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Header @ 7

List View

General Information | Contact | Default Values | Discount | Document Information | Clarification Request

Procurement Folder: 1897869

Procurement Type: Central Master Agreement

Vendor ID: VS0000050065

Legal Name: FLAGSTAR STAFFING INC

Alias/DBA:

Total Bid: \$233,640.00

Response Date: 02/27/2026

Response Time: 13:35

Responded By User ID: erosenfeld

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Last Name: Rosenfeld

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SO Doc Code: CRFQ

SO Dept: 0403

SO Doc ID: DBS2600000009

Published Date: 2/19/26

Close Date: 3/3/26

Close Time: 13:30

Status: Closed

Solicitation Description: Nursing Services

Total of Header Attachments: 7

Total of All Attachments: 7

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	RN BSN Nursing Services - Day Shift (8:00am - 4:00pm) M-F	200.00000	EA	65.000000	13000.00

Comm Code	Manufacturer	Specification	Model #
85101601			

Commodity Line Comments:

Extended Description:

Nursing Services - Day Shift (8:00am - 4:00pm) M-F
Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
2	RN BSN Nursing Services - Evening Shift (4:00pm - 12:00am)	200.00000	EA	65.000000	13000.00

Comm Code	Manufacturer	Specification	Model #
85101601			

Commodity Line Comments:

Extended Description:

Nursing Services - Evening Shift (4:00pm - 12:00am) M-F
Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
3	RN BSN Nursing Services - Overnight (12:00am - 8:00am) M-F	200.00000	EA	65.000000	13000.00

Comm Code	Manufacturer	Specification	Model #
85101601			

Commodity Line Comments:

Extended Description:

Nursing Services - Overnight (12:00am - 8:00am) M-F
Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
4	RN BSN Weekend Shift up to 12 hours Sat & Sun	200.00000	EA	65.000000	13000.00

Comm Code	Manufacturer	Specification	Model #
85101601			

Commodity Line Comments:

Extended Description:

Nursing Services - Weekend Shift (up to 12 hr shift) Saturday & Sunday.
Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
5	RN BSN Nursing Services - Overtime	200.00000	EA	84.500000	16900.00

Comm Code	Manufacturer	Specification	Model #
85101601			

Commodity Line Comments:**Extended Description:**

Nursing Services - Overtime

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
6	RN BSN Nursing Services - Holiday	200.00000	EA	84.500000	16900.00

Comm Code	Manufacturer	Specification	Model #
85101601			

Commodity Line Comments:**Extended Description:**

Nursing Services - Holiday

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
7	RN Nursing Services - Day Shift (8:00am - 4:00pm)	200.00000	EA	65.000000	13000.00

Comm Code	Manufacturer	Specification	Model #
85101601			

Commodity Line Comments:**Extended Description:**

Nursing Services - Day Shift (8:00am - 4:00pm) M-F

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
8	RN Nursing Services - Evening Shift (4:00pm - 12:00am)	200.00000	EA	65.000000	13000.00

Comm Code	Manufacturer	Specification	Model #
85101601			

Commodity Line Comments:**Extended Description:**

Nursing Services - Evening Shift (4:00pm - 12:00am) M-F

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
9	RN Nursing Services - Overnight (12:00am - 8:00am) M-F	200.00000	EA	65.000000	13000.00

Comm Code	Manufacturer	Specification	Model #
85101601			

Commodity Line Comments:**Extended Description:**

Nursing Services - Overnight (12:00am - 8:00am) M-F

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
10	RN Weekend Shift up to 12 hours Sat & Sun	200.00000	EA	65.000000	13000.00

Comm Code	Manufacturer	Specification	Model #
85101601			

Commodity Line Comments:

Extended Description:

Nursing Services - Weekend Shift (up to 12 hr shift) Saturday & Sunday.
Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
11	RN Nursing Services - Overtime	200.00000	EA	84.500000	16900.00

Comm Code	Manufacturer	Specification	Model #
85101601			

Commodity Line Comments:

Extended Description:

Nursing Services - Overtime
Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
12	RN Nursing Services - Holiday	200.00000	EA	84.500000	16900.00

Comm Code	Manufacturer	Specification	Model #
85101601			

Commodity Line Comments:

Extended Description:

Nursing Services - Holiday
Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
13	LPN Nursing Services - Day Shift (8:00am - 4:00pm)	200.00000	EA	47.000000	9400.00

Comm Code	Manufacturer	Specification	Model #
85101601			

Commodity Line Comments:

Extended Description:

Nursing Services - Day Shift (8:00am - 4:00pm) M-F
Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
14	LPN Nursing Services - Evening Shift (4:00pm - 12:00am)	200.00000	EA	47.000000	9400.00

Comm Code	Manufacturer	Specification	Model #
85101601			

Commodity Line Comments:

Extended Description:

Nursing Services - Evening Shift (4:00pm - 12:00am) M-F
Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
15	LPN Nursing Services - Overnight (12:00am - 8:00am) M-F	200.00000	EA	47.000000	9400.00

Comm Code	Manufacturer	Specification	Model #
85101601			

Commodity Line Comments:

Extended Description:

Nursing Services - Overnight (12:00am - 8:00am) M-F
Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
16	LPN Weekend Shift up to 12 hours Sat & Sun	200.00000	EA	47.000000	9400.00

Comm Code	Manufacturer	Specification	Model #
85101601			

Commodity Line Comments:

Extended Description:

Nursing Services - Weekend Shift (up to 12 hr shift) Saturday & Sunday.
Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
17	LPN Nursing Services - Overtime	200.00000	EA	61.100000	12220.00

Comm Code	Manufacturer	Specification	Model #
85101601			

Commodity Line Comments:

Extended Description:

Nursing Services - Overtime
Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
18	LPN Nursing Services - Holiday	200.00000	EA	61.100000	12220.00

Comm Code	Manufacturer	Specification	Model #
85101601			

Commodity Line Comments:

Extended Description:

Nursing Services - Holiday
Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

West Virginia Schools for the Deaf and the Blind
Nursing Services
Exhibit A Pricing Sheet

<u>Description</u>	<u>Unit of Measure</u>	<u>Unit Cost</u>	<u>Estimated Quantities</u>	<u>Extended Cost</u>
RN-BSN				
Nursing Services - Day Shift (8:00am - 4:00pm) M-F	Per Hour	65	100	\$ 6,500.00
Nursing Services - Evening Shift (4:00pm - 12:00am) M-F	Per Hour	65	500	\$ 32,500.00
Nursing Services - Overnight Shift (12:00am - 8:00am) M-F	Per Hour	65	500	\$ 32,500.00
Nursing Services - Weekend Shift (up to 12 hours) Saturday and Sunday	Per Hour	65	200	\$ 13,000.00
Nursing Services - Overtime	Per Hour	84.5	100	\$ 8,450.00
Nursing Services - Holiday	Per Hour	84.5	100	\$ 8,450.00

RN				
Nursing Services - Day Shift (8:00am - 4:00pm) M-F	Per Hour	65	100	\$ 6,500.00
Nursing Services - Evening Shift (4:00pm - 12:00am) M-F	Per Hour	65	500	\$ 32,500.00
Nursing Services - Overnight Shift (12:00am - 8:00am) M-F	Per Hour	65	500	\$ 32,500.00
Nursing Services - Weekend Shift (up to 12 hours) Saturday and Sunday	Per Hour	65	200	\$ 13,000.00
Nursing Services - Overtime	Per Hour	84.5	100	\$ 8,450.00
Nursing Services - Holiday	Per Hour	84.5	100	\$ 8,450.00

LPN				
Nursing Services - Day Shift (8:00am - 4:00pm) M-F	Per Hour	47	100	\$ 4,700.00
Nursing Services - Evening Shift (4:00pm - 12:00am) M-F	Per Hour	47	500	\$ 23,500.00
Nursing Services - Overnight Shift (12:00am - 8:00am) M-F	Per Hour	47	500	\$ 23,500.00
Nursing Services - Weekend Shift (up to 12 hours) Saturday and Sunday	Per Hour	47	200	\$ 9,400.00
Nursing Services - Overtime	Per Hour	61.1	100	\$ 6,110.00
Nursing Services - Holiday	Per Hour	61.1	100	\$ 6,110.00

Total \$ 276,120.00

State of West Virginia, School for the Deaf and Blind
Nursing Services
CRFQ 0403 DBS2600000009

Submitted By:



Flagstar Staffing Inc.
117 Ditmas Ave
Brooklyn, NY 11218
Telephone: (718) 925-2180

UEI: ZXDAXRKCL9U7
DUNS Number: 144872980
CAGE Code: 16SH0
www.fsnursing.com

Person authorized to negotiate on the Offeror's behalf with the Government in connection with this solicitation:

Menashe C Eisen, CEO
117 Ditmas Ave
Brooklyn, NY 11218
Telephone: 718-534-7400 ext. 106
Email: ceisen@fsnursing.com

Persons the Government may contact if clarification of responses is needed:

Esty Rosenfeld
Director of Contracts and Proposals
Telephone: (718) 534-7400 ext. 159
Email: erosenfeld@fsnursing.com

Hindy Teitelbaum,
Regional Director and VP of HR & TA
Telephone: (718) 534-7400 ext. 110
Email: hindy@fsnursing.com

This response includes data that shall not be disclosed outside the Government and shall not be duplicated, used, or disclosed—in whole or in part—for any purpose other than to evaluate this request for quote. If, however, a contract is awarded to this Offeror as a result of—or in connection with—the submission of this data, the Government shall have the right to duplicate, use, or disclose the data to the extent provided in the resulting contract. This restriction does not limit the Government's right to use information contained in this data if it is obtained from another source without restriction. The data subject to this restriction is contained on all pages of this request for quote response.



Table of Contents

Transmittal Letter	3
Who We Are	5
Our Services	5
Organizational Capacity	7
Recruitment & Retention Strategies	10
Recruitment Strategy	10
Retention Strategies	12
References	15
Affirmative Action & Equal Employment Opportunity Compliance	21



Transmittal Letter

February 10, 2025

State of West Virginia, School for the Deaf and Blind
Nursing Services

RE: **CRFQ 0403 DBS2600000009**

To Whom It May Concern,

Flagstar Staffing Inc. (“Flagstar”) respectfully submits this proposal in response to the State of West Virginia, School for the Deaf and Blind (DBS). Since 2014, Flagstar has provided reliable and scalable staffing solutions to a wide range of healthcare and human-services organizations. Over the past five years, we have delivered over 3 million hours of staffing support across clinical and support roles and 500 thousand hours of Direct Care Worker services for state and local programs.

Flagstar Staffing Inc. has been operating for more than eleven years, and over the past three years has maintained an average workforce of approximately 2,000 to 2,500 active employees across our clinical, direct care, administrative, and support divisions. This stable workforce enables us to respond quickly to client needs, sustain consistent service delivery, and meet the staffing demands outlined in this solicitation.

Flagstar Staffing Inc. maintains its corporate headquarters at 117 Ditmas Avenue in Brooklyn, New York. Our proximity enables us to remain fully accessible and responsive throughout the term of the contract. Leadership, contract management personnel, and department heads are available for virtual or in-person meetings, conferences, trainings, and any required onsite visits. Flagstar is committed to maintaining open communication with County representatives and ensuring prompt, reliable coordination across all contract activities.

Flagstar has extensive past performance supporting state agencies, county and municipal authorities, educational institutions, and private-sector organizations as both a prime contractor and subcontractor. We are a mission-driven, diversity-focused organization committed to high-quality service delivery, operational transparency, and strong partner relationships. Our staffing approach is designed to meet the evolving needs of our clients while maintaining full compliance with all regulatory, contractual, and industry-standard requirements.

We welcome the opportunity to provide services to the Authority and are prepared to furnish any additional information or clarification needed during your review. Flagstar Staffing Inc. acknowledges,



understands, and agrees to all requirements set forth in the Request for Proposals and the Standardized Submission Requirements and Selection Criteria.

Additional company information is provided below.

Corporate Name: Flagstar Staffing Inc. (Flagstar)

Remittance Address: 117 Ditmas Ave, Brooklyn, NY 11218

Contact Information for Persons Authorized to Represent Flagstar on Bid:

Esty Rosenfeld, Director of Grants, erosenfeld@fsnursing.com, 718-534-7400 ext. 159

Hindy Teitelbaum, Regional Director, hindy@fsnursing.com, 718-534-7400 ext. 110

Sincerely,

Esty Rosenfeld
Director of Grants
Flagstar Staffing Inc.



Who We Are

Flagstar Staffing Inc. (“Flagstar”) is a professional staffing organization that has supported healthcare and human-services providers since 2014. Our company is built on the principle that quality and reliability form the foundation of effective service delivery. We are committed to identifying, onboarding, and placing high-caliber professionals who uphold strong standards of care, professionalism, and ethical practice.

Our employee-centric culture sets us apart. We foster a supportive environment that promotes retention, accountability, and long-term workforce success. By prioritizing the right training, the right hire, and the right future, we ensure that each individual is prepared, motivated, and aligned with the expectations of the clients and programs we serve.

Flagstar maintains a robust and continually expanding talent pipeline. Since January 1, 2025, we have communicated with 14,839 prospective candidates regarding employment opportunities, and we currently have 3,088 active employees in our system. This depth of resources enables us to rapidly match positions with qualified professionals and sustain reliable coverage throughout the duration of each engagement.

Our Services

Since 2014, Flagstar Staffing Inc. has delivered comprehensive staffing solutions to federal, state, county, and municipal organizations. Our foundation is built on providing reliable, compliant, and well-qualified professionals across a wide range of service environments, including long-term care, community residential programs, human services, rehabilitation, public health, and operational support functions.

Flagstar’s staffing model emphasizes quality, accountability, and operational readiness. We maintain a large and continuously refreshed talent pipeline, enabling rapid deployment of personnel across multiple disciplines. All candidates undergo rigorous vetting, credential review, background screening, and compliance verification to ensure alignment with organizational, regulatory, and program-specific requirements.

Our services include:

- Workforce recruitment and screening
- Role-specific credentialing and compliance verification
- Ongoing assignment management, supervision, and support
- Emergency, surge, and seasonal staffing coverage
- Support for public health initiatives, community programs, and government operations
- 24/7 communication and coverage coordination



- Full back-office support, including scheduling, payroll, HR, and quality assurance

Flagstar's adaptable service model ensures that our personnel integrate seamlessly into existing operational structures, supporting continuity, efficiency, and program integrity across diverse environments.

Clinical & Nursing Services

Flagstar Staffing has delivered high-quality nursing and clinical staffing services since its inception, supporting long-term care, subacute rehabilitation, public health programs, and medically complex environments. We maintain a robust pool of licensed and credentialed clinical professionals who meet all West Virginia and Federal regulatory requirements.

Our clinical staffing capabilities include:

- Registered Nurses (RNs)
- Licensed Practical Nurses (LPNs)
- Certified Nursing Assistants (CNAs)
- Direct Care Workers (DCWs)
- Allied health professionals and clinical support staff

Each clinician undergoes comprehensive screening, including license verification, competency review, background checks, drug screening, and health clearances. Staff are matched to assignments based on skill, experience, and facility needs, ensuring high-quality care, continuity, and regulatory compliance.

Flagstar's clinical teams have supported environments including:

- Skilled nursing and long-term care facilities
- Subacute rehabilitation programs
- Ventilator and respiratory care units
- Medically fragile pediatric and adult population programs
- Behavioral health and dual-diagnosis units
- Hospital inpatient units and outpatient clinics
- Public health and government-operated programs

Flagstar Staffing's experience, compliance capabilities, and operational infrastructure directly align with the clinical, regulatory, and service delivery expectations of DBS.



