HUB Subcontracting Plan (HSP)

QUICK CHECKLIST

While this HSP Quick Checklist is being provided to merely assist you in readily identifying the sections of the HSP form that you will need to complete, it is very important that you adhere to the instructions in the HSP form and instructions provided by the contracting agency.

➤ **If you will be awarding all of the subcontracting work you have to offer under the contract to only Texas certified HUB vendors, complete:**

Section 1 - Respondent and Requisition Information

Section 2 a. - Yes, I will be subcontracting portions of the contract

Section 2 b. - List all the portions of work you will subcontract, and indicate the percentage of the contract you expect to award to Texas certified HUB vendors

Section 2 c. - Yes

Section 4 - Affirmation

GFE Method A (Attachment A) - Complete an Attachment A for each of the subcontracting opportunities you listed in Section 2 b.

➤ **If you will be subcontracting any portion of the contract to Texas certified HUB vendors and Non-HUB vendors, and the aggregate percentage of all the subcontracting work you will be awarding to the Texas certified HUB vendors with which you have a *continuous contract** in place for five (5) years or less *meets or exceeds* the HUB Goal the contracting agency identified in the "Agency Special Instructions/Additional Requirements", complete:**

Section 1 - Respondent and Requisition Information

Section 2 a. - Yes, I will be subcontracting portions of the contract

Section 2 b. - List all the portions of work you will subcontract, and indicate the percentage of the contract you expect to award to Texas certified HUB vendors and Non-HUB venders

Section 2 c. - No

Section 2 d. - Yes

Section 4 - Affirmation

GFE Method A (Attachment A) - Complete an Attachment A for each of the subcontracting opportunities you listed in Section 2 b.

➤ **If you will be subcontracting any portion of the contract to Texas certified HUB vendors and Non-HUB vendors or only to Non-HUB vendors, and the aggregate percentage of all the subcontracting work you will be awarding to the Texas certified HUB vendors with which you have a *continuous contract** in place for five (5) years or less *does not meet or exceed* the HUB Goal the contracting agency identified in the "Agency Special Instructions/Additional Requirements", complete:**

Section 1 - Respondent and Requisition Information

Section 2 a. - Yes, I will be subcontracting portions of the contract

Section 2 b. - List all the portions of work you will subcontract, and indicated the percentage of the contract you expect to award to Texas certified HUB vendors and Non-HUB vendors

Section 2 c. - No

Section 2 d. - No

Section 4 - Affirmation

GFE Method B (Attachment B) - Complete an Attachment B for each of the subcontracting opportunities you listed in Section 2 b.

➤ **If you will not be subcontracting any portion of the contract and will be fulfilling the entire contract with your own resources, complete:**

Section 1 - Respondent and Requisition Information

Section 2 a. - No, I will not be subcontracting any portion of the contract, and I will be fulfilling the entire contract with my own resources

Section 3 - Self Performing Justification

Section 4 - Affirmation

***Continuous Contract:** Any existing written agreement (including any renewals that are exercised) between a prime contractor and a HUB vendor, where the HUB vendor provides the prime contractor with goods or service under the same contract for a specified period of time. The frequency the HUB vendor is utilized or paid during the term of the contract is not relevant to whether the contract is considered continuous. Two or more contracts that run concurrently or overlap one another for different periods of time are considered by CPA to be individual contracts rather than renewals or extensions to the original contract. In such situations the prime contractor and HUB vendor are entering (have entered) into "new" contracts.*

Rev. 10/14

HUB Subcontracting Plan (HSP)

In accordance with Texas Gov't Code §2161.252, the contracting agency has determined that subcontracting opportunities are probable under this contract. Therefore, all respondents, including State of Texas certified Historically Underutilized Businesses (HUBs) must complete and submit this State of Texas HUB Subcontracting Plan (HSP) with their response to the bid requisition (solicitation).

NOTE: Responses that do not include a completed HSP shall be rejected pursuant to Texas Gov't Code §2161.252(b).

The HUB Program promotes equal business opportunities for economically disadvantaged persons to contract with the State of Texas in accordance with the goals specified in the 2009 State of Texas Disparity Study. The statewide HUB goals defined in 34 Texas Administrative Code (TAC) §20.13 are:

- ***11.2 percent for heavy construction other than building contracts,***
- ***21.1 percent for all building construction, including general contractors and operative builders' contracts,***
- ***32.9 percent for all special trade construction contracts,***
- ***23.7 percent for professional services contracts,***
- ***26.0 percent for all other services contracts, and***
- ***21.1 percent for commodities contracts.***

- - Agency Special Instructions/Additional Requirements -

In accordance with 34 TAC §20.14(d)(1)(D)(iii), a respondent (prime contractor) may demonstrate good faith effort to utilize Texas certified HUBs for its subcontracting opportunities if the total value of the respondent's subcontracts with Texas certified HUBs meets or exceeds the statewide HUB goal or the agency specific HUB goal, whichever is higher. When a respondent uses this method to demonstrate good faith effort, the respondent must identify the HUBs with which it will subcontract. If using existing contracts with Texas certified HUBs to satisfy this requirement, only contracts that have been in place for five years or less shall qualify for meeting the HUB goal. This limitation is designed to encourage vendor rotation as recommended by the 2009 Texas Disparity Study.

