



The following documentation is an electronically-submitted vendor response to an advertised solicitation from the *West Virginia Purchasing Bulletin* within the Vendor Self-Service portal at ***wvOASIS.gov***. As part of the State of West Virginia's procurement process, and to maintain the transparency of the bid-opening process, this documentation submitted online is publicly posted by the West Virginia Purchasing Division at ***WVPurchasing.gov*** with any other vendor responses to this solicitation submitted to the Purchasing Division in hard copy format.

Header 3

List View

General Information Contact Default Values Discount Document Information Clarification Request

Procurement Folder: 2020855

Procurement Type: Statewide MA (Open End)

Vendor ID: VS0000037191

Legal Name: NETWORKING FOR FUTURE INC

Alias/DBA:

Total Bid: \$2,668,640.00

Response Date: 09/22/2026

Response Time: 11:54

Responded By User ID: KevinReith

First Name: Kevin

Last Name: Reith

Email: kreith@nffinc.com

Phone: 2023049030

SO Doc Code: CRFQ

SO Dept: 0231

SO Doc ID: OOT2700000006

Published Date: 9/16/26

Close Date: 9/23/26

Close Time: 13:30

Status: Closed

Solicitation Description: Addendum No 2 -Temporary Technical Staffing Services

Total of Header Attachments: 3

Total of All Attachments: 3



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

State of West Virginia
Solicitation Response

Proc Folder: 2020855
Solicitation Description: Addendum No 2 -Temporary Technical Staffing Services
Proc Type: Statewide MA (Open End)

Solicitation Closes	Solicitation Response	Version
2026-09-23 13:30	SR 0231 ESR09222600000002730	1

VENDOR
VS0000037191
NETWORKING FOR FUTURE INC

Solicitation Number: CRFQ 0231 OOT2700000006
Total Bid: 2668640
Response Date: 2026-09-22
Response Time: 11:54:10
Comments: Each CLIN# response entered, represents the Hourly Price (price per hour) for each labor category, for the BASE YEAR.
NOTE: OPTION YEAR pricing is covered in the attached excel pricing sheet, which represents a 1% incremental increase, for subsequent Option Years that WV-OT chooses to exercise, year-over-year.

FOR INFORMATION CONTACT THE BUYER
Toby L Welch
(304) 558-8802
toby.l.welch@wv.gov

Vendor Signature X
FEIN#
DATE

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

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	Senior Web Application Analyst	2080.0000	HOUR	84.000000	174720.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Hourly price (price per hour) for this labor category, for Base Year.
Option Year pricing is covered in the attached pricing sheet, which represents a 1% increase, for subsequent Option Years, year-over-year.

Extended Description:

Senior Web Application Analyst

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
2	CRM Application Analyst	2080.0000	HOUR	83.000000	172640.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Hourly price (price per hour) for this labor category, for Base Year.
Option Year pricing is covered in the attached pricing sheet, which represents a 1% increase, for subsequent Option Years, year-over-year.

Extended Description:

CRM Application Analyst

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
3	Senior SQL Server Database Administrator	2080.0000	HOUR	88.000000	183040.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Hourly price (price per hour) for this labor category, for Base Year.
Option Year pricing is covered in the attached pricing sheet, which represents a 1% increase, for subsequent Option Years, year-over-year.

Extended Description:

Senior SQL Server Database Administrator

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
4	Business Analyst	2080.0000	HOUR	78.000000	162240.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Hourly price (price per hour) for this labor category, for Base Year.
Option Year pricing is covered in the attached pricing sheet, which represents a 1% increase, for subsequent Option Years, year-over-year.

Extended Description:

Business Analyst

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
5	Learning Management System & eLearning Development Specialis	2080.0000	HOUR	80.000000	166400.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Hourly price (price per hour) for this labor category, for Base Year.
Option Year pricing is covered in the attached pricing sheet, which represents a 1% increase, for subsequent Option Years, year-over-year.

Extended Description:

Learning Management System & eLearning Development Specialist

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
6	Cloud Financial Operations Specialist	2080.0000	HOUR	95.000000	197600.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Hourly price (price per hour) for this labor category, for Base Year.
Option Year pricing is covered in the attached pricing sheet, which represents a 1% increase, for subsequent Option Years, year-over-year.

Extended Description:

Cloud Financial Operations Specialist

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
7	Cloud Architect	2080.0000	HOUR	120.000000	249600.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Hourly price (price per hour) for this labor category, for Base Year.
Option Year pricing is covered in the attached pricing sheet, which represents a 1% increase, for subsequent Option Years, year-over-year.

Extended Description:

Cloud Architect

Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
8	Cloud Security Professional	2080.0000	HOUR	117.000000	243360.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Hourly price (price per hour) for this labor category, for Base Year.
Option Year pricing is covered in the attached pricing sheet, which represents a 1% increase, for subsequent Option Years, year-over-year.

Extended Description:

Cloud Security Professional
Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
9	Cloud Platform Engineer	2080.0000	HOUR	110.000000	228800.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Hourly price (price per hour) for this labor category, for Base Year.
Option Year pricing is covered in the attached pricing sheet, which represents a 1% increase, for subsequent Option Years, year-over-year.

Extended Description:

Cloud Platform Engineer
Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
10	Cloud Network Engineer	2080.0000	HOUR	114.000000	237120.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Hourly price (price per hour) for this labor category, for Base Year.
Option Year pricing is covered in the attached pricing sheet, which represents a 1% increase, for subsequent Option Years, year-over-year.

