



## Department of Energy

Bonneville Power Administration  
P.O. Box 3621  
Portland, Oregon 97208-3621

FREEDOM OF INFORMATION ACT PROGRAM

September 30, 2022

In reply refer to: FOIA #BPA-2021-00512-F

**SENT VIA EMAIL ONLY TO:** [joeprats@aprstaffing.com](mailto:joeprats@aprstaffing.com)

Joe Prats  
[REDACTED]

Dear Mr. Prats,

This communication is the Bonneville Power Administration's (BPA) first partial response to your request for agency records made under the Freedom of Information Act, 5 U.S.C. § 552 (FOIA). BPA received your records request on March 26, 2021, and formally acknowledged your request on April 8, 2021.

### Request

"Email correspondence from February 1, 2021 through March 26, 2021 where Scott Hampton (NSP-440-LL, [srhampton@bpa.gov](mailto:srhampton@bpa.gov)) has sent, has forward[ed], has received, has been copied or has been blinded copy [sic] on email communications related to: -BPA SLMO March 2021 vendor scorecard-Supplemental Labor Management Office Rationalized Suppliers."

### First Partial Response

The agency has collected responsive records from knowledgeable personnel in the Supplemental Labor Management Office. BPA's Cyber Security Forensics & Intelligence office also conducted a search and delivered Outlook email files responsive to your request. Those records are being released to you in partial installments, as permitted by the FOIA, and in an effort to release records as they are reviewed and available for public release. BPA's first partial response installment comprises 1,009 pages of agency records. Those pages accompany this communication, with the following redactions applied:

- 70 pages with redactions applied under 5 U.S.C. § 552(b)(4) (Exemption 2); and
- 71 pages with redactions applied under 5 U.S.C. § 552(b)(5) (Exemption 4); and
- 9 pages with redactions applied under 5 U.S.C. § 552(b)(5) (Exemption 5); and
- 349 pages with redactions applied under 5 U.S.C. § 552(b)(6) (Exemption 6).

You'll find a detailed explanation of the applied exemptions below.

### **Explanation of Exemptions**

The FOIA generally requires the release of all agency records upon request. However, the FOIA permits or requires withholding certain limited information that falls under one or more of nine statutory exemptions (5 U.S.C. §§ 552(b)(1-9)). Further, section (b) of the FOIA, which contains the FOIA's nine statutory exemptions, also directs agencies to publicly release any reasonably segregable, non-exempt information that is contained in those records.

#### Exemption 2

Exemption 2 permits withholding of material "related solely to the internal personnel rules and practices of an agency" (5 U.S.C. § 552(b)(2)). BPA relies on Exemption 2 here to protect telephone meeting call-in numbers and related passcodes from public release. Information protected by Exemption 2 may be discretionarily released. BPA considered a discretionary release and determined that the subject information should not be released because doing so would hinder BPA internal procedures and policies.

#### Exemption 4

Exemption 4 protects "trade secrets and commercial or financial information obtained from a person [that is] privileged or confidential." (5 U.S.C. § 552(b)(4)). Information is considered commercial or financial in nature if it relates to business or trade. This exemption is intended to protect the interests of both the agency and third party submitters of information. Prior to publicly releasing agency records, BPA was required by Exemption 4 to solicit objections to the public release of any third party's confidential commercial information contained in the responsive records set. BPA provided multiple submitters with an opportunity to formally object to the public release of their respective information contained in the responsive records. BPA received objections and has accepted those objections, either in whole or in part, based on guidance available from the U.S. Department of Justice. The agency is withholding submitters' commercial confidential information from public release. The FOIA does not permit a discretionary release of information otherwise protected by Exemption 4.

#### Exemption 5

The FOIA's Exemption 5 deliberative process privilege protects records showing the deliberative or decision-making processes of the agency. Records protectable under this privilege must be both pre-decisional and deliberative. A record is pre-decisional if it is generated before the adoption of an agency policy; a record is deliberative if it reflects the give-and-take of the consultative process, either by assessing the merits of a particular viewpoint, or by articulating the process used by the agency to formulate a decision. Here, BPA relies on Exemption 5 to protect deliberative and pre-decisional information—specifically, information related to various contracting processes for the acquisition and retention of supplemental labor.

As directed by the FOIA, BPA is herein releasing segregable information from those records that do contain protectable information. Additionally, the FOIA encourages discretionary releases of information otherwise protected by Exemption 5. BPA has considered and declined a discretionary release of some pre-decisional and deliberative information in the responsive

records set because disclosure of that information would harm the interests and protections encouraged by Exemption 5.

#### Exemption 6

Exemption 6 serves to protect Personally Identifiable Information (PII) contained in agency records when no overriding public interest in the information exists. BPA does not find an overriding public interest in a release of the information redacted under Exemption 6 — specifically, individuals’ names, signatures, cell numbers, and personal matters. BPA cannot waive these PII redactions, as the protections afforded by Exemption 6 belong to individuals and not to the agency.

Lastly, as required by 5 U.S.C. § 552(a)(8)(A), information has been withheld only in instances where (1) disclosure is prohibited by statute, or (2) BPA foresees that disclosure would harm an interest protected by the exemption cited for the record. When full disclosure of a record is not possible, the FOIA statute further requires that BPA take reasonable steps to segregate and release nonexempt information. The agency has determined that in certain instances partial disclosure is possible, and has accordingly segregated the records into exempt and non-exempt portions.

#### **Certification**

Pursuant to 10 C.F.R. § 1004.7(b)(2), I am the individual responsible for the records search, redactions, and partial records release described above.

#### **Appeal**

Note that the records release certified above is partial. Additional records releases will be forthcoming as agency resources and records volumes permit. Pursuant to 10 C.F.R. § 1004.8, you may appeal the adequacy of the records search, and the completeness of this partial records release, within 90 calendar days from the date of this communication. Appeals should be addressed to:

Director, Office of Hearings and Appeals  
HG-1, L’Enfant Plaza  
U.S. Department of Energy  
1000 Independence Avenue, S.W.  
Washington, D.C. 20585-1615

The written appeal, including the envelope, must clearly indicate that a FOIA appeal is being made. You may also submit your appeal by e-mail to [OHA.filings@hq.doe.gov](mailto:OHA.filings@hq.doe.gov), including the phrase “Freedom of Information Appeal” in the subject line. (The Office of Hearings and Appeals prefers to receive appeals by email.) The appeal must contain all the elements required by 10 C.F.R. § 1004.8, including a copy of the determination letter. Thereafter, judicial review will be available to you in the Federal District Court either (1) in the district where you reside, (2) where you have your principal place of business, (3) where DOE’s records are situated, or (4) in the District of Columbia.

Additionally, you may contact the Office of Government Information Services (OGIS) at the National Archives and Records Administration to inquire about the FOIA mediation services they offer. The contact information for OGIS is as follows:

Office of Government Information Services  
National Archives and Records Administration  
8601 Adelphi Road-OGIS  
College Park, Maryland 20740-6001  
E-mail: [ogis@nara.gov](mailto:ogis@nara.gov)  
Phone: 202-741-5770  
Toll-free: 1-877-684-6448  
Fax: 202-741-5769>

**Processing Update & Second and Final Release Target Date**

BPA continues to review and process the remaining records collected in response to your request. Those remaining records are potentially subject to the application of 5 U.S.C. § 552(b)(4) and (b)(5). In light of the above conditions and determinations BPA currently estimates the second and final release to your FOIA request by December 9, 2022. BPA invites you to contact us to narrow the scope of your request, if desirable, or to discuss the estimated completion date.

Questions about this communication or the status of your FOIA request may be directed to James King, FOIA Public Liaison, at [jjking@bpa.gov](mailto:jjking@bpa.gov) or 503-230-7621. Questions may also be directed to E. Thanh Knudson, Case Coordinator (ACS Staffing Group), at 503-230-5221 or [etknudson@bpa.gov](mailto:etknudson@bpa.gov).