Organizational Capacity

Flagstar Staffing possesses the organizational capacity, infrastructure, and proven experience to successfully support the requirements of a public-sector contract issued by DBS. Our administrative and managerial structure is specifically designed to meet the operational demands of long-term care, subacute rehabilitation, and public health environments, ensuring compliance, efficiency, and continuous support across all clinical disciplines.

We maintain dedicated departments for talent acquisition, recruitment, credentialing, scheduling, payroll, billing, compliance, risk management, and quality assurance. Each department is staffed by experienced professionals who oversee every phase of workforce deployment, ensuring that all personnel and processes meet applicable federal, state, and local requirements. This integrated departmental structure supports consistent workflow management, accurate recordkeeping, and strong oversight across all phases of service delivery.

Our centralized management model enables real-time communication between our corporate administrative team, field personnel, and client leadership. This system promotes accountability, transparency, and timely responsiveness, ensuring that all parties have access to accurate information and consistent support throughout the duration of the engagement.

Flagstar's operational framework is built to be scalable and adaptable, allowing us to adjust staffing levels and administrative support in response to program needs, fluctuating demand, or emergent circumstances. Our technology-driven workforce management systems support scheduling, communications, compliance monitoring, and documentation in a streamlined and secure manner.

Through robust oversight mechanisms, well-defined departmental responsibilities, and a commitment to continuous improvement, Flagstar Staffing maintains the organizational readiness and capacity required to fulfill professional service obligations under a public-sector contract.

Officers and Director

Charles Eisen, CEO

Joseph Schlussek, COO

Ben Kessler, CFO

Hindy Teitelbaum, VP of HR and Regional Director

Leora Rubinstein, Assistant Director of HR

Nicole Cappiello, Director of Talent Acquisition

Roizy Galandauer, Payroll and Billing Director

Eve Benlulu, Recruitment Manager

Deenie Drezdner, Workforce Risk and Compliance Specialist

Esty Rosenfeld, Director of Grant Strategy and Writing

Administrative & Managerial Structure

- **Executive Leadership:** Oversight is provided by Flagstar’s executive leadership team, Menashe Eisen (CEO) and Joseph Schlusel (COO), who bring over 30 years of combined experience in healthcare staffing and contract management. The executive team establishes strategic priorities, ensures regulatory compliance, and maintains direct communication with leadership.
- **Contract Manager:** Hindy Teitelbaum, Regional Director, will serve as Contract Manager overseeing the Welch Community Hospital clinical staffing contract. She will coordinate directly with the County and designated facility administrators to ensure prompt fulfillment of staffing requests, adherence to facility policies, and consistent performance oversight of assigned personnel.

Recruitment & Credentialing Unit

- **Talent Acquisition:** Led by Nicole Cappiello, our recruitment team sources licensed healthcare professionals through job boards, professional associations, and academic partnerships. The team maintains an active pipeline to support routine, surge, and emergency staffing needs while ensuring candidates meet role-specific qualifications.
- **Recruitment/Credentialing Specialists:** Led by Eve Benlulu, the team conducts comprehensive verification of credentials, including licensure, certification, education, employment history, and all required compliance documentation. All records are reviewed to ensure alignment with applicable State of West Virginia regulations, federal standards, and contract-specific requirements prior to assignment.
- **Apploi ATS:** Our Apploi system automates credential tracking, monitors license expirations, and ensures that only fully vetted and cleared professionals are assigned to client facilities. This system allows real-time visibility into staff compliance and readiness for deployment.
- **Background Screening:** All candidates undergo background checks through Sapphire monitoring. Screening is conducted in accordance with all applicable West Virginia laws and any additional contract requirements to ensure suitability for placement.
- **Health Screening:** Prior to deployment, staff complete health and immunization screenings, including TB testing, immunization verification, and medical clearance, through Mobile Health or other approved providers, ensuring compliance with state and facility-level health and safety standards.

Staffing & Scheduling Unit

- Coordinators oversee all daily scheduling functions, managing shift assignments and ensuring consistent coverage across all required units and timeframes. This includes coordination of day, evening, night, weekend, and holiday staffing needs. The scheduling team maintains continuous

communication with personnel and client leadership to ensure timely updates, rapid response to coverage gaps, and uninterrupted operational support.

Payroll & HR Unit

- **Payroll Processing:** The payroll department manages weekly payroll to ensure all personnel are compensated accurately and on schedule. Time and attendance records are reconciled against verified facility or program timesheets before payroll submission, ensuring accuracy, accountability, and compliance with client requirements.
- **Human Resources Management:** Under the leadership of **Hindy Teitelbaum**, the Human Resources team oversees employee relations, onboarding, benefits administration, and compliance with applicable New Jersey labor regulations and federal employment standards. HR provides continuous support to staff throughout their employment lifecycle.
- **Credential and Record Management:** The HR team maintains comprehensive personnel records, including licensure, certifications, health documentation, and employment eligibility verification (I-9). Records are securely stored, updated regularly, and made available for client or regulatory review as required, ensuring full compliance with contractual and statutory documentation requirements.

Training & Compliance Unit

- Oversees onboarding, orientation, and scheduling coordination to ensure that all personnel are prepared, informed, and fully aligned with contract requirements before assignment
- Manages annual recertifications and continuing education (CEUs), ensuring that all employees maintain required credentials and remain current with industry and regulatory standards.
- Compliance officers conduct regular audits of personnel files, training records, and documentation to verify adherence to federal, state, and contract-specific requirements.

Data Management & Reporting Unit

- Maintains a centralized database integrating Applioi (credentials), Sapphire (background checks, specifically FACIS level 3), Mobile Health (clearances), scheduling, training, and payroll.
- Provides real-time dashboards and reports to the district, including staffing levels, compliance rates, and key performance indicators (KPIs).

Workforce Risk & Compliance

- Led by Deenie Drezdner, the Workforce Risk & Compliance team monitors personnel performance, attendance, and engagement across all assigned facilities to ensure consistent service delivery and contractual compliance.

- Proactive follow-up with employees supports retention, mitigates staffing disruptions, and helps prevent service gaps by identifying and addressing issues before they impact operations.

Integration of Functions

Flagstar’s operational systems are interconnected, ensuring efficiency and accountability:

- Apploi credentialing integrates with Coordinator scheduling.
- Compliance data automatically blocks expired or non-cleared staff from assignment.
- Payroll and HR sync with scheduling to ensure accuracy and retention support.
- Dashboards consolidate all compliance, scheduling, and workforce data for real-time monitoring and reporting to the district.

This integrated framework ensures that Flagstar Staffing delivers reliable, compliant, and well-coordinated staffing services that support operational continuity, regulatory adherence, and high-quality performance across all contracted programs.

Recruitment & Retention Strategies

Recruitment Strategy

1. Outbound Recruitment Approach:

a. **Targeted Sourcing:** Flagstar Staffing’s Talent Acquisition team implements a proactive outbound recruitment strategy designed specifically to meet the requirements outlined by the Welch Community Hospital. Recruiters focus on sourcing Registered Nurses (RNs), Licensed Practical Nurses (LPNs), Certified Nursing Assistants (CNAs), and Allied Health personnel with documented experience in an educational setting.

This targeted sourcing approach ensures a steady pipeline of qualified nursing personnel capable of meeting the clinical coverage and compliance requirements outlined by the State of West Virginia and the contracting authority, including 24/7 staffing needs and specialized unit support.

2. Candidate Identification and Relationship Building:

a. **Deep Understanding:** Recruiters conduct thorough interviews and background reviews to assess each clinician’s suitability for DBS, including their experience with geriatric populations, medication administration, wound care, restorative supports, incident reporting, and accurate documentation in SigmaCare or similar EMR systems.

b. **Relationship-Based Recruitment:** Flagstar maintains ongoing communication with potential and active clinical staff to support engagement, minimize attrition, and ensure reliable 24/7 coverage — consistent with DBS requirement that staffing be available for all shifts and that “No Call/No Show” occurrences remain minimal.

3. **Comprehensive Candidate Submission Process:**

a. **Required Documentation:** Flagstar submits clinicians only when all DBS required documentation is fully completed, verified, and current, including:

- Candidate submission form and updated résumé
- Verified reference checks (minimum of two professional)
- Skills checklist tailored to clinical role (RN, LPN, CNA, or allied discipline)
- Proof of active licensure issued by the West Virginia Board of Nursing or applicable licensing authority
- Pre-employment drug screen
- Pre-employment physical completed within the last 12 months
- Statement of good health, confirming the employee is free from communicable disease and medically cleared to work
- **Updated immunization record**, including:
 1. PPD or IGRA tuberculosis test
 2. MMR
 3. Varicella
 4. Hepatitis B
 5. Influenza (seasonal)
 6. COVID vaccination or current exemption documentation
 7. Current BLS certification
 8. Current IV Certification/Recertification
- Completed annual core competency documentation
- Signed acknowledgments of all Lane Home policies

b. **Initial Review:** Once all required documentation is submitted, the Flagstar clinical review team evaluates each candidate's scope of practice, prior experience, and clinical competencies to ensure the candidate meets all mandatory DBS qualifications before presentation to the Authority for final approval.

4. **Onboarding and Credentialing:**

a. **Guided Onboarding:** Following DBS approval, Flagstar's credentialing specialists guide each clinician through a structured onboarding process. This onboarding includes confirmation that all DBS -required documentation is complete, including all clinical training, certifications, and RFP-mandated acknowledgments. Staff also receive orientation to reporting expectations, DBS documentation procedures (including SigmaCare), shift requirements, timekeeping rules, and facility-specific protocols.

b. **Compliance Checks:** Before assignment, the following items are verified as part of Flagstar's DBS-compliant credentialing protocol:

- Professional license verification via WV Board of Nursing or WV Department of Health
- Education verification
- Criminal background check (pre-employment)
- Drug screening results

- Health screening results
- BLS certification
- IV certification
- Annual safety and competency modules
- Employment eligibility verification (I-9)
- Client-specific onboarding requirements

Retention Strategies

Retention is critical to ensuring continuity of care and maintaining a stable high-performing clinical workforce to DBS. Flagstar invests in staff satisfaction, professional growth, and well-being to reduce turnover and support nurses in providing safe, compassionate patient care in long-term and subacute care settings.

Retention Strategy:

1. Professional Development and Career Growth:

- a. *Continuous Training:* We offer continuous professional development through workshops, seminars, and certifications in evidence-based practices and trauma-informed care.
- b. *Industry Exposure:* Creating exposure for staff to some of the best leaders and organizations in their line of work, enhancing their professional networks and growth opportunities.

2. Supportive Work Environment:

- a. *Supervision and Mentorship:* Regular supervision and mentorship to support staff in their professional growth and address any challenges they may encounter.
- b. *Work-Life Balance:* We promote work-life balance through flexible scheduling and support for self-care to prevent burnout and ensure staff well-being.
- c. *Dedicated Recruiter Support:* Each staff member has a dedicated recruiter individualized to their contract experience, providing the necessary support while on the job and attention to their work experience to assist with escalating issues appropriately when needed.

3. Recognition and Incentives:

- a. *Employee Recognition Programs:* Recognition programs are implemented to celebrate staff achievements and contributions, fostering a positive work environment.

Backup/Coverage Plan - Being able to provide support to staff and having a coverage plan for when staff are absent are crucial aspects of effective management and ensuring smooth operations. FSN's best practices;

- 1. Clear Communication:** Ensure the staff knows whom to contact for support when scheduling issues arise.
- 2. Cross-Training:** Cross-train staff on different roles, responsibilities, and assigned areas. Have a secondary point of contact for each assigned area.

3. **Flexible Scheduling:** As supported by the assigned caseload, implement flexible scheduling options, also consider having part-time staff who can step in when needed based on the caseload per area. This flexibility can help in managing unexpected absences more effectively.
4. **Regular Check-Ins:** Conduct regular check-ins with each area to understand workload, potential challenges, and upcoming absences. This proactive approach will allow FSN leadership to anticipate staffing needs and plan accordingly.
5. **Support and Recognition:** Provide ongoing support and recognition to the contract staff members to maintain morale and reduce burnout, which can indirectly help in reducing unplanned absences.
6. **Feedback Mechanism:** Solicit feedback where staff can provide input on the effectiveness of coverage plans, assignments, and suggest improvements.
7. **Timecard Validations:** FSN currently utilizes state-of-the-art geofencing software, which allows us to ensure timecard compliance. Nevertheless, at the beginning and end of each shift, FSN's employees have their respective timecards signed off by their facility supervisor.

Pre-Employment Screening:

- All candidates undergo primary source verification of licensure, education, and certifications for their specific discipline (RN, LPN, CNAs).
- Federal and state background checks, drug testing, and reference checks are conducted prior to hire.
- Health screenings, including immunization verification, TB testing, and physicals, ensure nurses are medically cleared.

Compliance Monitoring:

- **Automated Credential Tracking:** Using our integrated credentialing system, Flagstar tracks all expiration dates for licensure, health documentation, physical exams, vaccinations, BLS/IV certifications, and annual competencies. The system issues automated reminders 90, 60, and 30 days prior to expiration to ensure uninterrupted compliance.
- **Quarterly Personnel File Audits:** Supervisors conduct quarterly compliance audits of personnel files to ensure alignment with DBS requirements. Audit findings and compliance status updates are available to DBS upon request.
- **Scheduling Restrictions for Non-Compliance:**
Staff cannot be scheduled or assigned if any compliance requirement—including licenses, background checks, physicals, immunizations, BLS, IV certification, or skills competency—expires or becomes incomplete. The system blocks non-compliant staff to ensure that only cleared and fully compliant personnel may provide care.

This allocation ensures Flagstar Staffing sustains the administrative strength, oversight capacity, and operational readiness needed to meet DBS's expectations for dependability, compliance, and service quality.

Quality Control Plan

FSN acknowledges, agrees, and is compliant with the aforementioned quality assurance requirements listed throughout the request for quote. Performance reviews are essential to our everyday operations and our continuous improvement as a company. We believe that keeping detailed documentation is critical, as it is used to evaluate professional practice as part of quality mechanisms, peer reviews, performance reviews, audits, accreditation procedures, legislative inspections, and critical incident reviews. We hold employee performance reviews twice a year to consider different strengths and areas of improvement for each employee. Providing employees with praise, feedback, and constructive criticism is imperative for ensuring that the highest quality care is being provided on a daily basis. FSN understands the responsibility of having a Quality Control and Assurance Plan.

Quality Assurance:

- **Continuous Improvement:** Implementing a feedback loop to incorporate learnings and improve service delivery continuously.
- **Monitoring and Evaluation:** Regular audits and evaluations will be conducted to assess the effectiveness of the services provided and ensure compliance with requirements set forth in the request for quote.
- **Data-Driven Decision Making:** Utilizing data analytics to track progress, identify trends, and make informed decisions.

We understand that this plan should tie to the predefined Service Level Agreements, as outlined in the request for quote. FSN is intently focused on our quality assurance efforts. These efforts begin with the hiring and onboarding phases of our projects to ensure that we are providing the highest quality resources possible. This involves candidates undergoing multiple rounds of review and appropriate background checks. In many instances, candidates may undergo multiple background checks depending on requirements. For Federal engagements, we conduct regular quality assurance checks to ensure that operations are consistently effective and up to our high standards. Every 6 months, we conduct adverse action checks. These checks help us ensure that we are providing clients with only the highest quality personnel. Additionally, we find it imperative to remain on top of all staff certifications and licenses throughout the year. In January and July, we conduct a check to ensure that all FTEs and PRNs are up to date on their certifications and licenses. Our firm remains in complete compliance with the standards of The Joint Commission and the Centers for Medicare and Medicaid Services at all times. Additionally, we are happy to become compliant with any requirements or certifications asked of by DBS. Through such accreditations, we share in their focus on patient care and organizational functions that are essential to providing safe and high-quality care.

