

Adecco

better work, better life



Adecco Staffing and HR Solutions

**Temporary
Direct Placement
Recruitment
Contact/Call Centers
Payrolling**

01/07/14 12:35:48PM
West Virginia Purchasing Division

**PRICING PAGE - TEMP 14
REGION I**

Vendor Name:	Adecco USA
# Years Providing Temp Svc:	57
Contact Person:	Tim Gates
Phone #:	3043458367
Fax:	3043458366

NOTE: If you do not cover entire region, circle counties where you do supply temporaries.

Region I- Hancock, Brooke, Ohio, Marhsall, Wetzel, Monongalia, Marion, Harrison, Doddridge, Gilmer, Pleasants, Calhoun, Wirt, Wood, Tyler, and Ritchie

CLASSIFICATION		REGION I			
		Worker Pay	Withholding	Overhead	Total
1	Accounting Technician 2	\$10.53	\$1.68	\$1.80	\$14.01
2	Administrative Services Assistant 1	\$9.62	\$1.54	\$1.62	\$12.78
3	Administrative Services Assistant 2	\$11.93	\$1.91	\$2.02	\$15.68
4	Cook				
5	Custodian	\$8.00	\$1.81	\$1.42	\$11.23
6	Data Entry Operator 2	\$9.97	\$1.57	\$1.68	\$13.22
7	Executive Secretary	\$13.85	\$2.18	\$2.33	\$18.36
8	Groundskeeper	\$9.00	\$2.04	\$1.60	\$12.64
9	Health Service Worker (Certified Nursing Program)				
10	Laboratory Assistant 3	\$9.00	\$2.04	\$1.60	\$12.64
11	Laborer	\$8.00	\$1.81	\$1.42	\$11.23
12	Mail Runner	\$8.01	\$1.27	\$1.38	\$10.66
13	Office Assistant 2	\$8.47	\$1.36	\$1.42	\$11.25
14	Office Assistant 3	\$8.93	\$1.47	\$1.61	\$11.91
15	Painter	\$9.00	\$1.62	\$1.62	\$12.66
16	Paralegal	\$13.95	\$2.23	\$2.37	\$18.55
17	Parking Attendant	\$8.05	\$1.79	\$1.46	\$11.30
18	Word Processor	\$8.93	\$1.42	\$1.51	\$11.86

REFERENCES - REGION I

Company Name	Aleris International
Representative	Michelle Schupp
Address	3816 State Route Friendly, WV 26146
Telephone No.	3046522300
Company Name	Simonton Windows
Representative	Naomi Davis
Address	1 Cochrane Drive Pennsboro, WV 25413
Telephone No.	3046592904
Company Name	Triana Energy
Representative	Beth Nesselrodt
Address	900 Virginia Street, West Charleston, WV 25302
Telephone No.	3042058552

Signature:



Date:

1-7-13

**PRICING PAGE - TEMP 14
REGION II**

Vendor Name:	Adecco USA
# Years Providing Temp Svc:	57
Contact Person:	Tim Gates
Phone #:	3043458367
Fax:	3043458366

NOTE: If you do not cover entire region, circle counties where you do supply temporaries.

Region II - Mason, Cabell, Wayne, Mingo, Logan, Boone, Lincoln, Kanawha, Putnam, Roane and Jackson

CLASSIFICATION

- 1 Accounting Technician 2
- 2 Administrative Services Assistant 1
- 3 Administrative Services Assistant 2
- 4 Cook
- 5 Custodian
- 6 Data Entry Operator 2
- 7 Executive Secretary
- 8 Groundskeeper
- 9 Health Service Worker (Certified Nursing Program)
- 10 Laboratory Assistant 3
- 11 Laborer
- 12 Mail Runner
- 13 Office Assistant 2
- 14 Office Assistant 3
- 15 Painter
- 16 Paralegal
- 17 Parking Attendant
- 18 Word Processor

REGION II			
Worker Pay	Withholding	Overhead	Total
\$10.53	\$1.68	\$1.80	\$14.01
\$9.62	\$1.54	\$1.62	\$12.78
\$11.93	\$1.91	\$2.02	\$15.68
\$8.00	\$1.81	\$1.42	\$11.23
\$9.97	\$1.57	\$1.68	\$13.22
\$13.85	\$2.18	\$2.33	\$18.36
\$9.00	\$2.04	\$1.60	\$12.64
\$9.00	\$2.04	\$1.60	\$12.64
\$8.00	\$1.81	\$1.42	\$11.23
\$8.01	\$1.27	\$1.38	\$10.66
\$8.47	\$1.36	\$1.42	\$11.25
\$8.93	\$1.47	\$1.61	\$11.91
\$9.00	\$1.62	\$1.62	\$12.66
\$13.95	\$2.23	\$2.37	\$18.55
\$8.05	\$1.79	\$1.46	\$11.30
\$8.93	\$1.42	\$1.51	\$11.86

REFERENCES - REGION II

Company Name	Carefirst (CASCI)
Representative	Patrick Parker
Address	200 Kanawha Blv Charleston, WV 25301
Telephone No.	3043537544
Company Name	Marshall University
Representative	Pete Divers
Address	1 John Marshall Drive Huntington, WV 25701
Telephone No.	3046966779
Company Name	Triana Energy
Representative	Beth Nesselrodt
Address	900 Virginia Street, West Charleston, WV 25302
Telephone No.	3042058552

Signature: _____

Timothy J. Lat

Date: _____

1-7-14

**PRICING PAGE - TEMP 14
REGION III**

Vendor Name:	Adecco USA
# Years Providing Temp Svc:	57
Contact Person:	Tim Gates
Phone #:	3043458367
Fax:	3043458366

NOTE: If you do not cover entire region, circle counties where you do supply temporaries.

Region III- Lewis, Upshur, Randolph, Pendleton, Hardy, Grant, Hampshire, Mineral, Morgan, Berkeley, Jefferson, Tucker, Barbour, Taylor, and Preston

CLASSIFICATION		REGION III			
		Worker Pay	Withholding	Overhead	Total
1	Accounting Technician 2	\$10.53	\$1.68	\$1.80	\$14.01
2	Administrative Services Assistant 1	\$9.62	\$1.54	\$1.62	\$12.78
3	Administrative Services Assistant 2	\$11.93	\$1.91	\$2.02	\$15.68
4	Cook				
5	Custodian	\$8.00	\$1.81	\$1.42	\$11.23
6	Data Entry Operator 2	\$9.97	\$1.57	\$1.68	\$13.22
7	Executive Secretary	\$13.85	\$2.18	\$2.33	\$18.36
8	Groundskeeper	\$9.00	\$2.04	\$1.60	\$12.64
9	Health Service Worker (Certified Nursing Program)				
10	Laboratory Assistant 3	\$9.00	\$2.04	\$1.60	\$12.64
11	Laborer	\$8.00	\$1.81	\$1.42	\$11.23
12	Mail Runner	\$8.01	\$1.27	\$1.38	\$10.66
13	Office Assistant 2	\$8.47	\$1.36	\$1.42	\$11.25
14	Office Assistant 3	\$8.93	\$1.47	\$1.61	\$11.91
15	Painter	\$9.00	\$1.62	\$1.62	\$12.66
16	Paralegal	\$13.95	\$2.23	\$2.37	\$18.55
17	Parking Attendant	\$8.05	\$1.79	\$1.46	\$11.30
18	Word Processor	\$8.93	\$1.42	\$1.51	\$11.86

REFERENCES - REGION III

Company Name	Sledd Co.
Representative	Tom George
Address	100 East Cove Av Wheeling, WV 26003
Telephone No.	3042431820
Company Name	Staley Communications
Representative	Jackie Barre
Address	2-22nd Street, Wheeling, WV 26003
Telephone No.	3042338780
Company Name	Cardinal Health
Representative	Craig Baranski
Address	71 Mil Acres Drive Wheeling, WV 26003
Telephone No.	3042380299

Signature: _____

Timothy J. LaRocca

Date: _____

1-7-14

PRICING PAGE - TEMP 14
REGION IV

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# Years Providing Temp Svc:	57
Contact Person:	Tim Gates
Phone #:	3043458367
Fax:	3043458366

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Region IV- Braxton, Clay, Nicholas, Fayette, Raleigh, Wyoming, McDowell, Mercer, Summers, Greenbrier, Pocahontas, Webster, and Monroe

CLASSIFICATION

- 1 Accounting Technician 2
- 2 Administrative Services Assistant 1
- 3 Administrative Services Assistant 2
- 4 Cook
- 5 Custodian
- 6 Data Entry Operator 2
- 7 Executive Secretary
- 8 Groundskeeper
- 9 Health Service Worker (Certified Nursing Program)
- 10 Laboratory Assistant 3
- 11 Laborer
- 12 Mail Runner
- 13 Office Assistant 2
- 14 Office Assistant 3
- 15 Painter
- 16 Paralegal
- 17 Parking Attendant
- 18 Word Processor

REGION IV			
Worker Pay	Withholding	Overhead	Total
\$10.53	\$1.68	\$1.80	\$14.01
\$9.62	\$1.54	\$1.62	\$12.78
\$11.93	\$1.91	\$2.02	\$15.68
\$8.00	\$1.81	\$1.42	\$11.23
\$9.97	\$1.57	\$1.68	\$13.22
\$13.85	\$2.18	\$2.33	\$18.36
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\$8.01	\$1.27	\$1.38	\$10.66
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Representative	Pete Divers
Address	1 John Marshall Drive Huntington, WV 25701
Telephone No.	3046966779
Company Name	Triana Energy
Representative	Beth Nesselrodt
Address	900 Virginia Street, West Charleston, WV 25302
Telephone No.	3042058552

Signature: _____

Timothy J. Lott

Date: _____

1-7-15



Summary of Insurance

LINE of INSURANCE	POLICY LIMITS	CARRIER and POLICY NUMBER	TERM
Commercial General Liability Bodily Injury & Property Damage	\$2,000,000/\$4,000,000 Occurrence/Aggregate	National Union Fire Insurance Co. GL9645241 (MD, NY, PA) GL9645242 (AOS)	1/1/13-1/1/14
Automobile Liability For Adecco Owned, Hired and Nonowned vehicles	\$2,000,000 Combined single limit	National Union Fire Insurance Co. CA 5196216(AOS) CA 5196217 (NY) CA 5196218 (MA)	1/1/13-1/1/14
Workers' Compensation & Employers' Liability	Statutory \$2,000,000	Insurance Company of the State of PA WC 018112601(AOS 1) 30 states	1/1/13-1/1/14
		New Hampshire Insurance Company WC 018112602 (AOS 2) 12 states	1/1/13-1/1/14
		Insurance Company of the State of PA. WC 018112603 (CA)	1/1/13-1/1/14
		Insurance Company of the State of PA WC 018112604 (FL)	1/1/13-1/1/14
		Insurance Company of the State of PA WC 018112605 (MA, ND, WA, WI, WY)	1/1/13-1/1/14
		Illinois National Insurance Co. WC 018112606 (MN)	1/1/13-1/1/14
Umbrella Liability	\$5,000,000 Per occurrence	XL Insurance America, Inc.. US00045047LI13A	1/1/13-1/1/14
Fidelity/Employee Dishonesty	\$1,000,000 Each Incident	National Union Fire Insurance Co. 01-571-52-87	1/1/13-1/1/14
Staffing Services and Technology Errors & Omissions Liability	\$1,000,000 Each Wrongful Act	Continental Casualty Company 167112912	1/1/13-1/1/14

**This document provides general information pertaining to Adecco's insurance coverages
and does not confer any rights under the policies listed above.**

A Certificate of Insurance will be provided when needed for a contract or a lease.

Adecco's Proposal for State of West Virginia

Adecco appreciates this opportunity to share our most successful practices, experience and human resource solutions with State of West Virginia. Whether you need temporary staffing to augment your production, streamline your payroll/personnel administration expenses, or as a pre-screening process for permanent positions, Adecco is the human resource company with the expertise to successfully address your needs and provide qualified workers – our associates.

Our objective is to provide you with exceptional service designed to fulfill your particular requirements, while reducing your costs. To this end, we offer technology that is unique to our industry, including our Custom Match technology that enables us to identify candidates with the necessary skill sets for your assignments. Used in conjunction with our thorough screening, interviewing and skill evaluation processes, Custom Match will help us quickly identify candidates matching your work requirements. We also provide innovative programs, such as Adecco Career Connections, a specialty recruitment program to help military spouses and veterans achieve their professional goals.

Adecco focuses on providing programs designed to alleviate you of the costs inherent to managing labor, including unemployment insurance and workers' compensation expenses, as well as the resulting accountant fees. By utilizing our resources your costs are defined upfront, with no extraneous or latent labor expenses to contend with during the course of our associates' employment.

While controlling costs, we also identify opportunities to help State of West Virginia increase quality and productivity. Our experienced professionals will deploy a complete and transparent human resource solution within your company, which will bring you the best value. As an organization, we are strategically focused on becoming more than a tactical resource. Rather, we propose to become a strategic component of State of West Virginia's processes.

Our goal is to provide you with personalized service and a comprehensive solution that draws upon the extensive capabilities presented within our proposal. Our understanding of your current and future business objectives are to:

- Centralize your hiring process
- Reduce vendor base
- Simplify the requisition process

Our proposal addresses how Adecco will focus on those objectives while utilizing temporary, temp-to-hire and/or direct placement services for your specific job skill requirements. We rely heavily on a database of thousands of workers and hundreds of job skills, as well as our AdeccoXpert evaluation system, tried and tested interview techniques and a comprehensive benefits package so that you receive the most qualified candidates.

Adecco Overview

The Adecco Group, a total human resource solutions company, leads the industry in providing temporary and direct placement staffing in a myriad of disciplines, as well as wide-spanning human resource services. We are the largest company in the staffing industry worldwide, comprised of over 31,000 colleagues (our internal staff) and over 5,200 offices in more than 60 countries and territories, inclusive of approximately 500 Adecco offices in the United States. On any given day, Adecco's worldwide network connects over 650,000 associates (temporary employees) with more than 100,000 clients as we service large corporate and small business sectors.

Registered in Switzerland and ranked #387 in Fortune's Global 500 list, our international presence and multinational management team provides us with a unique perspective and positions us as a multicultural organization. Our extensive geographic scope, verified by a market share that places us in first or second place in 12 of the 13 largest world marketplaces, differentiates us from the competition and enables us to provide unsurpassed service and staffing solutions to our clients. Our strong market presence is supported by considerable financial strength. Adecco's global revenue in 2012 totaled EUR 20.5 billion, which includes EUR 3.8 billion in North America alone.

Full-Service Provider

To address our clients' varied needs in the United States the Adecco Group offers full-service human resource solutions through two distinct market approaches:

General Staffing Business Lines

- Adecco Office (administrative and clerical)
- Adecco Industrial (includes Adecco Transportation)

Professional Staffing and Services Business Lines

- Adecco Engineering & Technical
- Adecco Finance & Legal
- Adecco Information Technology
- Adecco Medical & Scientific

(Divisions listed above that are not included within the parameters of this proposal are not bound by the pricing terms and conditions negotiated. However, we are listing all of the services offered by the Adecco Group, so that you are aware of the scope of our capabilities and the resources available should you have additional requirements.)

Extensive Experience

With more than 60 years of experience, Adecco has amassed extensive knowledge servicing both national and local clients including leading Fortune 500 companies as well as privately-owned businesses. Some of our leading current satisfied local clients are:

- Carefirst/CASCI
- Gestamp
- Simonton Windows
- Green Metals
- First Energy

Adecco's Solutions

We are consultants who deliver solutions. Adecco provides a cross-functional team that designs and delivers one-of-a-kind staffing solutions, built one client at a time to address individual needs and wants. Not simply a global leader in the field of employment, we are also the single source for all of State of West Virginia's human resource needs, from contingent staffing and direct placement to outsourcing and employee relations. As our relationship with you grows, new and additional programs may be required. Adecco will continually review and enhance our service delivery to address your evolving business objectives.

Wide-Ranging Skill Classifications

Adecco's varied service offerings encompass virtually every industry and special staffing need – from finance to information technology, temporary to direct placement and beyond. By combining our unmatched scale with our full-service vision of HR solutions, Adecco is helping both clients and people seeking employment to meet the challenges and capitalize on the opportunities created by today's "New World of Work." Adecco provides qualified temporary employees, our associates, in more than 400 skill categories.

Temporary Staffing

We provide our clients with the flexibility of just-in-time, qualified contingent workers. Whether an associate is needed for eight hours or several years, Adecco has the right person at the right time and can help you fill your staffing needs for:

- Seasonal fluctuations
- Vacation coverage
- Special events and projects
- Medical leaves
- Production variances

Associates we place are Adecco employees who are paid by us and enjoy our benefits, while fulfilling your workload and productivity standards. Simple and easy, our services are invoiced weekly at an hourly bill rate.