Sincerely,

Candice D. Palen  
Freedom of Information/Privacy Act Officer

[Attachments / Enclosures: Agency records responsive to FOIA request BPA-2021-00512-F accompany this communication.](#)

# ACS Staffing

**From:** Hampton,Scott R (BPA) - NSP-4400-LL

**Sent:** Thu Mar 04 14:44:53 2021

**To:** saras@acsprostaffing.com; michael@acsprostaffing.com; stephaniep@acsprostaffing.com

**Cc:** Longfellow,James N (BPA) - NSP-4400-LL; Kayton,Lisa A (BPA) - NSP-4400-LL; Hagedorn,William G (BPA) - NSP-4400-LL; Falcon,April L (BPA) - NSP-4400-LL; Marsh,Solomonn P (BPA) - NSP-4400-LL

**Subject:** ACS Scorecard Meeting Documentation

**Importance:** Normal

**Attachments:** image001.png; ACS Feedback.xlsx; ACS 202103 Scorecard.xlsx; FINAL\_Q&A\_Rationalized Suppliers.docx; NotestoScoring202103.docx; Summary Sheet.xlsx

First let me say Congratulations.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number: 503-230-4000 or 509-822-4485

Call ID Number: 112 394 213#

I look forward to talking with you.


**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

(b) (6)

A large black rectangular redaction box covers the majority of the contact information, with the text "(b) (6)" written in white at the top left corner of the box.

ACS Feedback: September 2020 to February 2021	
<b>SEPTEMBER</b>	
*	Always very responsive and on top of communication and processes.
*	Fantastic follow-thru and follow-up. A great partner.
*	(b) has been great to work with on FMLA and RA concerns!
*	Outstanding supplier. Very responsive.
*	Always a pleasure to work with, fast response times and goes the extra mile resolving issues.
*	Thank you for consistently and correctly submitting qualified candidates to my JPs.
<b>OCTOBER</b>	
*	Provides excellent candidates and submittals. Acquisition rates are great!
*	(b) has been great to work with on FMLA concerns!
*	Outstanding supplier. Responds quickly to requests/issues.
*	Thank you for consistently and correctly submitting qualified candidates to my JPs.
<b>NOVEMBER</b>	
*	Very quick to respond, very thorough with communication. Always pleasant in emails and over phone.
*	Provides excellent candidates and acquisition rates.
*	(b) has been great to work with on FMLA concerns!
*	Outstanding supplier.
*	Thank you for consistently and correctly submitting qualified candidates to my JPs.
<b>DECEMBER</b>	
*	Delivers excellent candidates and great retention and acquisition rates.
*	(b) has been great to work with on FMLA concerns!
*	Outstanding supplier.
*	Thank you for consistently and correctly submitting qualified candidates to my JPs.
*	Great responsiveness to offers and asks follow up questions as needed.
<b>JANUARY</b>	
*	Responsive, consistent in delivering excellent service and quality candidates.
*	(b) has been great to work with on RA and FMLA concerns!
*	Excellent Supplier
*	I worked with (b) to communicate a potential delayed payment via a contract funding issue. Fortunately the issue was resolved prior to any actual delays. (b) was instrumental in communicating and making sure that ACS made the solution a priority on their end. ACS also worked with me to identify and correct a BRD issue or a re-compete. This provided a great training opportunity for our new CSCs.
*	Thank you for consistently and correctly submitting qualified candidates to my JPs.
*	Good communication, responds promptly to requests and has good candidate submissions for JPs.
<b>FEBRUARY</b>	
*	Has excellent retention and acquisition rates. Provides competitive rates and compensation packages for OFTE.
*	(b) has been great to work with on FMLA concerns!
*	Outstanding supplier.
*	(b) was very gracious and worked with our office when their invoice was delayed. We worked together on a communication plan in the event payment could be delayed.
*	Thank you for consistently and correctly submitting qualified candidates to my JPs.
*	Always submits candidates to JPs and provides prompt resignation notices and paperwork.



ACS		Goal	Weight	Definition / Calculation	Total for Period	Response	Rough Score	Calculated Score	Maximum Score	
Response Rate	Response Rate - Admin/Control	Of the total number of new requisitions the vendor accepted within the defined			23	22	95.65%			
	Response Rate - Business Professional				53	46	86.79%			
	Response Rate - Technical Professional				57	33	70.21%			
	Response Rate - IT				15	49	73.33%			
	Response Rate - Total				188	156	70.79%	16.0	20.0	
Quality	Submittal quality	Of the total candidates the vendor submitted during the designated timeframe - what volume and percentage of candidates met the basic qualifications for the role (i.e. were not disqualification as "Does Not Meet Min Requirements" or "Rejected" or "Didn't have the right paperwork")					98.33%	9.8	10.0	
	Candidate Quality - Shortlisted	Percentage of job Seekers submitted by the individual supplier which result in a shortlisting (Use Scoring Key)					96.92%	31.0	20.0	
	Candidate Quality - Interview	Percentage of job Seekers submitted by the individual supplier which result in an interview (Use Scoring Key)					25.67%	31.0	30.0	
	Candidate Quality - Assignment	Percentage of job Seekers submitted by the individual supplier which result in an assignment being created (Use Scoring Key)					11.33%	31.0	30.0	
	Early Terminations	What percent of contractor placements are void at 90+ days from voluntary and involuntary terminations (Use Scoring Key)					49.2%	18.0	36.0	
Cost	Markup/Rating - New Positions	Take the average markup for all new positions for the 6 month period and rank suppliers from 1 to X.					5	13.3	30.0	
	Markup/Rating - Open Workers	Take the average markup for all open positions for the 6 month period and rank suppliers from 1 to X.					7	15.0	30.0	
	Rate Compliance	Percentage of Job Seekers who are submitted at or below the maximum bill rate a/hour.					99.0%	8.9	10.0	
	Distance Under new bill rate	measures the average distance (scored) below the max bill rates for all candidates submitted (Use Scoring Key)					50.27	4.0	30.0	
<b>Total Objective Score</b>								<b>119.0</b>	<b>200.0</b>	
Subjective Rating	Supplier Stewardship	This is the average rating for supplier by S/MC staff, based on interactions with supplier over the evaluation period.					8.0	40.0	50.0	
	<b>Total Objective and Subjective Score</b>								<b>159.0</b>	<b>250.0</b>
Penalty	Requisite Participation Penalty	Negative 1 point for every requisition where no candidate was shortlisted, multiplied by the inverse of your response rate					(5)	11.0		
	<b>Final Score</b>								<b>154.0</b>	
					Current	Sep. 2020	Mar. 2021			
Your Ranking for this scorecard is:					5	2	1			
Your Stewardship Ranking is:					1	1	2			

**Q & A FOR RATIONALIZED SUPPLIERS**

**What is SLMO communicating to our workers?**

On 3/15/2021, SLMO will send impacted contract workers an email outlining the process and deadlines for selecting a new employer. This email will also contain a list of eligible suppliers based on the worker’s labor category.

**REFERENCE:** Refer to [email template #1](#) in the reference section below. This email template will include the “Rules of Transition” for contract personnel as an attachment.

**When should we communicate to our workers?**

As mentioned above, SLMO will communicate to impacted workers on 3/15/2021. We respectfully ask that you refrain from communicating with your workers about the rationalization until 3/12/2021, at the earliest. We have developed a staged communication plan to help prevent confusion and minimize disruption so we ask that you partner with us to ensure notifications are distributed in the timeframe we have planned.

**What should we communicate to our workers?**

We would appreciate it if you would ensure your communications to employees include the following:

- Please advise that primary communications about the transition, actions required and timeframes will come directly from SLMO. It is important that workers keep an eye out for these communications and act on them by the deadlines provided.
- Workers should discuss any questions about the transition with you, their new employer or SLMO. They should not discuss the transition with their BPA workplace manager.
- Please assure your workers that you and SLMO will be there to support them throughout the transition and will make it as seamless as possible.

We have provided a sample email in the reference section below that you may use to communicate with your workers. You are not required to use this template; we are only providing it as a service to you based on feedback from the first round of rationalization last year. If you decide to create your own communication, we are happy to review if you would like us to do so, however, it is not required.