High Standards for Quality:

a. **Implementing Evidence-Based Practices and/or Trauma-Informed Care Models:**

All our services are grounded in evidence-based practices and trauma-informed care models. This ensures that our interventions are not only effective but also sensitive to the traumatic experiences of the veterans we serve.

b. **Willingness to Implement Best Practices and Evidence-Based Interventions:**

FSN is committed to staying at the forefront of scientific advancements in the field. We regularly update our practices and interventions based on the latest research to ensure we are providing the best possible care.

c. **Outcomes Oriented:**

We systematically track the performance of our employees. This data-driven approach allows us to continually assess and improve our services.

d. **Capacity and Organizational Resources to Engage in Program Implementation:**

FSN has the necessary capacity and organizational resources to support effective program implementation. Our infrastructure, technology, and staffing levels are all designed to ensure the successful delivery of our services.

e. **No Revocations of Accreditation, Licensure, or Certification:**

At FSN, we are proud to be in alignment with Joint Commission-certified healthcare staffing agencies. We maintain all necessary accreditations, licensures, and certifications with no history of revocations. This impeccable record underscores our commitment to high standards of practice and organizational integrity. Our dedication to maintaining these standards reflects our unwavering commitment to providing exceptional service and support to the families and communities we serve.

References

Past Performance Reference 1:

Phoenix Center for Rehabilitation and Pediatrics- 1433 Ringwood Avenue, Haskell, NJ 07420

- 1. Natasha Islam, Administrator - 646-309-7870 nislam@phoenixcrp.com**
- 2. Period of Performance: 2021 – Current**
- 3. Contract Amount: IDIQ Not To Exceed \$100M/year**



Situation: The Phoenix Center for Rehabilitation and Pediatrics, located in New Jersey, is a specialized healthcare facility providing comprehensive long-term care, rehabilitation, and pediatric services to medically complex populations. The Center delivers skilled nursing, subacute rehabilitation, and specialized pediatric care in a structured, interdisciplinary environment designed to support both recovery and long-term quality of life. Phoenix Center is known for serving patients with complex medical needs, including ventilator dependence, neurological conditions, developmental disabilities, and post-acute rehabilitation requirements. Care is delivered by a multidisciplinary team of physicians, nurses, therapists, and support professionals who collaborate to create individualized care plans focused on clinical stability, functional improvement, and family engagement.

Task: The facility required dependable staffing for CNAs, nurses, and therapists to ensure full coverage across geriatric and pediatric units while maintaining compliance, safety, and continuity of care.

Action: To ensure dependable staffing across geriatric and pediatric units, a comprehensive staffing plan was implemented based on unit-specific census, acuity levels, and regulatory requirements. Staffing grids were developed for CNAs, nurses, and therapists to meet required ratios and maintain continuous coverage across all shifts, including nights, weekends, and holidays. Recruitment efforts focused on clinicians with experience in geriatric and pediatric care, supported by thorough credential verification, background screening, and compliance checks prior to placement. A pre-screened talent pool and dedicated float staff were maintained to address call-outs, census changes, and emergent coverage needs without disruption to patient care. All assigned staff received facility-specific orientation and unit-based training, including pediatric safety protocols, geriatric care standards, infection control, documentation requirements, and emergency procedures. Centralized scheduling and daily staffing reviews were used to proactively manage coverage and ensure continuity of care. Ongoing quality assurance measures included monitoring licensure compliance, tracking fill rates and performance metrics, and conducting regular audits to support patient safety and regulatory adherence.

Result: Clear communication channels between staffing coordinators and facility leadership ensured timely issue resolution, while continuous performance review and improvement efforts helped sustain reliable staffing, compliance, and high-quality care delivery for both patient populations. The Phoenix Center maintained stable staffing and continuous high-quality care. To date, the contract has been staffed with 185 RNs, LPNs, and CNAs. Facility leadership has expressed strong satisfaction and continues to rely on Flagstar.

Past Performance Reference 2:

Merakey Allegheny Valley School- 9990 Verree Rd, Philadelphia, PA 19115

1. Cathy Engleke- 412-337-8724

2. Period of Performance: 9/2017 – Current**3. Contract Amount: IDIQ Not To Exceed \$100M/year**

Situation: Merakey is a specialized educational and treatment facility serving children and adolescents with complex developmental disabilities and behavioral health needs. The school provides highly structured, individualized programming for students with autism spectrum disorder, intellectual and developmental disabilities, and co-occurring behavioral or medical challenges. The campus delivers comprehensive special education services alongside therapeutic supports, including behavioral intervention, nursing services, and related therapies, within a safe and supportive learning environment. Multidisciplinary teams collaborate closely to develop and implement individualized education programs (IEPs) that emphasize skill development, emotional regulation, communication, and functional independence. As part of Merakey’s broader continuum of care, Allegheny Valley School plays a critical role in supporting students who require intensive services beyond traditional classroom settings, prioritizing consistency, regulatory compliance, and evidence-based practices to promote long-term educational and life outcomes.

Task: Provide consistent DSP support 24/7 to meet individualized care plans.

Action: To provide consistent 24/7 Direct Support Professional (DSP) coverage aligned with individualized care plans, a structured staffing and oversight approach was implemented to ensure continuity, reliability, and quality of care. Staffing needs were assessed based on each individual’s care plan, acuity level, and required support ratios, with coverage schedules developed to ensure uninterrupted support across all shifts, including overnight, weekends, and holidays. A core team of trained DSPs was assigned to each program to promote consistency, familiarity, and trust, supported by a pre-screened float pool and on-call staff to address absences or emergent needs without service disruption. All DSPs received program-specific orientation and ongoing training focused on person-centered care, behavioral supports, health and safety protocols, documentation requirements, and emergency response procedures. Supervisory staff provided regular oversight through shift check-ins, performance monitoring, and review of service documentation to ensure care was delivered in accordance with individualized plans. Quality assurance measures included routine audits, incident tracking, and continuous feedback from individuals served and program leadership.

Result: Through our High-quality, uninterrupted care maintained; leadership satisfied; ongoing partnership demonstrates continued trust. This proactive approach ensured reliable 24/7 DSP coverage while maintaining compliance, safety, and consistent implementation of individualized care plans.

Past Performance Reference 3:

Allegheny County- Contract Number

- 1. Frank Alessio- Chief Purchasing Officer; 412-350-6918**
Frank.Alessio@AlleghenyCounty.US
- 2. Period of Performance: April 1, 2022- March 31, 2027**
- 3. Contract Amount: IDIQ Not To Exceed \$60M/year**

Situation: Allegheny County is required by state and federal regulations to provide an adequate number of registered nurses, licensed practical nurses, and certified nursing assistants at our four long-term care centers and our adult detention center. FSN staff coverage may be required for all shifts, twenty-four hours per day, seven days per week, for those personnel in direct resident care.

Task: For the Kane Regional Centers, the following personnel are required: Assistant Director of Nursing (ADON), RN Supervisor (RCC), Registered Nurse (RN), Licensed Practical Nurse (LPN), Certified Nursing Assistant (CNA), Pharmacy Technician. For the County Jail: Assistant Director of Nursing (ADON), Registered Nurse (RN), MHRN, SURN-RN, SURN-LPN, Mental Health Specialist (MHS), Medical Assistant (MA), Pharmacy Technician, Psych Aid, and Substance Use Counselor.

Action: FSN collaborated with executive and facility leadership to find a turnkey solution while remaining fiscally responsible. FSN leads in finding local, travel, and PRN staffing for all positions listed above. FSN's turn-key approach improves the "triple aim" approach for each facility while helping break the social determinants of health.

Result: Allegheny County was able to increase its capabilities due to FSN's leadership and willingness to be a part of the team. Allegheny County utilizes FSN's model to provide mission-focused, veteran-led healthcare solutions that prioritize quality, compassion, and community impact.

Past Performance Reference 4:

The Allure Group

- 1. Heshy Licht - 718-567-1149 hlicht@omegahcb.com**
- 2. Period of Performance: 2012 – Current**
- 3. Contract Amount: IDIQ Not To Exceed \$100M/year**

Situation: The Allure Group is a New York-based healthcare organization specializing in post-acute rehabilitation, skilled nursing, and long-term care services. The organization operates a network of facilities focused on serving medically complex patients requiring short-term rehabilitation, chronic care, and specialized clinical support following hospital discharge. The Allure Group is recognized for managing high-acuity populations, including patients with complex medical, neurological, and rehabilitative needs. Its care model emphasizes interdisciplinary collaboration among nursing, therapy, medical, and support teams to deliver individualized care plans that promote recovery, functional improvement, and continuity of care. With a strong focus on regulatory compliance, quality outcomes,



and operational excellence, The Allure Group plays a significant role in New York’s post-acute care continuum, supporting hospitals and communities by providing clinically advanced services that bridge acute care and long-term recovery.

Task: Secure reliable staffing, especially for weekend shifts where demand is highest. Operating 6 nursing and rehabilitation centers in NY, The Allure Group must maintain proper staffing levels of RNs, LPNs, and CNAs across all shifts, including nights, weekends, and holidays.

Action: Flagstar provided qualified RNs, LPNs, and CNAs, scheduled to work every other weekend, coordinating directly with facility leadership for balanced coverage and compliance.

Result: Facilities met all Department of Health staffing ratios; patient care remained uninterrupted. Contract staffed with 1,618 RNs, LPNs, and CNAs. Leadership expressed satisfaction and provided referrals.

Past Performance Reference 5:

Penn Health Partners

- 1. Elie Pollak - 718-440-7784 epollak@pennhealthpartners.com**
- 2. Period of Performance: 2022 – Current**
- 3. Contract Amount: IDIQ Not To Exceed \$100M/year**

Situation: Penn Health Partners is a healthcare services organization that supports clinical operations, care coordination, and administrative functions across a broad continuum of care. The organization works in collaboration with healthcare providers and facilities to enhance access, efficiency, and quality of patient services. Penn Health Partners plays a key role in supporting patient-centered care through integrated clinical support, population health initiatives, and operational infrastructure designed to improve outcomes and continuity of care. Its model emphasizes collaboration among multidisciplinary teams, compliance with regulatory standards, and alignment with best practices in healthcare delivery. Through its focus on coordination, quality improvement, and system-level support, Penn Health Partners contributes to strengthening healthcare delivery across the communities it serves, ensuring that providers are equipped to meet complex patient needs in both acute and post-acute settings.

Task: Ensure dependable coverage for all shifts, particularly weekends. Oversees 5 long-term care facilities in NY and must comply with DOH staffing regulations requiring adequate RN, LPN, and CNA coverage 24/7.

Action: Deployed qualified RNs, LPNs, and CNAs for daily and weekend shifts, coordinating with leadership for optimal staffing mix.



Result: Facilities met DOH requirements; residents received uninterrupted care. Contract staffed with 531 RNs, LPNs, and CNAs. Administrators expressed confidence and recommended services to other facilities.

Past Performance Reference 6:

State University of New York (SUNY)-Contract Number FSN-C507304

- 1. Levi Kastner- 225-577-5762 contactus@jdm-vet.com**
- 2. Period of Performance: October 14, 2025- October 13, 2028**
- 3. Contract Amount: IDIQ Not To Exceed \$100M/year**

Situation: SUNY Upstate Medical University (“Upstate”), located in Syracuse, New York, is the only academic medical center in Central New York. With an operating budget of approximately \$1.8 billion, it is the region's largest employer with approximately 10,100 employees and generates more than \$2.5 billion in economic impact for the State of New York. Upstate University Hospital is one of three hospitals in the SUNY System and serves the 17-county Central New York region, covering one-third of the state’s landmass, which spans from north of Watertown, south to Binghamton and points east and west of Syracuse. Upstate University Hospital has a total of 772 licensed beds at its two hospital campuses: the downtown campus (“University Hospital”), located at 750 East Adams St., Syracuse, New York with 458 licensed beds, and Upstate University Hospital Community Campus (“Community Hospital”) located at 4900 Broad Road, Syracuse, New York, with 314 licensed beds. The Upstate Golisano Children’s Hospital crowns the east tower on the downtown campus. Collectively, these hospitals are referred to herein as “Hospital”.

Task: Upstate currently employs approximately six hundred (600) full-time temporary clinical employees on average and at any given time per month. Approximately four hundred (400) of the temporary clinical staffing employees employed at Upstate are Registered Nurses. Approximately two hundred (200) of the temporary clinical staffing employees are employed per month at Upstate. FSN is tasked with fulfilling these positions on an ever-evolving basis, month to month, for various positions.

Action: As outlined in our recruiting and retention strategy, FSN successfully operated and staffed each facility regardless of the time of assignment. FSN utilized our SMS system to address any call-in situations, worked closely with the Director of Nursing (DONs) at each site, and demonstrated that our “hands-on, boots on the ground” approach is successful.

Result: FSN has been an integral part of the SUNY Upstate team and supports a large number of temporary clinical employees.

Past Performance Reference 7:

Indiana University-Contract Number FSN-CCAYA-IU

- 1. Levi Kastner- 225-577-5762 contactus@jdm-vet.com**



2. Period of Performance: October 14, 2025- October 13, 2028

3. Contract Amount: IDIQ Not To Exceed \$100M/year

Situation: Indiana University Health (IU Health) is the largest and most comprehensive health system in Indiana, renowned for its integrated delivery model, academic partnership, and statewide reach. Headquartered in Indianapolis, IU Health operates a network of 16 major hospitals, hundreds of primary and specialty care clinics, and expansive outpatient and ambulatory services, making it the dominant provider of advanced healthcare across Indiana.

Task: IU Health is a major economic engine in the state, employing over 30,000 team members and contributing significantly to Indiana’s healthcare workforce and infrastructure. IU Health includes but is not limited to: IU Health Methodist Hospital – high-acuity trauma, cardiovascular, and transplant services, IU Health University Hospital – advanced specialty and academic medicine programs, Riley Hospital for Children at IU Health – nationally ranked pediatric care, IU Health Simon Cancer Center – NCI-designated cancer care and research. Together, these centers drive advanced clinical care and innovation across the Midwest. FSN is tasked with helping provide temporary clinical employees across the nursing and allied health professional fields.

Action: FSN quickly recognized the importance IU Health puts into its commitment to improving the “triple aim”- a staple in the healthcare community that focuses on improving the quality of healthcare, affordability of healthcare, and access to healthcare. FSN improves IU Health in all three facets, specifically bringing high-quality professionals for temporary or long-term assignments.

Result: FSN has been an integral part of the IU Health team and supports a large number of temporary clinical employees. FSN’s alignment with TJC has also made surveys and audits easier for facility staff while improving IU Health’s approach to improving the “triple aim”.

Affirmative Action & Equal Employment Opportunity Compliance

Flagstar Staffing Inc. certifies full compliance with all applicable Federal and State Equal Employment Opportunity (EEO), nondiscrimination, and Affirmative Action statutes and regulations. Flagstar acknowledges its obligation to provide all required Affirmative Action documentation to GCIA upon award, and to comply fully with ongoing reporting, audit, and workforce participation requirements.



