PINAL • COUNTY *wide open opportunity*	Offer & Acceptance Form	Pinal County Finance Department 31 N. Pinal St. Bldg. A P.O. Box 1348 Florence, AZ 85132

OFFER AND ACCEPTANCE FORM

TO PINAL COUNTY:

The undersigned hereby offers and agrees to furnish the material, service, or construction in compliance with all terms, conditions, specifications, and amendments in the Solicitation.

	CEO
Authorized Signature	**Title**
John Zabasky	08/04/2012
Printed Name	**Date**
SoftEx Holdings, Inc.	877-619-9884 x701
Company Name	**Telephone**
327 1/2 S. Union Ave.	Pueblo, CO 81003
Address	**City, State, Zip**

For clarification of this offer, contact:

Name: John Zabasky **Phone:** 877-619-9884 x701 **Fax:** 888-449-5188

ACCEPTANCE OF OFFER
(For Pinal County Use Only)

The offer is hereby accepted and the Responder is now bound to sell or provide the materials, services, or construction as indicated by the Purchase Order or Notice of Award and based upon the solicitation, including all terms, conditions, specifications, amendments, etc. and the Offer as accepted by Pinal County.

The contract is for:

This contract shall henceforth be referenced to as Contract No. **PC-111717**. The Offeror is cautioned not to commence any billable work or to provide any material or service under this contract until Offeror receives an executed purchase order or notice to proceed.

Awarded this 5th day of September 2012.

David Snider	Chairman	
Name (Print)	Title	Signature

Approved as to form:

Pinal County Attorney's Office

OFFER AND ACCEPTANCE FORM – Page 2

By signing the previous page of the Offer and Acceptance Form, Responder certifies:

A. The submission of the bid did not involve collusion or other anti-competitive practices.
B. The Responder shall not discriminate against any employee or applicant for employment in violation of Federal Executive Order 11246.
C. The Responder has not given, offered to give, nor intends to give at any time hereafter, any economic opportunity, future employment, gift, loan, gratuity, special discount, trip, favor, or service to a public servant in connection with the Submittal.
D. The Responder certifies that it complies with Executive Order 12549 related to Federal Government Debarment and Suspension (see 4-7)
E. The Responder certifies that the individual signing the bid is an authorized agent for the Responder and has the authority to bind them to the contract.

SoftEx Holdings, Inc.

Firm

Authorized Signature

BAFO Change Log
08/04/2012

SoftEx Holdings, Inc.
Re: RFP PC-11717 – IT Staffing Recruitment BAFO

Page 1, Responder Name

Content added:

*Best and Final Offer

Page 1, Paragraph 1.1.1

Content added:

*Our response time after receiving notification of a needed position is within 15 minutes but is often less than 5 minutes. If the job is entered directly into the SoftEx Client Management System via RecruitTRAK, it is within 1 minute. This is not an auto-generated response. Our system notifies our Recruiting Coordinators, assigns and posts job openings immediately.

Page 1, Paragraph 1.1.2

Content added:

*The cost of background checks is included in the proposed fee.

Page 1, Paragraph 1.1.3

Content added:

*180

Content deleted:

~~*90~~

Page 2, Paragraph 1.1.5

Content added:

*In addition to our own site, we advertise our open jobs on Monster.com, Dice.com, LinkedIn, Facebook, Twitter, Craigslist, findajobalready.com, indeed.com, and others.

Page 2, Paragraph 1.1.6

Content added:

*We also have an account with ProveIT (www.proveit.com), which offers hundreds of online or desktop tests in numerous disciplines. Thus, our clients have the choice of using customized SoftEx exams or pre-designed exams from ProveIt to test candidates' skills. The costs of all technical testing are included in the proposed fee.

Page 3, Paragraph 2.2.3

Content added:

*nine

*one

Content deleted:

*~~six~~

*~~three~~

Page 3, Paragraph 2.1.1

Content added:

*SoftEx has had a presence in Arizona since it acquired Staff One Search, Inc. in 2009. SoftEx will service the County from the Phoenix office, as well as utilize resources in our Colorado, California, Maryland, and Georgia offices. We are also open to adding an additional office in Florence if requested by the County.

Page 3-4, Paragraph 2.2.3

Content added:

*When performing as a 'sole vendor', our placement rate is 100%... When performing as one of a list of preferred vendors, our placement rate is [strike content] 80-100% depending upon the number of vendors and MWBE set asides. Since SoftEx does not certified as a MWBE, some clients are forced to use other vendors to fill a certain percentage of the contract.

Content deleted:

~~*Approximately 80%.~~

PINAL • COUNTY *wide open opportunity*	RFP PC-111717 Response Form 1	Pinal County Finance Department 31 N. Pinal St. Bldg. A P.O. Box 1348 Florence, AZ 85132

Responder Name: Best and Final Offer: *SoftEx Holdings, Inc.*

Responders shall complete the following Response Form, indicating their responses in the spaces provided. Additional pages may be added so long as they are clearly referenced in the spaces provided.

Please note: Any exception and the total number of exceptions taken will negatively affect your evaluation score. Compliance to Terms and Conditions has been identified as an evaluation criterion for this solicitation.

Any exception not contained within this section of the solicitation will be deemed invalid and will not be considered.

Acceptability of Responses

Offers that do not include this completed Response Form or that do include an incomplete Response Form or that include a completed Response Form with unacceptable responses may cause the entire offer to be deemed unacceptable and therefore non-responsive.

1 METHOD OF APPROACH

Describe in detail the company's method of approach to be used to support the County under any subsequent Contract. Offer shall include the following at a minimum: Information on Recruiting, Advertising, Background Checks, Partnerships/Subcontractors and any other selection techniques when searching for qualified personnel. List any information on any innovative or unique methods the company uses that distinguish it from other responder(s).

