REQUEST FOR BIDS/PROPOSALS COVERSHEET

THE UNIVERSITY OF SOUTHERN MISSISSIPPI
Procurement and Contract Services
118 College Drive #5003, Hattiesburg, Mississippi 39406-0001

Date: June 29, 2017

Bid No. 18-02

THE UNIVERSITY OF SOUTHERN MISSISSIPPI is considering the purchase of the following item(s). We ask that you submit your bid and retain one copy for your files. Right is reserved to accept or reject any part of your bid. Your quotation will be given consideration if received in Bond Hall, Room 214 on or before:

2:00 p.m. CT

July 18, 2017

Buyer: Jessica Turner

Name: ____________________________
Company: ________________________
Address: __________________________
City/State/Zip: ____________________

TERMS - Bidder should state terms of sale. Our terms are 2% ten days, net 45 days. These terms will apply unless otherwise specified.
AWARDING CONTRACT - Cash terms will not be used as a basis for awarding contracts; however, the University will accept cash discounts when earned.

NOTE: If you cannot quote on the exact material shown, please indicate any exception giving brand name and complete specifications of any alternate. If additional space is required, use a separate sheet or letter of transmittal.

<table>
<thead>
<tr>
<th>ITEM</th>
<th>QUANTITY</th>
<th>UNIT PRICE</th>
<th>TOTAL NET PRICE</th>
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DESCRIPTION

RFP for Employee Applicant Management

PROPOSAL MUST BE RETURNED TO THE UNIVERSITY IN A SEALED ENVELOPE. RFP NUMBER AND DATE OF BID OPENING MUST BE SHOWN ON THE OUTSIDE OF THE ENVELOPE.

We quote you as above-F.O.B. The University of Southern Mississippi. Shipment can be made in N/A days from receipt of order. DATE TERMS
Return quotation to Procurement Services at above address.

Signature Required

AA/EOE/ADA
GENERAL TERMS, CONDITIONS AND INSTRUCTIONS FOR BIDS/PROPOSALS

1.) Failure to examine any drawings, specifications, and instructions will be at bidder’s risk.

2.) Samples of items when called for must be furnished free of expense and if not destroyed in testing, will, upon request, be returned at the bidder’s expense. Request for the return of samples must be made within ten (10) days following opening bids. Each individual sample must be labeled with bidder’s name and manufacturer’s brand name and number.

3.) Bids must be signed and sealed with bidder’s name and address on the outside of the envelope, and the time and date of the bid opening and the bid file number shown in the lower-left corner of the packages; envelopes, express mailing labels, boxes, etc.

4.) In order for your bid to be considered, it must be received and time stamped in our office by 2:00 P.M. of the bid opening date. It is the responsibility of the vendor to ensure their bid is received within the appointed time. If your bid package is not received in Bond Hall, Room 214, by 2:00 P.M. of the bid opening date, it will not be considered.

If you are delivering your bid, you need to hand carry the bid package to:

The University of Southern Mississippi
Procurement Services
Bond Hall, Room 214
Hattiesburg, Mississippi

If you are mailing your bid package via U.S. Postal Service, mail to:

The University of Southern Mississippi
Procurement Services
118 College Drive #5003
Hattiesburg, MS 39406-0001

If you are express mailing your bid package via Federal Express or UPS, or any other delivery service which requires the use of a physical address, deliver to:

The University of Southern Mississippi
Receiving Department
2609 West 4th Street
Hattiesburg, MS 39401
5.) Bids or proposals shall not be modified, corrected, altered, or amended after the specified closing time and the opening of such bids, unless otherwise noted in the request for bids or proposals.

6.) The University of Southern Mississippi reserves the right to reject any and all bids, to waive any informality in bids, and unless otherwise specified by the bidders, to accept any items on the bid. If the bidder fails to state the time within which bids must be accepted, it is understood and agreed that The University of Southern Mississippi shall have 60 days to accept.

7.) Contracts and purchases will be made or entered into with the lowest, responsible bidder meeting specifications.

8.) A written purchase order or contract award mailed or otherwise furnished to the successful bidder within the time of acceptance specified in the Invitation for Bid results in a binding contract without further action by either party. The contract shall not be assignable by the vendor in whole or in part without the written consent of The University of Southern Mississippi.

9.) Bid files may be examined during normal working hours by bid participants. Non-participants will be prohibited from obtaining any information relative to the bid until the official award has been made.

10.) If purchase orders or contracts are canceled because of the awarded vendor’s failure to perform or request for price increase, that vendor shall be removed from our bidders’ list for a period of 24 months.

11.) No addendum will be issued within a period of two (2) working days prior to the time and date set for the bid opening. Should it become necessary to issue an addendum within the two-day period prior to the bid opening, the bid date will be reset giving bidders ample time to answer the addendum.

12.) Alternate bids, unless specifically requested or allowed, will not be considered.

13.) Bid openings will be conducted open to the public. However, they will serve only to open the bids. No discussion will be entered into with any vendor as to the quality or provisions of the specifications, and no award will be made either stated or implied at the bid opening. After the close of the bid opening meeting, the bids will be considered to be in the evaluation process and will not be available for review by bidders. Proposal openings are not required to be open to the public; however, the resulting award is open for public inspection.

14.) Prices quoted shall be firm for the term of the contract or for the stated time of acceptance.
15.) The bidder understands that The University of Southern Mississippi is an equal opportunity employer and, therefore, maintains a policy which prohibits unlawful discrimination based on race, color, creed, sex, age, national origin, physical handicap, disability, or any other such discrimination; and the bidder, by signing this bid, agrees during the term of agreement that the bidder will strictly adhere to this policy in its employment practices and provision of products or services.

16.) Bidders must upon request of The University of Southern Mississippi furnish satisfactory evidence of their ability to furnish products or services in accordance with the terms and conditions of these specifications. The University of Southern Mississippi reserves the right to make the final determination as to the bidder’s ability.

17.) Questions or problems arising from bid procedures should be directed to the Buyer listed on the solicitation at:

The University of Southern Mississippi
118 College Drive #5003
Hattiesburg, MS 39406-0001
Phone: (601) 266-4131

18.) All items must equal or exceed the specifications listed. The absence of detail specifications or the omission of detail description shall be recognized as meaning that only the best commercial practices are to prevail and that only first quality materials and workmanship are to be used.