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

02/25/2026

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

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

PRODUCER P&G Brokerage Inc. 1648 61st Street Brooklyn NY 11204		CONTACT NAME: Bruchy Basch PHONE (A/C, No, Ext): (718) 854-2818 E-MAIL ADDRESS: bruchyb@pandginsurance.com FAX (A/C, No): (718) 854-3108	
		INSURER(S) AFFORDING COVERAGE	
		INSURER A: United Specialty Insurance Co	
		INSURER B: AmTrust Insurance Co	
		INSURER C:	
		INSURER D:	
		INSURER E:	
		INSURER F:	
INSURED Flagstar Staffing, Inc. 117 Ditmas Avenue Brooklyn NY 11218		NAIC # 15954	

COVERAGES

CERTIFICATE NUMBER: CL254741110

REVISION NUMBER:

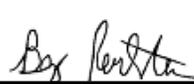
THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE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

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:			VGM2772207842410	04/10/2025	04/10/2026	EACH OCCURRENCE	\$ 1,000,000
							DAMAGE TO RENTED PREMISES (Ea occurrence)	\$ 100,000
							MED EXP (Any one person)	\$ 10,000
							PERSONAL & ADV INJURY	\$ 1,000,000
							GENERAL AGGREGATE	\$ 3,000,000
							PRODUCTS - COMP/OP AGG	\$ 3,000,000
							Deductible	\$ 0
A	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY			VGM2772207842410	04/10/2025	04/10/2026	COMBINED SINGLE LIMIT (Ea accident)	\$
							BODILY INJURY (Per person)	\$
							BODILY INJURY (Per accident)	\$
							PROPERTY DAMAGE (Per accident)	\$
							HNOA Limit	\$ \$1M/\$1M
	UMBRELLA LIAB <input type="checkbox"/> OCCUR EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED RETENTION \$						EACH OCCURRENCE	\$
							AGGREGATE	\$
								\$
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below			KWC1358550	05/21/2025	05/21/2026	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTHER	
							E.L. EACH ACCIDENT	\$ 1,000,000
							E.L. DISEASE - EA EMPLOYEE	\$ 1,000,000
							E.L. DISEASE - POLICY LIMIT	\$ 1,000,000
A	Professional Liability Occurrence			VGM2772207842410	04/10/2025	04/10/2026	Each Claim Limit	\$1,000,000
							Aggregate Limit	\$3,000,000
							Deductible	\$0

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

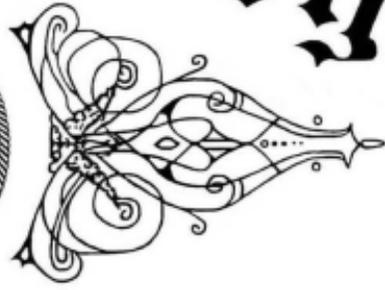
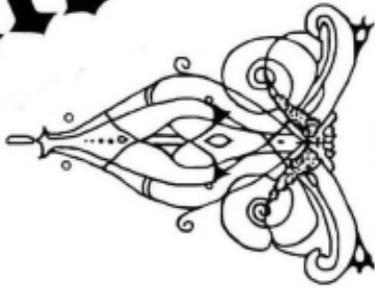
*Workers Compensation in all other states besides New York (AZ, CT, GA, NC, NH, NJ, PA) is with Wesco Insurance Company, Policy No.: WWC3789526, same limits and expiration date as AmTrust.

CERTIFICATE HOLDER**CANCELLATION**

State of West Virginia SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST Romney WV 26757	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE 
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State of West Virginia



Certificate

*I, Kris Warner, Secretary of State,
of the State of West Virginia, hereby certify that*

FLAGSTAR STAFFING INC.

has filed the appropriate registration documents in my office according to the provisions of the West Virginia Code and hereby declare the organization listed above as duly registered with the Secretary of State's Office.

*Given under my hand and
the Great Seal of West Virginia
on this day of
October 28, 2025*



Secretary of State



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

**State of West Virginia
 Centralized Request for Quote
 Medical**

Proc Folder: 1897869		Reason for Modification:	
Doc Description: Nursing Services		Addendum No. 1	
Proc Type: Central Master Agreement		Vendor questions and Responses	
Date Issued	Solicitation Closes	Solicitation No	Version
2026-02-19	2026-03-03 13:30	CRFQ 0403 DBS2600000009	2

BID RECEIVING LOCATION

BID CLERK
 DEPARTMENT OF ADMINISTRATION
 PURCHASING DIVISION
 2019 WASHINGTON ST E
 CHARLESTON WV 25305
 US

VENDOR

Vendor Customer Code:

Vendor Name :

Address :

Street :

City :

State : **Country :** **Zip :**

Principal Contact :

Vendor Contact Phone: **Extension:**

FOR INFORMATION CONTACT THE BUYER
 James W Atkins
 (304) 558-0094
 james.w.atkins@wv.gov

Vendor Signature X **FEIN#** **DATE**

All offers subject to all terms and conditions contained in this solicitation

ADDITIONAL INFORMATION

ADDENDUM NO. 1

Addendum No. 1 issued to publish and distribute the attached information to the Vendor Community

The West Virginia Purchasing Division is soliciting bids on behalf of West Virginia Schools for the Deaf and the Blind (WVSDb) to establish an open-end contract for services to provide comprehensive nursing services of assessment, and promotion and maintenance of health for students enrolled at the West Virginia Schools for the Deaf and the Blind (WVSDb), located in Romney, WV., per the attached bid requirements, terms & conditions and specifications.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
1	RN BSN Nursing Services - Day Shift (8:00am - 4:00pm) M-F	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:

Nursing Services - Day Shift (8:00am - 4:00pm) M-F

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
2	RN BSN Nursing Services - Evening Shift (4:00pm - 12:00am)	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:

Nursing Services - Evening Shift (4:00pm - 12:00am) M-F

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
3	RN BSN Nursing Services - Overnight (12:00am - 8:00am) M-F	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:

Nursing Services - Overnight (12:00am - 8:00am) M-F

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
4	RN BSN Weekend Shift up to 12 hours Sat & Sun	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:

Nursing Services - Weekend Shift (up to 12 hr shift) Saturday & Sunday.

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
5	RN BSN Nursing Services - Overtime	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:
Nursing Services - Overtime

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
6	RN BSN Nursing Services - Holiday	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:
Nursing Services - Holiday

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
7	RN Nursing Services - Day Shift (8:00am - 4:00pm)	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:

Nursing Services - Day Shift (8:00am - 4:00pm) M-F

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
8	RN Nursing Services - Evening Shift (4:00pm - 12:00am)	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:

Nursing Services - Evening Shift (4:00pm - 12:00am) M-F

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
9	RN Nursing Services - Overnight (12:00am - 8:00am) M-F	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:

Nursing Services - Overnight (12:00am - 8:00am) M-F

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
10	RN Weekend Shift up to 12 hours Sat & Sun	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:

Nursing Services - Weekend Shift (up to 12 hr shift) Saturday & Sunday.

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
11	RN Nursing Services - Overtime	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:
Nursing Services - Overtime

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
12	RN Nursing Services - Holiday	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:
Nursing Services - Holiday

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
13	LPN Nursing Services - Day Shift (8:00am - 4:00pm)	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:

Nursing Services - Day Shift (8:00am - 4:00pm) M-F

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
14	LPN Nursing Services - Evening Shift (4:00pm - 12:00am)	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:

Nursing Services - Evening Shift (4:00pm - 12:00am) M-F

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
15	LPN Nursing Services - Overnight (12:00am - 8:00am) M-F	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:

Nursing Services - Overnight (12:00am - 8:00am) M-F

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
16	LPN Weekend Shift up to 12 hours Sat & Sun	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:

Nursing Services - Weekend Shift (up to 12 hr shift) Saturday & Sunday.

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
17	LPN Nursing Services - Overtime	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:
Nursing Services - Overtime

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
18	LPN Nursing Services - Holiday	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:
Nursing Services - Holiday

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

SCHEDULE OF EVENTS		
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<u>Line</u>	<u>Event</u>	<u>Event Date</u>
1	Questions Due at 2:30pm EST.	2026-02-17

SOLICITATION NUMBER: CRFQ DBS26*09
Addendum Number: 1

The purpose of this addendum is to modify the solicitation identified as (“Solicitation”) to reflect the change(s) identified and described below.

Applicable Addendum Category:

- Modify bid opening date and time
- Modify specifications of product or service being sought
- Attachment of vendor questions and responses
- Attachment of pre-bid sign-in sheet
- Correction of error
- Other

Description of Modification to Solicitation:

1. Vendor questions and Responses

No other changes

Additional Documentation: Documentation related to this Addendum (if any) has been included herewith as Attachment A and is specifically incorporated herein by reference.

Terms and Conditions:

1. All provisions of the Solicitation and other addenda not modified herein shall remain in full force and effect.
2. Vendor should acknowledge receipt of all addenda issued for this Solicitation by completing an Addendum Acknowledgment, a copy of which is included herewith. Failure to acknowledge addenda may result in bid disqualification. The addendum acknowledgement should be submitted with the bid to expedite document processing.

CRFQ DBS2600000009

Questions

1. Is this a new contract or renewal of an existing contract?

A: New

2. In order to be considered responsive for this solicitation, is it mandatory to bid on all positions?

A: Yes, you will need to provide pricing information for all positions.

3. What is the estimated budget for this contract?

A: Budget will vary based on need.

4. Is it mandatory to subcontract?

A: No

5. Could you please provide information on the daily duration of shifts required for the necessary professions? For example, the number of hours per day?

A: Most shifts are 8 hours, but some may be 12.

6. What is required to be submitted in the response, aside from price?

A: Please read the solicitation for details on requirements.

7. Is it anticipated that the three awarded vendors will divide the estimated number of hours in the CRFQ? Or are those estimated hours per vendor?

A: As stated in 5.1 **“The vendor selection method will be based on the lowest bid vendor first, if this vendor does not have available nurses at time of request, then the next lowest bidder will be selected”**

8. Can you confirm that it is acceptable to respond through WV Oasis?

A: Yes

9. Are resumes and licensures for nurses required for response to the CRFQ?

A: Resumes and licensures are required for verification before they can be assigned to the school.

10. Is the contracted agency responsible for providing orientation to the skilled nurse staff, or will the school/district orient new nurse staff?

A: The school will provide orientation.

11. Will the skilled nurse staff document care for the student on forms provided by the school/district?

A: Yes we use pen and paper and document on nurse's notes and MARS.

12. Is there any expectation for the contracted agency to provide supervision of the contracted school staff? If yes, how often?

A: No, we have a full time RN BSN who supervises. If there is an issue with a nurse, the contracted agency would need to follow their procedures.

13. Is there a district nurse for the schools? How would they be involved as far as physicians' orders are concerned?

A: Per the solicitation, there is only ONE school and the school has a full-time school nurse. We collaborate a lot with student's individual providers. Not very often does orders come in from a doctor, but those are orders would be communicated to any of the nurses.

14. What is your projected spend on nursing services in the 2026 and 2027 school year?

A: Spend will vary based on need.

15. How many RN with BSNs do you anticipate needing in 2026 and 2027 school year? How many RNs with BSNs do you need by shift?

A: At this time we have we do not have a need for an RN BSN. The school only has to have one total.

16. How many RN do you anticipate needing in 2026 and 2027 school year? How many RNs do you need by shift?

A: Possibly one

17. How many LPNs do you anticipate needing in 2026 and 2027 school year? How many LPNs do you need by shift?

A: Up to two

18. Will contracted nurses have a consistent schedule with full-time 40 hours per week?

A: Nurses follow the school calendar. If there is no school, then no hours will be given.

19. Will contracted nurses be utilized per-diem and on an as-needed basis?

A: Contracted nurses will be paid a daily rate and for the most part will be given a schedule to follow. The monthly schedule is completed two weeks before the start of the next month. Call offs or additional coverage would be considered as-needed and could be with as little as two hours notice.

20. How many nurses overall did you need in the 2025 and 2026 school year?

A: Possibly one.

21. Can the Agency please explain how contract needs will be disseminated to awarded vendors post-implementation?

A: As stated n 5.1 **“The vendor selection method will be based on the lowest bid vendor first, if this vendor does not have available nurses at time of request, then the next lowest bidder will be selected”**

22. Can the Agency please describe the supplies and materials that contracted providers will have access to at the Agency? (Wi-Fi, computer access, testing material, office supplies, etc.)?

A: Office supplies, medical supplies, Wifi

23. What supplies are required of vendor-supplied staff (e.g., laptops, cell phones, etc.)?

A: Contracted providers aren't usually provided access to our computers, so laptop

24. Can the Agency please provide a Job Description and qualifications for the solicited positions?

A: Please read 3.1 and 4.1 in the solicitation.

25. Please confirm whether current staff may be eligible to transition to the newly awarded vendor(s).

A: No.

26. Can the agency provide historical utilization data for the past two to three years, including total hours worked, number of nurses by discipline (e.g., RN, LPN), and any seasonal or peak demand trends?

A: No we can not provide that.

27. Please clarify the meaning of “as needed” staffing in terms of expected weekly hours, advance scheduling notice, minimum guaranteed hours (if any), and typical response time expectations for filling requests.

A: . The monthly schedule is completed two weeks before the start of the next month. Call offs or additional coverage would be considered as-needed and could be with as little as two hours notice.

28. Please clarify how the open-end multiple award structure will be administered in practice.

A: As stated n 5.1 **“The vendor selection method will be based on the lowest bid vendor first, if this vendor does not have available nurses at time of request, then the next lowest bidder will be selected”**

29. Will service requests be issued based on lowest evaluated price first, rotational distribution among awarded vendors, or based on vendor availability and performance?

A: As stated n 5.1 “The vendor selection method will be based on the lowest bid vendor first, if this vendor does not have available nurses at time of request, then the next lowest bidder will be selected”

30. If the lowest-priced vendor cannot supply staff, how will the next vendor be selected (e.g., sequential ranking, rotation, or other method)?

A: As stated n 5.1 “The vendor selection method will be based on the lowest bid vendor first, if this vendor does not have available nurses at time of request, then the next lowest bidder will be selected”

31. Does the solicitation or state procurement policy formally define the term “open-end” as it applies to this contract?

A: “open-end” means that we do not know the spend over the term of the contract and could vary from year to year based on need.

32. Vendor must submit resumes for all potential applicants within five (5) business days of the request. Selected applicants MUST attend pre-training with specific days and times provided to the vendor.

A: This is correct.

33. How long is the pre-training? Will selected applicants be paid during pre-training?

A: Length may vary based on experience and they would be paid.

34. Do we need to add any technical response?

A: Please read the solicitation for details on requirements.

35. Can you please suggest what do we need to return with our response? Do we need to return complete solicitation documents after filling in it?

A: Please read the solicitation for details on requirements.

36. Do we only need to return pricing and filling forms that are available in the solicitation document? If yes, please suggest which forms do we need to return in order to comply with it?

A: Please read the solicitation for details on requirements.

37. What is the expected turnaround time for vendors to submit candidate résumés after receiving a job request?

A: 5 business days

38. Is there any local vendor preference?

A: No

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFQ DBS26*09

Instructions: Please acknowledge receipt of all addenda issued with this solicitation by completing this addendum acknowledgment form. Check the box next to each addendum received and sign below. Failure to acknowledge addenda may result in bid disqualification.

Acknowledgment: I hereby acknowledge receipt of the following addenda and have made the necessary revisions to my proposal, plans and/or specification, etc.

