



STATE OF MICHIGAN
CENTRAL PROCUREMENT SERVICES
 Department of Technology, Management, and Budget
 320 S. WALNUT ST., LANSING, MICHIGAN 48933
 P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number 7

to

Contract Number 071B7700037

CONTRACTOR	EXPERIS FINANCE US LLC
	1000 Town Center #1000
	Southfield, MI 48705
	Paula Patterson
	248-408-3699
	paula.patterson@experis.com
	CV0050012

STATE	Program Manager	Various	SW
STATE	Contract Administrator	Marissa Gove	DTMB
		(517) 449-8952	
		govem1@michigan.gov	

CONTRACT SUMMARY

PREQUAL FOR FINANCIAL ACCOUNTING, INTEGRITY OVERSIGHT MONITORING OR AUDITING SERVICES

INITIAL EFFECTIVE DATE	INITIAL EXPIRATION DATE	INITIAL AVAILABLE OPTIONS	EXPIRATION DATE BEFORE
November 1, 2016	October 31, 2019	2 - 1 Year	September 30, 2022
PAYMENT TERMS		DELIVERY TIMEFRAME	
1NET10 AND NET45		N/A	
ALTERNATE PAYMENT OPTIONS			EXTENDED PURCHASING
<input type="checkbox"/> P-Card <input type="checkbox"/> PRC <input type="checkbox"/> Other			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

MINIMUM DELIVERY REQUIREMENTS

N/A

DESCRIPTION OF CHANGE NOTICE

OPTION	LENGTH OF OPTION	EXTENSION	LENGTH OF EXTENSION	REVISED EXP. DATE
<input type="checkbox"/>		<input checked="" type="checkbox"/>	1 year	September 30, 2023
CURRENT VALUE	VALUE OF CHANGE NOTICE	ESTIMATED AGGREGATE CONTRACT VALUE		
\$307,455.00	\$259,200.00	\$566,655.00		

DESCRIPTION

Effective 6/28/22, the SOW related to CN 5 for LARA has been extended to 9/30/23. In addition, the Contract is hereby increased by \$259,200. All other terms, conditions, specifications, and pricing remain the same. Per contractor and agency agreement, DTMB Central Procurement approval, and State Administrative Board approval on 6/28/22.

**Program Managers
for
Multi-Agency and Statewide Contracts**

AGENCY	NAME	PHONE	EMAIL
MGCB	Kurt Steinkamp	313-456-4140	steinkampk@michigan.gov
LARA	Rebecca Mack	517-657-3066	MackR2@michigan.gov



STATE OF MICHIGAN
CENTRAL PROCUREMENT SERVICES
 Department of Technology, Management, and Budget
 525 W. ALLEGAN ST., LANSING, MICHIGAN 48913
 P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number **6**

to

Contract Number **071B7700037**

CONTRACTOR	EXPERIS FINANCE US LLC
	1000 Town Center #1000
	Southfield, MI 48705
	Paula Patterson
	248-408-3699
	paula.patterson@experis.com
	CV0050012

STATE	Program Manager	Various	SW
STATE	Contract Administrator	Joy Nakfoor	DTMB
		(517) 249-0481	
		nakfoorj@michigan.gov	

CONTRACT SUMMARY

PREQUAL FOR FINANCIAL ACCOUNTING, INTEGRITY OVERSI

INITIAL EFFECTIVE DATE	INITIAL EXPIRATION DATE	INITIAL AVAILABLE OPTIONS	EXPIRATION DATE BEFORE
November 1, 2016	October 31, 2019	2 - 1 Year	October 31, 2021
PAYMENT TERMS		DELIVERY TIMEFRAME	
1NET10 AND NET45		N/A	
ALTERNATE PAYMENT OPTIONS			EXTENDED PURCHASING
<input type="checkbox"/> P-Card <input type="checkbox"/> PRC <input type="checkbox"/> Other			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

MINIMUM DELIVERY REQUIREMENTS

N/A

DESCRIPTION OF CHANGE NOTICE

OPTION	LENGTH OF OPTION	EXTENSION	LENGTH OF EXTENSION	REVISED EXP. DATE
<input type="checkbox"/>		<input checked="" type="checkbox"/>	11 months	September 30, 2022
CURRENT VALUE	VALUE OF CHANGE NOTICE	ESTIMATED AGGREGATE CONTRACT VALUE		
\$256,055.00	\$51,400.00	\$307,455.00		

DESCRIPTION

Effective September 7, 2021 only the SOW attached with CN 5 for LARA has been extended until Sept 30, 2022. The outstanding balance of \$51,400 on this contract will be designated for LARA to use.

All other terms, conditions, specifications, and pricing remain the same. Per contractor and agency agreement, DTMB Central Procurement approval, and State Administrative Board approval on Sept 7, 2021.

**Program Managers
for
Multi-Agency and Statewide Contracts**

AGENCY	NAME	PHONE	EMAIL
MGCB	Kurt Steinkamp	313-456-4140	steinkampk@michigan.gov
LARA	Rebecca Mack	517-657-3066	MackR2@michigan.gov

STATE OF MICHIGAN
CENTRAL PROCUREMENT SERVICES
 Department of Technology, Management, and Budget
 525 W. ALLEGAN ST., LANSING, MICHIGAN 48913
 P.O. BOX 30026 LANSING, MICHIGAN 48909



CONTRACT CHANGE NOTICE

Change Notice Number **5**
 to
 Contract Number **071B7700037**

CONTRACTOR	EXPERIS FINANCE US LLC
	1000 Town Center #1000
	Southfield, MI 48705
	Paula Patterson
	248-408-3699
	paula.patterson@experis.com
	CV0050012

STATE	Program Manager	Various	SW
STATE	Contract Administrator	Joy Nakfoor	DTMB
		(517) 249-0481	
		nakfoorj@michigan.gov	

CONTRACT SUMMARY

PREQUAL FOR FINANCIAL ACCOUNTING, INTEGRITY OVERSI

INITIAL EFFECTIVE DATE	INITIAL EXPIRATION DATE	INITIAL AVAILABLE OPTIONS	EXPIRATION DATE BEFORE
November 1, 2016	October 31, 2019	2 - 1 Year	October 31, 2021
PAYMENT TERMS		DELIVERY TIMEFRAME	
		N/A	
ALTERNATE PAYMENT OPTIONS			EXTENDED PURCHASING
<input type="checkbox"/> P-Card	<input type="checkbox"/> PRC	<input type="checkbox"/> Other	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

MINIMUM DELIVERY REQUIREMENTS

N/A

DESCRIPTION OF CHANGE NOTICE

OPTION	LENGTH OF OPTION	EXTENSION	LENGTH OF EXTENSION	REVISED EXP. DATE
<input type="checkbox"/>		<input type="checkbox"/>		October 31, 2021
CURRENT VALUE	VALUE OF CHANGE NOTICE	ESTIMATED AGGREGATE CONTRACT VALUE		
\$171,055.00	\$85,000.00	\$256,055.00		

DESCRIPTION

Effective April 27, 2021 the following are added to this contract Schedule A - Statement of Work, associated Schedule B - Pricing, and \$85,000.00.

All other terms, conditions, specifications, and pricing remain the same. Per contractor and agency agreement, DTMB Central Procurement approval, and State Administrative Board approval on April 27, 2021.

**Program Managers
for
Multi-Agency and Statewide Contracts**

AGENCY	NAME	PHONE	EMAIL
MGCB	Kurt Steinkamp	313-456-4140	steinkampk@michigan.gov
LARA	Rebecca Mack	517-657-3066	MackR2@michigan.gov

**CN 5 – 071B7700037
SCHEDULE A
STATEMENT OF WORK
CONTRACT ACTIVITIES**

1. PROJECT REQUEST

This is for a Financial Accounting, Integrity Oversight Monitoring or Auditing service by the Michigan Indigent Defense Commission for a review of quarterly financial reports submitted by local indigent criminal defense systems across the state.

The Michigan Indigent Defense Commission (“MIDC” or “the Commission”) is seeking assistance to review documents for completion and accuracy. More than 100 systems throughout the state submitted quarterly financial reports FY 19 and 20. The Contractor will be required to review these documents and corresponding back-up documents to verify the accuracy of the submissions. Follow-up with the systems may be required.

2. BACKGROUND

The MIDC is responsible for creating and enforcing minimum standards for indigent defense. Each system submits a compliance plan and cost analysis for meeting the minimum standards. The plans are funded annually through the State of Michigan’s general fund. The MIDC enters into a grant agreement with each system. The agreement requires systems to submit quarterly financial reports to the MIDC.

The MIDC Act (the “Act”, Public Act 93 of 2013) as amended gives the MIDC the responsibility for auditing local indigent defense delivery systems (MCL §§ 780.989 (1)(b) and 780.993 (1)). The Act defines “indigent criminal defense system as either the local unit of government that funds a trial court or, if a trial court is funded by more than 1 local unit of government, those local units of government collectively (see MCL 780.983 (f)). In some areas, the systems are individual cities or courts, while other areas are counties. In total there are 124 systems (though some file jointly).

3. SCOPE

This project contains the following scope:

- A. Scope 1 Verify quarterly reports submitted by system.
 - 1) Review the information submitted by local delivery systems for FY 20 and FY 21 to date.
 - 2) Work directly with systems to obtain additional information and/or documentation as needed.
- B. Scope 2 Detailed review of specific FY 19 reports
 - 1) Work with the Grant Manager/Program Manager to determine systems whose FY 19 reports require review.
 - 2) Work directly with systems to verify accuracy of reports submitted and to obtain additional information and/or documentation as needed.

4. REQUIREMENTS

The reports are submitted electronically and saved in Microsoft Office SharePoint. The MIDC will work with the Contractor to ensure access to the files. All of the work can be done virtually. The Contractor will meet with the MIDC’s Grant Manager as needed during the course of the project.

This project must be completed by April 1.

5. Acceptance

5.1. Acceptance, Inspection and Testing

The State will use the following criteria to determine acceptance of the Contract Activities:

Weekly progress on all activities and monthly progress reports which includes

- A list of which indigent criminal defense systems were reviewed
- What findings were discovered, if any

- Provide recommendations on items that did not reconcile and need to be addressed moving forward

5.2. Final Acceptance

Contractor must submit a final report with all project activities. Contract must respond to any questions, concerns from the MIDC Program Manager before the final contract payment is release and the contract is closed out.

6. Staffing

6.1. Contractor Representative

The Contractor must appoint one individual who will be completing the work on the project specifically assigned to State of Michigan accounts, that will respond to State inquiries regarding the Contract Activities, answering questions related to ordering and delivery, etc. (the “Contractor Representative”).

The Contractor must notify the Contract Administrator at least 14 calendar days before removing or assigning a new Contractor Representative.

[Donna Dean, CPA, JD](mailto:Donna.Dean@jeffersonwells.com)
Donna.Dean@jeffersonwells.com
(248) 302-9681

6.2. Customer Service Toll-Free Number

The Contractor must specify its toll-free number for the State to make contact with the Contractor Representative. The Contractor Representative must be available for calls during the hours of 8 am to 5 pm EST.

6.3. Technical Support, Repairs and Maintenance

The Contractor must specify its toll-free number for the State to make contact with the Contractor for technical support, repairs and maintenance. The Contractor must be available for calls and service during the hours of 8 am to 5 pm EST.

6.4. Work Hours

The Contractor must provide Contract Activities during the State’s normal working hours Monday – Friday, 7:00 a.m. to 6:00 p.m. EST, and possible night and weekend hours depending on the requirements of the project.

6.5. Key Personnel

Per existing contract, key personnel must be knowledgeable on the contractual requirements, and respond to State inquires within 8 hours.

See master contract SOW section 3.D.4 for more details.

6.6. Organizational Chart

The Contractor must provide an overall organizational chart that details staff members, by name and title, and subcontractors.

6.7. Disclosure of Subcontractors

If the Contractor intends to utilize subcontractors, the Contractor must disclose the following:

The legal business name; address; telephone number; a description of subcontractor’s organization and the services it will provide; and information concerning subcontractor’s ability to provide the Contract Activities.

The relationship of the subcontractor to the Contractor.

Whether the Contractor has a previous working experience with the subcontractor. If yes, provide the details of that previous relationship.

A complete description of the Contract Activities that will be performed or provided by the subcontractor.

6.8. Security

The Contractor must explain any additional security measures in place to ensure the security of State facilities. The bidder’s staff may be required to make deliveries to or enter State facilities. The bidder must: (a) explain how it intends to ensure the security of State facilities, (b) whether it uses uniforms and ID badges, etc., (c) identify the

company that will perform background checks, and (d) the scope of the background checks. The State may require the Contractor's personnel to wear State issued identification badges.

6.9 Access to Tax Information

The Contractor must comply with the requirements of IRS Publication 1075 (including Exhibit 7 Safeguarding Contract Language) and Michigan Department of Treasury Safeguard Requirements of Confidential Tax Data.

7. Project Management

Written project updates and progress reviews should be sent to Loren Khogali and Rebecca Mack (See reporting section 7.3).

7.1. Project Plan

The Contractor should propose a project plan. The plan should identify items such as the required contact personnel; project management process; project breakdown identifying sub-projects, tasks, and resources required; expected frequency and mechanisms for updates/progress reviews; process for addressing issues/changes; and individuals responsible for receiving/reacting to the requested information.

The Contractor will carry out this project under the direction and control of the Program Manager. Within 30 calendar days of the Effective Date, the Contractor must submit a project plan to the Program Manager for final approval. The plan must include: (a) the Contractor's organizational chart with names and title of personnel assigned to the project, which must align with the staffing stated in accepted proposals; and (b) the project breakdown showing sub-projects, tasks, and resources required.