19.) It is the intent of the specifications to obtain a product that will adequately meet the needs of the user while promoting the greatest extent of competition that is practicable. It is the responsibility of the prospective bidder to review the entire Invitation to Bid packet and to notify The University of Southern Mississippi if the Specifications, Instructions, General, or Special Conditions are formulated in a manner which would unnecessarily restrict competition.

20.) It shall be incumbent upon the bidders to understand the specifications. Any requests for clarifications shall be in writing and shall be submitted to our Procurement Services office at least five (5) days prior to the time and date set for the bid opening, unless otherwise noted in the bid or proposal specifications.

21.) The minimum specifications are used to set a standard and in no case are used with the intention to discriminate against any manufacturer. Bidders should note the name and the manufacturer and model number of the product they propose to furnish and submit descriptive literature.

22.) Trade names, brand names, and/or manufacturer’s information used in these specifications are for the purpose of establishing quality, unless otherwise noted. Bids on products of other qualified manufacturers are acceptable, provided they are demonstrated as equal to those specified in construction, design and suitability. Each bidder shall
submit with his bid a complete brochure with pictures on each item and shall point out specifically any deviations from the specified items. Failure to do so may disqualify any bid. Please bid as specified or an approved equal.

23.) A copy of the manufacturer’s standard guarantee/warranty shall accompany and become a part of this bid.

24.) There are no federal or state laws that prohibit bidders from submitting a bid lower than a price or bid given to the U.S. Government. Bidders may bid lower than U.S. Government contract price without any liability as The University of Southern Mississippi is exempt from the provisions of the Robinson-Patman Act and other related laws. In addition, the U.S. Government has no provisions in any of its purchasing arrangements with bidders whereby a lower price to The University of Southern Mississippi must automatically be given to the U.S. Government.

25.) All invoices, unless noted otherwise, are to be billed to:

The University of Southern Mississippi
Accounts Payable
118 College Drive #5104
Hattiesburg, MS 39406-0001

26.) All equipment bid shall be of current production and of the latest design and construction.

27.) Where all, or part(s), of the bid is requested on a unit price basis, both the unit prices and the extension of the unit prices constitute a basis of determining the lowest responsible and responsive bidder. In cases of error in the extension of price, the unit price will govern.

28.) Should the University of Southern Mississippi close due to inclement weather conditions, or any other unforeseen events on the bid opening date, sealed bids will open the following business day at the same time and location.

AA/EOE/ADA I
Employee Applicant Management

REQUEST FOR PROPOSAL (RFP)

June 22, 2017
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1. Information to Vendors

1.1. Issuing Institution / Department / Unit
The University of Southern Mississippi
iTech / Information Technology Services

1.2. Contact Information
Proposal Information:
Buyer
The University of Southern Mississippi
118 College Drive #5003
Hattiesburg, MS 39406
bids@usm.edu

Technical Information:
Financial Specialist
The University of Southern Mississippi
118 College Drive #5181
Hattiesburg, MS 39406
computer.orders@usm.edu

1.3. Important Dates
See Cover Sheet or contact the Proposal Information Contact(s) listed in Section 1.2.

1.4. Terminology
The term “RFP” refers to this Request for Proposals document.

For purposes of this RFP, the terms “Contractor”, “Vendor” and “Respondent” are used interchangeably.

For purposes of this RFP, the terms “The University of Southern Mississippi”, “Southern Miss”, “USM”, and “the University” are used interchangeably.

Any statement in this document that contains the word “must” or the word “shall” requires mandatory response and is so noted with “VENDOR RESPONSE REQUIRED” and requires mandatory compliance.

“Will comply” or “agreed” are used interchangeably to indicate that the Vendor will adhere to the requirement. These terms are used to respond to statements that specify that a Vendor or Vendor’s proposed solution must comply with a specific item or must perform a certain task.

“Acknowledged” should be used in each section when Vendor response is required.
“Acknowledged” simply means the Vendor is confirming to the University that the statement has been read and understood.

Technical terms used in this RFP are intended to follow industry conventions. Respondents should request clarification of terms wherever there is uncertainty as to the exact meaning.

Definitions:

<table>
<thead>
<tr>
<th>Term</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>508 Compliance</td>
<td>In 1998, the U S Congress amended the Rehabilitation Act to require Federal agencies to make their electronic and information technology accessible to people with disabilities. Inaccessible technology</td>
</tr>
</tbody>
</table>
1.5. Instructions to Vendors

Sealed proposals for this RFP will be received in the Department of Procurement & Contract Services Office, Bond Hall, Second Floor, Box 5003, Hattiesburg, Mississippi 39406-5003 until 2:00 p.m. of the specified date on the cover sheet.

Each proposal must be submitted in a sealed envelope bearing on the outside the name “Employee Applicant Management,” the name of the Vendor, the Vendor address, and the notification of opening at 2:00 p.m. on the specified date on the cover sheet.

Any proposal may be withdrawn prior to scheduled time for the opening of proposals or authorized postponement thereof. Any proposal received after the time and date specified will not be considered.

The University of Southern Mississippi reserves the right to accept or reject any or all proposals and to waive any formalities.

Vendors are responsible for examining all specifications, terms, conditions, and instructions of this request. Failure to do so will be at Vendor’s risk.

Vendors need to use the same outline numbering, and respond to each one, even if the response is “No response required.” The Vendor needs to respond in writing with “acknowledged,” “will comply,” or “agreed” to any section that contains “must” or “shall” to confirm agreement. Failure of the Vendor to meet this requirement may cause a Vendor’s response to be thrown out and considered non-responsive at the sole discretion of the University.
If the Vendor cannot respond with “acknowledged,” “will comply,” or “agreed,” then the Vendor **MUST** respond with “exception.” (See Section 5.15, for additional instructions regarding Vendor exceptions.)

Where an outline point asks a question or requests information, the Vendor **MUST** respond with the specific answer or information requested. In addition, Vendor **should** provide explicit details as to the manner and degree to which the proposal meets or exceeds each specification.