Extended Description:

Cloud Network Engineer
Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
11	Cloud Systems Management Engineer	2080.0000	HOUR	114.000000	237120.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Hourly price (price per hour) for this labor category, for Base Year.
Option Year pricing is covered in the attached pricing sheet, which represents a 1% increase, for subsequent Option Years, year-over-year.

Extended Description:

Cloud Systems Management Engineer
Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
12	Cloud Center of Excellence (CCOE) Implementation Spec	2080.0000	HOUR	120.000000	249600.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Hourly price (price per hour) for this labor category, for Base Year.
Option Year pricing is covered in the attached pricing sheet, which represents a 1% increase, for subsequent Option Years, year-over-year.

Extended Description:
Cloud Center of Excellence (CCOE) Implementation Specialist
Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
13	Mainframe Systems Programmer	2080.0000	HOUR	80.000000	166400.00

Comm Code	Manufacturer	Specification	Model #
81110000			

Commodity Line Comments: Hourly price (price per hour) for this labor category, for Base Year.
Option Year pricing is covered in the attached pricing sheet, which represents a 1% increase, for subsequent Option Years, year-over-year.

Extended Description:
Mainframe Systems Programmer
Hours listed are estimates for evaluation purposes only and do not represent a guaranteed minimum or maximum. Actual usage may be more or less and is not guaranteed or implied.

CLIN	Position Title
1	Senior Web Application Analyst
2	CRM Application Analyst
3	Senior SQL Server Database Administrator
4	Business Analyst
5	Learning Management System & eLearning Development Specialist
6	Cloud Financial Operations Specialist
7	Cloud Architect
8	Cloud Security Professional
9	Cloud Platform Engineer
10	Cloud Network Engineer
11	Cloud Systems Management Engineer
12	Cloud Center of Excellence (CCOE) Implementation Specialist
13	Mainframe Systems Programmer

Position Description
5 yrs exp. - .NET, C#, Java Script
3 yrs exp. - MS Dynamics
5 yrs exp. - SQL Server 2008, 2012, migration, monitoring SSIS
Min Bachelors + 1 Yr exp., Associates + 3 Yrs Exp. or 5 yrs Exp. - 3 Yrs JAD, Technical/Functional Exp.
Min Bachelors + 5 Yrs. Exp with LMS & eLearning Dev. Systems
3 yrs exp. - AWS Cost Explorer, Azure Cost
5 yrs exp. - AWS, AZURE, GCP - Migration, Host
5 yrs exp. - IAM, Framework (NIST, HIPPA, SOC2) DevSecOps
3 yrs exp. - Infrastructure Admin/Automation, Scripting, Dockers, Terraform
5 yrs exp. - Networking / 3yrs exp. Cloud networking., cloud-native firewalls and network security group (NSG)
3 yrs exp. - Systems Admin in cloud env., AWS Cloudwatch, Azure Monitoring, Splunk, DNS, Entra, SSO, Ansible, chef/puppet.
5 yrs exp. - IT Leadership/Project mgmt., 3yrs cloud governance, best practices, enterprise cloud adoption strategies.
5 yrs exp. - Mainframe, IBM/zOS, DB2

Rate	Qty	Total Price	Option Year 1	Qty	Total Price	Option Year 2	Qty
\$ 84.00	2080	\$ 174,720.00	\$ 84.84	2080	\$ 176,467.20	\$ 85.69	2080
\$ 83.00	2080	\$ 172,640.00	\$ 83.83	2080	\$ 174,366.40	\$ 84.67	2080
\$ 88.00	2080	\$ 183,040.00	\$ 88.88	2080	\$ 184,870.40	\$ 89.77	2080
\$ 78.00	2080	\$ 162,240.00	\$ 78.78	2080	\$ 163,862.40	\$ 79.57	2080
\$ 80.00	2080	\$ 166,400.00	\$ 80.80	2080	\$ 168,064.00	\$ 81.61	2080
\$ 95.00	2080	\$ 197,600.00	\$ 95.95	2080	\$ 199,576.00	\$ 96.91	2080
\$ 120.00	2080	\$ 249,600.00	\$ 121.20	2080	\$ 252,096.00	\$ 122.41	2080
\$ 117.00	2080	\$ 243,360.00	\$ 118.17	2080	\$ 245,793.60	\$ 119.35	2080
\$ 110.00	2080	\$ 228,800.00	\$ 111.10	2080	\$ 231,088.00	\$ 112.21	2080
\$ 114.00	2080	\$ 237,120.00	\$ 115.14	2080	\$ 239,491.20	\$ 116.29	2080
\$ 114.00	2080	\$ 237,120.00	\$ 115.14	2080	\$ 239,491.20	\$ 116.29	2080
\$ 120.00	2080	\$ 249,600.00	\$ 121.20	2080	\$ 252,096.00	\$ 122.41	2080
\$ 80.00	2080	\$ 166,400.00	\$ 80.80	2080	\$ 168,064.00	\$ 81.61	2080

