



Response to Baltimore County Public Schools

Request for Proposal No. CWA-106-25
Managed Services for Occupational, Physical,
Speech-Language Therapy & Other Related
Student Special Education Services

Date: June 9, 2025

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June 9, 2025

Insight Global is honored to present our capabilities to Baltimore County Public Schools (“BCPS”) as a Professional Staffing and Services Provider. As the 5th Largest Staffing Firm in the U.S. with 24 years of industry experience, we are confident in our ability to deliver exceptional value. Our core commitment lies in providing premier employment solutions by recruiting top talent from a broader pool of candidates with diverse backgrounds and providing world-class customer service to both our clients and our consultants, building lasting partnerships with both.

We understand the critical importance of providing high-quality staffing solutions that align with BCPS’s organizational goals while maintaining exceptional value. Our extensive network across various industries positions us uniquely to meet these goals by providing agile staffing solutions that adapt swiftly to BCPS’ evolving needs. The approach we will take when providing our services will be designed to ensure the recruitment and retention of top-tier talent while effectively providing engagement and insights that will mitigate attrition and increase worker satisfaction and performance.

Our goal is to be selected as the primary vendor to provide best in class managed services to BCPS under the Department of Special Education program. We will leverage our specialized recruiting force with expertise in various skillsets to identify the top talent at the most competitive rates, proving ourselves as a critical business partner to BCPS. As the 5th Largest Staffing Firm in the U.S. we are confident that we will meet our goal of being a top provider on this program and add value as partner to drive BCPS’ business initiatives forward.

To achieve this, our innovative approach integrates cutting-edge technology with human insights to automate recruitment processes. This ensures that BCPS has access to the best talent efficiently. Our proprietary tools enable us to deliver a consistent pipeline of high-caliber professionals ready to contribute towards achieving BCPS’ goals.

In conclusion, Insight Global is excited to present our capabilities in partnering with BCPS, bringing our expertise in professional services and staffing solutions to help achieve a streamlined vendor landscape that is robust yet flexible enough for future challenges. We are eager to discuss how our tailored solutions can specifically address each aspect outlined in this RFP.

The following individuals will be involved in the management of all aspects of this account, including contract negotiation. Please contact them if any questions regarding this proposal arise.

PRIMARY POINT OF CONTACT

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Thank you for the opportunity to provide BCPS with superior services. We look forward to building a respected and long-standing relationship.

Sincerely,

Brigette Scranton
Account Manager
Insight Global, LLC



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1.0 FUNCTIONAL REQUIREMENTS

Proposed Solution and Functional Requirements

Please see our methodologies on recruiting, project management and training below.

Compliance with Technical Requirements

Insight Global complies with all responsibilities and requirements of the vendor listed in the Technical Specifications.

Solution Approach, Plan and Schedule

At Insight Global, we pride ourselves on our robust recruiting capabilities, tailored to meet the demands of today's dynamic job market. With our team of over 1,700 skill-set specific recruiters, we are able to fill even the most demanding positions.

Our recruiting model consists of three steps: *Search*, *Screen*, and *Engage*.

Search: We invest over \$12M annually into recruiting technology and enhancements to support our multifaceted recruiting approach, which utilizes a variety of tools and strategies to pinpoint the ideal candidates including:

- Posting openings on premier job sites such as GitHub, Stack Overflow, Dice, LinkedIn, and relevant local or state job boards, maximizing visibility among potential applicants;
- Using our proprietary internal database of over 11 million qualified candidates and equipped with extensive filters;
- Leveraging inbound recruiting strategies to cultivate a consistent stream of qualified candidates; and
- Utilizing our extensive network, which includes referrals, alumni, and industry partners, to reach professionals who may not be actively searching for new opportunities but are open to the right offer.

Our recruiters search efforts are further powered by HOPE, Insight Global's cutting-edge AI/ML-driven technology, to enhance the candidate-role matching process. HOPE uses our vast historical submittal data, along with features like job title, experience, education, location and resume and requisition skills to match top talent to current openings, with the click of a button. This efficiency expedites candidate discovery, eliminating the need for time-consuming manual searches, and increasing our speed to submit high quality candidates. It also ensures top-tier candidates are matched to the right opening, improving the alignment of candidates and roles, and elevating the quality of selections for our clients.



Screen: Insight Global utilizes a consistent, multi-step screening process detailed below to ensure we provide the best candidates to suit our client's needs. It begins with an initial call by a recruiter to verify candidate information, assess interest, confirm availability, discuss salary expectations, and validate work experience and skill levels. Following this, our recruiters conduct a formal interview to delve deeper into the candidate's qualifications. To further ensure the integrity and quality of our candidates, two managerial references are obtained to verify the candidate's work history and character. Qualified candidates are then presented to the account manager who completes an additional evaluation to ensure the candidate aligns with the client's objectives. It is only after this comprehensive vetting process that candidates are presented to our clients, ensuring that we consistently deliver top-tier talent that meets their specific needs.

Engage: When a candidate is selected, Insight Global will make the job offer, negotiate the terms and conditions of employment, and obtain the candidate's acceptance, but we don't stop there. Our consultant engagement process begins prior to the consultant starting the assignment, with a dedicated support team providing guidance through the onboarding process, first-week prep, and an orientation meeting to ensure a positive experience and maximize fulfillment and productivity.

In summary, Insight Global's recruitment strategy is comprehensive, data-driven, and human-centered, designed to deliver excellence and satisfaction to both our clients and candidates. We are committed to maintaining the highest standards of recruitment, and with approximately 50,000 placements each year, our track record speaks for itself. With Insight Global as your recruitment partner, you can rest assured that your staffing needs will be met with precision, efficiency, and professionalism.

Project Management

Successful account management is the foundation of the Insight Global strategy to develop a deep understanding of our clients' business, enabling us to anticipate and fulfill your staffing and related project needs. Prior to our first meeting, we will assemble a team of Insight Global resources that best matches your unique requirements. These curated teams provide insights and feedback on the hiring process prior to a talent placement, which allows us to proactively make process improvements that keep the top candidates engaged. We will also provide real-time market data on rates and availability of your specified skill sets, and based on your projects and initiatives, help you forecast future staffing needs. This due diligence at project kickoff facilitates proactive budgeting for our clients and enables our recruiters to efficiently engage a pipeline of top qualified talent. The account management team includes a designated Account Manager and Recruiter, supplemented by support from local leadership and additional recruiters as needed. While the Account Manager is responsible for managing the health of our client relationship, our Recruiters make the support and care of our consultants their priority, decreasing attrition and performance issues. Our corporate headquarters is home to teams that support onboarding, HR and payroll functions, benefits



specialists and other layers of consultant care. The Account Manager and Recruiter will actively participate in the intake of each requisition, ensuring the quality and speed with which we deliver candidates. You can expect regular status updates, and to be kept abreast of any trends or issues our recruiters see while working on your position. We will collaborate with you throughout the interview process to ensure it is as efficient and effective as possible, and coordinate receiving and providing feedback post-interview, streamlining the hiring process. These constant touchpoints and our involvement throughout the hiring process help ensure we keep top talent engaged and make sure the best candidate gets hired.

To ensure we remain your staffing partner of choice, your Account Manager will hold weekly/monthly check-ins with your hiring managers, quarterly business reviews with key project stakeholders, and regular reviews to measure our consultants' and our overall partnership performance.

We believe direct feedback from our clients is the best measure of success, so aside from these regular touchpoints, the Account Manager and the entire account team are always available to help address your needs in real time.

Training Offerings

When it comes to specific certifications or training, our dedicated recruiters focus on identifying professionals who already possess the required qualifications. However, should there be a need for additional training as per the requirements of BCPS, we are more than willing to facilitate our consultants' participation in any necessary training seminars or courses. We encourage our consultants to engage in continuous learning during their assignments. This not only enhances their contribution to the team but also ensures they stay abreast of the latest professional technologies. While we keep this aspect of our service flexible, rest assured that we have an approach in place to support our consultants' development when necessary.

Required Modifications

No modifications are required to meet the Technical Requirements in this Request for Proposal.

2.0 NATIONAL COOPERATIVE PROGRAM

Insight Global currently has a cooperative agreement with GovMVMT, where we completed \$39.5M in revenue last year. Please see our response to Exhibit B, Supplier Response for further details.

Please see completed Exhibits A- I below.

EXHIBIT A
QUESTIONNAIRE FOR NATIONAL CONSIDERATION

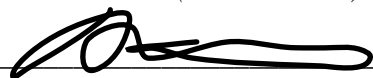
Suppliers are required to meet specific qualifications. Please respond to each qualification statement on this questionnaire.

1. Will the pricing for all Products and/or Services offered be equal to or better than any other pricing options it offers to Participating Public Agencies nationally?
Yes No
2. Does your company have the ability to provide service to any Participating Public Agencies in all 50 states?
Yes *No
(*If no, identify the states where you do not have the ability to provide service to Participating Agencies.)
3. Does your company have a national sales force, dealer network or distributor with the ability to call on Participating Public Agencies in at least 35 states?
Yes *No
(*If no, identify the states where you have the ability to call on Participating Public Agencies.)
4. Will your company assign a dedicated Senior Management level Account Manager to support the resulting GovMVMT contract?
Yes No
5. Does your company maintain records of your overall Participating Public Agencies' sales that you can and will share with GovMVMT to monitor contract implementation progress?
Yes No
6. Does your company have the ability to provide electronic and ecommerce ordering and billing?
Yes No
7. Will the GovMVMT contract be your lead public offering to Participating Public Agencies?
Yes No
8. Check which applies for your company sales last year in the United States:
 Sales between \$0 - \$25 Million
 Sales greater than \$25 Million to \$50 Million
 Sales greater than \$50 Million to \$100 Million
 Sales greater than \$100 Million

Submitted by:

Darian Blevins

(Printed Name)



(Signature)

Strategic Account Executive

(Title)

5/5/2025

(Date)

EXHIBIT B SUPPLIER RESPONSE

Supplier must provide the following information in order for the Lead Public Agency to determine Supplier's qualifications to extend the resulting Master Agreement to Participating Public Agencies thru GovMVMt.

A. National Commitments

1. Please provide a written narrative of your understanding and acceptance of the Supplier Representations and Covenants in Section 1 of this Attachment.

Insight Global acknowledges the Representations and Covenants outlined in Section 1. BCPS has highlighted the significance of partnership, and Insight Global is committed to prioritizing our business relationship throughout this contract. Our dedication to building strong client relationships and maintaining a rapid response time ensures unparalleled client satisfaction and service delivery, regardless of the services our clients utilize. With our support, BCPS can concentrate on growing and maintaining their core business while we strive to exceed the expectations of all stakeholders. To uphold our commitment to true partnership, Insight Global will designate two points of contact who will be available to support BCPS at any time.

Insight Global acknowledges and agrees that any pricing or terms included in the Master Agreement will be our leading contractual offering to all Public Agencies that would utilize this contract.

While we did not make exceptions or redlines to the attached agreement, we are committed to negotiating in good faith. Insight Global is open to discussing any specific concerns or modifications upon award. Our goal is to reach a mutually beneficial agreement that meets both parties' needs.

We are committed to providing high-quality staffing services that meet the needs and expectations of our clients. We have established quality standards, best practice policies and processes to ensure that consistent methods and processes are employed throughout our staffing model. Some of these include:

- **Recruitment and selection:** We follow a rigorous and transparent recruitment and selection process that ensures we hire the best talent for each position. Our Recruiters use various sources and methods to attract and identify qualified candidates, such as job boards, social media, referrals, networking, etc. We conduct comprehensive screening, assessment, and background checks to verify the skills, experience, and suitability of each candidate. We also provide feedback and guidance to candidates throughout the process.
- **Continued engagement:** We have an established consultant engagement process that ensures regular and proactive communication with our consultants throughout their assignments. We provide them with ongoing support, feedback, and recognition to ensure their success and satisfaction. We also conduct periodic milestone meetings with our clients and consultants to review their progress and performance. Through our consultant engagement process we are able to support our consultants from start to finish to maximize their fulfillment and performance.

- **Training and development:** We invest in the training and development of our Account Managers and Recruiters to enhance their knowledge, skills, and performance. We offer a variety of learning opportunities, such as orientation, on-the-job training, coaching, mentoring, regular in-person trainings to sharpen their skills, and online courses through our internal training division, Insight Global University (IGU). We also conduct regular performance reviews to identify strengths, areas for improvement, and career goals. We encourage our employees to pursue continuous learning and professional development.
- **Quality assurance and improvement:** We monitor and evaluate the quality of our staffing services on an ongoing basis. We use various tools and metrics to measure the satisfaction, retention, productivity, and performance of our internal employees, consultants, and clients. We also solicit feedback from our internal employees, consultants, and clients through surveys and interviews. We analyze the data and feedback to identify gaps, issues, and opportunities for improvement. We implement corrective and preventive actions to address the root causes of any problems and prevent them from recurring.
- **Compliance and ethics:** We adhere to the highest standards of compliance and ethics in our staffing practices. We comply with all applicable laws, regulations, contracts, policies, and codes of conduct in our operations. We promote a culture of integrity, honesty, fairness, diversity, inclusion, and accountability in our organization. We also have a code of ethics and a whistleblower policy that guide our people on how to report any concerns or violations without fear of retaliation.