Addendum Numbers Received:

(Check the box next to each addendum received)

- | | |
|--|--|
| <input checked="" type="checkbox"/> Addendum No. 1 | <input type="checkbox"/> Addendum No. 6 |
| <input type="checkbox"/> Addendum No. 2 | <input type="checkbox"/> Addendum No. 7 |
| <input type="checkbox"/> Addendum No. 3 | <input type="checkbox"/> Addendum No. 8 |
| <input type="checkbox"/> Addendum No. 4 | <input type="checkbox"/> Addendum No. 9 |
| <input type="checkbox"/> Addendum No. 5 | <input type="checkbox"/> Addendum No. 10 |

I understand that failure to confirm the receipt of addenda may be cause for rejection of this bid. I further understand that that any verbal representation made or assumed to be made during any oral discussion held between Vendor's representatives and any state personnel is not binding. Only the information issued in writing and added to the specifications by an official addendum is binding.

Flagstar Staffing

Company

Authorized Signature

2/27/26

Date

NOTE: This addendum acknowledgment should be submitted with the bid to expedite document processing.



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

State of West Virginia
 Centralized Request for Quote
 Medical

Proc Folder: 1897869			Reason for Modification:
Doc Description: Nursing Services			
Proc Type: Central Master Agreement			
Date Issued	Solicitation Closes	Solicitation No	Version
2026-02-09	2026-03-03 13:30	CRFQ 0403 DBS2600000009	1

BID RECEIVING LOCATION

BID CLERK
 DEPARTMENT OF ADMINISTRATION
 PURCHASING DIVISION
 2019 WASHINGTON ST E
 CHARLESTON WV 25305
 US

VENDOR

Vendor Customer Code:

Vendor Name :

Address :

Street :

City :

State : **Country :** **Zip :**

Principal Contact :

Vendor Contact Phone: **Extension:**

FOR INFORMATION CONTACT THE BUYER
 James W Atkins
 (304) 558-0094
 james.w.atkins@wv.gov

Vendor Signature X **FEIN#** **DATE**

All offers subject to all terms and conditions contained in this solicitation

ADDITIONAL INFORMATION

The West Virginia Purchasing Division is soliciting bids on behalf of West Virginia Schools for the Deaf and the Blind (WVSDDB) to establish an open-end contract for services to provide comprehensive nursing services of assessment, and promotion and maintenance of health for students enrolled at the West Virginia Schools for the Deaf and the Blind (WVSDDB), located in Romney, WV., per the attached bid requirements, terms & conditions and specifications.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
1	RN BSN Nursing Services - Day Shift (8:00am - 4:00pm) M-F	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:

Nursing Services - Day Shift (8:00am - 4:00pm) M-F

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
2	RN BSN Nursing Services - Evening Shift (4:00pm - 12:00am)	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:

Nursing Services - Evening Shift (4:00pm - 12:00am) M-F

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO	SHIP TO
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SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST ROMNEY WV US	SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST ROMNEY WV US
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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
3	RN BSN Nursing Services - Overnight (12:00am - 8:00am) M-F	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:

Nursing Services - Overnight (12:00am - 8:00am) M-F

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO	SHIP TO
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SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST ROMNEY WV US	SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST ROMNEY WV US
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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
4	RN BSN Weekend Shift up to 12 hours Sat & Sun	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:

Nursing Services - Weekend Shift (up to 12 hr shift) Saturday & Sunday.

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
5	RN BSN Nursing Services - Overtime	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:
Nursing Services - Overtime

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
6	RN BSN Nursing Services - Holiday	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:
Nursing Services - Holiday

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
7	RN Nursing Services - Day Shift (8:00am - 4:00pm)	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:

Nursing Services - Day Shift (8:00am - 4:00pm) M-F

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
8	RN Nursing Services - Evening Shift (4:00pm - 12:00am)	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:

Nursing Services - Evening Shift (4:00pm - 12:00am) M-F

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO	SHIP TO
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SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST ROMNEY WV US	SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST ROMNEY WV US
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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
9	RN Nursing Services - Overnight (12:00am - 8:00am) M-F	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:

Nursing Services - Overnight (12:00am - 8:00am) M-F

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO	SHIP TO
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SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST ROMNEY WV US	SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST ROMNEY WV US
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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
10	RN Weekend Shift up to 12 hours Sat & Sun	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:

Nursing Services - Weekend Shift (up to 12 hr shift) Saturday & Sunday.

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO	SHIP TO
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SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST ROMNEY WV US	SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST ROMNEY WV US
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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
11	RN Nursing Services - Overtime	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:
Nursing Services - Overtime

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO	SHIP TO
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SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST ROMNEY WV US	SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST ROMNEY WV US
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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
12	RN Nursing Services - Holiday	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:
Nursing Services - Holiday

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
13	LPN Nursing Services - Day Shift (8:00am - 4:00pm)	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:

Nursing Services - Day Shift (8:00am - 4:00pm) M-F

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
14	LPN Nursing Services - Evening Shift (4:00pm - 12:00am)	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:

Nursing Services - Evening Shift (4:00pm - 12:00am) M-F

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
15	LPN Nursing Services - Overnight (12:00am - 8:00am) M-F	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:

Nursing Services - Overnight (12:00am - 8:00am) M-F

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO		SHIP TO	
SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST		SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST	
ROMNEY US	WV	ROMNEY US	WV

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
16	LPN Weekend Shift up to 12 hours Sat & Sun	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:

Nursing Services - Weekend Shift (up to 12 hr shift) Saturday & Sunday.

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO	SHIP TO
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SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST ROMNEY WV US	SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST ROMNEY WV US
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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
17	LPN Nursing Services - Overtime	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:
Nursing Services - Overtime

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

INVOICE TO	SHIP TO
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SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST ROMNEY WV US	SCHOOL FOR THE DEAF & BLIND 301 EAST MAIN ST ROMNEY WV US
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Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Total Price
18	LPN Nursing Services - Holiday	200.00000	EA		

Comm Code	Manufacturer	Specification	Model #
85101601			

Extended Description:
Nursing Services - Holiday

Hours are estimated quantities for bidding and evaluation purposes only. Hours are not guaranteed and may be more or less.

SCHEDULE OF EVENTS

<u>Line</u>	<u>Event</u>	<u>Event Date</u>
1	Questions Due at 2:30pm EST.	2026-02-17

INSTRUCTIONS TO VENDORS SUBMITTING BIDS

1. REVIEW DOCUMENTS THOROUGHLY: The attached documents contain a solicitation for bids. Please read these instructions and all documents attached in their entirety. These instructions provide critical information about requirements that if overlooked could lead to disqualification of a Vendor's bid. All bids must be submitted in accordance with the provisions contained in these instructions and the Solicitation. Failure to do so may result in disqualification of Vendor's bid.

2. MANDATORY TERMS: The Solicitation may contain **mandatory** provisions identified by the use of the words "**must**," "**will**," and "**shall**." Failure to comply with a mandatory term in the Solicitation will result in bid disqualification.

3. PRE-BID MEETING: The item identified below shall apply to this Solicitation.

A pre-bid meeting will not be held prior to bid opening

A **MANDATORY PRE-BID** meeting will be held at the following place and time:

All Vendors submitting a bid must attend the **mandatory** pre-bid meeting. Failure to attend the **mandatory** pre-bid meeting shall result in disqualification of the Vendor's bid. No one individual is permitted to represent more than one vendor at the pre-bid meeting. Any individual that does attempt to represent two or more vendors will be required to select one vendor to which the individual's attendance will be attributed. The vendors not selected will be deemed to have not attended the pre-bid meeting unless another individual attended on their behalf.

An attendance sheet provided at the pre-bid meeting shall serve as the official document verifying attendance. Any person attending the pre-bid meeting on behalf of a Vendor must list on the attendance sheet his or her name and the name of the Vendor he or she is representing. It is the Vendor's responsibility to locate the attendance sheet and provide the required information. Failure to complete the attendance sheet as required may result in disqualification of Vendor's bid.

Vendors who arrive after the starting time but prior to the end of the pre-bid will be permitted to sign in but are charged with knowing all matters discussed at the pre-bid.

Any discussions or answers to questions at the pre-bid meeting are preliminary in nature and are non-binding. Official and binding answers to questions will be published in a written addendum to the Solicitation prior to bid opening.

4. VENDOR QUESTION DEADLINE: Vendors may submit questions relating to this Solicitation to the Purchasing Division. Questions must be submitted in writing. All questions **must be submitted on or before the date listed below and to the address listed below to be considered.** A written response will be published in a Solicitation addendum if a response is possible and appropriate. Non-written discussions, conversations, or questions and answers regarding this Solicitation are preliminary in nature and are non-binding.

Submitted emails should have the solicitation number in the subject line. Question

Submission Deadline: Tuesday February 17 at 2:30pm EST

Submit Questions to: James Atkins
2019 Washington Street, East Charleston, WV 25305
Fax: (304) 558-3970
Email: james.w.atkins@wv.gov

5. VERBAL COMMUNICATION: Any verbal communication between the Vendor and any State personnel is not binding, including verbal communication at the mandatory pre-bid conference. Only information issued in writing and added to the Solicitation by an official written addendum by the Purchasing Division is binding.

6. BID SUBMISSION: All bids must be submitted on or before the date and time of the bid opening listed in section 7 below. Vendors can submit bids electronically through *wvOASIS*, in paper form delivered to the Purchasing Division at the address listed below either in person or by courier, or in facsimile form by faxing to the Purchasing Division at the number listed below. Notwithstanding the foregoing, the Purchasing Division may prohibit the submission of bids electronically through *wvOASIS* at its sole discretion. Such a prohibition will be contained and communicated in the *wvOASIS* system resulting in the Vendor's inability to submit bids through *wvOASIS*. The Purchasing Division will not accept bids or modification of bids via email.

Bids submitted in paper, facsimile, or via wvOASIS must contain a signature. Failure to submit a bid in any form without a signature will result in rejection of your bid.

A bid submitted in paper or facsimile form should contain the information listed below on the face of the submission envelope or fax cover sheet. Otherwise, the bid may be rejected by the Purchasing Division.

VENDOR NAME: Flagstar Staffing
BUYER: James W Atkins
SOLICITATION NO.: CRFQ DBS2600000009
BID OPENING DATE: 3/3/26
BID OPENING TIME: 1:30 pm EST
FAX NUMBER: 718-475-1205

Any bid received by the Purchasing Division staff is considered to be in the possession of the Purchasing Division and will not be returned for any reason.

Bid Delivery Address and Fax Number:

Department of Administration, Purchasing Division 2019 Washington Street East
Charleston, WV 25305-0130
Fax: 304-558-3970

7. BID OPENING: Bids submitted in response to this Solicitation will be opened at the location identified below on the date and time listed below. Delivery of a bid after the bid opening date and time will result in bid disqualification. For purposes of this Solicitation, a bid is considered delivered when confirmation of delivery is provided by wvOASIS (in the case of electronic submission) or when the bid is time stamped by the official Purchasing Division time clock (in the case of hand delivery or via delivery by mail).

Bid Opening Date and Time: March 3, 2026 at 1:30pm EST

Bid Opening Location:
Department of Administration, Purchasing Division
2019 Washington Street East
Charleston, WV 25305-0130

8. ADDENDUM ACKNOWLEDGEMENT: Changes or revisions to this Solicitation will be made by an official written addendum issued by the Purchasing Division. Vendor should acknowledge receipt of all addenda issued with this Solicitation by completing an Addendum Acknowledgement Form. Failure to acknowledge addenda may result in bid disqualification. The addendum acknowledgement should be submitted with the bid to expedite document processing.

9. BID FORMATTING: Vendor should type or electronically enter the information onto its bid to prevent errors in the evaluation. Failure to type or electronically enter the information may result in bid disqualification.

10. ALTERNATE MODEL OR BRAND: Unless the box below is checked, any model, brand, or specification listed in this Solicitation establishes the acceptable level of quality only and is not intended to reflect a preference for, or in any way favor, a particular brand or vendor. Vendors may bid alternates to a listed model or brand provided that the alternate is at least equal to the model or brand and complies with the required specifications. The equality of any alternate being bid shall be determined by the State at its sole discretion. Any Vendor bidding an alternate model or brand **shall** clearly identify the alternate items in its bid and should include manufacturer's specifications, industry literature, and/or any other relevant documentation demonstrating the equality of the alternate items. Failure to provide information for alternate items **may** be grounds for rejection of a Vendor's bid.

This Solicitation is based upon a standardized commodity established under W. Va. Code § 5A-3-61. Vendors are expected to bid the standardized commodity identified. Failure to bid the standardized commodity will result in your firm's bid being rejected.

11. COMMUNICATION LIMITATIONS: In accordance with West Virginia Code of State Rules §148-1-6.6.2, communication with the State of West Virginia or any of its employees regarding this Solicitation during the solicitation, bid, evaluation or award periods, except through the Purchasing Division, is strictly prohibited without prior Purchasing Division approval. Purchasing Division approval for such communication is implied for all agency delegated and exempt purchases.

12. REGISTRATION: Prior to Contract award, the apparent successful Vendor **must** be properly registered with the West Virginia Purchasing Division and must have paid the \$125 fee, if applicable.

13. UNIT PRICE: Unit prices **shall** prevail in cases of a discrepancy in the Vendor's bid.

14. PREFERENCE: Vendor Preference may be requested in purchases of motor vehicles or construction and maintenance equipment and machinery used in highway and other infrastructure projects. Any request for preference must be submitted in writing with the bid, must specifically identify the preference requested with reference to the applicable subsection of West Virginia Code § 5A-3-37, and must include with the bid any information necessary to evaluate and confirm the applicability of the requested preference. A request form to help facilitate the request can be found at: www.state.wv.us/admin/purchase/vrc/Venpref.pdf.

15A. RECIPROCAL PREFERENCE: The State of West Virginia applies a reciprocal preference to all solicitations for commodities and printing in accordance with W. Va. Code § 5A-3-37(b). In effect, non-resident vendors receiving a preference in their home states, will see that same preference granted to West Virginia resident vendors bidding against them in West Virginia. Any request for reciprocal preference must include with the bid any information necessary to evaluate and confirm the applicability of the preference. A request form to help facilitate the request can be found at: www.state.wv.us/admin/purchase/vrc/Venpref.pdf.

15. SMALL, WOMEN-OWNED, OR MINORITY-OWNED BUSINESSES:

For any solicitations publicly advertised for bid, in accordance with West Virginia Code §5A-3-37 and W. Va. CSR § 148-22-9, any non-resident vendor certified as a small, women-owned, or minority-owned business under W. Va. CSR § 148-22-9 shall be provided the same preference made available to any resident vendor. Any non-resident small, women-owned, or minority-owned business must identify itself as such in writing, must submit that writing to the Purchasing Division with its bid, and must be properly certified under W. Va. CSR § 148-22-9 prior to contract award to receive the preferences made available to resident vendors.

16. WAIVER OF MINOR IRREGULARITIES: The Director reserves the right to waive minor irregularities in bids or specifications in accordance with West Virginia Code of State Rules § 148-1-4.7.

17. ELECTRONIC FILE ACCESS RESTRICTIONS: Vendor must ensure that its submission in wvOASIS can be accessed and viewed by the Purchasing Division staff immediately upon bid opening. The Purchasing Division will consider any file that cannot be immediately accessed and viewed at the time of the bid opening (such as, encrypted files, password protected files, or incompatible files) to be blank or incomplete as context requires and are therefore unacceptable. A vendor will not be permitted to unencrypt files, remove password protections, or resubmit documents after bid opening to make a file viewable if those documents are required with the bid. A Vendor may be required to provide document passwords or remove access restrictions to allow the Purchasing Division to print or electronically save documents provided that those documents are viewable by the Purchasing Division prior to obtaining the password or removing the access restriction.