Many items in this RFP require detailed and specific responses to provide the requested information. Failure to provide the information requested will result in the Vendor receiving a lower score for that item, or, at the University’s sole discretion, being subject to disqualification.

Vendors **must** ensure, through reasonable and sufficient follow-up, proper compliance with, and fulfillment of all schedules and deliverables specified within the body of this RFP. The University will not be responsible for the failure of any delivery medium for submission of information to or from the Vendor, including but not limited to, public and private carriers, U.S. mail, Internet Service Providers, facsimile, or e-mail.

Vendors **must** submit all questions in regards to this proposal no later than 5:00pm on Monday, July 10 to the contacts listed in Section 1.3. The University will respond by an addenda no later than the following Wednesday, July 12. Extensions to the proposal due date will only occur if deemed necessary by the University to allow Vendors sufficient time to review the responses.

2. **Vendor Information and Qualifications**

2.1. **Contact Information**

2.1.1. **REQUIRED INFORMATION**

**VENDOR RESPONSE REQUIRED:**

The respondent **must** provide the following information for each of the parties below:

- Responding Company
- Contact Name
- Address
- Country
- Phone Number
- Email Address

2.1.2. **PRINCIPALS**

Company principals or corporate officers

2.1.3. **CONTRACT EXECUTIVES**

Executive that will be the purchase contract authority for the transaction described in this RFP.

2.1.4. **ACCOUNT EXECUTIVES**

Executive(s) that will be responsible for managing the business relationship between the respondent and Southern Miss described in this RFP.
2.2. Right to Request Information

The University reserves the right to request information relative to a Vendor’s references and financial status and to visit a Vendor’s facilities during normal working hours. The University also reserves the right to request a current financial statement, prepared and certified by an independent auditing firm, and reserves the right to require that Vendors document their financial ability to provide the products and services proposed up to the total dollar amount of the Vendor’s cost proposal. The University reserves the right to request information about the Vendor from any previous customer of the Vendor of whom the University is aware, even if that customer is not included in the Vendor’s list of references.

2.3. Professional Standing

Respondents to this RFP MUST be in relevant professional practice and MUST provide a W-9 for verifiable documentation in the RFP response. If applicable, vendor should also provide Business License jurisdiction and numbers, and Contractor License numbers for both the primary and subcontractors.

VENDOR RESPONSE REQUIRED: Vendor W9 provided in RFP response on page_____.

Additional information (please use N/A if not applicable):

| Business License Jurisdiction:          |
| Business License Number:               |
| Contractor License Number (Primary):   |
| Contractor License Number (Subcontractor): |

2.4. References

Respondents must provide a minimum of three (3) customer references, including contact information, that have implemented the proposed solution and/or services in the last 12 months; preferably from higher education institutions.

VENDOR RESPONSE REQUIRED: References provided in RFP response on page_____.

2.5. Foreign Corporations (outside Mississippi)

If applicable under Mississippi law, Vendors should be registered with the Mississippi Secretary of State's office in order to transact business in the State of Mississippi. Respondents to this RFP MUST provide appropriate proof that this registration has been completed before a bid can be awarded. Additional information regarding this Certificate of Authority can be found on the Mississippi Secretary of State’s website.

VENDOR RESPONSE REQUIRED: Proof of registration provided in RFP response on page_____. OR Vendor will comply if selected.

2.6. Insurance for Contractors on Campus

If this RFP is for services / contractual labor, the Contractor, as an independent contractor, shall provide proof of Comprehensive General Liability insurance, Workers’ Compensation insurance and Commercial Auto Liability insurance. The Contractor shall provide a Certificate of Coverage e-mailed prior to start of services. The Certificate of Coverage should, at a minimum, contain the name of the carrier, effective and expiration dates of coverage, a description of the covered perils and amount of coverage by peril, the name and mailing address of the insurance company, and the name and mailing address of the insurance agent. The Certificate of Coverage must name the Board of Trustees of State Institutions of Higher Learning and The University of Southern Mississippi as an additional insured and be endorsed accordingly. The Comprehensive General Liability coverage shall be a minimum amount of
One Million Dollars ($1,000,000) per occurrence and the Commercial Auto Liability coverage shall be a minimum amount of Three Hundred Thousand ($300,000) through an insurance company with a Best rating of A- or higher and a financial size Class X or higher approved by the Mississippi Department of Insurance.

VENDOR RESPONSE REQUIRED: Certificate of Insurance provided in RFP response on page _____. OR Vendor will comply if selected.

3. Form and Content of Proposals

3.1. Legibility and Organization

Proposals **MUST** be printed, written in English, legible, and appropriately structured as stated in Section 1.5 Instructions to Vendors. Each page needs be numbered sequentially. Proposals **MUST** be bound.

3.2. Completeness of Response

Vendors **should** include responses to all of the provisions and items of this RFP.

3.3. Abbreviated Responses

Simple concurrence or acknowledgement to items not needing a specific Contractor statement may be used. However, simple concurrence or acknowledgement of items that do require a specific Contractor statement, explanation or supporting materials will be considered non-responsive.

3.4. Vendor Responsible for Completeness of Costs

It is the responsibility of the Vendor to clearly identify all costs associated with any item or series of items in this RFP. The Vendor **must** include and complete all parts of the cost proposal in a clear and accurate manner. Omissions, errors, misrepresentations, or inadequate details in the Vendor’s cost proposal may be grounds for rejection of the Vendor’s proposal. Costs that are not clearly identified will be borne by the Vendor. The Vendor **must** complete the Cost Information Submission in this RFP, which outlines the minimum requirements for providing cost information. The Vendor should supply supporting details as described in the Cost Information Submission.

VENDOR RESPONSE REQUIRED: Vendor acknowledges OR Vendor Exception.

3.5. Sole Point of Contact

USM will consider the selected Vendor to be the sole point of contact with regard to contractual matters, including payment of any and all charges resulting from the contract.

1. The Vendor **must** acknowledge and agree that in matters of proposals, clarifications, negotiations, contracts and resolution of issues and/or disputes, the Vendor represents all contractors, third parties and/or subcontractors the Vendor has assembled for this project. The Vendor’s commitments are binding on all such parties and consequently USM is only required to negotiate with the Vendor.