**REFERENCE:** Refer to email [template #2](#) in the reference section below.

**How should we handle supplier rep badges?**

- No additional badge requests will be accepted at this time.
- If you have a supplier badge request in process, please check with SLMO on the status and next steps.
- You may retain your supplier badges until all of your workers have been transitioned to new employers. At that point, please return all supplier badges to SLMO.
- Please keep SLMO informed of the date/time you will be returning your badge(s)

**How do we handle PPE and Ergonomic Equipment that we provided to our workers?**

We would appreciate it if you left the PPE and Ergonomic equipment with your workers to continue to use, so as to not disrupt their work. However, if you prefer to collect it, please let us know so we can communicate that to their new employer and help facilitate that transition.

**For candidates in the pipeline/in process, can we provide them with a list of suppliers for them to reach out to?**

- Please have candidates email [supplaborjobs@bpa.gov](mailto:supplaborjobs@bpa.gov) with the type of position they are interested in and we can provide the appropriate vendor list directly to the worker.
- If you receive any interview requests that you do not want to facilitate, please let us know.
- SLMO will not shortlist candidates you have submitted going forward. Additionally, we may unshortlist candidates who were previously shortlisted but not yet interviewed.
- Candidates who have already interviewed and are selected will be required to select a new employer before we can proceed with onboarding.

**When will our workers transition to their new employer?**

SLMO will transition workers as their paperwork is received. We will transition workers on Sundays, as usual. We will be distributing forms via DocuSign on 3/16/2021. Workers must make a new employer selection no later than 4/16/2021. All workers will be transitioned no later than 5/23/2021.

**When will our contract with BPA end?**

Your contract with BPA will expire at the end of May 2021.

**How will BPA handle contractors who are unhappy about moving suppliers as it will impact their pay, medical benefits, 401k, etc.?**

Unfortunately, government procurement regulations don't allow for handling individual contractor concerns. As contracts expire and are not renewed, BPA's need for that work to be completed does not go away. If a contractor does not want to move suppliers, that is their right and will be completely up to them. However, as there is no contract they will not be able to continue at BPA, and BPA will have to procure a new contractor for that assignment.

**REFERENCES**

**1. Email to Impacted Contract Workers**

The Supplemental Labor Management Office (SLMO) is reducing the number of Supplemental Labor staffing suppliers. Through an objective scorecard process, SLMO has determined the suppliers impacted by this change; which includes your current employer.

As a result of this change, you have the opportunity to select and transition to a new employer and continue your current assignment with BPA. Below is the list of participating suppliers. **It will be up to you to contact any or all of the suppliers listed below and select which one you would like to represent you on your BPA assignment.**

On **3/16/2021**, SLMO will distribute a DocuSign envelope to your BPA email address that contains the following information:

- Right to Represent form
- 1400 form
- Contract Worker Attestation form
- Non-Disclosure Agreement

Simply complete the forms in the DocuSign envelope no later than **11:59pm on 4/16/2021** to communicate your selection. **If you do not select a new employer by the deadline indicated, your assignment will end no later than 5/22/2021.**

Please refer to the attached Process & Rules of Transition for additional details. If you fail to comply with the rules of transition, you may be disqualified from remaining on assignment at BPA.

<Appropriate supplier list/contact info based on the position’s labor category>

\*\*\*Please be sure to submit expense sheets for travel as soon as possible so your current employer can reimburse you. DO NOT DELAY. Once your current assignment is closed, you will no longer be able to submit expense sheets for reimbursement.

If you have any questions, please e-mail [supplementallabor@bpa.gov](mailto:supplementallabor@bpa.gov). **To expedite our response, please put “Supplier Rationalization”, your name and BPA organization in the subject line of the email.** Thank you.

## 2. Sample Email Suppliers May Send to Workers

Dear Worker:

We are writing to inform you that <Supplier Name> will no longer be a part of the Supplemental Labor program at BPA effective the end of May 2021. BPA’s Supplemental Labor Management Office (SLMO) is optimizing their program by reducing their supplier pool and unfortunately, <Supplier Name> is impacted by these reductions. This means you will be required to select a new employer to continue your assignment at BPA. SLMO will be sending a communication to your BPA email address on Monday, March 15<sup>th</sup> to help guide you through this process.

Please remember:

- Communication about this transition, actions required, and timeframes will come directly from SLMO. It is important that you keep an eye out for these communications and act on them by the deadlines provided.
- Please discuss any questions about the transition with us, your new employer or SLMO. We are all here to assist you and to help make this transition as seamless as possible. Please **do not** discuss the transition with your BPA workplace manager.

We want to thank you for being an invaluable part of the <Supplier Name> family. We wish you well and are happy to assist you in any way we can in the weeks to come.

Thank you.

## Notes to Scoring

### March, 2021 Scorecard Meetings

Scoring Summary	Average	Median	Minimum	Maximum
Score	155.1	157.6	116.6	175.1
Supplier Stewardship	6.5	6.1	5	8

1. This is the final round of rationalization. 4 suppliers will be leaving us in the next few months. I appreciate your efforts over the last 18 months to participate in this process and adjust your business practices. We have seen margins tighten significantly during this period and lots of effort around cost. For that I thank you!
  
2. For Rationalized Suppliers
  - a. Your contract will be extended for a short period of time to facilitate transfer of workers, and then it will not be renewed
  - b. SLMO will transition all of your workers to a participating supplier by 5/23
  - c. JP's will no longer be distributed to you effective immediately (we are halting JPs from 3/1 to 3/12)
  - d. SLMO will provide your current workers with a list of participating suppliers
    - i. Workers will need to select their new employer via DocuSign by 4/16
    - ii. Workers who elect not to transition to a new employer may remain on assignment until 5/22, at managers discretion
  - e. How we will handle candidates in the pipeline:
    - i. Candidates shortlisted before 3/1 may be un-shortlisted from open JPs
    - ii. If a manager has determined they want to interview a shortlisted candidate, we will work with you to schedule the interview (if you are willing to coordinate). If you prefer not to coordinate, please let us know and we will ask the candidate to select a new employer to remain in consideration.
    - iii. If a manager has already interviewed a candidate and wants to select them, we will work with the candidate to select a new employer to remain in consideration.
  - f. Be candid with applicants submitted, shortlisted and/or scheduled to interview:
    - i. SLMO will send affected applicants a list of participating suppliers to contact should they choose to stay in consideration for the open posting
  
3. For Remaining Suppliers
  - a. SLMO will transition affected workers to new suppliers by 5/23. Workers will be transitioned as their paperwork is received by SLMO.
    - i. You will receive a list of affected workers with all the information you will need to represent them
    - ii. API, Worker Name, Title, Bill Rate, etc.

- iii. Bill rates, job titles and levels will remain the same. No bill rate increases will be considered.
- iv. Review the API requirements carefully to understand the costs involved of the new assignment
- b. SLMO will distribute the Rules of Transition and the list of affected workers to you on 3/15
  - i. Do not solicit for business with current workers, etc.
  - ii. You must adhere to the rules of transition or you will be disqualified
- c. Workers will receive the list of participating suppliers with contact information on 3/15
  - i. Workers will notify SLMO directly via DocuSign which supplier they choose no later than 4/16
  - ii. Once received, SLMO will forward the DocuSign envelope to you to sign the NDA and Attestation
- d. SLMO will work with you throughout the transition process:
  - i. You will need to submit your new employees to the new JP's – SLMO will notify you when to submit
  - ii. Effective dates for new assignments will be as soon as possible, no later than 5/23
  - iii. You may be approached by workers who were shortlisted and/or interviewed by affected suppliers who are interested in remaining in consideration
    - 1. Please submit these applicants to the appropriate posting within 3 business days
    - 2. Submit at or below max bill rate on the JP

#### 4. Changes Going Forward

#### 5. Any other questions or concerns?

**Supplier Stewardship Scale**

9 - 10	Outstanding Supplier - provides unsurpassed customer service, is extremely accurate and/or typically responds within an hour or two to SLMO needs
7 - 8	Excellent Supplier - provides excellent customer service, is accurate and/or typically responds within a few hours to SLMO needs
5 - 6	Good Supplier - provides valuable customer service, is somewhat accurate and/or typically responds within a day to SLMO needs
3 - 4	Fair Supplier - provides minimal customer service, is minimally accurate and/or typically responds within a few days to SLMO needs
1 - 2	Poor Supplier - provides no customer service, often inaccurate & mistake prone and/or non-responsive to SLMO needs
0	BPA Should stop doing business with the company immediately

