



State of West Virginia  
Department of Administration  
Purchasing Division  
2019 Washington Street East  
Post Office Box 50130  
Charleston, WV 25305-0130

# Request for Quotation

RFQ NUMBER
ADJ1001

PAGE
1

ADDRESS CORRESPONDENCE TO ATTENTION OF:
JOHN ABBOTT 304-558-2544

RFQ COPY

LOWELL BASFORD  
312 SHAWNEE CIRCLE  
CHARLESTON WV 25311

ADJUTANT GENERAL

1703 COONSKIN DRIVE  
CHARLESTON, WV  
25311-1085 341-6371

DATE PRINTED	TERMS OF SALE	SHIP VIA	F.O.B.	FREIGHT TERMS
08/12/2009				

BID OPENING DATE: 08/27/2009 BID OPENING TIME 01:30PM

LINE	QUANTITY	UOP	CAT NO	ITEM NUMBER	UNIT PRICE	AMOUNT
0001	1	LS		961-20-00-100		
HUMAN RESOURCE CONSULTING SERVICES						
CONTRACT TO PROVIDE HUMAN RESOURCE CONSULTING SERVICES FOR THE WEST VIRGINIA OFFICE OF THE ADJUTANT GENERAL, CHARLESTON, WV, PER THE SPECIFICATIONS.						
EXHIBIT 3						
LIFE OF CONTRACT: THIS CONTRACT BECOMES EFFECTIVE ON ..... AND EXTENDS FOR A PERIOD OF ONE (1) YEAR OR UNTIL SUCH "REASONABLE TIME" THEREAFTER AS IS NECESSARY TO OBTAIN A NEW CONTRACT OR RENEW THE ORIGINAL CONTRACT. THE "REASONABLE TIME" PERIOD SHALL NOT EXCEED TWELVE (12) MONTHS. DURING THIS "REASONABLE TIME" THE VENDOR MAY TERMINATE THIS CONTRACT FOR ANY REASON UPON GIVING THE DIRECTOR OF PURCHASING 30 DAYS WRITTEN NOTICE.						
UNLESS SPECIFIC PROVISIONS ARE STIPULATED ELSEWHERE IN THIS CONTRACT DOCUMENT, THE TERMS, CONDITIONS AND PRICING SET HEREIN ARE FIRM FOR THE LIFE OF THE CONTRACT.						
RENEWAL: THIS CONTRACT MAY BE RENEWED UPON THE MUTUAL WRITTEN CONSENT OF THE SPENDING UNIT AND VENDOR, SUBMITTED TO THE DIRECTOR OF PURCHASING THIRTY (30) DAYS PRIOR TO THE EXPIRATION DATE. SUCH RENEWAL SHALL BE IN ACCORDANCE WITH THE TERMS AND CONDITIONS OF THE ORIGINAL CONTRACT AND SHALL BE LIMITED TO TWO (2) ONE (1) YEAR PERIODS.						

RECEIVED

2009 AUG 26 PM 2:10

WV PURCHASING  
DIVISION

SIGNATURE <i>Lowell Basford</i>		SEE REVERSE SIDE FOR TERMS AND CONDITIONS	
TITLE	TELEPHONE (304) 343-2610	DATE 8/17/09	ADDRESS CHANGES TO BE NOTED ABOVE

WHEN RESPONDING TO F. PURCHASING UNIT AND ADDRESS IN SPACE ABOVE LABELED "VENDOR"