7.2. Meetings

The Contractor must attend various meetings. Contractor will be given advanced notice prior to meetings being scheduled:

Kick-off meeting within 10 calendar days of the Effective Date of this contract change notice.

Weekly activities report and monthly progress meetings as needed during the period of the contract.

Contractor should be available to meet with Staff to discuss findings and recommendations as needed.

Additional meetings as needed with Staff as identified by the MIDC Program Manager and Contractor Representative.

The State may request other meetings, as it deems appropriate.

7.3. Reporting

The Contractor must submit, to the MIDC Program Manager, the following written reports:

Description of weekly progress on all activities and monthly progress reports.

8. Ordering

8.1. Authorizing Document

The appropriate authorizing document for the Contract will be delivery order. Contractor will be advised by the LARA Purchasing Director for necessary contract implementation. Post-contract transition language is in the Standard Contract Terms.

9. Invoice and Payment

9.1. Invoice Requirements

All invoices submitted to the State must include: (a) date; (b) purchase order; (c) quantity; (d) description of the Contract Activities; (e) unit price; (f) shipping cost (if any); and (g) total price. Overtime, holiday pay, and travel expenses will not be paid.

9.2. Payment Methods

The State will make payment for Contract Activities via EFT.

10. Liquidated Damages

See master contract SOW section 9.

**CN 5 – 071B7700037
SCHEDULE B
PRICING**

1. The Contractor must provide the estimated average hours necessary to conduct the work as detailed in the above Scope clarification as it pertains to section #3 of the Statement of Work (Schedule A – Section 3).

Staff Level/Position	Estimated Hours Up to 1,000 in total	Hourly Rate	Total
Senior Staff	1,000	\$85	\$85,000
		\$	\$
		\$	\$
		\$	\$
Project Total			\$ 85,000



STATE OF MICHIGAN
CENTRAL PROCUREMENT SERVICES
 Department of Technology, Management, and Budget
 525 W. ALLEGAN ST., LANSING, MICHIGAN 48913
 P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number **4**

to

Contract Number **071B7700037**

CONTRACTOR	EXPERIS FINANCE US LLC
	1000 Town Center #1000
	Southfield, MI 48705
	Paula Patterson
	248-408-3699
	paula.patterson@experis.com
	CV0050012

STATE	Program Manager	Joy Nakfoor	DTMB
		517-249-0481	
		nakfoorj@michigan.gov	
	Contract Administrator	Joy Nakfoor	DTMB
		517-249-0481	
		nakfoorj@michigan.gov	

CONTRACT SUMMARY

PREQUAL FOR FINANCIAL ACCOUNTING, INTEGRITY OVERSI			
INITIAL EFFECTIVE DATE	INITIAL EXPIRATION DATE	INITIAL AVAILABLE OPTIONS	EXPIRATION DATE BEFORE
November 1, 2016	October 31, 2019	2 - 1 Year	October 31, 2019
PAYMENT TERMS		DELIVERY TIMEFRAME	
1NET10 AND NET45		N/A	
ALTERNATE PAYMENT OPTIONS			EXTENDED PURCHASING
<input type="checkbox"/> P-Card <input type="checkbox"/> PRC <input type="checkbox"/> Other			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

MINIMUM DELIVERY REQUIREMENTS

N/A

DESCRIPTION OF CHANGE NOTICE

OPTION	LENGTH OF OPTION	EXTENSION	LENGTH OF EXTENSION	REVISED EXP. DATE
<input checked="" type="checkbox"/>	2-years	<input type="checkbox"/>	N/A	October 31, 2021
CURRENT VALUE	VALUE OF CHANGE NOTICE	ESTIMATED AGGREGATE CONTRACT VALUE		
\$171,055.00	\$0.00	\$171,055.00		

DESCRIPTION

Effective November 1, 2019 please note the following:

- The Contract Administrator and Program Manager have been changed to:
Name: Joy Nakfoor
Phone: 517-249-0481
Email: nakfoorj@michigan.gov
- The State is executing the two option years available under this Contract. The revised Contract Expiration date is October 31, 2021.

All other terms, conditions, specifications and pricing remain the same, per Contractor and Agency agreement and DTMB Central Procurement Services approval.

**Program Managers
for
Multi-Agency and Statewide Contracts**

AGENCY	NAME	PHONE	EMAIL
MGCB	Kurt Steinkamp	313-456-4140	steinkamp@michigan.gov



STATE OF MICHIGAN
CENTRAL PROCUREMENT SERVICES
 Department of Technology, Management, and Budget
 525 W. ALLEGAN ST., LANSING, MICHIGAN 48913
 P.O. BOX 30026 LANSING, MICHIGAN 48909

REVISED
CONTRACT CHANGE NOTICE

Change Notice Number **3**

to

Contract Number **071B7700037**

CONTRACTOR	EXPERIS FINANCE US LLC
	1000 Town Center #1000
	Southfield, MI 48705
	Paula Patterson
	248-408-3699
	paula.patterson@experis.com
CV0050012	

STATE	Program Manager	Lisa Spitzley	SW
		517-249-0440	
		spitzleyl4@michigan.gov	
	Contract Administrator	Lisa Spitzley	DTMB
		(517) 249-0440	
		spitzleyl4@michigan.gov	

CONTRACT SUMMARY

PREQUAL FOR FINANCIAL ACCOUNTING, INTEGRITY OVERSIGHT MONITORING OR AUDITING SERVICES

INITIAL EFFECTIVE DATE	INITIAL EXPIRATION DATE	INITIAL AVAILABLE OPTIONS	EXPIRATION DATE BEFORE
November 1, 2016	October 31, 2019	2 - 1 Year	October 31, 2019
PAYMENT TERMS		DELIVERY TIMEFRAME	
1NET10 AND NET45		N/A	
ALTERNATE PAYMENT OPTIONS			EXTENDED PURCHASING
<input type="checkbox"/> P-Card <input type="checkbox"/> PRC <input checked="" type="checkbox"/> Other			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

MINIMUM DELIVERY REQUIREMENTS

N/A

DESCRIPTION OF CHANGE NOTICE

OPTION	LENGTH OF OPTION	EXTENSION	LENGTH OF EXTENSION	REVISED EXP. DATE
<input type="checkbox"/>	N/A	<input type="checkbox"/>	N/A	N/A
CURRENT VALUE	VALUE OF CHANGE NOTICE	ESTIMATED AGGREGATE CONTRACT VALUE		
\$134,785.00	\$36,270.00	\$171,055.00		

DESCRIPTION

Effective April 1, 2019, this Contract is amended as follows:

1. Pricing on this Contract is hereby deleted and replaced with the attached Schedule B Pricing.
2. This Contract is increased by \$36,270.00 for Michigan Gaming Control Board (MGCB) use.
3. Section 42 Nondiscrimination of the Standard Contract Terms is hereby deleted and replaced with the following:

"2.201 Nondiscrimination. Under the Elliott-Larsen Civil Rights Act, 1976 PA 453, MCL 37.2101, et seq., the Persons with Disabilities Civil Rights Act, 1976 PA 220, MCL 37.1101, et seq., and Executive Directive 2019-09. Contractor and its subcontractors agree not to discriminate against an employee or applicant for employment with respect to hire, tenure, terms, conditions, or privileges of employment, or a matter directly or indirectly related to employment, because of race, color, religion, national origin, age, sex (as defined in Executive Directive 2019-09), height, weight, marital status, partisan considerations, any mental or physical disability, or genetic information that is unrelated to the person's ability to perform the duties of a particular job or position. Breach of this covenant is a material breach of this Contract."

All other terms, conditions, specifications and pricing remain the same. Per Contractor and Agency agreement, and DTMB Procurement approval.

STATE OF MICHIGAN

Financial Accounting, Integrity Oversight Monitoring or Auditing Services – Prequalification Program
Financial Consulting Related to Sale of Greektown Casino, L.L.C. – Michigan Gaming Control Board

SCHEDULE B PRICING

1. Price proposals include all costs, including but not limited to, any one-time or set-up charges, fees, and potential costs that Contractor may charge the State (e.g., shipping and handling, per piece pricing, and palletizing).
2. The Contractor is offering **1% Net 15** for this engagement. The number of days must not include processing time for payment to be received by the Contractor's financial institution.
3. The Contractor certifies that the prices were arrived at independently, and without consultation, communication, or agreement with any other Contractor.

Staff Level	Estimated Hours	Hourly Rate	Total
Finance Director	33	\$225	\$7,425
Gaming Industry Subject Matter Expert – Engagement Manager	26	\$225	\$5,850
Gaming Industry Subject Matter Expert	102	\$200	\$20,400
Senior Financial Consultant(s)	514	\$170	\$87,380
Expert Testimony - \$300 per hour			
Project Total			\$121,055.00



STATE OF MICHIGAN
CENTRAL PROCUREMENT SERVICES
 Department of Technology, Management, and Budget
 525 W. ALLEGAN ST., LANSING, MICHIGAN 48913
 P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number **2**

to

Contract Number **071B7700037**

CONTRACTOR	EXPERIS FINANCE US LLC
	1000 Town Center #1000
	Southfield, MI 48705
	Paul Patterson
	248-408-3699
	paula.patterson@experis.com
	CV0050012

STATE	Program Manager	Lisa Spitzley	DTMB
		517-249-0440	
		SpitzleyL4@michigan.gov	
	Contract Administrator	Lisa Spitzley	DTMB
		517-249-0440	
		spitzleyL4@michigan.gov	

CONTRACT SUMMARY

PREQUAL FOR FINANCIAL ACCOUNTING, INTEGRITY OVERSIGHT MONITORING OR AUDITING SERVICES

INITIAL EFFECTIVE DATE	INITIAL EXPIRATION DATE	INITIAL AVAILABLE OPTIONS	EXPIRATION DATE BEFORE
November 1, 2016	October 31, 2019	2 - 1 Year	October 31, 2019
PAYMENT TERMS		DELIVERY TIMEFRAME	
1NET10 AND NET45		N/A	
ALTERNATE PAYMENT OPTIONS			EXTENDED PURCHASING
<input type="checkbox"/> P-Card <input type="checkbox"/> PRC <input checked="" type="checkbox"/> Other			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

MINIMUM DELIVERY REQUIREMENTS

N/A

DESCRIPTION OF CHANGE NOTICE

OPTION	LENGTH OF OPTION	EXTENSION	LENGTH OF EXTENSION	REVISED EXP. DATE
<input type="checkbox"/>	N/A	<input type="checkbox"/>	N/A	N/A
CURRENT VALUE	VALUE OF CHANGE NOTICE	ESTIMATED AGGREGATE CONTRACT VALUE		
\$128,000.00	\$6,785.00	\$134,785.00		

DESCRIPTION

Effective January 23, 2019 please note the following:

- This Contract is hereby increased by \$6,875, to fund the additional 40 hours needed for review of documents (volume greater than anticipated), see attached Schedule B - Pricing for the Financial Consulting Services Related to the Sale of Greektown Casino, LLC for the Michigan Gaming Control Board(MGCB), showing changes in hours per Role.
- The State's Contract Administrator is hereby updated to: Lisa Spitzley, Email: spitzleyL4@michigan.gov; Phone: 517-249-0440. All other terms, conditions, specifications and pricing remain the same, per Contractor and Agency agreement and DTMB Procurement approval.

STATE OF MICHIGAN

Financial Accounting, Integrity Oversight Monitoring or Auditing Services – Prequalification Program
Financial Consulting Related to Sale of Greektown Casino, L.L.C. – Michigan Gaming Control Board

SCHEDULE B PRICING

1. Price proposals include all costs, including but not limited to, any one-time or set-up charges, fees, and potential costs that Contractor may charge the State (e.g., shipping and handling, per piece pricing, and palletizing).
2. The Contractor is offering **1% Net 15** for this engagement. The number of days must not include processing time for payment to be received by the Contractor's financial institution.
3. The Contractor certifies that the prices were arrived at independently, and without consultation, communication, or agreement with any other Contractor.

Staff Level	Estimated Hours	Hourly Rate	Total
Finance Director	45	\$225	\$10,125
Gaming Industry Subject Matter Expert – Engagement Manager	70	\$225	\$15,750
Gaming Industry Subject Matter Expert	125	\$200	\$25,000
Senior Financial Consultant(s)	200	\$170	\$34,000
Expert Testimony - \$300 per hour			
Project Total			\$84,875.00



STATE OF MICHIGAN
CENTRAL PROCUREMENT SERVICES
 Department of Technology, Management, and Budget
 525 W. ALLEGAN ST., LANSING, MICHIGAN 48913
 P.O. BOX 30026 LANSING, MICHIGAN 48909

CONTRACT CHANGE NOTICE

Change Notice Number **1**

to

Contract Number **071B7700037**

CONTRACTOR	EXPERIS FINANCE US LLC
	1000 Town Center #1000
	Southfield, MI 48705
	Paul Patterson
	248-408-3699
	paula.patterson@experis.com
	CV0050012

STATE	Program Manager	Lisa Spitzley	DTMB
		517-249-0440	
		spitzleyl4@michigan.gov	
	Contract Administrator	Lisa Spitzley	DTMB
		517-249-0440	
		spitzleyl4@michigan.gov	

CONTRACT SUMMARY

PREQUAL FOR FINANCIAL ACCOUNTING, INTEGRITY OVERSIGHT MONITORING OR AUDITING SERVICES

INITIAL EFFECTIVE DATE	INITIAL EXPIRATION DATE	INITIAL AVAILABLE OPTIONS	EXPIRATION DATE BEFORE
November 1, 2016	October 31, 2019	2 - 1 Year	October 31, 2019
PAYMENT TERMS		DELIVERY TIMEFRAME	
1NET45; NET45		N/A	
ALTERNATE PAYMENT OPTIONS			EXTENDED PURCHASING
<input type="checkbox"/> P-Card <input type="checkbox"/> PRC <input checked="" type="checkbox"/> Other			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

MINIMUM DELIVERY REQUIREMENTS

N/A

DESCRIPTION OF CHANGE NOTICE

OPTION	LENGTH OF OPTION	EXTENSION	LENGTH OF EXTENSION	REVISED EXP. DATE
<input type="checkbox"/>	N/A	<input type="checkbox"/>	N/A	October 31, 2019
CURRENT VALUE	VALUE OF CHANGE NOTICE	ESTIMATED AGGREGATE CONTRACT VALUE		
\$50,000.00	\$78,000.00	\$128,000.00		

DESCRIPTION

Effective January 23, 2019 please note the following:

- This Contract is hereby increased by \$78,000, to fund the attached Schedule A - Statement of Work, and Schedule B - Pricing for the Financial Consulting Services Related to the Sale of Greektown Casino, LLC for the Michigan Gaming Control Board(MGCB).
- The State's Program Manager is hereby updated to: Lisa Spitzley, Email: spitzleyl4@michigan.gov; Phone: 517-249-0440

All other terms, conditions, specifications and pricing remain the same, per Contractor and Agency agreement and DTMB Procurement approval.