DIR's HUB Goal for this bidding opportunity is ___24.6____%. Failure to complete and comply with the current HSP form may disqualify the bid response. The following documentation should be completed with the HSP:

- Section 4 Affirmation- must be signed and dated;
- Method B (Attachment B) -must provide documentation under Section B-3 with response (if applicable);
- Actual % and dollar amounts must be used on HSP form (if applicable.

For assistance in completing the HSP, contact the HUB Coordinator, at dir.hub@dir.texas.gov or lisa.maldonado@dir.texas.gov 512-463-5662 or lynn.sanchez@dir.texas.gov 512-463-9813

SECTION-1: RESPONDENT AND REQUISITION INFORM

a. Respondent (Company) Name: ISF dba IST Century Technologies State of Texas VID #: 15919616076

Point of Contact: Cyndy Loomis Phone #: (850) 671-1006

E-mail Address: cloomis@isf.com Fax #: (850) 656-1300

b. Is your company a State of Texas certified HUB? ☐ - Yes ☐ X- No

c. Requisition #: Request for Offer DIR-SDD-TMP-197 Bid Open Date: 10/03/2012 (mm/dd/yyyy)

Enter your company's name here: ISF dba IST Century Technologies_____Requisition #: RFO DIR-SDD-TMP-197

SECTION-2: SUBCONTRACTING INTENTIONS RESPONDENT

After dividing the contract work into reasonable lots or portions to the extent consistent with prudent industry practices, and taking into consideration the scope of work to be performed under the proposed contract, including all potential subcontracting opportunities, the respondent must determine what portions of work, including goods and services, will be subcontracted. Note: In accordance with 34 TAC §20.11., an "Subcontractor" means a person who contracts with a prime contractor to work, to supply commodities, or to contribute toward completing work for a governmental entity.

a. Check the appropriate box (Yes or No) that identifies your subcontracting intentions:

☐ X- ***Yes***, I will be subcontracting portions of the contract. (If ***Yes***, complete Item b, of this SECTION and continue to Item c of this SECTION.)
☐ - ***No***, I will not be subcontracting any portion of the contract, and I will be fulfilling the entire contract with my own resources. (If ***No***, continue to SECTION 3 and SECTION 4.)

b. List all the portions of work (subcontracting opportunities) you will subcontract. Also, based on the total value of the contract, identify the percentages of the contract you expect to award to Texas certified HUBs, and the percentage of the contract you expect to award to vendors that are not a Texas certified HUB (i.e., Non-HUB).

Item #	Subcontracting Opportunity Description	HUBs		Non-HUBs
		Percentage of the contract expected to be subcontracted to HUBs with which you have a continuous contract* in place for five (5) years or less.	Percentage of the contract expected to be subcontracted to HUBs with which you have a continuous contract* in place for more than five (5) years.	Percentage of the contract expected to be subcontracted to non-HUBs.
1	Application Maintenance and Support	5%	0%	2%
2	Technology Upgrade/Migration and Transformation	5%	0%	2%
3	Application Development	5%	0%	2%
4	Business Intelligence and Data Warehouse	0%	0%	2%
5	Project Management	0%	0%	2%
6	Information Technology Assessments and Planning	0%	0%	2%
7		%	%	%
8		%	%	%
9		%	%	%
10		%	%	%
11		%	%	%
12		%	%	%
13		%	%	%
14		%	%	%
15		%	%	%
	Aggregate percentages of the contract expected to be subcontracted:	**15%**	**0%**	**0%**

(Note: If you have more than fifteen subcontracting opportunities, a continuation sheet is available online at http://window.state.tx.us/procurement/prog/hub/hub-subcontracting-plan/).

c. Check the appropriate box (Yes or No) that indicates whether you will be using **only** Texas certified HUBs to perform **all** of the subcontracting opportunities you listed in SECTION 2, Item b.

- ***Yes*** (If ***Yes***, continue to SECTION 4 and complete an "HSP Good Faith Effort - Method A (Attachment A)" for each of the subcontracting opportunities you listed.)
X- ***No*** (If ***No***, continue to Item d, of this SECTION.)

d. Check the appropriate box (Yes or No) that indicates whether the aggregate expected percentage of the contract you will subcontract **with Texas certified** HUBs with which you have a **continuous contract*** in place with for five (5) years or less **meets or exceeds** the HUB goal the contracting agency identified on page 1 in the "**Agency Special Instructions/Additional Requirements**".

- ***Yes*** (If ***Yes***, continue to SECTION 4 **and** complete an "HSP Good Faith Effort - Method A (Attachment A)" for **each** of the subcontracting opportunities you listed.)
X- ***No*** (If ***No***, continue to SECTION 4 **and** complete an "HSP Good Faith Effort - Method B (Attachment B)" for **each** of the subcontracting opportunities you listed.)

***Continuous Contract:** Any existing written agreement (including any renewals that are exercised) between a prime contractor and a HUB vendor, where the HUB vendor provides the prime contractor with goods or service under the same contract for a specified period of time. The frequency the HUB vendor is utilized or paid during the term of the contract is not relevant to whether the contract is considered continuous. Two or more contracts that run concurrently or overlap one another for different periods of time are considered by CPA to be individual contracts rather than renewals or extensions to the original contract. In such situations the prime contractor and HUB vendor are entering (have entered) into "new" contracts.*

Enter your company's name here: ISF dba IST Century Technologies Requisition #: RFO DIR-SDD-TMP-197 ___

SECTION-2: SUBCONTRACTING INTENTIONS RESPONDENT (CONTINUATION SHEET)

a. **This page can be used as a continuation sheet to the HSP Form's page 2, Section 2, Item b.** Continue listing the portions of work (subcontracting opportunities) you will subcontract. Also, based on the total value of the contract, identify the percentages of the contract you expect to award to Texas certified HUBs, and the percentage of the contract you expect to award to vendors that are not a Texas certified HUB (i.e., Non-HUB).