2. Furthermore, the Vendor acknowledges and agrees to pass all rights and/or services related to all general consulting, services leasing, software licensing, warranties, hardware maintenance and/or software support to USM from any contractor, third party or subcontractor without USM having to negotiate separately or individually with any such parties for these terms or conditions.

3. Should a proposing Vendor wish to assign payment of any or all charges resulting from this contract to a third party, Vendor must disclose that fact in his/her proposal, along with the third party’s name, address, nature of business, and relationship to the
proposing Vendor, the reason for and purpose of the assignment, and all conditions of the assignment, including but not limited to a copy of an assignment document to be executed by USM, the Vendor, and the third party. Such assignments will be accepted or rejected at the sole discretion of USM. Vendor must clearly and definitively state in his/her proposal whether the proposal is contingent upon the requested assignment of payments. Whenever any assignment of payment is requested, the proposal, contract, and assignment document must include language specifically guaranteeing that the proposing Vendor is solely and fully liable and responsible for the performance of its obligations under the subject contract. No assignment of payment will be considered at the time of purchase unless such assignment was fully disclosed in the Vendor’s proposal and subsequently accepted by USM.

**VENDOR RESPONSE REQUIRED:** Vendor acknowledges OR Vendor Exception.

### 3.6. Copies

At least one (1) signed original and two (2) signed copies of the proposal **MUST** be provided. The University requires a portable electronic virus/malware free copy (CD, thumb drive) of the RFP response from the responding Vendor to be included in the bid response package. If an electronic copy is not included, the University reserves the right to request an electronic copy of the exact bid response prior to review of the bid.

**VENDOR RESPONSE REQUIRED:** Vendor complied OR Vendor Exception.

### 3.7. Signatures

A duly authorized and legally binding original signature **must** be present on each submitted copy of the proposal.

### 4. RFP and Proposal Terms and Conditions

#### 4.1. Right to Withdraw Proposals

Vendors may withdraw proposals at any time prior to signature of purchase contract for any reason they deem appropriate.

#### 4.2. Right to Reject Proposals

The University reserves the right to accept any proposal or, at its discretion, reject any or all proposals for any reason it deems appropriate.

#### 4.3. Questions and Answers

All Vendors will receive copies of questions and responses, which are deemed pertinent by the University. To ensure equal treatment for each responding Vendor, all questions regarding this RFP **must** be submitted in writing to this RFP’s contact person for more information, and no later than the last date for accepting questions provided in this RFP. All such questions will be answered officially by the University in writing. Pertinent questions and answers will become addenda to this RFP. Questions submitted after the deadline are subject to be discarded.

#### 4.4. University Not Responsible for Proposal Expenses

Receipt of a proposal does not obligate the University to pay any expenses incurred by the Contractor in preparation of the proposal or obligate the University in any other respect.

#### 4.5. University Right to Modify Specifications

The University reserves the right to modify the specifications contained herein at any time during the proposal period. No modification or interpretation of the specifications other than through the issuance of addenda will be binding upon the University. Contractors **must** notify...
the University as soon as possible of any omissions or errors in the specifications so that corrective addenda may be issued.

4.6. Alternatives and Equivalents to Requirements
Alternatives and equivalents to the University stated requirements will be reviewed and evaluated. The Vendor must submit an explanation of how/why the substituted product is an alternative or an equivalent. The University reserves the right to reject any proposals that do not comply with this instruction. Glossy ads, such as published materials used for advertisements, may be included, but are not acceptable as substitute for the Vendor explanation as to how/why the described product is an alternative or an equivalent.

4.7. Non-Performance
In the event of non-performance on the part of the Vendor (i.e., failure and/or inability to meet agreed upon deadlines or specifications as outlined herein), consequential damages or breach of contract may be claimed by the University. Consequential damages can include but are not limited to cancellation of the contract, reparation costs for destruction or loss of data, and/or reparation costs of service downtime.

4.8. Rejected Material
If material is rejected during normal inspections or at the final acceptance inspection, it will be reported to the Vendor in writing.

If the Vendor does not take action to repair, remove, or replace the rejected material within ten (10) days after receipt of written notice, the University reserves the right to remove and replace the material. The Vendor shall be responsible for any and all expenses associated with the remediation of the material.

VENDOR RESPONSE REQUIRED: Vendor acknowledges OR Vendor Exception.

4.9. Restricted Communications
From the issue date of this RFP until a Vendor is selected and announced, all responding Vendors or their representatives may not communicate, either orally or in writing, regarding this RFP with any University employee except as noted herein. Vendor may consult with the University’s specified points of contact listed above in Section 1.2. Conversations with persons other than designated contacts about any aspect of this RFP, proposal, contract, or purchase may subject a Vendor’s response to be rejected.

4.10. Confidentiality
All information in this RFP is considered confidential and should not be disclosed to third parties until after award of the contract.

All proposals become the property of The University of Southern Mississippi upon receipt. The proposals will not be released in part or in total for third party evaluation, unless other arrangements are requested at the time of proposal submission, or a public records request is made from an outside party in accordance with Mississippi Public Records Act, §§25-61-1, et seq., Miss. Code Ann. 1972.

4.11. Request for Proposals Do Not Obligate
Neither the publication nor distribution of this RFP nor the receipt of proposals constitutes any obligation or commitment on the part of the University. This RFP does not commit the University to contract for any requirements detailed in this document. The University reserves the right to reject any or all offers and to waive formalities and minor irregularities in the proposal received.
4.12. Use of Information
The University reserves the right to use any or all design ideas or concepts presented in any proposal submitted in response to this RFP. This right will exist even if proposal states otherwise.

4.13. Publicity
No public mention of this RFP, contract, or purchase may be used for publicity, marketing, sales or promotional purposes without prior written approval from the University.