STATE OF MICHIGAN

Financial Accounting, Integrity Oversight Monitoring or Auditing Services – Prequalification Program
Financial Consulting Services Related to the Sale of Greektown Casino, L.L.C. – Michigan Gaming Control Board

SCHEDULE A STATEMENT OF WORK CONTRACT ACTIVITIES

1. PROJECT REQUEST

This is a Statement of Work for Financial Accounting, Integrity Oversight Monitoring or Auditing service on behalf of the Michigan Gaming Control Board (MGCB).

Any awarded Purchase Order(s) between the State and any awarded Contractor(s) is a separate document, whose terms are limited by the Contract.

2. BACKGROUND

Pursuant to the Michigan Gaming Control & Revenue Act (Act), as amended, and related Administrative Rules (Rules), a casino licensee in the State of Michigan is required to obtain MGCB approval prior to a transfer of ownership. It is the MGCB's responsibility to conduct a timely review of the transaction and ensure eligibility and suitability of the parties involved.

Greektown Casino, L.L.C.'s (Greektown Casino) ownership has entered into an agreement to sell the casino enterprise to Penn National Gaming, Inc. (PENN). In addition, Greektown Casino's ownership has entered into an agreement to sell the real estate assets of Greektown Casino to VICI Properties, Inc. (VICI).

The MGCB is seeking the assistance of a financial consultant to review the details of these transactions and the transactions' impact on the casino operations.

3. SCOPE

In connection with the MGCB's review of the above noted transactions, the scope of work is as follows:

1. Review and analyze the financial suitability of Greektown Casino post-closing, including the assessment of the Greektown Casino's new capital structure and rent obligations along with the resultant financial impact on the company.
2. Review and analyze the transaction agreement, the purchase agreement and the lease agreement (collectively the "Agreements") and prepare a summary of key terms and conditions of the Agreements and provide observations on any potential risks or concerns that arise from the review.
3. Evaluate potential updates to the MGCB's defined Fixed Charge Coverage Ratio covenant and provide recommendations to the MGCB regarding changes to the definitions of Fixed Charges and EBITDA.
4. Perform sensitivity analyses related to the Company's ability to achieve an adequate fixed charge coverage ratio.
5. Review valuations of the property and operations for reasonableness.

6. REQUIREMENTS

- A. MGCB will furnish the Contractor with financial data supplied by either the casino, supplier applicant and/or other sources specifically related to the engagement. The Contractor must perform an in-depth analysis of this data and provide a written recommendation to MGCB. All of the Contractor's findings and recommendations must be sufficiently documented for use during hearings or other legal proceedings.
- B. The Contractor must be able to provide financial analysis and expertise in all areas of a casino enterprise, including gaming and non-gaming (E.g., real estate).
- C. The Contractor must use but is not limited to the below detailed approach to projects involving casino enterprise development or debt transactions:
- D. The Contractor must conduct a thorough review and analysis of the overall financial feasibility of the proposed transaction.
- E. The Contractor's review must include the assessment of proposed costs, a review of both forecasted and historical financial performance, verification of expected financing requirements as well as an investigation into the sources, terms and availability of debt and equity financing that are available contemporaneously with the proposed project.
- F. The Contractor must analyze the casino's financial forecasts as they pertain to the proposed project. Such an analysis would begin with an assessment of revenue and market share trends within the Detroit gaming market and would also include consideration of key forecast inputs and variables such as long-term growth expectations, revenue and expense assumptions, capital expenditure requirements and working capital needs, among others.
- G. The Contractor must compare any existing or newly proposed financing terms to any financial benchmarks that may be in place as a result of prior MGCB Order(s). The Contractor must determine whether the cash flows from casino and other operations are adequate to service all of the obligations incurred by the casino.
- H. The Contractor's analysis must include consideration of the casino's expected uses of cash for items such as maintenance and expansionary capital expenditures and/or distributions to equity holders, as forecasted by the casino. Also, if requested, the Contractor must conduct a review and analysis of the financial wherewithal of any applicant or group of applicants to support the casino's operations, if required.
- I. The Contractor must also perform sensitivity testing on the casino's forecasted performance and summarize the results of such "stress testing" for the MGCB.
- J. Testing by the Contractor must serve to indicate which new financial benchmarks may be appropriate for the MGCB to consider in light of the expected financial results of the casino project. Examples of such benchmarks and/or covenants may include items such as a fixed charge coverage ratios or cash balance requirements.
- K. The Contractor's observations, testing, analysis and recommendations must be provided to the MGCB in the form of a complete written report that would detail procedures while also including various schedules showing calculations. The Contractor's personnel must be available to testify and support findings at any public hearings or in other settings, as required.
- L. The Contractor must review and evaluate complex financial transactions for compliance with relevant regulatory requirements and overall business probity and/or ethics.
- M. The Contractor must be flexible and able to respond within one business day to "change orders" or sudden shifts in the focus or scope of the assignment.
- N. The Contractor must testify as an expert witness at public hearings as well as a full-range of administrative hearings.
- O. The Contractor must maintain an established in-house gaming practice and have staff that can provide testimony at an administrative hearing.
- P. The Contractor must maintain their firm's official language as English. All business related to the organization, including official correspondence, must be conducted in English.

- Q. The Contractor must employ sufficient staff and scheduling flexibility to respond timely (within three business days) to MGCB staff request for ad hoc evaluations or analysis of information and other types of advisory assistance.
- R. Within 7 days of the start of the project of this Contract, the Contractor must provide MGCB staff with a detailed Statement of Work (SOW) document defining the key aspects of the project that the financial consultant will be required to complete. This document must include estimated hours and total cost of project for review and approval by the MGCB.
- S. The Contractor must respond, within a mutually agreed upon timeframe, to required changes in the scope of the project including modifications to required completion dates or deployment of resources.
- T. The Contractor must complete the assigned project within the agreed upon timeframes and within the projected budget proposed and approved by the MGCB.

4.1. Transition

Upon termination or expiration of this Contract for any reason, Contractor must, for a period of time specified by the State (not to exceed 90 calendar days) if permitted, provide all reasonable transition assistance requested by the State, to allow for the expired or terminated portion of the Contract Activities to continue without interruption or adverse effect, and to facilitate the orderly transfer of such Contract Activities to the State or its designees. Such transition assistance may include, but is not limited to: (a) continuing to perform the Contract Activities at the established Contract rates; (b) taking all reasonable and necessary measures to transition performance of the work, including all applicable Contract Activities, training, equipment, software, leases, reports and other documentation, to the State or the State's designee; (c) taking all necessary and appropriate steps, or such other action as the State may direct, to preserve, maintain, protect, or return to the State all materials, data, property, and confidential information provided directly or indirectly to Contractor by any entity, agent, vendor, or employee of the State; (d) transferring title in and delivering to the State, at the State's discretion, all completed or partially completed deliverables prepared under this Contract as of the Contract termination date; and (e) preparing an accurate accounting from which the State and Contractor may reconcile all outstanding accounts (collectively, "**Transition Responsibilities**"). Any unfinished work shall be provided "as is" without any warranty of any kind and, provided further, Contractor shall not have any liability to the State as a result of the State's use of any unfinished, incomplete, or draft work product This Contract will automatically be extended through the end of the transition period.

5. Acceptance

5.1. Acceptance, Inspection and Testing

Acceptance will be determined following the criteria outlined in the State of Michigan Standard Terms and Conditions (Section 16).

6. Staffing

6.1. Contractor Representative

The Contractor must appoint a Contractor Representative, specifically assigned to State of Michigan accounts, that will respond to State inquiries regarding the Contract Activities, answering questions related to ordering and delivery, etc. (the "Contractor Representative").

Experis Contract Representative assigned to the State of Michigan:

Paula Patterson

Account Director

Paula.patterson@experis.com

Direct Contact Phone: 248-408-3699

Office Phone: 248-226-1221

The Contractor must notify the Contract Administrator at least 14 calendar days before removing or assigning a new Contractor Representative.

6.2 Contractor Staff

The Contractor has identified the following Staff who will be involved in the project, including physical location, and description of the functions they will perform, during this project.

1. Donna Dean, CPA, Esq.

**Director
Detroit, MI**

Donna is a Director of Finance Operations in Experis' Great Lakes office. Donna brings more than 25 years of diverse experience to Experis through leadership positions in accounting, finance and process improvement. Donna has held senior leadership positions in client service, accounting and finance, and process improvement for public and private sector entities. She began her career in public accounting, servicing a client base comprised primarily of public sector organizations. She has also worked in private sector roles leading the accounting and financial reporting function. Donna is a Certified Public Accountant and also an attorney and a member in good standing of the State Bar of Michigan. *Donna will lead the Experis team and will coordinate the efforts of our team and MGCB. She will monitor and communicate progress and status, ensure that project objectives and expectations are met and provide the highest level of service quality.*

2. David Chan, CPA

**Engagement Manager/Gaming Industry Subject Matter Expert
Las Vegas, NV & Detroit, MI**

David is an experienced Financial Manager with over twenty years of experience in both the public and private sectors, primarily in the gaming and hospitality industry. He is a Certified Public Accountant and earned a Bachelor of Science degree in Accounting from the University of Southern California. David started his career working for Laventhol & Horwath before entering the private sector where he has worked for five public gaming companies, most notably Caesars Palace, MGM Grand, and Station Casinos, and two other gaming companies as the Vice President of Finance and the Chief Financial Officer. At multiple companies, he has developed and maintained the internal controls of the company with an emphasis on regulatory compliance. *David has subject matter expertise in gaming industry finance and accounting and will lead the day-to-day efforts of the project team.*

3. James Fox, CIA, CFE

**Gaming Industry Subject Matter Expert
Phoenix, AZ & Detroit, MI**

Jim has over thirty-five years of professional experience with deep subject matter expertise of the gaming industry. His experience includes investigations, litigation support, expert witness services, forensic accounting, and internal audit and controls. He is a Certified Internal Auditor, Certified Fraud Examiner and earned a Master's in Business Administration from Arizona State University. Jim was an instructor at the University of Nevada Las Vegas (UNLV) for over 18 years and co-authored the book Casino Operations Management. He has also conducted seminars for the International Gaming Institute at UNLV. Jim's prior positions include Vice President of Internal Audit for MGM MIRAGE and Contract Audit Services Manager for the Las Vegas office of Arthur Andersen providing internal audit and consulting services to domestic and international clients in the gaming industry. Jim has also held similar positions with ITT Sheraton, the Phoenician Resort and Aztar. *Jim will lend his gaming industry subject matter expertise to this project including regulatory compliance assessment and participation in all aspects of the analysis.*

4. Beth Hoetger, MBA, MSE
Senior Consultant
Detroit, MI

Beth is a financial management professional with twenty years of experience leading strategic transformations and delivering robust financial processes and systems. Beth's areas of expertise include data analytics, financial modeling, strategic planning, process re-engineering, cost reductions and profit improvement. Beth's professional experience includes progressive roles in finance across diverse industries. Beth has undergraduate and graduate degrees from The University of Michigan including a Bachelor of Arts in Economics and Psychology, Bachelor of Science in Engineering, Master of Science in Engineering, and Master of Business Administration. *As a Senior Consultant, Beth will provide financial analysis and review for this engagement.*

5. Thomas Butler, CPA
Senior Consultant
Detroit, MI

Tom is a financial management professional with a history of success in finance planning, controller and chief financial officer activities, and financial turnaround in organizations ranging from a \$1 billion division of a Fortune 200 global research and manufacturing entity to small, highly entrepreneurial companies under \$15 million. Tom has proven ability to control costs, manage cash flow, and provide strategic direction through analysis and solutions to a broad range of business and financial issues. Tom's areas of expertise include financial management and reporting, cash flow/balance sheet management, pricing and deal structure management, and treasury management. Tom is a Certified Public Accountant. He has a Bachelor of Business Administration degree in Accounting from Central Michigan University and an MBA in International Finance from The University of Michigan. *As a Senior Consultant, Tom will provide financial analysis and review for this engagement.*

6.3. Work Hours

The Contractor must provide Contract Activities during the State's normal working hours Monday – Friday, 7:00 a.m. to 6:00 p.m. EST, and possible night and weekend hours depending on the requirements of the project.

6.4. Organizational Chart

The Contractor must provide an overall organizational chart that details staff members, by name and title, and subcontractors.