Temp-to-Hire Staffing

Adecco provides our clients with quality candidates interested in career opportunities who have the necessary skills and profiles to make ongoing contributions. Through our predefined temp-to-hire schedule, our clients are able to make knowledge-based employment decisions that convert our associates to fully trained, permanent employees who are already acclimated to their organization's

culture and can be productive from day one. We provide weekly, hourly bill rate invoices during the temporary period and a pre-negotiated conversion fee when the associate is transitioned to permanent status.

Direct Placement Services

Adecco provides our clients with cost-effective, efficient, nationwide job searches. Our Direct Placement Recruiters focus on permanent openings and actively seek candidates who are currently employed and possess the skills, attitude and track record that place them in the top 10% of the candidate pool. When you require a "unique" or "perfect" match for your requirements, we do the work, you make the final selection and we provide one invoice calculated at the agreed upon percentage of total annual compensation. It could not be easier!

Client Payrolled Employee Program

Adecco offers a Client Payrolled Employee Program (Payrolling Services), whereby we employ candidates sourced and selected by our clients, which reduces both administrative and overall employment costs for State of West Virginia. Once Adecco receives the basic information about the relevant employees, including pay rates, schedules and hours, the information is entered into our Connect system to trigger the weekly payroll and invoicing function. This model is typically used when our clients want a uniform method of handling referrals, retirees and seasonal returning workers.

Value-Added Services that Differentiate Adecco

Effective Recruiting Methods

Recruiting at Adecco is a process, not an event – a rigorous, formal commitment to our clients. The best recruiting personnel and latest technological tools combine to find optimal matches for State of West Virginia's job openings and address demand fluctuations. We understand the methods necessary for successful recruiting efforts, as well as the difference it can make to your business, so we will rely on a wide range of recruiting methods to attract and retain qualified associates for State of West Virginia including:

- Internet (AdeccoUSA, iPhone App, thousands of Web sites, e-mail and social networking sites)
- Automated Outbound Calling System
- Community Outreach Programs
- Referrals
- Recruiting Fairs/Virtual Career Fairs
- Print and Broadcast Advertising
- Open Houses
- College Recruiting
- Partnerships with professional organizations, the U.S. Department of Labor and others
- Adecco Career Connections Program, a partnership with military services designed to attract military spouses and veterans
- AARP Publications/Web site that highlights Adecco as an "AARP National Employer Team" member

Adecco Career Connections Program

The Adecco Career Connections Program partners with military services to help place spouses of U.S. military personnel and veterans in jobs nationwide while enabling us to enhance our recruiting efforts by accessing an additional source of applicants with a vast spectrum of skill sets. As part of this program, military spouses can transfer throughout the Adecco branch network without losing accumulated time or benefits, relying on our branch colleagues who provide skill enhancement training and temporary job placement. In addition, to ease veterans' difficult transition back into the civilian workforce, we offer career support, including career counseling, resume enhancement, interview training and online skills training.

American Association for Retired Persons (AARP) Publications

As one of 30 companies on the "AARP National Employer Team," Adecco receives increased visibility through AARP's Web site and publications that are available to millions of members. Adecco is also highlighted in selected AARP press releases. Due to this media exposure, our ability to recruit mature workers is enhanced.

Selection Tools

Adecco's selection process starts with understanding your specific needs. Before we even assign the first temporary employee, we will assess your environment to gain a full understanding of your requirements and the type of work our associates will be undertaking, which will enable us to build a selection process designed specifically for State of West Virginia. Incorporating a combination of traditional methods, including interviews and reference checks, enhanced by AdeccoXpert, our state-of-the-art evaluation system, our selection process will identify the most favorable candidates for your business.

Screening Process

Adecco employs a host of standard screening procedures during the selection process that include:

- Online Application
- Personal Interviews
- Assessments
- Employment Verification/Reference Checks
- E-Verify (Social Security Number and Employment Eligibility Verification)

In addition, Adecco offers optional screening services including:

- Credential/Professional License Verification
- Credit Investigation
- Criminal Background Investigation (County/Felony, State and Federal)
- Drug Testing
- Motor Vehicle Record Verification

AdeccoXpert Evaluation System

Our proprietary AdeccoXpert Can Do, Will Do and Will Fit evaluation system combines Web-based, written and hands-on assessments into an integrated application that provides us with all the information necessary to match applicants' skills, attitudes and preferences to State of West Virginia's needs.

AdeccoXpert

Utilizing special graphics and animation, each applicant is guided through a series of tests. Standardized instructions and computer-generated score reports ensure that the tests are fair, and that results accurately assess the applicants' level of proficiency. As a result, Adecco's clients can be certain that our associates and direct placement candidates arrive with the required skills that enable them to be productive from day one.

AdeccoXpert allows associates to complete evaluations from any computer with Internet access, which facilitates the process and enables Adecco to reach more candidates by drawing from both in-office and online applicants. While AdeccoXpert enhances our capability to serve our clients cost effectively, applicants also benefit from a less-stressful environment, resulting in outcomes that are more consistent with true abilities.

AdeccoXpert's Can Do, Will Do and Will Fit Assessments

Xpert is comprised of the following components:

- **Xpert Can Do** – Features a wide range of skill evaluations (such as competence in word usage, software, manual dexterity, etc.) that assess whether applicants have the proficiency to fulfill assignments.
- **Xpert Will Do** – Determines if applicants have the motivation and willingness to complete the assignment by evaluating soft skills in order to provide better matches that increase productivity. Key attributes assessed include work conduct and reliability/conscientiousness.
- **Xpert Will Fit** – Evaluates applicants' work style and preferences in comparison to our clients' business culture and environment, a feature that is unique to our industry and provides the last piece of the puzzle for selecting candidates who match State of West Virginia's specific work environment.

Associate Training

Adecco invests heavily in the people that we hire, so that they will perform well for you, while also expanding their knowledge base and achieving their own personal goals. We are well prepared to offer a host of Adecco SkillBuilder Training to our associates that include software, clerical, contact center, light industrial, IT and production technical applications. Safety instruction can also be included, if needed. In addition, we provide comprehensive orientation and tuition reimbursement programs.

Associate Benefits

Adecco offers our associates an extremely competitive benefits package that includes paid holidays, service bonus, health insurance, 401(k) plan, training, career development and tuition reimbursement. Since a comprehensive benefits plan is available to our associates, they are more likely to complete their assignment, thereby decreasing turnover. As a result, our clients benefit from our capability to recruit and retain the best available candidates. Benefits may vary by position type (recruited or payrolled) and skill set (general or professional).

Technology

Adecco's cutting-edge, seamless, integrated technology and infrastructure link all our offices nationwide and enable us to provide real-time communication, faster service and accurate information to our clients, facilitating their human capital management. At Adecco, we view technology as a means for us to dedicate more time to:

- Understanding our clients' evolving needs and work environments
- Identifying our associates' hard and soft skills, motivation and work preferences
- Delivering human resource solutions, including staffing services and program maintenance

Custom Match

...Efficient, just-in-time delivery of favorable candidates

Custom Match, our highly evolved front office system for matching the right associate to the job, drives standardized and just-in-time service delivery, enabling Adecco to make accurate placements for State of West Virginia. Each Adecco client has an electronic account folder where all essential information

regarding their requirements is readily available to our office staff. As a result, when orders are placed, our front-office application identifies all qualified, available associates at the touch of a button, assuring that the widest possible recruiting area and the maximum pool of relevant candidates will be considered for each order.

Connect Time Capture

...Improving time submittal and paycheck delivery, while minimizing discrepancies

Adecco's time and attendance recordkeeping system delivers unparalleled ease and convenience to our associates while improving efficiency and accuracy for our clients. Our offerings include:

- Web time capture
- Web time approval for clients
- Interactive Voice Response (IVR)
- Adecco on-site time clock
- Traditional hard copy time cards

Adecco's associates are typically paid on a weekly basis. The preferred methods are direct deposit or pay card (for associates who do not have bank accounts).

Connect Billing

...Accurate, easy to understand invoices

Adecco's Connect Billing system interfaces with the Oracle Financials application, which is tailored to our specifications. The system generates detailed invoices, allowing for seven client-specific data fields that can be programmed to provide billing information for any or all departments, associates, shifts, hiring managers or locations.

We offer consolidated, electronic (Internet, FTP or XML) and EDI billing. (A procurement card option is also available, upon request.) Our system provides accurate, timely invoices that enable centralized control of spending, while allowing us to effect compliance for our clients.

Invoicing and Payment

Adecco preferred method of billing is our eInvoicing option that allows for the transmission of soft copies of invoices by e-mail. Invoices are sent directly to our clients' specified e-mail address on a weekly basis. Adecco payment terms are net upon receipt.

Client Reporting

...Centralized control of information

Adecco provides our clients with comprehensive, summary Actuate reports that are exceptionally efficient and accurate, and afford time savings for your management personnel. We can provide usage, quality, longevity and operational metric reports sorted and subtotaled in a variety of ways. A few examples of our reports include:

- Dollar volume by client shift or project
- Usage by skill classification or department

- Current or historical headcount
- Temp-to-Hire conversion fees for year to date

AdeccoClub: Our eBusiness Solution



Adecco recognizes the importance of technology in providing the best staffing solutions, and as a result, we continue to focus on building the Web into our business to enhance our service capabilities. Consequently, we are able to provide our clients with real-time information regarding our program and contingent workforce.

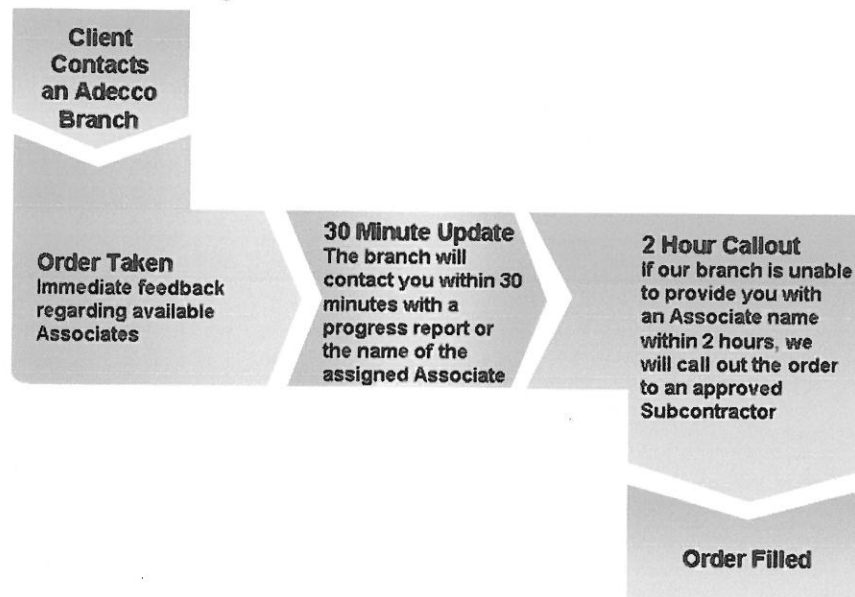
With this goal, we launched AdeccoClub, an innovative, Web-based system exclusive to Adecco. AdeccoClub provides a portal that facilitates the distribution of information to clients and colleagues (our internal staff) via the Web, while also enhancing communication, performance measurement and evaluation.

Through utilizing our AdeccoClub solution, clients can place orders, approve time, view reports and invoices quickly and easily online.

Requisition Process

Due to our continuous recruiting focus and innovative technology, State of West Virginia can expect a uniform order requisition process that utilizes Client and Order Profiles cross-referenced with Employee Profiles in our Custom Match system. The Client and Order Profiles identify our clients' specific requirements, while Employee Profiles include our associates' personnel records (education, training, skills, etc.) to assist us in filling your job orders quickly and efficiently.

Adecco is equipped to fill your requests, even on short notice, and will keep you informed regarding the status of all orders. Following is a flow chart that depicts the typical process for staffing requests:

General Staffing Workflow**Quality Program**

Quality at Adecco is a commitment from every employee to exceed our clients' expectations. We set high standards for ourselves and then do everything within our power to perform to these standards every day. As such, we have a proven Quality Program in place that is designed to improve communications, monitor quality and evaluate our program offerings. We assess performance reports, internal performance reviews, audits and surveys, as well as rely on our Continuous Process Improvement Program to enhance customer satisfaction and quality delivery.

Critical success factors inherent to our Quality Program include:

- Open communication with our clients
- Committed colleagues dedicated to understanding our clients and their needs, so we can effectively fulfill business objectives
- Consistent and uniform colleague training and development
- Technology-driven customer service systems
- Benchmarking and monitoring performance metrics

The processes we use in order to achieve customer satisfaction and successful placements include:

- Quality service calls (check-in and progress calls)
- Assignment follow-ups and work evaluations
- Quality audits
- Quality Performance Reviews conducted by Adecco's Quality Auditors
- Adecco Customer Satisfaction Surveys (distributed and reviewed twice a year to obtain service level evaluations and gauge our clients' satisfaction)
- Adecco Total Quality Management Surveys (used to determine satisfaction levels with our associates and program)

Our Quality Program has been acknowledged by leading clients. Included among the awards we have received are:

- **PPG Industries' Excellent Supplier Award**, which recognized our outstanding products and services
- **Alcon's Supplier Excellence Award**, which marked the first time a staffing services provider was selected
- **GE Healthcare's Productivity Award**, for our commitment to efficiency
- **Eastman Kodak's Supplier Certification Award**, which acknowledged our world-class service and product quality

Human Resource Expertise

It is important to us that each Adecco colleague not only be able to do their job, but be able to recognize ways that their job can be done better. Accordingly, Adecco provides both new employee and ongoing training so that our colleagues are the most qualified and skilled in the industry.



Our goal is to deliver the best training, leadership development and retention programs in the industry and help make Adecco the employer of choice. The Adecco University LearnCenter, our state-of-the-art learning management system through which all critical training initiatives are delivered, allows us to work toward that goal by enabling colleagues to reach their full potential.

We equip our colleagues with the necessary tools and resources, blending online training with practical application, providing in-person engagements and involving management. Our diverse library of resources, tools and courseware includes position, line-of-business and company-specific offerings. Each learning plan is prerequisite driven and includes required assignments.

Diversity Initiatives

Adecco leads the staffing industry in instituting diversity initiatives that focus on the recruitment of minority candidates, and the development and inclusion of diverse suppliers. Adecco's company-wide workplace diversity initiative encompasses the following key components: Diversity Education, Diversity Recruitment, Diversity Retention, Community Outreach and Communication. Through our efforts, Adecco continually strives to maintain a diverse and inclusive workforce and supplier base.

Through our initiatives, Adecco has received awards from numerous organizations including:

- **RetirementJobs.com** – Adecco was recognized for our commitment to retention and recruiting of age 50+ workers on an age friendly/age-neutral basis, 2010
- **National Economic Development Commission of The American Legion** – Veteran Employer of the Year in Massachusetts, 2010
- **Top 100 Companies to Work For** – Awarded by Savoy Professional magazine, 2009
- **AARP** – 2010 and eight-time Honoree on AARP's list of Best Employers for Workers over 50. Selected to join NET Program in 2007
- **National Business & Disability Council** – Employer of Choice, 2005, 2006, 2007, 2008 & 2009

- **World Diversity Leadership Summit** – 2008 Global Partners Program, 2007 Diversity Innovation Award United Nations, New York, 2006 Global Diversity Award, Prague, CZ
- **Viscardi Legacy Award** – Adecco was recognized as a visionary business that demonstrates commitment to empowering individuals with disabilities by integrating them into their workforce, 2008
- **19th Annual Exemplary Employer Award** – Governor's Commission on Employment of People with Disabilities, State of Massachusetts, 2007

Community Service

Adecco is committed to and actively participates in the communities where we conduct business. In addition to corporate financial contributions, our individual offices and employees donate both time and money to better the areas where they work and live.

Adecco also initiated community-based partnerships to create job opportunities and help people who have been out of the workforce be productive again.

Local Adecco/State of West Virginia Team

Ready to service your needs!

We look forward to further demonstrating our capabilities and expanding our relationship with State of West Virginia

Account Contact:	Tim Gates – Regional Vice-President
E-Mail Address:	tim.gates@adeccona.com
Branch Manager:	Melinda Brooks
Address:	1006 East Washington Street, Charleston, WV 25301
Telephone Number:	304-345-8367

Supporting your primary Adecco Servicing Team are an additional 7 offices in the State of West Virginia. Our distribution capacity enables Adecco to maximize recruiting and screening from multiple locations. Additionally, our internally shared database of associates will provide you with the largest pool of qualified and available candidates in your area through our local Adecco branch.