**GENERAL TERMS & CONDITIONS**  
**REQUEST FOR QUOTATION (RFQ) AND REQUEST FOR PROPOSAL (RFP)**

1. Awards will be made in the best interest of the State of West Virginia.
2. The State may accept or reject in part, or in whole, any bid.
3. All quotations are governed by the *West Virginia Code* and the *Legislative Rules* of the Purchasing Division.
4. Prior to any award, the apparent successful vendor must be properly registered with the Purchasing Division and have paid the required \$125 fee.
5. All services performed or goods delivered under State Purchase Order/Contracts are to be continued for the term of the Purchase Order/Contracts, contingent upon funds being appropriated by the Legislature or otherwise being made available. In the event funds are not appropriated or otherwise available for these services or goods, this Purchase Order/Contract becomes void and of no effect after June 30.
6. Payment may only be made after the delivery and acceptance of goods or services.
7. Interest may be paid for late payment in accordance with the *West Virginia Code*.
8. Vendor preference will be granted upon written request in accordance with the *West Virginia Code*.
9. The State of West Virginia is exempt from federal and state taxes and will not pay or reimburse such taxes.
10. The Director of Purchasing may cancel any Purchase Order/Contract upon 30 days written notice to the seller.
11. The laws of the State of West Virginia and the *Legislative Rules* of the Purchasing Division shall govern all rights and duties under the Contract, including without limitation the validity of this Purchase Order/Contract.
12. Any reference to automatic renewal is hereby deleted. The Contract may be renewed only upon mutual written agreement of the parties.
13. **BANKRUPTCY:** In the event the vendor/contractor files for bankruptcy protection, the State may deem this contract null and void, and terminate such contract without further order.
14. **HIPAA BUSINESS ASSOCIATE ADDENDUM:** The West Virginia State Government HIPAA Business Associate Addendum (BAA), approved by the Attorney General, and available online at the Purchasing Division's web site (<http://www.state.wv.us/admin/purchase/vrc/hipaa.htm>) is hereby made part of the agreement. Provided that, the Agency meets the definition of a Cover Entity (45 CFR §160.103) and will be disclosing Protected Health Information (45 CFR §160.103) to the vendor.
15. **WEST VIRGINIA ALCOHOL & DRUG-FREE WORKPLACE ACT:** If this Contract constitutes a public improvement construction contract as set forth in Article 1D, Chapter 21 of the West Virginia Code ("The West Virginia Alcohol and Drug-Free Workplace Act"), then the following language shall hereby become part of this Contract: "The contractor and its subcontractors shall implement and maintain a written drug-free workplace policy in compliance with the West Virginia Alcohol and Drug-Free Workplace Act, as set forth in Article 1D, Chapter 21 of the West Virginia Code. The contractor and its subcontractors shall provide a sworn statement in writing, under the penalties of perjury, that they maintain a valid drug-free work place policy in compliance with the West Virginia and Drug-Free Workplace Act. It is understood and agreed that this Contract shall be cancelled by the awarding authority if the Contractor: 1) Fails to implement its drug-free workplace policy; 2) Fails to provide information regarding implementation of the contractor's drug-free workplace policy at the request of the public authority; or 3) Provides to the public authority false information regarding the contractor's drug-free workplace policy."

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**INSTRUCTIONS TO BIDDERS**

1. Use the quotation forms provided by the Purchasing Division.
2. **SPECIFICATIONS:** Items offered must be in compliance with the specifications. Any deviation from the specifications must be clearly indicated by the bidder. Alternates offered by the bidder as **EQUAL** to the specifications must be clearly defined. A bidder offering an alternate should attach complete specifications and literature to the bid. The Purchasing Division may waive minor deviations to specifications.
3. Complete all sections of the quotation form.
4. Unit prices shall prevail in case of discrepancy.
5. All quotations are considered F.O.B. destination unless alternate shipping terms are clearly identified in the quotation.
6. **BID SUBMISSION:** All quotations must be delivered by the bidder to the office listed below prior to the date and time of the bid opening. Failure of the bidder to deliver the quotations on time will result in bid disqualifications: Department of Administration, Purchasing Division, 2019 Washington Street East, P.O. Box 50130, Charleston, WV 25305-0130



State of West Virginia  
Department of Administration  
Purchasing Division  
2019 Washington Street East  
Post Office Box 50130  
Charleston, WV 25305-0130