5. Purchase contract Terms and Conditions

5.1. Acknowledgment Precludes Later Exception
By responding to this RFP, the Vendor is contractually obligated to comply with all items in this RFP, including the Standard Contract in Exhibit A if included herein, except those specifically listed as exceptions on the Proposal Exception Summary Form. If no Proposal Exception Summary Form is included, the Vendor is indicating that he takes no exceptions. Vendors who respond to this RFP may not later take exception to any item in this RFP during purchase contract negotiations. The University, at its sole discretion, may require that all or part of this RFP document as well as the vendor’s RFP response be included as an attachment to the executed contract. This acknowledgement also contractually obligates any and all subcontractors that may be proposed. No exceptions for subcontractors or separate terms and conditions will be entertained after the fact.

5.2. Mandatory Legal Provisions
- Any provisions disclaiming implied warranties shall be null and void. See Mississippi Code Annotated Sections 11-7-18 and 75-2-719(4). The Vendor shall not disclaim the implied warranties of merchantability and fitness for a particular purpose.
- The Vendor shall have no limitation on liability for claims related to the following items:
  - Infringement issues;
  - Bodily injury;
  - Death;
  - Physical damage to tangible personal and/or real property; and/or
  - The intentional and willful misconduct or negligent acts of the Vendor and/or Vendor’s employees or subcontractors.
- All requirements that the University pay interest (other than in connection with lease purchase contracts not exceeding five years) are deleted.
- Should any of the terms and conditions in the purchase contract be in conflict with the laws of the State of Mississippi, the laws of the State of Mississippi shall supersede and govern. A revision of the terms and conditions will be required to ensure compliance with Mississippi state law.
- The University shall not pay any attorney’s fees, prejudgment interest or the cost of legal action to or for the Vendor.

VENDOR RESPONSE REQUIRED: Vendor acknowledges OR Vendor Exception.

5.3. Draft Contracts
A properly executed contract (included in Appendix A) is a requirement of this RFP. After an award has been made, it will be necessary for the winning Vendor to execute a contract with the University. The inclusion of this contract does not preclude the University from, at its sole discretion, negotiating additional terms and conditions with the selected Vendor(s) specific to the projects covered by this RFP. If Vendor cannot comply with any term or condition of this Standard Contract, Vendor must list and explain each specific exception on the Proposal
Exception Summary Form included in this RFP. The Proposal Exception Summary Form must be submitted to the University with the signed Bid response.

The bid response MUST include guaranteed pricing for an option to renew the contract annually for up to four (4) additional years. Renewal for up to four (4) additional years is not guaranteed and at the discretion of the University; whatever is deemed to be in the best interest of the University. Failure to provide guaranteed pricing may result in the response being rejected from consideration at the university’s discretion.

VENDOR RESPONSE REQUIRED: Vendor acknowledges OR Vendor Exception. Notice of guaranteed pricing included in bid response on page _____.

The University requires one point of contact for management of the implementation and services of this purchase contract.

A draft Service Level Agreement (SLA) MUST be submitted with the response. Failure to provide a SLA may result in the response being rejected from consideration at the university’s discretion.

VENDOR RESPONSE REQUIRED: Vendor acknowledges OR Vendor Exception. Service Level Agreement included in bid response on page _____.

The winning Vendor is required to complete a Professional and Personal Services Agreement and Independent Contractor Status Determination and Documentation Form for the services included in this RFP prior to a Purchase Order being issued: See Appendix B for draft documents.

VENDOR RESPONSE REQUIRED: Vendor will comply if selected OR Vendor exception.

5.4. Draft Purchase Agreement

Intentionally left blank.

5.5. Payment

The currency used for payment of costs will be in United States dollars.

During implementation the University is to be billed in installments based upon mutually agreed upon project implementation milestones. The final installment will be paid within 45 days of completion of the implementation.

If the University chooses to renew the contract for the optional additional years, the University requests to be billed annually.

State law requires that the University receive an original invoice from the Vendor and that payment of the invoice is processed within 45 days of receipt (Miss Code 31-7-305). The invoice should be on the Vendor’s letterhead and/or include an original Vendor representative signature.

USM may choose to use a VISA® Purchasing Card and E-Payables PAVA process for invoice payments in place of a check to pay for purchases from this solicitation. Unless exception is noted in the bid response, the bidder, by submitting a response agrees, to accept the VISA® Purchasing Card and E-Payables PAVA process as an acceptable form of payment and may not add additional service fees/handling charges to purchases made with the VISA® Purchasing Card.

5.6. Pre-Payments with Pro-Rata Refund

State law (Section 31-7-305 of the Mississippi Code Ann.) authorizes the issuance of payment after receipt of the invoice and receipt, inspection, and approval of the goods and/or services. The intent is that goods and services must be received, inspected, and accepted prior to payment. Pursuant to this requirement, where pre-payment has been authorized, all pre-payment contracts will require the following statement in the Termination section: “Upon
termination of this Agreement by Licensee or by Licensor, Licensor shall issue Licensee a refund of a proportionate share (based on the number of days in the term year before and after the termination) of the Annual Fees paid with respect to that term year."

5.7. **Purchase contract Components**

This RFP, written questions, answers to questions, Vendor’s proposal, and other documents associated with this RFP may become part of the resultant purchase contract.

5.8. **Changes to Purchase contract**

During the course of the delivery and ordering process, either party may issue requests for changes in the purchase contract. This **shall** take the form of either a modification to the original purchase contract or a written Addendum which, if accepted by both parties, **shall** be executed as a change to the purchase contract, which will thereby be amended to the extent of the change. In no event **shall** changes involving extra costs to The University of Southern Mississippi be allowed to proceed without prior written approval.

5.9. **USM Terms and Conditions**

Unless written exception is provided in the RFP response, the winning Vendor agrees to be bound by the USM Terms and Conditions, which are incorporated herein, and may be found at [http://www.usm.edu/procurement-contract-services/usm-terms-and-conditions](http://www.usm.edu/procurement-contract-services/usm-terms-and-conditions).

**VENDOR RESPONSE REQUIRED:** Vendor will comply OR Vendor Exception.

5.10. **Materials and Warranties**

All materials provided to the University under the purchase contract **must** be newly manufactured and carry the manufacturer’s original warranty.

All materials **must** be unaltered and conform to the manufacturer's official published specifications. The warranty **shall** begin at the material acceptance date and remain in effect for the manufacturer’s standard product warranty period.