Item #	Subcontracting Opportunity Description	HUBs		Non-HUBs
		Percentage of the contract expected to be subcontracted to HUBs with which you have a continuous contract* in place for five (5) years or less.	Percentage of the contract expected to be subcontracted to HUBs with which you have a continuous contract* in place for more than five (5) years.	Percentage of the contract expected to be subcontracted to non-HUBs.
16		%	%	%
17		%	%	%
18		%	%	%
19		%	%	%
20		%	%	%
21		%	%	%
22		%	%	%
23		%	%	%
24		%	%	%
25		%	%	%
26		%	%	%
27		%	%	%
28		%	%	%
29		%	%	%
30		%	%	%
31		%	%	%
32		%	%	%
33		%	%	%
34		%	%	%
35		%	%	%
36		%	%	%
37		%	%	%
38		%	%	%
39		%	%	%
40		%	%	%
41		%	%	%
42		%	%	%
43		%	%	%
	Aggregate percentages of the contract expected to be subcontracted:	**%**	**%**	**%**

Continuous Contract: ***Any existing written agreement (including any renewals that are exercised) between a prime contractor and a HUB vendor, where the HUB vendor provides the prime contractor with goods or service under the same contract for a specified period of time. The frequency the HUB vendor is utilized or paid during the term of the contract is not relevant to whether the contract is considered continuous. Two or more contracts that run concurrently or overlap one another for different periods of time are considered by CPA to be individual contracts rather than renewals or extensions to the original contract. In such situations the prime contractor and HUB vendor are entering (have entered) into "new" contracts.***

Enter your company's name here: ISF dba IST Century Technologies_____Requisition #: RFO DIR-SDD-TMP-197 ___

SECTION-3: SELF PERFORMING JUSTIFICATION (If you responded "No "to SECTION 2, Item a, you must complete this SECTION and continue to SECTION 4)

Check the appropriate box (Yes or No) that indicates whether your response/proposal contains an explanation demonstrating how your company will fulfill the entire contract with its own resources.

- **Yes** (If ***Yes***, in the space provided below **list the specific page(s)/section(s)** of your proposal which explains how your company will perform the entire contract with its own equipment, supplies, materials and/or employees.)
- **No** (If ***No***, in the space provided below **explain how** your company will perform the entire contract with its own equipment, supplies, materials and/ or employees.)

SECTION-4: AFFIRMATION

As evidenced by my signature below, I affirm that I am an authorized representative of the respondent listed in SECTION 1, and that the information and supporting documentation submitted with the HSP is true and correct. Respondent understands and agrees that, if awarded any portion of the requisition:

- The respondent will provide notice as soon as practical to all the subcontractors (HUBs and Non-HUBs) of their selection as a subcontractor for the awarded contract. The notice must specify at a minimum the contracting agency's name and its point of contact for the contract, the contract award number, the subcontracting opportunity they (the subcontractor) will perform, the approximate dollar value of the subcontracting opportunity and the expected percentage of the total contract that the subcontracting opportunity represents. A copy of the notice required by this section must also be provided to the contracting agency's point of contact for the contract no later than ten (10) working days after the contract is awarded.
- The respondent must submit monthly compliance reports (Prime Contractor Progress Assessment Report – PAR) to the contracting agency, verifying its compliance with the HSP, including the use of and expenditures made to its subcontractors (HUBs and Non-HUBs). (The PAR is available at http://www.window.state.tx.us/procurement/prog/hub/hub-forms/progressassessmentrpt.xls).
- The respondent must seek approval from the contracting agency prior to making any modifications to its HSP, including the hiring of additional or different subcontractors and the termination of a subcontractor the respondent identified in its HSP. If the HSP is modified without the contracting agency's prior approval, respondent may be subject to any and all enforcement remedies available under the contract or otherwise available by law, up to and including debarment from all state contracting.
- The respondent must, upon request, allow the contracting agency to perform on-site reviews of the company's headquarters and/or work-site where services are being performed and must provide documentation regarding staffing and other resources.

Signature on File	Cyndy Loomis	CEO	February 24, 2015
Signature	Printed Name	Title	Date (mm/dd/yyyy)

Reminder:

- If you responded "**Yes**" to **SECTION 2, Items c or d**, you must complete an "HSP Good Faith Effort - Method A (Attachment A)" **for each** of the subcontracting opportunities you listed in SECTION 2, Item b.
- If you responded "**No**" **SECTION 2, Items c and d,** you must complete an "HSP Good Faith Effort - Method B (Attachment B)" **for each** of the subcontracting opportunities you listed in SECTION 2, Item b.