As proof of our commitment, we have obtained the ISO 9001:2015 certification, the world's most recognized quality management standard. This certification demonstrates that we have implemented a quality management system that ensures we deliver quality and consistency in our staffing operations. We believe that these quality standards, best practice policies and processes enable us to deliver consistent, reliable, and effective staffing solutions that meet the needs of our clients.

Insight Global also confirms our agreement with the Sales and Marketing Commitments described by BCPS. We will market the Master Agreement through the network that will provide the best overall value to the Public Agencies under the agreement. We intend to use any branding and logo guidelines set by BCPS for these services.

B. Company

1. Provide a brief history and description of Supplier, including Supplier's experience in providing similar products and services.

History Overview

Insight Global, an international leader in staffing and talent services, is dedicated to giving people hope through the dignity of employment. Within our staffing services arm of business, we provide short-term and long-term contract, contract-to-hire, and direct placement staffing services. We relentlessly pursue opportunities for others as we connect top-tier talent from diverse backgrounds with Fortune 1000 clients across the United States, Canada, and the United Kingdom. Insight Global excels at fostering long-term, collaborative partnerships across all industries, allowing us to deliver customized solutions catering to the unique needs of our clients.

The company began in 2001 as an entrepreneurial startup with the idea that staffing could be about genuine relationships and meaningful impact. By 2002, this idea propelled the company past its \$1 million milestone and into generating over \$4 million in legacy staffing services.

While Insight Global was making a name for itself as an up-and-coming force to be reckoned with in the staffing industry, we also recognized the need to expand. In 2009, Insight Global Canada, Inc. was founded to provide contingent labor services in Canada with branch offices in Alberta, British Columbia, and Ontario to date. This same year, Evergreen, Insight Global's professional services division, launched to cater to the vast and ever-evolving needs of the company's 6,000+ client base.

Across the next decade, this path of growth and expansion in offices and services would steadily continue to meet client needs. In 2010, the company expanded on temporary staffing services with the launch of its Direct Placement Division that now places over 11,000 permanent resources annually through its team of dedicated Account Managers, Recruiters, and a regional leadership team.

2014 saw the opening of Insight Global's division dedicated to sourcing professional skillsets under the name Insight Global Business (IGB). This led to an immediate and positive response from clients as well as Insight Global becoming a \$1 billion company. Two years later, Insight Global officially expanded its reach into the public sector with the launch of our Government Services Division in 2016, enabling the support of federal services.

In October 2017, IG Government Services officially expanded to State & Local Government/EDU – offering robust solutions for the everchanging complex issues that our communities face through our ability to recruit, retain, and manage a diverse workforce. With Insight Global's support, State and Local organizations can focus on the critical mission of servicing their communities and Higher Education systems can focus on solving society's most pressing issues through academia, research, and public service; all while relying on us to provide comprehensive solutions and deliver results spanning from technical professional services to solving complex hiring needs. We take pride in developing a quality workforce that is happy, productive, and representative of the communities we live, learn, and work in. Since its inception, our SLED division has grown to support 240+ State and Local government entities, 140+ Colleges and Universities, and 25+ Health Systems. Today, we have 8 dedicated Strategic Account Executives leading our salesforce across the US. That team generated \$395mm in revenue in 2023 – delivering 3.1k placements for States/Cities/Counties/k-12, and over 2k placements for Colleges and Universities last year.

Continuing to answer the needs of its clients, Insight Global added direct placement staffing of Allied Health and Nurse resources to its services offerings in 2019. As the impact of COVID-19 set in the following year, the company invested in the necessary insurance, credentialing, and compliance to also provide these skillsets through a contract staffing model. By January 2021, Insight Global Health (IGH) was officially launched to support healthcare-focused clients, starting with the employment of 200+ allied and nursing professionals within the first month.

In August 2022, Insight Global continued to expand our Government Services division and officially established a Canadian Public Sector arm. To date, we have grown that footprint to support over 70 organizations including the provincial governments of Ontario, British Columbia, Alberta, and Nova Scotia, 28 post-secondary institutions, 30+ hospitals and healthcare organizations, 5+ Crown Corporations, and 5+ municipalities. We are optimistic that our

performance in the Canadian Public Sector will mirror, if not surpass, the achievements of our US Public Sector division.

Seeing our purpose succeed in Canada gave us confidence to continue growing our business globally. In October 2022, Insight Global opened its first European office in London to provide staffing services directly to the UK. In 2024, we launched our global delivery center in Hyderabad, India. The company can support several other international locations through a network of trusted staffing partners, and we plan to continue opening more offices globally in South America, Ireland, and Eastern Europe.

With over two-plus decades of growth and expansion, Insight Global remains dedicated to supporting clients and answering their business needs. Because of this commitment, the company has continued to stand out as one of the top staffing firms in the industry, continuously receiving recognition as "one of the fastest-growing private companies in America" by Inc. 5000, as well as "Largest IT Staffing Firm" and "Largest Staffing Firm" by Staffing Industry Analysts (SIA). Today, Insight Global currently holds 7% market share in the industry.

Experience

Insight Global placed about 47,500 people during the 2020 calendar year through a network of approximately 70 regional offices strategically located throughout the United States and Canada. Insight Global has been ranked as one of the fastest growing staffing firms for 11 consecutive years and was recently recognized by Staffing Industry Analysis as the 3rd largest IT staffing firm in the United States. With more than \$3.6 billion in annual revenue, Insight Global stands out as a stable and reliable business partner in a fragmented market, with the scale to invest in both long-term relationships with clients and the support infrastructure to meet the increasingly complicated demands of sophisticated, market-leading clients in all industries.

Insight Global's Government Services division supports Federal, State, Local, and Higher Education clients by providing customizable talent solutions. In the public space, we currently support over 35 states, 48 municipalities, and 150 Universities. We have provided short and long-term staffing, contract-to-hire staffing, permanent placements, Recruitment Process Outsourcing, and Managed Services. Specifically, within State and Local government, we have placed over 9000 resources in the past two years within Information Technology, Engineering, Accounting, Healthcare, and other professional services.

Within Higher Education, Insight Global has placed over 2,000 resources across 50 job categories at Public and Private Institutions, Technical Institutes, Community and Junior Colleges, Research Universities, and University Health Systems. Our footprint within those universities' spans from Central Campus, IT, Finance, Engineering, to Research, Labs, and University Medical Center support. We partner with some of the top Research Universities across North America including NYU, Harvard, John Hopkins, and UCal. Our commitment to the public sector is to find talent as well as recruit for specialized candidates based on the needs of the agency.

Insight Global offers additional services including Evergreen (Managed Services), RPO, Cultural Consulting, and DE&I Consulting. Some examples, in our public agency portfolio, we have executed a Products and Platforms with the State of Louisiana, 100 FTE RPO with

the Missouri Higher Education Loan Authority, Cultural initiative with the University of Ottawa, and a DE&I leadership training program with State of Virginia DABC

We attribute our growth to our core belief that we must work continuously and tirelessly to earn and validate the trust placed in us by our clients. Insight Global account managers are dedicated to understanding the needs of business leaders at the local level, but we also coordinate with our client's executive leadership, HR, and procurement teams to ensure the services we provide exceed the expectations of all stakeholders. Recruiters in each market are dedicated to continually identifying and qualifying candidates through our 5-step recruiting process, and, through tools like ATLAS (our internal, proprietary database of over 4.5 million pre-screened candidates), we are able to rapidly identify and present candidates with hard-to-find skillsets that are actively looking for new opportunities.

With our support, Insight Global clients are able to focus on growing and managing their core businesses while also achieving cost savings through the use of a highly skilled and actively managed contingent labor workforce. Insight Global employees know that we have a proven ability to place them in positions for which they are well qualified, and which provide them the opportunity to continue their career development while satisfying our clients' needs.

2. Provide the total number and location of sales persons employed by your company in the United States.

We have 4,891 sales people throughout the United States. A list of all of our office locations is available on our website at <https://insightglobal.com/locations/>.

3. Please provide a narrative of how these sales people would be used to market the contract to eligible agencies across the country. Please describe what you have in place today and your future plans, if you were awarded the contract.

Insight Global's marketing plan is all-encompassing and reflects the responses in Section D of this Exhibit (B). Selling a cooperative contract vehicle to a public agency requires a strategic approach that combines a thorough understanding of the agency's needs, effective communication, and a value proposition. Training will be provided to our Sales Teams in all 67 offices across the U.S. Each training will consist of key information regarding the contract, our selling strategy to current and future agencies, and the value adds of both Insight Global and GovMVM. As our Sales Teams identify the agency's needs and pain points, they will market the agreement and Insight Global's services that align with the agency's needs. Insight Global has a division dedicated to creating marketing content to assist the field in sharing our service offerings. We will create any content that would be beneficial to train and educate Public Agencies on the GovMVM agreement as we see fit. By employing these strategies, our Sales Teams can effectively sell a contract vehicle to a public agency, aligning the agency's needs with the benefits, building trust, and fostering a long-term partnership.

4. Provide the number and location of support centers.

Insight Global has over 70 office locations throughout the United States, Canada and the UK. A complete list of our office locations is available on our website at <https://insightglobal.com/locations/>. The Insight Global office that will be supporting BCPS under this contract is located in Baltimore, Maryland.

5. Provide company annual sales for the three previous fiscal years in the United States. Sales reporting should be segmented into the following categories:

Please see our overall revenue for the past three years below. Insight Global cannot provide this information divided into the categories provided by BCPS, as this information is highly confidential.

2024: \$4.3 billion
2023: \$3.9 billion
2022: \$4 billion

6. For the proposed products and services included in the scope of your response, provide annual sales for the last three fiscal years in the United States

Please see our overall revenue for the past three years below. Insight Global cannot provide this information divided into the categories provided by BCPS, as this information is highly confidential.

2024: \$4.3 billion
2023: \$3.9 billion
2022: \$4 billion

7. Provide a list of your company's ten largest public agency customers, including contact information.

Please see our top 10 public agencies and contact information below.

Top 10 Public Agency	Point of Contact	Contact Info
1. University of California	Valerie Gage	valerie.gage@insightglobal.com
2. State of Kansas	Darian Blevins	darian.blevins@insightglobal.com
3. State of Massachusetts	Jamie Levin	jamie.levin@insightglobal.com
4. NYU Langone medical Center	Jamie Levin	jamie.levin@insightglobal.com
5. State of Colorado	Palmer Spinelli	palmer.spinelli@insightglobal.com
6. Maricopa County, Arizona	Palmer Spinelli	palmer.spinelli@insightglobal.com
7. State of Ohio	Darian Blevins	darian.blevins@insightglobal.com
8. State of Texas	Lauren Charlesworth	lauren.charlesworth@insightglobal.com
9. State of Louisiana	Lauren Charlesworth	lauren.charlesworth@insightglobal.com
10. State of Virginia	Jamie Levin	jamie.levin@insightglobal.com

8. Describe any green or environmental initiatives or policies.

Insight Global is steadfast in its commitment to sustainability and environmental responsibility. As a corporate citizen, we recognize the importance of minimizing our environmental impact and contributing to a healthier planet. To this end, we have implemented a robust sustainability program that includes the use of a Carbon Accounting Platform to meticulously measure and manage our Scope 1, 2, and 3 emissions. Our transparency is underscored by annual public reporting on our environmental performance through platforms such as CDP and EcoVadis. Demonstrating our leadership in sustainability, we have set ambitious goals to achieve carbon neutrality this year and are actively pursuing Science Based Targets validation.

Beyond emissions reduction, we foster a culture of environmental stewardship within our organization through employee education and engagement programs. Our commitment extends to our supply chain and the communities where we operate, as evidenced by our partnerships with organizations like 5 Gyres and Trees Atlanta. By integrating sustainability into every aspect of our business, we are driving positive change and building a more sustainable future for all. For more information on our sustainability progress, initiatives and our ESG program more broadly, please visit <https://insightglobal.com/esg/environmental-sustainability/>.

9. Describe any diversity programs or partners Supplier does business with and how Participating Public Agencies may use diverse partners through the Master Agreement. Indicate how, if at all, pricing changes when using the diversity program. If there are any diversity programs, provide a listing of diversity alliances and a copy of their certifications.

Insight Global does have a Supplier Diversity Program in its very early stages of development. We currently track our indirect and direct spend, and report on the major diversity classifications (SBE,WBE, MBE, DBE, VET, WOSB, LGBTQ and SC-SDB).

When presented with potential engagements, Insight Global, LLC evaluates the engagement for subcontracting opportunities; however, since the bulk of the services Insight Global, LLC provides are staffing services that involve the direct hiring of natural persons, only a portion of the business Insight Global, LLC provides can be efficiently subcontracted.

Insight Global, LLC will make good faith efforts to attempt to reach them. Insight Global, LLC will give small, HUBZone, small disadvantaged, women-owned, veteran-owned and service disabled veteran-owned small business concerns every opportunity to compete for future subcontracting engagements.

Pricing is not affected by the diversity program or initiatives above.