1.1 Method of approach

1.1.1 Detail the methods used in the company's candidate screening process.

Our consultant hiring and screening process begins with your job requisition: job title, job description, start date, location, manager/contact name, work hours, and notice of any special equipment needed (i.e. laptop). Generally, rates and markups have been previously negotiated prior to the award. Our response time after receiving notification of a needed position is within 15 minutes but is often less than 5 minutes. If the job is entered directly into the SoftEx Client Management System via RecruitTRAK, it is within 1 minute. This is not an auto-generated response. Our system notifies our Recruiting Coordinators, assigns and posts job openings immediately.

Recruiting Coordinators then begin the process of reviewing candidates' resumes. SoftEx has thousands of candidates who have previously been processed through our system and can be placed on the client site in matter of hours with complete confidence. For new candidates and applicants, if the candidate presents a qualified resume, the next step is to have the candidate take one of our online quizzes which can be provided by our client or our staff upon request. If the candidate passes the skills test, we then proceed to a more in depth personal interview. If a candidate passes this interview then we proceed to the next step and present the candidate to the client.

1.1.2 What items are reviewed during background checks of candidates?

Although our background checks are customized to the specific needs of our clients, our default is for: National criminal background check and national sex offender search. The cost of background checks is included in the proposed fee.

1.1.3 Outline your replacement guarantee of referred candidates (if any).

We will replace any candidate who is terminated for cause or quits within ~~90~~ 180 days at no charge.

1.1.4 What are the main recruiting methods used to build the company's pool of candidates?

At SoftEx, we designed our staffing solution around people and their skill sets rather than around job titles. Our social network – www.softexinteractive.com – provides access to a community of qualified candidates who are accountable to each other through the numerous social networking groups to which they belong. In building this site, we created our own social network which we integrated not only with our corporate site, but our HRIS as well. RecruitTRAK®, our own proprietary HRIS for applicant tracking and onboarding, has been evolving ever since we began operations over 15 years ago. After years of development and numerous iterations, RecruitTRAK® supplies SoftEx with nearly 100,000 applicants nationwide and integrates fully with our social networking site, providing not only a superior sourcing tool but also serves to establish a community with SoftEx at the center. RecruitTRAK® permits both clients and/or SoftEx Recruiters to enter open job requisitions directly into the system. This allows thousands of candidates to be notified at once via our social networking site of all job opportunities which match their skill sets and other requirements.

1.1.5 List the advertising methods typically used by the company for job postings and how effective they are.

After years of development and numerous iterations, RecruitTRAK® supplies SoftEx with nearly 100,000 applicants nationwide and integrates fully with our social networking site, providing not only a superior sourcing tool but also serves to establish a community with SoftEx at the center. RecruitTRAK® permits both clients and/or SoftEx Recruiters to enter open job requisitions directly into the system. This allows thousands of candidates to be notified at once, via our automated skill matching system contained in our social networking site, of all job opportunities which match their skill sets and other requirements. Our system is capable of posting our listed jobs to other social networking sites (facebook, Twitter, LinkedIn) at the click of a button. This strategy has been extremely affective and an enormous competitive advantage. In addition to our own site, we advertise our open jobs on Monster.com, Dice.com, LinkedIn, Facebook, Twitter, Craigslist, findajobalready.com, indeed.com, and others.

1.1.6 Do you utilize any Technical Competency Testing that will be used under a resulting contract? If so, please describe the type of testing used.

At SoftEx, we utilize RecruitTRAK® as our HRIS. Because RecruitTRAK® is our proprietary system, it is 100% customizable to the needs of our clients. We are able to create custom fields, tests, reports and more to meet your needs; all for which our in-house IT staff will offer unlimited support. This all makes up the meaning of the phrase which one of our clients coined for us years ago: "The SoftEx Difference". Once you place a job requisition in our hands, SoftEx's criterion for hiring temporary employees is rigorous. One featured advantage we have is due to our in-house IT department which creates and builds our custom online quizzes and exams to test our applicants for the skill sets desired by our clients. We also have an account with ProveIT (www.proveit.com), which offers hundreds of online or desktop tests in numerous disciplines. Thus, our clients have the choice of using customized SoftEx exams or pre-designed exams from ProveIt to test candidates' skills. The costs of all technical testing are included in the proposed fee.

1.1.7 Do you partner/subcontract with any other companies? If so, list all subcontractors and describe how the partnership works.

Payroll services for temporary IT employees is performed by SoftEx Worldwide, Inc., which is wholly owned and operated by the same owners of SoftEx Holdings, Inc.

1.2 Additional Information: List any relevant information that will distinguish your Method of Approach from other responders.

To assure that all of our staffing projects proceed smoothly, the Officers and Directors of SoftEx take a 'hands-on' approach to the day-to-day operations. This facilitates the communication not only between our internal staff but also between our staff and our clients. Dr. John Zabasky, is not only the founder and CEO of SoftEx, but he continues to be the lead software developer for its proprietary HRIS, RecruitTRAK®. Dr. Zabasky strives to provide the ultimate in customer satisfaction by implementing systemic processes which offer the most efficient solutions to both customer and candidate. His daily interaction with clients, internal

staff, and candidates are one of the primary reasons for SoftEx's longevity and continued growth. Dr. Zabasky is supported by a fine team of Officers and Directors: Ms. Sharon Nelson, President of SoftEx, performs 'hands-on' oversight of our Recruiting and Fulfillment Department. She also coordinates the recruiting strategies handed down from Dr. Zabasky. Our national Recruiting Manager, Sheila Neely, has over 25 years experience in the industry in both private and government sector staffing. She works directly with Ms. Nelson and implements the strategies handed down by supervising the nationwide staff of Recruiting Coordinators. The 'hands-on' attitude of our Officers and Directors results in customer service that is second-to-none as the entire staff SoftEx are available 24/7 to the needs of our clients.