HSP Good Faith Effort - Method A (Attachment A)

Enter your company's name here: ISF dba IST Century Technologies_____Requisition #: RFO DIR-SDD-TMP-197_

IMPORTANT*:** If you responded "Yes***" to **SECTION 2, Items c or d** of the completed HSP form, you must submit a completed "HSP Good Faith Effort - Method A (Attachment A)" for **each** of the subcontracting opportunities you listed in **SECTION 2, Item b** of the completed HSP form. You may photo-copy this page or download the form at http://window.state.tx.us/procurement/prog/hub/hub-forms/hub-sbcont-plan-gfe-achm-a.pdf.

SECTION A-1: SUBCONTRACTING OPPORTUNITY

Enter the item number and description of the subcontracting opportunity you listed in SECTION 2, Item b, of the completed HSP form for which you are completing the attachment.

Item Number: **Description:**

SECTION A-2: SUBCONTRACTOR SELECTION

List the subcontractor(s) you selected to perform the subcontracting opportunity you listed above in SECTION A-1. Also identify whether they are a Texas certified HUB and their VID number, the approximate dollar value of the work to be subcontracted, the expected percentage of work to be subcontracted, and indicate whether the company is a Texas certified HUB

Company Name	Texas certified HUB	VID Number (Required if Texas certified HUB)	Approximate Dollar Amount	Expected Percentage of Contract
	- Yes - No		$	%
	- Yes - No		$	%
	- Yes - No		$	%
	- Yes - No		$	%
	- Yes - No		$	%
	- Yes - No		$	%
	- Yes - No		$	%
	- Yes - No		$	%
	- Yes - No		$	%
	- Yes - No		$	%
	- Yes - No		$	%
	- Yes - No		$	%
	- Yes - No		$	%
	- Yes - No		$	%
	- Yes - No		$	%
	- Yes - No		$	%
	- Yes - No		$	%
	- Yes - No		$	%
	- Yes - No		$	%
	- Yes - No		$	%
	- Yes - No		$	%
	- Yes - No		$	%

REMINDER: As specified in SECTION 4 of the completed HSP form, if you (respondent) are awarded any portion of the requisition, you are required to provide notice as soon as practical to **all** the subcontractors (HUBs and Non-HUBs) of their selection as a subcontractor. The notice must specify at a minimum the contracting agency's name and its point of contact for the contract, the contract award number, the subcontracting opportunity they (the subcontractor) will perform, the approximate dollar value of the subcontracting opportunity and the expected percentage of the total contract that the subcontracting opportunity represents. A copy of the notice required by this section must also be provided to the contracting agency's point of contact for the contract no later than ten (10) working days after the contract is awarded.

(Attachment A)

HSP Good Faith Effort - Method B (Attachment B)

Rev. 10/14

Enter your company's name here: ISF dba IST Century Technologies_____ Requisition #: RFO DIR-SDD-TMP-197_____

IMPORTANT*:** If you responded "Yes***" to **SECTION 2, Items c or d** of the completed HSP form, you must submit a completed "HSP Good Faith Effort - Method B (Attachment B)" for **each** of the subcontracting opportunities you listed in **SECTION 2, Item b** of the completed HSP form. You may photo-copy this page or download the form at http://window.state.tx.us/procurement/prog/hub/hub-forms/hub-sbcont-plan-gfe-achm-b.pdf.

SECTION B-1: SUBCONTRACTING OPPORTUNITY

Enter the item number and description of the subcontracting opportunity you listed in SECTION 2, Item b, of the completed HSP form for which you are completing the attachment.

Item Number: 197 **Description: RFO DIR-SDD-TMP-197 Deliverables-Based Information Technology Services (DBITS)**

SECTION B-2: MENTOR PROTÉGÉ PROGRAM

If respondent is participating as a Mentor in a State of Texas Mentor Protégé Program, submitting its Protégé (Protégé must be a State of Texas certified HUB) as a subcontractor to perform the subcontracting opportunity listed in SECTION B-1, constitutes a good faith effort to subcontract with a Texas certified HUB towards that specific portion of work.

Check the appropriate box (Yes or No) that indicates whether you will be subcontracting the portion of work you listed in SECTION B-1 to your Protégé.

- Yes (If ***Yes***, to continue to SECTION B-4.)

X- No / Not Applicable (If ***No*** or ***Not Applicable***, continue to SECTION B-3 and SECTION B-4.)

SECTION B-3: NOTIFICATION OF SUBCONTRACTING OPPORTUNITY

When completing this section you MUST comply with items **a**, **b**, **c** and **d**, thereby demonstrating your Good Faith Effort of having notified Texas certified HUBs and trade organizations or development centers about the subcontracting opportunity you listed in SECTION B-1. Your notice should include the scope of work, information regarding the location to review plans and specifications, bonding and insurance requirements, required qualifications, and identify a contact person. When sending notice of your subcontracting opportunity, you are encouraged to use the attached HUB Subcontracting Opportunity Notice form, which is also available online at http://www.window.state.tx.us/procurement/prog/hub/hub-subcontracting-plan.