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TYPE NAME/ADDRESS HERE

ADJUTANT GENERAL

1703 COONSKIN DRIVE  
CHARLESTON, WV  
25311-1085 341-6371

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08/12/2009				

BID OPENING DATE: 08/27/2009 BID OPENING TIME 01:30PM

LINE	QUANTITY	UOP	CAT. NO.	ITEM NUMBER	UNIT PRICE	AMOUNT
<p>CANCELLATION: THE DIRECTOR OF PURCHASING RESERVES THE RIGHT TO CANCEL THIS CONTRACT IMMEDIATELY UPON WRITTEN NOTICE TO THE VENDOR IF THE COMMODITIES AND/OR SERVICES SUPPLIED ARE OF AN INFERIOR QUALITY OR DO NOT CONFORM TO THE SPECIFICATIONS OF THE BID AND CONTRACT HEREIN.</p> <p>OPEN MARKET CLAUSE: THE DIRECTOR OF PURCHASING MAY AUTHORIZE A SPENDING UNIT TO PURCHASE ON THE OPEN MARKET, WITHOUT THE FILING OF A REQUISITION OR COST ESTIMATE, ITEMS SPECIFIED ON THIS CONTRACT FOR IMMEDIATE DELIVERY IN EMERGENCIES DUE TO UNFORESEEN CAUSES (INCLUDING BUT NOT LIMITED TO DELAYS IN TRANSPORTATION OR AN UNANTICIPATED INCREASE IN THE VOLUME OF WORK.)</p> <p>QUANTITIES: QUANTITIES LISTED IN THE REQUISITION ARE APPROXIMATIONS ONLY, BASED ON ESTIMATES SUPPLIED BY THE STATE SPENDING UNIT. IT IS UNDERSTOOD AND AGREED THAT THE CONTRACT SHALL COVER THE QUANTITIES ACTUALLY ORDERED FOR DELIVERY DURING THE TERM OF THE CONTRACT, WHETHER MORE OR LESS THAN THE QUANTITIES SHOWN.</p> <p>ORDERING PROCEDURE: SPENDING UNIT(S) SHALL ISSUE A WRITTEN STATE CONTRACT ORDER (FORM NUMBER WV-39) TO THE VENDOR FOR COMMODITIES COVERED BY THIS CONTRACT. THE ORIGINAL COPY OF THE WV-39 SHALL BE MAILED TO THE VENDOR AS AUTHORIZATION FOR SHIPMENT, A SECOND COPY MAILED TO THE PURCHASING DIVISION, AND A THIRD COPY RETAINED BY THE SPENDING UNIT.</p> <p>BANKRUPTCY: IN THE EVENT THE VENDOR/CONTRACTOR FILES FOR BANKRUPTCY PROTECTION, THE STATE MAY DEEM THE CONTRACT NULL AND VOID, AND TERMINATE SUCH CONTRACT WITHOUT FURTHER ORDER.</p>						

SEE REVERSE SIDE FOR TERMS AND CONDITIONS

SIGNATURE	TELEPHONE	DATE
<i>Lowell O. Basford</i>	(304) 343-2610	8/17/09
TITLE	ADDRESS CHANGES TO BE NOTED ABOVE	

WHEN RESPONDING TO R.F.Q., INSERT NAME AND ADDRESS IN SPACE ABOVE LABELED 'VENDOR'



State of West Virginia  
Department of Administration  
Purchasing Division  
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<p>THE TERMS AND CONDITIONS CONTAINED IN THIS CONTRACT SHALL SUPERSEDE ANY AND ALL SUBSEQUENT TERMS AND CONDITIONS WHICH MAY APPEAR ON ANY ATTACHED PRINTED DOCUMENTS SUCH AS PRICE LISTS, ORDER FORMS, SALES AGREEMENTS OR MAINTENANCE AGREEMENTS, INCLUDING ANY ELECTRONIC MEDIUM SUCH AS CD-ROM.</p> <p>REV. 05/26/2009</p> <p>NOTICE</p> <p>A SIGNED BID MUST BE SUBMITTED TO:</p> <p>DEPARTMENT OF ADMINISTRATION PURCHASING DIVISION BUILDING 15 2019 WASHINGTON STREET, EAST CHARLESTON, WV 25305-0130</p> <p>THE BID SHOULD CONTAIN THIS INFORMATION ON THE FACE OF THE ENVELOPE OR THE BID MAY NOT BE CONSIDERED:</p> <p>SEALED BID</p> <p>BUYER: JOHN ABBOTT (32)-----</p> <p>RFQ. NO.: ADJ1001-----</p> <p>BID OPENING DATE: 8/27/2009-----</p> <p>BID OPENING TIME: 1:30 PM-----</p>						