2 CAPACITY OF RESPONDER

Describe in detail information on the company's ability to perform the services solicited by the County for this contract. Information should include but not be limited to: Company Information, Experience in the Industry, Key Personnel, Financial Capacity, and Economic Outlook. List any information on any innovative or unique methods the company uses that distinguish it from other responder(s).

2.1 Company Information: Responders shall provide general information about the company relative to the services required.

2.1.1 Provide the name of the company, location of its headquarters, and major office located closest to Florence, Arizona.

Corporate Address: 327 ½ South Union Ave., Pueblo, CO 81003
Service Address: 2375 East Camelback Road Suite 600, Phoenix, Arizona 85016

SoftEx has had a presence in Arizona since it acquired Staff One Search, Inc. in 2009. SoftEx will service the County from the Phoenix office, as well as utilize resources in our Colorado, California, Maryland, and Georgia offices. We are also open to adding an additional office in Florence if requested by the County.

2.1.2 What percentage of the company's business is derived from IT placements?

100%

2.1.3 How many active IT recruiters are on staff? Include length of service with the company as well as time in the industry.

We have ~~six~~ nine full-time and ~~three~~ one part-time IT Recruiters on staff. All of the full-time Recruiters have been with us for three or more years. Another unique feature of SoftEx is that all of our Recruiting Coordinators are required to have 'hands-on' experience in the IT industry. Even once on board as part of our team, our Recruiting Coordinators continue to learn more about their respective disciplines through the use of online tools and mutual collaboration. Our social networking site further facilitates this process by encouraging nationwide interaction amongst our recruiters, our employees, and our candidates far beyond that provided by our competition.

2.1.4 Name and contact information of the principal contact person for RFP response.

Dr. John Zabasky MA, MBA, PhD
877-619-9884 x701
john@softexconsulting.com

2.2 Experience in Industry: Responders shall provide evidence of their experience and performance in supporting similar customers as anticipated under any resulting contract.

2.2.1 How long has the company been in existence?

Since 1997.

2.2.2 How long has the company been providing IT placements?

Since 1997

2.2.3 What is your current placement rate? Describe any factors that have contributed to either a high or low placement rate.

When performing as a 'sole vendor', our placement rate is 100%. Our experienced recruiters and highly efficient quality control processes ensure this guarantee. When performing as one of a list of preferred vendors, our placement rate is ~~Approximately 80%.~~ 80-100% depending upon the number of vendors and MWBE set asides. Since SoftEx does not certified as a MWBE, some clients are forced to use other vendors to fill a certain percentage of the contract. The combination of highly knowledgeable Recruiters having access to a state-of-the-art HRIS contributes to our high rate of success.

2.2.4 Provide a minimum of five references from clients for whom you have provided similar services as defined in this solicitation. Include a brief history of performance for each company (how many placements, examples of job descriptions of placements, etc).

Jennifer Wiant

Data Conversion & Billing Manager

IDS - State of Colorado

2 Jetway Court

Pueblo, CO 81001

719-948-5751

Jennifer.Wiant@state.co.us

- ***We have been providing all types of temporary staffing to IDS since 2007***

John Fetty

Technical Manager

Equator, LLC

6060 Circle Dr. Ste.500

Los Angeles, CA 90045

951-264-4234

John.Fetty@equator.com

- ***We have been providing all types of temporary and permanent IT staffing to Equator since 2008***

Ron Johnson
National Notary Association
9350 De Soto Avenue
Chatsworth, CA 91311
818-739-4000
RJohnson@nationalnotary.org

- ***We have been providing all types of temporary and permanent IT staffing to NNA since 2008***

Denise M. Storts
Colorado Department of Public Safety
4300 Cherry Creek Drive South
Denver, Colorado 80246-1530
303.692.2281
denise.storts@state.co.us

- ***We are currently providing desktop support temporary IT staffing services***

Connie Winters
Colorado Department of Labor and Employment
601 E. 18th Ave. Ste.250
Denver, CO 80203
303-548-0690
Connie.Winters@state.co.us

- ***We are currently providing desktop support temporary IT staffing services***

2.3 **Listing of Your Key Personnel**: Responders shall provide a list of all key personnel that will be part of the contract including a principle contact person who will manage the account.

Key Personnel (Primary Contract Contact)
Name: Dr. John Zabasky MA, MBA, PhD
Telephone No.: 877-619-9884 x701
E-Mail: john@softexconsulting.com
Mailing Address: 327 ½ S. Union Ave.
City: Pueblo

State: CO Zip: 81003

Contract Responsibility (Describe work performed):

Contract coordinator and administrator. Dr. Zabasky is not only the founder and CEO of SoftEx, but he continues to be the lead software developer for its proprietary HRIS, RecruitTRAK®. Dr. Zabasky strives to provide the ultimate in customer satisfaction by implementing systemic processes which offer the most efficient solutions to both customer and candidate. His daily interaction with clients, internal staff, and candidates are one of the primary reasons for SoftEx's longevity and continued growth. He will take a hands-on approach with this contract and assist in the day-to-day activities, including staffing and recruiting.

Key Personnel (as defined by Offeror as necessary)

Name: Sharon R. Nelson

Telephone No.: 877-619-9884 x702

E-Mail: srn@softexconsulting.com

Mailing Address: 327 ½ S. Union Ave.

City: Pueblo

State: CO Zip: 81003

Contract Responsibility (Describe work performed):

Dr. Zabasky is supported by a fine team of Officers and Directors: Ms. Sharon Nelson, President of SoftEx, performs 'hands-on' oversight of our Recruiting and Fulfillment Department. She also coordinates the recruiting strategies handed down from Dr. Zabasky.

Key Personnel (as defined by Offeror as necessary)

Name: Sheila Neely

Telephone No.: 877-619-9884 x720

E-Mail: sheila@softexconsulting.com

Mailing Address: 327 ½ S. Union Ave.