The Vendor **shall** agree to repair, adjust, and/or replace (as determined by the University to be in its best interest) any defective materials at the Vendor and/or manufacturers' sole cost. The University will incur no costs for service or replacement of materials during the warranty period.

The Vendor will be the sole point of contact for warranty issues.

**VENDOR RESPONSE REQUIRED:** Vendor will comply OR Vendor Exception.

5.11. **Final Acceptance**

The following requirements **must** be met before the purchase will be considered complete and final payments made. A minimum of fifteen (15%) percent of the purchase contract price may be held until final acceptance.

- An inspection by University personnel will have been completed and all issues and/or defects will have been resolved and brought into conformance with the letter and spirit of the specifications, terms, and conditions of the purchase contract.

- Acceptance of the licenses, software and/or equipment (if required) and the release of final payment will be dependent on the items meeting specifications set forth in this RFP without defect for a period of 45 days.

The University of Southern Mississippi reserves the right to itself or its designated representatives to inspect and approve all items included in this purchase.

**VENDOR RESPONSE REQUIRED:** Vendor acknowledges OR Vendor Exception.
5.12. Legal and Regulatory Compliance

Respondents are required to comply with all applicable local, State and Federal laws, codes, ordinances, and regulations in the provision of the materials required.

Respondents must comply with Personally Identifiable Information (PII) data protection with regard to State, Federal, and University regulations and policies.

The winning Vendor’s candidate(s) are each required to sign a “Confidentiality Statement” and a “Special Usage and Confidentiality Agreement” prior to gaining access to University systems. See Appendix B for draft documents.

**VENDOR RESPONSE REQUIRED:** Vendor acknowledges OR Vendor Exception.

5.13. Patent Infringements

The Vendor shall agree to indemnify The University of Southern Mississippi with respect to any legal suit, claim, or proceeding, which may be brought against it claiming the use of the proposed material constitutes an infringement of any patent or trade secret. The Vendor will further agree to defend the University against any such claims and to pay all litigation costs, attorneys’ fees, settlement payments, and any damages awarded or resulting from any such claims.

**VENDOR RESPONSE REQUIRED:** Vendor acknowledges OR Vendor Exception.

5.14. Valid Purchase Contract Required to Begin Work

The winning Vendor should not commence any billable work until a valid purchase order and applicable contract have been executed. Any work done by the winning Vendor prior to the execution of the purchase order and applicable contract is complete will be at the Vendor’s sole risk. The University is under no obligation to pay for work done prior to the execution of a purchase order and applicable contract.

5.15. Segmentation of Award

The University will award the contract to a single vendor, but reserves the right to make to select features, functions and/or hardware on an all, none or line by line basis, whichever is deemed to be in the best interest of the University. The itemization of costs must be detailed enough to allow for such changes and to make appropriate and fair cost adjustment calculations resulting from such changes reasonable and manageable.

5.16. Proposal Exception

Please return the Proposal Exception Summary Form at the end of this section with all exceptions to items in any Section of this RFP listed and clearly explained or state “No Exceptions Taken.” If no Proposal Exception Summary Form is included, the Vendor is indicating that the Vendor takes no exceptions to any item in this RFP document.

5.16.1. Unless specifically disallowed on any specification herein, the Vendor may take exception to any point within this RFP, including a specification denoted with “shall” or “must,” as long as the following are true:

- The specification is not a matter of State law;
- The proposal still meets the intent of this RFP;
- A Proposal Exception Summary Form is included with Vendor’s proposal; and
- The exception is clearly explained, along with any alternative or substitution the Vendor proposes to address the intent of the specification, on the Proposal Exception Summary Form.

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5.16.2. The Vendor has no liability to provide items to which an exception has been taken. The University has no obligation to accept any exception. During the proposal evaluation and/or purchase contract negotiation process, the Vendor and the University will discuss each exception and take one of the following actions:

- The Vendor will withdraw the exception and meet the specification in the manner prescribed;
- The University will determine that the exception neither poses significant risk to the project nor undermines the intent of this RFP and will accept the exception;
- The University and the Vendor will agree on compromise language dealing with the exception and will insert same into the purchase contract; or
- None of the above actions are possible, and the University either disqualifies the Vendor’s proposal or withdraws the award and proceeds to the next ranked Vendor.

5.16.3. Should the University and the Vendor reach a successful agreement, the University will sign adjacent to each exception which is being accepted or submit a formal written response to the Proposal Exception Summary responding to each of the Vendor’s exceptions. The Proposal Exception Summary, with those exceptions approved by the University, will become a part of any purchase contract on acquisitions made under this RFP.

5.16.4. An exception will be accepted or rejected at the sole discretion of the University.

5.16.5. The University desires to award this RFP to a Vendor or Vendors with whom there is a high probability of establishing a mutually agreeable purchase contract, substantially within the standard terms and conditions of the University’s RFP, including the Standard Contract in Exhibit A, if included herein. As such, Vendors whose proposals, in the sole opinion of the University, reflect a substantial number of material exceptions to this RFP, may place themselves at a comparative disadvantage in the evaluation process or risk disqualification of their proposals.

PROPOSAL EXCEPTION SUMMARY FORM

VENDOR RESPONSE REQUIRED: List and clearly explain any exceptions, for all RFP Sections and Exhibits, in the table below. If no exceptions are taken, please note “No Exceptions” in item 1 in the table below.

<table>
<thead>
<tr>
<th>RFP Reference (Reference specific outline point to which exception is taken)</th>
<th>Vendor Proposal Reference (Page, section, items in Vendor’s proposal where exception is explained)</th>
<th>Brief Explanation of Exception (Short description of exception)</th>
<th>University Acceptance (sign here only if accepted)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
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<td>2.</td>
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<td>3.</td>
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<td>4.</td>
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<td>6.</td>
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<td>7.</td>
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</tbody>
</table>
6. Scope of Work

6.1. Introduction

The University of Southern Mississippi is seeking sealed proposals for an Applicant Management / Tracking System that will satisfy recruitment and data reporting needs. The ideal system will have a professional appearance, is user friendly, and the ability to integrate with our current HRIS system (PeopleSoft). The system should offer social media and other types of integration with ease. The selected vendor shall provide exceptional customer service and assistance with any problems or changes that need to be made in the new system. The proposal should include a complete description of the solution as per the general and technical specifications included in this Request for Proposal document.