Why Partner with Adecco?

Adecco, the leading staffing firm worldwide, has the highest market share, revenue, cash flow and market capitalization within the industry. Our superior position stems from both organic growth and well-planned acquisitions that have driven us to the forefront of the staffing industry. As a result, we have the greatest resources to provide our clients with the services that they require.

Experienced Supplier

We have tremendous knowledge, education and experience gained from providing more than 60 years of service. Accordingly, Adecco has distinct advantages over our competitors in servicing like accounts and is well positioned, prepared and capable to deliver expert service within State of West Virginia's organization.

Adecco is committed to providing an experienced management team that will be fully empowered to provide strong, centralized account management, while delivering responsive service to each of your internal end users. Our team will be fully accountable for administering service delivery throughout your organization, including invoice and reporting management and quality assurance.

Our core competencies, which stem from providing staffing in more than 400 skill classifications, encompass established management, evaluation, training, orientation and implementation procedures that enable us to assist you in finding the best candidate for virtually every position required. Our total service capability allows us to single handedly fill your staffing needs.

What Makes Adecco People Stand Out?

Adecco is uniquely qualified to help State of West Virginia achieve your staffing objectives. We will work hard to earn and maintain your business, relying on our extensive experience to cost-efficiently manage the entire staffing process.

Our goal is to provide State of West Virginia with the best-qualified associates resulting from:

- Effective recruiting, screening and training processes
- Excellent benefits and retention programs
- Innovative technology to support our staffing programs
- Well-defined quality practices
- Community focused staff backed by Adecco's corporate infrastructure



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

WV PURCHASING ACA SECT Fax 304-558-4115

Jan 2 2014 11:22am P001/011

TEMP14

1

ADDRESS CORRESPONDENCE TO ATTENTION OF

ROBERTA WAGNER
304-558-0067

RFQ COPY

TYPE NAME/ADDRESS HERE

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ALL STATE AGENCIES
AND POLITICAL SUBDIVISIONS
VARIOUS LOCALES AS INDICATED
BY ORDER

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DATE PRINTED

01/02/2014

BID OPENING DATE

01/07/2014

BID OPENING TIME 1:30PM

LINE	QUANTITY	UOP	CAT NO	ITEM NUMBER	UNIT PRICE	AMOUNT
				ADDENDUM NO. 1		
				ADDENDUM ISSUED:		
				1. TO PROVIDE RESPONSES TO QUESTIONS SUBMITTED REGARDING THE ORIGINAL SOLICITATION. QUESTIONS AND ANSWERS ARE ATTACHED.		
				2. TO PROVIDE VENDORS A COPY OF THE MANDATORY PRE-BID MEETING SIGN-IN SHEETS.		
				3. TO PROVIDE ADDENDUM ACKNOWLEDGEMENT. THIS DOCUMENT SHOULD BE SIGNED AND RETURNED WITH YOUR BID. FAILURE TO SIGN AND RETURN MAY RESULT IN THE DISQUALIFICATION OF YOUR BID.		
				***** END OF ADDENDUM NO. 1 *****		

SIGNATURE	<i>James G. Slat</i>	TELEPHONE	304-345-8367	DATE	1-7-14
TITLE	Regional Vice-President	FEIN	94-3286700	ADDRESS CHANGES TO BE NOTED ABOVE	

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



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

WV PURCHASING ACA SECT Fax 304-558-4115

Jan 2 2014 11:22am P002/011

TEMP14

2

ADDRESS CORRESPONDENCE TO ATTENTION OF:

ROBERTA WAGNER
304-558-0067

RFQ COPY
TYPE NAME/ADDRESS HERE

ALL STATE AGENCIES
AND POLITICAL SUBDIVISIONS
VARIOUS LOCALES AS INDICATED
BY ORDER

DATE PRINTED

01/02/2014

BID OPENING DATE:

01/07/2014

BID OPENING TIME 1:30PM

LINE	QUANTITY	UOP	CAT NO	ITEM NUMBER	UNIT PRICE	AMOUNT
0001	1	JB		946-10-01-001		
TEMPORARY EMPLOYEE SERVICES						
***** THIS IS THE END OF RFQ TEMP14 ***** TOTAL:						

SIGNATURE

[Signature]

TELEPHONE

304-345-8367

DATE

1-7-14

TITLE

RVP

FEIN

94-3286705

ADDRESS CHANGES TO BE NOTED ABOVE

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

ADDENDUM 1**TEMP14 ~ Questions & Answers**

1. Describe what the State's definition is for "withholding"? (We would consider it to be the burden consisting of FICA, Worker's Compensation, Unemployment, Liability and Bond Insurance, etc.)

A: The definition of "Withholding" contained in the specifications is hereby amended to include the following items in addition to those items already listed:

"any fee, tax, or other sum of money required to be withheld from an employee's paycheck by federal, state, county, or municipal governing bodies"

2. Drug testing/Background – If not all departments request background checks then wouldn't be better to list those costs separately?

A: No. There is no guarantee if any Agency will or will not request background checks.

3. Describe "Vendor shall submit one original technical and one original cost proposal plus ____ convenience copies of the each. Please explain.

A: This is only when requested which is not on this solicitation.

4. How will the increase of ACA costs be accounted for since we do not have these available currently?

A: Please see answer to question #11.

5. Under 4.1.5.1 (pg. 23) you state "the vendors supply all temporary employees with time cards". Can we use a computer generated time keeping system that we refer to as "direct time"?

A: Yes, as long as the time record is updated daily.

6. 4.1.7 – Explain the "one week notice" ruling that is required. What if there is a family emergency or illness, do the vendors have to wait one full week before replacing the temporary?

A: The language contained 4.1.7.1 is hereby amended by include the phrase ",except in cases of a bona fide emergency," as follows: "Vendors shall provide one week notice, except in cases of a bona fide emergency, should Vendor be required to replace the existing Temporary Employee or provide a new Temporary Employee."

7. 4.1.20.3 (page 29) states Vendor shall not request nor require any additional forms, policy statements, etc to be assigned by any State Agency. Does this mean signed documents and not procedural forms such as work environment surveys?

A: Yes. Additional Terms and Conditions and Policies shall not be requested. Forms such as satisfaction surveys may be submitted to the Agency, but Agency is under no obligation to complete the forms and is not permitted to sign the forms.

Also, 4.1.20.3 now corrected to read as follows: "Vendor shall not request nor require additional forms, policy statements, etc. to be signed by any State Agency."

8. If there are 5 lowest bid proposals accepted, who decides which Vendor will service the state agency?

A: Please see Section 4.1.16 of the Specification.

9. 9.2 – How much are the replacement controlling cards or keys?

A: It depends on the Agency/Region. But a \$10.00 replacement fee is being charged within the Capitol Complex Buildings and most Agencies within the Charleston, WV area. No cash payments, only checks payable to the WV Department of Administration (and/or the Agency)

10. Under item 51, Background check it states a temporary may be required to submit to a fingerprint-based state and federal background inquiry through the state repository at the service provider's costs for any costs associated with the fingerprinted-based state and federal background inquiry. What is the cost and how many are generally requested in a one year period of time?

A: Vendors should contact the West Virginia Division of Protective Services @ 304-558-9911 for more information regarding background check requirements as stated in Item # 51 of the General Terms and Conditions.

11. 4.1.4.1 Will the ACA costs be considered in the bill rates changing in the future?

A: No, any actual or anticipated costs associated with the ACA must be included in the vendor's bid submission and reflected in the quoted price.

12. What type of drug testing will be required? (Swab? Panel number? Urine?)

A: This depends on the placement per Section 4.1.8.1 of the Specification.

13. What type of background checks?

A: Please see answer to # 10.

14. The bid package references it as TEMPS14 but in 2.3 it states TEMP13; which is it?

A: 2.3 is corrected and will read: "RFQ" means the official request for quotation published by the Purchasing Division and identified as TEMP14.

SOLICITATION NUMBER: TEMP14
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. To provide responses to questions submitted regarding the Solicitation.
2. To provide mandatory pre-bid sign-in sheets.
3. To provide Addendum Acknowledgment.

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.

ATTACHMENT A



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

Solicitation

NUMBER

TEMP14

PAGE

1

ADDRESS CORRESPONDENCE TO ATTENTION OF:

ROBERTA WAGNER
304-558-0067

*618150806 304 345 8367

ADECCO USA INC
1006 WASHINGTON ST EAST
CHARLESTON WV 25301

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ALL STATE AGENCIES
AND POLITICAL SUBDIVISIONS
VARIOUS LOCALES AS INDICATED
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DATE PRINTED

12/05/2013

BID OPENING DATE:

01/07/2014

BID OPENING TIME 1:30PM

LINE	QUANTITY	UOP	CAT NO	ITEM NUMBER	UNIT PRICE	AMOUNT
STATEWIDE OPEN-END CONTRACT						
THE PURCHASING DIVISION IS SOLICITING BIDS FOR A STATEWIDE OPEN-END CONTRACT TO PROVIDE TEMPORARY WORKER SERVICES FOR STATE AGENCIES AND POLITICAL SUBDIVISIONS.						
0001	1	JB		946-10-01-001		
TEMPORARY EMPLOYEE SERVICES						
***** THIS IS THE END OF RFQ TEMP14 ***** TOTAL:						

SIGNATURE

TITLE

TELEPHONE

DATE

ADDRESS CHANGES TO BE NOTED ABOVE

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

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. **PREBID MEETING:** The item identified below shall apply to this Solicitation.

☐

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

☐

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

☒

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

2019 Washington Street East, Building 15
Charleston, WV 25305

December 20, 2013 - Friday @ 10:00

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 person attending the pre-bid meeting may represent more than one Vendor.

An attendance sheet provided at the pre-bid meeting shall serve as the official document verifying attendance. The State will not accept any other form of proof or documentation to verify 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. Additionally, the person attending the pre-bid meeting should include the Vendor's E-Mail address, phone number, and Fax number on the attendance sheet. 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.

All Vendors should arrive prior to the starting time for the pre-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.

Questions submitted at least five business days prior to a scheduled pre-bid will be discussed at the pre-bid meeting if possible. 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 in order 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.

Question Submission Deadline: December 23, 2013 - end of business

Submit Questions to: Roberta. A. Wagner

2019 Washington Street, East

Charleston, WV 25305

Fax: 304-558-4115

Email: roberta.a.wagner@wv.gov

5. **VERBAL COMMUNICATION:** Any verbal communication between the Vendor and any State personnel is not binding, including that made 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 signed and delivered by the Vendor to the Purchasing Division at the address listed below on or before the date and time of the bid opening. 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. The bid delivery address is:

Department of Administration, Purchasing Division

2019 Washington Street East

Charleston, WV 25305-0130

The bid should contain the information listed below on the face of the envelope or the bid may not be considered:

SEALED BID

BUYER: _____
 SOLICITATION NO.: _____
 BID OPENING DATE: _____
 BID OPENING TIME: _____
 FAX NUMBER: _____

In the event that Vendor is responding to a request for proposal, the Vendor shall submit one original technical and one original cost proposal plus _____ convenience copies of each to the Purchasing Division at the address shown above. Additionally, the Vendor should identify the bid type as either a technical or cost proposal on the face of each bid envelope submitted in response to a request for proposal as follows:

BID TYPE: ☐ Technical
☐ Cost

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 time stamped by the official Purchasing Division time clock.

Bid Opening Date and Time: January 7, 2014 - Tuesday @ 1:30 P.M.

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 Acknowledgment Form, 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.
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.

GENERAL TERMS AND CONDITIONS:

1. **CONTRACTUAL AGREEMENT:** Issuance of a Purchase Order signed by the Purchasing Division Director, or his designee, and approved as to form by the Attorney General's office constitutes acceptance of this Contract made by and between the State of West Virginia and the Vendor. Vendor's signature on its bid 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 **"Contract"** means the binding agreement that is entered into between the State and the Vendor to provide the goods and services requested in the Solicitation.

 - 2.3 **"Director"** means the Director of the West Virginia Department of Administration, Purchasing Division.

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

 - 2.5 **"Purchase Order"** 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 successful bidder and Contract holder.

 - 2.6 **"Solicitation"** means the official solicitation published by the Purchasing Division and identified by number on the first page thereof.

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

 - 2.8 **"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: This Contract becomes effective on upon award
and extends for a period of one (1) year(s).

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 must be submitted to the Purchasing Division Director 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. Renewal of this Contract is limited to two (2) successive one (1) year periods. Automatic renewal of this Contract is prohibited. Notwithstanding the foregoing, Purchasing Division approval is not required on agency delegated or exempt purchases. Attorney General approval may be required for vendor terms and conditions.

Reasonable Time Extension: At the sole discretion of the Purchasing Division Director, and with approval from the Attorney General's office (Attorney General approval is as to form only), this Contract may be extended for a reasonable time after the initial Contract term or after any renewal term as may be necessary to obtain a new contract or renew this Contract. Any reasonable time extension shall not exceed twelve (12) months. Vendor may avoid a reasonable time extension by providing the Purchasing Division Director with written notice of Vendor's desire to terminate this Contract 30 days prior to the expiration of the then current term. During any reasonable time extension period, the Vendor may terminate this Contract for any reason upon giving the Purchasing Division Director 30 days written notice. Automatic extension of this Contract is prohibited. Notwithstanding the foregoing, Purchasing Division approval is not required on agency delegated or exempt purchases, but Attorney General approval may be required.

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

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

☐ **Other:** See attached.

4. **NOTICE TO PROCEED:** Vendor shall begin performance of this Contract immediately upon receiving notice to proceed unless otherwise instructed by the Agency. Unless otherwise specified, the fully executed Purchase Order will be considered notice to proceed

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 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.

6. **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.

7. **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 of 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.

8. **REQUIRED DOCUMENTS:** All of the items checked below must be provided to the Purchasing Division by the Vendor as specified below.

- ☐ **BID BOND:** All Vendors shall furnish a bid bond in the amount of five percent (5%) of the total amount of the bid protecting the State of West Virginia. The bid bond must be submitted with the bid.
- ☐ **PERFORMANCE BOND:** The apparent successful Vendor shall provide a performance bond in the amount of _____ . The performance bond must be issued and received by the Purchasing Division prior to Contract award. On construction contracts, the performance bond must be 100% of the Contract value.
- ☐ **LABOR/MATERIAL PAYMENT BOND:** The apparent successful Vendor shall provide a labor/material payment bond in the amount of 100% of the Contract value. The labor/material payment bond must be issued and delivered to the Purchasing Division prior to Contract award.

In lieu of the Bid Bond, Performance Bond, and Labor/Material Payment Bond, the Vendor may provide certified checks, cashier's checks, or irrevocable letters of credit. Any certified check, cashier's check, or irrevocable letter of credit provided in lieu of a bond must be of the same amount and delivered on the same schedule as the bond it replaces. A letter of credit submitted in lieu of a performance and labor/material payment bond will only be allowed for projects under \$100,000. Personal or business checks are not acceptable.

- ☐ **MAINTENANCE BOND:** The apparent successful Vendor shall provide a two (2) year maintenance bond covering the roofing system. The maintenance bond must be issued and delivered to the Purchasing Division prior to Contract award.
- ☒ **WORKERS' COMPENSATION INSURANCE:** The apparent successful Vendor shall have appropriate workers' compensation insurance and shall provide proof thereof upon request.
- ☒ **INSURANCE:** The apparent successful Vendor shall furnish proof of the following insurance prior to Contract award and shall list the state as a certificate holder:



Commercial General Liability Insurance:

\$ 1,000,000.00 minimum ☒ or more.



Builders Risk Insurance: builders risk – all risk insurance in an amount equal to 100% of the amount of the Contract.



The apparent successful Vendor shall also furnish proof of any additional insurance requirements contained in the specifications prior to Contract award regardless of whether or not that insurance requirement is listed above.

☐ **LICENSE(S) / CERTIFICATIONS / PERMITS:** In addition to anything required under the Section entitled Licensing, of the General Terms and Conditions, the apparent successful Vendor shall furnish proof of the following licenses, certifications, and/or permits prior to Contract award, in a form acceptable to the Purchasing Division.

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

9. **LITIGATION BOND:** The Director reserves the right to require any Vendor that files a protest of an award to submit a litigation bond in the amount equal to one percent of the lowest bid submitted or \$5,000, whichever is greater. The entire amount of the bond shall be forfeited if the hearing officer determines that the protest was filed for frivolous or improper purpose, including but not limited to, the purpose of harassing, causing unnecessary delay, or needless expense for the Agency. All litigation bonds shall be made payable to the Purchasing Division. In lieu of a bond, the protester may submit a cashier's check or certified check payable to the Purchasing Division. Cashier's or certified checks will be deposited with and held by the State Treasurer's office. If it is determined that the protest has not been filed for frivolous or improper purpose, the bond or deposit shall be returned in its entirety.
10. **ALTERNATES:** Any model, brand, or specification listed herein 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 should 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.
11. **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.