<b>Candidate Quality Shortlisted Scoring Table</b>	
<u>Result</u>	<u>Score</u>
85.9% or less	0
86.0% - 86.9%	1
87.0% - 87.9%	2
88.0% - 88.9%	3
89.0% - 89.9%	4
90.0% - 90.9%	5
91.0% - 91.9%	6
92.0% - 92.9%	7
93.0% - 93.9%	8
94.0% - 94.9%	9
95.0% - 95.9%	10
96.0% - 96.9%	12
97.0% - 97.9%	14
98.0% - 98.9%	16
99.0% - 99.9%	18
100%	20

<b>Candidate Quality - Interview Scoring Table</b>	
<u>Result</u>	<u>Score</u>
0.00% - 5.00%	0
5.01% - 6.50%	1
6.51% - 8.00%	2
8.01% - 9.50%	3
9.51% - 11.00%	4
11.01% - 12.50%	5
12.51% - 14.00%	6
14.01% - 15.50%	7
15.51% - 17.00%	8
17.01% - 18.50%	9
18.51% - 20.00%	10
20.01% - 21.50%	11
21.51% - 23.00%	12
23.01% - 24.50%	13
24.51% - 26.00%	14
26.01% - 27.50%	15
27.51% - 29.00%	16
29.01% - 30.50%	17
30.51% - 32.00%	18
32.01% - 33.50%	19
33.51% and Higher	20

<b>Candidate Quality - Assignment Scoring Table</b>	
<u>Result</u>	<u>Score</u>
0.00%	0
.01% - 2.00%	1
2.01% - 3.00%	2
3.01% - 4.00%	3
4.01% - 5.00%	4
5.01% - 6.00%	5
6.01% - 7.00%	6
7.01% - 8.00%	7
8.01% - 9.00%	8
9.01% - 10.00%	9
10.01% - 11.00%	10
11.01% - 12.00%	11
12.01% - 13.00%	12
13.01% - 14.00%	13
14.01% - 15.00%	14
15.01% - 16.00%	15
16.01% - 17.00%	16
17.01% - 18.00%	17
18.01% - 19.00%	18
19.01% - 20.00%	19
20.01% and Higher	20

<b>Early Terminations Scoring Table</b>	
<u>Result</u>	<u>Score</u>
90.4% or less	0
90.5% - 90.9%	1
91.0% - 91.4%	2
91.5% - 91.9%	3
92.0% - 92.4%	4
92.5% - 92.9%	5
93.0% - 93.4%	6
93.5% - 93.9%	7
94.0% - 94.4%	8
94.5% - 94.9%	9
95.0% - 95.4%	10
95.5% - 95.9%	11
96.0% - 96.4%	12
96.5% - 96.9%	13
97.0% - 97.4%	14
97.5% - 97.9%	15
98.0% - 98.4%	16
98.5% - 98.9%	17
99.0% - 99.4%	18
99.5% - 99.9%	19
100%	20

<b>Distance Under Max Bill Rate Scoring Table</b>		<b>Distance Under Max Bill Rate Scoring Table</b>	
<u>Result</u>	<u>Score</u>	<u>Result</u>	<u>Score</u>
(5.00) or lower	-5	1.16 - 1.20	14
(4.00) - (4.99)	-4	1.21 - 1.25	15
(3.00) - (3.99)	-3	1.26 - 1.30	16
(2.00) - (2.99)	-2	1.31 - 1.35	17
(1.00) - (1.99)	-1	1.36 - 1.40	18
(.00) - (.99)	0	1.41 - 1.45	19
.01 - .10	1	1.46 - 1.50	20
.11 - .20	2	1.51 - 1.55	21
.21 - .30	3	1.56 - 1.60	22
.31 - .40	4	1.61 - 1.65	23
.41 - .50	5	1.66 - 1.70	24
.51 - .60	6	1.71 - 1.75	25
.61 - .70	7	1.76 - 1.80	26
.71 - .80	8	1.81 - 1.85	27
.81 - .90	9	1.86 - 1.90	28
.91 - 1.00	10	1.91 - 1.95	29
1.01 - 1.05	11	1.96 - 2.00	30
1.06 - 1.10	12	Bonus if greater \$3.00	5
1.11 - 1.15	13		



Possible Points	Service Delivery						Quality					
	Response Rate Admin Clerical	Response Rate - Business Professional	Response Rate - Scientific	Response Rate - Technical	Response Rate - Total	Response Rate - Score	Submittal quality	Submittal quality - Score	Candidate Quality - Shortlisted	Candidate Quality - Shortlisted Score	Candidate Quality - Interview	Candidate Quality - Interview - Score
	20						20					
	100.00%	79.25%	N/A	56.92%	72.34%	14.5	99.47%	9.9	93.58%	8.0	11.70%	5.0
N/A	N/A	N/A		44.62%	44.62%	8.9	100.00%	10.0	100.00%	20.0	26.83%	15.0
	100.00%	88.68%	N/A	83.33%	88.03%	17.6	99.58%	10.0	92.41%	7.0	11.76%	5.0
	100.00%	90.57%	68.09%	70.77%	79.26%	15.9	99.22%	9.9	94.14%	9.0	13.95%	6.0
	95.65%	86.79%	70.21%	75.38%	79.79%	16.0	98.33%	9.8	94.92%	9.0	25.67%	14.0
	100.00%	86.79%	72.34%	83.74%	83.74%	16.7	100.00%	10.0	94.65%	9.0	17.28%	9.0
N/A	N/A	N/A		32.31%	32.31%	6.5	100.00%	10.0	95.83%	10.0	20.83%	11.0
	69.57%	67.92%	51.06%	73.85%	65.96%	13.2	99.50%	10.0	89.39%	4.0	12.56%	6.0
	100.00%	83.02%	65.96%	75.38%	78.19%	15.6	99.67%	10.0	95.05%	10.0	23.68%	13.0
N/A		83.02%	N/A	78.46%	80.51%	16.1	98.57%	9.9	93.24%	8.0	17.62%	9.0
N/A		73.58%	N/A	66.67%	69.75%	13.9	100.00%	10.0	92.90%	7.0	22.95%	12.0
	86.96%	49.06%	40.43%	24.62%	43.09%	8.6	97.20%	9.7	92.09%	7.0	7.69%	2.0
Average	94.02%	78.87%	61.35%	62.03%	68.13%	13.6	99.30%	9.9	94.02%	9.0	17.71%	8.9
Median	100.00%	83.02%	67.02%	70.77%	75.27%	15.1	99.54%	10.0	93.86%	8.5	17.45%	9.0

					Cost								
Candidate Quality - Assignment	Candidate Quality - Assignment - Score	Early Terms	Early Terms - Score	Total Quality Section	Total Quality Rank	Markup Rank - New Position	Markup Score - New Positions	Markup Rank - All Positions	Markup Score - All Positions	Rate Compliance	Rate Compliance Score	Distance Under Max Bill Rate	Distance Under Max Bill Rate Score
20		20		90		20		30		10		30	
4.26%	4.0	100.00%	20.0	46.9	7	2	18.3	2	27.5	100.0%	10.0 \$	3.52	35.0
7.32%	7.0	57.10%	-	52.0	4	2	18.3	3	25.0	100.0%	10.0 \$	4.09	35.0
2.94%	2.0	100.00%	20.0	44.0	8	6	11.7	5	20.0	100.0%	10.0 \$	2.18	30.0
5.43%	5.0	99.50%	19.0	48.9	5	4	15.0	1	30.0	100.0%	10.0 \$	0.65	7.0
11.33%	11.0	99.20%	18.0	61.8	1	5	13.3	7	15.0	99.0%	9.9 \$	0.27	3.0
7.41%	7.0	96.50%	13.0	48.0	6	9	6.7	12	2.5	100.0%	10.0 \$	3.06	35.0
4.17%	4.0	100.00%	20.0	55.0	3	8	8.3	8	12.5	100.0%	10.0 \$	3.63	35.0
1.51%	1.0	100.00%	20.0	41.0	10	1	20.0	6	17.5	100.0%	10.0 \$	2.79	30.0
7.57%	7.0	98.00%	16.0	56.0	2	11	3.3	10	7.5	100.0%	10.0 \$	1.61	23.0
3.81%	3.0	92.90%	5.0	34.9	12	12	1.7	4	22.5	100.0%	10.0 \$	1.88	28.0
7.65%	7.0	92.80%	5.0	41.0	9	7	10.0	9	10.0	100.0%	10.0 \$	1.71	25.0
2.10%	2.0	98.90%	17.0	37.7	11	10	5.0	11	5.0	100.0%	10.0 \$	1.78	26.0
5.46%	5.0	94.58%	14.4	47.3			11.0		16.3	100%	10.0 \$	2.26	26.0
4.85%	4.5	99.05%	17.5	47.5			10.8		16.3	100%	10.0 \$	2.03	29.0