Pricing should include a vendor-hosted option if available. The successful vendor must have a proven track record in producing interfaces between applicant tracking solutions, PeopleSoft and potentially other necessary university software systems. The solution must exist today, although specific functionality in future releases can be mentioned. The Vendor must begin providing the products and/or services on the date stated in the contract.

6.2. Objectives

- USM will evaluate and select a vendor for an Applicant Tracking System.
- System will be easy to use, and readily accessible to post vacancies and receive applications.
- System will have the ability to capture relevant data and documents, such as resumes and references, as part of the selection process.
- System will provide record keeping of candidate outcomes and subsequent reporting for affirmative action and other legal requirements.
- Training and documentation must be provided by the vendor allowing for non-technical staff to easily understand and utilize the system.
- Administrator access can be assigned to multiple users via a security authorization.
- System must integrate with our current version of PeopleSoft.
- System must provide workflow review & approval processing.
- Vendor must provide a web based product with a responsive mobile application as per technical requirements.

6.3. Criteria for Award of Purchase contract:

The Vendor selected for an award will be the Vendor whose proposal, as presented in the response to this RFP, is the most advantageous. The university is not bound to accept the lowest priced proposal if that proposal is not in the best interest of the university as determined by the Evaluation Committee.

Consideration may also be given to any additional information and comments if they should increase the benefits to the university. Upon completion of the initial review and evaluation of the proposals submitted, selected Vendors may be invited to participate in oral presentations.

All proposals will be evaluated by appointed representatives of the university in accordance with the following procedures:

1. The Appointed Representatives of the Evaluation Committee will evaluate the vendor written responses on the criteria set forth under Instructions to Vendors in Section 1.5.
2. The written responses will be evaluated by the Evaluation Committee on the Criteria listed under Detailed Specifications and Requirements (Section 6.5). Point values assigned are listed below.

3. The initial evaluations will take place separately and without discussion among Evaluation Committee members. The Evaluation Committee members will then meet to identify the top proposals for further consideration.

4. If Oral Presentations are required, a series of questions will be prepared by the Evaluation Committee and presented to each Short Listed vendor by purchasing representative. Additionally, a set schedule will be made available from which a Presentation date will be chosen by vendor.

5. If the Evaluation Committee determines that Oral Presentations are not required the determination of the preferred vendor will be communicated to the USM Department of Procurement and Contract Services.

6. After a preferred vendor is identified, a purchasing representative will send notification letters (via e-mail) to all vendors regarding Evaluation Committee’s decision to award.

7. Vendors are strongly encouraged to deliver their responses identifying the criteria listed below and explaining how the product meets or exceeds the criteria (e.g. “Criteria 1 – Our product meets the criteria by providing…”). THIS IS CRITICAL TO THE EVALUATION PROCESS. Responses must be in the same order as the criteria.

The criteria in the following table will be used to evaluate and score each part based on the allotted points.

<table>
<thead>
<tr>
<th>Description</th>
<th>Possible Points</th>
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</thead>
<tbody>
<tr>
<td>Cost</td>
<td>111</td>
</tr>
<tr>
<td>Mandatory Requirements</td>
<td>106</td>
</tr>
<tr>
<td>Optional Requirements</td>
<td>13</td>
</tr>
<tr>
<td><strong>Total Points</strong></td>
<td><strong>230</strong></td>
</tr>
</tbody>
</table>

Points Awarded for Mandatory Requirements:
- 0=does not meet the requirement
- 1=meets requirement
- 2=exceeds requirement

If an item is marked Required, it must have a yes to receive 1 point. If it is no, 0 points will be received and the RFP response will be disqualified. If additional information is provided, then 2 points may be received, at the university’s discretion as to whether it meets or exceeds our identified requirement.

Maximum possible points for Required items = 106

Points Awarded for Optional/Additional Items:
- 1=for each available option

Maximum possible points for Option items= 13

Cost Evaluation – A total of 111 points will be awarded to the lowest total proposal cost; all other proposal costs will receive a percentage of the allotted 111 points. Points will be assigned using the following formula: (1-((B-A)/A))*n
Where:
A = Total lifecycle cost of lowest valid proposal
B = Total lifecycle cost of proposal being scored
n = Maximum number of points allocated to cost for acquisition
The University will also consider and evaluate alternate licensing, volume pricing, or enterprise agreements that meet all the requirements of Appendix C, and offer related value-added services.

An oral presentation may be requested by Southern Miss for the highest scoring Vendors. This presentation must be in person at the main Southern Miss campus located in Hattiesburg, MS at the Vendor’s expense or via video conference. The presentation must be conducted within seven (7) calendar days of the notification. The presentation must be made by the Vendor’s proposed project principal. The presentation is intended to give Southern Miss an opportunity to become acquainted with the Vendor’s project principal, receive a first-hand understanding of the proposal and engage in a question and answer session.

Following any requested presentations, the requirements and optional/additional items will be re-evaluated as necessary. The points for all requirements, optional/additional items and cost will be combined to determine the final Vendor selection.

6.4. Mandatory and Optional Provisions of this RFP

- Certain items in the technical specifications of this RFP are MANDATORY. Vendors are specifically disallowed from taking exception to these mandatory requirements, and proposals that do not meet all mandatory requirements are subject to immediate disqualification, at the sole discretion of the University.
- Mandatory requirements are those features classified as “R” (Required) in Detailed Specifications and Requirements. “Meeting a mandatory requirement” means the Vendor is able to respond with an affirmative Yes.
- Optional requirements are those features classified as “O” (Optional) in Detailed Specifications and Requirements. These requirements are considered “nice-to-have” functionality that may be chosen to either include or not include in the final contract or at a later stage. While the satisfaction of optional requirements is preferred (and will be taken into account in evaluating the submissions), proposals are not required to satisfy them

6.5. Detailed Specifications and Requirements

The Vendor response must meet the specifications and requirements listed in Appendix C. The Vendor must enter a response to each of the items in the Excel spreadsheet provided. A simple yes or no WILL be accepted. For all applicable items, a detailed explanation should be included. For all other items, it is not required but is recommended to include ample information to assist in the scoring process and ensure all potential points are awarded accurately.