Total Price	Option Year 3	Qty	Total Price
\$ 178,231.87	\$ 86.55	2080	\$ 180,014.19
\$ 176,110.06	\$ 85.51	2080	\$ 177,871.16
\$ 186,719.10	\$ 90.67	2080	\$ 188,586.30
\$ 165,501.02	\$ 80.36	2080	\$ 167,156.03
\$ 169,744.64	\$ 82.42	2080	\$ 171,442.09
\$ 201,571.76	\$ 97.88	2080	\$ 203,587.48
\$ 254,616.96	\$ 123.64	2080	\$ 257,163.13
\$ 248,251.54	\$ 120.55	2080	\$ 250,734.05
\$ 233,398.88	\$ 113.33	2080	\$ 235,732.87
\$ 241,886.11	\$ 117.45	2080	\$ 244,304.97
\$ 241,886.11	\$ 117.45	2080	\$ 244,304.97
\$ 254,616.96	\$ 123.64	2080	\$ 257,163.13
\$ 169,744.64	\$ 82.42	2080	\$ 171,442.09

Quote Response

State of West Virginia



**Temporary Technical Staffing Services
CRFQ 0231 OOT2700000006**

ORIGINAL COPY

Prepared by:
Networking For Future, Inc.
700 12th Street, NW
Suite 700
Washington, DC 20005

eMM: 00012433
Federal Tax ID: 54-1819774
Phone: 202.783.9011
Fax: 202.783.9019

September 23, 2026

© 2026 Networking For Future Inc. All rights reserved.

Table of Contents

Table of Contents	2
Proposal Cover Letter	3
Experienced Team, Unparalleled State of West Virginia Experience	5
NFF IT Staffing Candidate Tools and Processes	6
NFF IT Staffing Hiring Process	7
NFF Process For Coordinating Work and Communicating Issues	8
Minimizing Issues By Retaining High Quality Employees	9
NFF Process To Reduce Timeline Between Task Order And Start Date	9
NFF Process To Retain Personnel Once Placed with the State	10
RFP Required Response Forms & Information	11
RFP Section 3.2 Vendor Staffing Experience	11
Designated Contact Form.....	15
Centralized Request For Quote Service – Prof Form	16
Addendum Acknowledgement Form	17

Proposal Cover Letter

September 23, 2026

Dear Proposal Evaluation Committee,

Networking for Future, Inc. (NFF) is pleased to submit our response to the State of West Virginia Office of Technology Temporary Technical Staffing Services RFP CRFQ 0231 OOT2700000006.

NFF is exceptionally well positioned to support the State as a proven IT staffing and solutions provider with more than 30 years of experience delivering high-quality talent and mission-critical technology solutions. Our deep expertise, strong performance record, and commitment to client success provide the State with a trusted partner capable of meeting both current and evolving program requirements.

Since 1996, NFF has delivered professional staffing, consulting, and IT business solutions that help organizations achieve their operational and strategic objectives. Our success is reflected in long-standing client relationships, consistent growth, and a reputation for responsive, performance-driven service. Through this work, we have built a strong reputation for delivering highly qualified IT consultants and effective business solutions that will advance the State's technology initiatives and support its mission.

Additional NFF IT staff augmentation service contracts:

- Our **federal practice** includes contracts with the Board of Governors of the Federal Reserve System IT Staffing contract No. 202000834, and NFF is a GSA Contract Holder (GS-35F-0197L) and utilizes IT Schedule 70 for fulfilling IT personnel staffing requests.
- In the **District of Columbia** (DC), NFF provides services under the DC Supply Schedule MOBIS CW61927 and DC Office of the Chief Financial Officer (OCFO) IT Professional Services contract CFOPD-19-C-018C, and The DC Water and Sewer Authority IT Professional Services Master Service Agreement No.10092
- In **Maryland**, NFF provides services under the Department of Information Technology Consulting and Technical Services (CATS+), and Prince George's County Information Technology (IT) Consulting and Technical Services (CATS II), Maryland Judiciary IT Contract No.1148Q, and multiple contracts under the Maryland Education Enterprise Consortium (MEEC).
- In **Virginia**, NFF provides services under the Prince William County Virginia Public Service Authority Information Technology (IT) Development and Consulting Services Agreement Number SA-2219 and with Virginia Higher Education Procurement Consortium (VHEPC) <https://vhepc.org/>.

Reciprocal Preference

NFF has the following Washington, DC Department of Small and Local Business Development (DSLBD) certifications that should

- Small business enterprise (SBE)
- Longtime resident business (LRB)

- Local business enterprise (LBE)
- Local business enterprise, principal offices located in an enterprise zone (DZE)



DEPARTMENT OF SMALL AND LOCAL BUSINESS DEVELOPMENT

CBE Number: LSZX55657082028
Certification Period: 08/08/2025 –
08/08/2028

BUSINESS CERTIFICATION DIVISION
441 4TH Street, N.W., Suite 850N
Washington, D.C. 20001

Date Issued: 08/08/2025
Certification Categories: LBE, SBE,
DZE, LRB

CERTIFICATE OF BUSINESS CERTIFICATION

This acknowledges that

NETWORKING FOR FUTURE INC.

Has fulfilled the requirements to be considered a Certified Business Enterprise (CBE). A CBE is a business that is headquartered in the District of Columbia and meets all Local Business Enterprise (LBE) requirements. Businesses with CBE certification receive preference in procurement and contracting opportunities. Pursuant to 2-218.63 this certification can be revoked if a business is found to have violated the laws that govern the CBE program.



