates to meet emergency staffing requirements.
- Domain-centric recruitment approach for sourcing niche professionals.
- A dedicated account management team led by a single point of contact with a proven record of success.
- Proactive recruitment model coupled with robust screening and BGV processes.
- An automated Applicant Tracking System Job Diva, designed to reduce administrative tasks, facilitates collaborative hiring, and expedite the entire recruitment cycle.
- Ongoing training support along with a client customized onboarding and orientation program.
- Extensive project governance mechanisms and an established ability to develop, manage, and track complex organization-wide programs and outcomes.

Our goal is to exceed your expectations by providing the highest value and quality in every aspect of our service. Leveraging our wide geographic reach, a vast network of professionals, highly experienced headhunters, along with local market knowledge and a competitive pricing model, we will provide the UCF with a flexible recruitment solution.

BeaconGov is interested in providing following services: Administrative, accounting, training, support staff, information technology, technical as listed in ITN.

Our recruitment and Staffing division consist of people well equipped with all the latest sourcing, selection, and recruitment tools and technologies. **Our recruitment and staffing division are the combination of Recruiters, Subject Matter Experts, Account Managers, Human resources,**

Research Analysts, Data Miners, Trainers, support employees. We would like to highlight that we have developed a **Recruitment Process to provide our clients with qualified and experienced temporary employees with short turnaround time**. This process has been proven throughout the successful management of Staffing Services Contracts supporting federal, state, and local clients, no matter how great the hiring volume or how deep the logistical complexity.

A key component of staffing any new award is our proven "**Two-Deep**" staffing and recruiting approach. We maintain a Two-Deep Database of **at least two qualified backup candidates for each labor category** in anticipation of the award and throughout the **UCF** contract, enabling us to rapidly staff vacancies, as well as new, ad hoc, and surge requirements. The following are the **staffing capabilities** for BeaconGov:

Capabilities	Description/Benefit
Proactive Staffing Process	The highly effective process established prior to award and executed for the life of the contract; continually assessed/improved via the **UCF** feedback and continuous process improvement
	Ensures ability to meet the **UCF** staffing timelines to achieve **100% staffing** on Day One and fill new openings within **3-5 working days**
Two-Deep Approach	Pre-screened and verified with relevancy to the **UCF**; contains at least two additional qualified candidates for every contract position.
	Custom Two-Deep Database developed for the **UCF** specific staffing requirements maintained throughout the contract that ensures full coverage of all the technical areas
Dedicated Recruiting/Staffing and HR Specialists	Highly dedicated and focused on the **UCF** staffing requirements; leverages team-wide network of Recruiting/Staffing and Human Resource specialists
Automated Recruiting and Onboarding Tools	Available 24/7; Web-based, easy-to-use, and easily accessible worldwide
	Includes industry's best tools, such as BrassRing, IBM Kenexa, and RedCarpet

Capabilities of BeaconGov's Staffing Approach

A Summary of BeaconGov's Capabilities related to the **UCF** response:
- Industry Certification and Recognition
- Supplier Financials
- Service Provider Capabilities
- Account and Program Management Structure
- Recruiting and Selection
- Candidate Presentation and Selection

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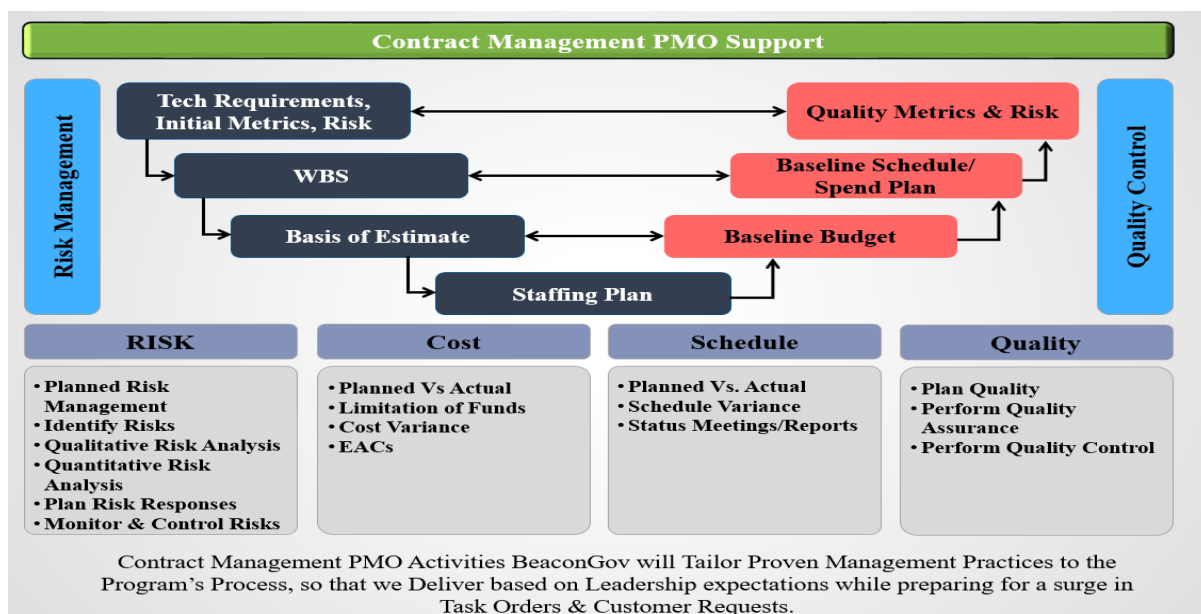
- Testing and Training
- Customer Satisfaction
- Training and Skills Development
- Reporting

Management Approach: BeaconGov brings a very strong, experienced, and qualified management team in support of the **UCF.** BeaconGov is financially capable to ensure the successful delivery of all tasks.