City: Pueblo

State: CO Zip: 81003

Contract Responsibility (Describe work performed):

Our national Recruiting Manager, Sheila Neely, has over 25 years experience in the industry in both private and government sector staffing. She works directly with Ms. Nelson and implements the strategies handed down by supervising the nationwide staff of Recruiting Coordinators. The 'hands-on' attitude of our Officers and Directors results in customer service that is second-to-none as the entire staff SoftEx are available 24/7 to the needs of our clients.

2.4 **Financial Capacity:** Responder shall provide copies of financial statements, preferably audited or reviewed, from fiscal year 2011 and shall describe in detail their financial capacity to support the County under any subsequent contract.

See attachments

2.5 Economic Outlook: Responder shall describe their economic outlook for the next five fiscal years.

Since 1997, SoftEx has delivered technology-based staffing solutions to help organizations control costs and cultivate growth. Drawing on deep industry expertise and a portfolio of interrelated social networking, consulting, business process, application, and infrastructure services, we blend strategic design, proven technology, and timely delivery to create staff augmentation solutions that maximize returns on investments. And through collaborative, long-term relationships, we enable our customers to achieve and sustain measurable results. This philosophy has allowed SoftEx to be successful even in the most difficult times. During the next five years, we expect the economy and job markets to improve dramatically which will help us sustain our continued growth.

2.6 **Additional Information:** List any other relevant information that speaks to the capacity of the company.

At SoftEx, we understand that successful business solutions are as much about the people providing them as they are about the technology involved. That's a critical factor when you're considering outsourcing your staffing processes. You want a provider with the industry expertise, process knowledge, and technology resources to make your staff augmentation process a strategic tool for enhancing your business-building core capabilities. At SoftEx, we are so dedicated to providing you the highest quality personnel that we designed our corporate website as a social network (www.softexinteractive.com). This allows our applicants, employees, and clients to communicate with each other in groups, chat rooms, and at local or online events. It has established a sense of community in an environment otherwise fragmented by diverse industry lines. Being committed to working closely with clients and candidates we build strong, long lasting relationships with both. Our flexible, open and pro-active approach to recruitment ensures that every placement is a successful one for both the candidate and the client.

Further, we are dedicated to supplying the highest quality staff without breaking budgets, while paying our candidates some of the most competitive rates on the market. We are proud of our professionalism and dedication to our candidates and our clients. We firmly believe that we offer the best recruitment solution available today.

3 COST

Cost (Placement Fee) shall be a firm, fixed percentage of the candidate's starting annual salary. Example – if a candidate's starting salary is $50,000 and the contracted percentage is 10%, then the placement fee to be paid will be $5,000.

Responder's shall submit their percentage to be used under any resulting contract.

Percentage: ***5%***

4 CONFORMANCE TO TERMS AND CONDITIONS AND TERMS AND CONDITIONS

Response Form Responses

_____***John Zabasky***_____ have read, understand, and shall comply with all Terms and Conditions. Responders that accept the County's Terms and Conditions and Instructions shall check **YES** or **NO** to clearly indicate their acceptance. Responders who take exception to the County's Terms and Conditions and Instructions shall likewise clearly indicate their exception and provide Responder's suggested language.

__X__**YES**, I acknowledge that I have read and understand all Terms and Conditions and will comply in any resultant contract.

_____**NO**, I acknowledge that I have read, understand all Terms and Conditions and will comply in any resultant contract with the exceptions listed below.

Exceptions (only if checked 'NO')

Responders that take exception to any Terms and Conditions shall justify their exception as well as proposing any changes to the County's language with the Responder's suggested changes clearly indicated. Additional pages may be added so long as they are clearly referenced in the spaces provided. **Please note that taking exception to any Terms and Conditions may affect your evaluation score.** Both the number of exceptions and the severity of the exceptions can affect your score and may have you deemed non-responsive for this solicitation.

Cite the specific Term and Condition for which an exception is taken: ***None***

Responder's justification for the exception: ***None***

Responder's suggested changes: ***None***

End of Response Form 1

ORIginal

RFP PC-111717

SoftEx Holdings, Inc.
Corporate Headquarters
327 ½ South Union Ave.
Pueblo, CO 81003
877-619-9884

John Zabasky, CEO x701

PINAL • COUNTY *wide open opportunity*	Offer & Acceptance Form	Pinal County Finance Department 31 N. Pinal St. Bldg. A P.O. Box 1348 Florence, AZ 85132

OFFER AND ACCEPTANCE FORM

TO PINAL COUNTY:

The undersigned hereby offers and agrees to furnish the material, service, or construction in compliance with all terms, conditions, specifications, and amendments in the Solicitation.

	CEO
Authorized Signature	**Title**
John Zabasky	05/23/2012
Printed Name	**Date**
SoftEx Holdings, Inc.	877-619-9884 x701
Company Name	**Telephone**
327 1/2 S. Union Ave.	Pueblo, CO 81003
Address	**City, State, Zip**

For clarification of this offer, contact:

Name: John Zabasky **Phone:** 877-619-9884 x701 **Fax:** 888-449-5188

ACCEPTANCE OF OFFER
(For Pinal County Use Only)

The offer is hereby accepted and the Responder is now bound to sell or provide the materials, services, or construction as indicated by the Purchase Order or Notice of Award and based upon the solicitation, including all terms, conditions, specifications, amendments, etc. and the Offer as accepted by Pinal County.

The contract is for:

This contract shall henceforth be referenced to as Contract No. **PC-111717**. The Offeror is cautioned not to commence any billable work or to provide any material or service under this contract until Offeror receives an executed purchase order or notice to proceed.

Awarded this _____ day of _____ 2012.