12. LIQUIDATED DAMAGES: Vendor shall pay liquidated damages in the amount
for

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.

13. ACCEPTANCE/REJECTION: The State may accept or reject any bid in whole, or in part. Vendor's signature on its bid signifies acceptance of the terms and conditions contained in the Solicitation and Vendor agrees to be bound by the terms of the Contract, as reflected in the Purchase Order, upon receipt.

14. 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.

15. COMMUNICATION LIMITATIONS: In accordance with West Virginia Code of State Rules §148-1-6.6, 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.

16. 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.

17. PAYMENT: Payment in advance is prohibited under this Contract. Payment may only be made after the delivery and acceptance of goods or services. The Vendor shall submit invoices, in arrears, to the Agency at the address on the face of the purchase order labeled "Invoice To."

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

19. DELIVERY: All quotations are considered freight on board destination ("F.O.B. destination") unless alternate shipping terms are clearly identified in the bid. Vendor's listing of shipping terms that contradict the shipping terms expressly required by this Solicitation may result in bid disqualification.

20. INTEREST: Interest attributable to late payment will only be permitted if authorized by the West Virginia Code. Presently, there is no provision in the law for interest on late payments.

21. PREFERENCE: Vendor Preference may only be granted upon written request and only in accordance with the West Virginia Code § 5A-3-37 and the West Virginia Code of State Rules. A Resident Vendor Certification form has been attached hereto to allow Vendor to apply for the preference. Vendor's

failure to submit the Resident Vendor Certification form with its bid will result in denial of Vendor Preference. Vendor Preference does not apply to construction projects.

22. **SMALL, WOMEN-OWNED, OR MINORITY-OWNED BUSINESSES:** For any solicitations publicly advertised for bid on or after July 1, 2012, in accordance with West Virginia Code §5A-3-37(a)(7) 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 submission of its bid to receive the preferences made available to resident vendors. Preference for a non-resident small, women-owned, or minority owned business shall be applied in accordance with W. Va. CSR § 148-22-9.
23. **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.
24. **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 cancel any purchase or Contract upon 30 days written notice to the Vendor in accordance with West Virginia Code of State Rules § 148-1-7.16.2.
25. **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 § 148-1-4.6.
26. **TIME:** Time is of the essence with regard to all matters of time and performance in this Contract.
27. **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.
28. **COMPLIANCE:** Vendor shall comply with all applicable federal, state, and local laws, regulations and ordinances. By submitting a bid, Vendors acknowledge that they have reviewed, understand, and will comply with all applicable law.
29. **PREVAILING WAGE:** On any contract for the construction of a public improvement, Vendor and any subcontractors utilized by Vendor shall pay a rate or rates of wages which shall not be less than the fair minimum rate or rates of wages (prevailing wage), as established by the West Virginia Division of Labor under West Virginia Code §§ 21-5A-1 et seq. and available at <http://www.sos.wv.gov/administrative-law/wagerates/Pages/default.aspx>. Vendor shall be responsible for ensuring compliance with prevailing wage requirements and determining when prevailing wage

requirements are applicable. The required contract provisions contained in West Virginia Code of State Rules § 42-7-3 are specifically incorporated herein by reference.

30. **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.
31. **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). **No Change shall be implemented by the Vendor until such time as the Vendor receives an approved written change order from the Purchasing Division.**
32. **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.
33. **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.
34. **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. Notwithstanding the foregoing, Purchasing Division approval may or may not be required on certain agency delegated or exempt purchases.
35. **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.
36. **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.
37. **BANKRUPTCY:** In the event the Vendor files for bankruptcy protection, the State of West Virginia may deem this Contract null and void, and terminate this Contract without notice.

38. [RESERVED]

39. 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 <http://www.state.wv.us/admin/purchase/privacy/default.html>.

40. DISCLOSURE: Vendor's response to the Solicitation and the resulting Contract are considered public documents and will be disclosed to the public in accordance with the laws, rules, and policies governing the West Virginia Purchasing Division. Those laws include, but are not limited to, the Freedom of Information Act found in West Virginia Code § 29B-1-1 et seq.

If a Vendor considers any part of its bid to be exempt from public disclosure, Vendor must so indicate by specifically identifying the exempt information, identifying the exemption that applies, providing a detailed justification for the exemption, segregating the exempt information from the general bid information, and submitting the exempt information as part of its bid but in a segregated and clearly identifiable format. Failure to comply with the foregoing requirements will result in public disclosure of the Vendor's bid without further notice. A Vendor's act of marking all or nearly all of its bid as exempt is not sufficient to avoid disclosure and **WILL NOT BE HONORED**. Vendor's act of marking a bid or any part thereof as "confidential" or "proprietary" is not sufficient to avoid disclosure and **WILL NOT BE HONORED**. In addition, a legend or other statement indicating that all or substantially all of the bid is exempt from disclosure is not sufficient to avoid disclosure and **WILL NOT BE HONORED**. Vendor will be required to defend any claimed exemption for nondisclosure in the event of an administrative or judicial challenge to the State's nondisclosure. Vendor must indemnify the State for any costs incurred related to any exemptions claimed by Vendor. Any questions regarding the applicability of the various public records laws should be addressed to your own legal counsel prior to bid submission.

41. LICENSING: In accordance with West Virginia Code of State Rules §148-1-6.1.7, 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. 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.

42. ANTITRUST: In submitting a bid to, signing a contract with, or accepting a Purchase Order 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.

- 43. VENDOR CERTIFICATIONS:** By signing its bid or entering into this Contract, Vendor certifies (1) that its bid was made without prior understanding, agreement, or connection with any corporation, firm, limited liability company, partnership, person or entity submitting a bid for the same material, supplies, equipment or services; (2) that its bid is in all respects fair and without collusion or fraud; (3) 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; and (4) that it has reviewed this RFQ in its entirety, understands the requirements, terms and conditions, and other information contained herein. Vendor's signature on its bid also affirms that neither it nor its representatives have any interest, nor shall 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.

The individual signing this bid on behalf of Vendor certifies that he or she is authorized by the Vendor to execute this bid or any documents related thereto on Vendor's behalf; that he or she is authorized to bind the Vendor in a contractual relationship; and that, to the best of his or her knowledge, the Vendor has properly registered with any State agency that may require registration.

- 44. PURCHASING CARD ACCEPTANCE:** The State of West Virginia currently utilizes a Purchasing Card program, administered under contract by a banking institution, to process payment for goods and services. The Vendor must accept the State of West Virginia's Purchasing Card for payment of all orders under this Contract unless the box below is checked.

☐ Vendor is not required to accept the State of West Virginia's Purchasing Card as payment for all goods and services.

- 45. 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.

- 46. 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.

- 47. PURCHASING AFFIDAVIT:** In accordance with West Virginia Code § 5A-3-10a, all Vendors are required to sign, notarize, and submit the Purchasing Affidavit stating that neither the Vendor nor a related party owe a debt to the State in excess of \$1,000. The affidavit must be submitted prior to award, but should be submitted with the Vendor's bid. A copy of the Purchasing Affidavit is included herewith.
- 48. ADDITIONAL AGENCY AND LOCAL GOVERNMENT USE:** This Contract may be utilized by and extends to other agencies, spending units, and political subdivisions of the State of West Virginia; county, municipal, and other local government bodies; and school districts ("Other Government Entities"). This Contract shall be extended to the aforementioned Other Government Entities on the same prices, terms, and conditions as those offered and agreed to in this Contract. If the Vendor does not wish to extend the prices, terms, and conditions of its bid and subsequent contract to the Other Government Entities, the Vendor must clearly indicate such refusal in its bid. A refusal to extend this Contract to the Other Government Entities shall not impact or influence the award of this Contract in any manner.
- 49. CONFLICT OF INTEREST:** Vendor, its officers or members or employees, shall not presently have or acquire any 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.
- 50. 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.requisitions@wv.gov.
- 51. BACKGROUND CHECK:** In accordance with W. Va. Code § 15-2D-3, the Director of the Division of Protective Services shall require any service provider whose employees are regularly employed on the grounds or in the buildings of the Capitol complex or who have access to sensitive or critical information

to submit to a fingerprint-based state and federal background inquiry through the state repository. The service provider is responsible for any costs associated with the fingerprint-based state and federal background inquiry.

After the contract for such services has been approved, but before any such employees are permitted to be on the grounds or in the buildings of the Capitol complex or have access to sensitive or critical information, the service provider shall submit a list of all persons who will be physically present and working at the Capitol complex to the Director of the Division of Protective Services for purposes of verifying compliance with this provision.

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.

52. 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.

The Purchasing Division Director may, in writing, authorize the use of foreign steel products if:

- a. 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
- b. 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.

53. 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.

CERTIFICATION AND SIGNATURE PAGE

By signing below, I certify that I have reviewed this Solicitation in its entirety, understand the requirements, terms and conditions, and other information contained herein; that I am submitting this bid or proposal for review and consideration; that I am authorized by the bidder to execute this bid or any documents related thereto on bidder's behalf; that I am authorized to bind the bidder in a contractual relationship; and that to the best of my knowledge, the bidder has properly registered with any State agency that may require registration.

Adecco USA
(Company)

Timothy J. Gates
(Authorized Signature)

Timothy J. Gates, Regional Vice-President
(Representative Name, Title)

304-345-8367 304-345-8366
(Phone Number) (Fax Number)

1-7-13
(Date)

ADDENDUM ACKNOWLEDGEMENT FORM
SOLICITATION NO.: TEMP14

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.

Adecco USA
 Company

Timothy G. LaB
 Authorized Signature

1-7-13
 Date

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

REQUEST FOR QUOTATION
[TEMP14] [Statewide Temporary Staffing Services]

SPECIFICATIONS

1. **PURPOSE AND SCOPE:** This request for Quotation is to establish a statewide contract to supply 18 specific temporary job classifications commonly required by State Agencies. The job classification requirements for each position are enclosed
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 Services”** means 18 specific temporary job classifications commonly required by the West Virginia State Agencies.
 - 2.2 **“Pricing Page”** means the pages upon which Vendor should list its proposed price for the Contract Services. The Pricing Page is either included on the last page of this RFQ or attached hereto as Exhibit A.
 - 2.3 **“RFQ”** means the official request for quotation published by the Purchasing Division and identified as TEMP13.
 - 2.4 **“Temporary Employee”** means an employee provided by a vendor awarded a contract under this RFQ, to an agency of the State of West Virginia on a temporary basis.
 - 2.5 **“CNA”** means Central Non-profit Agency bidding on this solicitation and gets awarded a contract.
 - 2.6 **“Withholding”** means the portion of State and Federal withholding taxes paid by the employer.
3. **QUALIFICATIONS:** Vendor shall have the following minimum qualifications:
 - 3.1 Vendors must have been in business for a minimum of three (3) years, providing similar temporary services. The number of years in business should be added to the Pricing Pages. Vendors should provide (3) references for whom they provided temporary employees in each Region they are bidding. Omission of references or failure to indicate number of years providing temporary personnel may result in the disqualification of your bid. No award shall be made prior to bidder providing such references.

REQUEST FOR QUOTATION
[TEMP14] [Statewide Temporary Staffing Services]

NOTE: If a Vendor awarded a contract subsequent to this RFQ observes any periods of shutdowns for more than a public holiday and a weekend, that information must be provided to West Virginia State Agencies that they have provided temporary employees with. An emergency telephone number must be supplied to permit the State Agencies a contact at the temporary agency during any overtime hours worked.

4. MANDATORY REQUIREMENTS:

4.1 Mandatory Contract Services Requirements and Deliverables: Contract Services must meet or exceed the mandatory requirements listed below.

4.1.1 Maximum Hours for Temporary Services

4.1.1.1 Vendor shall not allow any temporary employee to work for the State of West Virginia for more than 1,000 hours (or 125 eight-hour work days) in a 12-month period beginning on the date the individual is first placed with any state agency. This limitation is cumulative and includes all time worked for any state agency. The number of hours worked shall accumulate for 12 months from the initial employment date. At the end of that 12 month period (the anniversary date of initial employment) the number of hours worked returns to 0 and the temporary employee may work another 1,000.

4.1.1.2 Individuals shall not be permitted to move from one temporary personnel agency to another to circumvent this limit.

4.1.1.3 Exceptions to the 1,000 hour limit will not be granted.

4.1.1.4 Quarterly reports required from the temporary personnel agencies shall provide information to allow monitoring of the 1,000 hours (or 125 eight-hour work days).

4.1.1.5 The Vendor and the State Agency shall also both be responsible for limiting any individual temporary worker to a total of 1,000 hours (or 125 eight-hour work days).

REQUEST FOR QUOTATION
[TEMP14] [Statewide Temporary Staffing Services]

4.1.2 Payment

4.1.2.1 Agencies shall pay Vendor for all temporary services in accordance with the rates established by the Contract as shown on the Pricing Pages. The only exceptions include overtime and holiday pay and authorized travel. The Vendors billing rate for each job classification shall include all costs associated with facilitating the temporary employment (e.g. employee compensation and overhead), as well as any and all insurance, taxes and other costs associated with employment of the Temporary Employees

4.1.3 Overtime and Holiday Pay

4.1.3.1 Temporary Employees may work more than 40 hours in a week. Vendor shall bill and Agency shall pay 1.5 times the hourly billing rate contained on the Pricing Pages for all work in excess of 40 hours per week.

4.1.3.2 Temporary Employees may work on days recognized as a holiday by the State of West Virginia. Vendor shall bill and Agency shall pay 1.5 times the hourly billing rate for any work performed on days recognized as a holiday by the State of West Virginia.

4.1.3.3 In any instance where the Agency is billed 1.5 times the hourly billing rate, Vendor must pay the Temporary Employee 1.5 times the Temporary Employee's normal wage.

4.1.4 Fee Adjustment

4.1.4.1 The State of West Virginia may consider an increase in the hourly billing rate only if the federal or state minimum wage rate changes during the life of the contract and that rate change entitles the Temporary Employee to an increased salary. Any adjustment shall be based on the actual dollar value of the increase not a percentage.

4.1.4.2 Any request for an increase shall be submitted to the Purchasing Division 30 days prior to the effective date of the increase and the

REQUEST FOR QUOTATION
[TEMP14] [Statewide Temporary Staffing Services]

contract may be amended accordingly or cancelled and re-bid. No other increases will be considered.

4.1.5 Time Cards

4.1.5.1 The Vendors shall supply all Temporary Employees with time cards. Hours worked shall be reviewed and approved on a daily or weekly basis by the State Agency's area supervisor or designee.

4.1.6 Conduct and Management

4.1.6.1 The Vendors shall be responsible for the conduct and management of the Temporary Employee provided through this Contract and the Temporary Employee are and shall remain the employees of the Contractor. The State of West Virginia shall in no way be considered a co-employer.

4.1.7 One-Week Notice of Temporary Employee Replacement

4.1.7.1 Vendors shall provide one week notice should they be required to replace the existing Temporary Employee or provide a new Temporary Employee. The State Agency is not required to justify any request to replace a Temporary Employee, nor are the State Agencies required to give advance notice.

NOTE: When a Temporary Employee is either removed or quits, there is no automatic privilege granted to the Vendor who supplied that Temporary Employee to replace that Temporary Employee.

4.1.8 Smoke Free and Drug Free

4.1.8.1 Vendors shall advise their employees that the State Agencies require a smoke free and drug free work place. This Contract may require drug testing of the Vendor's employees for specific placements.

REQUEST FOR QUOTATION
[TEMP14] [Statewide Temporary Staffing Services]

4.1.9 Background Check/References

4.1.9.1 State Agencies may request background checks and/or references for any Temporary Employee. State Agencies may request to interview the Temporary Employee prior to filling positions to verify the individual has the qualification for the temporary assignment. Please note that if requested Vendors will be responsible to pay for background check.

4.1.10 HIPPA

4.1.10.1 The HIPPA requirements are attached. This must be signed by the Vendors and returned prior to issuance of any Contract.

4.1.11 Ethics in Public Contracting

4.1.11.1 Vendors certifies the temporary services contract is entered into without collusion or fraud and the Vendors has neither offered nor received any inducements from any individuals, public or private, in the preparation and pricing of the services to be provided.

4.1.12 Immigration Reform and Control Act of 1986

4.1.12.1 Vendors shall provide temporary workers which are in compliance with the Immigration Reform and Control Act of 1986 (or current immigration laws).

4.1.13 Equal Employment Opportunity

4.1.13.1 Vendors shall be an Equal Opportunity Employer and shall take all employment actions without regard to an individual's race, color, national origin, ancestry, sex, religion, age, physical handicap, disability or political affiliation.