Retain supporting documentation (i.e., certified letter, fax, e-mail) demonstrating evidence of your good faith effort to notify the Texas certified HUBs and trade organizations or development centers. Also, be mindful that a working day is considered a normal business day of a state agency, not including weekends, federal or state holidays, or days the agency is declared closed by its executive officer. The initial day the subcontracting opportunity notice is sent/provided to the HUBs and to the trade organizations or development centers is considered to be "day zero" and does not count as one of the seven (7) working days.

a. Provide written notification of the subcontracting opportunity you listed in SECTION B-1, to three (3) or more Texas certified HUBs. Unless the contracting agency specified a different time period, you must allow the HUBs at least seven (7) working days to respond to the notice prior to your submitting your bid response to the contracting agency. When searching for Texas certified HUBs, ensure that you use the State of Texas' Centralized Master Bidders List (CMBL) and Historically Underutilized Business (HUB) Search directory located at http://mycpa.state.tx.us/tpasscmblsearch/index.jsp. HUB Status code "**A**" signifies that the company is a Texas certified HUB.

b. List the three (3) Texas certified HUBs you notified regarding the subcontracting opportunity you listed in SECTION B-1. Include the company's Vendor ID (VID) number, the date you sent notice to that company, and indicate whether it was responsive or non-responsive to your subcontracting opportunity notice.

Company Name	VID Number	Date Notice Sent (mm/dd/yyyy)	Did the HUB Respond?	
Cephei Technology Group	120537959720	9/14/2012	- Yes	X- No
Stark Holdings, Inc.	174260697080	9/16/2012	X- Yes	- No
Bright Water Ventures, Inc.	120871738730	9/14/2012	- Yes	X- No

c. Provide written notification of the subcontracting opportunity you listed in SECTION B-1 to two (2) or more trade organizations or development centers in Texas to assist in identifying potential HUBs by disseminating the subcontracting opportunity to their members/participants. Unless the contracting agency specified a different time period, you must provide your subcontracting opportunity notice to trade organizations or development centers at least seven (7) working days prior to submitting your bid response to the contracting agency. A list of trade organizations and development centers that have expressed an interest in receiving notices of subcontracting opportunities is available on the Statewide HUB Program's webpage at http://www.window.state.tx.us/procurement/prog/hub/mwb-links-1/.

d. List two (2) trade organizations or development centers you notified regarding the subcontracting opportunity you listed in SECTION B-1.Include the date when you sent notice to it and indicate if it accepted or rejected your notice.

Trade Organizations or Development Centers	Date Notice Sent (mm/dd/yyyy)	Was the Notice Accepted?	
Women's Business Enterprise Alliance	9/14/2012	- Yes	X- No
Texas Association of Historically Underutilized Businesses	9/14/2012	- Yes	X- No

HSP Good Faith Effort - Method B (Attachment B) Cont.

Enter your company's name here: ISF dba IST Century Technologies_____ Requisition #: RFO DIR-SDD-TMP-197

SECTION B-4: SUBCONTRACTOR SELECTION

Enter the item number and description of the subcontracting opportunity you listed in SECTION 2, Item b, of the completed HSP form for which you are completing the attachment.

a. Enter the item number and description of the subcontracting opportunity for which you are completing this Attachment B continuation page.

Item Number: 197 **Description:**
RFO DIR-SDD-TMP-197 Deliverables-Based Information Technology Services (DBITS)

b. List the subcontractor(s) you selected to perform the subcontracting opportunity you listed in **SECTION B-1**. Also identify whether they are a Texas certified HUB and their VID number, the approximate dollar value of the work to be subcontracted, the expected percentage of work to be subcontracted, and indicate whether the company is a Texas certified HUB.

Company Name	Texas certified HUB	VID Number (Required if Texas certified HUB)	Approximate Dollar Amount	Expected Percentage of Contract
Stark Holdings, Inc.	X- Yes - No	174260697080	$ $100,000	15%
International Staffing Group, Inc. (ISG)	- Yes x- No	N/A	$ 50,000	5%
	- Yes x- No	N/A	$ 50,000	5%
	- Yes - No		$	%
	- Yes - No		$	%
	- Yes - No		$	%
	- Yes - No		$	%
	- Yes - No		$	%
	- Yes - No		$	%
	- Yes - No		$	%

c. If any of the subcontractors you have selected to perform the subcontracting opportunity you listed in SECTION B-1 is **not** a Texas certified HUB, provide written justification for your selection process (attach additional page if necessary):

ISF actively manages our ratio of full-time staff to contractors to ensure the organization is properly balanced between ISF staff and our teaming partners. We have found that a 20% utilization of subcontractors on any engagement ensures a project that is well run in a quality manner. A higher reliance on non-ISF staff has proven to be an unhealthy balance for project success.

Stark Holdings
We have selected Stark Holdings for this project as our Texas HUB partner because they are an established leader in information technology workforce solutions. This firm has deep staffing experience, a large network of talent, and proven service. However, Stark Holdings is a new partner for ISF that was carefully vetted. We will certainly seek to increase their percentage of work above the 15% target as they prove themselves in contract situations.

International Staffing Group, Inc.
ISF has selected International Staffing Group (ISG), located in Atlanta, as a strategic subcontracting partner due to their ability to find the right candidates for the need, whether the position is for contract or full-time help. This firm has a national and international reach to obtain quality, as well as expert, resources. We have allocated 5% of the contract amount to this firm.

WiredPeople, Inc.
WiredPeople, Inc. is a newly formed staff augmentation company located in Jacksonville that is focused on recruiting and retaining talented resources for ISF's internal needs and for our customers. We have allocated 5% of the contract amount to this firm.

HSP Good Faith Effort - Method B (Attachment B) Cont.