Our management approach is seamless as our proven industry project and contract management methodologies encompass acquiring and retaining high-quality professional staff, producing only the highest quality and timely deliverables, and ensuring effective communication between **BeaconGov** and the **UCF** program management office. We will conduct comprehensive Employee monitoring and management activities.

BeaconGov will provide a dedicated Program Manager/ Account Manager, at no additional cost, who is authorized to direct day-to-day work and coordinate with the **UCF** on all contractual matters, respond to questions, and action items from the **UCF,** and resolve problems. Our Contract Staff will also provide support for the planning, scheduling, coordination, and execution of program operations. We also will track management policies and projects, including the initiation and direction of business development and management function projects for the Program Office.

In preparing program performance metrics and reporting program performance, as illustrated below, the foundation of our management approach is focused on risk, cost, schedule, and quality, as well as the general flow of management activities that provide continuous planning and management functions consistent with effective operations.

Contract Management PMO Activities BeaconGov will Tailor Proven Management Practices to the Program's Process, so that we Deliver based on Leadership expectations while preparing for a surge in Task Orders & Customer Requests.

Contract Management PMO: We identify and analyze risks and develop risk responses to mitigate issues before they threaten to disrupt operations. We create baseline schedules and

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spending plans, informed by costs, schedule variances, and the limitation of funds. For both schedules and costs, we track how actual expenditures correspond to plans.

BeaconGov offers a proven, comprehensive, and disciplined management approach specifically tailored to fulfil all SOW requirements. We combine **results-focused, performance-based, contracting practices**, service processes, and problem escalation workflows. Our dedicated approach offers real, tangible enterprise value, combining discipline with the flexibility to align with the **UCF's** culture and existing environment. We proactively identify, monitor, control, and resolve project issues and risks using our BeaconGov portal to provide ongoing transparency to the **UCF.**
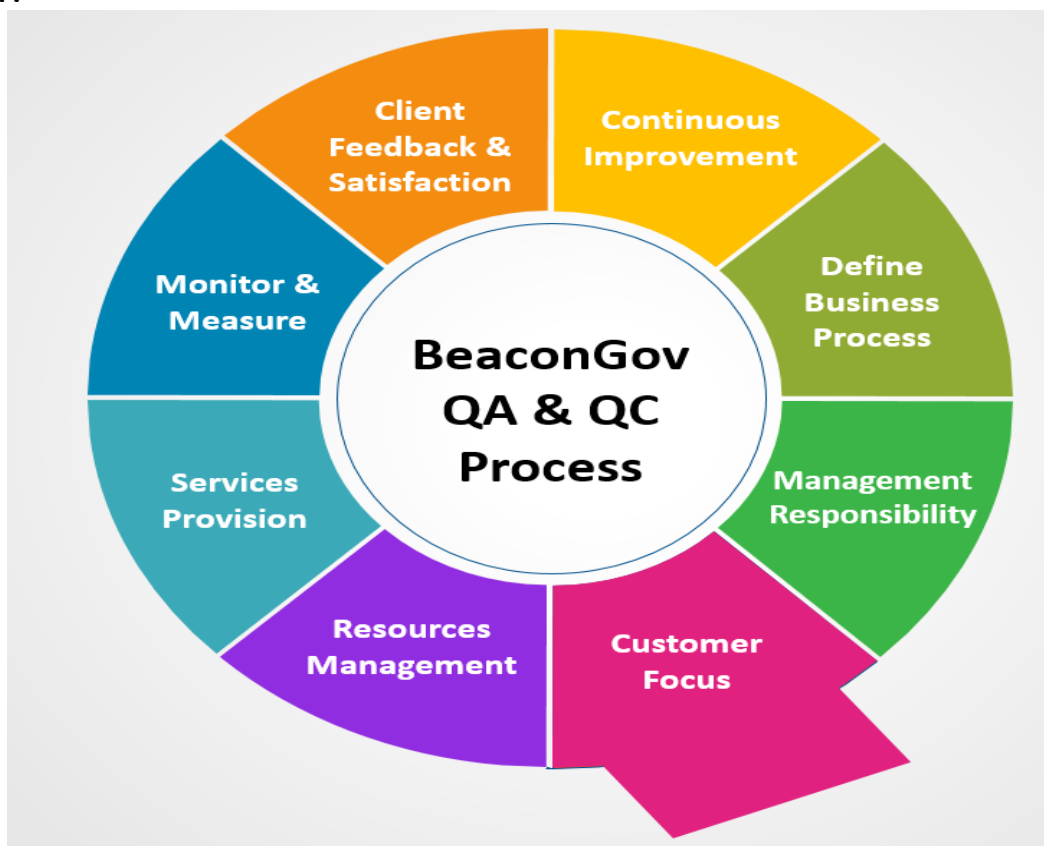
BeaconGov QA/ QC Process

Technical Approach Overview: Program Project Management: Our approach leverages the processes and frameworks that provide stakeholder integration and collaboration throughout the lifecycle of project execution. Our qualified **PMO team** will ensure all deliverables are met on time, within budget, and to specifications.

Monthly Reports communications and Monthly Program Management Reviews: Information supplied by each team member will be aggregated across projects by the PM into a program level monthly report, based on what is established and the **UCF's** approved templates. It will document the current status of activities grouped by completed, in-process, projected activities for the next reporting period, and risk/issues escalation, mitigation, or resolution, and staff time off schedules.

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Temporary Labor Services
ITN No: 2021-03TCSA

Track Official Communications with the COR and Provide Status: All official communications from the **COR**, including emails, phone requests, and action items, will be made directly to the **PM** as the central contact and will be logged into BeaconGov's central repository.

Monitor Cost to Ensure Projects are Within Allocated Funding

BeaconGov's Contract Manager will provide cost accounting every month and funding utilization reports every week. All reporting will align with the **UCF's** required cost account reporting.