6.5. Disclosure of Subcontractors

If the Contractor intends to utilize subcontractors, the Contractor must disclose the following:

The legal business name; address; telephone number; a description of subcontractor's organization and the services it will provide; and information concerning subcontractor's ability to provide the Contract Activities.

The relationship of the subcontractor to the Contractor.

Whether the Contractor has a previous working experience with the subcontractor. If yes, provide the details of that previous relationship.

A complete description of the Contract Activities that will be performed or provided by the subcontractor.

6.6. Security

The Contractor will be subject the following security procedures:

The State may investigate the Contractor's personnel before they may have access to State facilities and systems. The scope of the background check is at the discretion of the State and the results will be used to determine Contractor personnel eligibility for working with State facilities and systems. The investigations may require fingerprinting and release forms to be signed by Contractor personnel. Any request for background checks will be initiated by the State and will be reasonably related to the type of work requested.

The Contractor must explain additional security measures it has in place to ensure the security of State records.

Background checks and identification badges

The Contractor must perform background checks when employees are onboarded. The Contractor must perform additional background investigations if required on specific engagements. The Contractor's background screenings must include but not limited to include the following:

- SSN Trace
- Criminal county search (7-year address history)
- Criminal federal search (7-year address history)
- Federal bankruptcy search (7-year address history)
- Multi-state instant criminal check
- Nationwide sex offender registry check
- Extended global sanctions
- DMV driving records
- Credential Verification
- Client criteria
- Education verification - enhanced + client contact
- Employment verification - enhanced + client contact
- Locator select + verification

The Contractor's personnel must have in their possession, ID badges identifying them as Contractor employees and present them when requested. The Contractor's personnel must also possess, and wear State issued identification badges on State premises as required.

Overall data security policies

The Contractor must ensure State data is protected from electronic intrusion through several methods, and multiple levels of authentication. The Contractor must maintain software update distribution system and monitoring of systems. Contractor's computers must be backed up daily and the data stored off-site.

Remote access to the Contractor's network must be managed via a secure Virtual Private Network (VPN). Contractor must ensure only computers with Contractor's digital keys are able to connect to the Contractor's file servers. Contractor's network drives must be in a secure physical location also controlled by user logon.

All Contractor's workstations (desktops and laptops) must be protected with virus scanning and firewall software as well as secured via a Microsoft Active Directory password. All State data on the workstations must be encrypted.

All e-mail originating from Contractor's systems must be encrypted and access to external e-mail accounts from the Contractor's network is prohibited. Contractor must also provide a more secure method (using a file transfer appliance) for use in exchanging files with the State.

The Contractor must routinely review its security practices and technologies and makes changes and improvements as necessary. The Contractor must not share details about these reviews. The Contractor must discuss and review any concerns on a case by case basis with the State's Program Manager. In the event of a compromise or known breach, the Contractor must notify the State Program Manager immediately.

The Contractor must explain any additional security measures in place to ensure the security of State facilities. The bidder's staff may be required to make deliveries to or enter State facilities. The bidder must: (a) explain how it intends to ensure the security of State facilities, (b) whether it uses uniforms and ID badges, etc., (c) identify the company that will perform background checks, and (d) the scope of the background checks. The State may require the Contractor's personnel to wear State issued identification badges.

7. Project Management

The Contractor will carry out projects under the direction and control of MCGB.

7.1. Project Plan

- A. The Contractor must submit a written project plan prior to the start of the project. Although there will be continuous liaison with the Contractor team, the Contractor's project manager must meet as needed with the MCGB for the purpose of reviewing progress and providing necessary guidance to the Contractor in solving problems that arise.
- B. The Contractor may be required to submit brief written summaries, on a periodic basis as determined by the MCGB, which outline the work accomplished during the reporting period; work to be accomplished during the subsequent reporting period; problems, real or anticipated, which should be brought to the attention of the MCGB; and notification of any significant deviation from previously agreed upon work plans, including changes in the number of hours to complete the project.

The Contractor will carry out this project under the direction and control of the Program Manager. Within 7 calendar days of the Effective Date, the Contractor must submit a project plan to the Program Manager for final approval. The plan must include: (a) the Contractor's organizational chart with names and title of personnel assigned to the project, which must align with the staffing stated in accepted proposals; and (b) the project breakdown showing sub-projects, tasks, and resources required.

7.2. Meetings

The Contractor must attend any meetings as determined by the MGCB, including but not limited to:

- Kick off meeting
- Project Status meetings – frequency to be determined by Program Manager with each project;
- Project Wrap-up meetings – post project timeframe to be determined by Program Manager with each project.

The State may request other meetings, as it deems appropriate.

7.3. Reporting

The Contractor must submit the following reports to the Program Manager and any other reports as determined necessary by MGCB:

- Periodic (as determined by the Program Manager) written status report to the Program Manager or designee relative to the progress on each major component of the Statement of Work.
- Monthly report of the Contractor's time spent on the project and the general breakdown of activities, i.e., document review and analysis, participation in meetings, development of benchmarks, report writing, etc., performed during the prior month, must be approved by the Program Manager of the project and submitted on Contractor's company letterhead.
- Prior to the completion of the Statement of Work, submit draft report(s) addressing each of the components of the Statement of Work and detailing the results of findings and relevant recommendations or observations.
- Final report(s) detailing the results of findings and relevant recommendations or observations. This report must be a concise and fully supported written report regarding their opinion of the relevant financial issues as defined by the SOW and must be approved by the Program Manager.
- Ad Hoc reports or opinion letters as to specific issues that raised by MCGB staff.

7.4. State Program Manager

The State Program Manager for will monitor and coordinate the day-to-day activities of the Contract. The State Program Manager for this SOW follows:

Kurt Steinkamp
3062 W. Grand Blvd., Suite L-700
Detroit, Michigan 48202
Steinkampk@michigan.gov
(313) 456-4140

8. Ordering

8.1. Authorizing Document

The appropriate authorizing document for the Contract will be a delivery order.

9. Invoice and Payment

9.1. Invoice Requirements

All invoices submitted to the State must include: (a) date; (b) delivery order; (c) quantity; (d) description of the Contract Activities; (e) unit price; (f) shipping cost (if any); and (g) total price. Overtime, holiday pay, and travel expenses will not be paid.

The invoices should be received within 30 days after the date services of claimed expenses are completed.

9.2. Procedure

Not Applicable.

10. Liquidated Damages Late or improper completion of the Contract Activities will cause loss and damage to the State and it would be impracticable and extremely difficult to fix the actual damage sustained by the State. Therefore, if there is late or improper completion of the Contract Activities the State is entitled to collect liquidated damages in the amount of \$5,000 and an additional \$100 per day for each day Contractor fails to remedy the late or improper completion of the Work.

STATE OF MICHIGAN

Financial Accounting, Integrity Oversight Monitoring or Auditing Services – Prequalification Program
Financial Consulting Related to Sale of Greektown Casino, L.L.C. – Michigan Gaming Control Board

SCHEDULE B PRICING

1. Price proposals include all costs, including but not limited to, any one-time or set-up charges, fees, and potential costs that Contractor may charge the State (e.g., shipping and handling, per piece pricing, and palletizing).
2. The Contractor is offering **1% Net 15** for this engagement. The number of days must not include processing time for payment to be received by the Contractor's financial institution.
3. The Contractor certifies that the prices were arrived at independently, and without consultation, communication, or agreement with any other Contractor.

Staff Level	Estimated Hours	Hourly Rate	Total
Finance Director	15 - 30	\$225	\$3,375 - \$6,750
Gaming Industry Subject Matter Expert – Engagement Manager	45 - 70	\$225	\$10,125 - \$15,750
Gaming Industry Subject Matter Expert	100 - 150	\$200	\$20,000 - \$30,000
Senior Financial Consultant(s)	100 - 150	\$170	\$17,000 - \$25,500
Expert Testimony - \$300 per hour			
Project Total			\$50,500 - \$78,000



**STATE OF MICHIGAN
ENTERPRISE PROCUREMENT**

Department of Technology, Management, and Budget
525 W. Allegan, Lansing MI 48913
P.O. Box 30026, Lansing, MI 48909

NOTICE OF CONTRACT

CONTRACT NO. **071B7700037**

between

THE STATE OF MICHIGAN

and

CONTRACTOR	Experis US, Inc
	1000 Town Center #1000
	Southfield, MI 48705
	Paul Patterson
	248-408-3699
	Paula.patterson@experis.com
	9719

STATE	Program Manager	Dan Stevens	DTMB
		517-284-7049	
		StevensD6@michigan.gov	
STATE	Contract Administrator	Dan Stevens	DTMB
		517-284-7049	
		StevensD6@michigan.gov	

CONTRACT SUMMARY			
DESCRIPTION: Prequalification for financial accounting, integrity oversight monitoring or auditing services - Statewide			
INITIAL EFFECTIVE DATE	INITIAL EXPIRATION DATE	INITIAL AVAILABLE OPTIONS	EXPIRATION DATE BEFORE CHANGE(S) NOTED BELOW
November 1, 2016	October 31, 2019	Two-one year	
PAYMENT TERMS		DELIVERY TIMEFRAME	
1Net10 and Net45		N/A	
ALTERNATE PAYMENT OPTIONS			EXTENDED PURCHASING
<input type="checkbox"/> P-card <input type="checkbox"/> Direct Voucher (DV) <input type="checkbox"/> Other			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
MINIMUM DELIVERY REQUIREMENTS			
N/A			
MISCELLANEOUS INFORMATION			
State Departments will issue statements of works and Purchase Orders under a second tier RFP process to the prequalified pool.			
ESTIMATED CONTRACT VALUE AT TIME OF EXECUTION			\$50,000.00

FOR THE CONTRACTOR:

Company Name

Authorized Agent Signature

Authorized Agent *(Print or Type)*

Date

FOR THE STATE:

Signature

Tom Falik, Services Director

Name & Title

Department of Technology, Management & Budget
Procurement

Agency

Date



STATE OF MICHIGAN

STANDARD CONTRACT TERMS

This STANDARD CONTRACT (“Contract”) is agreed to between the State of Michigan (the “State”) and Experis US, Inc. (“Contractor”), a Wisconsin corporation. The Contract effective date is November 1, 2016 (“Effective Date”), and unless terminated, expires on October 31, 2019.

This Contract may be renewed for up to two additional one year period(s). Renewal is at the sole discretion of the State and will automatically extend the Term of this Contract. The State will document its exercise of renewal options via Contract Change Notice.

The parties agree as follows:

- Duties of Contractor.** Contractor must perform the services and provide the deliverables described in **Exhibit A – Statement of Work** (the “Contract Activities”). An obligation to provide delivery of any commodity is considered a service and is a Contract Activity.

Contractor must furnish all labor, equipment, materials, and supplies necessary for the performance of the Contract Activities, and meet operational standards, unless otherwise specified in Exhibit A.

Contractor must: (a) perform the Contract Activities in a timely, professional, safe, and workmanlike manner consistent with standards in the trade, profession, or industry; (b) meet or exceed the performance and operational standards, and specifications of the Contract; (c) provide all Contract Activities in good quality, with no material defects; (d) not interfere with the State’s operations; (e) obtain and maintain all necessary licenses, permits or other authorizations necessary for the performance of the Contract; (f) cooperate with the State, including the State’s quality assurance personnel, and any third party to achieve the objectives of the Contract; (g) return to the State any State-furnished equipment or other resources in the same condition as when provided when no longer required for the Contract; (h) not make any media releases without prior written authorization from the State; (i) assign to the State any claims resulting from state or federal antitrust violations to the extent that those violations concern materials or services supplied by third parties toward fulfillment of the Contract; (j) comply with all State physical and IT security policies and standards which will be made available upon request; and (k) provide the State priority in performance of the Contract except as mandated by federal disaster response requirements. Any breach under this paragraph is considered a material breach.

Contractor must also be clearly identifiable while on State property by wearing identification issued by the State, and clearly identify themselves whenever making contact with the State.

- Notices.** All notices and other communications required or permitted under this Contract must be in writing and will be considered given and received: (a) when verified by written receipt if sent by courier; (b) when actually received if sent by mail without verification of receipt; or (c) when verified by automated receipt or electronic logs if sent by facsimile or email.

If to State: Dan Stevens 525 W. Allegan ST., 1 st Floor Lansing, MI 48909 StevensD6@michigan.gov 517-284-7049	If to Contractor: Paula Patterson 1000 Town Center, Suite 1000 Southfield, MI 48075 Paula.patterson@experis.com 248-408-3699
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- Contract Administrator.** The Contract Administrator for each party is the only person authorized to modify any terms of this Contract, and approve and execute any change under this Contract (each a “Contract Administrator”):

State: Dan Stevens 525 W. Allegan ST., 1 st Floor Lansing, MI 48909 StevensD6@michigan.gov 517-284-7049	Contractor: Chris Wasilk 1000 Town Center, Suite 1000 Southfield, MI 48075 Chris.wasilk@experis.com 248-226-1224
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- Program Manager.** The Program Manager for each party will monitor and coordinate the day-to-day activities of the Contract (each a “Program Manager”):

State: Dan Stevens 525 W. Allegan ST., 1 st Floor Lansing, MI 48909 StevensD6@michigan.gov 517-284-7049	Contractor: Paula Patterson 1000 Town Center, Suite 1000 Southfield, MI 48075 Paula.patterson@experis.com 248-408-3699
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5. **Performance Guarantee.** Contractor must at all times have financial resources sufficient, in the opinion of the State, to ensure performance of the Contract and must provide proof upon request. The State may require a performance bond (as specified in Exhibit A) if, in the opinion of the State, it will ensure performance of the Contract.
6. **Insurance Requirements.** Contractor must maintain the insurances identified below and is responsible for all deductibles. All required insurance must: (a) protect the State from claims that may arise out of, are alleged to arise out of, or result from Contractor's or a subcontractor's performance; (b) be primary and non-contributing to any comparable liability insurance (including self-insurance) carried by the State; and (c) be provided by a company with an A.M. Best rating of "A" or better, and a financial size of VII or better.