10. Indicate if Supplier holds any of the below certifications in any classified areas and include proof of such certification in your response:

a. Minority Women Business Enterprise (MBE or WBE)

Yes ___ No X

b. Small Business Enterprise (SBE) or Disadvantaged Business (DBE)

Yes ___ No X

c. Historically Underutilized Business (HUB)

Yes ___ No X

d. Historically Underutilized Business Zone Enterprise (HUBZone)

Yes ___ No X

e. Veteran Business Enterprise (VBE)

Yes ___ No X

f. Service-Disabled Veteran's Business Enterprise (SDVBE)

Yes ___ No X

11. Please describe any Affirmative Action Policy your company has in place.

As a federal government contractor, Insight Global previously maintained affirmative action programs in accordance with previously enforced Executive Order 11246. However, in observe of Executive Orders 14151 and 14173, Insight Global no longer maintains any affirmative action programs and does not make any employment decisions based on race, gender, or any other protected characteristic.

Notwithstanding this, Insight Global proudly maintains policies that prohibit discrimination of any kind based on age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. We are a company that believes everyone matters and enthusiastically maintain ESGs to celebrate diversity in our workforce of all kinds.

C. Order Processing and Distribution

1. Describe your company's normal order processing procedure from point of customer contact through delivery and billing.

When an Insight Global Account Manager receives an open requisition from a client, they begin by conducting a thorough intake meeting. This meeting is crucial for understanding the client requirements, expectations, and timelines.

Once the requisition details are clear, the Account Manager collaborates closely with recruiters to ensure everyone has a comprehensive understanding of the requisition. Our Account Managers leverage a variety of recruiting resources to identify the best candidates. These resources include advanced technology, such as a proprietary database of over 11 million candidates and AI/ML technology that matches the best candidates with the right roles. Additionally, automated job postings are utilized to reach leading job sites.

After this screening process, recruiters identify top candidates and conduct an initial phone screen to assess each candidate's technical and soft skills. Following this, recruiters conduct formal interviews and collect prior manager details to perform reference checks. The Account Manager then conducts a secondary interview and makes the final decision on whether to submit a candidate to the customer. The Account Manager then coordinates with the client to set up interviews. The customer interviews the candidates and selects the one they wish to extend an offer to, based on their discretion and timeframe. The Account Manager and Recruiter then extend the offer to the candidate and obtain their acceptance.

The onboarding process is initiated by the recruiter, who handles all required onboarding and pre-start date paperwork and requirements in accordance with the customer's policies and procedures. The recruiter serves as the primary point of contact to ensure a smooth and easy onboarding experience for the candidate.

Finally, the Account Manager works with the customer to schedule an orientation meeting, either on the candidate's first day or during the first week. During this orientation meeting, the Account Manager aligns expectations around culture, performance, and experience with both the candidate and the customer, ensuring the candidate is set up for success from day one.

Our timekeeping and billing processes include multiple levels of review, verification and reconciliation to minimize error and prevent invoice duplication. The billing process is outlined in the following steps:

1. Invoicing specialist sets up Contractor Billing profile, ensures correct bill to customer, correct customer address, correct contact person, correct bill rates, correct bill cycle, correct invoice delivery method, correct PO and other documentation
2. Timesheet Verification Department collects client manager-approved timesheet (as applicable)
3. Invoicing specialist generates invoice batch for all verified timesheets that should be billed
4. Invoicing specialist compares each invoice to the applicable approved/verified timesheet for each contractors
5. Invoice is delivered to customer based on stated delivery method (email, fax, mail, online submission, no delivery).

All invoices are generated based on the terms within the governing agreement between Insight Global and each individual client. These terms include items such as invoice cycle, frequency, payment terms, etc.

While we have many measures in place to ensure the accuracy of our invoicing process, we work diligently to correct any mistakes. Should one of our clients have an issue with the invoice received, we will work with the client to find where the mistake is (hours billed, bill

rate, etc.) and have the client send approval for the correct amount. A new invoice will then be generated and sent to the client as quickly as possible.

2. In what formats do you accept orders (telephone, ecommerce, etc.)?

We can accept orders via ecommerce.

3. Please describe your single system or platform for all phases of ordering, processing, delivery and billing.

Insight Global's timekeeping system, eRecruit, provides all of our consultants, clients, purchasing departments, etc. access to vital information such as timesheets, data tracking for projects, billing, invoicing, and more. This system allows us to automate everything: resume submittals, timesheet tracking, online manager approval, and automatically generated paperless invoices. Our system has software for tracking numerous client metrics, spanning: project completion, turnover, and customer satisfaction. In our headquarters in Atlanta, we have a full-time dedicated support team of individuals who develop and maintain eRecruit in accordance with changing needs.

4. Please state your normal payment terms and any quick-pay incentives available to Participating Public Agencies.

Insight Global's standard payment terms are Net 14. It is not our standard practice to propose or offer quick-pay incentives to clients.

5. State which forms of ordering allow the use of a procurement card and the accepted banking (credit card) affiliation.

Insight Global does not accept credit cards or p-cards as methods of payment.

6. Describe how your company proposes to distribute the Products and Services nationwide.

Insight Global has a network of over 1,500 recruiters across the U.S. and Canada spread amongst our 70 offices. This vast team of recruiters ensures that all our clients' individual recruiting needs are met and allows us to have a much wider reach into niche candidate populations. Our divisional breakdown including Technology, Finance, Accounting, Engineering, Healthcare, and Government Services also allows our teams to become SMEs in their markets and disciplines.

Each client has a dedicated Account Management and Recruiting team. The Recruiting team works specifically on the Account Manager's open requirements for their client, allowing the Account Manager and Recruiter to work hand-in-hand to meet the exact criteria that the client has for each job opening. Should a client's requisition volume warrant additional dedicated recruiters beyond that of the dedicated Account Manager's team, we have the ability to provide additional resources that are specialized in the required skillsets to ensure the best and most efficient recruiting support.

In addition to localized Recruiting teams in each of our offices, Insight Global also utilizes our National Recruiting Team for which consists of a team of recruiters aligned with accounts and skillsets prevalent in that account / industry. The National Recruiting Team works closely with client stakeholders to ensure the highest priority requirements are getting the most attention while constantly re-prioritizing requirement allocation based on company needs.

Insight Global's Government Services Portfolio Managers will distribute national trainings to all 70+ offices and Sales Teams. These trainings will include Executive Leadership and a GovMVMT Representative (if available). These trainings will include an introduction to the Master Agreement, marketing strategy to sell the agreement to our Public Agency Customers and a Q&A for our sales teams to ask any questions they may have regarding cooperative agreements or the Master Agreement. Insight Global Leadership will continue to follow-up and join meetings with our Sales Teams to educate and empower the use of the Master Agreement to our Public Agency customers nationally.

7. Identify all other companies that will be involved in the processing, handling or shipping of the Products and Services to the end user.

Insight Global will be providing all staffing services to BCPS for this opportunity. We will not be utilizing any subcontractors.

8. Describe how Participating Public Agencies are ensured they will receive the Master Agreement pricing with your company's distribution channels, such as direct ordering, retail or in-store locations, distributors, etc. Describe how Participating Public Agencies verify and audit pricing to ensure its compliance with the Master Agreement.

As long as the Participating Public Agencies request/receive services under the overarching agreement with GovMVMT, all terms within that MSA, including pricing, will be applicable to the Participating Public Agency.

9. Provide the number, size and location of your company's distribution facilities, warehouses and retail network, as applicable.

Insight Global is a staffing services provider that does not provide products; we do not have any distribution facilities, warehouses or a retail network.

10. Describe your ability to provide customized reports (i.e. commodity histories, purchase histories by department, etc.) for each Participating Public Agency.

We understand that tracking performance, quality, and cost are very important factors to our clients. Insight Global offers consistent weekly, monthly, quarterly and annual reporting that includes, but is not limited to:

- Quality of Technical Support
- Timeliness of response

- Performance SLA metrics
- # of escalations
- Accuracy of response
- Resolution Frequency
- Ongoing support metrics and appropriate availability
- Highlights/ Lowlights from previous quarter
 - Requisitions filled
 - Requisition submission quality
 - Low negative turnover

In order to measure the quality of services provided, we intend to hold monthly or quarterly meetings with each client to discuss our performance, identify gaps, and figure out ways to improve or better serve our client. We believe direct feedback from our clients is the best measure of performance. As a part of this process, we utilize a CRM tool that we use to measure the quality of services we provide to our customers. This tool tracks: submittal ratios, fill ratios, loss ratios, washed ratios, and retention ratios. The tool also sends out automated reminders for customer service initiatives and expected requirements based on history and timing with specific clients.

11. Describe your company's ecommerce capabilities:

- a. Include details about your company's ability to create punch out sites and accept orders electronically.

As mentioned previously, our timekeeping system, eRecruit, is available to clients and contractors to provide seamless time reporting and order processing. We do not have the ability to create punch out sites.

- b. Provide detail on your company's ability to integrate with a Public Agency's ERP/purchasing system (Oracle, SAP, Jaggaer, etc.). Please include some details about the resources you have in place to support these integrations.

Insight Global has over 5,000 clients, many of which utilize a VMS. We have strong experience with VMS tools and the tasks our clients use these systems to accomplish, such as reporting. As a company, we have accounts utilizing over a dozen different client VMS systems and we are capable of adopting most technologies that our clients require.

D. Sales and Marketing 1. Provide a detailed ninety-day plan beginning from award date of the Master Agreement describing the strategy to immediately implement the Master Agreement as Supplier's preferred go-to market strategy for Public Agencies to Supplier's teams nationwide, including, but not limited to:

a. Executive leadership endorsement and sponsorship of the award as the Supplier's go-to-market strategy within the first 10 days.

b. Training and education of Supplier's national sales force with participation from the Supplier's executive leadership, along with the GovMVMT team within the first 90 days.

- Day 1: Award of Contract

- Day 2-10: Insight Global will notify our Executive Leadership team of the award and the Executive Team will endorse/sponsor the Master Agreement as a go-to strategy for public agencies moving forward. The Insight Global Portfolio Management team will complete an audit of current Public Agency customers to determine a priority list of customers to reach out to and notify about the new Master Agreement with GOVMVMT.

- Day 5-10: Insight Global will reach out to GOVMVMT to set up an introduction call between the Insight Global Government Services Executive Leadership Team and GOVMVMT.

- Day 10-30: Insight Global and GOVMVMT will host our first meeting together to meet the teams and walk through our strategy of implementation. This call will cover introductions, areas of support, and include an GOVMVMT training for Insight Global leadership on the Master Agreement and Market strategy. Insight Global will present our priority list of customers that we will be marketing this new agreement to as well as current customers that we may have the opportunity to transition to the GOVMVMT agreement.

- Day 30-60: Insight Global's Government Services Team will roll-out national trainings to all 70 Offices and Sales Teams. These trainings will include Executive Leadership and GOVMVMT Representatives as available. These trainings will include an introduction to the Master Agreement, marketing strategy to sell the agreement to our Public Agency Customers and a Q&A for our sales teams to ask any questions they may have regarding cooperative agreements or the Master Agreement.

- Day 60-90: Insight Global Leadership will continue to follow-up and join meetings with our Sales Teams to educate and empower the use of the Master Agreement to our Public Agency customers nationally.

2. Provide a detailed 90-day plan beginning from award date of the Master Agreement describing the strategy to market the Master Agreement to current Participating Public Agencies, existing Public Agency customers of Supplier, as well as to prospective Public Agencies nationwide immediately upon award, including, but not limited to:

a. Creation and distribution of a co-branded press release to trade publications.

- b. Announcement, Master Agreement details and contact information published on the Provider's website within the first 90 days.
- c. Commitment to attendance and participation with GovMVMT at national (i.e. NIGP Annual Forum, etc.), regional (i.e. Regional NIGP Chapter meetings, Regional Summits, etc.) and provider-specific trade shows, conferences and meetings throughout the term of the Master Agreement.
- d. Commitment to attend, exhibit and participate at the NIGP Annual Forum in an area reserved by GovMVMT for partner providers. Booth space will be purchased and staffed by Supplier.
- e. Design and publication of national and regional advertising in trade publications throughout the term of the Master Agreement.
- f. Ongoing marketing and promotion of the Master Agreement throughout its term (case studies, collateral pieces, presentations, promotions, etc.)
- g. Dedicated GovMVMT internet web-based homepage on Supplier's website with:
 - GovMVMT Partners standard logo;
 - Copy of original Request for Proposal, including all addenda;
 - Copy of Master Agreement all amendments between Lead Public Agency and Supplier;
 - Marketing Materials;
 - Electronic link to GovMVMT website including the online registration page;
 - A dedicated toll-free number and email address for GovMVMT.

- Day 1: Contract award

- Day 2-10: Insight Global will reach out to GOVMVMT to set up a meeting between Insight Global Executive Leadership, Insight Global Marketing and GOVMVMT. This meeting will cover introductions and walk through the implementation plan laid out below.

- Day 10-30: Insight Global will confirm with GOVMVMT our marketing plan strategy and lay out key dates for completion.

- Day 30-60: Insight Global will work with our internal marketing team and GOVMVMT to create a co-branded press release and co-branded marketing materials. The Press Release will be published on Insight Global's webpage within this timeframe. Insight Global's IT and Marketing teams will also work with GOVMVMT to create a dedicated landing page on our website outlining the GOVMVMT partnership and will include all stipulations outlined in section VIII above.

- Day 60-90: Insight Global will finalize all marketing materials for distribution to our current and potential Public Agency customers and go-live on all website marketing techniques. Insight Global will commit to participate alongside GOVMVMT at National, Regional, and supplier-specific tradeshows whenever applicable. We will also commit to ongoing marketing strategy and promotion of the Master Agreement throughout the term of the agreement. Insight Global commits to completing all items outlined in section I-VIII above within the first 90 days of contract award.