REMINDER: As specified in SECTION 4 of the completed HSP form, if you (respondent) are awarded any portion of the requisition, you are required to provide notice as soon as practical to **all** the subcontractors (HUBs and Non-HUBs) of their selection as a subcontractor. The notice must specify at a minimum the contracting agency's name and its point of contact for the contract, the contract award number, the subcontracting opportunity it (the subcontractor) will perform, the approximate dollar value of the subcontracting opportunity and the expected percentage of the total contract that the subcontracting opportunity represents. A copy of the notice required by this section must also be provided to the contracting agency's point of contact for the contract no later than ten (10) working days after the contract is awarded.

Rev. 10/14

HUB Subcontracting Opportunity Notification Form

In accordance with Texas Gov't Code, Chapter 2161, each state agency that considers entering into a contract with an expected value of $100,000 or more shall, before the agency solicits bids, proposals, offers, or other applicable expressions of interest, determine whether subcontracting opportunities are probable under the contract. The state agency I have identified below in **Section B** has determined that subcontracting opportunities are probable under the requisition to which my company will be responding.

34 Texas Administrative Code, §20.14 requires all respondents (prime contractors) bidding on the contract to provide notice of each of their subcontracting opportunities to at least three (3) Texas certified HUBs (who work within the respective industry applicable to the subcontracting opportunity), and allow the HUBs at least seven (7) working days to respond to the notice prior to the respondent submitting its bid response to the contracting agency. In addition, at least seven (7) working days prior to submitting its bid response to the contracting agency, the respondent must provide notice of each of its subcontracting opportunities to two (2) or more trade organizations or development centers (in Texas) that serves members of groups (i.e., Asian Pacific American, Black American, Hispanic American, Native American, Woman, Service Disabled Veteran) identified in Texas Administrative Code, §20.11(19)(C).

We respectfully request that vendors interested in bidding on the subcontracting opportunity scope of work identified in **Section C, Item 2**, reply no later than the date and time identified in **Section C, Item 1**. Submit your response to the point-of-contact referenced in **Section A**.

SECTION: A PRIME CONTRACTOR'S INFORMATION

Company Name: ISF dba IST Century Technologies

State of Texas VID #: 15919616076

Point-of-Contact: Cyndy Loomis

Phone #: 850-671-1006

E-mail Address: c l o o m i s @ I S F . c o m

Fax #: 850-656-1300

SECTION: B CONTRACTING STATE AGENCY AND REQUISITION INFORMATION

Agency Name: State of Texas, Department of Information Resources

Point-of-Contact: Carrie Cooper

Phone #: 512-936-2353

Requisition #: RFO DIR-SDD-TMP-197

Bid Open Date: 10/3/2012 (mm/dd/yyyy)

SECTION: C SUBCONTRACTING OPPORTUNITY RESPONSE DUE DATE, D ESCRIPTION, R EQUIREMENTS AND RELATED INFORMATION

1. Potential Subcontractor's Bid Response Due Date:

If you would like for our company to consider your company's bid for the subcontracting opportunity identified below in Item 2, we must receive your bid response no later than 5:00 PM (Central Time) **on** 9/25/2015 (Date mm/dd/yyyy).

In accordance with 34 TAC §20.14, each notice of subcontracting opportunity shall be provided to at least three (3) Texas certified HUBs, and allow the HUBs at least seven (7) working days to respond to the notice prior to submitting our bid response to the contracting agency. In addition, at least seven (7) working days prior to us submitting our bid response to the contracting agency, we must provide notice of each of our subcontracting opportunities to two (2) or more trade organizations or development centers (in Texas) that serves members of groups (i.e., Asian Pacific American, Black American, Hispanic American, Native American, Woman, Service Disabled Veteran) identified in Texas Administrative Code, §20.11(19)(C).

(A working day is considered a normal business day of a state agency, not including weekends, federal or state holidays, or days the agency is declared closed by its executive officer. The initial day the subcontracting opportunity notice is sent/provided to the HUBs and to the trade organizations or development centers is considered to be "day zero" and does not count as one of the seven (7) working days.)

2. Subcontracting Opportunity Scope of Work:

ISF, dba IST Century Technologies, is seeking software development services from HUB vendors for the above referenced RFO. This RFO is for Deliverables-Based Information Technology Services (DBITS) for information technology projects in the following areas: Application Maintenance and Support; Business Intelligence (BI) and Data Warehouse; Enterprise Resource Planning (ERP); Service Oriented Architecture (SOA); Project Management; Technology Upgrade/Migration and Transformation; Information Technology Assessments and Planning; Application Development; and Independent

3. Required Qualifications:

ISF, dba IST Century Technologies, is seeking a HUB partner that can provide business analysts and/or .NET software developers for the above referenced RFO to join our team for specific project engagements. - Not Applicable

4. Bonding/Insurance Requirements:

Refer to Bid Package 4, Appendix A, Department of Information Resources, Deliverables-Based IT Services (DBITS) Contract, Request for Offer DIR-SDD-TMP-197, Terms and Conditions, Page 12 and Page 17.