SEE REVERSE SIDE FOR TERMS AND CONDITIONS

SIGNATURE

TITLE

TELEPHONE

DATE

ADDRESS CHANGES TO BE NOTED ABOVE

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Department of Administration  
Purchasing Division  
2019 Washington Street East  
Post Office Box 50130  
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ADDRESS CORRESPONDENCE TO ATTENTION OF:

JOHN ABBOTT

304-558-2544

RFQ COPY

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ADJUTANT GENERAL

1703 COONSKIN DRIVE  
CHARLESTON, WV

25311-1085 341-6371

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BID OPENING DATE:

08/27/2009

BID OPENING TIME

01:30PM

LINE	QUANTITY	UOP	CAT NO	ITEM NUMBER	UNIT PRICE	AMOUNT
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PLEASE PROVIDE A FAX NUMBER IN CASE IT IS NECESSARY  
TO CONTACT YOU REGARDING YOUR BID:

CONTACT PERSON (PLEASE PRINT CLEARLY):

Lowell D. Basford

\*\*\*\*\* THIS IS THE END OF RFQ ADJ1001 \*\*\*\*\* TOTAL: \_\_\_\_\_

SEE REVERSE SIDE FOR TERMS AND CONDITIONS

SIGNATURE

TITLE

TELEPHONE

DATE

(304)343-2610

8/17/09

ADDRESS CHANGES TO BE NOTED ABOVE

WHEN RESPONDING TO RFQ, INSERT NAME AND ADDRESS IN SPACE ABOVE LABELED 'VENDOR'

**Description:** To secure professional human resources consulting services for the West Virginia Military Authority.

**Background:** The West Virginia Military Authority (“Authority”) is a state agency created by the Legislature (See WV Code §15-1F et seq.) effective 1 July 2008. The agency is part of the Adjutant General’s Office. The agency has approximately 400 employees. The employment positions and employees of the Authority are at-will and excluded by statute from the classified and the classified-exempt services. The administrative offices of the Authority are located at the Adjutant General’s Office, 1703 Coonskin Drive, Charleston, WV 25311. The contractor shall report through the Operations Officer, WV Military Authority.

**Deliverables:** Contractor shall provide the following professional human resources consulting services:

1. Development, interpretation and application of Authority Personnel Policies and Procedures to include operative definitions, job classification and pay administration, employee recruitment and selection, employee movement, employee conduct, conditions of employment, performance appraisal, training and development, holidays and leave administration, discipline and separations and grievance procedure, and the interpretation and application of all applicable Federal and State human resources statutes, regulations, policies and procedures and local regulations and ordinances necessary to support the missions of the Authority;
2. Professional job classification services to support the employment of new hires and the movement of current employees as required; validated job descriptions for vacancy announcements and pay setting purposes;
3. Professional compensation planning to include the development of salary schedules and pay grade assignments for current Authority jobs and those to be established in the future; the establishment of competitive hiring rates to support the recruitment and retention of qualified employees; salary surveys to support salary administration in the agency;
4. Professional employment services to include preparation and/or review of vacancy announcements for the posting of vacancies; the development of structured interview procedures for employee recruitment and selection to include oversight of and participation in selection interview panels; review of applications for applicant ranking and selection;
5. Development and presentation of training modules for Authority managers and employees on human resources issues as necessary; and,
6. Liaison with the Governor’s Office, the Office of the Secretary of Military Affairs and Public Safety and the WV Division of Personnel on human resources issues, individual personnel transactions and the daily operation of the Authority human resources office; and,
7. Consultation with the Adjutant General, Deputy Adjutant General, Command Staff and Judge Advocate General as necessary on human resources policies and procedures and current issues.