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4.1.14 Reports

4.1.14.1 In addition to what is covered by the General Terms and Conditions on this solicitation, Quarterly reports required from the Vendor must contain:

- Identification of each Temporary Employee (complete name)
- Classification of each Temporary Employee
- State Agencies where each Temporary Employee is working
- Number of hours each Temporary Employee has worked (for each quarter, YTD, and since initially beginning work for any State Agency)
- The Hourly pay rate for each Temporary Employee
- Total dollars paid to that Temporary Employee

NOTE: These reports are mandatory; failure to adhere to this may result in the cancellation of the Contract. Such reports must be sent electronically (excel document) to each agency utilizing this Contract and to the buyer responsible for this Contract at the Purchasing Division. **These reports are due within 30 days after end of each calendar year quarter.**

4.1.15 Exception Labor Sources

4.1.15.1 There are certain labor services available to the State Agencies outside of the temporary services contracts, and the issuance of the temporary service contracts shall not alter or interfere with the existing laws, policies and/or procedures for the use of these exceptional labor sources. Some examples of these sources include:

- Division of Personnel's temporary personnel registers
- Other State Agencies
- The CNA.
- Prison labor
- Students from institutions of higher learning
- Volunteers

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4.1.16 Agency Ordering Procedures

- 4.1.16.1** When the Contract(s) are issued, the State Agencies will receive a spreadsheet to identify the lowest cost supplier for each classification, according to regions. In instances where the CNA bids on a Temporary Employee classification, the CNA may receive a first priority contract even though it is not the lowest cost supplier for that classification.
- 4.1.16.2** If the CNA bids and is awarded a Contract, the CNA will have first priority for providing that Temporary Employee classification even if the CNA is not the lowest cost supplier and State Agencies shall first contact the CNA using TSCS Form (Temporary Services Contract Sheet) or TSCN Form (Temporary Services Change Notice) to fill a position in the Temporary Employee classification awarded to the CNA. CNA shall reply to the State Agency within 48 hours. A reply from the CNA indicating an unwillingness or inability to supply a Temporary Worker shall operate as a waiver from the CNA and must be retained by the State Agency. When CNA is unable to supply the temporary worker, or does not respond to the Agency within 48 hours, the awarded Vendor with the lowest hourly rate for that position in the region in question shall be contacted. If the temporary worker sent by CNA is unable or unwilling to perform the job duties, the State Agency may request a waiver from the CNA and contact the next Vendor if a waiver is granted.
- 4.1.16.3** A Vendor providing services this Contract shall respond to any request for a Temporary Employee within 48 hours of receiving the request, unless the request is identified by the Agency as an emergency. When a temporary worker is required on an emergency basis, the State Agency may require an expedited response from the CNA or a Vendor providing the Temporary Employee under this Contract.

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- 4.1.16.4 State Agencies must send a Release Order (WV-39) to the Vendor to initiate the procurement of temporary services. The release form shall contain a description of the services required, job location within the relevant region, job classification, hourly billing rate and number of hours required, and start and end dates of the assignment. All releases shall be completed by the ordering State Agency. Waivers from the CNA must be attached to the WV-39 for invoices processed through the West Virginia State Auditor's office.
- 4.1.16.5 At the discretion of the West Virginia State Agency, the form attached as Exhibit B may be required prior to accepting a Temporary Employee offered by any Vendor. If this form is used, it shall detail the job description, acceptable dress code, overtime requirements, and any other pertinent information the State Agency finds relevant. This will ensure that all Temporary Employees arriving at a West Virginia State Agency will have a full understanding of all that is required of them for the temporary position. If requested by the State Agency, this form must be signed by the Vendor and the Temporary Employee, indicating that both the worker and the Vendor understand and accept the restriction and requirements for the temporary position. The State Agency may also use this form to list any prohibited activities by the Temporary Employee (discussion of pay, cell phone use, internet privileges, tobacco use, etc.).
- 4.1.16.6 If CNA or any Vendor has indicated they can fill the position and the temporary worker does not report for the temporary position without a reasonably acceptable explanation (in the opinion of the West Virginia State Agency), the State Agency may then go to the next low bidder to fill the temporary position.
- 4.1.16.7 Agencies with current temporary workers shall continue at the rate covered by the release in force until the end of the authorized release period. If a WV State Agency requires temporary worker to continue after that release period ends, a new release against the new temporary contract shall be issued. If the temporary worker has remaining hours under the 1,000 hours (or 125 eight-hour work

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days) limit, the WV State Agency may issue a WV-39 against the new contract without contacting CNA for an additional waiver. The waiver provided at the beginning of the assignment shall suffice.

4.1.17 Absent Temporary Workers

4.1.17.1 All Vendors (including CNA) must notify the West Virginia State Agency immediately upon learning that a Temporary Employee will be tardy or will be absent from work. The Vendor must instruct its employees that they must report absences to the Vendor and Vendor will communicate the absence to the State Agency.. Failure to notify the State Agency of an absent employee is grounds to move on to the next bidder to fill the position. Information for Temporary Workers supplied through the CNA should be reported to the CNA and the CAN will report the absence to the State Agency. It is strongly recommended to the Vendors that they check with each temporary worker one day prior to the beginning of the assignment to verify the start date. Vendors with a high percentage of "no shows" or a history of sending unacceptable temporary workers may be removed from the contract.

4.1.18 Removing a Temporary Worker

4.1.18.1 Whenever a Temporary Employee is to be relieved of duties, the West Virginia State Agency shall notify the Vendor. Whenever this removal is due to behavior and/or other unacceptable problem, the Vendor shall assist the State Agency in retrieving the electronic pass card whenever one has been issued. If a temporary worker has been relieved of duties due to unacceptable behavior, that person shall not be referred again to any State Agency.

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4.1.19 Solicitation for Temporary Worker

4.1.19.1 Vendor shall not solicit work from the West Virginia State Agencies. When the need arises for a Temporary Employee, the State Agency shall make the necessary contact. Solicitation for work for temporary workers is strictly prohibited.

4.1.20 Hiring of Temporary Workers/Credit Applications

4.1.20.1 There shall be no fee incurred by the State of West Virginia if an Agency decides to hire a Temporary Employee into a permanent position.

4.1.20.2 Vendor shall not require a credit application to be completed by any State Agency.

4.1.20.3 Vendor shall not request nor require any additional forms, policy statements, etc. to be assigned by any State Agency.

4.1.20.4 No additional terms and conditions shall be requested or required by the Vendors to any State Agency for any position filled through this contract.

5. CONTRACT AWARD:

5.1 Contract Award: The Contract is intended to provide Agency with a purchase price for the Contract Services. The Contract award may be limited to the five lowest bidders meeting the specifications in each job classification for each Region. Under this scenario, it will be possible for a Vendor to be awarded a contract for only a portion of the temporary positions they bid on.

5.2 Pricing Page: The State of West Virginia has divided the State into four Regions. The Vendor should provide billing information for each job classification in each Region they are bidding on. Vendor should complete the Pricing Page by providing an hourly rate paid to the Temporary Worker, Withholding, and overhead rates. Those three items will be added to determine the total amount for each job classification in the region Vendor is bidding. Vendor should complete the Pricing

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Page in full as failure to complete the Pricing Page in its entirety may result in Vendor's bid being disqualified.

Notwithstanding the foregoing, the Purchasing Division may correct errors as it deems appropriate. Vendor should type or electronically enter the information into the Pricing Page to prevent errors in the evaluation.

6. **PERFORMANCE:** Vendor and Agency shall agree upon a schedule for performance of Contract Services.
7. **PAYMENT:** Agency shall pay hourly rate as shown on the Pricing Pages, 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 will only be paid for a Temporary Employee's travel in instances where the State Agency specifically provides written authorization for the Temporary Employee to travel. Vendor shall only bill for time that temporary employees are working at a designated temporary employment location or on approved travel. Vendor shall not bill for travel from the temporary employees' home to the designated temporary employment location. The Vendor shall be reimbursed for a Temporary Employees travel expenses in accordance with the State of West Virginia travel regulations.
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 service.
 - 9.2. Vendor will be responsible for controlling cards and keys and will pay replacement fee, if the cards or keys become lost or stolen.
 - 9.3. Vendor shall notify Agency immediately of any lost, stolen, or missing card or key.
 - 9.4. Anyone performing under this Contract will be subject to Agency's security protocol and procedures.
 - 9.5. Vendor shall inform all staff of Agency's security protocol and procedures.

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10. VENDOR DEFAULT:

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

10.1.1. Failure to perform 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. Cancellation of the Contract.

10.2.2. 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.

Contract Manager: Timothy Gates
Telephone Number: 304-345-8367
Fax Number: 304-345-8366
Email Address: tim.gates@adeccora.com

EXHIBIT B**Temporary Worker Request Form**

West Virginia State Agency:	
Contact:	
Telephone Number:	
Classification:	

West Virginia State Agency Requirements For Temporary Worker(s)

Restrictions/Prohibitions for Temporary Workers

Form must be signed by both the temporary worker and representative of the temporary agency indicating acceptance of all requirements and restrictions for this temporary worker position.

Temporary Agency Representative

Temporary Worker

Date

Date

EXHIBIT C
WV STATE GOVERNMENT
HIPAA BUSINESS ASSOCIATE ADDENDUM

WV STATE GOVERNMENT

HIPAA BUSINESS ASSOCIATE ADDENDUM

This Health Insurance Portability and Accountability Act of 1996 (hereafter, HIPAA) Business Associate Addendum ("Addendum") is made a part of the Agreement ("Agreement") by and between the State of West Virginia ("Agency"), and Business Associate ("Associate"), and is effective as of the date of execution of the Addendum.

The Associate performs certain services on behalf of or for the Agency pursuant to the underlying Agreement that requires the exchange of information including protected health information protected by the Health Insurance Portability and Accountability Act of 1996 ("HIPAA"), as amended by the American Recovery and Reinvestment Act of 2009 (Pub. L. No. 111-5) (the "HITECH Act"), any associated regulations and the federal regulations published at 45 CFR parts 160 and 164 (sometimes collectively referred to as "HIPAA"). The Agency is a "Covered Entity" as that term is defined in HIPAA, and the parties to the underlying Agreement are entering into this Addendum to establish the responsibilities of both parties regarding HIPAA-covered information and to bring the underlying Agreement into compliance with HIPAA.

Whereas it is desirable, in order to further the continued efficient operations of Agency to disclose to its Associate certain information which may contain confidential individually identifiable health information (hereafter, Protected Health Information or PHI); and

Whereas, it is the desire of both parties that the confidentiality of the PHI disclosed hereunder be maintained and treated in accordance with all applicable laws relating to confidentiality, including the Privacy and Security Rules, the HITECH Act and its associated regulations, and the parties do agree to at all times treat the PHI and interpret this Addendum consistent with that desire.

NOW THEREFORE: the parties agree that in consideration of the mutual promises herein, in the Agreement, and of the exchange of PHI hereunder that:

1. **Definitions.** Terms used, but not otherwise defined, in this Addendum shall have the same meaning as those terms in the Privacy, Security, Breach Notification, and Enforcement Rules at 45 CFR Part 160 and Part 164.
 - a. **Agency Procurement Officer** shall mean the appropriate Agency individual listed at: <http://www.state.wv.us/admin/purchase/vrc/agencyvl.html>.
 - b. **Agent** shall mean those person(s) who are agent(s) of the Business Associate, in accordance with the Federal common law of agency, as referenced in 45 CFR § 160.402(c).
 - c. **Breach** shall mean the acquisition, access, use or disclosure of protected health information which compromises the security or privacy of such information, except as excluded in the definition of Breach in 45 CFR § 164.402.
 - d. **Business Associate** shall have the meaning given to such term in 45 CFR § 160.103.
 - e. **HITECH Act** shall mean the Health Information Technology for Economic and Clinical Health Act. Public Law No. 111-05. 111th Congress (2009).

- f. **Privacy Rule** means the Standards for Privacy of Individually Identifiable Health Information found at 45 CFR Parts 160 and 164.
- g. **Protected Health Information or PHI** shall have the meaning given to such term in 45 CFR § 160.103, limited to the information created or received by Associate from or on behalf of Agency.
- h. **Security Incident** means any known successful or unsuccessful attempt by an authorized or unauthorized individual to inappropriately use, disclose, modify, access, or destroy any information or interference with system operations in an information system.
- i. **Security Rule** means the Security Standards for the Protection of Electronic Protected Health Information found at 45 CFR Parts 160 and 164.
- j. **Subcontractor** means a person to whom a business associate delegates a function, activity, or service, other than in the capacity of a member of the workforce of such business associate.

2. Permitted Uses and Disclosures.

- a. **PHI Described.** This means PHI created, received, maintained or transmitted on behalf of the Agency by the Associate. This PHI is governed by this Addendum and is limited to the minimum necessary, to complete the tasks or to provide the services associated with the terms of the original Agreement, and is described in Appendix A.
- b. **Purposes.** Except as otherwise limited in this Addendum, Associate may use or disclose the PHI on behalf of, or to provide services to, Agency for the purposes necessary to complete the tasks, or provide the services, associated with, and required by the terms of the original Agreement, or as required by law, if such use or disclosure of the PHI would not violate the Privacy or Security Rules or applicable state law if done by Agency or Associate, or violate the minimum necessary and related Privacy and Security policies and procedures of the Agency. The Associate is directly liable under HIPAA for impermissible uses and disclosures of the PHI it handles on behalf of Agency.
- c. **Further Uses and Disclosures.** Except as otherwise limited in this Addendum, the Associate may disclose PHI to third parties for the purpose of its own proper management and administration, or as required by law, provided that (i) the disclosure is required by law, or (ii) the Associate has obtained from the third party reasonable assurances that the PHI will be held confidentially and used or further disclosed only as required by law or for the purpose for which it was disclosed to the third party by the Associate; and, (iii) an agreement to notify the Associate and Agency of any instances of which it (the third party) is aware in which the confidentiality of the information has been breached. To the extent necessary information pursuant to 45 CFR § 164.502, or take other measures as necessary to satisfy the Agency's obligations under 45 CFR § 164.502.

3. Obligations of Associate.

- a. **Stated Purposes Only.** The PHI may not be used by the Associate for any purpose other than as stated in this Addendum or as required or permitted by law.
- b. **Limited Disclosure.** The PHI is confidential and will not be disclosed by the Associate other than as stated in this Addendum or as required or permitted by law. Associate is prohibited from directly or indirectly receiving any remuneration in exchange for an individual's PHI unless Agency gives written approval and the individual provides a valid authorization. Associate will refrain from marketing activities that would violate HIPAA, including specifically Section 13406 of the HITECH Act. Associate will report to Agency any use or disclosure of the PHI, including any Security Incident not provided for by this Agreement of which it becomes aware.
- c. **Safeguards.** The Associate will use appropriate safeguards, and comply with Subpart C of 45 CFR Part 164 with respect to electronic protected health information, to prevent use or disclosure of the PHI, except as provided for in this Addendum. This shall include, but not be limited to:
 - I. Limitation of the groups of its workforce and agents, to whom the PHI is disclosed to those reasonably required to accomplish the purposes stated in this Addendum, and the use and disclosure of the minimum PHI necessary or a Limited Data Set;
 - II. Appropriate notification and training of its workforce and agents in order to protect the PHI from unauthorized use and disclosure;
 - III. Maintenance of a comprehensive, reasonable and appropriate written PHI privacy and security program that includes administrative, technical and physical safeguards appropriate to the size, nature, scope and complexity of the Associate's operations, in compliance with the Security Rule;
 - IV. In accordance with 45 CFR §§ 164.502(e)(1)(ii) and 164.308(b)(2), if applicable, ensure that any subcontractors that create, receive, maintain, or transmit protected health information on behalf of the business associate agree to the same restrictions, conditions, and requirements that apply to the business associate with respect to such information.
- d. **Compliance With Law.** The Associate will not use or disclose the PHI in a manner in violation of existing law and specifically not in violation of laws relating to confidentiality of PHI, including but not limited to, the Privacy and Security Rules.
- e. **Mitigation.** Associate agrees to mitigate, to the extent practicable, any harmful effect that is known to Associate of a use or disclosure of the PHI by Associate in violation of the requirements of this Addendum, and report its mitigation activity back to the Agency.

f. **Support of Individual Rights.**

- i. **Access to PHI.** Associate shall make the PHI maintained by Associate or its agents or subcontractors in Designated Record Sets available to Agency for inspection and copying, and in electronic format, if requested, within ten (10) days of a request by Agency to enable Agency to fulfill its obligations under the Privacy Rule, including, but not limited to, 45 CFR § 164.524 and consistent with Section 13405 of the HITECH Act.
- ii. **Amendment of PHI.** Within ten (10) days of receipt of a request from Agency for an amendment of the PHI or a record about an individual contained in a Designated Record Set, Associate or its agents or subcontractors shall make such PHI available to Agency for amendment and incorporate any such amendment to enable Agency to fulfill its obligations under the Privacy Rule, including, but not limited to, 45 CFR § 164.526.
- iii. **Accounting Rights.** Within ten (10) days of notice of a request for an accounting of disclosures of the PHI, Associate and its agents or subcontractors shall make available to Agency the documentation required to provide an accounting of disclosures to enable Agency to fulfill its obligations under the Privacy Rule, including, but not limited to, 45 CFR § 164.528 and consistent with Section 13405 of the HITECH Act. Associate agrees to document disclosures of the PHI and information related to such disclosures as would be required for Agency to respond to a request by an individual for an accounting of disclosures of PHI in accordance with 45 CFR § 164.528. This should include a process that allows for an accounting to be collected and maintained by Associate and its agents or subcontractors for at least six (6) years from the date of disclosure, or longer if required by state law. At a minimum, such documentation shall include:
 - the date of disclosure;
 - the name of the entity or person who received the PHI, and if known, the address of the entity or person;
 - a brief description of the PHI disclosed; and
 - a brief statement of purposes of the disclosure that reasonably informs the individual of the basis for the disclosure, or a copy of the individual's authorization, or a copy of the written request for disclosure.
- iv. **Request for Restriction.** Under the direction of the Agency, abide by any individual's request to restrict the disclosure of PHI, consistent with the requirements of Section 13405 of the HITECH Act and 45 CFR § 164.522, when the Agency determines to do so (except as required by law) and if the disclosure is to a health plan for payment or health care operations and it pertains to a health care item or service for which the health care provider was paid in full "out-of-pocket."
- v. **Immediate Discontinuance of Use or Disclosure.** The Associate will immediately discontinue use or disclosure of Agency PHI pertaining to any individual when so requested by Agency. This includes, but is not limited to, cases in which an individual has withdrawn or modified an authorization to use or disclose PHI.