Total Cost Section	Cost Rank	Total Objective Score	Supplier Stewardship	Stewardship Rank	Total Objective & Subjective Score	Recompete Penalty	Total Score
90		200	50		250		
90.8	1	152.2	25.0	12	177.2	-	177.2
88.3	2	149.3	27.5	10	176.8	(1.7)	175.1
71.7	4	133.2	30.0	7	163.2	-	163.2
62.0	7	126.8	34.5	4	161.3	(1.0)	160.2
41.2	12	119.0	40.0	1	159.0	(1.0)	158.0
54.2	9	118.9	40.0	1	158.9	(1.0)	157.9
65.8	5	127.3	30.0	7	157.3	-	157.3
77.5	3	131.6	27.5	10	159.1	(3.4)	155.7
43.8	11	115.4	38.0	3	153.4	(0.9)	152.6
62.2	6	113.1	33.5	5	146.6	-	146.6
55.0	8	109.9	31.5	6	141.4	(0.6)	140.8
46.0	10	92.3	30.0	7	122.3	(5.7)	116.6
63.2		124.1	32.3		156.4	(1.3)	155.1
62.1		122.9	30.8		159.0	(0.9)	157.6

Candidate Quality Shortlisted		Candidate Quality - Interview	
Scoring Table		Scoring Table	
Result	Score	Result	Score
85.9% or less	0	0.00% - 5.00%	0
86.0% - 86.9%	1	5.01% - 6.50%	1
87.0% - 87.9%	2	6.51% - 8.00%	2
88.0% - 88.9%	3	8.01% - 9.50%	3
89.0% - 89.9%	4	9.51% - 11.00%	4
90.0% - 90.9%	5	11.01% - 12.50%	5
91.0% - 91.9%	6	12.51% - 14.00%	6
92.0% - 92.9%	7	14.01% - 15.50%	7
93.0% - 93.9%	8	15.51% - 17.00%	8
94.0% - 94.9%	9	17.01% - 18.50%	9
95.0% - 95.9%	10	18.51% - 20.00%	10
96.0% - 96.9%	12	20.01% - 21.50%	11
97.0% - 97.9%	14	21.51% - 23.00%	12
98.0% - 98.9%	16	23.01% - 24.50%	13
99.0% - 99.9%	18	24.51% - 26.00%	14
100%	20	26.01% - 27.50%	15
		27.51% - 29.00%	16
		29.01% - 30.50%	17
		30.51% - 32.00%	18
		32.01% - 33.50%	19
		33.51% and Higher	20

Early Terminations		Distance Under Max Bill Rate	
Scoring Table		Scoring Table	
Result	Score	Result	Score
90.4% or less	0	(5.00) or lower	-5
90.5% - 90.9%	1	(4.00) - (4.99)	-4
91.0% - 91.4%	2	(3.00) - (3.99)	-3
91.5% - 91.9%	3	(2.00) - (2.99)	-2
92.0% - 92.4%	4	(1.00) - (1.99)	-1
92.5% - 92.9%	5	(.00) - (.99)	0
93.0% - 93.4%	6	.01 - .10	1
93.5% - 93.9%	7	.11 - .20	2
94.0% - 94.4%	8	.21 - .30	3
94.5% - 94.9%	9	.31 - .40	4
95.0% - 95.4%	10	.41 - .50	5
95.5% - 95.9%	11	.51 - .60	6
96.0% - 96.4%	12	.61 - .70	7
96.5% - 96.9%	13	.71 - .80	8
97.0% - 97.4%	14	.81 - .90	9
97.5% - 97.9%	15	.91 - 1.00	10
98.0% - 98.4%	16	1.01 - 1.05	11
98.5% - 98.9%	17	1.06 - 1.10	12
99.0% - 99.4%	18	1.11 - 1.15	13
99.5% - 99.9%	19		
100%	20		



**From:** Sara Summers

**Sent:** Thu Mar 04 14:50:43 2021

**To:** Hampton,Scott R (BPA) - NSP-4400-LL

**Cc:** Longfellow,James N (BPA) - NSP-4400-LL; Michael Sineth; Kayton,Lisa A (BPA) - NSP-4400-LL; Hagedorn,William G (BPA) - NSP-4400-LL; Falcon,April L (BPA) - NSP-4400-LL; Marsh,Solomonn P (BPA) - NSP-4400-LL; Stephanie Provine

**Subject:** [EXTERNAL] RE: ACS Scorecard Meeting Documentation

**Importance:** Normal

**Attachments:** image001.png

Hello Scott,

Thank you for the information. We wish that we were seeing you in person, or at least via video, but are happy that we can speak by phone tomorrow.

Talk soon!

**Sara Summers | President**

ACS Professional Staffing

1005 W 8<sup>th</sup> Street, Vancouver, WA 98660

Phone: (360) 203-3067 | Fax: (360) 574-0342

(b) (6)

[saras@acsprostaffing.com](mailto:saras@acsprostaffing.com) | <http://www.acsprostaffing.com>

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**From:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

**Sent:** Thursday, March 04, 2021 2:45 PM

**To:** Sara Summers <saras@acsprostaffing.com>; Michael Sineth <michaels@acsprostaffing.com>; Stephanie Provine <stephaniep@acsprostaffing.com>

**Cc:** Longfellow, James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>; Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>; Marsh, Solomon P (BPA) - NSP-4400-LL <spmmarsh@bpa.gov>

**Subject:** ACS Scorecard Meeting Documentation

First let me say Congratulations.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable

with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number: (b) (2)

Call ID Number: (b) (2)

I look forward to talking with you.

**Scott R. Hampton**


Manager, Supplemental Labor Management Office

Bonneville Power Administration



Phone: 360-418-8293

(b) (6)

A large black rectangular redaction box covers the majority of the page content below the phone number.

From: Sara Summers

Sent: Wed Mar 17 09:45:12 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Subject: [EXTERNAL] RE: Rationalization Recompete Question

Importance: Normal

Attachments: image001.png

Thank you, Scott!

I really appreciate YOU 😊

**Sara Summers | President**

ACS Professional Staffing

1005 W 8<sup>th</sup> Street, Vancouver, WA 98660

Phone: (360) 203-3067 | Fax: (360) 574-0342 | Mobile: (b) (6)

[saras@acsprostafing.com](mailto:saras@acsprostafing.com) | <http://www.acsprostafing.com>

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**From:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Sent:** Wednesday, March 17, 2021 9:30 AM  
**To:** Sara Summers <saras@acsprostaffing.com>  
**Subject:** RE: Rationalization Recompete Question

It's always better to send to the sup labor box, just in case I'm not around and someone else can answer you. But also don't hesitate or feel bad sending to me. I like getting questions and hearing from everyone.

For now we are proceeding business as usual with those two suppliers, so yes, I expect the recompetes to happen. I think the message to everyone is BPA is operating business as usual until they hear otherwise. Primarily because this can take several weeks or months to play out.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Sara Summers <[saras@acsprostaffing.com](mailto:saras@acsprostaffing.com)>  
**Sent:** Wednesday, March 17, 2021 9:27 AM  
**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Subject:** [EXTERNAL] Rationalization Recompete Question

Hello Scott,

After we spoke to yesterday, I talked to Michael and Stephanie about how to respond to APR and Vanderhouwen contractors. As they are talking to these contractors, several of them have mentioned that they have recompetes coming up soon. They are asking if they will be able to go through their recompetes, or are they "frozen" until APR's and Vanderhouwen's status is finalized? Michael and Stephanie would like to know how to respond to these people specifically about their recompetes.

And, if you'd rather me send questions such as this to the Supplemental Labor email, just let me know.