BeaconGov's timeline to complete the process: BeaconGov ensures that we will have an established staffing capacity within ninety (90) days of the intent to award. The Staffing process followed at both in-house and client's requirements is as shown below:

- The prior requirement from the various **UCF** is raised.
- The requirements raised are filled in Human Resource Requirement Database by the UCF head/Program Manager and sent through a mail to the Recruitment Department.
- The requirements raised will go for approval to the Program Manager.
- On approval, the Recruitment team starts sourcing the resumes for requirements through various sources and matches the skills required.
- The first stage screening of the candidates is done by the recruitment team. Further, filtration is done to match the skills completely.

Stage	Activity	Duration/Time
Job Requisitions from client	1. Detailed Job description. 2. Job location 3. Duration of the Job 4. Staffing/consulting Model (contract/contract to hire) 5. Candidate prerequisites.	30 – 45 Min
Job Analysis	6. Understanding the job details. 7. Set priorities, demands, competencies required. 8. Produce/update job description, personnel specification. 9. Define target groups and update requisitions in RMS, allocate them to the sourcing department. 10. Either source as per the bill rate provided or submit at a competitive rate.	30 – 45 Min
Sourcing	11. Internal Resume database. 12. Various Job boards. 13. Web research. 14. Employee referrals. 15. Other methods	1 – 6 HRS
Screening	16. Initial Phone evaluations 17. Technical interviews and written tests (Aptitude) – if required by the client. 18. Specific technical/skill tests. 19. In-depth discussions on previous experience, roles, and approach	1 HR

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Stage	Activity	Duration/Time
Presentation	20. Submitting the short-listed candidates against the requirement.	6 – 24 HRS
Follow-ups	21. Following up with the assigned relationship managers for feedback on the profiles. 22. Scheduling interviews as convenient. 23. Post-interview follow-ups.	15- 30 Mins
Offers	24. Release the offer as per the agreed pay rate on a condition the background, drug & reference checks come through as OK. 25. Initiate the screens. 26. Co-ordinate with the point of contact for first day instructions and have the candidate start accordingly.	1 HR

We maintain the database of consultants with niche skill-set and keep on updating regularly. It will allow us to fulfil the requirements of the **UCF**.

Our Technical Category involves:
The table below highlights BeaconGov's Capability and Expertise in Staffing Areas.

Systems Administration	System Engineer, Database Administrator, Linux Administrator, Software Administrator, UNIX Administrator, Web Administrator, Windows Administrator
Networking	Network Technician, Network Analyst, Network Manager, Network Solutions Architect, Network Security Specialist, Networking Research and Development Specialist, Wireless Networking QA Engineer, VoIP Engineer.
Analysis and Design	Business Analyst, Technical Architect, CRM Application Analyst, Programmer Analyst
Applications Development and Integration	.NET Developer, Business Intelligence, C# Developer, Database Developer, Data Mining, Data Warehouse, E-Commerce, EAI Developer, ETL, Java Developer, CRM Application Developer, J2EE Developer, Mainframe Developer, Middleware Developer, QA Analyst/QA Tester, Cognos Developer, Technical Writer, Web Designer, Web Developer, Web Application Analyst, SharePoint Application Developer, SQL Developer, Cognos Developer
ERP	JD Edwards, Oracle Applications, PeopleSoft, SAP
Management	Development Manager, Project Manager, Quality Assurance Manager, Team Leader
Administration	Administrative Assistant, Administrative Coordinator, Administrative Director, Purchasing Agent, Administrative Manager, Administrative Services Manager, Administrative Services Officer, Administrative Specialist, Administrative Support Manager, Administrative Support Supervisor, Executive Assistant, Executive Services Administrator, Human Resources

	Administrator, Secretary, Administrative Coordinator, Administrative Services Officer, Data Entry Operators, Executive Assistant.
Finance	Financial Analyst, Financial Planner, Accountant, Budget Analyst, Payroll Specialist, Credit Analyst, Internal Auditor, Cash Manager, Cost Accountant, Controller, Senior Accountant, Audit Partner, Financial Auditor, Internal Auditor, Assurance Manager, Audit Manager, Production Accounting, Production Cost Analyst, Project Accountant, Reconciliation, Revenue, Revenue Accounting, Risk Analysis, Risk Assessments, Risk Management, SAP Accountant.
Customer Services	Customer Service Administrator, Customer Service Information Specialist, Customer Service Manager, Customer Service Representatives, Customer Service Supervisor, Customer Solutions Analyst
Human Resource	HRIS Manager, HRIS Specialist, Human Relations Investigator, Human Relations Manager, Human Resources Analyst, Human Resources Business Partner, Human Resources Coordinator, Human Resources Director, Human Relations Coordinator
Sales and Marketing	Sales Officer, Marketing Managers, Business Development Executives, Digital Marketing, inside marketing, campaign manager, content Marketing specialist.

Technical Competence

Operating Technologies	Windows 3x, Windows 9x, Windows NT 3.51, 4.0, Windows 3E, Windows2000, Windows XP, Linux, OS/400, IBM OS/2, HP-UX, AIX, Sun Solaris, IBM Mainframe, AS400
Microsoft Web Programming Systems and Tools	MS VisualStudio.NET, MS Visual C++4.x, 5.x, 6.0, Boroland C++ Builder, IBM Visual Age C++, MVisualJ++1.0, 6.0, MS Visual InterDev1.0, 6.0, MS Visual Basic, MS Visual Basic for Applications - UNIX, Red Hat
Tools Used in Web Programming Application Development	HTML 3.2/4.0, MS .NET Framework SDK, Assembler, Cold Fusion, Delphi, C / C++, ABAP, Visual Basic, Java/Java Script, DHTML, PERL, ASP, ASP.NET, PHP, XML, CGI, Flash, Dreamweaver, Photoshop, Share point
Web and E-commerce	ASP.NET, C#, HTML, DHTML, XML, ADO, Java, JavaScript, JavaBeans, EJB, WebLogic, Web Sphere, VBScript, ActiveX, IIS, MTS, SOAP, Web Services.
Java Web Programming Systems and Tools	Eclipse, Visual Age for Java, Broad Vision, Visual Café, Web Sphere Application Development Studio, Sun JDK, Java, J2EE, EJB, JSP, Rational Developer, Swing, Struts.
Application Database Design and Development	Oracle, Sybase, IBM DB2, Informix, MS SQL Server, MS Access, MySQL