DIRECTOR
Rosemary Suggs-Evans



Please feel free to contact us should you have any questions. Sincerely,

Kevin Reith

Kevin Reith
Client Engagement Executive
Networking For Future, Inc
700 12th St NW Suite 700
Washington, DC 20005
202-266-4740
kreith@nffinc.com

Experienced Team, Unparalleled State of West Virginia Experience

OVERVIEW

Networking For Future, Inc. (NFF)

- > Founded in 1996
- > Headquartered in Washington, DC
- > 80+ Employees
- > ISO 9001:2015 & 27001:2022 Certified
- > 77% Hold Industry Certifications



Transformational Technology Solutions

Secure, Connected Intelligent Networks
Secure, Connected IoT Technologies
Artificial Intelligence Enablement
Secure, Connected Data Center & Cloud
Zero Trust Strategy & Solutions
Workforce Solutions

Design - Build - Product Sales - Professional & Managed Services

SECURE, CONNECTED TECHNOLOGY AND WORKFORCE AUGMENTATION SOLUTIONS



NFF offers the State a proven, low-risk partner with 30 years of success managing performance-based task order contracts valued at more than \$120 million. We have delivered large, complex, mission-critical IT programs and are fully equipped to manage current demands while driving innovative IT infrastructure and application improvements.

A core strength of the NFF delivery model is proactive workforce planning. We continuously assess client requirements and maintain a strong pipeline of highly qualified technical professionals ready for rapid deployment. Our ability to attract, hire, retain, and develop top talent is one of our greatest competitive advantages.

NFF has an exceptional record of scaling quickly for surges, ramp-ups, ramp-downs, quick-reaction tasking, and emergency support. We maintain a 12-month staffing forecast across all contracts and have successfully placed qualified staff within 24 hours when mission needs required it.

With a proven delivery methodology and a team of certified IT, customer engagement, and ERP experts, **NFF offers the State a trusted, low-risk partner** ready to meet today's business application demands and drive its long-term IT mission forward.

NFF Quality Control Program



ISO 27001:2022 and 9001:2015 Certified

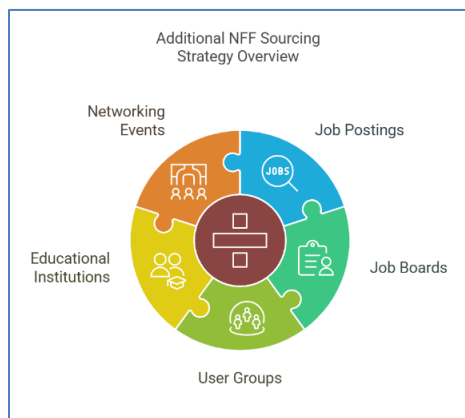
At NFF, quality and security are built into every engagement. Our ISO 27001:2022 and ISO 9001:2015 certifications validate a disciplined, enterprise-grade operating model designed to protect client data, reduce risk, and deliver consistent results. Both certifications were audited in 2024 with zero deficiencies, reinforcing NFF's reliability as a trusted, low-risk partner for THE STATE.

Key strengths of our management system include:

- **Corrective and Preventive Action Discipline:** Under our ISO 9001:2015 framework, we continuously monitor performance and quickly address issues through formal Preventive Action Requests (PARs) and Corrective Action Requests (CARs), ensuring rapid, measurable resolution.
- **Integrated Risk Management and Resilience:** Our ISO 27001 approach rigorously evaluates people, policy, and technology to strengthen cyber resilience, operational continuity, and mission performance.
- **Structured Security and Quality Controls:** We apply a proven framework that safeguards confidentiality, integrity, and availability of information while driving repeatable, high-quality delivery.

NFF's adherence to these standards demonstrates more than compliance, it demonstrates execution maturity, accountability, and continuous improvement. For the State, this means confidence that NFF will deliver secure, reliable, and cost-effective solutions through proven, process-driven practices aligned to mission needs and schedule expectations.

NFF IT Staffing Candidate Tools and Processes



NFF operates a high-performance recruiting engine built for speed, quality, and reliability. Using iCIMS-iRecruiter, we maintain a centralized database of hundreds of thousands of passive IT professionals by discipline, with full visibility into communication history, prior employment, references and background checks, technical interview results, and employee performance data.

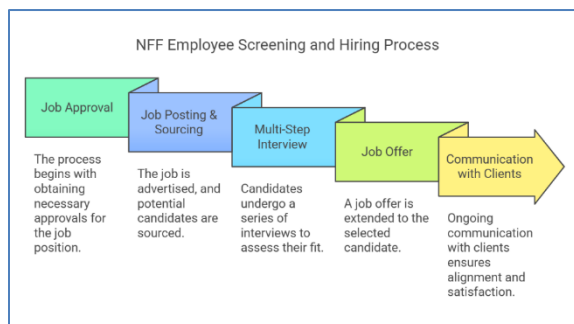
To ensure rapid response, we maintain a 12-month pipeline of qualified resumes and continuously refresh it through targeted sourcing.

How NFF Delivers Top IT Talent

- **Employee Referral Program (bonus-based):** Our most effective quality channel - referrals produce stronger candidates, faster onboarding, and higher retention.
- **Digital sourcing at scale:** Active recruiting via NFF Careers, LinkedIn, Monster, Dice, and CareerBuilder.
- **Specialized professional networks:** Ongoing engagement with groups such as Cisco Network Academy, SIMCAC, ACT-IAC, SourceCon DC, and Agile/Scrum communities.
- **University and technical school partnerships:** Campus recruiting and collaboration with placement offices to build early-career pipelines.
- **Job fairs and industry events:** Direct access to qualified, often hard-to-reach candidates.

This multi-channel strategy gives NFF consistent access to top-tier IT professionals and the ability to fill requirements quickly and confidently - especially for surge, specialized, and mission-critical staffing needs.