Thank you!

**Sara Summers | President**

ACS Professional Staffing

1005 W 8<sup>th</sup> Street, Vancouver, WA 98660

Phone: (360) 203-3067 | Fax: (360) 574-0342 | Mobile:

(b) (6)

[saras@acsprostaffing.com](mailto:saras@acsprostaffing.com) | <http://www.acsprostaffing.com>

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From: Sara Summers

Sent: Tue Mar 16 10:20:05 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Subject: [EXTERNAL] RE: Time to chat?par Importance: Normal

Attachments: image001.png

Hi Scott,

I'm available at that time. Please call me on my cell phone at (b) (6)

I look forward to talking with you!

**Sara Summers | President**

ACS Professional Staffing

1005 W 8<sup>th</sup> Street, Vancouver, WA 98660

Phone: (360) 203-3067 | Fax: (360) 574-0342 | Mobile: (b) (6)

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have received this communication in error, please notify the sender of this email immediately by telephone or by replying to this communication.

**From:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Sent:** Tuesday, March 16, 2021 10:18 AM  
**To:** Sara Summers <saras@acsprostaffing.com>  
**Subject:** RE: Time to chat?

Hi Sarah,

We are working on the CRGT stuff now. I actually don't have a lot of time today. Could chat late this afternoon around 3:30-4 if that works.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Sara Summers <[saras@acsprostaffing.com](mailto:saras@acsprostaffing.com)>  
**Sent:** Tuesday, March 16, 2021 10:15 AM  
**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Subject:** [EXTERNAL] Time to chat?

Hello Scott,

Would you have time to chat today? I'd like to talk to you about issues we are running into with the rationalization and CRGT employees. You may already be aware, as Stephanie shared information with Solomonn this morning. Please let me know if you are available. I have a meeting today from 12:00-1:00 but am available otherwise.

Also, I'd like to share some thoughts with you regarding some things discussed in our last scorecard meeting. This is not a priority, but I would like to talk before the meetings with all supplier representatives begin.

Thank you!

**Sara Summers | President**

ACS Professional Staffing

1005 W 8<sup>th</sup> Street, Vancouver, WA 98660

Phone: (360) 203-3067 | Fax: (360) 574-0342 | Mobile: (b) (6)

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communication by someone other than the intended addressee or its designated agent is strictly prohibited. If you have received this communication in error, please notify the sender of this email immediately by telephone or by replying to this communication.

From: Sara Summers

Sent: Tue Mar 16 10:14:30 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Subject: [EXTERNAL] Time to chat?par Importance: Normal

Hello Scott,

Would you have time to chat today? I'd like to talk to you about issues we are running into with the rationalization and CRGT employees. You may already be aware, as Stephanie shared information with Solomonn this morning. Please let me know if you are available. I have a meeting today from 12:00-1:00 but am available otherwise.

Also, I'd like to share some thoughts with you regarding some things discussed in our last scorecard meeting. This is not a priority, but I would like to talk before the meetings with all supplier representatives begin.

Thank you!

**Sara Summers | President**

ACS Professional Staffing

1005 W 8<sup>th</sup> Street, Vancouver, WA 98660

Phone: (360) 203-3067 | Fax: (360) 574-0342 | Mobile:

(b) (6)

[saras@acsprostaffing.com](mailto:saras@acsprostaffing.com) | <http://www.acsprostaffing.com>

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From: Supplemental Labor Office

Sent: Tue Mar 16 07:04:57 2021

To: Supplemental Labor Office

Subject: ACTION REQUIRED: Supplier Reduction Notification (Updated Contact List)

Importance: Normal

Attachments: REF\_13127\_TRANSITION\_RULES\_WRKR.docx; image001.gif

Good morning. Please refer to this revised contact list when reaching out to suppliers as a couple of the phone numbers have been updated.

**Supplier Name**

**Contact Name**

**Phone**

**Email**

**Additional Info**

ACS Professional Staffing

Stephanie Peri-Provine

Michael Sineth

360-930-6086  
360-329-7754

stephaniep@acsprostaffing.com  
michaels@acsprostaffing.com

(b) (4)

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(b) (6)

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AZAD Technology Partners

(b) (6)

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CorSource Technology Group

Valerie Ebinger

503-726-4555

vebinger@corsource.com

Everest Consultants, Inc.

Dave Myers

503-701-6832

davem@everestinc.com

First Tek Dos, LLC

Pete Gibson

503-862-8229

pete.gibson@first-tek.com

Flux Resources (formerly DEA Onsite)

Kaycee Satava

Jordan Bertanzetti

Camille Woodin

503-317-5049

720-908-2363

503-547-5597

Kaycee.satava@workwithflux.com

Jordan.bertanzetti@workwithflux.com

Camille.woodin@workwithflux.com

Book a time to speak with Kaycee: <https://calendly.com/kaycee-satava/20minmeeting>

Book a time to speak with Jordan: <https://calendly.com/joxb/bpa?month=2021-03>

Book a time to speak with Camille: <https://calendly.com/camille-woodin/20min>

Motus Recruiting & Staffing, Inc

Emma Osborne

971-371-3490

emma@motusrecruiting.com

The original list in the email sent yesterday (below) has also been updated in this email chain to prevent confusion.

Thank you.

***Supplemental Labor Management Office***

***Bonneville Power Administration***

**From:** Supplemental Labor Office  
**Sent:** Monday, March 15, 2021 1:55 PM  
**To:** Supplemental Labor Office <SupplementalLabor@bpa.gov>  
**Subject:** ACTION REQUIRED: Supplier Reduction Notification

Good afternoon. The Supplemental Labor Management Office (SLMO) is reducing the number of Supplemental Labor staffing suppliers. Through an objective scorecard process, SLMO has determined the suppliers impacted by this change; which includes your current employer.

As a result of this change, you have the opportunity to select and transition to a new employer and continue your current assignment with BPA. Below is the list of participating suppliers. **It will be up to you to contact any or all of the suppliers listed below and select which one you would like to represent you on your BPA assignment.**



On 3/16/2021, SLMO will distribute a DocuSign envelope to your BPA email address that contains the following information:

- o Right to Represent form
- o 1400 form
- o Contract Worker Attestation form
- o Non-Disclosure Agreement

Simply complete the forms in the DocuSign envelope no later than **11:59pm on 4/16/2021** to communicate your selection. **If you do not select a new employer by the deadline indicated, your assignment will end no later than 5/22/2021.**

Please refer to the attached Process & Rules of Transition for additional details. If you fail to comply with the rules of transition, you may be disqualified from remaining on assignment at BPA.

**Supplier Name**

**Contact Name**

**Phone**

**Email**

**Additional Info**

ACS Professional Staffing

Stephanie Peri-Provine  
Michael Sineth

360-930-6086  
360-329-7754

stephaniep@acsprostaffing.com  
michaels@acsprostaffing.com

(b) (4)

A large black rectangular redaction box covering several lines of text.

(b) (6)

A black rectangular redaction box covering a block of text.

AZAD Technology Partners

(b) (6)

A black rectangular redaction box covering a block of text.

(b) (6)

CorSource Technology Group

Valerie Ebinger

503-726-4555

vebinger@corsource.com

Everest Consultants, Inc.

Dave Myers

503-701-6832

davem@everestinc.com

First Tek Dos, LLC

Pete Gibson

503-862-8229

pete.gibson@first-tek.com

Flux Resources (formerly DEA Onsite)

Kaycee Satava

Jordan Bertanzetti

Camille Woodin

503-317-5049

720-908-2363

503-547-5597

Kaycee.satava@workwithflux.com

Jordan.bertanzetti@workwithflux.com

Camille.woodin@workwithflux.com

Book a time to speak with Kaycee: <https://calendly.com/kaycee-satava/20minmeeting>

Book a time to speak with Jordan: <https://calendly.com/joxb/bpa?month=2021-03>

Book a time to speak with Camille: <https://calendly.com/camille-woodin/20min>

Motus Recruiting & Staffing, Inc

Emma Osborne

971-371-3490

emma@motusrecruiting.com

\*\*\*Please be sure to submit expense sheets for travel as soon as possible so your current employer can reimburse you. **DO NOT DELAY**. Once your current assignment is closed, you will no longer be able to submit expense sheets for reimbursement.