18. NON-RESPONSIBLE: The Purchasing Division Director reserves the right to reject the bid of any vendor as Non-Responsible in accordance with W. Va. Code of State Rules § 148-1- 5.3, when the Director determines that the vendor submitting the bid does not have the capability to fully perform or lacks the integrity and reliability to assure good-faith performance.”

19. ACCEPTANCE/REJECTION: The State may accept or reject any bid in whole, or in part in accordance with W. Va. Code of State Rules § 148-1-4.6. and § 148-1-6.3.”

20. WITH THE BID REQUIREMENTS: In instances where these specifications require documentation or other information with the bid, and a vendor fails to provide it with the bid, the Director of the Purchasing Division reserves the right to request those items after bid opening and prior to contract award pursuant to the authority to waive minor irregularities in bids or specifications under W. Va. CSR § 148-1-4.7. This authority does not apply to instances where state law mandates receipt with the bid.

21. EMAIL NOTIFICATION OF AWARD: The Purchasing Division will attempt to provide bidders with e-mail notification of contract award when a solicitation that the bidder participated in has been awarded. For notification purposes, bidders must provide the Purchasing Division with a valid email address in the bid response. Bidders may also monitor wvOASIS or the Purchasing Division's website to determine when a contract has been awarded.

22. EXCEPTIONS AND CLARIFICATIONS: The Solicitation contains the specifications that shall form the basis of a contractual agreement. **Vendor shall clearly mark any exceptions, clarifications, or other proposed modifications in its bid.** Exceptions to, clarifications of, or modifications of a requirement or term and condition of the Solicitation may result in bid disqualification.

GENERAL TERMS AND CONDITIONS:

1. CONTRACTUAL AGREEMENT: Issuance of an Award Document signed by the Purchasing Division Director, or his designee, and approved as to form by the Attorney General's office constitutes acceptance by the State of this Contract made by and between the State of West Virginia and the Vendor. Vendor's signature on its bid, or on the Contract if the Contract is not the result of a bid solicitation, signifies Vendor's agreement to be bound by and accept the terms and conditions contained in this Contract.

2. DEFINITIONS: As used in this Solicitation/Contract, the following terms shall have the meanings attributed to them below. Additional definitions may be found in the specifications included with this Solicitation/Contract.

2.1. "Agency" or "Agencies" means the agency, board, commission, or other entity of the State of West Virginia that is identified on the first page of the Solicitation or any other public entity seeking to procure goods or services under this Contract.

2.2. "Bid" or "Proposal" means the vendors submitted response to this solicitation.

2.3. "Contract" means the binding agreement that is entered into between the State and the Vendor to provide the goods or services requested in the Solicitation.

2.4. "Director" means the Director of the West Virginia Department of Administration, Purchasing Division.

2.5. "Purchasing Division" means the West Virginia Department of Administration, Purchasing Division.

2.6. "Award Document" means the document signed by the Agency and the Purchasing Division, and approved as to form by the Attorney General, that identifies the Vendor as the contract holder.

2.7. "Solicitation" means the official notice of an opportunity to supply the State with goods or services that is published by the Purchasing Division.

2.8. "State" means the State of West Virginia and/or any of its agencies, commissions, boards, etc. as context requires.

2.9. "Vendor" or "Vendors" means any entity submitting a bid in response to the Solicitation, the entity that has been selected as the lowest responsible bidder, or the entity that has been awarded the Contract as context requires.

3. CONTRACT TERM; RENEWAL; EXTENSION: The term of this Contract shall be determined in accordance with the category that has been identified as applicable to this Contract below:

Term Contract

Initial Contract Term: The Initial Contract Term will be for a period of one (1) year. The Initial Contract Term becomes effective on the effective start date listed on the first page of this Contract, identified as the State of West Virginia contract cover page containing the signatures of the Purchasing Division, Attorney General, and Encumbrance clerk (or another page identified as _____), and the Initial Contract Term ends on the effective end date also shown on the first page of this Contract.

Renewal Term: This Contract may be renewed upon the mutual written consent of the Agency, and the Vendor, with approval of the Purchasing Division and the Attorney General's office (Attorney General approval is as to form only). Any request for renewal should be delivered to the Agency and then submitted to the Purchasing Division thirty (30) days prior to the expiration date of the initial contract term or appropriate renewal term. A Contract renewal shall be in accordance with the terms and conditions of the original contract. Unless otherwise specified below, renewal of this Contract is limited to three (3) successive one (1) year periods or multiple renewal periods of less than one year, provided that the multiple renewal periods do not exceed the total number of months available in all renewal years combined. Automatic renewal of this Contract is prohibited. Renewals must be approved by the Vendor, Agency, Purchasing Division and Attorney General's office (Attorney General approval is as to form only)

Alternate Renewal Term – This contract may be renewed for _____ successive _____ year periods or shorter periods provided that they do not exceed the total number of months contained in all available renewals. Automatic renewal of this Contract is prohibited. Renewals must be approved by the Vendor, Agency, Purchasing Division and Attorney General's office (Attorney General approval is as to form only)

Delivery Order Limitations: In the event that this contract permits delivery orders, a delivery order may only be issued during the time this Contract is in effect. Any delivery order issued within one year of the expiration of this Contract shall be effective for one year from the date the delivery order is issued. No delivery order may be extended beyond one year after this Contract has expired.

Fixed Period Contract: This Contract becomes effective upon Vendor's receipt of the notice to proceed and must be completed within _____ days.

Fixed Period Contract with Renewals: This Contract becomes effective upon Vendor's receipt of the notice to proceed and part of the Contract more fully described in the attached specifications must be completed within _____ days. Upon completion of the work covered by the preceding sentence, the vendor agrees that:

the contract will continue for _____ years;

the contract may be renewed for _____ successive _____ year periods or shorter periods provided that they do not exceed the total number of months contained in all available renewals. Automatic renewal of this Contract is prohibited. Renewals must be approved by the Vendor, Agency, Purchasing Division and Attorney General's Office (Attorney General approval is as to form only).

One-Time Purchase: The term of this Contract shall run from the issuance of the Award Document until all of the goods contracted for have been delivered, but in no event will this Contract extend for more than one fiscal year.

Construction/Project Oversight: This Contract becomes effective on the effective start date listed on the first page of this Contract, identified as the State of West Virginia contract cover page containing the signatures of the Purchasing Division, Attorney General, and Encumbrance clerk (or another page identified as _____), and continues until the project for which the vendor is providing oversight is complete.

Other: Contract Term specified in _____

4. AUTHORITY TO PROCEED: Vendor is authorized to begin performance of this contract on the date of encumbrance listed on the front page of the Award Document unless either the box for "Fixed Period Contract" or "Fixed Period Contract with Renewals" has been checked in Section 3 above. If either "Fixed Period Contract" or "Fixed Period Contract with Renewals" has been checked, Vendor must not begin work until it receives a separate notice to proceed from the State. The notice to proceed will then be incorporated into the Contract via change order to memorialize the official date that work commenced.

5. QUANTITIES: The quantities required under this Contract shall be determined in accordance with the category that has been identified as applicable to this Contract below.

Open End Contract: Quantities listed in this Solicitation/Award Document are approximations only, based on estimates supplied by the Agency. 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.

Service: The scope of the service to be provided will be more clearly defined in the specifications included herewith.

Combined Service and Goods: The scope of the service and deliverable goods to be provided will be more clearly defined in the specifications included herewith.

One-Time Purchase: This Contract is for the purchase of a set quantity of goods that are identified in the specifications included herewith. Once those items have been delivered, no additional goods may be procured under this Contract without an appropriate change order approved by the Vendor, Agency, Purchasing Division, and Attorney General's office.

Construction: This Contract is for construction activity more fully defined in the specifications.

6. EMERGENCY PURCHASES: The Purchasing Division Director may authorize the Agency to purchase goods or services in the open market that Vendor would otherwise provide under this Contract if those goods or services are for immediate or expedited delivery in an emergency. Emergencies shall include, but are not limited to, delays in transportation or an unanticipated increase in the volume of work. An emergency purchase in the open market, approved by the Purchasing Division Director, shall not constitute a breach of this Contract and shall not entitle the Vendor to any form of compensation or damages. This provision does not excuse the State from fulfilling its obligations under a One-Time Purchase contract.

7. REQUIRED DOCUMENTS: All of the items checked in this section must be provided to the Purchasing Division by the Vendor as specified:

LICENSE(S) / CERTIFICATIONS / PERMITS: In addition to anything required under the Section of the General Terms and Conditions entitled Licensing, the apparent successful Vendor shall furnish proof of the following licenses, certifications, and/or permits upon request and in a form acceptable to the State. The request may be prior to or after contract award at the State's sole discretion.

Vendor's assigned staff must hold a current registered nurse license or licensed practical nursing license with the appropriate with the WV Board.

The apparent successful Vendor shall also furnish proof of any additional licenses or certifications contained in the specifications regardless of whether or not that requirement is listed above.

8. INSURANCE: The apparent successful Vendor shall furnish proof of the insurance identified by a checkmark below prior to Contract award. The insurance coverages identified below must be maintained throughout the life of this contract. Thirty (30) days prior to the expiration of the insurance policies, Vendor shall provide the Agency with proof that the insurance mandated herein has been continued. Vendor must also provide Agency with immediate notice of any changes in its insurance policies, including but not limited to, policy cancelation, policy reduction, or change in insurers. The apparent successful Vendor shall also furnish proof of any additional insurance requirements contained in the specifications prior to Contract award regardless of whether that insurance requirement is listed in this section.

Vendor must maintain:

Commercial General Liability Insurance in at least an amount of: \$1,000,000 per occurrence.

Automobile Liability Insurance in at least an amount of: _____ per occurrence.

Professional/Malpractice/Errors and Omission Insurance in at least an amount of: 1,000,000 per occurrence. Notwithstanding the forgoing, Vendor's are not required to list the State as an additional insured for this type of policy.

Commercial Crime and Third Party Fidelity Insurance in an amount of: _____ per occurrence.

Cyber Liability Insurance in an amount of: _____ per occurrence.

Builders Risk Insurance in an amount equal to 100% of the amount of the Contract.

Pollution Insurance in an amount of: _____ per occurrence.

Aircraft Liability in an amount of: _____ per occurrence.

9. WORKERS' COMPENSATION INSURANCE: Vendor shall comply with laws relating to workers compensation, shall maintain workers' compensation insurance when required, and shall furnish proof of workers' compensation insurance upon request.

10. VENUE: All legal actions for damages brought by Vendor against the State shall be brought in the West Virginia Claims Commission. Other causes of action must be brought in the West Virginia court authorized by statute to exercise jurisdiction over it.

11. LIQUIDATED DAMAGES: This clause shall in no way be considered exclusive and shall not limit the State or Agency's right to pursue any other available remedy. Vendor shall pay liquidated damages in the amount specified below or as described in the specifications:

_____ for _____.

Liquidated Damages Contained in the Specifications.

Liquidated Damages Are Not Included in this Contract.

12. ACCEPTANCE: Vendor's signature on its bid, or on the certification and signature page, constitutes an offer to the State that cannot be unilaterally withdrawn, signifies that the product or service proposed by vendor meets the mandatory requirements contained in the Solicitation for that product or service, unless otherwise indicated, and signifies acceptance of the terms and conditions contained in the Solicitation unless otherwise indicated.

13. PRICING: The pricing set forth herein is firm for the life of the Contract, unless specified elsewhere within this Solicitation/Contract by the State. A Vendor's inclusion of price adjustment provisions in its bid, without an express authorization from the State in the Solicitation to do so, may result in bid disqualification. Notwithstanding the foregoing, Vendor must extend any publicly advertised sale price to the State and invoice at the lower of the contract price or the publicly advertised sale price.

14. PAYMENT IN ARREARS: Payments for goods/services will be made in arrears only upon receipt of a proper invoice, detailing the goods/services provided or receipt of the goods/services, whichever is later. Notwithstanding the foregoing, payments for software maintenance, licenses, or subscriptions may be paid annually in advance.

15. PAYMENT METHODS: Vendor must accept payment by electronic funds transfer and P-Card. (The State of West Virginia's Purchasing Card program, administered under contract by a banking institution, processes payment for goods and services through state designated credit cards.)

16. TAXES: The Vendor shall pay any applicable sales, use, personal property or any other taxes arising out of this Contract and the transactions contemplated thereby. The State of West Virginia is exempt from federal and state taxes and will not pay or reimburse such taxes.

17. ADDITIONAL FEES: Vendor is not permitted to charge additional fees or assess additional charges that were not either expressly provided for in the solicitation published by the State of West Virginia, included in the Contract, or included in the unit price or lump sum bid amount that Vendor is required by the solicitation to provide. Including such fees or charges as notes to the solicitation may result in rejection of vendor's bid. Requesting such fees or charges be paid after the contract has been awarded may result in cancellation of the contract.

18. FUNDING: This Contract shall continue for the term stated herein, contingent upon funds being appropriated by the Legislature or otherwise being made available. In the event funds are not appropriated or otherwise made available, this Contract becomes void and of no effect beginning on July 1 of the fiscal year for which funding has not been appropriated or otherwise made available. If that occurs, the State may notify the Vendor that an alternative source of funding has been obtained and thereby avoid the automatic termination. Non-appropriation or non-funding shall not be considered an event of default.

19. CANCELLATION: The Purchasing Division Director reserves the right to cancel this Contract immediately upon written notice to the vendor if the materials or workmanship supplied do not conform to the specifications contained in the Contract. The Purchasing Division Director may also cancel any purchase or Contract upon 30 days written notice to the Vendor in accordance with West Virginia Code of State Rules § 148-1-5.2.b.

20. TIME: Time is of the essence regarding all matters of time and performance in this Contract.

21. APPLICABLE LAW: This Contract is governed by and interpreted under West Virginia law without giving effect to its choice of law principles. Any information provided in specification manuals, or any other source, verbal or written, which contradicts or violates the West Virginia Constitution, West Virginia Code, or West Virginia Code of State Rules is void and of no effect.

22. COMPLIANCE WITH LAWS: Vendor shall comply with all applicable federal, state, and local laws, regulations and ordinances. By submitting a bid, Vendor acknowledges that it has reviewed, understands, and will comply with all applicable laws, regulations, and ordinances.

SUBCONTRACTOR COMPLIANCE: Vendor shall notify all subcontractors providing commodities or services related to this Contract that as subcontractors, they too are required to comply with all applicable laws, regulations, and ordinances. Notification under this provision must occur prior to the performance of any work under the contract by the subcontractor.

23. ARBITRATION: Any references made to arbitration contained in this Contract, Vendor's bid, or in any American Institute of Architects documents pertaining to this Contract are hereby deleted, void, and of no effect.

24. MODIFICATIONS: This writing is the parties' final expression of intent. Notwithstanding anything contained in this Contract to the contrary no modification of this Contract shall be binding without mutual written consent of the Agency, and the Vendor, with approval of the Purchasing Division and the Attorney General's office (Attorney General approval is as to form only). Any change to existing contracts that adds work or changes contract cost, and were not included in the original contract, must be approved by the Purchasing Division and the Attorney General's Office (as to form) prior to the implementation of the change or commencement of work affected by the change.