Required Limits	Additional Requirements
Commercial General Liability Insurance	
<u>Minimal Limits:</u> \$1,000,000 Each Occurrence Limit \$1,000,000 Personal & Advertising Injury Limit \$2,000,000 General Aggregate Limit \$2,000,000 Products/Completed Operations <u>Deductible Maximum:</u> \$50,000 Each Occurrence	Contractor must have their policy endorsed to add "the State of Michigan, its departments, divisions, agencies, offices, commissions, officers, employees, and agents" as additional insureds using endorsement CG 20 10 11 85, or both CG 2010 07 04 and CG 2037 07 0.
Automobile Liability Insurance	
<u>Minimal Limits:</u> \$1,000,000 Per Occurrence	Contractor must have their policy: (1) endorsed to add "the State of Michigan, its departments, divisions, agencies, offices, commissions, officers, employees, and agents" as additional insureds; and (2) include Hired and Non-Owned Automobile coverage.
Workers' Compensation Insurance	
<u>Minimal Limits:</u> Coverage according to applicable laws governing work activities.	Waiver of subrogation, except where waiver is prohibited by law.
Employers Liability Insurance	
<u>Minimal Limits:</u> \$500,000 Each Accident \$500,000 Each Employee by Disease \$500,000 Aggregate Disease.	
Privacy and Security Liability (Cyber Liability) Insurance	
<u>Minimal Limits:</u> \$1,000,000 Each Occurrence \$1,000,000 Annual Aggregate	Contractor must have their policy: (1) endorsed to add "the State of Michigan, its departments, divisions, agencies, offices, commissions, officers, employees, and agents" as additional insureds; and (2) cover information security and privacy liability, privacy notification costs, regulatory defense and penalties, and website media content liability.
Crime (Fidelity) Insurance	
<u>Minimal Limits:</u> \$1,000,000 Employee Theft Per Loss	Contractor must have their policy: (1) cover forgery and alteration, theft of money and securities, robbery and safe burglary, computer fraud, funds transfer fraud, money order and counterfeit currency, and (2) endorsed to add "the State of Michigan, its departments, divisions, agencies, offices, commissions, officers, employees, and agents" as Loss Payees.
Professional Liability (Errors and Omissions) Insurance	
<u>Minimal Limits:</u> \$3,000,000 Each Occurrence \$3,000,000 Annual Aggregate <u>Deductible Maximum:</u> \$50,000 Per Loss	

If any of the required policies provide **claims-made** coverage, the Contractor must: (a) provide coverage with a retroactive date before the effective date of the contract or the beginning of Contract Activities; (b) maintain coverage and provide evidence of coverage for at least three (3) years after completion of the Contract Activities; and (c) if coverage is canceled or not renewed, and



not replaced with another claims-made policy form with a retroactive date prior to the contract effective date, Contractor must purchase extended reporting coverage for a minimum of three (3) years after completion of work.

Contractor must: (a) provide insurance certificates to the Contract Administrator, containing the agreement or purchase order number, at Contract formation and within 20 calendar days of the expiration date of the applicable policies; (b) require that subcontractors maintain the required insurances contained in this Section; (c) notify the Contract Administrator within 5 business days if any insurance is cancelled; and (d) waive all rights against the State for damages covered by insurance. Failure to maintain the required insurance does not limit this waiver.

This Section is not intended to and is not be construed in any manner as waiving, restricting or limiting the liability of either party for any obligations under this Contract (including any provisions hereof requiring Contractor to indemnify, defend and hold harmless the State).

7. **Administrative Fee and Reporting.** Contractor must pay an administrative fee of 1% on all payments made to Contractor under the Contract including transactions with the State (including its departments, divisions, agencies, offices, and commissions), MiDEAL members, and other states (including governmental subdivisions and authorized entities). Administrative fee payments must be made by check payable to the State of Michigan and mailed to:

Department of Technology, Management and Budget
Cashiering
P.O. Box 30681
Lansing, MI 48909

Contractor must submit an itemized purchasing activity report, which includes at a minimum, the name of the purchasing entity and the total dollar volume in sales. Reports should be mailed to DTMB-Procurement.

The administrative fee and purchasing activity report are due within 30 calendar days from the last day of each calendar quarter.

8. **Extended Purchasing Program.** This contract is extended to MiDEAL members. MiDEAL members include local units of government, school districts, universities, community colleges, and nonprofit hospitals. A current list of MiDEAL members is available at www.michigan.gov/mideal. Upon written agreement between the State and Contractor, this contract may also be extended to: (a) State of Michigan employees and (b) other states (including governmental subdivisions and authorized entities).

If extended, Contractor must supply all Contract Activities at the established Contract prices and terms. The State reserves the right to impose an administrative fee and negotiate additional discounts based on any increased volume generated by such extensions.

Contractor must submit invoices to, and receive payment from, extended purchasing program members on a direct and individual basis.

9. **Independent Contractor.** Contractor is an independent contractor and assumes all rights, obligations and liabilities set forth in this Contract. Contractor, its employees, and agents will not be considered employees of the State. No partnership or joint venture relationship is created by virtue of this Contract. Contractor, and not the State, is responsible for the payment of wages, benefits and taxes of Contractor's employees and any subcontractors. Prior performance does not modify Contractor's status as an independent contractor. Contractor hereby acknowledges that the State is and will be the sole and exclusive owner of all right, title, and interest in the Contract Activities and all associated intellectual property rights, if any. Such Contract Activities are works made for hire as defined in Section 101 of the Copyright Act of 1976. To the extent any Contract Activities and related intellectual property do not qualify as works made for hire under the Copyright Act, Contractor will, and hereby does, immediately on its creation, assign, transfer and otherwise convey to the State, irrevocably and in perpetuity, throughout the universe, all right, title and interest in and to the Contract Activities, including all intellectual property rights therein.
10. **Subcontracting.** Contractor may not delegate any of its obligations under the Contract without the prior written approval of the State. Contractor must notify the State at least 90 calendar days before the proposed delegation, and provide the State any information it requests to determine whether the delegation is in its best interest. If approved, Contractor must: (a) be the sole point of contact regarding all contractual matters, including payment and charges for all Contract Activities; (b) make all payments to the subcontractor; and (c) incorporate the terms and conditions contained in this Contract in any subcontract with a subcontractor. Contractor remains responsible for the completion of the Contract Activities, compliance with the terms of this Contract, and the acts and omissions of the subcontractor. The State, in its sole discretion, may require the replacement of any subcontractor.
11. **Staffing.** The State's Contract Administrator may require Contractor to remove or reassign personnel by providing a notice to Contractor.
12. **Background Checks.** Upon request, Contractor must perform background checks on all employees and subcontractors and its employees prior to their assignment. The scope is at the discretion of the State and documentation must be provided as requested. Contractor is responsible for all costs associated with the requested background checks. The State, in its sole discretion, may also perform background checks.



13. **Assignment.** Contractor may not assign this Contract to any other party without the prior approval of the State. Upon notice to Contractor, the State, in its sole discretion, may assign in whole or in part, its rights or responsibilities under this Contract to any other party. If the State determines that a novation of the Contract to a third party is necessary, Contractor will agree to the novation and provide all necessary documentation and signatures.
14. **Change of Control.** Contractor will notify, at least 90 calendar days before the effective date, the State of a change in Contractor's organizational structure or ownership. For purposes of this Contract, a change in control means any of the following: (a) a sale of more than 50% of Contractor's stock; (b) a sale of substantially all of Contractor's assets; (c) a change in a majority of Contractor's board members; (d) consummation of a merger or consolidation of Contractor with any other entity; (e) a change in ownership through a transaction or series of transactions; (f) or the board (or the stockholders) approves a plan of complete liquidation. A change of control does not include any consolidation or merger effected exclusively to change the domicile of Contractor, or any transaction or series of transactions principally for bona fide equity financing purposes.

In the event of a change of control, Contractor must require the successor to assume this Contract and all of its obligations under this Contract.

15. **Ordering.** Contractor is not authorized to begin performance until receipt of authorization as identified in Exhibit A.
16. **Acceptance.** Contract Activities are subject to inspection and testing by the State within 30 calendar days of the State's receipt of them ("**State Review Period**"), unless otherwise provided in Exhibit A. If the Contract Activities are not fully accepted by the State, the State will notify Contractor by the end of the State Review Period that either: (a) the Contract Activities are accepted, but noted deficiencies must be corrected; or (b) the Contract Activities are rejected. If the State finds material deficiencies, it may: (i) reject the Contract Activities without performing any further inspections; (ii) demand performance at no additional cost; or (iii) terminate this Contract in accordance with Section 23, Termination for Cause.

Within 10 business days from the date of Contractor's receipt of notification of acceptance with deficiencies or rejection of any Contract Activities, Contractor must cure, at no additional cost, the deficiency and deliver unequivocally acceptable Contract Activities to the State. If acceptance with deficiencies or rejection of the Contract Activities impacts the content or delivery of other non-completed Contract Activities, the parties' respective Program Managers must determine an agreed to number of days for re-submission that minimizes the overall impact to the Contract. However, nothing herein affects, alters, or relieves Contractor of its obligations to correct deficiencies in accordance with the time response standards set forth in this Contract.

If Contractor is unable or refuses to correct the deficiency within the time response standards set forth in this Contract, the State may cancel the order in whole or in part. The State, or a third party identified by the State, may perform the Contract Activities and recover the difference between the cost to cure and the Contract price plus an additional 10% administrative fee.

17. **Reserved**

18. **Reserved**

19. **Reserved**

20. **Terms of Payment.** Invoices must conform to the requirements communicated from time-to-time by the State. All undisputed amounts are payable within 45 days of the State's receipt. Contractor may only charge for Contract Activities performed as specified in Exhibit A. Invoices must include an itemized statement of all charges. The State is exempt from State sales tax for direct purchases and may be exempt from federal excise tax, if Services purchased under this Agreement are for the State's exclusive use. Notwithstanding the foregoing, all prices are inclusive of taxes, and Contractor is responsible for all sales, use and excise taxes, and any other similar taxes, duties and charges of any kind imposed by any federal, state, or local governmental entity on any amounts payable by the State under this Contract.

The State has the right to withhold payment of any disputed amounts until the parties agree as to the validity of the disputed amount. The State will notify Contractor of any dispute within a reasonable time. Payment by the State will not constitute a waiver of any rights as to Contractor's continuing obligations, including claims for deficiencies or substandard Contract Activities. Contractor's acceptance of final payment by the State constitutes a waiver of all claims by Contractor against the State for payment under this Contract, other than those claims previously filed in writing on a timely basis and still disputed.

The State will only disburse payments under this Contract through Electronic Funds Transfer (EFT). Contractor must register with the State at <http://www.michigan.gov/cpexpress> to receive electronic fund transfer payments. If Contractor does not register, the State is not liable for failure to provide payment.

Without prejudice to any other right or remedy it may have, the State reserves the right to set off at any time any amount then due and owing to it by Contractor against any amount payable by the State to Contractor under this Contract.

21. **Liquidated Damages.** Liquidated damages, if applicable, will be assessed as described in Exhibit A.

22. **Stop Work Order.** The State may suspend any or all activities under the Contract at any time. The State will provide Contractor a written stop work order detailing the suspension. Contractor must comply with the stop work order upon receipt. Within 90 calendar days, or any longer period agreed to by Contractor, the State will either: (a) issue a notice authorizing Contractor to resume work, or (b) terminate the Contract or purchase order. The State will not pay for Contract Activities, Contractor's lost profits, or any additional compensation during a stop work period.



- 23. Termination for Cause.** The State may terminate this Contract for cause, in whole or in part, if Contractor, as determined by the State: (a) endangers the value, integrity, or security of any location, data, or personnel; (b) becomes insolvent, petitions for bankruptcy court proceedings, or has an involuntary bankruptcy proceeding filed against it by any creditor; (c) engages in any conduct that may expose the State to liability; (d) breaches any of its material duties or obligations; or (e) fails to cure a breach within the time stated in a notice of breach. Any reference to specific breaches being material breaches within this Contract will not be construed to mean that other breaches are not material.

If the State terminates this Contract under this Section, the State will issue a termination notice specifying whether Contractor must: (a) cease performance immediately, or (b) continue to perform for a specified period. If it is later determined that Contractor was not in breach of the Contract, the termination will be deemed to have been a Termination for Convenience, effective as of the same date, and the rights and obligations of the parties will be limited to those provided in Section 24, Termination for Convenience.

The State will only pay for amounts due to Contractor for Contract Activities accepted by the State on or before the date of termination, subject to the State's right to set off any amounts owed by the Contractor for the State's reasonable costs in terminating this Contract. The Contractor must pay all reasonable costs incurred by the State in terminating this Contract for cause, including administrative costs, attorneys' fees, court costs, transition costs, and any costs the State incurs to procure the Contract Activities from other sources.

- 24. Termination for Convenience.** The State may immediately terminate this Contract in whole or in part without penalty and for any reason, including but not limited to, appropriation or budget shortfalls. The termination notice will specify whether Contractor must: (a) cease performance of the Contract Activities immediately, or (b) continue to perform the Contract Activities in accordance with Section 25, Transition Responsibilities. If the State terminates this Contract for convenience, the State will pay all reasonable costs, as determined by the State, for State approved Transition Responsibilities.