- g. **Retention of PHI.** Notwithstanding section 4.a. of this Addendum, Associate and its subcontractors or agents shall retain all PHI pursuant to state and federal law and shall continue to maintain the PHI required under Section 3.f. of this Addendum for a period of six (6) years after termination of the Agreement, or longer if required under state law.
- h. **Agent's, Subcontractor's Compliance.** The Associate shall notify the Agency of all subcontracts and agreements relating to the Agreement, where the subcontractor or agent receives PHI as described in section 2.a. of this Addendum. Such notification shall occur within 30 (thirty) calendar days of the execution of the subcontract and shall be delivered to the Agency Procurement Officer. The Associate will ensure that any of its subcontractors, to whom it provides any of the PHI it receives hereunder, or to whom it provides any PHI which the Associate creates or receives on behalf of the Agency, agree to the restrictions and conditions which apply to the Associate hereunder. The Agency may request copies of downstream subcontracts and agreements to determine whether all restrictions, terms and conditions have been flowed down. Failure to ensure that downstream contracts, subcontracts and agreements contain the required restrictions, terms and conditions may result in termination of the Agreement.
- j. **Federal and Agency Access.** The Associate shall make its internal practices, books, and records relating to the use and disclosure of PHI, as well as the PHI, received from, or created or received by the Associate on behalf of the Agency available to the U.S. Secretary of Health and Human Services consistent with 45 CFR § 164.504. The Associate shall also make these records available to Agency, or Agency's contractor, for periodic audit of Associate's compliance with the Privacy and Security Rules. Upon Agency's request, the Associate shall provide proof of compliance with HIPAA and HITECH data privacy/protection guidelines, certification of a secure network and other assurance relative to compliance with the Privacy and Security Rules. This section shall also apply to Associate's subcontractors, if any.
- k. **Security.** The Associate shall take all steps necessary to ensure the continuous security of all PHI and data systems containing PHI. In addition, compliance with 74 FR 19006 Guidance Specifying the Technologies and Methodologies That Render PHI Unusable, Unreadable, or Indecipherable to Unauthorized Individuals for Purposes of the Breach Notification Requirements under Section 13402 of Title XIII is required, to the extent practicable. If Associate chooses not to adopt such methodologies as defined in 74 FR 19006 to secure the PHI governed by this Addendum, it must submit such written rationale, including its Security Risk Analysis, to the Agency Procurement Officer for review prior to the execution of the Addendum. This review may take up to ten (10) days.
- l. **Notification of Breach.** During the term of this Addendum, the Associate shall notify the Agency and, unless otherwise directed by the Agency in writing, the WV Office of Technology immediately by e-mail or web form upon the discovery of any Breach of unsecured PHI; or within 24 hours by e-mail or web form of any suspected Security Incident, intrusion or unauthorized use or disclosure of PHI in violation of this Agreement and this Addendum, or potential loss of confidential data affecting this Agreement. Notification shall be provided to the Agency Procurement Officer at www.state.wv.us/admin/purchase/vrc/agencyl.htm and,

unless otherwise directed by the Agency in writing, the Office of Technology at incident@wv.gov or <https://apps.wv.gov/ot/ir/Default.aspx>.

The Associate shall immediately investigate such Security Incident, Breach, or unauthorized use or disclosure of PHI or confidential data. Within 72 hours of the discovery, the Associate shall notify the Agency Procurement Officer, and, unless otherwise directed by the Agency in writing, the Office of Technology of: (a) Date of discovery; (b) What data elements were involved and the extent of the data involved in the Breach; (c) A description of the unauthorized persons known or reasonably believed to have improperly used or disclosed PHI or confidential data; (d) A description of where the PHI or confidential data is believed to have been improperly transmitted, sent, or utilized; (e) A description of the probable causes of the improper use or disclosure; and (f) Whether any federal or state laws requiring individual notifications of Breaches are triggered.

Agency will coordinate with Associate to determine additional specific actions that will be required of the Associate for mitigation of the Breach, which may include notification to the individual or other authorities.

All associated costs shall be borne by the Associate. This may include, but not be limited to costs associated with notifying affected individuals.

If the Associate enters into a subcontract relating to the Agreement where the subcontractor or agent receives PHI as described in section 2.a. of this Addendum, all such subcontracts or downstream agreements shall contain the same incident notification requirements as contained herein, with reporting directly to the Agency Procurement Officer. Failure to include such requirement in any subcontract or agreement may result in the Agency's termination of the Agreement.

- m. **Assistance in Litigation or Administrative Proceedings.** The Associate shall make itself and any subcontractors, workforce or agents assisting Associate in the performance of its obligations under this Agreement, available to the Agency at no cost to the Agency to testify as witnesses, or otherwise, in the event of litigation or administrative proceedings being commenced against the Agency, its officers or employees based upon claimed violations of HIPAA, the HIPAA regulations or other laws relating to security and privacy, which involves inaction or actions by the Associate, except where Associate or its subcontractor, workforce or agent is named as an adverse party.

4. Addendum Administration.

- a. **Term.** This Addendum shall terminate on termination of the underlying Agreement or on the date the Agency terminates for cause as authorized in paragraph (c) of this Section, whichever is sooner.
- b. **Duties at Termination.** Upon any termination of the underlying Agreement, the Associate shall return or destroy, at the Agency's option, all PHI received from, or created or received by the Associate on behalf of the Agency that the Associate still maintains in any form and retain no copies of such PHI or, if such return or destruction is not feasible, the Associate shall extend the protections of this Addendum to the PHI and limit further uses and disclosures to the purposes that make the return or destruction of the PHI infeasible. This shall also apply to all agents and subcontractors of Associate. The duty of the Associate and its agents

and subcontractors to assist the Agency with any HIPAA required accounting of disclosures survives the termination of the underlying Agreement.

- c. **Termination for Cause.** Associate authorizes termination of this Agreement by Agency, if Agency determines Associate has violated a material term of the Agreement. Agency may, at its sole discretion, allow Associate a reasonable period of time to cure the material breach before termination.
- d. **Judicial or Administrative Proceedings.** The Agency may terminate this Agreement if the Associate is found guilty of a criminal violation of HIPAA. The Agency may terminate this Agreement if a finding or stipulation that the Associate has violated any standard or requirement of HIPAA/HITECH, or other security or privacy laws is made in any administrative or civil proceeding in which the Associate is a party or has been joined. Associate shall be subject to prosecution by the Department of Justice for violations of HIPAA/HITECH and shall be responsible for any and all costs associated with prosecution.
- e. **Survival.** The respective rights and obligations of Associate under this Addendum shall survive the termination of the underlying Agreement.

5. General Provisions/Ownership of PHI.

- a. **Retention of Ownership.** Ownership of the PHI resides with the Agency and is to be returned on demand or destroyed at the Agency's option, at any time, and subject to the restrictions found within section 4.b. above.
- b. **Secondary PHI.** Any data or PHI generated from the PHI disclosed hereunder which would permit identification of an individual must be held confidential and is also the property of Agency.
- c. **Electronic Transmission.** Except as permitted by law or this Addendum, the PHI or any data generated from the PHI which would permit identification of an individual must not be transmitted to another party by electronic or other means for additional uses or disclosures not authorized by this Addendum or to another contractor, or allied agency, or affiliate without prior written approval of Agency.
- d. **No Sales.** Reports or data containing the PHI may not be sold without Agency's or the affected individual's written consent.
- e. **No Third-Party Beneficiaries.** Nothing express or implied in this Addendum is intended to confer, nor shall anything herein confer, upon any person other than Agency, Associate and their respective successors or assigns, any rights, remedies, obligations or liabilities whatsoever.
- f. **Interpretation.** The provisions of this Addendum shall prevail over any provisions in the Agreement that may conflict or appear inconsistent with any provisions in this Addendum. The interpretation of this Addendum shall be made under the laws of the state of West Virginia.
- g. **Amendment.** The parties agree that to the extent necessary to comply with applicable law they will agree to further amend this Addendum.
- h. **Additional Terms and Conditions.** Additional discretionary terms may be included in the release order or change order process.

AGREED;

Name of Agency: _____

Name of Associate: _____

Signature: _____

Signature: _____

Title: _____

Title: _____

Date: _____

Date: _____

Form - WVBAA-012004
Amended 08.28.2013

APPROVED AS TO FORM THIS 26th
DAY OF July 2011
BY Patrick Morley
Attorney General

Appendix A

(To be completed by the Agency's Procurement Officer prior to the execution of the Addendum, and shall be made a part of the Addendum. PHI not identified prior to execution of the Addendum may only be added by amending Appendix A and the Addendum, via Change Order.)

Name of Associate: _____

Name of Agency: _____

Describe the PHI (do not include any actual PHI). If not applicable, please indicate the same.

Patient Information

Health History

Patient History

ADMINISTRATIVE SERVICES ASSISTANT 1

Nature of Work

Under general supervision, performs administrative work in providing support services such as fiscal, personnel, payroll or procurement in a small division or equivalent organization level. May function in an assist role or in a specialized capacity in a large agency or department. Develops or assists in developing and implements plans/procedures for resolving operational problems and in improving administrative services. Work is typically varied and includes inter- and intra-governmental and public contact. Performs related work as required.

Distinguishing Characteristics

Positions in this class are distinguished from the Administrative Services Assistant 2 by the size of the unit served and by the independence of action granted. Positions in a small agency or division may be responsible for a significant administrative component; other positions assist an administrative supervisor in a large state agency. Authority to vary work methods or policy applications or to commit the agency to alternative course of action is limited.

Examples of Work

Confers with inter- and intra-agency personnel to transact business, gather information, or discuss information; may be in a position with public or federal government contact.

Gathers and compiles information for state records; writes reports, balances tally sheets, and monitors inventories, purchases, and sales.

Updates records and contacts employees to gather information; represents the supervisor or unit in the area of assignment at in-house meetings.

Maintains files of information in hard copy files or electronic format; runs reports for regular or intermittent review.

Assists in determining the need for changes in procedures, guidelines and formats; devises a solution; monitors the success of solutions by devising quantitative/qualitative measures to document the improvement of services.

Assists in the writing of manuals in the area of assignment; clarifies the wording and describes new procedures accurately.

Knowledge, Skills and Abilities

Knowledge of regulations, processes and procedures in the area of assignment.

Knowledge of general office practices and procedures.

Knowledge of state and federal laws and regulations related to the area of assignment.

Ability to collect and compile accurate information.

Ability to conceptualize the nature of service difficulties and devise appropriate work methods, tools, and configurations to correct the problem.

Ability to prepare flowcharts, graphs and status reports.

Ability to communicate with a wide variety of people, both orally and in writing.

Ability to perform basic arithmetic.

Minimum Qualifications

Training:

Graduation from an accredited college or university. Preference may be given to candidates with a major in the area of public or business administration, accounting, industrial relations, communications or related field.

Substitution:

Additional qualifying experience as described below may be substituted on a year-for-year basis for the

required training.

Experience:

One year of full-time or equivalent part-time paid employment in a technical or advanced clerical position providing administrative services such as accounting, budgeting, project monitoring and reporting, personnel, or procurement and property. Experience must have been at the Office Assistant 3 or Accounting Assistant 3 level or higher.

Substitution:

Successful completion of graduate study in an accredited college or university in one of the above fields may be substituted for the required experience on a year for-year basis.

ADMINISTRATIVE SERVICES ASSISTANT 2

Nature of Work

Under limited supervision, performs administrative and supervisory work in providing support services such as fiscal, personnel, payroll or procurement in a state agency or facility or serves as the assistant supervisor in a major administrative support unit of a large state agency. Develops policies and procedures for resolving operational problems and for improving administrative services. Supervises the work of office support staff in rendering required services. Work is typically varied and includes extensive inter- and intra governmental and public contact. Has some authority to vary work methods and policy applications and to commit the agency to alternative course of action. Performs related work as required.

Distinguishing Characteristics

Positions in this class are distinguished from the Administrative Services Assistant 1 by the supervisory nature of the work performed, by the size of the unit served and by the independence of action granted. Positions in this class are responsible for a significant administrative component in a medium size agency or state facility or serves as an Assistant Director of a major administrative support component of a large state agency. Authority to vary work methods and to commit the agency to alternative course of action is granted.

Examples of Work

Confers with inter- and intra-agency personnel to transact business, gather information, or discuss information; may be in a position with public or federal government contact.

Conducts performance surveys and reviews agency methods of operation; devises flowcharts and graphs; may conduct cost analysis studies.

Gathers and compiles information for state records; writes reports, balances tally sheets, and monitors inventories, purchases, and sales.

Updates records and contacts employees to gather information; represents the agency in the area of assignment in both internal and external meetings.

Maintains files of information in hard copy files or electronic format; runs reports for regular or intermittent review.

Determines the need for changes in procedures, guidelines and formats; devises a solution; monitors the success of solutions by devising quantitative/qualitative measures to document the improvement of services.

Writes manuals in the area of assignment; clarifies the wording and describes new procedures accurately. Supervises the work of Office Assistants, Accounting Assistants or other support staff.

Knowledge, Skills and Abilities

Knowledge of regulations, processes and procedures in the area of assignment.

Knowledge of general office practices and procedures.

Knowledge of state and federal laws and regulations related to the area of assignment.

Ability to collect and compile accurate information.

Ability to conceptualize the nature of service difficulties and devise appropriate work methods, tools, and configurations to correct the problem.

Ability to prepare flowcharts, graphs and status reports.

Ability to communicate with a wide variety of people, both orally and in writing.

Ability to perform basic arithmetic.

Ability to supervise the work of others.

Minimum Qualifications**Training:**

Graduation from an accredited college or university. Preference may be given to candidates with a major in the area of public or business administration, accounting, industrial relations, communications or related field.

Substitution:

Additional qualifying experience as described below may be substituted on a year-for year basis for the required training.

Experience:

Two years of full-time or equivalent part-time paid employment in a technical or professional position providing administrative services such as accounting, budgeting, project monitoring and reporting, personnel, or procurement and property.

Substitution:

Successful completion of graduate study in an accredited college or university in one of the above fields may be substituted for the required experience on a year for-year basis.

COOK

Nature of Work

Under general supervision, performs full-performance level work preparing and cooking and/or baking food items in a state facility. May select or vary methods and foods as needed. May supervise Food Service Workers or other positions assigned to this area, as directed by supervisor. Performs related work as required.

Examples of Work

Cooks meats, vegetables, and pastries in accordance with standard recipes or oral instructions.
Prepares regular and special diets.
Operates mixers, ovens, steamers, peelers, grills and other food preparation equipment.
Sets up cafeteria lines and serves meals on the line or in the dining room.
Receives and stores food and food service items.
Cleans stoves, refrigerators and work areas.
Trains new workers in food preparation and kitchen procedures.
May order or participate in ordering food and supplies.