NFF IT Staffing Hiring Process



NFF delivers top-tier technical talent through a disciplined, ISO 9001:2015 audited hiring model built for speed, quality, and minimal delivery risk.

Whether supporting internal growth or client staffing contracts, we apply proven policies, rigorous screening standards, and clear accountability at every stage of recruitment and onboarding.

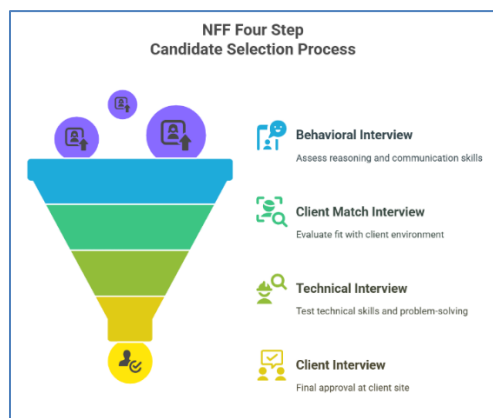
This structured, continuously improved process enables NFF to place highly qualified professionals quickly, scale teams with confidence, and provide clients with dependable talent aligned to mission-critical objectives.

1) Requisition and Hiring Strategy

- Hiring need is defined by the client account manager or internal hiring manager.
- Approval is secured from Sales Operations and/or executive leadership.
- A cross-functional panel (Account/Hiring Manager, VP Technology Services, HR Director, Talent Acquisition) aligns on role requirements, compensation, timeline, screening approach, and recruiting message.
- Talent Acquisition takes full ownership of delivery.

2) Targeted Sourcing and Candidate Pipeline

- Roles are posted across NFF careers channels and external job boards.
- iCIMS ATS manages sourcing, screening, and candidate tracking end-to-end.
- Qualified candidates are rapidly advanced for interviews, with full visibility for stakeholders.



3) Four-Step Selection Process

NFF uses a structured, high-confidence interview model to ensure both technical excellence and client fit:

1. **Behavioral Interview** - evaluates communication, judgment, and professionalism.
2. **Client Match Interview** - confirms alignment with client team culture and environment.
3. **Technical Interview** - SME-led assessment of core skills and scenario-based problem solving.
4. **Client Interview** - final customer review and selection decision.

All interviewer feedback is centralized in iCIMS, creating a documented, repeatable, and data-driven process.

4) Offer, Compliance, and Risk Control

- After selection, Talent Acquisition finalizes compensation and start date.
- HR completes references and background screening before written offer release.
- Screenings are performed by a **trusted government-focused third-party vendor**, with results typically in 1-2 business days.
- Checks include employment and education verification, Social Security trace, driving history, multi-state and county criminal records, and national sex offender registry review.

5) Client Communication and Onboarding

- The account manager serves as the single point of contact from recruiting - Day-1.
- Clients receive timely status updates, candidate feedback loops, and coordinated onboarding support.

This process enables NFF to deliver qualified talent quickly, protect client programs from hiring risk, and ensure successful staffing outcomes from day one.

NFF Process For Coordinating Work and Communicating Issues

NFF uses a proactive governance model that keeps the State informed, resolves issues quickly, and protects service continuity. Our assigned West Virginia Account Manager serves as the single point of accountability, coordinating with HR, Talent Acquisition, and executive leadership while managing all day-to-day communication with client stakeholders.

NFF employees report directly to the Account Manager, who conducts regular scheduled and ad-hoc check-ins on performance, satisfaction, and contract needs. We also maintain a consistent client communication cadence through weekly meetings, calls, and feedback surveys. When concerns arise, NFF acts immediately through coaching, corrective action, or rapid resource replacement to prevent operational disruption.

Minimizing Issues Through Employee Retention

NFF knows that retention is a performance strategy. A stable, engaged workforce reduces turnover risk, protects productivity, and improves client outcomes. Our retention program focuses on:

- Clear role expectations and skill alignment
- Mission connection and team engagement
- Competitive compensation, benefits, and tenure-based incentives
- Ongoing training, certification support, and mentorship
- Quarterly performance reviews, recognition, and rewards

- Dedicated account management, open communication, and HR support
- Internal growth opportunities, flexible work options, and continuous feedback through stay and exit interviews

This approach enables NFF to deliver a reliable, high-performing team that consistently meets the State's expectations for quality, responsiveness, and long-term value.

Managing Multiple Projects with Simultaneous Deadlines

NFF brings more than 30 years of proven success managing complex, geographically dispersed projects with overlapping deadlines - and delivering them on time. Our execution model is built for high-tempo environments: disciplined planning, precise resource allocation, and real-time coordination across multiple task orders.

Our PMO gives every project manager a mature, repeatable framework refined through hundreds of federal and local government engagements. Supported by experienced program managers, project managers, engineers, technicians, inspectors, and administrative staff, we maintain strict control of scope, schedule, budget, and quality. A secure enterprise project management platform provides full visibility into resource planning, tracking, and allocation across all active efforts, enabling faster decisions and reduced delivery risk.

NFF is fully committed to the State's success. With strong financial capacity, deep bench strength, and trusted partner support, we can execute task orders of any size with confidence - making NFF a reliable, low-risk choice for mission-critical delivery.

Minimizing Issues By Retaining High Quality Employees

At NFF, retention is a core performance strategy. We know turnover disrupts productivity, increases risk, and costs client's time. That is why we invest in a comprehensive retention program that keeps top technical talent engaged, supported, and committed for the long term.