Co-Branding

Insight Global will work with our internal marketing team and GOVMVMT to create a co-branded press release and co-branded marketing materials. The Press Release will be published on Insight Global's webpage within the 90-Day timeline. Insight Global's IT and

Marketing teams will also work with GOVMVMT to create a dedicated landing page on our website outlining the GOVMVMT partnership.

Marketing Materials/Events

Within the 90-days, Insight Global will finalize all marketing materials for distribution to our current and potential Public Agency customers then go-live on all website marketing techniques. Insight Global will commit to participate alongside GOVMVMT at National, Regional, and supplier-specific tradeshows whenever applicable. We will also commit to ongoing marketing strategy and promotion of the Master Agreement throughout the term of the agreement. Insight Global commits to completing all items outlined in 90-days.

3. Describe how Provider will transition any existing Public Agency customers' accounts to the Master Agreement available nationally through GovMVMT. Include a list of current cooperative contracts (regional and national) Supplier holds and describe how the Master Agreement will be positioned among the other cooperative agreements.

Insight Global confirms that we will alert our current Public Agency partners as to our new Master Agreement with GovMVMT but cannot guarantee any Public Agency will agree to transition to the program. Many of our current Professional Services and Temporary Staffing Services contracts were publicly bid and awarded and are not utilizing a cooperative agreement. Insight Global is a part of various cooperative contracts including:

- GSA Schedule 70
- OMNIA Partners

4. Acknowledge Supplier agrees to provide its logo(s) to GovMVMT and agrees to provide permission for reproduction of such logo in marketing communications and promotions. Acknowledge that use of GovMVMT logo will require permission for reproduction as well.

Insight Global agrees to provide its logo(s) to GovMVMT and agrees to provide permission for reproduction of such logo in marketing communications and promotions. Insight Global complies that use of GovMVMT logo will require permission for reproduction as well.

5. Confirm Supplier will be proactive in direct sales of Supplier's Products and Services to Public Agencies nationwide and the timely follow up to leads established by GovMVMT. All sales materials are to use the GovMVMT logo. At a minimum, the Supplier's sales initiatives should communicate:

- a. Master Agreement was competitively solicited and publicly awarded by a Lead Public Agency
- b. Pricing Equal to or better than Supplier's Best available government pricing
- c. No cost to participate
- d. Non-exclusive

Insight Global confirms that we will be proactive in our approach to positioning the Master Agreement as a primary strategy for our Public Agency customers. Insight Global will communicate the following as outlined in Section D (#5): the Master Agreement was competitively solicited and publicly awarded by a Lead Public Agency, pricing will be equal

to or better than Insight Global's best available government pricing, there will be no cost to participate, and non-exclusive.

6. Confirm Supplier will train its national sales force on the Master Agreement. At a minimum, sales training should include:

- a. Key features of Master Agreement
- b. Working knowledge of the solicitation process
- c. Awareness of the range of Public Agencies that can utilize the Master Agreement through GovMVMT
- d. Knowledge of benefits of the use of cooperative contracts

Insight Global confirms that extensive training will be put in place to train our national sales teams on the following: the key features of the Master Agreement, the solicitation process for Public Agencies, a breakdown of the range of Public Agencies that can utilize the Master Agreement and the benefits to utilizing a cooperative contract.

7. Provide the name, title, email and phone number for the person(s) who will be responsible for:

a. Executive Support

Ryan Ford
Vice President – National Accounts
Ryan.Ford@insightglobal.com
404-210-8984

Matthew Edenbaum
Executive Director - Government Services
Matthew.Edenbaum@insightglobal.com
301-943-5717

b. Sales

Darian Blevins
Portfolio Manager – State, Local and Education
Darian.blevins@insightglobal.com
812-360-3526

c. Sales Support

Stephen Dougherty
National Account Coordinator
Stephen.dougherty@insightglobal.com
678-767-8017

d. Marketing

Sara Swanson
Manager, Culture & Branding

Sara.Swanson@insightglobal.com
763-252-0600

e. Financial Reporting

Tim Senior
Director of Finance
Tim.Senior@insightglobal.com
678-539-4437

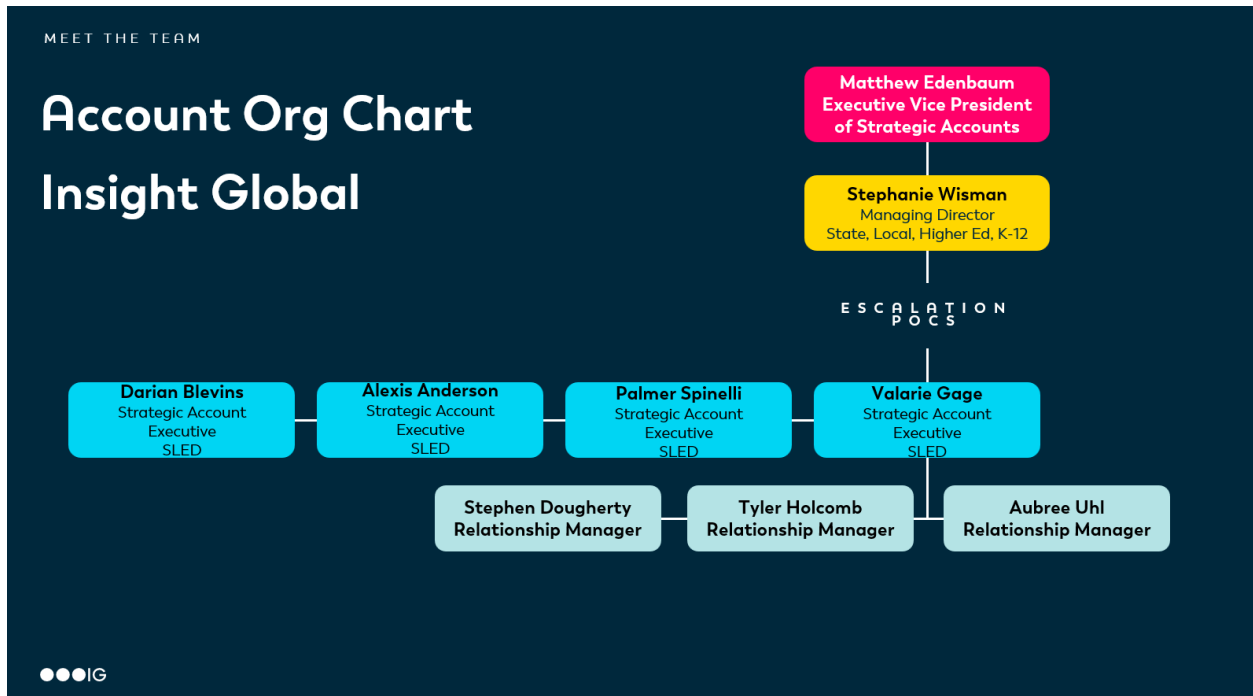
f. Accounts Payable

Ali Kushner
Sr. Director of Revenue
Ali.Kushner@insightglobal.com
404-257-7939

g. Contracts

Noah Goodwin
Sr. Associate General Council
Noah.Goodwin@insightglobal.com
404-335-7287

8. Describe how Supplier's national sales force is structured, including contact information for the highest level executive responsible for the sales team.



The above team manages all Federal and State/Local/Higher Education end clients across the United States as well as all training and management of the national sales force and recruiting efforts for Public Agencies.

9. Explain how your company's sales team will work with the GovMVMT team to implement, grow and service the national program.

Insight Global's Government Services Leadership team will work closely with GovMVMT to implement, grow and service the Master Agreement in our program. Our Portfolio Management Team hosts weekly and monthly calls with our sales teams and will incorporate GovMVMT into these calls whenever applicable. If GovMVMT cannot join the calls, our Portfolio Management Team will take time to educate our sales teams on the ease of use of the Master Agreement and train our teams on how to leverage the agreement in their meetings with Public Agencies. Our Portfolio Management Team will also join our sales teams at their Public Agency Meetings and will be sure to incorporate the Master Agreement into our conversations with Public Agency procurement officials. Our team will work with GovMVMT Leadership to host quarterly check-ins with the GovMVMT team to discuss the program and any wins/concerns that have arisen throughout the previous quarter. Our teams will work together with GovMVMT to ensure mutual growth.

10. Explain how your company will manage the overall national program throughout the term of the Master Agreement, including ongoing coordination of marketing and sales efforts, timely new Participating Public Agency account set-up, timely contract administration, etc

Sales & Recruiting Strategy

Insight Global is committed to ensuring that each Public Agency and GovMVMT receives the support necessary to maintain and grow this program. To start, Insight Global would deploy national trainings to those who are dedicated to directly servicing the account, with the help and support of our Government Services leadership team and a dedicated Compliance Specialist. Insight Global's Account Manager will be responsible for maintaining the relationship with customers at the individual Public Agencies to best understand the unique needs within each department and/or business unit. The Account Manager will seek to understand every requirement and will work hand in hand with the hiring manager and our team of recruiters to identify and hire, the perfect candidate.

Our recruiters and Account Managers will ensure any potential candidate sourced for the agency is taken through our 5-step screening process prior to conducting a formal interview to ensure the candidate has the correct skillset and background to be of interest and quality to the customer.

Contract Oversight & Account Management

Management of the GovMVMT contract is incredibly important to us. While our local Account Managers and recruiters will be providing the day-to-day support of recruiting efforts and contractor management, all eligible customers will also receive additional Upper Management and Back Office Support. Our Proposed Project Team would be responsible for the support and compliance of this agreement and partnership with each new and active Participating Public Agency. Our National Sales and Recruiting Managers will be as

ingrained in the business as the Account Managers and will understand the various complexities and requirements set forth in the “Scope of Work” under Section 7 of the RFP. The Sales and Recruiting Manager will ensure that each position is receiving maximum recruiting effort and if they need to leverage our national recruiting arm for additional support, they will do so. This agreement will fall under our National Accounts Program and will have a dedicated Portfolio Director from our Government Services division providing oversight and support as well. In addition, GovMVM and the participating agency will have a team of back-office personnel supporting the account for compliance, invoicing, timekeeping, audit, etc.

Reporting

We understand that tracking performance, quality, and cost are very important factors to our clients. Insight Global offers consistent weekly, monthly, quarterly and annual reporting that includes, but is not limited to:

- Quality of Technical Support
- Timeliness of response
- Performance SLA metrics
- # of escalations
- Accuracy of response
- Resolution Frequency
- Ongoing support metrics and appropriate availability
- Highlights/ Lowlights from previous quarter
- Low levels of undesired Supplier staff turnover
- Escalations to Customer
- Ongoing support metrics and appropriate availability

Communication & Partnership

The most common difficulties stem from poor communication between supplier (Insight Global) and the management teams of each resource skillset and coordination of responsibilities, duties, expectations, etc. Insight Global will insure open communication with setting realistic expectations up front.

In order to measure the quality of services provided, we hold monthly or quarterly meetings with the Public Agency and GovMVM customers to discuss our performance, identify gaps, and figure out ways to improve or better serve our client. We believe direct feedback from our clients is the best measure of performance. As a part of this process, we utilize a CRM tool that we use to measure the quality of services we provide to our customers. This tool tracks: submittal ratios, fill ratios, loss ratios, washed ratios, and retention ratios. The tool also sends out automated reminders for customer service initiatives and expected requirements based on history and timing with specific clients.

Insight Global’s dedicated GovMVM Account team will be available 24/7 for client support. Insight Global prides itself in being proactive with regards to service issues. With the implementation of a 1-hour response/24-hour resolution policy, our company practices immediate customer service and resolution. Insight Global will go to all necessary lengths to address any problem immediately and take all actions to resolve the situation. We will also

implement processes to ensure that the service issue does not occur again. Account leadership documents all services issues and addresses them in each office's 8:00 AM daily, hands-on meeting.

Measuring Success

Insight Global will calculate our success on the following criteria:

1. Responsiveness: our metrics will follow every requisition that is released to Insight Global and ensure we are responding with a qualified candidate within 48-72 hours
2. Fill Ratio: we will look to the number of total requisitions released to Insight Global and the total number of successful placements made.
3. Client Satisfaction: this is a top priority. We will be providing a premium service and we want to ensure that the agency is happy with that service. If something arises that needs our attention, we will quickly address the issue to ensure client satisfaction remains high.
4. Employee Satisfaction: this is equally important. A happy employee is going to provide a better experience to the agency. We will do as much as we can to ensure our contractors have what they need to be successful.

Insight Global will continuously monitor our success throughout the duration of our relationship with GovMVMT and the Public Agency. Our dedicated team of stakeholders will ensure that we continue to provide the participating Public Agency with a premium service, and we look forward to working together as a business partner to this program.

11. While it is anticipated many Public Agencies will be able to utilize the Master Agreement without further formal solicitation, there may be circumstances where Public Agencies will issue their own solicitations. The following options are available when responding to a solicitation for Products covered under the Master Agreement. Describe your company's strategies under these options when responding to a solicitation.