This document is located at: http://esbd.cpa.state.tx.us/bid_show.cfm?bidid=102277 - Not Applicable

5. Location to review plans/specifications:

http://esbd.cpa.state.tx.us/bid_show.cfm?bidid=102277 - Not Applicable

HUB SUBCONTRACTING CORRESPONDENCE

Cephei Technologies

From: Cyndy Loomis
Sent: Friday, September 14, 2012 7:30 AM
To: Aaron Burns (aaron_burns@cepheitech.com)
Subject: State of Texas, Department of Information Resources, DIR-SDD-TMP-197, Deliverables-Based Information Technology Services (DBITS)

Dear Mr. Burns,

Attached is information regarding a potential HUB subcontracting opportunity with ISF, dba IST Century Technologies, for a project for the Texas Department of Information Resources. Additional information regarding our need is provided in the attached HUB Subcontracting Opportunity Notification Form. More information on RFO DIR-SDD-TMP-197, Deliverables-Based Information Technology Services (DBITS), as well as related insurance requirements can be found at: http://esbd.cpa.state.tx.us/bid_show.cfm?bidid=102277.

We kindly appreciate a reply by Tuesday, September 25, 2012.

Thank you.

Cyndy Loomis

From: Microsoft Exchange
Sent: Friday, September 14, 2012 7:31 AM
To: Cyndy Loomis
Subject: Relayed: State of Texas, Department of Information Resources, DIR-SDD-TMP-197, Deliverables-Based Information Technology Services (DBITS)

Delivery to these recipients or distribution lists is complete, but delivery notification was not sent by the destination:

Aaron Burns (aaron_burns@cepheitech.com)

Subject: State of Texas, Department of Information Resources, DIR-SDD-TMP-197, Deliverables-Based Information Technology Services (DBITS)

21 CT, Inc.

From: Cyndy Loomis
Sent: Friday, September 14, 2012 7:42 AM
To: 'dchun@21ct.com'
Subject: State of Texas, Department of Information Resources, DIR-SDD-TMP-197, Deliverables-Based Information Technology Services (DBITS)

Dear Mr. Chun,

Attached is information regarding a potential HUB subcontracting opportunity with ISF, dba IST Century Technologies, for a project for the Texas Department of Information Resources. Additional information regarding our need is provided in the attached HUB Subcontracting Opportunity Notification Form. More information on RFO DIR-SDD-TMP-197, Deliverables-Based Information Technology Services (DBITS), as well as related insurance requirements, can be found at: http://esbd.cpa.state.tx.us/bid_show.cfm?bidid=102277.

We kindly appreciate a reply by Tuesday, September 25, 2012.

Thank you.

Cyndy Loomis

Individualized Service
Innovative Solutions
Focused Results

Cyndy Loomis

Chief Executive Officer

(T) 850.671.1006 (C) 850.251.4165

From: Microsoft Exchange
Sent: Friday, September 14, 2012 7:42 AM
To: Cyndy Loomis
Subject: Relayed: State of Texas, Department of Information Resources, DIR-SDD-TMP-197, Deliverables-Based Information Technology Services (DBITS)

Delivery to these recipients or distribution lists is complete, but delivery notification was not sent by the destination:

dchun@21ct.com

Subject: State of Texas, Department of Information Resources, DIR-SDD-TMP-197, Deliverables-Based Information Technology Services (DBITS)

Sent by Microsoft Exchange Server 2007

From: David Chun [mailto:dchun@21ct.com]
Sent: Friday, September 14, 2012 7:43 AM
To: Cyndy Loomis
Subject: Read: State of Texas, Department of Information Resources, DIR-SDD-TMP-197, Deliverables-Based Information Technology Services (DBITS)

Your message was read on Friday, September 14, 2012 7:42:40 AM (GMT-05:00) Eastern Time (US & Canada).

Bright Waters Ventures, Inc.

From: Cyndy Loomis
Sent: Friday, September 14, 2012 7:45 AM
To: 'rudy@teamventi.com'
Subject: State of Texas, Department of Information Resources, DIR-SDD-TMP-197, Deliverables-Based Information Technology Services (DBITS)

Dear Mr. Rodriguez,

Attached is information regarding a potential HUB subcontracting opportunity with ISF, dba IST Century Technologies, for a project for the Texas Department of Information Resources. Additional information regarding our need is provided in the attached HUB Subcontracting Opportunity Notification Form. More information on RFO DIR-SDD-TMP-197, Deliverables-Based Information Technology Services (DBITS), as well as related insurance requirements, can be found at: http://esbd.cpa.state.tx.us/bid_show.cfm?bidid=102277.

We kindly appreciate a reply by Tuesday, September 25, 2012.

Thank you.

Cyndy Loomis

Individualized Service
Innovative Solutions
Focused Results

Cyndy Loomis

Chief Executive Officer

(T) 850.671.1006 (C) 850.251.4165

From: Microsoft Exchange
Sent: Friday, September 14, 2012 7:46 AM
To: Cyndy Loomis
Subject: Relayed: State of Texas, Department of Information Resources, DIR-SDD-TMP-197, Deliverables-Based Information Technology Services (DBITS)

Delivery to these recipients or distribution lists is complete, but delivery notification was not sent by the destination:

rudy@teamventi.com

Subject: State of Texas, Department of Information Resources, DIR-SDD-TMP-

197, Deliverables-Based Information Technology Services (DBITS)

Sent by Microsoft Exchange Server 2007

Women's Business Enterprise Alliance

From: Cyndy Loomis
Sent: Friday, September 14, 2012 8:06 AM
To: 'bids@wbea-texas.org'
Subject: State of Texas, Department of Information Resources, DIR-SDD-TMP-197, Deliverables-Based Information Technology Services (DBITS)

Ms. Barton,

Attached is information regarding a potential HUB subcontracting opportunity with ISF, dba IST Century Technologies, for a project for the Texas Department of Information Resources. Would you kindly distribute this information to the members of the Women's Business Enterprise Alliance?