Name (Print)	Title	Signature

Approved as to form:

_____
Pinal County Attorney's Office

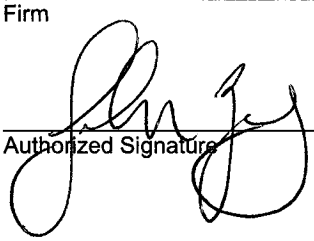
OFFER AND ACCEPTANCE FORM – Page 2

By signing the previous page of the Offer and Acceptance Form, Responder certifies:

A. The submission of the bid did not involve collusion or other anti-competitive practices.
B. The Responder shall not discriminate against any employee or applicant for employment in violation of Federal Executive Order 11246.
C. The Responder has not given, offered to give, nor intends to give at any time hereafter, any economic opportunity, future employment, gift, loan, gratuity, special discount, trip, favor, or service to a public servant in connection with the Submittal.
D. The Responder certifies that it complies with Executive Order 12549 related to Federal Government Debarment and Suspension (see 4-7)
E. The Responder certifies that the individual signing the bid is an authorized agent for the Responder and has the authority to bind them to the contract.

SoftEx Holdings, Inc.

Firm



Authorized Signature

PINAL • COUNTY *wide open opportunity*	Addendum Acknowledgement Form	Pinal County Finance Department 31 N. Pinal St. Bldg. A P.O. Box 1348 Florence, AZ 85132

ADDENDUM ACKNOWLEDGEMENT FORM

Solicitation Addendums are posted on the Pinal County website at the following address: http://pinalcountyaz.gov/Departments/Finance/Pages/BidsProposals.aspx . It is the responsibility of the Responder to periodically check this website for any Solicitation Addendum.

This page is used to acknowledge any and all addendums that might be issued. Any addendum issued within five days of the solicitation due date, will include a new due date to allow for addressing the addendum issues. Your signature indicates that you took the information provided in the addendums into consideration when providing your complete response.

Please sign and date:

ADDENDUM NO. 1 Acknowledgement _____ 5/23/12
Signature Date

ADDENDUM NO. 2 Acknowledgement _____
Signature Date

ADDENDUM NO. 3 Acknowledgement _____
Signature Date

If no addendums were issued, indicate below, sign the form and return with your response.

SoftEx Holdings, Inc.
Firm

Authorized Signature

PINAL • COUNTY *wide open opportunity*	Non-Collusion Statement	Pinal County Finance Department 31 N. Pinal St. Bldg. A P.O. Box 1348 Florence, AZ 85132

NON-COLLUSION STATEMENT

State of Arizona)
) ss.
County of)

John Zabasky Jr. (Name), affiant,

the CEO (Title)

SoftEx Holdings, Inc. (Contractor/Offeror)

the persons, corporation, or company who makes the accompanying Offer, having first been duly sworn, deposes and says:

That such Offer is genuine and not sham or collusive, nor made in the interest of, or behalf of, any persons not herein named, and that the Responder has not directly or indirectly induced or solicited any other Responder to put in a sham Offer, or any other person, firm or corporation to refrain from offering, and that the Responder has not in any manner sought by collusion to secure for itself an advantage over any other Responder.

STATE OF California

COUNTY OF Los Angeles

John Zabasky Jr.
(Name)

CEO
(Title)

Subscribed and sworn to before me

this 30th day of May, 2012

Signature of Notary Public in and for the

State of California

County of Los Angeles

RAVINDER BHALLA
COMM. #1859682
NOTARY PUBLIC - CALIFORNIA
LOS ANGELES COUNTY
My Comm. Expires August 28, 2013

NAME AND ADDRESS OF CERTIFICATE HOLDER:	DATE ISSUED 5/30/12
SoftEx Holdings Inc 327 1/2 S. Union Ave. Pueblo, Co 81003	AUTHORIZED REPRESENTATIVE

Form **W-9**
(Rev. December 2011)
Department of the Treasury
Internal Revenue Service

Request for Taxpayer Identification Number and Certification

Give Form to the requester. Do not send to the IRS.

Print or type
See Specific Instructions on page 2.

Name (as shown on your income tax return)
SoftEx Holdings, Inc.

Business name/disregarded entity name, if different from above

Check appropriate box for federal tax classification:
☐ Individual/sole proprietor ☑ C Corporation ☐ S Corporation ☐ Partnership ☐ Trust/estate

☐ Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=partnership) ▶

☐ Other (see instructions) ▶

☐ Exempt payee

Address (number, street, and apt. or suite no.)
327 1/2 S. Union Ave.

Requester's name and address (optional)

City, state, and ZIP code
Pueblo, CO 81003

List account number(s) here (optional)

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on the "Name" line to avoid backup withholding. For individuals, this is your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the Part I instructions on page 3. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN* on page 3.

Note. If the account is in more than one name, see the chart on page 4 for guidelines on whose number to enter.

Social security number

			–			–				

Employer identification number

2	7	–	1	1	5	0	4	5	3

Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me), and
2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding, and
3. I am a U.S. citizen or other U.S. person (defined below).

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions on page 4.

Sign Here Signature of U.S. person ▶ [signature] Date ▶ 5/23/12

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Purpose of Form

A person who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) to report, for example, income paid to you, real estate transactions, mortgage interest you paid, acquisition or abandonment of secured property, cancellation of debt, or contributions you made to an IRA.

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN to the person requesting it (the requester) and, when applicable, to:

1. Certify that the TIN you are giving is correct (or you are waiting for a number to be issued),
2. Certify that you are not subject to backup withholding, or
3. Claim exemption from backup withholding if you are a U.S. exempt payee. If applicable, you are also certifying that as a U.S. person, your allocable share of any partnership income from a U.S. trade or business is not subject to the withholding tax on foreign partners' share of effectively connected income.

Note. If a requester gives you a form other than Form W-9 to request your TIN, you must use the requester's form if it is substantially similar to this Form W-9.