- a. Respond with Master Agreement pricing (Contract Sales reported to GovMVMT).
- b. If competitive conditions require pricing lower than the standard Master Agreement not-to-exceed pricing, Supplier may respond with lower pricing through the Master Agreement. If Supplier is awarded the Contract, the sales are reported as contract sales to GovMVMT under the Master Agreement.
- c. Respond with pricing higher than Master Agreement online in the unlikely event that the Public Agency refuses to utilize Master Agreement (Contract sales are not reported to GovMVMT).
- d. If alternative or multiple proposals are permitted, respond with pricing higher than Master Agreement, and include Master Agreement as the alternate or additional proposal.

Insight Global will only be providing staffing services for this opportunity; this is not applicable to our service offerings.

12. Describe your company's sales goals for this Contract if awarded the Master Agreement, including targeted dollar volume by year:

\$ 1,000,000 __.00 in year one
\$ 3,000,000 __.00 in year two
\$ 4,000,000 __.00 in year three

E. Additional Information

1. Please use this opportunity to describe any other offerings your organization can provide that you feel will provide additional value and benefit to a Participating Public Agency.

In addition to executive search, Insight Global handles traditional short-term, long-term, contract-to-hire and direct placement requests from our clients. We specialize in sourcing information technology, accounting, finance, and engineering professionals and delivering service-based solutions to Fortune 1000 clients across the United States and Canada. Our scale, experience and proprietary recruiting tools provide the capability to staff projects of any size, from finding a single candidate with a niche skillset to staffing and managing multi-year projects involving thousands of resources across the United States and in Canada.

Our Managed Services division leverages our historical staffing expertise and resource network to offer value-added services beyond traditional sourcing of contractors. Leadership of the Managed Services division is able to bring their decades of experience in IT consulting and staffing to tailor customized solutions to clients, typically for large scale or multi-year projects that require additional training, project management, resource management, or deliverables-based solutions. Services include: IT Outsourcing and Managed Services, Recruitment Process Outsourcing (RPO), Enhanced Staffing Solutions (ESS), Consultative Services, and Project/Program Management.

Additionally, Insight Global's consulting arm, "Compass Culture Consulting", is committed to delivering Talent Management and Culture Change. Our solutions are designed to provide our clients with methods to evaluate, train and improve their leadership teams. With our method for culture change, we have the ability to help organizations re-define their culture, brand that culture to their employees, and improve hiring, development, productivity and turnover in the process. Core practice offerings include: Leadership Training and Development Programs, Culture Consulting, Executive Retreats, Talent Management Optimization (improved hiring, people development programs, productivity improvement and limitation of turnover), and Employee Experience Training.

Our focus on building strong client relationships and maintaining a rapid response time generates unmatched client satisfaction and delivery no matter the services our clients utilize. With our support, Insight Global clients are able to focus on growing and maintaining their core businesses while we work to exceed the expectations of all stakeholders.



Insight Global Response to Exhibit C

While we did not make exceptions or redlines to the attached agreement, we are committed to negotiating in good faith. Insight Global is open to discussing any specific concerns or modifications upon award. Our goal is to reach a mutually beneficial agreement that meets both parties' needs.

Insight Global Response to Exhibit D

Insight Global has an active GovMVM agreement on file, which has been attached for BCPS' review.

Insight Global Response to Exhibit E

BCPS has confirmed that this is not applicable to Insight Global for this Request for Proposal. Insight Global would not be acting as the Lead Public Agency for this opportunity.

Insight Global Response to Exhibit F

Insight Global can agree to Exhibit F, but we would like to request to remove paragraphs 5-8 of Section 3 (EEO) given the rescindment of EO 11246.

Insight Global Response to Exhibit G

We respectfully request the removal of the reference to this specific Executive Order, as it was recently rescinded by the current administration. However, we remain fully committed to compliance with all applicable federal anti-discrimination laws, including Title VII of the Civil Rights Act of 1964, as amended, as well as Executive Orders 11701, 11625, and 11758. We are proud to uphold the principles of equal employment opportunity in all aspects of our operations.

EXHIBIT H
NEW JERSEY BUSINESS COMPLIANCE

Suppliers intending to do business in the State of New Jersey must comply with policies and procedures required by New Jersey statutes. All Suppliers submitting proposals must complete the following forms to meet the requirements of doing business in this state.

All forms in this Exhibit should be submitted as a part of your proposal response. Failure to comply will affect the ability to promote the Master Agreement in the State of New Jersey.

Checklist of Documents Required

INCLUDED IN PROPOSAL	ATTACHMENT	FORM
X	Attachment 1	Ownership Disclosure Form
X	Attachment 2	Non-Collusion Affidavit
X	Attachment 3	Affirmative Action Affidavit
X	Attachment 4	Political Contribution Disclosure Form
X	Attachment 5	Stockholder Disclosure Certification
X	Attachment 6	Certification of Non-Involvement in Prohibited Activities in Iran
X	Attachment 7	New Jersey Business Registration Certification

New Jersey suppliers are required to comply with the following New Jersey statutes when applicable:

- (1) All anti-discrimination laws, including those contained in N.J.S.A. 10:2-1 through N.J.S.A. 10:2-14, N.J.S.A. 10:5-1, and N.J.S.A. 10:5-31 through 10:5-38;
- (2) Prevailing Wage Act, N.J.S.A. 34:11-56.26, for all contracts within the contemplation of the Act;
- (3) Public Works Contractor Registration Act, N.J.S.A. 34:11-56.26; and
- (4) Bid and Performance Security, as required by the applicable municipal or state statutes.

**EXHIBIT H
ATTACHMENT 1**

**OWNERSHIP DISCLOSURE FORM
(N.J.S.A. 52:25-24.2)**

Pursuant to the requirements of P.L. 1999, c.440, the Supplier shall complete the form attached to these specifications listing the persons owning 10 percent (10%) or more of the firm presenting the proposal.

Company Name: Insight Global, LLC

Address: 1224 Hammond Drive, Suite 1500, Atlanta, GA 30346

- | | | |
|--|-------------------------------------|-------------------------------------|
| | Yes | No |
| 1. The Company is a Sole Proprietor ; and therefore, no disclosure is necessary.
<small>A sole proprietor is a person who owns an unincorporated business by him/herself.
A limited liability company with a single member is not a Sole Proprietor.</small> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| 2. The Company is a Corporation, Partnership, or Limited Liability Company . | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

If you answered **YES** to Question 2, you must disclose the following: (a) the names and addresses of all stockholders in the corporation who own 10% or more of its stock, of any class; (b) all individual partners in the partnership who own a 10% or greater interest therein; or, (c) all members in the limited liability company who own a 10% or greater interest therein. (Attach additional sheets as necessary.)

If there are no stockholders, partners or members owning 10% or more interest, indicate "none".

Name	Address	Interest
IG Staffing Holdings, LLC	1224 Hammond Drive, Suite 1500, Atlanta, GA 30346	100%

- | | | |
|--|--------------------------|-------------------------------------|
| | Yes | No |
| 3. For each of the corporations, partnerships, or limited liability companies identified above, are there any individuals, partners, members, stockholders, corporations, partnerships, or limited liability companies owning a 10% or greater interest of those listed business entities? | <input type="checkbox"/> | <input checked="" type="checkbox"/> |

If there are no stockholders, partners or members owning 10% or more interest, indicate "none".

**EXHIBIT H
ATTACHMENT 1**

Name	Address	Interest
None		

I further certify that the statements and information contained herein, are complete and correct to the best of my knowledge and belief.

EXHIBIT H
ATTACHMENT 2

NON-COLLUSION AFFIDAVIT
N.J.S.A. 52:34-15

State of New Jersey
County of Morris

ss:

I, Stephen Dougherty (name of affiant) residing in Atlanta (name of municipality)
in the County of Fulton and State of Georgia
of full age, being duly sworn according to law on my oath depose
and say that:

I am Relationship Manager (title or position) of the firm of _____ (name of firm)

Insight Global, LLC the bidder making this Proposal for the bid
entitled Managed Services for Occupational, Physical, Speech language Therapy and other related student special education services Solicitation Number: CWA-106-25
(title of bid proposal), and that I executed the said proposal with

full authority to do so that said bidder has not, directly or indirectly entered into any agreement, participated in any collusion, or otherwise taken any action in restraint of free, competitive bidding in connection with the above-named project; and that all statements contained in said proposal and in this affidavit are true and correct, and made with full knowledge that the Baltimore County Public Schools / Gov MVMIT relies upon the truth of the statements contained in said Proposal (name of contracting unit) and in the statements contained in this affidavit in awarding the contract for the said project.

I further warrant that no person or selling agency has been employed or retained to solicit or secure such contract upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, except bona fide employees or bona fide established commercial or selling agencies maintained by Insight Global, LLC (name of firm).

Subscribed and sworn to

before me this day

Katherine Christian
Signature

June 9th, 2025

Katherine Christian
(Type or print name of affiant under signature)

Notary public of _____

My Commission expires February 21st, 2028

(Seal)

KATHERINE CHRISTIAN
NOTARY PUBLIC
Cobb County
State of Georgia
My Comm. Expires February 21, 2028

**EXHIBIT H
ATTACHMENT 3**

**AFFIRMATIVE ACTION AFFIDAVIT
P.L. 1975, c.127**

Company Name: Insight Global, LLC

Address: 1224 Hammond Drive, Suite 1500, Atlanta, GA 30346

Proposal Certification: Indicate below your company’s compliance with New Jersey Affirmative Action regulations. Company’s proposal will be accepted even if not in compliance at this time. No contract and/or purchase order may be issued, however, until all Affirmative Action requirements are met.

Required Affirmative Action Documentation:

The Supplier shall submit with its proposal, ONE of the following three documents:

- (1) Letter of Federal Affirmative Action Plan Approval
- (2) Certificate of Employee Information Report
- (3) Employee Information Report Form AA302

Public Work – Project Cost over \$50,000:

- (1) If company has no approved Federal or New Jersey Affirmative Action Plan. Company will complete New Jersey Form AA-201 upon award; or
- (2) Company has a Federal or New Jersey Affirmative Action Plan – certificate is enclosed.

I further certify the statements and information contained herein, are complete and correct to the best of my knowledge and belief.

Stephen Dougherty
Authorized Signature

Stephen Dougherty

Printed Name

Relationship Manager

Title

6/9/2025

Date

**EXHIBIT H
ATTACHMENT 3**

**MANDATORY AFFIRMATIVE ACTION LANGUAGE
N.J.S.A. 10:5-31 et seq. (P.L. 1975, C. 127)
N.J.A.C. 17:27**

GOODS, PROFESSIONAL SERVICE AND GENERAL SERVICE CONTRACTS

During the performance of this contract, the contractor agrees as follows:

The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Except with respect to affectional or sexual orientation and gender identity or expression, the contractor will take affirmative action to ensure that such applicants are recruited and employed, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. 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 Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause.

The contractor or subcontractor, where applicable 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 age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex.

The contractor or subcontractor, where applicable, will send to each labor union or representative or workers with which it 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 workers' representative of the contractor's commitments under this act and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to N.J.S.A. 10:5-31 et seq., as amended and supplemented from time to time and the Americans with Disabilities Act.

The contractor or subcontractor agrees to make good faith efforts to employ minority and women workers consistent with the applicable county employment goals established in accordance with N.J.A.C. 17:27-5.2, or a binding determination of the applicable county employment goals determined by the Division, pursuant to N.J.A.C. 17:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate

EXHIBIT H
ATTACHMENT 3

recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, labor unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

The contractor or subcontractor agrees to revise any of its testing procedures, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decisions of the State of New Jersey and as established by applicable Federal law and applicable Federal court decisions.

In conforming with the applicable employment goals, the contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

The contractor and its subcontractors shall furnish such reports or other documents to the Div. of Contract Compliance & EEO as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Div. of Contract Compliance & EEO for conducting a compliance investigation pursuant to **Subchapter 10 of the Administrative Code at N.J.A.C. 17:27**.

**EXHIBIT H
ATTACHMENT 4**

C.271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Public Agency Instructions

This page provides guidance to public agencies entering into contracts with business entities that are required to file Political Contribution Disclosure forms with the agency. **It is not intended to be provided to contractors.** What follows are instructions on the use of form local units can provide to contractors that are required to disclose political contributions pursuant to N.J.S.A. 19:44A-20.26 (P.L. 2005, c. 271, s.2). Additional information on the process is available in Local Finance Notice 2006-1 (http://www.nj.gov/dca/divisions/dlgs/resources/lfns_2006.html). Please refer back to these instructions for the appropriate links, as the Local Finance Notices include links that are no longer operational.

1. The disclosure is required for all contracts in excess of \$17,500 that are **not awarded** pursuant to a “fair and open” process (N.J.S.A. 19:44A-20.7).
2. Due to the potential length of some contractor submissions, the public agency should consider allowing data to be submitted in electronic form (i.e., spreadsheet, pdf file, etc.). Submissions must be kept with the contract documents or in an appropriate computer file and be available for public access. **The form is worded to accept this alternate submission.** The text should be amended if electronic submission will not be allowed.
3. The submission must be **received from the contractor and** on file at least 10 days prior to award of the contract. Resolutions of award should reflect that the disclosure has been received and is on file.
4. The contractor must disclose contributions made to candidate and party committees covering a wide range of public agencies, including all public agencies that have elected officials in the county of the public agency, state legislative positions, and various state entities. The Division of Local Government Services recommends that contractors be provided a list of the affected agencies. This will assist contractors in determining the campaign and political committees of the officials and candidates affected by the disclosure.
 - a. The Division has prepared model disclosure forms for each county. They can be downloaded from the “County PCD Forms” link on the Pay-to-Play web site at <http://www.nj.gov/dca/divisions/dlgs/programs/lpcl.html#12>. They will be updated from time-to-time as necessary.
 - b. A public agency using these forms **should edit them to properly reflect the correct legislative district(s)**. As the forms are county-based, **they list all legislative districts** in each county. **Districts that do not represent the public agency should be removed from the lists.**
 - c. Some contractors may find it easier to provide a single list that covers all contributions, regardless of the county. These submissions are appropriate and should be accepted.
 - d. The form may be used “as-is”, subject to edits as described herein.
 - e. The “Contractor Instructions” sheet is intended to be provided with the form. It is recommended that the Instructions and the form be printed on the same piece of paper. The form notes that the Instructions are printed on the back of the form; where that is not the case, the text should be edited accordingly.