Responses must be submitted with the Excel spreadsheet and in the same order as the RFP and should include the question number listed so responses can be easily compared. Southern Miss has no obligation to locate or acknowledge any information in the proposal that is not presented according to these instructions.

6.6. Additional Requirements

The University acknowledges that the specifications within this RFP are not exhaustive. Rather, they reflect the known requirements that must be met by the proposed system. Vendors must specify, here, what additional components may be needed and are proposed in order to complete each configuration.

6.7. Delivery

Anticipated implementation is 15 days from award date. If Vendor is unable to meet this timeframe, the Vendor MUST describe the best possible delivery schedule.
The software licenses **MUST** be in effect August 1, 2017, and are not to expire until July 31, 2018. If the Vendor is unable to meet this requirement, the Vendor **SHOULD** describe best possible delivery schedule.

**VENDOR RESPONSE REQUIRED:** Vendor acknowledges delivery timeframe can be met OR Vendor Exception.

7. Costs

7.1. **Cost Information Submission**

**VENDOR RESPONSE REQUIRED:** Vendors **must** propose a summary of all applicable project costs in the matrix that follows. The matrix **must** be supplemented by a cost itemization fully detailing the basis of each cost category. The level of detail **must** address the following elements as applicable: item, description, quantity, retail, discount, extension, and deliverable. Any cost not listed in this section may result in the Vendor providing those products or services at no charge to the University or face rejection of proposal. If your response to this RFP does not include an item listed below in the far left column, “Not Included” may be used.

The Vendor may choose to provide a fixed annual cost for ongoing maintenance and support, or elect to provide a Maximum Annual Increase percentage in the last column provided.

<table>
<thead>
<tr>
<th>Description</th>
<th>One-Time Cost</th>
<th>Annual Cost (Years 1-5)</th>
<th>Maximum Annual Increase (%)</th>
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<tbody>
<tr>
<td>Recommended application software, including all core modules</td>
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<tr>
<td>Additional application software modules, please specify</td>
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<tr>
<td>Other required software (please itemize)</td>
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<tr>
<td>Setup fees</td>
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<td>Maintenance</td>
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<tr>
<td>Hosted solution</td>
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<tr>
<td><strong>Total</strong></td>
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</table>

The proposal costs **must** be annualized to include a detailed itemization for all hardware by quantity and item, implementation/consulting services/personnel fees by resource type and number of hours, software by license, maintenance by item and term, permits by type, content by source and any other items necessary for the service. The total of the Cost Information Submission list **must** equal the total costs in the proposal.

Cost Information Submission amounts for all hardware, software, maintenance, consulting services, personnel, fees, permits, and any other costs **must** be provided. The total of the Cost Information Submission list **must** equal the total cost of the invoice.

Travel expenses **must** not be billed separately. Proposal **must** take into account the cost of any travel expenses.
7.2. **No Unspecified Costs**

Prior to submitting proposals, each vendor is requested to carefully consider the stated requirements. Any cost not specifically itemized in the proposal will not be incurred unless specifically identified in the RFP response. No claims for compensation will be considered or allowed for extra cost resulting from ignorance of any existing conditions on the part of the vendor.

A note regarding proposed total cost of ownership: Costs will encompass the entire solution pricing along with all services and any necessary customizations. If there are additional components or modules that are not included in the offering, they must be identified and must be itemized as "optional" and include all software costs, maintenance/support costs, hosting service costs, professional services and/or customization/integration costs/estimates, as applicable. Items not identified in the proposed solution pricing but necessary for the final solution will be considered part of the final solution and be considered free add-ons to the final solution at the price included in this RFP response.

Only items included in the Cost Information Submission list will be considered part of the proposal and only those items will be included in any payments to the Contractor.

**VENDOR RESPONSE REQUIRED:** Vendor acknowledges OR Vendor Exception.

7.3. **Price Changes during Award or Renewal Period**

A price increase will not be accepted during the award period or the renewal period, unless stipulated in the *contract*. However, the University will always take advantage of price decreases.

7.4. **Expiration of Costs Proposed**

The proposal response price will be guaranteed for a minimum of ninety days from bid opening date.

The University reserves the right to renew this contract with the winning Vendor on an annual basis. The proposal response **MUST** include guaranteed prices for annual renewals up to four (4) additional years.

**VENDOR RESPONSE REQUIRED:** Vendor acknowledges OR Vendor Exception.

7.5. **Best and Final Offer**

The University reserves the right to solicit Best and Final Offers (BAFOs) from Vendors, principally in situations in which proposal costs eclipse available funding, or the University believes none of the competing proposals presents a Best Value (lowest and best proposal) opportunity. Because of the time and expense incurred by both the Vendor community and the University, BAFOs are not routinely conducted. Vendors should offer their best pricing with the initial solicitation. Situations warranting solicitation of a BAFO will be considered an exceptional practice for any procurement. Vendors that remain in a competitive range within an evaluation may be requested to tender Best and Final Offers, at the sole discretion of the University. All such Vendors will be provided an equal opportunity to respond with a Best and Final Offer under a procedure to be defined by the University that encompasses the specific, refined needs of a project, as part of the BAFO solicitation. The University may re-evaluate and amend the original project specifications should it be deemed necessary in order to improve the opportunity for attaining Best Value scenarios from among the remaining competing Vendors. All BAFO proceedings will be uniformly conducted, in writing, and be subject to solicitation by the University and receipt from the Vendors under a precise schedule.
APPENDIX A- Standard Contract

A properly executed contract is a requirement of this RFP. After an award has been made, it will be necessary for the winning Vendor to execute a contract with the University. The inclusion of this contract does not preclude the University from, at its sole discretion, negotiating additional terms and conditions with the selected Vendor(s) specific to the projects covered by this RFP. If Vendor cannot comply with any term or condition of this Standard Contract, Vendor must list and explain each specific exception on the Proposal Exception Summary Form included in this RFP.
APPENDIX B - Professional and Personal Services Agreement and Independent Contractor Status Determination and Documentation Form and Required Documentation Forms
APPENDIX C – Detailed Specifications and Requirements