Our approach includes:

- Clear role expectations and precise skill alignment from day one
- Mission-driven culture that connects employees to client outcomes
- Competitive compensation, strong benefits, and tenure-based incentives
- Ongoing training, certification funding, and mentorship from senior staff
- Quarterly performance reviews, recognition programs, and reward structures
- Dedicated account management and HR support for rapid issue resolution
- Internal growth opportunities, open communication, and employee feedback channels
- Flexible work options, when feasible, to support work-life balance

By proactively supporting our people, NFF maintains a stable, high-performing workforce that delivers consistent quality, faster execution, and lasting value for our clients.

NFF Process To Reduce Timeline Between Task Order And Start Date

NFF has a proven ability to rapidly staff projects in response to workload surges, quick-reaction tasking, and emergency requirements. Our proactive workforce planning enables us to deploy

qualified personnel on-site within 24 hours when needed, helping clients maintain continuity and avoid operational disruption.

This responsiveness is driven by a 12-month staffing forecast across all contracts, allowing us to anticipate demand and build qualified candidate pipelines in advance. We strengthen that pipeline through contingent hiring agreements, targeted job postings, employee referrals, trusted employment agency relationships, and an extensive consulting partner network. NFF sources talent through multiple channels, including current employees, incumbent staff, internal resume databases, and contract recruiters. This layered approach gives us exceptional speed and flexibility, with more than 85% of qualified candidates identified within 10 days.

Through disciplined resource planning and a deep bench of experienced professionals, NFF delivers the agility, scale, and reliability needed to meet unexpected staffing demands and keep critical projects moving forward without delay.

NFF Process To Retain Personnel Once Placed with the State

NFF treats retention as a mission-critical performance strategy. We proactively manage the client relationship, contract execution, and employee experience as one integrated effort to reduce turnover, protect service quality, and control costs for the State.

A dedicated NFF Account Manager serves as the State's single point of contact and is accountable for end-to-end personnel success - coordinating with HR, Talent Acquisition, and executive leadership to meet evolving requirements and maintain full alignment with the State's priorities. Our retention model includes:

- **Structured communication cadence:** Weekly meetings, regular calls, and feedback surveys with the State, plus scheduled and ad-hoc check-ins with each staffed employee.
- **Direct employee oversight and support:** The Account Manager handles performance discussions, satisfaction monitoring, timesheet approvals, and leave coordination to quickly resolve concerns.
- **Early issue detection and rapid corrective action:** If performance concerns arise, NFF acts immediately through coaching, performance counseling, or rapid replacement to avoid business disruption.
- **State-informed performance management:** Annual State feedback is incorporated into employee evaluations, recognition, compensation decisions, and targeted development plans.

This disciplined, high-touch approach builds a true partnership with the State, strengthens employee engagement, and significantly reduces avoidable turnover - ensuring consistent, high-quality support throughout the life of the contract.

RFP Required Response Forms & Information

RFP Section 3.2 Vendor Staffing Experience

Networking For Future, Inc. (NFF) is a proven IT staffing partner trusted to supply highly qualified professionals to federal, state, and local government agencies; transportation organizations; financial institutions; healthcare organizations; and other complex enterprise environments.

In accordance with Section 3.2, NFF submits this documentation to affirm its proven experience placing qualified personnel in at least six (6) listed classifications within the last five (5) years. The representative engagements below evidence NFF's ability to identify, qualify, and place technical and functional professionals across application development and support, business analysis, cloud architecture, cloud networking, and network security.

Collectively, these engagements reinforce NFF's capacity to respond to diverse client requirements with experienced professionals who bring technical command, practical judgment, and specialized expertise to demanding enterprise and government environments.

1. Senior Web Application Analyst - Washington Metropolitan Area Transit Authority (WMATA)

NFF deployed Senior Web Application Analyst resources for the Washington Metropolitan Area Transit Authority (WMATA), one of the region's largest and most operationally complex transportation organizations.

NFF met WMATA's web application requirements by identifying a professional with the right combination of application experience, analytical capability, technical knowledge, and enterprise application insight.

This engagement confirms NFF's ability to place senior application professionals in a public-sector transportation environment where application availability, reliability, business alignment, and coordination with technical stakeholders are mission-critical priorities.

Classification: Senior Web Application Analyst
Client/Entity: Washington Metropolitan Area Transit Authority (WMATA)
Services Provided: IT Staffing / Professional Resource Augmentation
Primary Area: Web Applications / Application Support

2. CRM Application Analyst - Microsoft Dynamics - Metropolitan Police Department (MPD)

NFF secured and placed a CRM Application Analyst with Microsoft Dynamics expertise for the District of Columbia Metropolitan Police Department (MPD).

The engagement required NFF to secure a professional with specialized expertise in customer relationship management applications and Microsoft Dynamics. The resource operated within a government environment requiring the ability to interpret business requirements and translate them into effective application support.

The NFF resource conducted application analysis and support involving CRM functionality, business requirements, application-related issues, and coordination between business and technical stakeholders.

This engagement confirms NFF's ability to place specialized application professionals with Microsoft technology expertise and enterprise CRM experience. It further strengthens NFF's record supporting District of Columbia government agencies where resources must integrate effectively with government stakeholders, existing IT teams, and established enterprise processes.