EXHIBIT H
ATTACHMENT 4

- f. The form is a Word document and can be edited to meet local needs, and posted for download on web sites, used as an e-mail attachment, or provided as a printed document.
5. It is recommended that the contractor also complete a “Stockholder Disclosure Certification.” This will assist the local unit in its obligation to ensure that contractor did not make any prohibited contributions to the committees listed on the Business Entity Disclosure Certification in the 12 months prior to the contract. (See Local Finance Notice 2006-7 for additional information on this obligation at http://www.nj.gov/dca/divisions/dlgs/resources/lfns_2006.html) A sample Certification form is part of this package and the instruction to complete it is included in the Contractor Instructions. **NOTE: This section is not applicable to Boards of Education.**

EXHIBIT H
ATTACHMENT 4

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM
Contractor Instructions

Business entities (contractors) receiving contracts from a public agency that are NOT awarded pursuant to a “fair and open” process (defined at N.J.S.A. 19:44A-20.7) are subject to the provisions of P.L. 2005, c. 271, s.2 (N.J.S.A. 19:44A-20.26). This law provides that 10 days prior to the award of such a contract, the contractor shall disclose contributions to:

- any State, county, or municipal committee of a political party
- any legislative leadership committee*
- any continuing political committee (a.k.a., political action committee)
- any candidate committee of a candidate for, or holder of, an elective office:
 - of the public entity awarding the contract
 - of that county in which that public entity is located
 - of another public entity within that county
 - or of a legislative district in which that public entity is located or, when the public entity is a county, of any legislative district which includes all or part of the county

The disclosure must list reportable contributions to any of the committees that exceed \$300 per election cycle that were made during the 12 months prior to award of the contract. See N.J.S.A. 19:44A-8 and 19:44A-16 for more details on reportable contributions.

N.J.S.A. 19:44A-20.26 itemizes the parties from whom contributions must be disclosed when a business entity is not a natural person. This includes the following:

- individuals with an “interest” ownership or control of more than 10% of the profits or assets of a business entity or 10% of the stock in the case of a business entity that is a corporation for profit
- all principals, partners, officers, or directors of the business entity or their spouses
- any subsidiaries directly or indirectly controlled by the business entity
- IRS Code Section 527 New Jersey based organizations, directly or indirectly controlled by the business entity and filing as continuing political committees, (PACs).

When the business entity is a natural person, “a contribution by that person’s spouse or child, residing therewith, shall be deemed to be a contribution by the business entity.” [N.J.S.A. 19:44A-20.26(b)] The contributor must be listed on the disclosure.

Any business entity that fails to comply with the disclosure provisions shall be subject to a fine imposed by ELEC in an amount to be determined by the Commission which may be based upon the amount that the business entity failed to report.

The enclosed list of agencies is provided to assist the contractor in identifying those public agencies whose elected official and/or candidate campaign committees are affected by the disclosure requirement. It is the contractor’s responsibility to identify the specific committees to which contributions may have been made and need to be disclosed. The disclosed information may exceed the minimum requirement.

EXHIBIT H
ATTACHMENT 4

The enclosed form, a content-consistent facsimile, or an electronic data file containing the required details (along with a signed cover sheet) may be used as the contractor's submission and is disclosable to the public under the Open Public Records Act.

The contractor must also complete the attached Stockholder Disclosure Certification. This will assist the agency in meeting its obligations under the law. **NOTE: This section does not apply to Board of Education contracts.**

N.J.S.A. 19:44A-3(s): "The term "legislative leadership committee" means a committee established, authorized to be established, or designated by the President of the Senate, the Minority Leader of the Senate, the Speaker of the General Assembly or the Minority Leader of the General Assembly pursuant to section 16 of P.L.1993, c.65 (C.19:44A-10.1) for the purpose of receiving contributions and making expenditures."

**EXHIBIT H
ATTACHMENT 4**

**List of Agencies with Elected Officials Required for Political
Contribution Disclosure**

N.J.S.A. 19:44A-20.26

County Name:

State: Governor, and Legislative Leadership Committees

Legislative District #s:

State Senator and two members of the General Assembly per district.

County:

Freeholders

County Clerk

Sheriff

{County Executive}

Surrogate

Municipalities (Mayor and members of governing body, regardless of title):

**USERS SHOULD CREATE THEIR OWN FORM, OR
DOWNLOAD FROM [the Pay to Play section](#) OF THE DLGS
WEBSITE A COUNTY-BASED, CUSTOMIZABLE FORM.**

**EXHIBIT H
ATTACHMENT 5**

STOCKHOLDER DISCLOSURE CERTIFICATION

Name of Business: Insight Global, LLC

I certify that the list below contains the names and home addresses of all stockholders holding 10% or more of the issued and outstanding stock of the undersigned.

OR

I certify that no one stockholder owns 10% or more of the issued and outstanding stock of the undersigned.

Check the box that represents the type of business organization:

Partnership
Proprietorship

Corporation

Sole

Limited Partnership

Limited Liability Corporation

Limited Liability Partnership

Subchapter S Corporation

Sign and notarize the form below, and, if necessary, complete the stockholder list below. Use more space as necessary.

Stockholders:

Name: _____

Name: _____

Home Address: _____

Home Address: _____

Name: _____

Name: _____

Home Address: _____

Home Address: _____

EXHIBIT H
ATTACHMENT 5

RFP #

Subscribed and sworn before me this 9th day of
June, 2025.

(Notary Public)

My Commission expires: February 21st, 2025

Katherine Christian
(Affiant)

Katherine Christian
(Print name & title of affiant)

(Corporate Seal)

KATHERINE CHRISTIAN
NOTARY PUBLIC
Cobb County
State of Georgia
My Comm. Expires February 21, 2028

EXHIBIT H
ATTACHMENT 6

CERTIFICATION OF NON-INVOLVEMENT IN PROHIBITED ACTIVITIES IN IRAN

Pursuant to N.J.S.A. 52:32-58, Suppliers must certify that neither the Supplier, nor any of its parents, subsidiaries, and/or affiliates (as defined in N.J.S.A. 52:32-56(e)(3)), is listed on the Department of Treasury's List of Persons or Entities Engaging in Prohibited Investment Activities in Iran and that neither is involved in any of the investment activities set forth in N.J.S.A. 52:32-56(f).

Suppliers wishing to do business in New Jersey through this contract must fill out the Certification of Non-Involvement in Prohibited Activities in Iran here:

<https://www.state.nj.us/treasury/purchase/forms/DisclosureofInvestmentActivitiesinIran.pdf>

Suppliers should submit the above completed form as part of their proposal.



DISCLOSURE OF INVESTMENT ACTIVITIES IN IRAN FORM

STATE OF NEW JERSEY
DEPARTMENT OF THE TREASURY - DIVISION OF PURCHASE AND PROPERTY
33 WEST STATE STREET, P.O. BOX 230 TRENTON, NEW JERSEY 08625-0230

BID SOLICITATION # AND TITLE: _____

VENDOR NAME: _____

Pursuant to N.J.S.A. 52:32-57, et seq. (P.L. 2012, c.25 and P.L. 2021, c.4) any person or entity that submits a bid or proposal or otherwise proposes to enter into or renew a contract must certify that neither the person nor entity, nor any of its parents, subsidiaries, or affiliates, is identified on the New Jersey Department of the Treasury's Chapter 25 List as a person or entity engaged in investment activities in Iran. The Chapter 25 list is found on the Division's website at <https://www.state.nj.us/treasury/purchase/pdf/Chapter25List.pdf>. Vendors/Bidders must review this list prior to completing the below certification. If the Director of the Division of Purchase and Property finds a person or entity to be in violation of the law, s/he shall take action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

CHECK THE APPROPRIATE BOX

I certify, pursuant to N.J.S.A. 52:32-57, et seq. (P.L. 2012, c.25 and P.L. 2021, c.4), that neither the Vendor/Bidder listed above nor any of its parents, subsidiaries, or affiliates is listed on the New Jersey Department of the Treasury's Chapter 25 List of entities determined to be engaged in prohibited activities in Iran.

OR

I am unable to certify as above because the Vendor/Bidder and/or one or more of its parents, subsidiaries, or affiliates is listed on the New Jersey Department of the Treasury's Chapter 25 List. I will provide a detailed, accurate and precise description of the activities of the Vendor/Bidder, or one of its parents, subsidiaries or affiliates, has engaged in regarding investment activities in Iran by completing the information requested below.

Entity Engaged in Investment Activities	_____
Relationship to Vendor/ Bidder	_____
Description of Activities	_____

Duration of Engagement	_____
Anticipated Cessation Date	_____

**Attach Additional Sheets If Necessary.*

CERTIFICATION

I, the undersigned, certify that I am authorized to execute this certification on behalf of the Vendor, that the foregoing information and any attachments hereto, to the best of my knowledge are true and complete. I acknowledge that the State of New Jersey is relying on the information contained herein, and that the Vendor is under a continuing obligation from the date of this certification through the completion of any contract(s) with the State to notify the State in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification. If I do so, I may be subject to criminal prosecution under the law, and it will constitute a material breach of my contract(s) with the State, permitting the State to declare any contract(s) resulting from this certification void and unenforceable.

Stephen Dougherty

Signature

Date

Print Name and Title

**EXHIBIT H
ATTACHMENT 7**

**NEW JERSEY BUSINESS REGISTRATION CERTIFICATE
(N.J.S.A. 52:32-44)**

Suppliers wishing to do business in New Jersey must submit their State Division of Revenue issued Business Registration Certificate as a part of their proposal. Failure to do so will disqualify the Supplier from offering products or services in New Jersey through any resulting contract.

[State of NJ - Department of the Treasury - Division of Revenue Business Registration Certificate](#)

New Jersey Office of the Attorney General
Division of Consumer Affairs

THIS IS TO CERTIFY THAT THE
Division of Consumer Affairs

HAS REGISTERED

INSIGHT GLOBAL LLC

1260 HEADQUARTERS PLZ W TOWER 6TH FL
MORRISTOWN NJ 07960

FOR PRACTICE IN NEW JERSEY AS A(N): ConsultingFirm/TempHelpService

07/01/2024 TO 06/30/2025
VALID

CT0484400
LICENSE/REGISTRATION/CERTIFICATION #

Cari Zois
ACTING DIRECTOR

Signature of Licensee/Registrant/Certificate Holder

New Jersey Office of the Attorney General
Division of Consumer Affairs
THIS IS TO CERTIFY THAT THE
Regulated Business Section
HAS REGISTERED
INSIGHT GLOBAL LLC
ConsultingFirm/TempHelpService

07/01/2024 TO 06/30/2025
VALID

CT0484400
License/Registration/Certificate #

SIGNATURE
Cari Zois
ACTING DIRECTOR

PLEASE DETACH HERE
IF YOUR LICENSE/REGISTRATION/
CERTIFICATE ID CARD IS LOST
PLEASE NOTIFY:
Regulated Business Section
P.O. Box 45028
Newark, NJ 07101

PLEASE DETACH HERE

INSIGHT GLOBAL LLC

YOUR LICENSE/REGISTRATION/CERTIFICATE NUMBER IS **CT04 84400**. PLEASE USE IT IN ALL
CORRESPONDENCE TO THE DIVISION OF CONSUMER AFFAIRS. USE THIS SECTION TO REPORT ADDRESS
CHANGES. YOU ARE REQUIRED TO REPORT ANY ADDRESS CHANGES IMMEDIATELY TO THE ADDRESS NOTED
BELOW.

EXPIRATION DATE **2025**

Regulated Business Section
P.O. Box 45028
Newark, NJ 07101

PRINT YOUR NEW ADDRESS OF RECORD BELOW.
YOUR ADDRESS OF RECORD IS THE ADDRESS THAT WILL PRINT ON
YOUR LICENSE/REGISTRATION/CERTIFICATE AND IT MAY BE MADE
AVAILABLE TO THE PUBLIC.

HOME
BUSINESS

PRINT YOUR NEW MAILING ADDRESS BELOW.
YOUR MAILING ADDRESS IS THE ADDRESS THAT WILL BE USED BY
THE DIVISION OF CONSUMER AFFAIRS TO SEND YOU ALL
CORRESPONDENCE.

HOME
BUSINESS

TELEPHONE
INCLUDE AREA CODE

TELEPHONE
INCLUDE AREA CODE



Insight Global Response to Exhibit I

Insight Global has reviewed and acknowledged the terms detailed on Exhibit I, State Notice Addendum.