Knowledge, Skills and Abilities

Knowledge of the methods and equipment used in large scale food preparation and the preparation and serving of food in large-scale kitchens.
Knowledge of terminology, temperature and measurements used in food preparation.
Ability to read and understand recipes for food preparation.
Ability to determine portion yield for all foods used in large-scale food preparation.
Ability to lead and direct the work of kitchen workers.

Minimum Qualifications

Training:

Ability to pass a written test at the eighth grade level.

Experience:

One year of full-time or equivalent part-time paid experience in large-scale food preparation and serving.

Special Requirements:

Applicant must furnish an approved food handler's certificate within seven days after appointment.

CUSTODIAN

Nature of Work

Under general supervision, performs routine manual work at the full-performance level cleaning in and around State buildings and institutions. Work involves maintaining cleanliness and orderliness in an assigned area. Performs related work as required.

Examples of Work

Dusts, cleans, polishes, and waxes furniture, fixtures, woodwork, and equipment.
Washes windows and cleans blinds.
Cleans restrooms and replenishes with supplies.
Sweeps, mops, waxes, and polishes floors, stairs, corridors, and courts using brooms, mops, and buffers.
Cleans rugs and carpets with vacuum cleaners.
Disposes of trash and waste materials.
Cleans doors, door facings, and walls with disinfectant.
Assists in moving equipment or in other manual tasks.
Checks and replaces light bulbs.
Sweeps sidewalks around buildings.
May shelve restroom and laundry supplies.
May deliver mail, messages and packages to other State offices, local businesses, or central mail room.

Knowledge, Skills and Abilities

Knowledge of cleaning methods and procedures.
Ability to understand and follow oral instructions.
Ability to perform manual work.
Ability to operate vacuum cleaners and buffers.
Ability to choose and use appropriate cleaning agents.

Minimum Qualifications

Training:

No formal education required.

DATA ENTRY OPERATOR 2

Nature of Work

Under direct supervision, at the full-performance level, rapidly and accurately transcribes alpha/numeric data from routine, complex, or rough source documents into computer usable form by operating any of several devices. Performs complex assignments such as entering detailed budgets and pay plans or data which deviates from a standard procedure according to changes in coded information. Accessing and manipulating the data is normally not required. Shift work may be necessary. Performs related work as required.

Distinguishing Characteristics

Both Data Entry Operator 1 and 2 are production-intensive classes using multiple formats as guidelines for proper entry of the data. The work requires repetitive and sustained high speed operation of data entry devices, sitting for long periods of time at fixed posture, handling confidential information and working in a production environment under demanding time constraints.

Data Entry Operator 2 is distinguished from Data Entry Operator 1 by the performance of the employee when evaluated against several criteria such as strokes per hour, error rate, independently developing low-level format programs for new jobs and familiarity with multiple screens; the source documents are also considered in the evaluation.

Examples of Work

Enters routine to complex data for computer input using either teleprocessing terminals, key-to-disk, key-to-tape, key-to diskette or card punch machines.

Follows varied procedures as well as established guidelines such as formats for entering data.

Develops and maintains low-level format programs for new jobs.

After entering data, posts to batch ticket or production log such information as the batch type, quantity, operator's name and section, data, number processed, number rejected, etc.

Verifies data entered by other operators using either teleprocessing terminals, key-to-disk, key-to-tape, key-to diskette, or card punch machines and makes necessary corrections.

May identify errors on the source documents and make necessary corrections.

Knowledge, Skills and Abilities

Knowledge of the operation of data entry equipment.

Knowledge of the data entry standards and formats used by the unit.

Skill in the operation of data entry equipment such as teleprocessing terminals, key-to-disk, key-to-tape, key-to diskette or card punch machines.

Ability to develop low-level format programs.

Ability to understand and follow detailed oral and written instructions.

Ability to perform repetitive tasks accurately.

Ability to establish and maintain effective working relationships with others.

Minimum Qualifications

Training:

Graduation from a standard four-year high school or equivalent.

Experience:

One year of full-time or part-time equivalent experience in data entry.

Substitution:

(1) Completion of twelve hours in computer science from an accredited college or university

OR

(2) Completion of four courses in data processing, data entry, and/or word processing from an accredited business or vocational school may substitute through an established formula for the required experience.

EXECUTIVE SECRETARY

Nature of Work

Under limited supervision, performs highly responsible advanced level administrative support work in providing assistance to a department secretary. Work involves independent responsibility for making limited policy interpretations in dealing with the public and acting with authority on office management and administrative functions in the absence of the supervisor. Responsibilities include high level secretarial, clerical, office management and general administrative duties with primary emphasis on relieving the supervisor of administrative details. Work is performed in strict confidence and in accordance with modern professional secretarial principles and techniques. Supervision may be exercised over subordinate office clerical personnel. Performs related work as required.

Examples of Work

Performs a variety of administrative tasks for the supervisor including organizing an appointment calendar, screening visitors and telephone calls, making travel arrangements, answering routine correspondence, accumulating information for reply to requests by correspondence and/or telephone. Takes dictation of a confidential and technical nature from the supervisor or transcribes dictation from a transcribing machine.

Types correspondence, reports, forms, contracts, bulletins, manuals, narratives and other documents and related office material which may require a familiarity with specialized terminology such as medical and/or legal terms.

Independently composes and types correspondence for the supervisor's signature from general instruction or marginal notes.

Supervises the clerical operation of the office; directs the clerical staff on departmental or divisional policies and procedures.

Gathers and computes information for the supervisor on special assignments, regular reports, budgets or speeches.

Schedules conferences and meetings; contacts individuals to participate, assuring convenient time for all those involved or arranges time changes convenient to all participants, arranges meeting facilities, transportation for guest participants and/or speakers; takes minutes of meetings and transcribes minutes and assures appropriate distribution of copies.

Maintains and organizes the office files; assures that proper security measures are followed concerning confidential files and materials; maintains supervisor's manuals, regulations, staffing patterns, etc.

Assists the supervisor in planning and analyzing specific office problems affecting operations; advises the supervisor of the current situation and problems resulting; and makes recommendation of possible solutions.

Knowledge, Skills and Abilities

Knowledge of modern office procedures, practices, and equipment.

Knowledge of agency rules, regulations, and procedures.

Ability to maintain detailed records according to a prescribed format.

Ability to retrieve and utilize information from multiple sources to complete assignments.

Ability to compose correspondence dealing with routine inquiries regarding the services or procedures of the organizational unit.

Ability to plan, schedule, assign and review the work of other employees.

Ability to take dictation or operate a transcribing machine.

Ability to deal with the public in an effective and courteous manner, and to establish and maintain effective working relationships with superiors, subordinates, associates, other organizations, and the general public.

Ability to analyze operational procedures and prepare reports of findings and recommendations for

modifications.

Ability to operate standard office equipment.

Ability to add, subtract, divide, and multiply whole and fractional numbers.

Minimum Qualifications

Training:

Graduation from a standard four-year high school or equivalent.

Experience:

Six years of full-time or equivalent part-time paid secretarial experience, two years of which must have included administrative support or complex clerical duties.

Substitution:

Successful full-time study in an accredited college or university or related business or vocational school training may be substituted through an established formula for the required experience outside the area of assignment.

GROUNDSKEEPER

Nature of Work

Under general supervision, performs work at the full performance level by being responsible for the appearance, repair, and general care of the grounds of a state facility. Plants grass, flowers, shrubs, trees; mows grass and trims shrubbery. Performs necessary preventive measures for insect and vermin control and against other damaging effects. Assists in the selection of supplies and equipment. Has some latitude to vary methods and procedures, within prescribed guidelines. May perform additional routine maintenance work and/or assign work to other staff or residents. Performs related work as required.

Examples of Work

Assigns work details to employees, patients, or inmates.

Supervises and participates in grounds maintenance, including trimming trees, cutting grass, and cultivating plants and shrubs.

Makes improvements to walks, lanes, sheds, and benches, including painting and minor repairs.

Performs preventive maintenance pertaining to grounds area.

Knowledge, Skills and Abilities

Knowledge of groundskeeping and simple horticulture practices.

Knowledge of care of flowers, trees and shrubs common to grounds work; of methods of cultivating, pruning, spraying, trimming, and sodding.

Knowledge of the materials and tools used in such work, and of ordinary plant diseases and pest control.

Ability to maintain and make ordinary repairs to machinery and equipment.

Ability to make improvements and minor repairs to walks, lanes, parking lots, sheds, and benches.

Ability to plan, lay out, and supervise the work of patients, inmates, or employees.

Minimum Qualifications

Training:

Must be able to pass a written test at the eighth grade level.

Experience:

Six months of full-time or equivalent part-time paid experience in groundskeeping work.

HEALTH SERVICE WORKER

Nature of Work

Under direct supervision, performs work at the full performance level providing basic personal and nursing care related to the treatment, habilitation and rehabilitation for the mentally and/or physically challenged at state operated facilities or in a community setting. Performs basic nursing care under direct supervision; performs basic personal and/or therapeutic treatment duties. Travel may be required. Performs related work as required.

Distinguishing Characteristics

This is full-performance level work providing basic care. The incumbents have successfully completed training courses and/or have passed competency skills and written tests.

Examples of Work

Participates in a formal training program to develop the knowledge and abilities required for the class and for career growth and opportunity.

Provides required personal care and hygiene services for clients such as bathing, grooming, dressing, and feeding clients.

Teaches clients basic skills for the development of daily living habits regarding cleanliness, personal hygiene, dressing, and eating skills, etc.

Motivates and encourages clients to promote their treatment and development by engaging in one-to-one discussions and supportive relationship with the clients.

Provides nursing care such as taking temperature, blood pressure, pulse readings, and performs routine treatment and first-aid under the direction of a licensed practical nurse, registered nurse or physician.

Interacts with clients in a therapeutic manner.

Participates with other treatment team members in overall programmatic rehabilitation activities to facilitate change in the clients' behavior.

Oversees or participates in planned recreational and social programs.

Observes records and reports clients' behavior, attitudes and physical condition and reports significant changes to proper staff.

Serves as a role model in the training of less experienced workers.

Escorts clients to meals, therapy, medical appointments and scheduled activities within and outside the facility.

Performs duties necessary to maintain a safe, clean and orderly living and work area.

Knowledge, Skills and Abilities

Knowledge of the concepts of mental health, health disorders and related physical conditions and treatment approaches.

Knowledge of simple nursing care, first-aid and personal and environmental hygiene.

Knowledge of the policies and procedures of the department, facility or service entity.

Ability to provide simple nursing care, personal care and hygiene.

Ability to perform established treatment and programmatic activities.

Ability to teach clients eating, bathing, dressing, grooming and other self-care skills.

Ability to observe, record and report clients' behavior, attitudes and physical condition.

Ability to perform basic arithmetic.

Ability to observe the rights and personal dignity of clients.

Ability to maintain effective working relationships with clients and other employees.

Minimum Qualifications

Training:

Education equivalent to graduation from a standard high school or equivalent.

Experience:

One year of full-time or equivalent part-time paid or volunteer experience in the care, treatment and development of the physically challenged or mentally ill or mentally retarded.

SPECIAL REQUIREMENT FOR HEALTH DEPARTMENT

Preference will be given to applicants who have completed an approved Nursing Assistant course from an approved Vocational Education Technical Center or other approved program or certification by Department of Health as Health Service Worker.

Applicants for positions in long-term care facilities or long term care units must meet the following requirements:

- 1) Registration with the Nurse Aide Registry by passing a written and manual skills competency evaluation; **OR**
- 2) Sit for the written and manual skills competency evaluation within twenty-four (24) months of completing a state-approved curriculum which includes at least eighty (80) hours of instruction and thirty-two (32) hours of clinical supervision; **OR**
- 3) Certification through reciprocity from an out-of-state program approved by the state agency.

LABORATORY ASSISTANT 3

Nature of Work

Under general supervision, performs work at the advanced level by conducting varied technical laboratory tests and analyses and complex and difficult laboratory tasks and examinations. Provides comprehensive assistance to technical or professional personnel. May have lead work responsibility. Performs related work as required.

Distinguishing Characteristics

Performs various laboratory tests and analyses, as well as complex and difficult technical laboratory tasks. Work at this level has more impact and consequence of error than the full-performance level. Incumbent possesses considerable latitude to accomplish tasks.

Examples of Work

Performs various tests and analyses, including total organic carbon and chemical oxygen demand.
Registers and prepares samples for analysis.
Reads, interprets and computes test results.
Prepares media and reagents.
Responds to inquiries, requests and problems.
Sterilizes and discards infectious and disposable waste materials according to Food and Drug Administration (FDA) and Environmental Protection Agency (EPA) regulations.
Cleans and sterilizes laboratory glassware and equipment and work area.
Maintains standardization of instruments and equipment to ensure precision and accuracy of measurements.
Maintains adequate supplies.
Maintains required records.

Knowledge, Skills and Abilities

Knowledge of laboratory equipment, terminology, techniques and practices.
Knowledge of the federal requirements regarding proper disposal of laboratory waste materials.
Ability to perform calculations involving the application of basic mathematics.
Ability to communicate effectively orally and in writing.
Ability to set-up and maintain accurate records.

Minimum Qualifications**Training:**

Graduation from a standard high school or the equivalent.

Experience:

Three years of full-time or equivalent part time paid experience in medical or other laboratory work.

Substitution:

Successfully completed study in an accredited college or university which included at least ten semester hours in physical or biological sciences or completion of a recognized laboratory assistant course from a vocational school may be substituted on a year-for-year basis for the required experience.

LABORER

Nature of Work

Performs unskilled, light and heavy manual tasks in a wide variety of construction and maintenance work. Some assignments require limited skills which can be readily learned on the job. Works under the close supervision of a superior in performing new or non-routine tasks and under general supervision when performing routine and repetitive tasks. Work is performed both indoors and outdoors in all weather conditions and requires physical strength to lift heavy objects. Performs related work as required.

Examples of Work

Picks up trash and debris and empties trash barrels.
Cleans pit toilets and comfort stations.
Paints and stains outbuildings and outdoor equipment.
Shovels snow and applies salt and sand as necessary.
Digs holes and drainage trenches, cleans out culverts with pick and shovel.
Loads and unloads trucks with sand, gravel, and waste material using hand tools.
Cuts grass with a hand scythe or hand mower.
Loads and unloads equipment and supplies using a handtruck.
Moves furniture and equipment located in state buildings.

Knowledge, Skills and Abilities

Knowledge of hand tools and maintenance techniques to keep them in good condition.
Ability to use simple hand tools and motorized equipment.
Ability to understand and follow oral instructions.
Ability to lift heavy objects and perform other strenuous tasks.

Minimum Qualifications

Training:

No formal education required.

MAIL RUNNER

Nature of Work

Under general supervision, performs entry level mail delivery tasks. Opens, sorts, and distributes incoming and outgoing mail within a section or division of a state agency. Work involves travel between other sections or divisions of the agency, within the immediate area or between counties. May retrieve and deliver supplies or parts if necessary. Performs related work as required.

Examples of Work

Opens and sorts incoming mail for correct distribution.
Delivers mail, packages, or supplies to individual distribution points.
Gathers and transports outgoing mail to the post office.
Delivers or picks-up packages from other points to be taken to a final destination.
May assist in bulk mailings by folding, stuffing envelopes, batching, affixing mailing labels, or recording number of items sent.
May weigh items to be shipped and determine the method of shipping; calculates shipping costs.
May keep a log of items received and delivered; may keep a log of mailing costs for usage reports.

Knowledge, Skills and Abilities

Knowledge of the agency's divisions or sections and their function.
Ability to learn U.S. Post Office regulations and mailing procedures.
Ability to lift heavy packages.
Ability to maintain simple records.

Minimum Qualifications

Training:

No formal training required.

Note: A valid West Virginia Driver's License may be required.

OFFICE ASSISTANT 2

Nature of Work

Under general supervision, performs full performance level work in multiple-step clerical tasks calling for interpretation and application of office procedures, rules and regulations. Performs related work as required.

Distinguishing Characteristics

Performs tasks requiring interpretation and adaptation of office procedures as the predominant portion of the job. Tasks may include posting information to logs or ledgers, and checking for completeness, typing a variety of documents, and calculating benefits. May use a standard set of commands, screens, or menus to enter, access and update or manipulate data.

At this level, the predominant tasks require the understanding of the broader scope of the work function, and requires an ability to apply job knowledge or a specific skill to a variety of related tasks requiring multiple steps or decisions. Day-to-day tasks are routine, but initiative and established procedures are used to solve unusual problems. The steps of each task allow the employee to operate with a latitude of independence. Work is reviewed by the supervisor in process, randomly or upon completion. Contacts are usually informational and intergovernmental.