Oracle Tools	Oracle 10G, 9i, Oracle DBA, PL/SQL, PERL, Pro*C, ETL, Oracle Discoverer, PSP, JavaScript, Java, JDeveloper, Oracle Applications Server, Oracle Developer Suite
ERP/CRM Technologies	SAP, Siebel, PeopleSoft, Oracle Applications, Clarify
Business Intelligence/DW	Ab Initio, Informatica, Business Objects, Data Stage
Mainframe	Micro Focus COBOL, DB2, VSAM, CICS, COBOL, JCL, IMS DB/DC, IDMS, ADSO, Assembler
Servers	IIS 4.0/5.0/6.0, Commerce Server, Tomcat, BizTalk Server, Application Server, SQL Server, Apache, Linux, Cold Fusion
Technology Staff Augmentation	Desktop Deployment Services, Help Desk/Desktop Remote Support Staff Augmentation, Computer Operations Staff Augmentation, Telecommunications Specialist Staff Augmentation, Computer Associates Clarity Project Management System, Project Management Staff Augmentation.

Deliver these services to UCF in a timely manner

2 hr 59 min (196.2 mi) via I-95 S and Florida's Turnpike

Directions
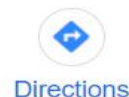
According to the screenshot provided, **BeaconGov corporate office** in **FL** which is close by to the **UCF.** We will provide the services in a timely manner and efficiently. Our resources and tools for sourcing candidates enable us to source local candidates anywhere in the US, as we have provided placements all throughout the nation.

C.2   Urgent Requirement
Describe how urgent requests are handled

BeaconGov is well adept at staffing programs quickly and effectively. BeaconGov uses a proactive, uncompromising approach for projecting and filling staffing requirements.

BeaconGov's core business in is providing technical staffing augmentation to clients. Our hiring process is proven and tested. We can on-board a new employee As soon as Possible. As described in our table below, each process includes a timeframe and measurement outcome. In addition to our stringent hiring process, BeaconGov will consistently keep abreast of **UCF's** mission

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requirements including both current and future needs. By analyzing and predicting staffing shortfalls, BeaconGov will be better equipped to fulfill requirements within **UCF's** onboarding timelines.

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

Background Check: Our in-depth of investigation will be according to the **UCF's** needs. The first step in the process would be to obtain consent from the potential candidate. BeaconGov then uses several verification companies, including Choice Point and HireRight, to perform the investigations. Drug tests will be conducted only if required by the **UCF**.

BeaconGov conducts and administers a simultaneous and engrained ***7-point quality check*** before a candidate is hired. These quality checks are performed at the end of each phase of BeaconGov's 8-step recruitment methodology. As part of the very first quality check, we start with ensuring that the selected candidate for screening is coming from a reliable source. We have developed a list of preferred quality sources where candidates are selected for screening.

When suitable candidates have been identified, they undergo a rigorous screening process that includes:
- A thorough assessment of prior work history and education
- A blended interview including both traditional and behavioural event questions
- Statistically validated hard skills assessments which cover hundreds of different skill types, with appropriate assessments selected by the Account
- Manager based upon the hard skill requirements uncovered during the requirements meeting a minimum of two professional references
- Drug Test and Criminal Record Check
- Appropriate background screening, based on the **UCF** requirements

BeaconGov will ensure that once a candidate is selected, he/she will be ready to work as early as Possible with background checks, drug testing, education confirmation, and references included. We will notify the **UCF's** name of any findings that could adversely affect the personnel assigned. Employment candidates must successfully pass a pre-assignment forensic drug test (urinalysis) within 30 days before the beginning of the assignment. **Drug tests are conducted by a forensic laboratory, certified by the National Institute of Drug Abuse (NIDA) of the US Department of Health and Human Services.**

In the event of test failure, the individual shall not be offered employment. **A check for a criminal background check will include an investigation for, and review of, any state and federal felony convictions; misdemeanour convictions; and any pending deferred adjudications for the temporary staff person as required by the UCF.** Fingerprinting is conducted before the personnel is placed at client locations and the details are shared with the client. All the screening process is part of our regular screening methods and there will not be any additional costs charged to our customers.

BeaconGov will verify educational credentials, certifications and other information as submitted, checking personal and employer references, conducting initial background checks, etc. Where an applicant has proven acceptable in these regards, we will extend evaluation to include a physical examination, urinalysis testing, etc. The depth of investigation can vary depending upon the **UCF's** need.

The first step in the process is to obtain consent from the potential candidate. BeaconGov uses several verification companies:

- Quest Diagnostics
- HireRight
- Info Cubic
- Verifications Inc.
- E-Verify
- Applicant Insight

The figure below illustrates our standard list of verifications.

BeaconGov's Background Checks	
1	• e-Verify
2	• Social Security number Trace
3	• Countywide Criminal Search
4	• Federal District Criminal Search
5	• Homeland Security Search
6	• Financial Sanctions Check
7	• Pre-employment Credit Report
8	• Federal Bancruptcy Check
9	• Education Verification
10	• 7-Year employment Verification

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

BeaconGov's staffing process objective is to attract, hire, train, and retain qualified personnel necessary to meet contract task requirements and performance metrics. The right people will be vital to the successful performance of the contract. BeaconGov takes pride in providing qualified, flexible, and cost-effective staffing solutions. Our expertise comes from years of recruitment **experience**, **high-caliber professionals,** and a comprehensive approach to service delivery.