3.0 EXPERIENCE AND QUALIFICATIONS OF FIRM

K-12 Client References

Fort Bend Independent School District

- Services Provided: Our local Houston office has been a business partner to Fort Bend Independent School District for the past 3+ years. We've provided a total of 189 consultants to support IT BAU as well as short-term and long-term seasonal projects.
- Contact: Matt Fraser
- Contact Email: matt.fraser@fortbendisd.com
- Contact Phone: (281) 881-4998

Katy Independent School District

- Services Provided: Our local Houston office has been a business partner to Katy Independent School District for the past 3+ years. We've provided a total of 95 consultants to support IT BAU as well as short-term and long-term seasonal projects.
- Contact: Benny Cantu
- Contact Email: benitocantu@katyisd.com
- Contact Phone: (281) 396-7855

Douglas County School District

- Services Provided: Our local Denver team provided Speech Language Pathologist to support the individual schools' students.
- Contact: Cindy Stephenson
- Contact Email: chstephenson@dcsdk12.org
- Contact Phone: (770) 651-2000

Current Workload and Ability to Complete Work

SLED Midwest and Cisatlantic Portfolio Director. Focused on ensuring Baltimore County Public Schools is provided with the highest quality service from Insight Global. Darian Blevins (the Portfolio Director) serves as the point of escalation for any issue/concern and will be primarily focused on ensuring Insight Global's success on supplying temporary staff through the awarded contract. Darian reports to the Managing Director over State & Local Government and Education, Stephanie Wisman, who maintains relationships with our largest accounts and is responsible for working with our Contracts and Compliance Departments as well as educating our Regional Managers, Sales Managers, Account Managers, and Recruiters around the country on the processes and procedures for each customer. This aspect of our



Government Services Program has enabled us to maintain compliance and ensure our customers are provided the utmost care in customer service. Detailed Responsibilities:

- Provide program oversight to see that all contract requirements are fulfilled and ensure that Baltimore County Public Schools is provided with the highest quality service from Insight Global.
- Grow and maintain trusted partnerships with BCPS Leadership.
- Serve as the point of escalation for any related issues or concerns.
- Partner closely with local Baltimore Account Managers and Sales Managers to provide an extra layer of support on all business needs associated with the Baltimore County Public Schools Staffing contract.
- Partner with the SLED National Account Coordinator in running account trainings to ensure the sales/recruiting team is well educated and equipped to properly support BCPS.

SLED South Account Coordinator: Focused on maintaining and calculating metrics on Insight Global's success on this program. Stephen Dougherty (the SLED Account Coordinator) will help ensure compliance is met with all requirements related to this contract with Baltimore County Public Schools and will continuously monitor and calculate our fill ratio. He will be sure to escalate any metrics or compliance issues directly to the Portfolio Director for swift resolution. Detailed Responsibilities:

- Responsible for making sure all local markets are performing on this contract operationally by providing data analysis on current performance, requisition management, reviewing audits, as well as making sure we are following all rules of engagement on the contract.
- Responsible for complete requisition management flow from distributing, follow through, coordination on interviews, and making sure the paperwork getting completed in a timely manner.
- Responsible for coordinating any back-end operating issues such as timesheets, invoices, payments, and paperwork. I will be operating as the main point of contact for any escalations as well in these areas.
- Overseeing local market strategy and ensuring successful client partnerships.

Local Baltimore Sales and Recruiting Management: As partners, Reilly Merriam (Sales Manager) and Izzy Angelicchio (Baltimore Recruiting Manager) work together to provide oversight to Recruiters and Account Managers while assisting the sales team in executing our specialized sales process. Together they will be responsible for ensuring that any and all requirements for this contract (or requested by BCPS) will have the recruiting force necessary to fill open positions with top quality candidates in a timely manner. They also have the authority to assign additional recruiters (at both a local and national level) to open job requirements if the volume demands additional coverage. Reilly will serve as a local escalation point to make sure Baltimore County Public Schools is continuously supported and pleased with the Account Manager's and Recruiter's performance on providing quality talent.



Local Baltimore Account Manager: Our Account Managers are the face of Insight Global, building genuine partnerships with customers, understanding their needs and working with their IG team to find the right person for the job. Brigette Scranton will partner with and support all related employees that purchase services from the awarded contract with Baltimore County Public Schools. She will be responsible for growing relationships with representatives and HR to understand the unique business needs within each department. Brigette will work directly with hiring managers to go over openings, identify candidates, schedule interviews, assist with on boarding processes, and ensure that all needs from the manager are being met. Additionally, she will lead the recruiting effort for all business associated with this contract.

Technical Recruiters: Our Recruiters make dreams reality for so many. They are the connection between opportunities and qualified people, working to submit the right candidates for any open job. With 20+ recruiters in the Baltimore office, they are each responsible for sourcing, coordinating interviewing, conducting professional references, and positioning/placing permanent employees and contractor candidates with client's immediate open positions. They will consult directly with Brigette Scranton (the assigned Account Manager) to learn and understand the BCPS requirements/needs resulting in implementing effective sourcing strategies to successfully place candidates. Our recruiters will also maintain a relationship with our consultants to make sure they are content in their new role and effectively getting their work done.

Compliance Specialist: In our corporate headquarters in Atlanta, our dedicated Internal Audit and Compliance Department audits all client contracts and policies. Before a contractor sets foot on the client site, the Compliance department ensures that all on-boarding requirements have been met and that Account Managers are aware of and understand each specific requirement. The Compliance Specialist will continuously work with our SLED Director, Account Coordinator, and local sales/recruiting teams to ensure we are doing everything possible to remain compliant with BCPS. We will work tirelessly in all capacity to mitigate risk through oversight and management of the account from a cost, quality, and compliance standpoint.

Summary of the Approach to be Undertaken to Perform the services

Our Recruiting model can be broken down into four arenas: Search, Source, Screen, Sell. Effectively this is where we find our candidates, how we attract them to our customers' job openings, how we screen them to ensure they are a quality match for the jobs at hand, and then how we own the offer, acceptance, and onboarding process.

Search: Insight Global leverages public job boards and candidate networks as well as our internal, proprietary Applicant Tracking System (ATS). Our 1,700 Recruiters have access to tools such as LinkedIn Recruiter, Dice, Indeed, ZipRecruiter, Monster, CareerBuilder, Nexxt,



eFinancial Careers, Clearance Jobs, etc. We invest over \$6M annually in access to these candidate networks and recruiter licenses giving us access to over 150M candidates in North America. Our ATS houses 11M of these candidates, which allows our recruiters to search for candidates based on skills, previous work experience, and previous work history with Insight Global. We have interviewed 75% of the 11M over the last 24 years and submitted almost 1M to customers. This database also contains over 250,000 Consultant Alumni (those who have worked for us in the past). Our recruiters' workflow is as follows:

- Consultants Rolling Off Contract (~4,000 every month)
- Candidates in our Active Pipeline and that we have Submitted to Customers (30,000 every month)
- Candidates in our internal network
- Candidates on public job boards

\$7MM+ INVESTED ANNUALLY IN CANDIDATE SOURCING		CUSTOMER SATISFACTION BY KEY CRITERIA	
Monster	Enterprise License	Recruiters (40,000 preliminary interviews weekly)	Primary focus on sourcing candidates, screening commitment and professionalism. Build our pipeline
CareerBuilder	Enterprise License		
Indeed	600 Licenses, 3,000 Job Slots	Sr. Recruiters (6,000 submittals, 3,000 interviews, 1000 hires weekly)	Primary focus on selling candidates into multiple openings, technical screening, and job matching.
LinkedIn	1000 Licenses, 1,300 Job Slots		
Dice	400 Licenses, 40,000 views monthly	Lead Recruiters, Recruiting Managers (Managing 700 Sr. Recruiters, 800 Recruiters)	Manage allocation of resources, requirement prioritization, production goals and KPI adherence
ZipRecruiter	75 Project Licenses, 100 Job Slots (Project Based)		
Clearance Jobs	50 Licenses, 100+ Job Slots	National Recruiters (Submitting 20+ candidates each to dedicated accounts weekly)	Dedicated to national accounts in recruiting centers. Primary focus on taking pipelined candidates and directing them to national accounts
Enterprise ATS – <u>Atlis</u> : 8.0MM Candidates <ul style="list-style-type: none"> • Screening Status • Availability • Relocation • Eligibility Management • NLP Search Capabilities • Power Searching: Submitted & Pipelined 			

Source: Our Recruiters use a number of tactics to attract top talent into our pipeline. We break them down into two strategies: Inbound Recruiting and Outbound Recruiting. Inbound Recruiting is the practice of bringing candidates to us via advertising and job postings. We leverage the following platforms to advertise our jobs: LinkedIn, ZipRecruiter, Dice, Clearance Jobs, Indeed, Monster, and our www.jobs.insightglobal.com website. Through these channels, we receive over 10,000 applicants to our jobs weekly. We leverage tools embedded within these platforms to include screening questions to ensure recruiters are seeing candidates eligible for simple job requirements (location, rate, availability, etc.). Our Recruiters practice Outbound Recruiting when searching through public databases, calling, emailing, and texting top candidates.

Screen: Insight Global has a five-step screening process once we identify a candidate is the right fit for the opening on paper and the candidate wants to apply. After an initial phone screen (step 1), our recruiters meet with each candidate face-to-face (or via video using systems such as WebEx, Zoom or Microsoft Teams) to qualify hard and soft skills (step 2), and



verify managerial references (step 3). The dedicated client Account Manager will screen the candidate to ensure they exceed client expectations and is a culture fit for the organization (step 4). The final step before making a hiring decision is performing a Criminal Background Check (step 5). For highly technical openings, we will conduct the final screen with our SMEs in the appropriate industry. We have developed teams of SME Recruiters in a number of disciplines based on customer needs.

Sell: Once we identify great candidates, the selling aspect of our recruiting model consists of matching quality candidates to our 15,000+ job openings and ensuring our customers' openings are communicated clearly to the candidates. First, our Recruiters leverage matching tools that we have created such as our ReqCatalog to quickly and efficiently search through all openings for qualified candidates. When we work with customers on their job openings, those positions are in front of every recruiter and every candidate we work with. This is how we ensure the customer in Philadelphia who has an opening in Denver gets that opening matched to the perfect candidate in Portland by the Recruiter from Seattle. When working with customers, we aim to present 2-4 quality candidates through these measures, and when working with each quality candidate we look to submit them to 2-4 jobs openings based on their preferences. The second part of the selling aspect of our service is to help our customers and candidates make informed hiring and onboarding decisions, ensuring it is a seamless and easy process once the match is made.

Other areas we continue to focus on not mentioned above include referral engines, surge recruiting, national recruiting, flex workers/gig economy workers, managed services outsourcing, RPO, and Exec Search recruiting.

Superior or Unique Aspects of the Proposal

We differentiate ourselves from our competitors by combining an unmatched ability to execute in our core business with world class customer service, and a culture of accountability and professionalism that extends to all aspects of our business.

Execution: We know that we are measured on results, and we have both the tools and the talent to deliver those results. Our account managers work tirelessly to understand both the internal and external challenges facing our clients so that we can deliver resources and services to help our clients meet those challenges. We continuously invest in our recruiting resources, maintaining a 2:1 ratio of recruiters-to-account managers, and each recruiter is paired with an account manager to ensure they share an understanding of, and a commitment to, those same clients.

ATLIS: our proprietary database of more than 8 million prescreened candidates, is customized to each local market, categorized by skill set, and refreshed and maintained daily by recruiters proactively searching for and pre-qualifying talent using our 5-step screening process. Together with higher level support at both the local and the national level, the client team is typically



able to provide quality professionals within 24 to 48 hours of the client's initial request.

ENGAGE

Contractor Relations Program: To build a genuine trusting relationship, we engage consistently, and we engage with intention. This value fuels our competitive advantage; our

consultants. The greatest impact on our consultants often comes from getting the seemingly small things, the unexpected needs, consistently right. We focus on the details to make their experience exceptional. This ensures our client partners are working with the best, most committed talent possible.

- Onboarding: Set expectations and understand what our consultants expect. Electronic paperwork, time entry tutorial, weekly pay schedule, first day and end of week check in.
- Beginning of Assignment: Each recruiter is a text, phone call, or email away. Should there be an issue, we commit to an update within an hour and a resolution within 24hours
- Month One: Is the consultant clear on roles and responsibilities? Is there cultural alignment? Is there any initial feedback?
- Recurring 6-week Wellness Check In: Recruiter proactively reaches out to learn the consultant's career goals, values, and interests.
- End of Assignment: Obsession over limiting any gaps in employment. We walk alongside our consultants in their career pursuits. Funded end date tracking, extension processing support, and redeployment activities.

Customer Service: Simply put, no one will work harder than we will to earn and keep your business. Whether you are a new customer or a long-term user of our services, we feel the need to continuously validate the trust you have placed in us by working tirelessly to exceed your expectations. We operate on a "1/24 alert" - any issues that arise during an engagement will be addressed within one hour and resolved within 24 hours. Our account managers make themselves available 24/7 for our clients. Leadership at the local and national level is also available in real time should escalation be appropriate, and representatives from the leadership team are tasked with proactively engaging clients to ensure continuous client satisfaction and a stable and comfortable working relationship.