- 25. Transition Responsibilities.** Upon termination or expiration of this Contract for any reason, Contractor must, for a period of time specified by the State (not to exceed 90 calendar days), provide all reasonable transition assistance requested by the State, to allow for the expired or terminated portion of the Contract Activities to continue without interruption or adverse effect, and to facilitate the orderly transfer of such Contract Activities to the State or its designees. Such transition assistance may include, but is not limited to: (a) continuing to perform the Contract Activities at the established Contract rates; (b) taking all reasonable and necessary measures to transition performance of the work, including all applicable Contract Activities, training, equipment, software, leases, reports and other documentation, to the State or the State's designee; (c) taking all necessary and appropriate steps, or such other action as the State may direct, to preserve, maintain, protect, or return to the State all materials, data, property, and confidential information provided directly or indirectly to Contractor by any entity, agent, vendor, or employee of the State; (d) transferring title in and delivering to the State, at the State's discretion, all completed or partially completed deliverables prepared under this Contract as of the Contract termination date; and (e) preparing an accurate accounting from which the State and Contractor may reconcile all outstanding accounts (collectively, "**Transition Responsibilities**"). This Contract will automatically be extended through the end of the transition period.

- 26. General Indemnification.** Contractor must defend, indemnify and hold the State, its departments, divisions, agencies, offices, commissions, officers, and employees harmless, without limitation, from and against any and all actions, claims, losses, liabilities, damages, costs, attorney fees, and expenses (including those required to establish the right to indemnification), arising out of or relating to: (a) any breach by Contractor (or any of Contractor's employees, agents, subcontractors, or by anyone else for whose acts any of them may be liable) of any of the promises, agreements, representations, warranties, or insurance requirements contained in this Contract; (b) any infringement, misappropriation, or other violation of any intellectual property right or other right of any third party; (c) any bodily injury, death, or damage to real or tangible personal property occurring wholly or in part due to action or inaction by Contractor (or any of Contractor's employees, agents, subcontractors, or by anyone else for whose acts any of them may be liable); and (d) any acts or omissions of Contractor (or any of Contractor's employees, agents, subcontractors, or by anyone else for whose acts any of them may be liable).

The State will notify Contractor in writing if indemnification is sought; however, failure to do so will not relieve Contractor, except to the extent that Contractor is materially prejudiced. Contractor must, to the satisfaction of the State, demonstrate its financial ability to carry out these obligations.

The State is entitled to: (i) regular updates on proceeding status; (ii) participate in the defense of the proceeding; (iii) employ its own counsel; and to (iv) retain control of the defense if the State deems necessary. Contractor will not, without the State's written consent (not to be unreasonably withheld), settle, compromise, or consent to the entry of any judgment in or otherwise seek to terminate any claim, action, or proceeding. To the extent that any State employee, official, or law may be involved or challenged, the State may, at its own expense, control the defense of that portion of the claim.

Any litigation activity on behalf of the State, or any of its subdivisions under this Section, must be coordinated with the Department of Attorney General. An attorney designated to represent the State may not do so until approved by the Michigan Attorney General and appointed as a Special Assistant Attorney General.

- 27. Infringement Remedies.** If, in either party's opinion, any piece of equipment, software, commodity, or service supplied by Contractor or its subcontractors, or its operation, use or reproduction, is likely to become the subject of a copyright, patent, trademark, or trade secret infringement claim, Contractor must, at its expense: (a) procure for the State the right to continue using the equipment, software, commodity, or service, or if this option is not reasonably available to Contractor, (b) replace or modify the same so that it



becomes non-infringing; or (c) accept its return by the State with appropriate credits to the State against Contractor's charges and reimburse the State for any losses or costs incurred as a consequence of the State ceasing its use and returning it.

28. **Limitation of Liability.** The State is not liable for consequential, incidental, indirect, or special damages, regardless of the nature of the action.
29. **Disclosure of Litigation, or Other Proceeding.** Contractor must notify the State within 14 calendar days of receiving notice of any litigation, investigation, arbitration, or other proceeding (collectively, "**Proceeding**") involving Contractor, a subcontractor, or an officer or director of Contractor or subcontractor, that arises during the term of the Contract, including: (a) a criminal Proceeding; (b) a parole or probation Proceeding; (c) a Proceeding under the Sarbanes-Oxley Act; (d) a civil Proceeding involving: (1) a claim that might reasonably be expected to adversely affect Contractor's viability or financial stability; or (2) a governmental or public entity's claim or written allegation of fraud; or (e) a Proceeding involving any license that Contractor is required to possess in order to perform under this Contract.
30. **Reserved**
31. **State Data.**
- a. **Ownership.** The State's data ("**State Data**," which will be treated by Contractor as Confidential Information) includes: (a) the State's data collected, used, processed, stored, or generated as the result of the Contract Activities; (b) personally identifiable information ("**PII**") collected, used, processed, stored, or generated as the result of the Contract Activities, including, without limitation, any information that identifies an individual, such as an individual's social security number or other government-issued identification number, date of birth, address, telephone number, biometric data, mother's maiden name, email address, credit card information, or an individual's name in combination with any other of the elements here listed; and, (c) personal health information ("**PHI**") collected, used, processed, stored, or generated as the result of the Contract Activities, which is defined under the Health Insurance Portability and Accountability Act (HIPAA) and its related rules and regulations. State Data is and will remain the sole and exclusive property of the State and all right, title, and interest in the same is reserved by the State. This Section survives the termination of this Contract.
 - b. **Contractor Use of State Data.** Contractor is provided a limited license to State Data for the sole and exclusive purpose of providing the Contract Activities, including a license to collect, process, store, generate, and display State Data only to the extent necessary in the provision of the Contract Activities. Contractor must: (a) keep and maintain State Data in strict confidence, using such degree of care as is appropriate and consistent with its obligations as further described in this Contract and applicable law to avoid unauthorized access, use, disclosure, or loss; (b) use and disclose State Data solely and exclusively for the purpose of providing the Contract Activities, such use and disclosure being in accordance with this Contract, any applicable Statement of Work, and applicable law; and (c) not use, sell, rent, transfer, distribute, or otherwise disclose or make available State Data for Contractor's own purposes or for the benefit of anyone other than the State without the State's prior written consent. This Section survives the termination of this Contract.
 - c. **Extraction of State Data.** Contractor must, within five (5) business days of the State's request, provide the State, without charge and without any conditions or contingencies whatsoever (including but not limited to the payment of any fees due to Contractor), an extract of the State Data in the format specified by the State.
 - d. **Backup and Recovery of State Data.** Unless otherwise specified in Exhibit A, Contractor is responsible for maintaining a backup of State Data and for an orderly and timely recovery of such data. Unless otherwise described in Exhibit A, Contractor must maintain a contemporaneous backup of State Data that can be recovered within two (2) hours at any point in time.
 - e. **Loss of Data.** In the event of any act, error or omission, negligence, misconduct, or breach that compromises or is suspected to compromise the security, confidentiality, or integrity of State Data or the physical, technical, administrative, or organizational safeguards put in place by Contractor that relate to the protection of the security, confidentiality, or integrity of State Data, Contractor must, as applicable: (a) notify the State as soon as practicable but no later than twenty-four (24) hours of becoming aware of such occurrence; (b) cooperate with the State in investigating the occurrence, including making available all relevant records, logs, files, data reporting, and other materials required to comply with applicable law or as otherwise required by the State; (c) in the case of PII or PHI, at the State's sole election, (i) notify the affected individuals who comprise the PII or PHI as soon as practicable but no later than is required to comply with applicable law, or, in the absence of any legally required notification period, within 5 calendar days of the occurrence; or (ii) reimburse the State for any costs in notifying the affected individuals; (d) in the case of PII, provide third-party credit and identity monitoring services to each of the affected individuals who comprise the PII for the period required to comply with applicable law, or, in the absence of any legally required monitoring services, for no less than twenty-four (24) months following the date of notification to such individuals; (e) perform or take any other actions required to comply with applicable law as a result of the occurrence; (f) without limiting Contractor's obligations of indemnification as further described in this Contract, indemnify, defend, and hold harmless the State for any and all claims, including reasonable attorneys' fees, costs, and expenses incidental thereto, which may be suffered by, accrued against, charged to, or recoverable from the State in connection with the occurrence; (g) be responsible for recreating lost State Data in the manner and on the schedule set by the State without charge to the State; and, (h) provide to the State a detailed plan within 10 calendar days of the occurrence describing the measures Contractor will undertake to prevent a future occurrence. Notification to affected individuals, as described above, must comply with applicable law, be written in plain language, and contain, at a minimum: name and contact information of Contractor's representative; a description of the nature of the loss; a list



of the types of data involved; the known or approximate date of the loss; how such loss may affect the affected individual; what steps Contractor has taken to protect the affected individual; what steps the affected individual can take to protect himself or herself; contact information for major credit card reporting agencies; and, information regarding the credit and identity monitoring services to be provided by Contractor. This Section survives the termination of this Contract.

32. Non-Disclosure of Confidential Information. The parties acknowledge that each party may be exposed to or acquire communication or data of the other party that is confidential, privileged communication not intended to be disclosed to third parties. The provisions of this Section survive the termination of this Contract.

- a. Meaning of Confidential Information. For the purposes of this Contract, the term “**Confidential Information**” means all information and documentation of a party that: (a) has been marked “confidential” or with words of similar meaning, at the time of disclosure by such party; (b) if disclosed orally or not marked “confidential” or with words of similar meaning, was subsequently summarized in writing by the disclosing party and marked “confidential” or with words of similar meaning; and, (c) should reasonably be recognized as confidential information of the disclosing party. The term “Confidential Information” does not include any information or documentation that was: (a) subject to disclosure under the Michigan Freedom of Information Act (FOIA); (b) already in the possession of the receiving party without an obligation of confidentiality; (c) developed independently by the receiving party, as demonstrated by the receiving party, without violating the disclosing party’s proprietary rights; (d) obtained from a source other than the disclosing party without an obligation of confidentiality; or, (e) publicly available when received, or thereafter became publicly available (other than through any unauthorized disclosure by, through, or on behalf of, the receiving party). For purposes of this Contract, in all cases and for all matters, State Data is deemed to be Confidential Information.
- b. Obligation of Confidentiality. The parties agree to hold all Confidential Information in strict confidence and not to copy, reproduce, sell, transfer, or otherwise dispose of, give or disclose such Confidential Information to third parties other than employees, agents, or subcontractors of a party who have a need to know in connection with this Contract or to use such Confidential Information for any purposes whatsoever other than the performance of this Contract. The parties agree to advise and require their respective employees, agents, and subcontractors of their obligations to keep all Confidential Information confidential. Disclosure to a subcontractor is permissible where: (a) use of a subcontractor is authorized under this Contract; (b) the disclosure is necessary or otherwise naturally occurs in connection with work that is within the subcontractor’s responsibilities; and (c) Contractor obligates the subcontractor in a written contract to maintain the State’s Confidential Information in confidence. At the State’s request, any employee of Contractor or any subcontractor may be required to execute a separate agreement to be bound by the provisions of this Section.
- c. Cooperation to Prevent Disclosure of Confidential Information. Each party must use its best efforts to assist the other party in identifying and preventing any unauthorized use or disclosure of any Confidential Information. Without limiting the foregoing, each party must advise the other party immediately in the event either party learns or has reason to believe that any person who has had access to Confidential Information has violated or intends to violate the terms of this Contract and each party will cooperate with the other party in seeking injunctive or other equitable relief against any such person.
- d. Remedies for Breach of Obligation of Confidentiality. Each party acknowledges that breach of its obligation of confidentiality may give rise to irreparable injury to the other party, which damage may be inadequately compensable in the form of monetary damages. Accordingly, a party may seek and obtain injunctive relief against the breach or threatened breach of the foregoing undertakings, in addition to any other legal remedies which may be available, to include, in the case of the State, at the sole election of the State, the immediate termination, without liability to the State, of this Contract or any Statement of Work corresponding to the breach or threatened breach.
- e. Surrender of Confidential Information upon Termination. Upon termination of this Contract or a Statement of Work, in whole or in part, each party must, within 5 calendar days from the date of termination, return to the other party any and all Confidential Information received from the other party, or created or received by a party on behalf of the other party, which are in such party’s possession, custody, or control; provided, however, that Contractor must return State Data to the State following the timeframe and procedure described further in this Contract. Should Contractor or the State determine that the return of any Confidential Information is not feasible, such party must destroy the Confidential Information and must certify the same in writing within 5 calendar days from the date of termination to the other party. However, the State’s legal ability to destroy Contractor data may be restricted by its retention and disposal schedule, in which case Contractor’s Confidential Information will be destroyed after the retention period expires.

33. Data Privacy and Information Security.

- a. Undertaking by Contractor. Without limiting Contractor’s obligation of confidentiality as further described, Contractor is responsible for establishing and maintaining a data privacy and information security program, including physical, technical, administrative, and organizational safeguards, that is designed to: (a) ensure the security and confidentiality of the State Data; (b) protect against any anticipated threats or hazards to the security or integrity of the State Data; (c) protect against unauthorized disclosure, access to, or use of the State Data; (d) ensure the proper disposal of State Data; and (e) ensure that all employees, agents, and subcontractors of Contractor, if any, comply with all of the foregoing. In no case will the safeguards of Contractor’s data privacy and information security program be less stringent than the safeguards used by the State, and Contractor must at all times comply with all applicable State IT policies and standards, which are available to Contractor upon request.