If you have any questions, please e-mail [supplementallabor@bpa.gov](mailto:supplementallabor@bpa.gov). To expedite our response, please put **“Supplier Rationalization”**, your name and BPA organization in the subject line of the email.

Thank you.

***Supplemental Labor Management Office***

***Bonneville Power Administration***

(b) (4)

From: (b) (6)

Sent: Tue Feb 02 09:53:46 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Subject: [EXTERNAL] RE: March Scorecard Schedule

Importance: Normal

Attachments: image002.jpg; image003.jpg; image004.jpg; image005.jpg; image006.jpg; image007.png

I am actually a-ok not taking the #13 spot!

Let's do #14.

Thanks again!

(b) (6)

(b) (6)

(b) (4)

**From:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Sent:** Tuesday, February 2, 2021 9:50 AM  
**To:** (b) (6)  
**Subject:** RE: March Scorecard Schedule



No problem. All those slots are already taken. I have 5, 11, 12, 14 and up still available

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** (b) (6)

**Sent:** Tuesday, February 2, 2021 9:39 AM

**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>

**Subject:** [EXTERNAL] RE: March Scorecard Schedule

Sorry about that Scott! Trying to wrangle everyone!

Top choices

Meeting Numbers:


1

2

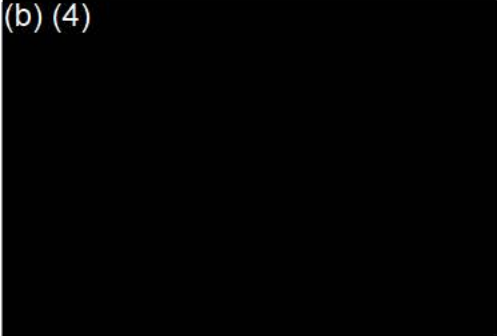
8

13

(b) (6)



(b) (4)



**From:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Sent:** Tuesday, February 2, 2021 9:33 AM  
**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Subject:** FW: March Scorecard Schedule

Hi everyone, I haven't heard back from you yet, so just wanted to make sure you saw this note.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Hampton, Scott R (BPA) - NSP-4400-LL

**Sent:** Friday, January 29, 2021 9:07 AM

**To:** [saras@acsprostafing.com](mailto:saras@acsprostafing.com); (b) (6); Deb Sanders (Murray)

<[debsanders@APRstaffing.com](mailto:debsanders@APRstaffing.com)>; [steve.rhodes@aprstaffing.com](mailto:steve.rhodes@aprstaffing.com); (b) (6)

(b) (6) <[vebinger@corsource.com](mailto:vebinger@corsource.com)>; Alcott, Rory (US) ([Rory.Alcott@salientcrgt.com](mailto:Rory.Alcott@salientcrgt.com))  
<[Rory.Alcott@salientcrgt.com](mailto:Rory.Alcott@salientcrgt.com)>; [ranya@everstinc.com](mailto:ranya@everstinc.com); 'davem@everestinc.com' <[davem@everestinc.com](mailto:davem@everestinc.com)>;  
[pete.gibson@first-tek.com](mailto:pete.gibson@first-tek.com); Dominic Moore ([Dominic.Moore@workwithflux.com](mailto:Dominic.Moore@workwithflux.com))  
<[Dominic.Moore@workwithflux.com](mailto:Dominic.Moore@workwithflux.com)>; Camille Woodin ([Camille.Woodin@workwithflux.com](mailto:Camille.Woodin@workwithflux.com))  
<[Camille.Woodin@workwithflux.com](mailto:Camille.Woodin@workwithflux.com)>; 'emma@motusrecruiting.com' <[emma@motusrecruiting.com](mailto:emma@motusrecruiting.com)>; Christy  
Wright <[christy@motusrecruiting.com](mailto:christy@motusrecruiting.com)>; Orlando Williams <[orlando@motusrecruiting.com](mailto:orlando@motusrecruiting.com)>;  
[richard@go2triad.com](mailto:richard@go2triad.com); John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>; Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>  
**Subject:** March Scorecard Schedule

Hi Everyone,

It's that time of the year again. Unfortunately, we will have to do our scorecard meetings remotely once again. Please send me your top 3 meeting times based on the schedule in the spreadsheet. You can either fill in the spreadsheet and send it back, or just send me meeting numbers. I will then send out meeting invites. If none of the dates and times work for you, please let me know and we'll try to find a time that does work.

Because of rationalization, I am trying to schedule the meetings as early as possible in the month.

Thanks!!

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

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Thank you

**From:** Mannen, Kimberly A (CONTR) - NSP-4400-LL

**Sent:** Tue Feb 09 10:00:18 2021

**To:** Cedergreen, Natalie K (CONTR) - NSP-4400-LL; Couron, Elissa L (CONTR) - NSP-4400-LL; Cutler, Taylor A (CONTR) - NSP-4400-LL; Falcon, April L (BPA) - NSP-4400-LL; Gonzalez, Marcia A (CONTR) - NSP-4400-LL; Goodell, Elizabeth N (CONTR) - NSP-4400-LL; Hagedorn, William G (BPA) - NSP-4400-LL; Hampton, Scott R (BPA) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL; Keith, Nicholas R (BPA) - NSP-4400-LL; Longfellow, James N (BPA) - NSP-4400-LL; Marsh, Solomonn P (BPA) - NSP-4400-LL; McCarthy, David C (BPA) - NSP-4400-LL; Neuber, Rian M (CONTR) - NSP-4400-LL; Sasser, Jordan E (CONTR) - NSP-4400-LL; Smith, Amanda C (CONTR) - NSP-4400-LL; Wilde, Tamara A (BPA) - NSP-4400-LL; Wilmarth, Stephanie (CONTR) - NSP-4400-LL; Ziegler, Denise A (BPA) - NSP-4400-LL

**Subject:** FW: Important Information Regarding Your Transition to (b) (4)

**Importance:** Normal

**Attachments:** image001.gif

The email below has been distributed to (b) (4) workers. DocuSign envelopes will go out this afternoon.

Thanks.

**Kim Mannen**

**ACS Professional Staffing**

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

**From:** Supplemental Labor Office

**Sent:** Tuesday, February 9, 2021 9:59 AM

**To:** Supplemental Labor Office <SupplementalLabor@bpa.gov>

**Subject:** Important Information Regarding Your Transition to (b) (4)

Good morning.

As you know, your current employer, (b) (4), will be merging with their sister company, (b) (4) under the (b) (4) brand. BPA's Supplemental Labor Management Office (SLMO) is helping to facilitate this transition. This afternoon, SLMO will distribute a DocuSign envelope to your BPA email address that contains the following forms:

- 1400 form
- Contract Worker Attestation form
- Non-Disclosure Agreement

If you elect to transition to (b) (4)

- Simply complete the forms in the DocuSign envelope no later than 2/12/2021.
- Your current BPA assignment will continue with the same start and end dates, just under a different employer.
- Submit expense sheets for travel as soon as possible so (b) (4) can reimburse you. DO NOT DELAY. Once your (b) (4) assignment is closed, you will no longer be able to submit expense sheets for reimbursement.

**If you elect not to transition to (b) (4)**

- Notify SLMO immediately.
- Your current assignment will end on 2/20/2021 and you will be off boarded.
- Submit expense sheets for travel as soon as possible so (b) (4) can reimburse you. DO NOT DELAY. Once your current assignment is closed, you will no longer be able to submit expense sheets for reimbursement.

Please direct any questions to (b) (4) or [SLMO](#).

Thank you.

***Supplemental Labor Management Office***



***Bonneville Power Administration***

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Tue Mar 09 16:25:00 2021

To: (b) (6)

Subject: RE: (b) (6) Scorecard Documentation

Importance: Normal

Attachments: image002.png; image001.png; image009.jpg; image010.jpg; image011.jpg; image012.jpg; image013.jpg

No problem. Sorry I was a little late. I wanted to send it out a few hours ago..... I'm glad (b) (6) can hopefully sleep better now!!