**On-site Services:** Contractor shall provide on-site consultation with Operations Officer and WVMA staff at a minimum of three (3) times per week, eight (8) hours per day, and shall be available for immediate on-site consultation as the human resources activities of the Authority require.

**Contractor Qualifications:** Contractor shall have the following minimum education and professional experience:

**Education:** Bachelor's degree from an accredited four-year college or university. Bidder should have a degree in personnel administration, human resources, public administration, business administration, industrial organization or industrial psychology.

**Experience:** Seven years of paid professional public sector human resources or personnel administration experience. Bidder should have human resources experience in West Virginia state government.

**Professional Liability Insurance:** Contractor shall have current professional liability insurance coverage in the amount of \$500,000.00.

**Billing/documentation:** Contractor shall present an invoice for services rendered by the 5<sup>th</sup> day of each month with back-up documentation showing a signature from the assigned agency personnel.

**Hourly Rate:** An hourly rate for services shall be provided on the bid scenario below. The below bid scenario is for bidding purposes only; more or less hours may be required. A schedule shall be negotiated between the Authority and successful bidder. Contractor shall provide services Monday through Friday.

<u>Hourly Rate</u>	<u>Est. # Hours Per Week</u>	<u># Weeks/Year</u>	<u>Total</u>
\$ <u>50.<sup>00</sup></u>	X 24	X 52 Weeks	= \$ <u>62,400.<sup>00</sup></u>

**VENDOR PREFERENCE CERTIFICATE**

Certification and application\* is hereby made for Preference in accordance with *West Virginia Code*, §5A-3-37. (Does not apply to construction contracts). *West Virginia Code*, §5A-3-37, provides an opportunity for qualifying vendors to request (at the time of bid) preference for their residency status. Such preference is an evaluation method only and will be applied only to the cost bid in accordance with the *West Virginia Code*. This certificate for application is to be used to request such preference. The Purchasing Division will make the determination of the Resident Vendor Preference, if applicable.

1. ☒ Application is made for 2.5% resident vendor preference for the reason checked:  
 Bidder is an individual resident vendor and has resided continuously in West Virginia for four (4) years immediately preceding the date of this certification; or,  
 Bidder is a partnership, association or corporation resident vendor and has maintained its headquarters or principal place of business continuously in West Virginia for four (4) years immediately preceding the date of this certification; or 80% of the ownership interest of Bidder is held by another individual, partnership, association or corporation resident vendor who has maintained its headquarters or principal place of business continuously in West Virginia for four (4) years immediately preceding the date of this certification; or,  
 Bidder is a nonresident vendor which has an affiliate or subsidiary which employs a minimum of one hundred state residents and which has maintained its headquarters or principal place of business within West Virginia continuously for the four (4) years immediately preceding the date of this certification; or,
2. Application is made for 2.5% resident vendor preference for the reason checked:  
 Bidder is a resident vendor who certifies that, during the life of the contract, on average at least 75% of the employees working on the project being bid are residents of West Virginia who have resided in the state continuously for the two years immediately preceding submission of this bid; or,
3. Application is made for 2.5% resident vendor preference for the reason checked:  
 Bidder is a nonresident vendor employing a minimum of one hundred state residents or is a nonresident vendor with an affiliate or subsidiary which maintains its headquarters or principal place of business within West Virginia employing a minimum of one hundred state residents who certifies that, during the life of the contract, on average at least 75% of the employees or Bidder's affiliate's or subsidiary's employees are residents of West Virginia who have resided in the state continuously for the two years immediately preceding submission of this bid; or,
4. Application is made for 5% resident vendor preference for the reason checked:  
 Bidder meets either the requirement of both subdivisions (1) and (2) or subdivision (1) and (3) as stated above; or,
5. Application is made for 3.5% resident vendor preference who is a veteran for the reason checked:  
 Bidder is an individual resident vendor who is a veteran of the United States armed forces, the reserves or the National Guard and has resided in West Virginia continuously for the four years immediately preceding the date on which the bid is submitted; or,
6. Application is made for 3.5% resident vendor preference who is a veteran for the reason checked:  
 Bidder is a resident vendor who is a veteran of the United States armed forces, the reserves or the National Guard, if, for purposes of producing or distributing the commodities or completing the project which is the subject of the vendor's bid and continuously over the entire term of the project, on average at least seventy-five percent of the vendor's employees are residents of West Virginia who have resided in the state continuously for the two immediately preceding years.