Definition of a U.S. person. For federal tax purposes, you are considered a U.S. person if you are:

- An individual who is a U.S. citizen or U.S. resident alien,
- A partnership, corporation, company, or association created or organized in the United States or under the laws of the United States,
- An estate (other than a foreign estate), or
- A domestic trust (as defined in Regulations section 301.7701-7).

Special rules for partnerships. Partnerships that conduct a trade or business in the United States are generally required to pay a withholding tax on any foreign partners' share of income from such business. Further, in certain cases where a Form W-9 has not been received, a partnership is required to presume that a partner is a foreign person, and pay the withholding tax. Therefore, if you are a U.S. person that is a partner in a partnership conducting a trade or business in the United States, provide Form W-9 to the partnership to establish your U.S. status and avoid withholding on your share of partnership income.

PINAL • COUNTY *wide open opportunity*	Responders Checklist	Pinal County Finance Department 31 N. Pinal St. Bldg. A P.O. Box 1348 Florence, AZ 85132

RESPONDERS CHECKLIST

	Yes/No
Did you **sign** your Offer sheet?	✓
Did you sign and notarize the Non-collusion statement?	✓
Did you acknowledge all addendums, if any?	✓
Did you complete all required Response Forms?	✓
Did you include your W-9 Form?	✓
Did you include any necessary attachments?	✓
Is the outside of your submittal marked with the Solicitation #, Due Date and Time?	✓
Did you include one original and the required number of copies?	✓
Did you follow the order for submissions of documents?	✓
Did you include proof of insurance(s) if requested?	✓

PINAL • COUNTY *wide open opportunity*	RFP PC-111717 Response Form 1	Pinal County Finance Department 31 N. Pinal St. Bldg. A P.O. Box 1348 Florence, AZ 85132

Responder Name: ***SoftEx Holdings, Inc.***

Responders shall complete the following Response Form, indicating their responses in the spaces provided. Additional pages may be added so long as they are clearly referenced in the spaces provided.

Please note: Any exception and the total number of exceptions taken will negatively affect your evaluation score. Compliance to Terms and Conditions has been identified as an evaluation criterion for this solicitation.

Any exception not contained within this section of the solicitation will be deemed invalid and will not be considered.

Acceptability of Responses

Offers that do not include this completed Response Form or that do include an incomplete Response Form or that include a completed Response Form with unacceptable responses may cause the entire offer to be deemed unacceptable and therefore non-responsive.

1 METHOD OF APPROACH

Describe in detail the company's method of approach to be used to support the County under any subsequent Contract. Offer shall include the following at a minimum: Information on Recruiting, Advertising, Background Checks, Partnerships/Subcontractors and any other selection techniques when searching for qualified personnel. List any information on any innovative or unique methods the company uses that distinguish it from other responder(s).

1.1 Method of approach

1.1.1 Detail the methods used in the company's candidate screening process.

Our consultant hiring and screening process begins with your job requisition: job title, job description, start date, location, manager/contact name, work hours, and notice of any special equipment needed (i.e. laptop). Generally, rates and markups have been previously negotiated prior to the award.

Recruiting Coordinators then begin the process of reviewing candidates' resumes. SoftEx has thousands of candidates who have previously been processed through our system and can be placed on the client site in matter of hours with complete confidence. For new candidates and applicants, if the candidate presents a qualified resume, the next step is to have the candidate take one of our online quizzes which can be provided by our client or our staff upon request. If the candidate passes the skills test, we then proceed to a more in depth personal interview. If a candidate passes this interview then we proceed to the next step and present the candidate to the client.

1.1.2 What items are reviewed during background checks of candidates?

Although our background checks are customized to the specific needs of our clients, our default is for: National criminal background check and national sex offender search.

1.1.3 Outline your replacement guarantee of referred candidates (if any).

We will replace any candidate who is terminated for cause or quits within 90 days at no charge.

1.1.4 What are the main recruiting methods used to build the company's pool of candidates?

At SoftEx, we designed our staffing solution around people and their skill sets rather than around job titles. Our social network – www.softexinteractive.com – provides access to a community of qualified candidates who are accountable to each other through the numerous social networking groups to which they belong. In building this site, we created our own social network which we integrated not only with our corporate site,

but our HRIS as well. RecruitTRAK®, our own proprietary HRIS for applicant tracking and onboarding, has been evolving ever since we began operations over 15 years ago. After years of development and numerous iterations, RecruitTRAK® supplies SoftEx with nearly 100,000 applicants nationwide and integrates fully with our social networking site, providing not only a superior sourcing tool but also serves to establish a community with SoftEx at the center. RecruitTRAK® permits both clients and/or SoftEx Recruiters to enter open job requisitions directly into the system. This allows thousands of candidates to be notified at once via our social networking site of all job opportunities which match their skill sets and other requirements.

1.1.5 List the advertising methods typically used by the company for job postings and how effective they are.

R After years of development and numerous iterations, RecruitTRAK® supplies SoftEx with nearly 100,000 applicants nationwide and integrates fully with our social networking site, providing not only a superior sourcing tool but also serves to establish a community with SoftEx at the center. RecruitTRAK® permits both clients and/or SoftEx Recruiters to enter open job requisitions directly into the system. This allows thousands of candidates to be notified at once, via our automated skill matching system contained in our social networking site, of all job opportunities which match their skill sets and other requirements. Our system is capable of posting our listed jobs to other social networking sites (facebook, Twitter, LinkedIn) at the click of a button. This strategy has been extremely affective and an enormous competitive advantage.

1.1.6 Do you utilize any Technical Competency Testing that will be used under a resulting contract? If so, please describe the type of testing used.

At SoftEx, we utilize RecruitTRAK® as our HRIS. Because RecruitTRAK® is our proprietary system, it is 100% customizable to the needs of our clients. We are able to create custom fields, tests, reports and more to meet your needs; all for which our in-house IT staff will offer unlimited support. This all makes up the meaning of the phrase which one of our clients coined for us years ago: "The SoftEx Difference". Once you place a job requisition in our hands, SoftEx's criterion for hiring temporary employees is rigorous. One featured advantage we have is due to our in-house IT department which creates and builds our custom online quizzes and exams to test our applicants for the skill sets desired by our clients.