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Temporary Labor Services
ITN No: 2021-03TCSA

beacongov
Transforming Technology Solutions

BeaconGov has depth and expertise across the entire acquisition cycle with knowledge on best practices gained from supporting lots of clients. Our database of qualified, technical candidates will be an added plus in support of the **UCF's** needs.

Our approach leverages a proven network of internal and external resources to meet mission-important staffing demands on time, reducing vacancy timeframes. BeaconGov has a recruitment process in place for filling contract requirements with our qualified personnel. We provide technically proficient resources to **UCF.** BeaconGov's approach to staffing is based on proven pre-award planning activities. Using this pre-award phase, we work in close collaboration with the team to verify the availability of resources and synchronize schedules. Based on an understanding of the skills requirements for the **UCF's** scope, with priority on Staffing Services identified in the ITN, we post requisitions and collect resumes to populate the Candidate Database.

A key component of staffing any new award is our proven "**Two-Deep**" staffing and recruiting approach. We maintain a Two-Deep Database of **at least two qualified backup candidates for each labor category** in anticipation of the award and throughout the **UCF's** contract, enabling us to rapidly staff vacancies, as well as new, ad hoc, and surge requirements.

Pre-Screening Process

Steps	Actions
Identify Consultant	• Based on the **UCF** requisition, Candidate Sourcing is initiated from establishing and ongoing relationships leading job portals, networking, advertisements, referrals, etc.
Initial Screening	• Screening the CVs freshly obtained • Screening the resume from our internal database confirming the pre-examined candidates possess the experience, right attitude, skills, remuneration, and most importantly appropriate to the **UCF 's** requirements
Validation	• Short-listing potential candidates for the first level of interview after validating their data
Interview/Update-Database	• Conduct Technical and communication interview for evaluating the candidate's qualifications • Using a variety of tools to evaluate the skills of our employment Candidates: Preliminary Interview - Provides telephone or face to face technical evaluation interviews with our Candidates and submits interview summaries to our Recruiting Managers; Customized Tests - If a skill set is specific enough to warrant a customized test, written tests that incorporate **the UCF 's** input; Automated/On-Line Testing Services - Online Skill Inventory And Analysis Tests, and Computer-Based Testing to evaluate potential Candidates skills and experience levels • Conducts both a professional and a management interview on all Candidates

Steps	Actions
	• Confirm their current intent to change the current open position and the **UCF**
Refer Shortlisted profiles to the UCF	• Recommend interested candidate's resumes to the interviewing team • Discuss the interview schedule with the **UCF's** hiring personnel
Screening by the UCF	• Schedule and coordinate interviews Interview based on mutual consent (F2F or Telephonic)
Coordinate pre-employment check	• Conduct pre-employment checks which include background, Criminal, security clearance, and drug check • Pre-employment verification with the help of Professional Organizations

Our process, leveraged on behalf of the **UCF** consists of the following:

Drug Test & Criminal Record Check Employment candidates must successfully pass a pre-assignment forensic drug test (urinalysis) within the 30 days prior to the beginning of the assignment. The drug test is conducted by a forensic laboratory certified by the National Institute of Drug Abuse (**NIDA**) of the US Department of Health and Human Services. In the event of test failure, the individual shall not be offered employment. A check for felony and misdemeanor criminal convictions shall be conducted in all counties of state(s) where the employee/subcontractor has resided, has been employed, or attended school for the past five years. Any employment candidate convicted of a misdemeanor offense shall not be offered employment with BeaconGov unless a full pardon has been granted or the client has given prior written approval.

Assignment Orientation & Right to Work Confirmation Before a placement is made with a particular client, BeaconGov ensures that there is an appropriate fit between the client and the employment candidate. At the time of employment application, BeaconGov verifies citizenship or permanent residency status and maintains verification of employability as required by the U.S. Department of Justice through Form I-9. In the event that H-1B Visa sponsorship is required and the applicant is selected for employment, BeaconGov's internal legal counsel pursues sponsorship through the appropriate regulatory bodies.

Screen and Technical Interview with The Consultant - BeaconGov starts with examining the candidate's aptitude for consulting and verifies information on his/her resume where preliminary judgments are made about the candidate's experience and education, as well as personal interests. BeaconGov uses a variety of tools to evaluate our candidates' skills:

▪ **Technical Preliminary Interview** – Provides a telephone or face-to-face technical evaluation interviews with our candidates and submits interview summaries to our technical Recruiting Managers

▪ **Customized Tests** - If a skill set is specific enough to warrant a customized test, BeaconGov may utilize written tests that incorporate client input

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- **Automated/On-Line Testing Services** - BeaconGov uses Online Skill Inventory and Analysis Tests, and Computer Based Testing to evaluate potential candidate's skills and experience levels.

Conducting Management Interviews with The Consultants - BeaconGov subsequently, conducts both professional and management and management interviews on all candidates.

Conducting Interviews - BeaconGov conducts thorough screening of internal resources, Incentive/Referral Programs, Internet Recruiting/ Databases, Internal Networking and Redeployment, Associate Vendor Relationships, Local/Regional Community Recruiting, Traditional Job Fairs, Virtual Job Fairs. BeaconGov thoroughly verifies and screens it's candidates, delivering razor sharp focus to meet individual needs. Our proven processes of screening, evaluating and matching bring our customers with the best talent and the best fit for customer's technology projects. The testing mechanisms we have set in place to ensure that a candidate's qualifications meet the requisitions involve the following: Conducting preliminary interview with the candidate to assess their interpersonal skills, which are required to effectively engage on a client project; Conducting detailed technical interview testing the candidate's technical abilities in the requested area of his/her expertise (conducted by an expert); Completing reference and educational background checks ; Conducting drug testing and a thorough background check for criminal record; Identifying all pertinent software certifications candidate may possess; Personal/Professional, Educational Reference Checks, & Employment Verification BeaconGov verifies all levels of education included in an application. (Duplicate) BeaconGov also requires the verification of personal and professional references on all new employees. BeaconGov verifies the three previous employers or past five year's employment. This may be tailored to the agency's policies on employment verification. In doing employment verification, we use the professional expertise of a professional firm to assist us in all potential employee's background checks.