Bidder understands if the Secretary of Revenue determines that a Bidder receiving preference has failed to continue to meet the requirements for such preference, the Secretary may order the Director of Purchasing to: (a) reject the bid; or (b) assess a penalty against such Bidder in an amount not to exceed 5% of the bid amount and that such penalty will be paid to the contracting agency or deducted from any unpaid balance on the contract or purchase order.

By submission of this certificate, Bidder agrees to disclose any reasonably requested information to the Purchasing Division and authorizes the Department of Revenue to disclose to the Director of Purchasing appropriate information verifying that Bidder has paid the required business taxes, provided that such information does not contain the amounts of taxes paid nor any other information deemed by the Tax Commissioner to be confidential.

Under penalty of law for false swearing (*West Virginia Code*, §61-5-3), Bidder hereby certifies that this certificate is true and accurate in all respects; and that if a contract is issued to Bidder and if anything contained within this certificate changes during the term of the contract, Bidder will notify the Purchasing Division in writing immediately.

Bidder: Lowell D. Basford Signed: Lowell D. Basford  
 Date: Aug 17, 2009 Title: Owner

\*Check any combination of preference consideration(s) indicated above, which you are entitled to receive.



STATE OF WEST VIRGINIA  
Purchasing Division**PURCHASING AFFIDAVIT****VENDOR OWING A DEBT TO THE STATE:**

*West Virginia Code* §5A-3-10a provides that: No contract or renewal of any contract may be awarded by the state or any of its political subdivisions to any vendor or prospective vendor when the vendor or prospective vendor or a related party to the vendor or prospective vendor is a debtor and the debt owed is an amount greater than one thousand dollars in the aggregate.

**PUBLIC IMPROVEMENT CONTRACTS & DRUG-FREE WORKPLACE ACT:**

If this is a solicitation for a public improvement construction contract, the vendor, by its signature below, affirms that it has a written plan for a drug-free workplace policy in compliance with Article 1D, Chapter 21 of the *West Virginia Code*. The vendor **must** make said affirmation with its bid submission. Further, public improvement construction contract may not be awarded to a vendor who does not have a written plan for a drug-free workplace policy in compliance with Article 1D, Chapter 21 of the *West Virginia Code* and who has not submitted that plan to the appropriate contracting authority in timely fashion. For a vendor who is a subcontractor, compliance with Section 5, Article 1D, Chapter 21 of the *West Virginia Code* may take place before their work on the public improvement is begun.

**ANTITRUST:**

In submitting a bid to any agency for the state of West Virginia, the bidder offers and agrees that if the bid is accepted the bidder will convey, sell, assign or transfer to the state of West Virginia all rights, title and interest in and to all causes of action it may now or hereafter acquire under the antitrust laws of the United States and the state of West Virginia for price fixing and/or unreasonable restraints of trade relating to the particular commodities or services purchased or acquired by the state of West Virginia. Such assignment shall be made and become effective at the time the purchasing agency tenders the initial payment to the bidder.

I certify that this bid is made without prior understanding, agreement, or connection with any corporation, firm, limited liability company, partnership or person or entity submitting a bid for the same materials, supplies, equipment or services and is in all respects fair and without collusion or fraud. I further certify that I am authorized to sign the certification on behalf of the bidder or this bid.

**LICENSING:**

Vendors must be licensed and in good standing in accordance with any and all state and local laws and requirements by any state or local agency of West Virginia, including, but not limited to, the West Virginia Secretary of State's Office, the West Virginia Tax Department, West Virginia Insurance Commission, or any other state agencies or political subdivision. Furthermore, the vendor must provide all necessary releases to obtain information to enable the Director or spending unit to verify that the vendor is licensed and in good standing with the above entities.