1.1.7 Do you partner/subcontract with any other companies? If so, list all subcontractors and describe how the partnership works.

Payroll services for temporary IT employees is performed by SoftEx Worldwide, Inc., which is wholly owned and operated by the same owners of SoftEx Holdings, Inc.

1.2 Additional Information: List any relevant information that will distinguish your Method of Approach from other responders.

To assure that all of our staffing projects proceed smoothly, the Officers and Directors of SoftEx take a 'hands-on' approach to the day-to-day operations. This facilitates the communication not only between our internal staff but also between our staff and our clients. Dr. John Zabasky, is not only the founder and CEO of SoftEx, but he continues to be the lead software developer for its proprietary HRIS, RecruitTRAK®. Dr. Zabasky strives to provide the ultimate in customer satisfaction by implementing systemic processes which offer the most efficient solutions to both customer and candidate. His daily interaction with clients, internal staff, and candidates are one of the primary reasons for SoftEx's longevity and continued growth. Dr. Zabasky is supported by a fine team of Officers and Directors: Ms. Sharon Nelson, President of SoftEx, performs 'hands-on' oversight of our Recruiting and Fulfillment Department. She also coordinates the recruiting strategies handed down from Dr. Zabasky. Our national Recruiting Manager, Sheila Neely, has over 25 years experience in the industry in both private and government sector staffing. She works directly with Ms. Nelson and implements the strategies handed down by supervising the nationwide staff of Recruiting Coordinators. The 'hands-on' attitude of our Officers and Directors results in customer service that is second-to-none as the entire staff SoftEx are available 24/7 to the needs of our clients.

PINAL • COUNTY *wide open opportunity*	RFP PC-111717 Response Form 1	Pinal County Finance Department 31 N. Pinal St. Bldg. A P.O. Box 1348 Florence, AZ 85132

2 CAPACITY OF RESPONDER

Describe in detail information on the company's ability to perform the services solicited by the County for this contract. Information should include but not be limited to: Company Information, Experience in the Industry, Key Personnel, Financial Capacity, and Economic Outlook. List any information on any innovative or unique methods the company uses that distinguish it from other responder(s).

2.1 Company Information: Responders shall provide general information about the company relative to the services required.

2.1.1 Provide the name of the company, location of its headquarters, and major office located closest to Florence, Arizona.

Corporate Address: 327 ½ South Union Ave., Pueblo, CO 81003
Service Address: 2375 East Camelback Road Suite 600, Phoenix, Arizona 85016

2.1.2 What percentage of the company's business is derived from IT placements?

100%

2.1.3 How many active IT recruiters are on staff? Include length of service with the company as well as time in the industry.

We have six full-time and three part-time IT Recruiters on staff. All of the full-time Recruiters have been with us for three or more years. Another unique feature of SoftEx is that all of our Recruiting Coordinators are required to have 'hands-on' experience in the IT industry. Even once on board as part of our team, our Recruiting Coordinators continue to learn more about their respective disciplines through the use of online tools and mutual collaboration. Our social networking site further facilitates this process by encouraging nationwide interaction amongst our recruiters, our employees, and our candidates far beyond that provided by our competition.

2.1.4 Name and contact information of the principal contact person for RFP response.

Dr. John Zabasky MA, MBA, PhD
877-619-9884 x701
john@softexconsulting.com

2.2 Experience in Industry: Responders shall provide evidence of their experience and performance in supporting similar customers as anticipated under any resulting contract.

2.2.1 How long has the company been in existence?

Since 1997.

2.2.2 How long has the company been providing IT placements?

Since 1997

2.2.3 What is your current placement rate? Describe any factors that have contributed to either a high or low placement rate.

Approximately 80%. The combination of highly knowledgeable Recruiters having access to a state-of-the-art HRIS contributes to our high rate of success.

PINAL • COUNTY *wide open opportunity*	RFP PC-111717 Response Form 1	Pinal County Finance Department 31 N. Pinal St. Bldg. A P.O. Box 1348 Florence, AZ 85132

2.2.4 Provide a minimum of five references from clients for whom you have provided similar services as defined in this solicitation. Include a brief history of performance for each company (how many placements, examples of job descriptions of placements, etc).

Jennifer Wiant

Data Conversion & Billing Manager

IDS - State of Colorado

2 Jetway Court

Pueblo, CO 81001

719-948-5751

Jennifer.Wiant@state.co.us

- ***We have been providing all types of temporary staffing to IDS since 2007***

John Fetty

Technical Manager

Equator, LLC

6060 Circle Dr. Ste.500

Los Angeles, CA 90045

951-264-4234

John.Fetty@equator.com

- ***We have been providing all types of temporary and permanent IT staffing to Equator since 2008***

Ron Johnson

National Notary Association

9350 De Soto Avenue

Chatsworth, CA 91311

818-739-4000

RJohnson@nationalnotary.org

- ***We have been providing all types of temporary and permanent IT staffing to NNA since 2008***

Denise M. Storts

Colorado Department of Public Safety

4300 Cherry Creek Drive South

Denver, Colorado 80246-1530

303.692.2281

denise.storts@state.co.us

- ***We are currently providing desktop support temporary IT staffing services***

Connie Winters

Colorado Department of Labor and Employment

601 E. 18th Ave. Ste.250

Denver, CO 80203

303-548-0690

Connie.Winters@state.co.us

- ***We are currently providing desktop support temporary IT staffing services***

2.3 **Listing of Your Key Personnel:** Responders shall provide a list of all key personnel that will be part of the contract including a principle contact person who will manage the account.