Reference Checks: BeaconGov talent sources complete a minimum of three (3) professional reference checks for each candidate prior to resume presentment to our clients'. The references must be current or former managers, supervisors, or team leaders to whom the candidate reported organizationally in the performance of their job duties. The results of the reference checks are recorded in the candidate's Job Diva applicant record.

BGV Screening: BeaconGov conducts standard, minimum background checks on all associates prior to hire. In addition, we conduct customized background checks in compliance with specific client requirements, based upon industry and individual client needs. The following standard background checks are conducted by our third-party partnered agency, and/or a client designated service provider:
- Social Security Number trace
- A criminal background check (Local, State, and National) for the past seven (7) years
- Valid State Class C Driver's License or equivalent permits and licenses
- Terrorist database
- Sex offender database
- Credit check, if required for the position
- Employment history verification for previous 3 employers or past 7-year period

- Validation of highest academic credential achieved
- Any other client-designated background check parameter

BeaconGov also validates professional certifications required for the position directly with the certifying authority using the name of the associate and the certification ID number.

Computer-Based Scenario – BeaconGov's Program Managers and technical interviewers use computer-based scenarios as key components of their technical interviewing method. These scenarios typically require candidates to create an application using, for example, a database and a GUI. Candidates are then required to write the application program and explain all calls used in the program and why they used them. Whereas the On-Line Skill Inventory and Analysis presents an accurate, comprehensive picture of a candidate's competency in key skill sets, the computer-based scenario allows BeaconGov interviewers to see a practical application of those skills as well as measure a candidate's ability to communicate his/her knowledge in both written and oral form.

C.5   Fill percentage and lead time
What is your company's fill percentage and lead time to get an employee ready to work?
The BeaconGov's fill percentage is 95% and BeaconGov is well adept at staffing programs quickly and effectively. BeaconGov uses a proactive, uncompromising approach for projecting and filling staffing requirements.

BeaconGov's core business in is providing technical staffing augmentation to clients. Our hiring process is proven and tested. We can on-board a new employee within 3-5 days each process includes a timeframe and measurement outcome. In addition to our stringent hiring process, BeaconGov will consistently keep abreast of **UCF's** mission requirements including both current and future needs. By analyzing and predicting staffing shortfalls, BeaconGov will be better equipped to fulfill requirements within **UCF** onboarding timelines.

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D. Attachments and other Requirements

D.1 APPENDIX I Supplemental Offer Sheet Terms and Conditions

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.

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

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

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

Company: Beacon Systems, Inc.   Authorized Representative's Name: Marada M Reddi

Authorized Representative's Signature: *Madhu Reddi*   Date: 01/25/2022

D.2 APPENDIX II Certificate of Non-Segregated Facilities

APPENDIX II

CERTIFICATE OF NON-SEGREGATED FACILITIES

We, Beacon Systems, 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: __Beacon Systems, Inc.__

Authorized Representative's Name: __Marada M Reddi, President__

Authorized Representative's Signature: __Madhu Reddi__

Date: __01/25/2022__

Use or disclosure of data contained on this sheet is subject to the restriction on the title page of this proposal

D.3 APPENDIX III Compliance and Certification of Good Standings

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: __Beacon Systems, Inc.__

Authorized Representative's Name: __Marada M Reddi, President__

Authorized Representative's Signature: _Madhu Reddi_

Date: __01/25/2022__

D.4 Acknowledgement Form

<table>
<tr><td colspan="2">

SUBMIT OFFER TO:
Via Bonfire Web Portal
UNIVERSITY OF CENTRAL FLORIDA
Phone: (407) 823-2661
www.procurement.ucf.edu
https://ucfprocurement.bonfirehub.com/opportunities/49428

Your submission must be uploaded, submitted, and finalized prior to the closing time on **January 13, 2022 @ 2:00pm**. We strongly recommend that you give yourself sufficient time and at least ONE (1) day before the closing time to begin the uploading process and to finalize your submission. See **Appendix 4** for submittal instructions.
</td><td colspan="3">

University of Central Florida

INVITATION TO NEGOTIATE

Contractual Services

Acknowledgement Form
</td></tr>
<tr><td>Page 1 of **38** Pages</td><td colspan="2">OFFERS WILL BE OPENED **January 13, 2022 @ 2:00pm EST**
and may not be withdrawn within **120** days after such date and time.</td><td colspan="2">ITN NO. **ITN2021-03**</td></tr>
<tr><td colspan="2">UNIVERSITY ADVERTISING DATE:
November 17, 2021</td><td colspan="3">ITN TITLE: **Temporary Labor Services**</td></tr>
<tr><td colspan="5">FEDERAL EMPLOYER IDENTIFICATION NUMBER   20-3600514</td></tr>
<tr><td colspan="2">SUPPLIER NAME Beacon Systems, Inc.</td><td colspan="3">REASON FOR NO OFFER: N/A</td></tr>
<tr><td colspan="2">SUPPLIER MAILING ADDRESS
3928 Coral Ridge Drive</td><td colspan="3" rowspan="5">

POSTING OF PROPOSAL TABULATIONS
Proposal tabulations with intended award(s) will be posted for review by interested parties on the Procurement Services solicitation webpage and will remain posted for a period of 72 hours. Failure to file a protest in accordance with BOG regulation 18.002 or failure to post the bond or other security in accordance with BOG regulation 18.003 shall constitute a waiver of protest proceedings.
</td></tr>
<tr><td colspan="2">CITY - STATE - ZIP CODE
Coral Springs, FL 33065</td></tr>
<tr><td>AREA CODE</td><td>TELEPHONE NUMBER
(954) 426-1171</td></tr>
<tr><td></td><td>FAX: (954) 426-1181</td></tr>
<tr><td></td><td>EMAIL: Contracts@beacongov.com</td></tr>
</table>