Company Culture: We love working with our clients and believe that business built on relationships at all levels of the organizations helps ensure client satisfaction. However, we know that successful, enduring business relationships require that the parties treat each other with candor and mutual respect and that the focus remains on the business objectives of the client. We work hard to instill in all of our employees a commitment to professionalism in all aspects of their work, as we know that what really differentiates us from our competition isn't one big thing - it's the one thousand little things at which we strive to be perfect. Of course, we are not always perfect. However, since that is the standard by which we measure ourselves, we also embrace accountability as a core value. If we fall short of the expectations we or the client have for our performance, we work hard to make sure that we identify the



problem, address it squarely and forthrightly, and put in place procedures to make sure that it doesn't happen again. One wins clients when things go right, but true partnerships are forged when things go wrong, and we have the opportunity to really demonstrate the depth of our commitment to our clients.



The IG Family Foundation: Family Foundation is an independently operated 501(C)(3) financial hardship program that is funded by IG employees for IG employees. An employee can apply for up to \$10K in assistance which is

granted for them from the fund. We raised funds through weekly paycheck deductions, fundraisers, and donations. IGFF began grantmaking as a non-profit in January 2020. Centered around our Company's shared value of We Take Care of Each Other, the foundation was established to benefit fellow internal employees and consultants. With Everyone Matters in mind, the Foundation helps employees experiencing personal financial hardships due to unplanned events. Consultant Benefit = through financial support, we aim to help individuals return to work sooner and/or perform at work without the distraction of crippling financial concerns. Financial assistance also frees up space for coping, healing, and eventually being able to bring their full selves to their jobs. We have additional resources and an optional partnership program to provide further assistance. Insight Global isn't just a staffing company. We are a company that cares for others. Insight Global is a company that people can anchor to in moments of triumph, struggle, and every time in between. We are a purpose-driven company dedicated to empowering people through the value of opportunity. We give it our all to put people to work.

Diversity, Equity & Inclusion: To foster a community of individuals with extremely diverse backgrounds, Insight Global hires candidates from all walks of life. Insight Global provides equal employment opportunity to all employees and applicants for employment without regard to race, color, sex, age, religion, national origin, handicap, disability, or veteran status, in accordance with applicable federal laws. In addition, Insight Global complies with applicable state and local laws governing nondiscrimination in employment. As our company grows, we are working to increase our diversity inclusion programs. In 2019, Insight Global created the Insight Global Diversity Council who champion diversity and inclusion to create environments where people can bring their full authentic selves to work every day. The Council aims to create an open environment where employees are more productive and ensured that different perspectives are deployed in solving the challenges faced by the company, its clients, and its employees.

Women's Leadership Council: In 2018, Insight Global founded the Women's Leadership Council (WLC) to further Insight Global's commitment to further Insight Global's commitment to the strategic advancement and retention of women in leadership. The WLC provides mentorship, networking opportunities, and hosts regular forums throughout the year. The council strives to live out the shared values of Insight Global through the unique lens of women and to help make Insight Global a better workplace all-around. We encourage all women interested in



professional advancement and leadership development to get involved and help promote the mission of the WLC: Evolve, Advance, Partner!

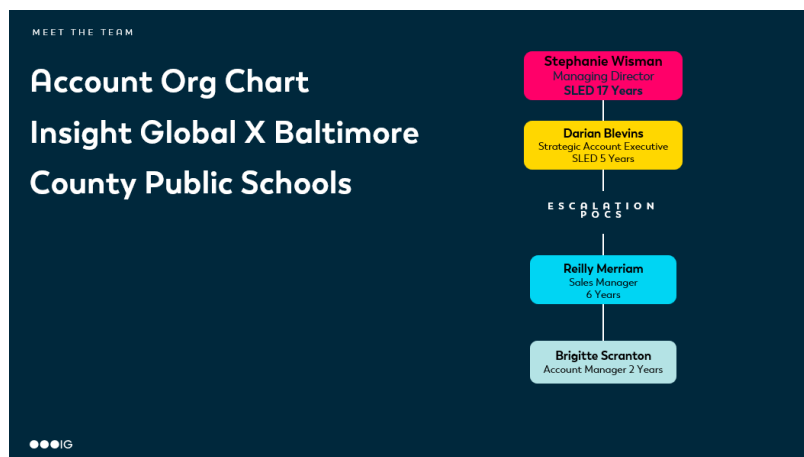
Community Outreach: Insight Global provides every employee an annual “Service Week” which includes 40 hours of additional paid time off to support their local community through volunteering. Every employee can choose how and where they spend this time, but it is encouraged that they pick a cause that is important to them. In addition to personal volunteer hours, each office completes at least one service project per year for an organization of their choice within their community. Having the option to choose the cause the office wants to support ensures that it will be something employees are passionate about and committed to. All 65 offices across the United States participate in our national philanthropic events including Light The Night, One World Health and the Insight Global Family Foundation in addition to their local, community events.

Financial Stability

Insight Global is a \$4.3B company that generates a significant amount of cash flow. Short-term working capital needs are funded through operating cash flow. If necessary, Insight Global has access to a \$270 M revolving credit facility as needed. Insight Global can provide the requested services within this RFP and any other services included in its offer.

4.0 EXPERIENCE AND QUALIFICATIONS OF PROPOSED STAFF

Please see the organizational structure of the BCPS account team, as well as each team member’s resume below.



BRIGITTE SCRANTON
ACCOUNT MANAGER

- Work closely with University of Maryland Medical System staff and any other necessary parties to provide direct placement services to provide 7 Sr. Accountants, 3 Accounting Managers, 2 Accounting Supervisors for their Financial Reporting Teams.
- Successfully staffed and onboarded 25+ Speech Language Pathologists and 3 Occupational Therapists to support Baltimore County Public Schools for the 2024-2025 school year.
- Partner with Insight Global internal recruiting team to identify and onboard qualified staff for clients such as MedStar Health, University of Maryland Medical Systems, and Luminis Health. Ensuring we meet all Insight Global as well as the healthcare systems requirements.
- Manage and deliver logistics and coordination of open requirements from time of requirement intake, throughout onboarding, and continue to engage with direct hire and contract employees upon starting assignment.
- Partner closely with Luminis Health, Medstar Health, and University of Maryland Medical Systems staff including the business, human resources, procurement, and all necessary parties to eliminate risks and resolve issues related to direct placement and contract services, respond to all inquiries, solve logistical challenges and communicate effectively with staff on recruitment process updates.

PROFESSIONAL EXPERIENCE:

Insight Global, LLC
Account Manager

Baltimore, MD
November 2023 – Present

- Developed and managed a portfolio of over 5 accounts including the 1 large education client, in the greater Baltimore area, where I was responsible for scheduling and conducting meetings with managers and executives within each organization, to understand business needs and provide sourcing solutions.
- Work with managers across all areas of a hospital/healthcare system including clinical, non-clinical and IT executives to supply direct placement and contract staff.
- Responsible for daily lead generation and cold calling.
- Responsible for identification and closure of new business opportunities as well as maintaining existing accounts.
- Establish rapport and credibility by building relationships with customers to gain an understanding of business needs.
- Conducted weekly and monthly staff meetings to define goals and assess performance of team.
- Lead interviews and hiring process both internally and externally for customers.
- Detailed documentation of daily activities including client information, contacts and requisitions.
- Analysis and compilation of documents including MSA's, RFP's, contracts, SOW's and Purchase orders.
- Clients include Carnegie Mellon University, BNY Mellon, FedEx Supply Chain, Howmet Aerospace, Wabtec
- Lead and mentor two new recruiters brought onto the team teaching them the fundamentals and daily tasks of the job.

Insight Global, LLC
Recruiter

Baltimore, MD
March 2023 – November 2023

- Sourced, coordinated interviews, positioned, and placed technical consultant and contractor candidates with client's immediate open positions.
- Managed and coached candidates throughout interview processes and contract periods.
- Developed and maintained network of technical candidates and prospects utilizing company's internal database tools.

- Consulted with Account Managers to identify their client's requirements and needs resulted in implementing effective sourcing strategies to successfully place candidates.
- Prepare and communicate the job offer to selected consultants and contractors.
- Utilize a willingness and ability to work, to communicate and form relationships with all supporting departments to attain established revenue goals.

EDUCATION: Towson University – July 2019 | Bachelor's Degree – Communications

Reilly Merriam

Healthcare Sales Manager

Dynamic and results-driven Sales Manager with 7 years of experience in the healthcare industry, based in Baltimore, Maryland. Proven track record of driving revenue growth, building high-performing sales teams, and developing strategic partnerships. Adept at identifying market opportunities, implementing innovative sales strategies, and delivering exceptional customer service. Strong leadership skills with a focus on mentoring and motivating team members to achieve and exceed targets. Committed to improving patient outcomes through effective sales solutions and fostering long-term client relationships.

PROFESSIONAL EXPERIENCE:

Insight Global, LLC

Baltimore, MD

Sales Manager

August 2024- present

- Drove sales growth by developing and implementing strategic plans to exceed revenue targets in the healthcare sector.
- Led a high-performing sales team, providing coaching and mentorship to enhance productivity and client engagement.
- Built and maintained strong relationships with key healthcare stakeholders, including hospitals, clinics, and providers.
- Negotiated high-value contracts with healthcare organizations, ensuring compliance with industry regulations.
- Analyzed market trends and competitor activities to identify new business opportunities and optimize sales strategies.
- Collaborated with cross-functional teams to deliver tailored solutions, improving client satisfaction and retention.
- Consistently achieved or surpassed sales quotas, contributing to significant market share expansion.
- Leveraged CRM tools to track sales performance, forecast revenue, and streamline client communication processes.

Insight Global, LLC

Baltimore, MD

Account Manager

October 2019 – Present

- Developed and managed a portfolio of over 10 accounts including the 2 large education clients, in the greater Baltimore area, where I was responsible for scheduling and conducting meetings with managers and executives within each organization, to understand business needs and provide sourcing solutions.
- Work with managers across all areas of IT and Non-IT to supply direct placement and contract staff.
- Responsible for daily lead generation and cold calling.
- Responsible for identification and closure of new business opportunities as well as maintaining existing accounts.
- Establish rapport and credibility by building relationships with customers to gain an understanding of business needs.
- Conducted weekly and monthly staff meetings to define goals and assess performance of team.
- Lead interviews and hiring process both internally and externally for customers.
- Detailed documentation of daily activities including client information, contacts and requisitions.
- Analysis and compilation of documents including MSA's, RFP's, contracts, SOW's and Purchase orders.
- Clients include Kaiser Permanente, Medstar Health, Luminis Health Systems and University of Maryland

Insight Global, LLC
Recruiter

Baltimore, MD
February 2019 –October 2019

- Sourced, coordinated interviews, positioned, and placed technical consultant and contractor candidates with client's immediate open positions.
- Managed and coached candidates throughout interview processes and contract periods.
- Developed and maintained network of technical candidates and prospects utilizing company's internal database tools.
- Consulted with Account Managers to identify their client's requirements and needs resulted in implementing effective sourcing strategies to successfully place candidates.
- Prepare and communicate the job offer to select consultants and contractors
- Utilize a willingness and ability to work, to communicate and form relationships with all supporting departments to attain established revenue goals.

EDUCATION: Towson University – May 2014 | Bachelor's Degree – Communications

Darian Blevins

Nashville, TN
Portfolio Manager- State Local Higher Ed

PROFESSIONAL EXPERIENCE: Insight Global, LLC

Portfolio Manager

March 2025 –

Present

Practice Lead over Insight Global's State, Local, Higher Education, and K-12 portfolio on the Midwest and Cisatlantic Market. Markets include, DC, Maryland, Ohio, Indiana, Tennessee, Wisconsin, Missouri, North Dakota, South Dakota, Illinois, Delaware, Kentucky, Oklahoma, Nebraska, and Kansas.

Responsibilities:

- Provide strategic direction to over 10 offices and 50 account managers to support Higher Education customers in their perspective markets
- Responsible for training Account Managers on SLED selling strategy and best practices
- Help define and grow new territories by key initiatives
- Build executive-level client relationships through the identification of key players

Senior Account Manager

January 2024 –

March 2025

Business Development Professional dedicated to Deloitte, Dollar General, and J&J Snackfoods

Responsibilities:

- Developed and streamlined a profile-based hiring for 3 Fortune 500 companies.
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- Assisted in capacity planning for an enterprise client and placed 35 people through a Recruitment Process Outsourcing.
- Helped Insight Global become the exclusive vendor to 200+ managers across North America, EMEA, and Latin America
- Propped up additional Amazon divisions and peers on surge hiring processes

Account Manager

July 2021 –

January 2024

Business Development Professional dedicated to Deloitte, Dollar General, and J&J Snackfoods

Responsibilities:

- Experienced in hiring both technical and non-technical resources and managing the interview to offer process
- Helped build DevOps, Software Development, and Mobile Applications teams from inception
- Managed and mentored Recruiters and their promotions
- Helped train the recruiting team on technologies, search strategies, and selling strategy

Technical Recruiter

July 2020 – July

2021

Learned the fundamentals of full lifecycle recruiting for 3rd party staffing solutions across industries

Responsibilities:

- Participated in the entire recruiting process from sourcing, screening candidates, negotiating rates and terms, scheduling interviews, extending offers, and processing paperwork and payroll

EDUCATION

BS of Political Science

Indiana University, School of Public and Environmental Affairs

May 2020