Additional information regarding our need is provided in the attached HUB Subcontracting Opportunity Notification Form. More information on RFO DIR-SDD-TMP-197, Deliverables-Based Information Technology Services (DBITS), as well as related insurance requirements, can be found at: http://esbd.cpa.state.tx.us/bid_show.cfm?bidid=102277.

We kindly appreciate any replies by Tuesday, September 25, 2012.

Thank you.

Cyndy Loomis

Individualized Service
Innovative Solutions
Focused Results

Cyndy Loomis

Chief Executive Officer

(T) 850.671.1006 (C) 850.251.4165

From: Microsoft Exchange
Sent: Friday, September 14, 2012 8:07 AM
To: Cyndy Loomis
Subject: Relayed: State of Texas, Department of Information Resources, DIR-SDD-TMP-197, Deliverables-Based Information Technology Services (DBITS)

Delivery to these recipients or distribution lists is complete, but delivery

notification was not sent by the destination:

bids@wbea-texas.org

Subject: State of Texas, Department of Information Resources, DIR-SDD-TMP-197, Deliverables-Based Information Technology Services (DBITS)

Sent by Microsoft Exchange Server 2007

Texas Association of Historically Underutilized Businesses

From: Cyndy Loomis
Sent: Friday, September 14, 2012 8:12 AM
To: 'info@texashubs.org'
Subject: State of Texas, Department of Information Resources, DIR-SDD-TMP-197, Deliverables-Based Information Technology Services (DBITS)

Mr. Mata,

Attached is information regarding a potential HUB subcontracting opportunity with ISF, dba IST Century Technologies, for a project for the Texas Department of Information Resources. Would you kindly distribute this information to the members of the Texas Association of Historically Underutilized Businesses.

Additional information regarding our need is provided in the attached HUB Subcontracting Opportunity Notification Form. More information on RFO DIR-SDD-TMP-197, Deliverables-Based Information Technology Services (DBITS), as well as related insurance requirements, can be found at: http://esbd.cpa.state.tx.us/bid_show.cfm?bidid=102277.

We kindly appreciate any replies by Tuesday, September 25, 2012.

Thank you.

Cyndy Loomis

Individualized Service
Innovative Solutions
Focused Results

Cyndy Loomis

Chief Executive Officer

(T) 850.671.1006 (C) 850.251.4165

From: Microsoft Exchange
Sent: Friday, September 14, 2012 8:12 AM
To: Cyndy Loomis
Subject: Relayed: State of Texas, Department of Information Resources, DIR-SDD-TMP-197, Deliverables-Based Information Technology Services (DBITS)

Delivery to these recipients or distribution lists is complete, but delivery notification was not sent by the destination:

info@texashubs.org

Subject: State of Texas, Department of Information Resources, DIR-SDD-TMP-197, Deliverables-Based Information Technology Services (DBITS)

Sent by Microsoft Exchange Server 2007

Stark Talent

From: Cyndy Loomis
Sent: Sunday, September 16, 2012 8:05 PM
To: 'dreese@starktalent.com'
Subject: State of Texas, Department of Information Resources, DIR-SDD-TMP-197, Deliverables-Based Information Technology Services (DBITS)

Dear Mr. Reese,

Attached is information regarding a potential HUB subcontracting opportunity with ISF, dba IST Century Technologies, for a project for the Texas Department of Information Resources. Additional information regarding our need is provided in the attached HUB Subcontracting Opportunity Notification Form. More information on RFO DIR-SDD-TMP-197, Deliverables-Based Information Technology Services (DBITS), as well as related insurance requirements can be found at: http://esbd.cpa.state.tx.us/bid_show.cfm?bidid=102277.

We kindly appreciate a reply by Tuesday, September 25, 2012.

Thank you.

Cyndy Loomis

Individualized Service
Innovative Solutions
Focused Results

Cyndy Loomis

Chief Executive Officer

(T) 850.671.1006 (C) 850.251.4165

From: Microsoft Exchange
Sent: Sunday, September 16, 2012 8:51 PM
To: Cyndy Loomis
Subject: Relayed: State of Texas, Department of Information Resources, DIR-SDD-TMP-197, Deliverables-Based Information Technology Services (DBITS)

Delivery to these recipients or distribution lists is complete, but delivery notification was not sent by the destination:

dreese@starktalent.com

Subject: State of Texas, Department of Information Resources, DIR-SDD-TMP-197, Deliverables-Based Information Technology Services (DBITS)

Sent by Microsoft Exchange Server 2007

From: Dane Reese [mailto:dreese@starktalent.com]
Sent: Monday, September 17, 2012 12:02 AM
To: Cyndy Loomis
Subject: RE: State of Texas, Department of Information Resources, DIR-SDD-TMP-197, Deliverables-Based Information Technology Services (DBITS)

Cyndy,

Thank you for sending this package to us. We look forward to working with you and your team.

Best Regards,

Dane Reese, CSP
President

1705 Capital of Texas Highway, Suite 200 | Austin, TX 78746

(512) 329-8100 (o) | (512) 695-9930 (m) | (512) 329-5150 (f) | **dreese@starktalent.com**

www.StarkTalent.com

Best of Staffing 2012 | American Staffing Association | Texas Association of Staffing