Government Classifications
Check all that apply

☐	African American	☐	American Woman
☐	Asian-Hawaiian	☐	Government Agency
☐	Hispanic	☐	MBE Federal
☐	Native American	☐	Non-Minority
☐	Non-Profit Organization	☐	PRIDE
☐	Small Business Federal	☐	Small Business State

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

GENERAL CONDITIONS

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

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

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

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

Madhu Reddi
_____
AUTHORIZED SIGNATURE (MANUAL)

Marada M Reddi, President
_____
AUTHORIZED SIGNATURE (TYPED), TITLE

Use or disclosure of data contained on this sheet is subject to the restriction on the title page of this proposal

4. **PRICES, TERMS AND PAYMENT**: Firm prices shall be negotiated and include all services rendered to the purchaser.

(a) **DISCOUNTS**: Cash discount for prompt payment shall not be considered in determining the lowest net cost for offer evaluation purposes.

(b) **MISTAKES**: Proposers are expected to examine the conditions, scope of work, offer prices, extensions, and all instructions pertaining to the services involved. Failure to do so will be at the Proposer's risk.

(c) **INVOICING AND PAYMENT**: All Suppliers must have on file a properly executed W-9 form with their Federal Employer Identification Number prior to payment processing.

Suppliers shall submit properly certified original invoices to:

> Division of Finance
> 12424 Research Parkway, Suite 300
> Orlando, Florida 32826-3249

Invoices for payment shall be submitted in sufficient detail for a proper pre-audit and post audit. Prices on the invoices shall be in accordance with the price stipulated in the contract at the time the order is placed. Invoices shall reference the applicable contract and/or purchase order numbers. Invoices for any travel expenses shall be submitted in accordance with the State of Florida travel rates at or below those specified in Section 112.061, Florida Statutes and applicable UCF policies. Travel reimbursement must be made using the UCF Voucher for Reimbursement of Traveling Expenses available at https://fa.ucf.edu/travel-payables-forms/.

Final payment shall not be made until after the contract is complete unless the University has agreed otherwise.

Interest Penalties: Supplier interest penalty payment requests will be reviewed by the UCF vendor ombudsman whose decision will be final.

Vendor Ombudsman: A vendor ombudsman position has been established within the UCF Division of Finance. It is the duty of this individual to act as an advocate for Suppliers who may be experiencing problems in obtaining timely payments(s) from the University of Central Florida. The vendor ombudsman can be contacted at (407) 882-1082 or by mail at the address in paragraph 4(d) above.

The ombudsman shall review the circumstances surrounding non-payment to determine if an interest payment is due, the amount of the payment; and, shall ensure timely processing and submission of the payment request in accordance with University policy.

D.5   Acknowledged Addendum
D.5.1   Addendum #01

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.

Madhu Reddi
_____   Marda M Reddi, President
PROPOSERS SIGNATURE   PRINT OR TYPE PROPOSER'S NAME

Beacon Systems, Inc.   mreddi@BeaconGov.com
_____   _____
COMPANY NAME   EMAIL ADDRESS

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D.5.2 Addendum #02

UCF

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.

Madhu Reddi
PROPOSERS SIGNATURE

Marada M Reddi, President
PRINT OR TYPE PROPOSER'S NAME

Beacon Systems, Inc.
COMPANY NAME

mreddi@BeaconGov.com
EMAIL ADDRESS

Use or disclosure of data contained on this sheet is subject to the restriction on the title page of this proposal

D.6 Florida Registration Certificate

State of Florida
Department of State

I certify from the records of this office that BEACON SYSTEMS, INC is a corporation organized under the laws of the State of Florida, filed on October 14, 2005, effective October 7, 2005.

The document number of this corporation is P05000140939.

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 February 1, 2021, and that its status is active.

I further certify that said corporation has not filed Articles of Dissolution.

Given under my hand and the Great Seal of the State of Florida at Tallahassee, the Capital, this the Sixteenth day of April, 2021

Secretary of State

Tracking Number: 3261340325CU

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

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

D.7 Certificate of Insurance

CERTIFICATE OF LIABILITY INSURANCE

BEACSYS-01   WAKCHAUREN

DATE (MM/DD/YYYY): 11/15/2021

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER
License # 0E67768
Insurance Office of America
4915 West Cypress Street
Tampa, FL 33607

CONTACT NAME: Salena Moore
PHONE (A/C, No, Ext): (813) 262-2463
FAX (A/C, No): (813) 637-8484
E-MAIL ADDRESS: Salena.Moore@ioausa.com

INSURED
Beacon Systems, Inc.
3928 Coral Ridge Drive
Coral Springs, FL 33065

INSURER(S) AFFORDING COVERAGE	NAIC #
INSURER A : Pacific Indemnity Company	20346
INSURER B : Great Northern Insurance Company	20303
INSURER C : Federal Insurance Company	20281
INSURER D : Evanston Insurance Company	35378
INSURER E :	
INSURER F :	