Key Personnel (Primary Contract Contact)

Name: Dr. John Zabasky MA, MBA, PhD

Telephone No.: 877-619-9884 x701

E-Mail: john@softexconsulting.com

Mailing Address: 327 ½ S. Union Ave.

City: Pueblo

State: CO Zip: 81003

Contract Responsibility (Describe work performed):

Contract coordinator and administrator. Dr. Zabasky is not only the founder and CEO of SoftEx, but he continues to be the lead software developer for its proprietary HRIS, RecruitTRAK®. Dr. Zabasky strives to provide the ultimate in customer satisfaction by implementing systemic processes which offer the most efficient solutions to both customer and candidate. His daily interaction with clients, internal staff, and candidates are one of the primary reasons for SoftEx's longevity and continued growth. He will take a hands-on approach with this contract and assist in the day-to-day activities, including staffing and recruiting.

Key Personnel (as defined by Offeror as necessary)

Name: Sharon R. Nelson

Telephone No.: 877-619-9884 x702

E-Mail: srn@softexconsulting.com

Mailing Address: 327 ½ S. Union Ave.

City: Pueblo

State: CO Zip: 81003

Contract Responsibility (Describe work performed):

Dr. Zabasky is supported by a fine team of Officers and Directors: Ms. Sharon Nelson, President of SoftEx, performs 'hands-on' oversight of our Recruiting and Fulfillment Department. She also coordinates the recruiting strategies handed down from Dr. Zabasky.

Key Personnel (as defined by Offeror as necessary)

Name: Sheila Neely

Telephone No.: 877-619-9884 x720

E-Mail: sheila@softexconsulting.com

Mailing Address: 327 ½ S. Union Ave.

City: Pueblo

State: CO Zip: 81003

Contract Responsibility (Describe work performed):

Our national Recruiting Manager, Sheila Neely, has over 25 years experience in the industry in both private and government sector staffing. She works directly with Ms. Nelson and implements the strategies handed down by supervising the nationwide staff of Recruiting Coordinators. The 'hands-on' attitude of our Officers and Directors results in customer service that is second-to-none as the entire staff SoftEx are available 24/7 to the needs of our clients.

2.4 **Financial Capacity:** Responder shall provide copies of financial statements, preferably audited or reviewed, from fiscal year 2011 and shall describe in detail their financial capacity to support the County under any subsequent contract.

See attachments

2.5 Economic Outlook: Responder shall describe their economic outlook for the next five fiscal years.

Since 1997, SoftEx has delivered technology-based staffing solutions to help organizations control costs and cultivate growth. Drawing on deep industry expertise and a portfolio of interrelated social networking, consulting, business process, application, and infrastructure services, we blend strategic design, proven technology, and timely delivery to create staff augmentation solutions that maximize returns on investments. And through collaborative, long-term relationships, we enable our customers to achieve and sustain measurable results. This philosophy has allowed SoftEx to be successful even in the most difficult times. During the next five years, we expect the economy and job markets to improve dramatically which will help

us sustain our continued growth.

2.6 **Additional Information:** List any other relevant information that speaks to the capacity of the company.

At SoftEx, we understand that successful business solutions are as much about the people providing them as they are about the technology involved. That's a critical factor when you're considering outsourcing your staffing processes. You want a provider with the industry expertise, process knowledge, and technology resources to make your staff augmentation process a strategic tool for enhancing your business-building core capabilities. At SoftEx, we are so dedicated to providing you the highest quality personnel that we designed our corporate website as a social network (www.softexinteractive.com). This allows our applicants, employees, and clients to communicate with each other in groups, chat rooms, and at local or online events. It has established a sense of community in an environment otherwise fragmented by diverse industry lines. Being committed to working closely with clients and candidates we build strong, long lasting relationships with both. Our flexible, open and pro-active approach to recruitment ensures that every placement is a successful one for both the candidate and the client.

Further, we are dedicated to supplying the highest quality staff without breaking budgets, while paying our candidates some of the most competitive rates on the market. We are proud of our professionalism and dedication to our candidates and our clients. We firmly believe that we offer the best recruitment solution available today.

3 COST

Cost (Placement Fee) shall be a firm, fixed percentage of the candidate's starting annual salary. Example – if a candidate's starting salary is $50,000 and the contracted percentage is 10%, then the placement fee to be paid will be $5,000.

Responder's shall submit their percentage to be used under any resulting contract.

Percentage: ***5%***

4 CONFORMANCE TO TERMS AND CONDITIONS AND TERMS AND CONDITIONS

Response Form Responses

_____***John Zabasky***_____ have read, understand, and shall comply with all Terms and Conditions. Responders that accept the County's Terms and Conditions and Instructions shall check **YES** or **NO** to clearly indicate their acceptance. Responders who take exception to the County's Terms and Conditions and Instructions shall likewise clearly indicate their exception and provide Responder's suggested language.

__X__**YES**, I acknowledge that I have read and understand all Terms and Conditions and will comply in any resultant contract.

_____**NO**, I acknowledge that I have read, understand all Terms and Conditions and will comply in any resultant contract with the exceptions listed below.

Exceptions (only if checked 'NO')

Responders that take exception to any Terms and Conditions shall justify their exception as well as proposing any changes to the County's language with the Responder's suggested changes clearly indicated. Additional pages may be added so long as they are clearly referenced in the spaces provided. **Please note that taking exception to any Terms and**

PINAL • COUNTY *wide open opportunity*	RFP PC-111717 Response Form 1	Pinal County Finance Department 31 N. Pinal St. Bldg. A P.O. Box 1348 Florence, AZ 85132

Conditions may affect your evaluation score. Both the number of exceptions and the severity of the exceptions can affect your score and may have you deemed non-responsive for this solicitation.

Cite the specific Term and Condition for which an exception is taken: ***None***

Responder's justification for the exception: ***None***

Responder's suggested changes: ***None***

End of Response Form 1