Classification: CRM Application Analyst - Microsoft Dynamics

Client/Entity: Metropolitan Police Department (MPD), District of Columbia

Services Provided: IT Staffing / Application Support

Primary Technology: Microsoft Dynamics / CRM

Primary Area: CRM Application Analysis and Support

3. Cloud Security Professional - Prince William County Government

NFF enhanced Prince William County Government's cloud security capability by placing a Cloud Security Professional aligned to critical cloud security and cybersecurity functions.

The resource operated within the County's cloud security environment with a focus on Identity and Access Management (IAM) and DevSecOps. The role required command of cloud security principles, identity and access controls, security operations, and the integration of security throughout the development and operational lifecycle.

The resource executed security-related activities associated with IAM, supporting appropriate access controls and sound security practices within the client's technology environment. In addition, the resource advanced DevSecOps security operations by integrating security considerations into development and operational processes.

This engagement confirms NFF's ability to place cybersecurity professionals with specialized cloud security experience who can operate across cloud infrastructure, identity management, security operations, and DevSecOps practices.

NFF brings directly relevant experience to organizations that need professionals who can execute across traditional cybersecurity functions and modern cloud-based security architectures.

Classification: Cloud Security Professional

Client/Entity: Prince William County Government

Services Provided: Cloud Security / Cybersecurity Staffing / Professional Resource Augmentation

Primary Areas of Expertise: Cloud Security / Identity and Access Management (IAM) / DevSecOps Security Operations

4. Business Analyst - Office of the Chief Financial Officer (OCFO)

NFF responded to the District of Columbia Office of the Chief Financial Officer (OCFO) with qualified Business Analyst resources aligned to the agency's operational and technology requirements.

The engagement required NFF to secure a qualified business analysis professional capable of operating in a government environment and engaging both business and technical stakeholders.

The Business Analyst led requirements gathering and documentation, business process analysis, coordination with project and technical teams, and translation of business needs into actionable requirements for technology initiatives.

This engagement confirms NFF's ability to place functional professionals who connect business operations and technology teams, translate stakeholder needs into actionable requirements, and perform effectively within a government organization.

Classification: Business Analyst

Client/Entity: District of Columbia Office of the Chief Financial Officer (OCFO)

Services Provided: Business Analysis / IT Staffing / Professional Resource Augmentation

Primary Area: Business Analysis / Requirements / Stakeholder Coordination

5. Cloud Architect - AWS / Azure - DC Health Benefit Exchange

NFF placed a senior Cloud Architect to advance cloud technology initiatives for the DC Health Benefit Exchange.

The engagement required a senior-level cloud professional with experience across major cloud platforms, including Amazon Web Services (AWS) and Microsoft Azure. NFF identified and placed a resource with the technical background required to support cloud architecture requirements within a complex government technology environment.

The resource contributed cloud architecture expertise to the planning, design, integration, and implementation of cloud-based solutions. The role required knowledge of cloud infrastructure, architecture, security, scalability, integration, and enterprise technology environments.

This engagement confirms NFF's ability to recruit and place highly specialized cloud professionals with practical experience across multiple major cloud platforms.

It also reinforces NFF's ability to support emerging and rapidly evolving technology requirements. Cloud architecture roles demand current technical knowledge, practical experience, and a clear understanding of how cloud services integrate with existing enterprise infrastructure and security requirements.

Classification: Cloud Architect

Client/Entity: DC Health Benefit Exchange

Services Provided: Cloud Architecture / IT Staffing / Professional Resource Augmentation

Technologies: Amazon Web Services (AWS) / Microsoft Azure

Primary Area: Cloud Architecture / Cloud Infrastructure / Enterprise Integration

6. Cloud Network Engineer - Federal Reserve Board

NFF matched the Federal Reserve Board's cloud networking **requirements** with a qualified Cloud Network Engineer capable of supporting complex, security-conscious enterprise infrastructure.

The engagement required a highly specialized network engineering professional with experience supporting cloud networking, firewalls, network security, and related enterprise infrastructure.

The NFF resource addressed cloud networking and network engineering requirements involving cloud connectivity, network security controls, firewall technologies, troubleshooting, and the integration of cloud and enterprise network environments.

This engagement confirms NFF's ability to recruit and place highly specialized network engineering professionals with expertise spanning traditional enterprise networking and modern cloud environments.

NFF recognizes that cloud network engineering demands a combination of networking fundamentals, cloud-platform knowledge, security expertise, and practical experience with enterprise network infrastructure. Our staffing process is built to evaluate candidates against those requirements and identify professionals capable of performing in complex technical environments.

The Federal Reserve Board engagement further validates NFF's experience placing technology professionals in highly sophisticated, security-conscious organizations where technical expertise, professionalism, reliability, and disciplined adherence to operational requirements are essential.

Classification: Cloud Network Engineer

Client/Entity: Federal Reserve Board

Services Provided: Cloud Networking / Network Engineering / IT Staffing

Primary Areas of Expertise: Cloud Networking / Firewalls / Network Security / Enterprise Networking

Summary of Compliance with Section 3.2

The engagements identified above unequivocally establish NFF's experience achieving successful placements across six distinct classifications within the required five-year period.

1. Senior Web Application Analyst - Washington Metropolitan Area Transit Authority (WMATA) - Web Applications / Application Support
2. CRM Application Analyst - Microsoft Dynamics - Metropolitan Police Department (MPD) - CRM / Microsoft Dynamics / Application Support
3. Cloud Security Professional - Prince William County Government - Cloud Security / Identity and Access Management (IAM) / DevSecOps Security Operations
4. Business Analyst - District of Columbia Office of the Chief Financial Officer (OCFO) - Business Analysis / Requirements / Stakeholder Coordination
5. Cloud Architect - AWS / Azure - DC Health Benefit Exchange - Cloud Architecture / AWS / Azure
6. Cloud Network Engineer - Federal Reserve Board - Cloud Networking / Firewalls / Network Security

Designated Contact Form

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) Kevin Reith

(Address) 700 12th St. NW Suite 700 Washington, DC 20005

(Phone Number) / (Fax Number) 202-266-4740 202-783-9019

(email address) kreith@nffinc.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.