- b. Audit by Contractor. No less than annually, Contractor must conduct a comprehensive independent third-party audit of its data privacy and information security program and provide such audit findings to the State.
- c. Right of Audit by the State. Without limiting any other audit rights of the State, the State has the right to review Contractor's data privacy and information security program prior to the commencement of Contract Activities and from time to time during the term of this Contract. During the providing of the Contract Activities, on an ongoing basis from time to time and without notice, the State, at its own expense, is entitled to perform, or to have performed, an on-site audit of Contractor's data privacy and information security program. In lieu of an on-site audit, upon request by the State, Contractor agrees to complete, within 45 calendar days of receipt, an audit questionnaire provided by the State regarding Contractor's data privacy and information security program.
- d. Audit Findings. Contractor must implement any required safeguards as identified by the State or by any audit of Contractor's data privacy and information security program.
- e. State's Right to Termination for Deficiencies. The State reserves the right, at its sole election, to immediately terminate this Contract or a Statement of Work without limitation and without liability if the State determines that Contractor fails or has failed to meet its obligations under this Section.

34. Reserved

35. Reserved

- 36. Records Maintenance, Inspection, Examination, and Audit.** The State or its designee may audit Contractor to verify compliance with this Contract. Contractor must retain, and provide to the State or its designee and the auditor general upon request, all financial and accounting records related to the Contract through the term of the Contract and for 4 years after the latter of termination, expiration, or final payment under this Contract or any extension ("**Audit Period**"). If an audit, litigation, or other action involving the records is initiated before the end of the Audit Period, Contractor must retain the records until all issues are resolved.

Within 10 calendar days of providing notice, the State and its authorized representatives or designees have the right to enter and inspect Contractor's premises or any other places where Contract Activities are being performed, and examine, copy, and audit all records related to this Contract. Contractor must cooperate and provide reasonable assistance. If any financial errors are revealed, the amount in error must be reflected as a credit or debit on subsequent invoices until the amount is paid or refunded. Any remaining balance at the end of the Contract must be paid or refunded within 45 calendar days.

This Section applies to Contractor, any parent, affiliate, or subsidiary organization of Contractor, and any subcontractor that performs Contract Activities in connection with this Contract.

- 37. Warranties and Representations.** Contractor represents and warrants: (a) Contractor is the owner or licensee of any Contract Activities that it licenses, sells, or develops and Contractor has the rights necessary to convey title, ownership rights, or licensed use; (b) all Contract Activities are delivered free from any security interest, lien, or encumbrance and will continue in that respect; (c) the Contract Activities will not infringe the patent, trademark, copyright, trade secret, or other proprietary rights of any third party; (d) Contractor must assign or otherwise transfer to the State or its designee any manufacturer's warranty for the Contract Activities; (e) the Contract Activities are merchantable and fit for the specific purposes identified in the Contract; (f) the Contract signatory has the authority to enter into this Contract; (g) all information furnished by Contractor in connection with the Contract fairly and accurately represents Contractor's business, properties, finances, and operations as of the dates covered by the information, and Contractor will inform the State of any material adverse changes; and (h) all information furnished and representations made in connection with the award of this Contract is true, accurate, and complete, and contains no false statements or omits any fact that would make the information misleading. A breach of this Section is considered a material breach of this Contract, which entitles the State to terminate this Contract under Section 23, Termination for Cause.
- 38. Conflicts and Ethics.** Contractor will uphold high ethical standards and is prohibited from: (a) holding or acquiring an interest that would conflict with this Contract; (b) doing anything that creates an appearance of impropriety with respect to the award or performance of the Contract; (c) attempting to influence or appearing to influence any State employee by the direct or indirect offer of anything of value; or (d) paying or agreeing to pay any person, other than employees and consultants working for Contractor, any consideration contingent upon the award of the Contract. Contractor must immediately notify the State of any violation or potential violation of these standards. This Section applies to Contractor, any parent, affiliate, or subsidiary organization of Contractor, and any subcontractor that performs Contract Activities in connection with this Contract.
- 39. Compliance with Laws.** Contractor must comply with all federal, state and local laws, rules and regulations.
- 40. Reserved**
- 41. Reserved**
- 42. Nondiscrimination.** Under the Elliott-Larsen Civil Rights Act, 1976 PA 453, MCL 37.2101, *et seq.*, and the Persons with Disabilities Civil Rights Act, 1976 PA 220, MCL 37.1101, *et seq.*, Contractor and its subcontractors agree not to discriminate against an employee or applicant for employment with respect to hire, tenure, terms, conditions, or privileges of employment, or a matter directly or



indirectly related to employment, because of race, color, religion, national origin, age, sex, height, weight, marital status, or mental or physical disability. Breach of this covenant is a material breach of this Contract.

43. **Unfair Labor Practice.** Under MCL 423.324, the State may void any Contract with a Contractor or subcontractor who appears on the Unfair Labor Practice register compiled under MCL 423.322.
44. **Governing Law.** This Contract is governed, construed, and enforced in accordance with Michigan law, excluding choice-of-law principles, and all claims relating to or arising out of this Contract are governed by Michigan law, excluding choice-of-law principles. Any dispute arising from this Contract must be resolved in Michigan Court of Claims. Contractor consents to venue in Ingham County, and waives any objections, such as lack of personal jurisdiction or *forum non conveniens*. Contractor must appoint agents in Michigan to receive service of process.
45. **Non-Exclusivity.** Nothing contained in this Contract is intended nor will be construed as creating any requirements contract with Contractor. This Contract does not restrict the State or its agencies from acquiring similar, equal, or like Contract Activities from other sources.
46. **Force Majeure.** Neither party will be in breach of this Contract because of any failure arising from any disaster or acts of god that are beyond their control and without their fault or negligence. Each party will use commercially reasonable efforts to resume performance. Contractor will not be relieved of a breach or delay caused by its subcontractors. If immediate performance is necessary to ensure public health and safety, the State may immediately contract with a third party.
47. **Dispute Resolution.** The parties will endeavor to resolve any Contract dispute in accordance with this provision. The dispute will be referred to the parties' respective Contract Administrators or Program Managers. Such referral must include a description of the issues and all supporting documentation. The parties must submit the dispute to a senior executive if unable to resolve the dispute within 15 business days. The parties will continue performing while a dispute is being resolved, unless the dispute precludes performance. A dispute involving payment does not preclude performance.

Litigation to resolve the dispute will not be instituted until after the dispute has been elevated to the parties' senior executive and either concludes that resolution is unlikely, or fails to respond within 15 business days. The parties are not prohibited from instituting formal proceedings: (a) to avoid the expiration of statute of limitations period; (b) to preserve a superior position with respect to creditors; or (c) where a party makes a determination that a temporary restraining order or other injunctive relief is the only adequate remedy. This Section does not limit the State's right to terminate the Contract.

48. **Media Releases.** News releases (including promotional literature and commercial advertisements) pertaining to the Contract or project to which it relates must not be made without prior written State approval, and then only in accordance with the explicit written instructions of the State.
49. **Website Incorporation.** The State is not bound by any content on Contractor's website unless expressly incorporated directly into this Contract.
50. **Entire Agreement and Order of Precedence.** This Contract, which includes Exhibit A – Statement of Work, and expressly incorporated schedules and exhibits, is the entire agreement of the parties related to the Contract Activities. This Contract supersedes and replaces all previous understandings and agreements between the parties for the Contract Activities. If there is a conflict between documents, the order of precedence is: (a) first, this Contract, excluding its schedules, exhibits, and Exhibit A – Statement of Work; (b) second, Exhibit A – Statement of Work as of the Effective Date; and (c) third, exhibits and schedules expressly incorporated into this Contract as of the Effective Date. NO TERMS ON CONTRACTOR'S INVOICES, ORDERING DOCUMENTS, WEBSITE, BROWSE-WRAP, SHRINK-WRAP, CLICK-WRAP, CLICK-THROUGH OR OTHER NON-NEGOTIATED TERMS AND CONDITIONS PROVIDED WITH ANY OF THE CONTRACT ACTIVITIES WILL CONSTITUTE A PART OR AMENDMENT OF THIS CONTRACT OR IS BINDING ON THE STATE FOR ANY PURPOSE. ALL SUCH OTHER TERMS AND CONDITIONS HAVE NO FORCE AND EFFECT AND ARE DEEMED REJECTED BY THE STATE, EVEN IF ACCESS TO OR USE OF THE CONTRACT ACTIVITIES REQUIRES AFFIRMATIVE ACCEPTANCE OF SUCH TERMS AND CONDITIONS.
51. **Severability.** If any part of this Contract is held invalid or unenforceable, by any court of competent jurisdiction, that part will be deemed deleted from this Contract and the severed part will be replaced by agreed upon language that achieves the same or similar objectives. The remaining Contract will continue in full force and effect.
52. **Waiver.** Failure to enforce any provision of this Contract will not constitute a waiver.
53. **Survival.** The provisions of this Contract that impose continuing obligations, including warranties and representations, termination, transition, insurance coverage, indemnification, and confidentiality, will survive the expiration or termination of this Contract.
54. **Contract Modification.** This Contract may not be amended except by signed agreement between the parties (a "Contract Change Notice"). Notwithstanding the foregoing, no subsequent Statement of Work or Contract Change Notice executed after the Effective Date will be construed to amend this Contract unless it specifically states its intent to do so and cites the section or sections amended.



STATE OF MICHIGAN

Contract No. 071B7700037

Pre-qualification Statewide for Financial Accounting, Integrity Oversight Monitoring or Auditing Services

EXHIBIT A STATEMENT OF WORK CONTRACT ACTIVITIES

This exhibit identifies the anticipated requirements of the Contract. The term “Contractor” in this document refers to Experis US, Inc.

BACKGROUND

This Contract is to pre-qualify the Contractor for financial accounting, integrity oversight monitoring or auditing services for State Departments and MiDEAL members (authorized local units of government) on a fast-track, as-needed basis. The Contractor must primarily provide services to Department of Technology, Management & Budget (DTMB).

Department of Technology, Management and Budget, under the direction of Office of Performance and Transformation (OPT), State Budget Office (SBO), and Office of Internal Audit Services (OIAS), herein after collectively referred to as “DTMB” provides independent and objective assurance and consulting services to State departments and agencies which are designed to improve the operations of the State of Michigan. DTMB assists the State in attaining its objectives by bringing a systematic, disciplined approach to examine, evaluate, and improve the effectiveness of the risk management, control, and governance processes. DTMB needs to ensure the State can deploy the appropriate level of expertise to address emerging risks within the State and forthcoming legislation that could require an integrity oversight monitor (a private entity that contracts to provide specialized services to ensure legal compliance, detect misconduct, and promote best practices in the administration of recovery and rebuilding projects, which services may include, but shall not be limited to, investigative, accounting, forensic accounting, engineering, other professional specialties, risk assessment, developing compliance system constructs, loss prevention, monitoring, contract managers, and independent private inspectors general) for local municipalities. For additional integrity oversight monitor information refer to pages 277-278 of the following link:

<http://www.legislature.mi.gov/documents/2015-2016/publicact/pdf/2016-PA-0268.pdf>

The scope of services resulting from the Contract and subsequent statements of work may include but not limited to the following:

- a. Reviewing the reliability and integrity of financial and operating information and the means used to identify, measure, and report such information.
- b. Reviewing the internal control systems established to ensure compliance with policies, plans, procedures, laws, and regulations that could have a significant impact on the State's operation and reporting on the State's compliance with them.
- c. Reviewing the means of safeguarding assets and, as appropriate, verifying the existence of such assets.
- d. Assisting with the investigation of financial and operating irregularities or suspected fraud within departments or agencies.

Work performed will be on as “as-needed” basis and project frequency will be wholly dependent on the need for services as outlined herein.

SCOPE

The Contractor must provide Financial Accounting, Integrity Oversight Monitoring or Accounting Services. Initially, this Contract will service the needs of DTMB's OPT, SBO, and OIAS, but will be open to statewide needs.

- A. After formalizing a comprehensive Statement of Work (SOW) and Request for Proposal (RFP), prequalified Contractor qualifications and availability will be evaluated for each contracting effort. The RFP will identify the SOW, period of performance, deliverables, unique service levels, specific response information required, additional insurance requirements, and any special terms and conditions. DTMB will send out the solicitation to pre-qualified Contractors. These Contractors must respond directly to DTMB within the timeframe specified in the RFP. DTMB will evaluate the responses and determine the Contractor that will provide the best overall value for the RFP.

1. General Requirements

Contractor must provide Deliverables/Services and staff, and otherwise do all things necessary for or incidental to the performance of work:

- A. Provide financial accounting, integrity oversight monitoring or auditing services as required by each SOW issued by DTMB. Services may include, but not be limited to, the following:
 1. Cash Management
 2. Forensic Accounting/Auditing



3. Budgeting
4. Financial Forecasting
5. Internal Controls
6. Managing Pensions
7. Administering Payroll
8. Tax Collection
9. Tax Assessing
10. Managing Debt/Issuing Public Debt
11. Applying for Grants/Administering Grant Monies
12. Cybersecurity
13. Information Technology Systems

- B. Each SOW will contain unique service levels and requirements.
- C. The State will issue each SOW to pre-qualified Contractors. The SOW will identify the deliverables, period of performance, specific response information required, work evaluation and payment criteria, and any additional terms and conditions that may apply to that SOW. The process for the State issuing and the Contractor(s) responding to an SOW follows:
1. Issue an SOW to pre-qualified Contractors with a timeline including due dates for questions, due dates for responses, and period of performance.
 2. Contractor responses must follow criteria required in each SOW, and Contractor pricing must not exceed rates provided in Exhibit C.
 3. The State's selection will be based on a best value evaluation using the criteria identified in the SOW. Other selection criteria or tools which may be in the best interest of the State may be utilized to make a selection.
- D. End of Contract Data Conversion Responsibility: At the expiration or termination of this Contract, the Contractor must work with State and/or local unit of government personnel to ensure the transitional and operational continuity of the services under this Contract. The Contractor agrees to assist the State for a reasonable period of time that in no event will exceed 60 days after the expiration or termination date of this Contract and to assign key personnel as needed to assist in the transition. Key system staff will be available to ensure data integrity and system continuity (also see section 25 of standard contract terms).
- E. If the Contractor receives a subpoena for any information related to services under contract, the Contractor must contact the Program Manager immediately.
- F. The Contractor may be requested to provide legislative testimony.
- G. The Contractor must keep costs down to the lowest amount possible by using Contractor staff appropriately throughout the course of project work; be responsible for its own supplies and equipment to perform and complete each project; and work under the direction of DTMB or others designated by DTMB.
- H. The Contractor will be subject to the security procedures outlined in the State of Michigan Standard Terms and Conditions.
- Contractor personnel proposed for any SOW must satisfy the security requirements for the agencies or local unit in which they will be working. This may include signing the security forms. Any agency specific requirements will be identified in the SOW.
- I. The Contractor's staff may be required to make deliveries to or enter State facilities. The State may require the Contractor's personnel to wear State issued identification badges.