25. WAIVER: The failure of either party to insist upon a strict performance of any of the terms or provision of this Contract, or to exercise any option, right, or remedy herein contained, shall not be construed as a waiver or a relinquishment for the future of such term, provision, option, right, or remedy, but the same shall continue in full force and effect. Any waiver must be expressly stated in writing and signed by the waiving party.

26. SUBSEQUENT FORMS: The terms and conditions contained in this Contract shall supersede any and all subsequent terms and conditions which may appear on any form documents submitted by Vendor to the Agency or Purchasing Division such as price lists, order forms, invoices, sales agreements, or maintenance agreements, and includes internet websites or other electronic documents. Acceptance or use of Vendor's forms does not constitute acceptance of the terms and conditions contained thereon.

27. ASSIGNMENT: Neither this Contract nor any monies due, or to become due hereunder, may be assigned by the Vendor without the express written consent of the Agency, the Purchasing Division, the Attorney General's office (as to form only), and any other government agency or office that may be required to approve such assignments.

28. WARRANTY: The Vendor expressly warrants that the goods and/or services covered by this Contract will: (a) conform to the specifications, drawings, samples, or other description furnished or specified by the Agency; (b) be merchantable and fit for the purpose intended; and (c) be free from defect in material and workmanship.

29. STATE EMPLOYEES: State employees are not permitted to utilize this Contract for personal use and the Vendor is prohibited from permitting or facilitating the same.

30. PRIVACY, SECURITY, AND CONFIDENTIALITY: The Vendor agrees that it 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 www.state.wv.us/admin/purchase/privacy.

31. YOUR SUBMISSION IS A PUBLIC DOCUMENT: Vendor's entire response to the Solicitation and the resulting Contract are public documents. As public documents, they will be disclosed to the public following the bid/proposal opening or award of the contract, as required by the competitive bidding laws of West Virginia Code §§ 5A-3-1 et seq., 5-22-1 et seq., and 5G-1-1 et seq. and the Freedom of Information Act West Virginia Code §§ 29B-1-1 et seq.

DO NOT SUBMIT MATERIAL YOU CONSIDER TO BE CONFIDENTIAL, A TRADE SECRET, OR OTHERWISE NOT SUBJECT TO PUBLIC DISCLOSURE.

Submission of any bid, proposal, or other document to the Purchasing Division constitutes your explicit consent to the subsequent public disclosure of the bid, proposal, or document. The Purchasing Division will disclose any document labeled "confidential," "proprietary," "trade secret," "private," or labeled with any other claim against public disclosure of the documents, to include any "trade secrets" as defined by West Virginia Code § 47-22-1 et seq. All submissions are subject to public disclosure without notice.

32. LICENSING: In accordance with West Virginia Code of State Rules § 148-1-6.1.e, Vendor 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 agency or political subdivision. Obligations related to political subdivisions may include, but are not limited to, business licensing, business and occupation taxes, inspection compliance, permitting, etc. Upon request, the Vendor must provide all necessary releases to obtain information to enable the Purchasing Division Director or the Agency to verify that the Vendor is licensed and in good standing with the above entities.

SUBCONTRACTOR COMPLIANCE: Vendor shall notify all subcontractors providing commodities or services related to this Contract that as subcontractors, they too are required to be licensed, in good standing, and up-to-date on all state and local obligations as described in this section. Obligations related to political subdivisions may include, but are not limited to, business licensing, business and occupation taxes, inspection compliance, permitting, etc. Notification under this provision must occur prior to the performance of any work under the contract by the subcontractor.

33. ANTITRUST: In submitting a bid to, signing a contract with, or accepting a Award Document from any agency of the State of West Virginia, the Vendor agrees to 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 Vendor.

34. VENDOR NON-CONFLICT: Neither Vendor nor its representatives are permitted to have any interest, nor shall they acquire any interest, direct or indirect, which would compromise the performance of its services hereunder. Any such interests shall be promptly presented in detail to the Agency.

35. VENDOR RELATIONSHIP: The relationship of the Vendor to the State shall be that of an independent contractor and no principal-agent relationship or employer-employee relationship is contemplated or created by this Contract. The Vendor as an independent contractor is solely liable for the acts and omissions of its employees and agents. Vendor shall be responsible for selecting, supervising, and compensating any and all individuals employed pursuant to the terms of this Solicitation and resulting contract. Neither the Vendor, nor any employees or subcontractors of the Vendor, shall be deemed to be employees of the State for any purpose whatsoever. Vendor shall be exclusively responsible for payment of employees and contractors for all wages and salaries, taxes, withholding payments, penalties, fees, fringe benefits, professional liability insurance premiums, contributions to insurance and pension, or other deferred compensation plans, including but not limited to, Workers' Compensation and Social Security obligations, licensing fees, etc. and the filing of all necessary documents, forms, and returns pertinent to all of the foregoing.

Vendor shall hold harmless the State, and shall provide the State and Agency with a defense against any and all claims including, but not limited to, the foregoing payments, withholdings, contributions, taxes, Social Security taxes, and employer income tax returns.

36. INDEMNIFICATION: The Vendor agrees to indemnify, defend, and hold harmless the State and the Agency, their officers, and employees from and against: (1) Any claims or losses for services rendered by any subcontractor, person, or firm performing or supplying services, materials, or supplies in connection with the performance of the Contract; (2) Any claims or losses resulting to any person or entity injured or damaged by the Vendor, its officers, employees, or subcontractors by the publication, translation, reproduction, delivery, performance, use, or disposition of any data used under the Contract in a manner not authorized by the Contract, or by Federal or State statutes or regulations; and (3) Any failure of the Vendor, its officers, employees, or subcontractors to observe State and Federal laws including, but not limited to, labor and wage and hour laws.

37. NO DEBT CERTIFICATION: In accordance with West Virginia Code §§ 5A-3-10a and 5-22-1(i), the State is prohibited from awarding a contract to any bidder that owes a debt to the State or a political subdivision of the State. By submitting a bid, or entering into a contract with the State, Vendor is affirming that (1) for construction contracts, the Vendor is not in default on any monetary obligation owed to the state or a political subdivision of the state, and (2) for all other contracts, neither the Vendor nor any related party owe a debt as defined above, and neither the Vendor nor any related party are in employer default as defined in the statute cited above unless the debt or employer default is permitted under the statute.

38. CONFLICT OF INTEREST: Vendor, its officers or members or employees, shall not presently have or acquire an interest, direct or indirect, which would conflict with or compromise the performance of its obligations hereunder. Vendor shall periodically inquire of its officers, members and employees to ensure that a conflict of interest does not arise. Any conflict of interest discovered shall be promptly presented in detail to the Agency.

39. REPORTS: Vendor shall provide the Agency and/or the Purchasing Division with the following reports identified by a checked box below:

Such reports as the Agency and/or the Purchasing Division may request. Requested reports may include, but are not limited to, quantities purchased, agencies utilizing the contract, total contract expenditures by agency, etc.

Quarterly reports detailing the total quantity of purchases in units and dollars, along with a listing of purchases by agency. Quarterly reports should be delivered to the Purchasing Division via email at purchasing.division@wv.gov.

40. BACKGROUND CHECK: In accordance with W. Va. Code § 15-2D-3, the State reserves the right to prohibit a service provider's employees from accessing sensitive or critical information or to be present at the Capitol complex based upon results addressed from a criminal background check. Service providers should contact the West Virginia Division of Protective Services by phone at (304) 558-9911 for more information.

41. PREFERENCE FOR USE OF DOMESTIC STEEL PRODUCTS: Except when authorized by the Director of the Purchasing Division pursuant to W. Va. Code § 5A-3-56, no contractor may use or supply steel products for a State Contract Project other than those steel products made in the United States. A contractor who uses steel products in violation of this section may be subject to civil penalties pursuant to W. Va. Code § 5A-3-56. As used in this section:

- a. "State Contract Project" means any erection or construction of, or any addition to, alteration of or other improvement to any building or structure, including, but not limited to, roads or highways, or the installation of any heating or cooling or ventilating plants or other equipment, or the supply of and materials for such projects, pursuant to a contract with the State of West Virginia for which bids were solicited on or after June 6, 2001.
- b. "Steel Products" means products rolled, formed, shaped, drawn, extruded, forged, cast, fabricated or otherwise similarly processed, or processed by a combination of two or more or such operations, from steel made by the open heath, basic oxygen, electric furnace, Bessemer or other steel making process.
- c. The Purchasing Division Director may, in writing, authorize the use of foreign steel products if:
 1. The cost for each contract item used does not exceed one tenth of one percent (.1%) of the total contract cost or two thousand five hundred dollars (\$2,500.00), whichever is greater. For the purposes of this section, the cost is the value of the steel product as delivered to the project; or
 2. The Director of the Purchasing Division determines that specified steel materials are not produced in the United States in sufficient quantity or otherwise are not reasonably available to meet contract requirements.

42. PREFERENCE FOR USE OF DOMESTIC ALUMINUM, GLASS, AND STEEL: In Accordance with W. Va. Code § 5-19-1 et seq., and W. Va. CSR § 148-10-1 et seq., for every contract or subcontract, subject to the limitations contained herein, for the construction, reconstruction, alteration, repair, improvement or maintenance of public works or for the purchase of any item of machinery or equipment to be used at sites of public works, only domestic aluminum, glass or steel products shall be supplied unless the spending officer determines, in writing, after the receipt of offers or bids, (1) that the cost of domestic aluminum, glass or steel products is unreasonable or inconsistent with the public interest of the State of West Virginia, (2) that domestic aluminum, glass or steel products are not produced in sufficient quantities to meet the contract requirements, or (3) the available domestic aluminum, glass, or steel do not meet the contract specifications. This provision only applies to public works contracts awarded in an amount more than fifty thousand dollars (\$50,000) or public works contracts that require more than ten thousand pounds of steel products.

The cost of domestic aluminum, glass, or steel products may be unreasonable if the cost is more than twenty percent (20%) of the bid or offered price for foreign made aluminum, glass, or steel products. If the domestic aluminum, glass or steel products to be supplied or produced in a “substantial labor surplus area”, as defined by the United States Department of Labor, the cost of domestic aluminum, glass, or steel products may be unreasonable if the cost is more than thirty percent (30%) of the bid or offered price for foreign made aluminum, glass, or steel products. This preference shall be applied to an item of machinery or equipment, as indicated above, when the item is a single unit of equipment or machinery manufactured primarily of aluminum, glass or steel, is part of a public works contract and has the sole purpose or of being a permanent part of a single public works project. This provision does not apply to equipment or machinery purchased by a spending unit for use by that spending unit and not as part of a single public works project.

All bids and offers including domestic aluminum, glass or steel products that exceed bid or offer prices including foreign aluminum, glass or steel products after application of the preferences provided in this provision may be reduced to a price equal to or lower than the lowest bid or offer price for foreign aluminum, glass or steel products plus the applicable preference. If the reduced bid or offer prices are made in writing and supersede the prior bid or offer prices, all bids or offers, including the reduced bid or offer prices, will be reevaluated in accordance with this rule.

43. INTERESTED PARTY SUPPLEMENTAL DISCLOSURE: W. Va. Code § 6D-1-2 requires that for contracts with an actual or estimated value of at least \$1 million, the Vendor must submit to the Agency a disclosure of interested parties prior to beginning work under this Contract. Additionally, the Vendor must submit a supplemental disclosure of interested parties reflecting any new or differing interested parties to the contract, which were not included in the original pre-work interested party disclosure, within 30 days following the completion or termination of the contract. A copy of that form is included with this solicitation or can be obtained from the WV Ethics Commission. This requirement does not apply to publicly traded companies listed on a national or international stock exchange. A more detailed definition of interested parties can be obtained from the form referenced above.

44. PROHIBITION AGAINST USED OR REFURBISHED: Unless expressly permitted in the solicitation published by the State, Vendor must provide new, unused commodities, and is prohibited from supplying used or refurbished commodities, in fulfilling its responsibilities under this Contract.

45. VOID CONTRACT CLAUSES: This Contract is subject to the provisions of West Virginia Code § 5A-3-62, which automatically voids certain contract clauses that violate State law.

46. ISRAEL BOYCOTT: Bidder understands and agrees that, pursuant to W. Va. Code § 5A-3-63, it is prohibited from engaging in a boycott of Israel during the term of this contract.

DESIGNATED CONTACT: Vendor appoints the individual identified in this Section as the Contract Administrator and the initial point of contact for matters relating to this Contract.

(Printed Name and Title) Esty Rosenfeld, Director of Grants

(Address) 117 Ditmas Ave. Brooklyn, NY 11218

(Phone Number) / (Fax Number) P: 718-534-7400 ext 159, F: 718-475-1205

(email address) erosenfeld@fsnursing.com

CERTIFICATION AND SIGNATURE: By signing below, or submitting documentation through *wvOASIS*, I certify that: I have reviewed this Solicitation/Contract in its entirety; that I understand the requirements, terms and conditions, and other information contained herein; that this bid, offer or proposal constitutes an offer to the State that cannot be unilaterally withdrawn; that the product or service proposed meets the mandatory requirements contained in the Solicitation/Contract for that product or service, unless otherwise stated herein; that the Vendor accepts the terms and conditions contained in the Solicitation, unless otherwise stated herein; that I am submitting this bid, offer or proposal for review and consideration; that this bid or offer was made without prior understanding, agreement, or connection with any entity submitting a bid or offer for the same material, supplies, equipment or services; that this bid or offer is in all respects fair and without collusion or fraud; that this Contract is accepted or entered into without any prior understanding, agreement, or connection to any other entity that could be considered a violation of law; that I am authorized by the Vendor to execute and submit this bid, offer, or proposal, or any documents related thereto on Vendor's behalf; that I am authorized to bind the vendor in a contractual relationship; and that to the best of my knowledge, the vendor has properly registered with any State agency that may require registration.

By signing below, I further certify that I understand this Contract is subject to the provisions of West Virginia Code § 5A-3-62, which automatically voids certain contract clauses that violate State law; and that pursuant to W. Va. Code 5A-3-63, the entity entering into this contract is prohibited from engaging in a boycott against Israel.

Flagstar Staffing

(Company)

(Signature of Authorized Representative)

Austin Greer, 2/27/26

(Printed Name and Title of Authorized Representative) (Date)

718-534-7400

(Phone Number) (Fax Number)

agreer@fsnursing.com

(Email Address)

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.:

Instructions: Please acknowledge receipt of all addenda issued with this solicitation by completing this addendum acknowledgment form. Check the box next to each addendum received and sign below. Failure to acknowledge addenda may result in bid disqualification.

Acknowledgment: I hereby acknowledge receipt of the following addenda and have made the necessary revisions to my proposal, plans and/or specification, etc.

Addendum Numbers Received:

(Check the box next to each addendum received)

- | | |
|--|--|
| <input checked="" type="checkbox"/> Addendum No. 1 | <input type="checkbox"/> Addendum No. 6 |
| <input type="checkbox"/> Addendum No. 2 | <input type="checkbox"/> Addendum No. 7 |
| <input type="checkbox"/> Addendum No. 3 | <input type="checkbox"/> Addendum No. 8 |
| <input type="checkbox"/> Addendum No. 4 | <input type="checkbox"/> Addendum No. 9 |
| <input type="checkbox"/> Addendum No. 5 | <input type="checkbox"/> Addendum No. 10 |

I understand that failure to confirm the receipt of addenda may be cause for rejection of this bid. I further understand that any verbal representation made or assumed to be made during any oral discussion held between Vendor's representatives and any state personnel is not binding. Only the information issued in writing and added to the specifications by an official addendum is binding.