Networking For Future (NFF)

(Company)

Kevin Reith

(Signature of Authorized Representative)

Kevin Reith - Client Engagement Executive 9-21-2026

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

202-266-4740 202-783-9015

(Phone Number) (Fax Number)

kreith@nffinc.com

(Email Address)

Revised 8/24/2023

Centralized Request For Quote Service – Prof Form

	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 Service - Prof
---	--	--

Proc Folder: 2020855 Doc Description: Temporary Technical Staffing Services Proc Type: Statewide MA (Open End)	Reason for Modification:
---	---------------------------------

Date Issued	Solicitation Closes	Solicitation No	Version
2026-08-27	2026-09-15 13:30	CRFQ 0231 OOT2700000006	1

BID RECEIVING LOCATION

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

VENDOR

Vendor Customer Code: VS0000037191
Vendor Name : NETWORKING FOR FUTURE (NFF), INC.
Address : 700 12th Street NW
Street : Suite 700
City : Washington, D.C. 20005
State : District of Columbia **Country :** U.S.A. **Zip :** 20005
Principal Contact : Kevin J. Reith
Vendor Contact Phone: (202) 304-9030 **Extension:** n / a

FOR INFORMATION CONTACT THE BUYER
 Toby L Welch
 (304) 558-8802
 toby.l.welch@wv.gov

Vendor Signature X <i>Kevin Reith</i>	FEIN# 54-1819774	DATE 09 / 22 / 2026
--	-------------------------	----------------------------

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

Date Printed: Aug 27, 2026
Page: 1
FORM ID: WV-PRC-CRFQ-002 2020/05

Addendum Acknowledgement Form

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: CRFQ OOT27*006

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)

☒ Addendum No. 1	☐ Addendum No. 6
☒ Addendum No. 2	☐ Addendum No. 7
☐ Addendum No. 3	☐ Addendum No. 8
☐ Addendum No. 4	☐ Addendum No. 9
☐ Addendum No. 5	☐ 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.

Networking For Future (NFF)

Company

Kevin Reith

Authorized Signature

9/21/2026

Date

NOTE: This addendum acknowledgement should be submitted with the bid to expedite document processing.
Revised 6/8/2012

ACORDTM**CERTIFICATE OF LIABILITY INSURANCE**

DATE (MM/DD/YYYY)

5/06/2026

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 any rights to the certificate holder in lieu of such endorsement(s).

PRODUCER USI Insurance Services LLC 101 West Main St Suite 900 Norfolk, VA 23510		CONTACT NAME: Shannon Cole PHONE (A/C, No, Ext): 757-663-4030 E-MAIL ADDRESS: shannon.cole@usi.com		FAX (A/C, No): 610-537-4196
		INSURER(S) AFFORDING COVERAGE		NAIC #
		INSURER A : National Fire Insurance Co. of Hartford		20478
		INSURER B : Continental Casualty Company		20443
		INSURER C : Continental Insurance Company		35289
		INSURER D : Hanover Insurance Company		22292
		INSURER E :		
		INSURER F :		

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

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

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	☒ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☒ OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: ☒ POLICY ☐ PRO-JECT ☐ LOC OTHER:			7092168501	05/06/2026	05/06/2027	EACH OCCURRENCE \$ 2,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000 MED EXP (Any one person) \$ 15,000 PERSONAL & ADV INJURY \$ 2,000,000 GENERAL AGGREGATE \$ 4,000,000 PRODUCTS - COMP/OP AGG \$ 4,000,000 \$
A	☐ ANY AUTO ☐ OWNED AUTOS ONLY ☒ HIRED AUTOS ONLY ☐ SCHEDULED AUTOS ☒ NON-OWNED AUTOS ONLY			BUA7092168482	05/06/2026	05/06/2027	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
B	☒ UMBRELLA LIAB ☒ OCCUR ☐ EXCESS LIAB ☐ CLAIMS-MADE ☐ DED ☒ RETENTION \$ 10000			CUE7092168465	05/06/2026	05/06/2027	EACH OCCURRENCE \$ 10,000,000 AGGREGATE \$ 10,000,000 \$
C	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE/OFFICER/MEMBER EXCLUDED? ☒ Y ☐ N (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below		N/A	WC792168529	05/06/2026	05/06/2027	☒ PER STATUTE ☐ OTH-ER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000
B	E&O w/ Cyber Liab			7092170569	05/06/2026	05/06/2027	\$5,000,000 / \$25K DED
D	3rd Party Crime			BDRH60533005	05/06/2026	05/06/2027	\$5,000,000 / \$25K DED
D	EPLI w/ 3rd Party			LHRH65290505	05/06/2026	05/06/2027	\$1,000,000 / \$25K DED

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

EPLI = Employment Practices Liability

CERTIFICATE HOLDER Networking For Future, Inc. 700 12th Street NW, Suite 700 Washington, DC 20005	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE <i>Shannon Cole</i>
--	--

© 1988-2015 ACORD CORPORATION. All rights reserved.