COVERAGES   **CERTIFICATE NUMBER:**   **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	X COMMERCIAL GENERAL LIABILITY / CLAIMS-MADE X OCCUR			35906479ECE	12/2/2021	12/2/2022	EACH OCCURRENCE	$ 1,000,000
							DAMAGE TO RENTED PREMISES (Ea occurrence)	$ 1,000,000
							MED EXP (Any one person)	$ 10,000
							PERSONAL & ADV INJURY	$ 1,000,000
	GEN'L AGGREGATE LIMIT APPLIES PER: POLICY X PRO-JECT X LOC OTHER:						GENERAL AGGREGATE	$ 2,000,000
							PRODUCTS - COMP/OP AGG	$ 2,000,000
								$
B	AUTOMOBILE LIABILITY ANY AUTO / OWNED AUTOS ONLY / SCHEDULED AUTOS / X HIRED AUTOS ONLY / X NON-OWNED AUTOS ONLY			99494368	12/2/2021	12/2/2022	COMBINED SINGLE LIMIT (Ea accident)	$ 1,000,000
							BODILY INJURY (Per person)	$
							BODILY INJURY (Per accident)	$
							PROPERTY DAMAGE (Per accident)	$
								$
C	UMBRELLA LIAB X OCCUR / X EXCESS LIAB CLAIMS-MADE / DED RETENTION $			79849172	12/2/2021	12/2/2022	EACH OCCURRENCE	$ 5,000,000
							AGGREGATE	$ 5,000,000
								$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY Y/N ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) N/A If yes, describe under DESCRIPTION OF OPERATIONS below						PER STATUTE / OTH-ER	
							E.L. EACH ACCIDENT	$
							E.L. DISEASE - EA EMPLOYEE	$
							E.L. DISEASE - POLICY LIMIT	$
D	Professional Liab			MKLV2PEO000651	4/14/2021	4/14/2022	Each Claim	2,000,000
D	Cyber Liability			MKLV2PEO000651	4/14/2021	4/14/2022	Per Claim	1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
Additional Policies:
Crime EFF 10/10/21 to 10/10/22 Policy #SBE5037290200
Carrier Great American Insurance Co
INSURING AGREEMENT LIMIT OF INSURANCE DEDUCTIBLE AMOUNT
1. Employee Dishonesty..................$500,000.................................$10,000
2. Forgery or Alteration....................$500,000.................................$10,000
3. Inside the Premises ....$500,000.................................$10,000
SEE ATTACHED ACORD 101

CERTIFICATE HOLDER

Beacon Systems, Inc.
3928 Coral Ridge Drive
Coral Springs, FL 33065

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

ACORD 25 (2016/03)

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AGENCY CUSTOMER ID: BEACSYS-01   WAKCHAUREI

LOC #: 1

ACORD

ADDITIONAL REMARKS SCHEDULE   Page 1 of 1

AGENCY	License # 0E67768	NAMED INSURED
Insurance Office of America		Beacon Systems, Inc. 3928 Coral Ridge Drive Coral Springs, FL 33065 Broward

POLICY NUMBER		
SEE PAGE 1		

CARRIER	NAIC CODE	
SEE PAGE 1	SEE P 1	EFFECTIVE DATE: SEE PAGE 1

ADDITIONAL REMARKS

THIS ADDITIONAL REMARKS FORM IS A SCHEDULE TO ACORD FORM,

FORM NUMBER: ACORD 25   FORM TITLE: Certificate of Liability Insurance

Description of Operations/Locations/Vehicles:
4. Outside the Premises...................$500,000................................$10,000
5. Computer Fraud..........................$500,000................................$10,000
8. Funds Transfer Fraud..................$500,000................................$10,000

Employment Practices Liability Policy # EPLE245744
EFF 10/10/21 to 10/10/22 Carrier Great American Spirit Insurance Company
Limit $1,000,000
Deductible $10,000

ACORD 101 (2008/01)   © 2008 ACORD CORPORATION. All rights reserved.
The ACORD name and logo are registered marks of ACORD

ACORD®	CERTIFICATE OF LIABILITY INSURANCE	DATE (MM/DD/YYYY) 11/19/2021

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER	CONTACT NAME:		
AUTOMATIC DATA PROCESSING INSURANCE AGCY INC 1 ADP BLVD MS 625 ROSELAND, NJ 07068 (877) 677-0428	PHONE (A/C, No, Ext): (877) 677-0428	FAX (A/C, No): (877) 677-0430	
	E-MAIL ADDRESS: spcbicadp@travelers.com		
	INSURER(S) AFFORDING COVERAGE		NAIC #
	INSURER A : FARMINGTON CASUALTY COMPANY		
INSURED BEACON SYSTEMS INC 3928 CORAL RIDGE DR CORAL SPRINGS, FL 33065	INSURER B :		
	INSURER C :		
	INSURER D :		
	INSURER E :		
	INSURER F :		

COVERAGES   **CERTIFICATE NUMBER:** 664846701551323   **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
	COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☐ OCCUR						EACH OCCURRENCE	$
							DAMAGE TO RENTED PREMISES (Ea occurrence)	$
							MED EXP (Any one person)	$
							PERSONAL & ADV INJURY	$
	GEN'L AGGREGATE LIMIT APPLIES PER: ☐ POLICY ☐ PRO-JECT ☐ LOC ☐ OTHER:						GENERAL AGGREGATE	$
							PRODUCTS - COMP/OP AGG	$
								$
	AUTOMOBILE LIABILITY ☐ ANY AUTO ☐ OWNED AUTOS ONLY ☐ SCHEDULED AUTOS ☐ HIRED AUTOS ONLY ☐ NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident)	$
							BODILY INJURY (Per person)	$
							BODILY INJURY (Per accident)	$
							PROPERTY DAMAGE (Per accident)	$
								$
	☐ UMBRELLA LIAB ☐ OCCUR ☐ EXCESS LIAB ☐ CLAIMS-MADE						EACH OCCURRENCE	$
							AGGREGATE	$
	☐ DED ☐ RETENTION $							$
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY Y/N ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? ☐ (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	N/A		UB-8N119197-21	11/10/2021	11/10/2022	X PER STATUTE ☐ OTH-ER	
							E.L. EACH ACCIDENT	$1,000,000
							E.L. DISEASE - EA EMPLOYEE	$1,000,000
							E.L. DISEASE - POLICY LIMIT	$1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER	CANCELLATION
BEACON SYSTEMS INC 3928 CORAL RIDGE DR CORAL SPRINGS, FL 33065	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
	AUTHORIZED REPRESENTATIVE *Michael J Mulligan*

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