Flagstar Staffing

Company

Authorized Signature

2/27/26

Date

NOTE: This addendum acknowledgement should be submitted with the bid to expedite document processing.

REQUEST FOR QUOTATION
Nursing Services

SPECIFICATIONS

1. **PURPOSE AND SCOPE:** The West Virginia Department of Education is soliciting bids on behalf of West Virginia Schools for the Deaf and the Blind (WVSDB) to establish an open-end contract for services to provide comprehensive nursing services of assessment, and promotion and maintenance of health for students enrolled at the West Virginia Schools for the Deaf and the Blind (WVSDB), located in Romney, WV.

The West Virginia Schools for the Deaf and the Blind house approximately 40 students on a full-time basis. Nursing services are needed M-F for eight (8) hour shifts - day shift (8:00am – 4:00pm), evening shift (4:00pm – 12:00am) and night shift (12:00am – 8:00am); and some weekends (Sat & Sun) for up to 12 hours shifts. Exhibit A is attached.

THIS SHALL BE AN OPEN-END MULTIPLE AWARD.

2. **DEFINITIONS:** The terms listed below shall have the meanings assigned to them below. Additional definitions can be found in section 2 of the General Terms and Conditions.
- 2.1 **“Contract Item”** or **“Contract Items”** means the list of items identified in Section 3.1 below and on the Pricing Pages.
- 2.2 **“Pricing Page”** means the schedule of prices, estimated order quantity, and totals attached hereto as Exhibit A and used to evaluate the RFQ.
- 2.3 **“Solicitation”** means the official notice of an opportunity to supply the state with goods or services that is published by the West Virginia Department of Education.
3. **QUALIFICATIONS:** Vendor, or vendor’s staff if requirements are inherently limited to individuals rather than corporate entities, shall have the following minimum qualifications:

3.1 Nursing Services:

- 3.1.1 Vendor assigned registered nursing staff with Bachelor of Science in Nursing must:
- 3.1.1.1 Hold a license to practice as a registered nurse in West Virginia.
 - 3.1.1.2 Have Bachelor of Science in Nursing (BSN) degree.
 - 3.1.1.3 Criminal background check conducted pursuant to WV Code §18-5-15c and/or §18A-3-10, as appropriate.
 - 3.1.1.4 Minimum of three years of clinical experience working with children, adolescents and families as a registered nurse.
 - 3.1.1.5 Have knowledge of pediatric growth and development, family and group dynamics, and public health science including epidemiology and levels of prevention and wellness.

REQUEST FOR QUOTATION

Nursing Services

- 3.1.2** Vendor assigned registered nursing staff must:
- 3.1.2.1** Hold a license to practice as a registered nurse in West Virginia.
 - 3.1.2.2** Criminal background check conducted pursuant to WV Code §18-5-15c and/or §18A-3-10, as appropriate.
 - 3.1.2.3** Minimum of three years of clinical experience working with children, adolescents and families as a registered nurse.
 - 3.1.2.4** Have knowledge of pediatric growth and development, family and group dynamics, and public health science including epidemiology and levels of prevention and wellness.
- 3.1.3** Vendor assigned licensed practical nursing staff must:
- 3.1.3.1** Hold a license to practice as a licensed practical nurse in West Virginia.
 - 3.1.3.2** Criminal background check conducted pursuant to WV Code §18-5-15c and/or §18A-3-10, as appropriate.
 - 3.1.3.3** Minimum of three years of clinical experience working with children, adolescents and families as a licensed practical nurse.
 - 3.1.3.4** Have knowledge of pediatric growth and development, family and group dynamics, and public health science including epidemiology and levels of prevention and wellness.
- 3.1.4** Vendor must provide any documentation requested by the State to assist in confirmation of compliance with this provision. References, documentation, or other information to confirm compliance with this experience requirement may be requested after bid opening and prior to contract award.
- 3.1.5** The successful Vendor must be a company in good standing with a history of providing nursing services for a minimum of three (3) years.
- 3.1.6** Independent Contractor Status: The purpose of this contract is to obtain temporary services that are provided by individuals or entities as independent contractors and not as employees of the State of West Virginia. The distinction between an independent contractor and an employee is complex and can require an analysis of 20 or more factors relating to the circumstances of each contract. The Internal Revenue Service and the U. S. Department of Labor have provided guidance on this issue at:

IRS – <http://www.irs.gov/pub/irs-pdf/p15a.pdf>

IRS – <http://www.irs.gov/Businesses/Small-Businesses-&-Self-Employed/Independent-Contractor-Self-Employed-or-Employee>

DOL – <http://www.dol.gov/elaws/esa/flsa/docs/contractors.asp>

Prior to utilizing the services available under this contract, the Agency and vendor must ensure that factors relating to the broad categories of behavioral control, financial control, and the type of relationship between the state and the temporary worker will not cause the independent contractor relationship to be construed as an employee/employer relationship. Items that must be considered, include but are not limited to, the degree of control exercised by the State over the temporary worker

REQUEST FOR QUOTATION

Nursing Services

relating to performance of the job and the degree to which the temporary worker is integrated into the State's system. The Purchasing Division recommends that the Agency and vendor review the IRS and DOL publications found at the links above and obtain further assurance from their respective internal legal counsel to maintain the independent contractor status of individuals and entities hired under this contract.

4. GENERAL REQUIREMENTS:

4.1 Contract Items and Mandatory Requirements: Vendor shall provide Agency with the Contract Items/Services listed below on an open-end and continuing basis. Contract services must meet or exceed the mandatory requirements as shown below.

Services are typically scheduled Monday through Sunday, as needed, between the hours of 8:00 am and 7:50 am E.T. (24 hours, 7 days per week, as needed). The WV SDB has a specific need for evening and overnight shifts during the week and on weekends. Occasional need may be needed for day shift coverage.

Nursing Responsibilities: Nurses must provide nursing services during the scheduled hours. Assigned nurse(s):

- 4.1.1 Provides direct services to students in support of health and wellness, as well as crisis intervention for sudden illness, injury, emotional disturbances and other emergency situations as necessary.
- 4.1.2 Checks all in-patients at the Health Services Department.
- 4.1.3 Reviews previous 24 hours for new orders and any other relevant data regarding student care plans.
- 4.1.4 Evaluates health needs of students and creates plans to meet those needs.
- 4.1.5 Schedules and assists with physical examinations performed in the Health Services Department.
- 4.1.6 Participates in prescribed medical regimen by preparing, assisting, and providing follow-up care to students undergoing diagnostic or therapeutic procedures.
- 4.1.7 Assists with medical care: medications, injections, food preparation, feeding problems, and personal hygiene.
- 4.1.8 Prepares daily census report.
- 4.1.9 Arranges clinic and/or doctor's appointments, as well as arranges transportation for students to hospital for tests or examinations.
- 4.1.10 Provides follow-up on all clinic and Child Study Center recommendations.
- 4.1.11 Ensures student's continuing care needs through appropriate use of referrals.
- 4.1.12 Communicates with and transfers information to appropriate staff members regarding special needs or problems of students.
- 4.1.13 Completes physician's call sheet when/if they make rounds.
- 4.1.14 Schedules those students who need to see physician.

REQUEST FOR QUOTATION

Nursing Services

- 4.1.15 Accompanies students, when needed, during transportation.
- 4.1.16 Assists with medical care during transportation of students for homegoing or return to school.
- 4.1.17 Reviews records on prospective students for completion of immunization requirements, medical history and pertinent evaluations.
- 4.1.18 Keeps up-to-date information on medical coverage for all students (insurance, medical card, etc.).
- 4.1.19 Counsels or confers with individual students on referral or at student's request.
- 4.1.20 Responsible for maintaining accurate and complete student medical records as custodian of all medical records, in accordance with school policies governing confidentiality of student information. Maintains accurate and up-to-date student medical records in electronic format on WVEIS.
- 4.1.21 Inventories, stocks, and records all medications and medical supplies in accordance with school policies, federal and state regulations.
- 4.1.22 Attends general staff meetings as requested.
- 4.1.23 Provides or assists with staff professional development, in-services and various health-related requirements for employment.
- 4.1.24 Maintains current RN or LPN licensure.
- 4.1.25 Serves on campus Wellness Committee.
- 4.1.26 Provides reports to immediate supervisor and/or Superintendent regarding the activities of this department.
- 4.1.27 Other related duties and responsibilities as assigned.

4.2 DELIVERABLES:

4.2.1. Contract Items and Mandatory Deliverable Requirements: Vendor shall provide Agency with the Contract Items/Service Deliverables on an open-end and continuing basis. Contract services must meet or exceed the mandatory requirements as shown below.

4.2.2. Vendor must submit resumes for all potential applicants within five (5) business days of the request. Selected applicants **MUST** attend pre-training with specific days and times provided to the vendor.

If successful Vendor is unable to submit valid resumes for applicants interested in the work assignment at WVSDB by the required date, this will be grounds to move to the next vendor.

4.2.3. Selected nurses must have attended pre-training (4.2.2). The selected nurses will retain services for a minimum of six (6) weeks based on staffing needs when students are present.

4.2.4. If the Vendor needs to replace nurses for any reason, Vendor must notify school and submit resume(s) for replacement nurses within 2 weeks prior to leave, if possible. New nurses must attend pre-training before work can begin.

4.2.5. The successful Vendor must ensure continuous coverage during the school year based on the annual school calendar. Calendar available at:
<https://www.wvsdb2.state.k12.wv.us/page/school-calendar>

REQUEST FOR QUOTATION
Nursing Services

5. CONTRACT AWARD:

- 5.1 Contract Award:** The Contract is intended to provide the WV Schools for the Deaf and the Blind with a purchase price for the Contract Services. The Contract shall be awarded to the Vendor(s) that provide the Contract Services meeting the required specifications for the lowest overall total bid amount as shown on the Pricing Section.

Award will be a maximum of three (3) contracts. The vendor selection method will be based on the lowest bid vendor first, if this vendor does not have available nurses at time of request, then the next lowest bidder will be selected.

- 5.2 Pricing Page:** Vendor should complete the Pricing Page in full as failure to complete the Pricing Page in its entirety may result in Vendor's bid being disqualified. Vendor should complete the Pricing Pages by providing the **vendor's hourly rate**. The hourly rate is inclusive of all associated costs, including any travel or other expenses.

Vendor should type or electronically enter the information into the Pricing Pages through wvOASIS, if available, or as an electronic document.

Vendors who wish to respond to the Request for Quotation (CRFQ) online may submit information through the State's wvOASIS Vendor Self Service (VSS). Vendor should download the attached Exhibit A, Pricing Page that is attached separately to the CRFQ and published in wvOASIS. Vendors must complete this form with their price information and include it as an attachment to their online response.

If unable to respond online, Vendor must submit the Exhibit A – Pricing Pages with your bid prior to the scheduled bid opening date.

- 6. Performance:** Vendor and Agency shall agree upon a schedule for performance of the contract services and contract services deliverables, unless such a schedule is already included herein by the Agency.
- 7. Payment:** WVSDDB shall pay for services on a monthly basis as invoiced in arrears as shown on the Pricing Page, for all contract services performed and accepted under this contract. Vendor shall accept payment in accordance with the payment procedures of the State of West Virginia.
- 8. Travel:** Vendor shall be responsible for **all mileage, living expenses and travel costs**, including travel time associated with performance of this contract. Any anticipated mileage or travel costs may be included in the hourly rate listed on the Vendor's bid, but such costs **will not be paid** by the WVSDDB separately.

REQUEST FOR QUOTATION
Nursing Services

9. Facilities Access: Performance of contract services may require access cards and/or keys to gain entrance to Agency's facilities. In the event that access cards and/or keys are required:

9.1 Vendor must identify principal service personnel which will be issued access cards and/or keys to perform contract services.

9.2 Vendor will be responsible for controlling cards and keys and will pay replacement fee if the cards or keys become lost, misplaced, or stolen.

9.3 Vendor shall notify WVSDB immediately of any lost, stolen, or missing cards or keys.

9.4 Anyone performing under the contract will be subject to Agency's security protocol and procedures.

9.5 Vendor shall inform all staff of WVSDB's security protocol and procedures.

10. VENDOR DEFAULT:

10.1 The following shall be considered a vendor default under this Contract.

10.1.1 Failure to provide Contract Services in accordance with the requirements contained herein.

10.1.2 Failure to comply with other specifications and requirements contained herein.

10.1.3 Failure to comply with any laws, rules, and ordinances applicable to the Contract Services provided under this Contract.

10.1.4 Failure to remedy deficient performance upon request.

10.2 The following remedies shall be available to Agency upon default.

10.2.1 Immediate cancellation of this Contract.

10.2.2 Immediate cancellation of one or more release orders issued under this Contract.

10.2.3 Any other remedies available in law or equity.

11. MISCELLANEOUS:

11.1 Contract Manager: During its performance of this Contract, Vendor must designate and maintain a primary contract manager responsible for overseeing Vendor's responsibilities under this Contract. The Contract manager must be available during normal business hours to address any customer service or other issues related to this Contract. Vendor should list its Contract manager and his or her contact information below.

REQUEST FOR QUOTATION
Nursing Services

Contract Manager: Esty Rosenfeld _____

Vendor's Address: 117 Ditmas Ave _____

Brooklyn, NY 11218 _____

Telephone Number: 18-475-1205 _____

Email Address: erosenfeld@fsnursing.com _____

West Virginia Schools for the Deaf and the Blind
Nursing Services
Exhibit A Pricing Sheet

<u>Description</u>	<u>Unit of Measure</u>	<u>Unit Cost</u>	<u>Estimated Quantities</u>	<u>Extended Cost</u>
RN-BSN				
Nursing Services - Day Shift (8:00am - 4:00pm) M-F	Per Hour	\$65.00	100	\$ -
Nursing Services - Evening Shift (4:00pm - 12:00am) M-F	Per Hour	\$65.00	500	\$ -
Nursing Services - Overnight Shift (12:00am - 8:00am) M-F	Per Hour	\$65.00	500	\$ -
Nursing Services - Weekend Shift (up to 12 hours) Saturday and Sunday	Per Hour	\$65.00	200	\$ -
Nursing Services - Overtime	Per Hour	\$84.50	100	\$ -
Nursing Services - Holiday	Per Hour	\$84.50	100	\$ -

RN				
Nursing Services - Day Shift (8:00am - 4:00pm) M-F	Per Hour	\$65.00	100	\$ -
Nursing Services - Evening Shift (4:00pm - 12:00am) M-F	Per Hour	\$65.00	500	\$ -
Nursing Services - Overnight Shift (12:00am - 8:00am) M-F	Per Hour	\$65.00	500	\$ -
Nursing Services - Weekend Shift (up to 12 hours) Saturday and Sunday	Per Hour	\$65.00	200	\$ -
Nursing Services - Overtime	Per Hour	\$84.50	100	\$ -
Nursing Services - Holiday	Per Hour	\$84.50	100	\$ -

LPN				
Nursing Services - Day Shift (8:00am - 4:00pm) M-F	Per Hour	\$47.00	100	\$ -
Nursing Services - Evening Shift (4:00pm - 12:00am) M-F	Per Hour	\$47.00	500	\$ -
Nursing Services - Overnight Shift (12:00am - 8:00am) M-F	Per Hour	\$47.00	500	\$ -
Nursing Services - Weekend Shift (up to 12 hours) Saturday and Sunday	Per Hour	\$47.00	200	\$ -
Nursing Services - Overtime	Per Hour	\$61.10	100	\$ -
Nursing Services - Holiday	Per Hour	\$61.10	100	\$ -

Total \$ -