Examples of Work

Posts information such as payroll, materials used or equipment rental to a log or ledger; may be required to check for completeness; performs basic arithmetic calculations (addition, subtraction, division or multiplication); corrects errors if the answer is readily available or easily determined.

Maintains, processes, sorts and files documents numerically, alphabetically, or according to other predetermined classification criteria; reviews files for data and collects information or statistics such as materials used or attendance information.

Answers telephone, screens calls, takes messages and complaints; gives general information to callers when possible, and specific information whenever possible.

Receives, sorts and distributes incoming and outgoing mail.

Operates office equipment such as adding machine, calculator, copying machine or other machines requiring no special previous training.

Types a variety of documents from verbal instruction, written or voice recorded dictation.

Collects, receipts, counts and deposits money.

Calculates benefits, etc., using basic mathematics such as addition, subtraction, multiplication, division and percentages.

Posts records of transactions, attendance, etc., and writes reports.

May compile records and reports for supervisor.

May operate a VDT using a set of standard commands, screens, menus and help instructions to enter, access and update or manipulate data in the performance of a variety of clerical duties; may run reports from the database.

Knowledge, Skills and Abilities

Knowledge of office procedures and methods.

Knowledge of business English, spelling and arithmetic.

Ability to operate the common types of office equipment related to the job.

Ability to understand and follow oral and written instructions.

Minimum Qualifications

Training:

Graduation from a standard high school or the equivalent.

Experience:

Two years of full-time or equivalent part-time paid experience in routine office work.

Substitution:

College hours, related business school, or vocational training may be substituted through an established formula for the required experience.

OFFICE ASSISTANT 3

Nature of Work

Under general supervision, performs advanced level, responsible and complex clerical tasks of a complicated nature involving interpretation and application of policies and practices. Interprets office procedures, rules and regulations. May function as a lead worker for clerical positions. Performs related work as required.

Distinguishing Characteristics

Performs tasks requiring interpretation and adaptation of office procedures, policies, and practices. A significant characteristic of this level is a job inherent latitude of action to communicate agency policy to a wide variety of people, ranging from board members, federal auditors, officials, to the general public.

Examples of Work

Analyzes and audits invoices, bills, orders, forms, reports and documents for accuracy and initiates correction of errors.
 Maintains, processes, sorts and files documents numerically, alphabetically, or according to other predetermined classification criteria; researches files for data and gathers information or statistics such as materials used or payroll information.
 Types a variety of documents from verbal instruction, written or voice recorded dictation.
 Prepares and processes a variety of personnel information and payroll documentation.
 Plans, organizes, assigns and checks work of lower level clerical employees.
 Trains new employees in proper work methods and procedures.
 Answers telephone, screens calls, takes messages and complaints and gives information to the caller regarding the services and procedures of the organizational unit.
 Receives, sorts and distributes incoming and outgoing mail.
 Operates office equipment such as electrical calculator, copying machine or other machines.
 Posts records of transactions, attendance, etc., and writes reports.
 Files records and reports.
 May operate a VDT using a set of standard commands, screens, menus and help instructions to enter, access and update or manipulate data in the performance of a variety of clerical duties; may run reports from the database and analyze data for management.

Knowledge, Skills and Abilities

Knowledge of office methods of practices and procedures.
 Knowledge of business English, spelling and arithmetic.
 Knowledge of program operations and policies with respect to general functions performed.
 Ability to maintain or supervise the maintenance of records of some complexity and to prepare reports and tabulations from these records.
 Ability to establish and maintain effective working relationships with other employees and the public.
 Ability to understand and effectively carry out complex oral and written directions.

Minimum Qualifications

Training:

Graduation from a standard high school or the equivalent.

Experience:

Four (4) years of full-time or equivalent part time paid experience performing routine office work.

Substitution:

College hours, related business school, or vocational training may be substituted through an established formula for the required experience.

PAINTER

Nature of Work

Under general supervision, performs, at the intermediate to experienced journey level, painting, finishing and decorating wood, metal and concrete surfaces of buildings, equipment, machinery and furnishings, interior and exterior, at state correctional, educational, recreational and health facilities and other public buildings. Performs related work as required.

Examples of Work

Moves furniture and covers non-movable items such as shelves and lab bench tops to protect them from splatters.

Cleans new and old surfaces for finishing by the use of sandpaper, burners, scrapers, brushes, sanding machines, dusters, washing compounds and finish removers; fills small holes and cracks.

Mixes paints and allied products; matches colors, applies undercoats and finish coats to furnishings, machinery, equipment, exterior and interior surfaces of buildings using brush, roller or spray gun.

Erects scaffolding needed to paint structures.

Creates and uses stencils; letters signs.

Cuts and installs glass; performs routine glazing operations.

Performs a limited amount of related carpentry, minor plumbing and electrical tasks occasionally as well as other maintenance work.

Knowledge, Skills and Abilities

Knowledge of methods, materials, tools and equipment used in painting and finishing.

Knowledge of occupational hazards and safety precautions of the trade.

Skill in preparing surfaces for finishes.

Skill in using brush, roller and spray gun in painting and finishing.

Skill in preparing and applying varnishes, shellacs and paints which have water, oil and latex bases.

Skill in mix paints and match colors.

Ability to keep simple records and prepare simple reports.

Ability to safely work with finishing products that produce toxic or hazardous fumes.

Ability to safely work at various heights on ladders, platforms and scaffolds.

Minimum Qualifications

Training:

No formal education required.

Experience:

Two years of full-time or equivalent part-time paid experience as a painter or self-employment in the painting trade or as a skilled painter's helper.

PARALEGAL

Nature of Work

An employee in this class assists an attorney or administrative superior in a legal setting by conducting research of legal sources such as statutes, regulations, legal opinions and related documents necessary for the preparation of briefs, pleadings and appeals. In a regulatory setting the incumbent may review and approve applications and reports for compliance with laws and regulations. The work may involve the preparation of case summaries and reports of pertinent facts in hearings attended. Considerable contact is maintained with attorneys and judicial personnel in the compilation of information. The incumbent may direct an office clerical staff. Performs related work as required.

Examples of Work

- Researches legal sources such as statutes, recorded judicial decisions and legal codes.
- Writes abstracts of evidence presented at administrative hearings and summaries of information on hearings or claims.
- Writes transcripts of appeal proceedings and transmits a copy of such transcripts to the appeal or hearing board.
- Directs clerical personnel in the typing and preparation of briefs and legal documents.
- Writes transcripts or hearings of appeals proceedings and transmits copy of such transcripts to the appeal or hearing board.
- Maintains records of all cases before counsel including briefs submitted, rulings and opinions and all cases appealed to the Supreme Court of Appeals.
- Attends hearings before the appeal or hearing board or the Supreme Court of Appeals.
- Keeps abreast of changes in agency or departmental laws, rules and regulations as well as state, federal and local laws relating to the area of assignment.
- Collects and summarizes information from books and periodicals for review by a responsible administrator or counsel.
- Composes routine correspondence.
- May maintain office statistical records.
- May prepare legal documents for civil action in tax cases.
- Monitors the movement of pending legislation in order to answer questions for departmental or agency personnel.

Knowledge, Skills and Abilities

- Knowledge of the broad principles and application of law, evidence, pleadings, and judicial procedure in West Virginia.
- Knowledge of and ability to effectively utilize the English language.
- Knowledge of legal citations.
- Ability to gather and interpret pertinent statutory and regulatory provisions and present findings in a logical and persuasive written form.
- Ability to supervise personnel engaged in clerical duties.
- Ability to understand governmental organization and operation.

Minimum Qualifications

Training:

Successful completion of a Paralegal (Legal Assistant) training program. Substitution: Two years of full-time or equivalent part-time paid experience in a legal setting which required performing legal research, reading and interpreting laws, and preparing legal documents, under the supervision of an attorney may substitute for the required training.

PARKING ATTENDANT

Nature of Work

Under general supervision, controls parking and provides information to the public and employees. Work is performed mainly outdoors and involves long periods of standing and exposure to all types of weather. Performs related work as required.

Examples of Work

Regulates parking on the governor's drive and assigned parking area; monitors metered parking areas use.

Monitors two hour metered parking area use.

Monitors assigned employee and reserved parking spaces; ensures buses use assigned places.

Directs public and delivery vehicles to available parking spaces.

Greets public and provides directions to various agencies, departments and meetings.

Gives information to tourists concerning interstates, the Capitol Complex, and points of interest.

Knowledge, Skills and Abilities

Knowledge of the location of the various agencies, departments, and special meetings in the Capitol Complex.

Knowledge of the various areas in the different lots in order to know where to send buses, delivery trucks, visitors and vendors.

Ability to give clear directions and information to the public and employees.

Ability to stand for long periods of time in all kinds of weather.

Ability to keep simple records.

Minimum Qualifications

Training:

Education equivalent to completion of the eighth (8) grade.

Substitution:

Experience as described below may substitute for two years of the required training.

Experience:

Two years of full-time or equivalent part-time paid experience involving public contact.

WORD PROCESSOR

Nature of Work

Under close supervision, at the full-performance level, performs skilled operation of word processing equipment such as a memory typewriter, a personal computer, or other electronic keyboard to produce draft and final copies of a variety of typed materials such as letters, memos, reports, newsletters, brochures, articles, functional statements, legal motions, briefs, contracts, etc. This class is limited to those positions where the primary function is the operation of word processing equipment capable of data storage, formal coding, and/or text editing in a production setting requiring advanced typing skills. It is not intended for use in general office settings where workers use word processing equipment in lieu of typewriters in the course of daily clerical support. Performs related work as required.

Examples of Work

Creates and sorts numerical and/or alphabetic data files.
 Chooses form and format for routine correspondence and reports; follows given instructions for new or more complex tasks; may suggest style of format to users.
 Refers to equipment manuals to determine methods for operating equipment and coding; refers to departmental manuals for commonly used formats.
 Inserts and deletes information; moves material from document to document; merges items; searches for spelling errors; searches and replaces items globally.
 Stores information on disk or other magnetic storage medium; retrieves information from storage medium for revision or printing.
 Specifies and executes printer control commands such as single or double space, special margins, last line instructions, etc.
 Proofreads printed materials to ensure accuracy and proper grammar, corrects errors, and reprints the copy.
 Deletes obsolete documents from storage.

Knowledge, Skills and Abilities

Knowledge of grammar, spelling and punctuation.
 Knowledge of standard office procedures and practices.
 Skills in using the text editing functions of the word processing equipment.
 Ability to type accurately and rapidly.
 Ability to edit documents without altering the intended legal meaning.
 Ability to read equipment and departmental manuals and implement their instructions.

Minimum Qualifications

Training:

Education equivalent to graduation from a standard high school or the equivalent.

Experience:

One year of full-time or equivalent part-time paid experience in an office clerical position requiring word processing.

Substitution:

Completion of formalized training in word processing from a business or vocational school may substitute through an established formula for six months of the required experience.

[illegible]

State of West Virginia

VENDOR PREFERENCE CERTIFICATE

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

1. ☒ **Application is made for 2.5% resident vendor preference for the reason checked:**
 Bidder is an individual resident vendor and has resided continuously in West Virginia for four (4) years immediately preceding the date of this certification; or,
 Bidder is a partnership, association or corporation resident vendor and has maintained its headquarters or principal place of business continuously in West Virginia for four (4) years immediately preceding the date of this certification; or 80% of the ownership interest of Bidder is held by another individual, partnership, association or corporation resident vendor who has maintained its headquarters or principal place of business continuously in West Virginia for four (4) years immediately preceding the date of this certification; or,
 Bidder is a nonresident vendor which has an affiliate or subsidiary which employs a minimum of one hundred state residents and which has maintained its headquarters or principal place of business within West Virginia continuously for the four (4) years immediately preceding the date of this certification; or,
2. ☒ **Application is made for 2.5% resident vendor preference for the reason checked:**
 Bidder is a resident vendor who certifies that, during the life of the contract, on average at least 75% of the employees working on the project being bid are residents of West Virginia who have resided in the state continuously for the two years immediately preceding submission of this bid; or,
3. ☒ **Application is made for 2.5% resident vendor preference for the reason checked:**
 Bidder is a nonresident vendor employing a minimum of one hundred state residents or is a nonresident vendor with an affiliate or subsidiary which maintains its headquarters or principal place of business within West Virginia employing a minimum of one hundred state residents who certifies that, during the life of the contract, on average at least 75% of the employees or Bidder's affiliate's or subsidiary's employees are residents of West Virginia who have resided in the state continuously for the two years immediately preceding submission of this bid; or,
4. ☐ **Application is made for 5% resident vendor preference for the reason checked:**
 Bidder meets either the requirement of both subdivisions (1) and (2) or subdivision (1) and (3) as stated above; or,
5. ☐ **Application is made for 3.5% resident vendor preference who is a veteran for the reason checked:**
 Bidder is an individual resident vendor who is a veteran of the United States armed forces, the reserves or the National Guard and has resided in West Virginia continuously for the four years immediately preceding the date on which the bid is submitted; or,
6. ☐ **Application is made for 3.5% resident vendor preference who is a veteran for the reason checked:**
 Bidder is a resident vendor who is a veteran of the United States armed forces, the reserves or the National Guard, if, for purposes of producing or distributing the commodities or completing the project which is the subject of the vendor's bid and continuously over the entire term of the project, on average at least seventy-five percent of the vendor's employees are residents of West Virginia who have resided in the state continuously for the two immediately preceding years.
7. ☐ **Application is made for preference as a non-resident small, women- and minority-owned business, in accordance with West Virginia Code §5A-3-59 and West Virginia Code of State Rules.**
 Bidder has been or expects to be approved prior to contract award by the Purchasing Division as a certified small, women- and minority-owned business.

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

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

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

Bidder: Adecco USA

Signed: Timothy J. Ladd

Date: 1-2-13

Title: Regional Vice President

STATE OF WEST VIRGINIA
Purchasing Division

PURCHASING AFFIDAVIT

MANDATE: Under W. Va. Code §5A-3-10a, no contract or renewal of any contract may be awarded by the state or any of its political subdivisions to any vendor or prospective vendor when the vendor or prospective vendor or a related party to the vendor or prospective vendor is a debtor and: (1) the debt owed is an amount greater than one thousand dollars in the aggregate; or (2) the debtor is in employer default.

EXCEPTION: The prohibition listed above does not apply where a vendor has contested any tax administered pursuant to chapter eleven of the W. Va. Code, workers' compensation premium, permit fee or environmental fee or assessment and the matter has not become final or where the vendor has entered into a payment plan or agreement and the vendor is not in default of any of the provisions of such plan or agreement.

DEFINITIONS:

"Debt" means any assessment, premium, penalty, fine, tax or other amount of money owed to the state or any of its political subdivisions because of a judgment, fine, permit violation, license assessment, defaulted workers' compensation premium, penalty or other assessment presently delinquent or due and required to be paid to the state or any of its political subdivisions, including any interest or additional penalties accrued thereon.

"Employer default" means having an outstanding balance or liability to the old fund or to the uninsured employers' fund or being in policy default, as defined in W. Va. Code § 23-2c-2, failure to maintain mandatory workers' compensation coverage, or failure to fully meet its obligations as a workers' compensation self-insured employer. An employer is not in employer default if it has entered into a repayment agreement with the Insurance Commissioner and remains in compliance with the obligations under the repayment agreement.

"Related party" means a party, whether an individual, corporation, partnership, association, limited liability company or any other form or business association or other entity whatsoever, related to any vendor by blood, marriage, ownership or contract through which the party has a relationship of ownership or other interest with the vendor so that the party will actually or by effect receive or control a portion of the benefit, profit or other consideration from performance of a vendor contract with the party receiving an amount that meets or exceeds five percent of the total contract amount.

AFFIRMATION: By signing this form, the vendor's authorized signer affirms and acknowledges under penalty of law for false swearing (W. Va. Code §61-5-3) that neither vendor nor any related party owe a debt as defined above and that neither vendor nor any related party are in employer default as defined above, unless the debt or employer default is permitted under the exception above.

WITNESS THE FOLLOWING SIGNATURE:

Vendor's Name: Adecco USA

Authorized Signature: [Signature] Date: 1-7-14

State of WV

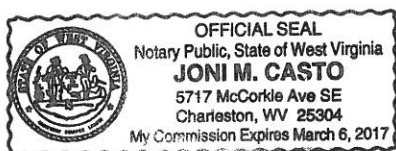
County of Kanawha, to-wit:

Taken, subscribed, and sworn to before me this 7th day of Jan, 2014.

My Commission expires March 6, 2017, 20 .

AFFIX SEAL HERE

NOTARY PUBLIC



[Signature: Joni M. Casto]

Purchasing Affidavit (Revised 07/01/2012)