2. Acceptance

Unless otherwise provided for in the SOW/RFP document, Acceptance will be determined following the criteria outlined in the State of Michigan Standard Terms and Conditions (Section 16).

3. Staffing

A. Contractor Representative

1. The Contractor has specifically assigned Ms. Paula Patterson to State of Michigan accounts, she will respond to State inquiries regarding the Contract Activities, answering questions related to ordering and delivery, etc. (the "Contractor Representative").



2. The Contractor must notify the Contract Administrator at least 14 calendar days, in advance, before removing or assigning a new Contractor Representative.

B. Customer Service Number

The Contractor's Representative, Paula Patterson is available for calls during the hours of 7:00 am to 6:00 pm EST at 248-408-3699.

C. Work Hours

The Contractor must provide Contract Activities during the State's normal working hours Monday – Friday, 7:00 a.m. to 6:00 p.m. EST, and possible night and weekend hours depending on the requirements of the SOW requirements. Specific work schedules will be provided with each SOW. No overtime will be authorized or paid. The State reserves the right to modify the work hours in the best interest of the project. Contractors must observe the same standard holidays as State employees. The Contractor will not be compensated for holiday pay. Contractors will not be reimbursed for travel expenses or travel time.

D. Key Personnel

1. The Contractor has specifically appointed Paula Patterson to be directly responsible for the day-to-day operations of the applicable SOW ("Key Personnel"). Key Personnel must be specifically assigned to the State account, be knowledgeable on the SOW contractual requirements, and respond to State inquires within 48 hours.
2. With each individual SOW/RFP, the Contractor must identify the Key Personnel, indicate where they will be physically located, describe the functions they will perform, and provide current chronological résumés.

The following individuals are proposed Key Personnel:

- Paula Patterson (Southfield, MI) – Account Director
- Chris Wasilk (Southfield, MI) – Managing Director
- Donna Dean (Southfield, MI) – Director, Finance Operations
- Bill Consolie Atlanta, GA) – Director, Construction Services
- John Hainaut (Chicago, IL) – Vice President, Information
- Christine Dobrovich (Southfield, MI) – Director, Risk Advisory Services
- Jeffrey Creech (Charlotte, NC) - National Director, Business Transformation

3. The State has the right to recommend and approve in writing the initial assignment, as well as any proposed reassignment or replacement, of any Key Personnel. Before assigning an individual to any Key Personnel position, Contractor will notify the State of the proposed assignment, introduce the individual to the State's Project Manager, and provide the State with a resume and any other information about the individual reasonably requested by the State. The State reserves the right to interview the individual before granting written approval. In the event the State finds a proposed individual unacceptable, the State will provide a written explanation including reasonable detail outlining the reasons for the rejection. The State may require a 30-calendar day training period for replacement personnel.
4. Contractor will not remove any Key Personnel from their assigned roles on this Contract without the prior written consent of the State. The Contractor's removal of Key Personnel without the prior written consent of the State is an unauthorized removal ("Unauthorized Removal"). An Unauthorized Removal does not include replacing Key Personnel for reasons beyond the reasonable control of Contractor, including illness, disability, leave of absence, personal emergency circumstances, resignation, or for cause termination of the Key Personnel's employment. Any Unauthorized Removal may be considered by the State to be a material breach of this Contract, in respect of which the State may elect to terminate this Contract for cause under Termination for Cause in the Standard Terms. It is further acknowledged that an Unauthorized Removal will interfere with the timely and proper completion of this Contract, to the loss and damage of the State, and that it would be impracticable and extremely difficult to fix the actual damage sustained by the State as a result of any Unauthorized Removal. Therefore, Contractor and the State agree that in the case of any Unauthorized Removal in respect of which the State does not elect to exercise its rights under Termination for Cause, Contractor will issue to the State the corresponding credits set forth below (each, an "Unauthorized Removal Credit"):

a. For the Unauthorized Removal of any Key Personnel designated in the applicable Statement of Work, the credit amount will be \$25,000 per individual if Contractor identifies a replacement approved by the State and assigns the replacement to shadow the Key Personnel who is leaving for a period of at least 30 calendar days before the Key Personnel's removal.

b. If Contractor fails to assign a replacement to shadow the removed Key Personnel for at least 30 calendar days, in addition to \$25,000.00 credit specified above, Contractor will credit the State \$833.33 per calendar day for each day of the 30 calendar-day shadow period that the replacement Key Personnel does not shadow the removed Key Personnel, up to

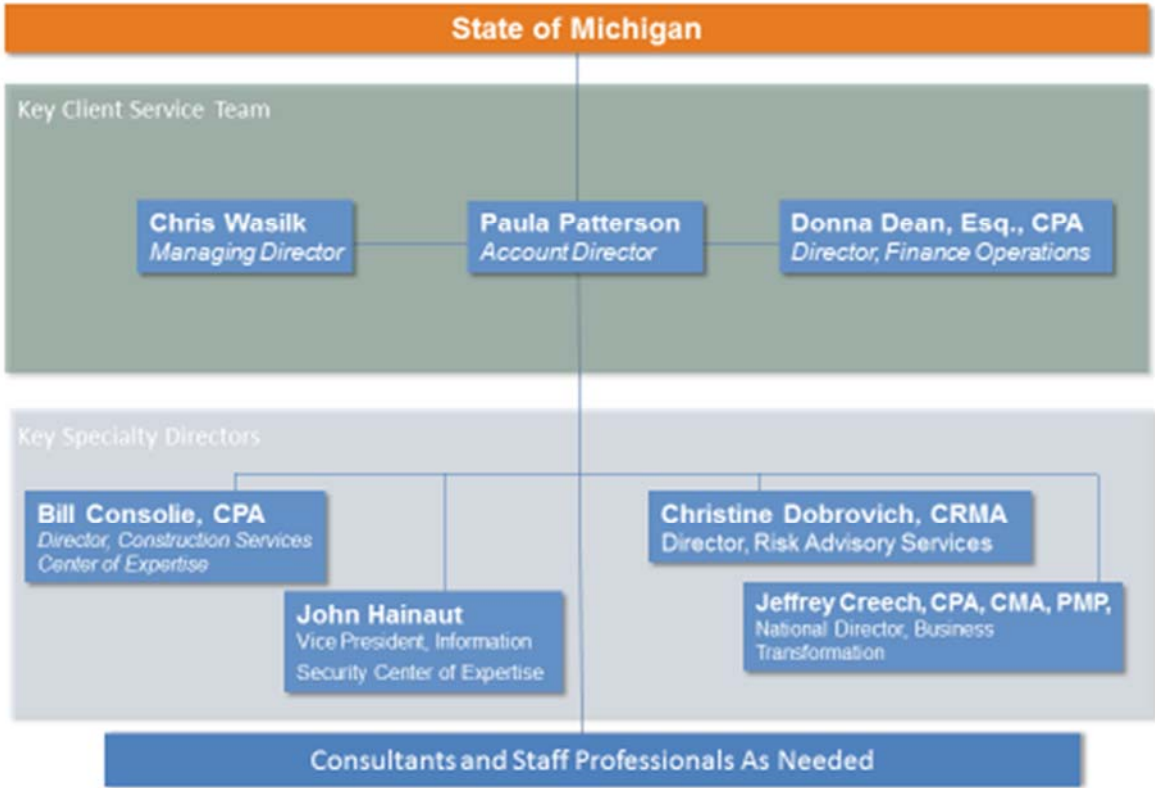


\$25,000.00 maximum per individual. The total Unauthorized Removal Credits that may be assessed per Unauthorized Removal and failure to provide 30 calendar days of shadowing will not exceed \$50,000.00 per individual.

Contractor acknowledges and agrees that each of the Unauthorized Removal Credits assessed above: (i) is a reasonable estimate of and compensation for the anticipated or actual harm to the State that may arise from the Unauthorized Removal, which would be impossible or very difficult to accurately estimate; and (ii) may, at the State's option, be credited or set off against any fees or other charges payable to Contractor under this Contract.

E. Organizational Chart

Below is the Contractor's organizational chart.



F. Disclosure of Subcontractors

If the Contractor intends to utilize subcontractors, the Contractor must disclose the following:

The legal business name; address; telephone number; a description of subcontractor's organization and the services it will provide; and information concerning subcontractor's ability to provide the Contract Activities, including but not limited to names, titles, and credentials of the subcontractor's staff.

The relationship of the subcontractor to the Contractor. Whether the Contractor has a previous working experience with the subcontractor. If yes, provide the details of that previous relationship.

A complete description of the Contract Activities that will be performed or provided by the subcontractor. Of the total bid, the price of the subcontractor's work.

4. Project Management

A. Project Plan

1. Within five business day of the award of any SOW, the Contractor must submit, for final approval, a detailed project plan to the Program Manager. The final Project Plan must be in agreement with the Contractor's SOW proposal and accepted by the State. Detailed requirements will be outlined in the SOW but should identify items such as the required personnel; project management process; project breakdown identifying sub-projects, tasks, and resources required; expected frequency and mechanisms for updates/progress reviews; process for addressing issues/changes; and individuals responsible for receiving/reacting to the requested information, and the Contractor's organizational chart with names and title of personnel



assigned to the project, which must align with the staffing stated as outlined in the Contract. Necessary substitutions due to change of employment status and other unforeseen circumstances may only be made with prior approval of the State.

B. Meetings

1. Although there will be continuous liaison with the Contractor team, the Program Manager will meet quarterly as a minimum, or as requested by the State, with the Contractor for the purpose of reviewing progress and providing necessary guidance to the Contractor in solving problems which arise. The State may require other meetings, as it deems appropriate.

C. Reporting

Reporting requirements will be identified in the SOW/RFP and may include but not be limited to, analysis in the form of summaries, reports, spreadsheets, or as otherwise requested.

5. Pricing

Pricing is firm for the entire length of the Contract. Contractor pricing, for any SOW/RFP, must not exceed rates provided in Exhibit C. Contractor's out-of-pocket expenses are not separately reimbursable by the State unless, on a case-by-case basis for unusual expenses, the State has agreed in advance and in writing to reimburse Contractor for the expense at the State's current travel reimbursement rates. See http://www.michigan.gov/dtmb/0,5552,7-150-9141_13132---,00.html for current rates.

6. Ordering

A. Authorizing Document

The appropriate authorizing document for the Contract will be a purchase order.

7. Invoice and Payment

A. Invoice Requirements

All invoices submitted to the State must include: (a) date; (b) blanket purchase order; (c) purchase order; (d) quantity; (d) description of the Contract Activities; (e) unit price; (f) shipping cost (if any); and (g) total price. Overtime, holiday pay, and travel expenses will not be paid.

The State reserves the right to request additional invoicing requirements in the SOW/RFP.

B. Payment Methods

The State will make payment for Contract Activities via Electronic Funds Transfer (EFT).

C. Procedure

Final pricing will be submitted per the SOW/RFP requirements.

8. Transition

End of Contract Data Conversion Responsibility: At the expiration or termination of this Contract, the Contractor must work with the State to ensure the transitional and operational continuity of the services under this Contract. The Contractor agrees to assist the State for a reasonable period of time that in no event will exceed 90 days after the expiration or termination date of this Contract and to assign key personnel as needed to assist in the transition.

9. Liquidated Damages

Late or improper completion of the Contract Activities will cause loss and damage to the State and it would be impracticable and extremely difficult to fix the actual damage sustained by the State. Therefore, if there is late or improper completion of the Contract Activities the State is entitled to collect liquidated damages in the amount of \$500 and an additional \$1,000 per day for each day Contractor fails to remedy the late or improper completion of the Work in Exhibit A and SOW requirements.



STATE OF MICHIGAN

Contract No. 071B7700037

Pre-qualification Statewide for Financial Accounting, Integrity Oversight Monitoring or Auditing Services

EXHIBIT B – RESERVED



STATE OF MICHIGAN

Contract No. 071B7700037

Pre-qualification Statewide for Financial Accounting, Integrity Oversight Monitoring or Auditing Services

EXHIBIT C PRICING

1. Pricing includes all costs, including but not limited to, any one-time or set-up charges, fees, and potential costs that Contractor may charge the State.
2. The Contractor offers 1% discount off invoice if paid within 10 days.
3. The hourly rate (not-to-exceed) for each staff level and all applicable personnel assigned to the Contract for the proposed services, as follows:

Position	Hourly Rate** (1)
Clerical	\$45
Analyst/Accountant – Junior	\$78
Analyst/Accountant – Staff	\$92
Analyst/Accountant – Senior	\$120
Manager	\$135
Director	\$170
Subject Matter Expert	\$ 220

(1) Travel costs must be included in the hourly rates. All rates are “not to exceed” for the Position identified.