**CONFIDENTIALITY:**

The vendor agrees that he or she will not disclose to anyone, directly or indirectly, any such personally identifiable information or other confidential information gained from the agency, unless the individual who is the subject of the information consents to the disclosure in writing or the disclosure is made pursuant to the agency's policies, procedures and rules. Vendor further agrees to comply with the Confidentiality Policies and Information Security Accountability Requirements, set forth in <http://www.state.wv.us/admin/purchase/privacy/noticeConfidentiality.pdf>.

Under penalty of law for false swearing (*West Virginia Code* §61-5-3), it is hereby certified that the vendor affirms and acknowledges the information in this affidavit and is in compliance with the requirements as stated.

Vendor's Name: Lowell D. Basford

Authorized Signature: Lowell D. Basford Date: 8/17/09

STATE OF WEST VIRGINIA  
State Tax Department  
P. O. Box 2666  
Charleston, WV 25324-2666



Joe Manchin III, Governor

Christopher G. Morris, Tax Commissioner

LOWELL D. BASFORD  
312 SHAWNEE CIR  
CHARLESTON WV 25304

Letter ID: L0650198016  
Issued: 06/18/2008

**RE: BUSINESS REGISTRATION CERTIFICATE**

To Whom It May Concern:

The West Virginia State Tax Department would like to thank you for registering your business. Enclosed is your Business Registration Certificate. Please review the certificate and display it prominently at your business location.

To ensure prompt service, always refer to the appropriate account number listed below when contacting the department.

We are currently undergoing conversion to a new computer system. The taxes listed may not be all the taxes for which you are responsible.

<b>TAX</b>	<b>FILING FREQUENCY</b>	<b>ACCOUNT NUMBER</b>
Business Registration Tax	Every Two Years	2199-5173

Tax returns (even for taxes not listed above) will be mailed prior to the due dates. Your account number for taxes not listed will be printed on the returns you receive. Should the nature of your business activity or business ownership change, your liability for these and other taxes will change accordingly.

To learn more about these taxes and the services offered by the West Virginia State Tax Department, log on to our web site at [www.state.wv.us/taxdiv](http://www.state.wv.us/taxdiv).

Enclosure  
atL007 v.57

**Lowell D. 'Tim' Basford**  
312 Shawnee Circle  
Charleston, WV 25304  
(304) 343-2610  
Email: tbasford@suddenlink.net

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## **PROFESSIONAL SUMMARY**

Experience in the management of human resources in West Virginia state government overseeing the development and maintenance of the state job classification and compensation system; planned and executed the system covering 21,000 positions in 50 agencies; managed multi-year projects of considerable complexity and significant budget impact. Served as Acting State Personnel Director for five years.

## **EXPERIENCE**

**Administrative Assistant**  
**Department of Administration**  
**State of West Virginia**  
**1970 -1972**

Served as personnel officer for approximately 500 employees; assured compliance with state and federal employment laws; assisted commissioner with planning and implementation of new initiatives and organizational changes; monitored legislation affecting department.

**Administrative Assistant**  
**Division of Labor**  
**State of West Virginia**  
**1974 - 1976**

Served as division personnel officer for approximately 150 employees; assured compliance with state and federal employment laws; assisted agency head with planning and implementation of organizational changes, legislation and federal reporting.

**State Personnel Director (Acting)**  
**State of West Virginia**  
**1984 - 1989**

Directed the day-to-day operations of the WV Civil Service System to include classification, compensation, employment, test development, payroll auditing, training and development and agency administration. Provided consultation to agency heads and personnel officers on human resources issues and civil service requirements.

**Classification & Compensation Manager**  
**Division of Personnel**  
**State of West Virginia**  
**1976 - 2007**

Planned, developed and implemented the job classification and compensation plan for the Executive Branch of state government, excluding higher education; supervised job analysis studies and salary surveys; developed compensation plans for 21,000 state employees; supervised professional and support staff.

**EDUCATION**

Master's Degree in Public Administration (MPA)  
West Virginia University  
Morgantown, WV  
1973

Bachelor of Arts Degree  
Alderson-Broaddus College  
Philippi, WV  
1970