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

From: (b) (6)

**Sent:** Tuesday, March 9, 2021 4:13 PM

**To:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; (b) (6)

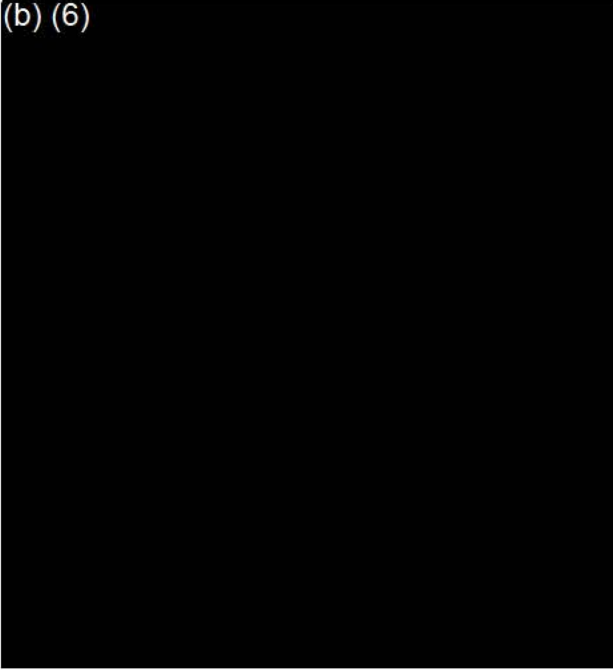
**Subject:** [EXTERNAL] RE: (b) (6) Scorecard Documentation

Scott,

Thank you for sending this over tonight! I think (b) (6) may get a few more hours of sleep J We look forward to connecting tomorrow to discuss in more detail.

Have a good evening!


(b) (6)



**From:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>

**Sent:** Tuesday, March 9, 2021 7:04 PM

**To:** (b) (6)



**Subject:** (b) (4) Scorecard Documentation

First let me say Congratulations.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number: (b) (2)

Call ID Number: (b) (2)

I look forward to talking with you.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

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Thank you

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Tue Mar 09 16:03:36 2021

(b) (6)

Subject: (b) (4) Scorecard Documentation

Importance: Normal

Attachments: image001.png; NotestoScoring202103.docx; FINAL\_Q&A\_Rationalized Suppliers.docx (b) (4) 202103 Scorecard.xlsx; Summary Sheet.xls (b) (4) Feedback.xlsx

First let me say Congratulations.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number: (b) (2)

Call ID Number: (b) (2)

I look forward to talking with you.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)



## Notes to Scoring

### March, 2021 Scorecard Meetings

Scoring Summary	Average	Median	Minimum	Maximum
Score	155.1	157.6	116.6	175.1
Supplier Stewardship	6.5	6.1	5	8

1. This is the final round of rationalization. 4 suppliers will be leaving us in the next few months. I appreciate your efforts over the last 18 months to participate in this process and adjust your business practices. We have seen margins tighten significantly during this period and lots of effort around cost. For that I thank you!
  
2. For Rationalized Suppliers
  - a. Your contract will be extended for a short period of time to facilitate transfer of workers, and then it will not be renewed
  - b. SLMO will transition all of your workers to a participating supplier by 5/23
  - c. JP's will no longer be distributed to you effective immediately (we are halting JPs from 3/1 to 3/12)
  - d. SLMO will provide your current workers with a list of participating suppliers
    - i. Workers will need to select their new employer via DocuSign by 4/16
    - ii. Workers who elect not to transition to a new employer may remain on assignment until 5/22, at managers discretion
  - e. How we will handle candidates in the pipeline:
    - i. Candidates shortlisted before 3/1 may be un-shortlisted from open JPs
    - ii. If a manager has determined they want to interview a shortlisted candidate, we will work with you to schedule the interview (if you are willing to coordinate). If you prefer not to coordinate, please let us know and we will ask the candidate to select a new employer to remain in consideration.
    - iii. If a manager has already interviewed a candidate and wants to select them, we will work with the candidate to select a new employer to remain in consideration.
  - f. Be candid with applicants submitted, shortlisted and/or scheduled to interview:
    - i. SLMO will send affected applicants a list of participating suppliers to contact should they choose to stay in consideration for the open posting
  
3. For Remaining Suppliers
  - a. SLMO will transition affected workers to new suppliers by 5/23. Workers will be transitioned as their paperwork is received by SLMO.
    - i. You will receive a list of affected workers with all the information you will need to represent them
    - ii. API, Worker Name, Title, Bill Rate, etc.

- iii. Bill rates, job titles and levels will remain the same. No bill rate increases will be considered.
- iv. Review the API requirements carefully to understand the costs involved of the new assignment
- b. SLMO will distribute the Rules of Transition and the list of affected workers to you on 3/15
  - i. Do not solicit for business with current workers, etc.
  - ii. You must adhere to the rules of transition or you will be disqualified
- c. Workers will receive the list of participating suppliers with contact information on 3/15
  - i. Workers will notify SLMO directly via DocuSign which supplier they choose no later than 4/16
  - ii. Once received, SLMO will forward the DocuSign envelope to you to sign the NDA and Attestation
- d. SLMO will work with you throughout the transition process:
  - i. You will need to submit your new employees to the new JP's – SLMO will notify you when to submit
  - ii. Effective dates for new assignments will be as soon as possible, no later than 5/23
  - iii. You may be approached by workers who were shortlisted and/or interviewed by affected suppliers who are interested in remaining in consideration
    - 1. Please submit these applicants to the appropriate posting within 3 business days
    - 2. Submit at or below max bill rate on the JP

#### 4. Changes Going Forward

#### 5. Any other questions or concerns?

**Supplier Stewardship Scale**

9 - 10	Outstanding Supplier - provides unsurpassed customer service, is extremely accurate and/or typically responds within an hour or two to SLMO needs
7 - 8	Excellent Supplier - provides excellent customer service, is accurate and/or typically responds within a few hours to SLMO needs
5 - 6	Good Supplier - provides valuable customer service, is somewhat accurate and/or typically responds within a day to SLMO needs
3 - 4	Fair Supplier - provides minimal customer service, is minimally accurate and/or typically responds within a few days to SLMO needs
1 - 2	Poor Supplier - provides no customer service, often inaccurate & mistake prone and/or non-responsive to SLMO needs
0	BPA Should stop doing business with the company immediately

<b>Candidate Quality Shortlisted Scoring Table</b>	
<u>Result</u>	<u>Score</u>
85.9% or less	0
86.0% - 86.9%	1
87.0% - 87.9%	2
88.0% - 88.9%	3
89.0% - 89.9%	4
90.0% - 90.9%	5
91.0% - 91.9%	6
92.0% - 92.9%	7
93.0% - 93.9%	8
94.0% - 94.9%	9
95.0% - 95.9%	10
96.0% - 96.9%	12
97.0% - 97.9%	14
98.0% - 98.9%	16
99.0% - 99.9%	18
100%	20

<b>Candidate Quality - Interview Scoring Table</b>	
<u>Result</u>	<u>Score</u>
0.00% - 5.00%	0
5.01% - 6.50%	1
6.51% - 8.00%	2
8.01% - 9.50%	3
9.51% - 11.00%	4
11.01% - 12.50%	5
12.51% - 14.00%	6
14.01% - 15.50%	7
15.51% - 17.00%	8
17.01% - 18.50%	9
18.51% - 20.00%	10
20.01% - 21.50%	11
21.51% - 23.00%	12
23.01% - 24.50%	13
24.51% - 26.00%	14
26.01% - 27.50%	15
27.51% - 29.00%	16
29.01% - 30.50%	17
30.51% - 32.00%	18
32.01% - 33.50%	19
33.51% and Higher	20

<b>Candidate Quality - Assignment Scoring Table</b>	
<u>Result</u>	<u>Score</u>
0.00%	0
.01% - 2.00%	1
2.01% - 3.00%	2
3.01% - 4.00%	3
4.01% - 5.00%	4
5.01% - 6.00%	5
6.01% - 7.00%	6
7.01% - 8.00%	7
8.01% - 9.00%	8
9.01% - 10.00%	9
10.01% - 11.00%	10
11.01% - 12.00%	11
12.01% - 13.00%	12
13.01% - 14.00%	13
14.01% - 15.00%	14
15.01% - 16.00%	15
16.01% - 17.00%	16
17.01% - 18.00%	17
18.01% - 19.00%	18
19.01% - 20.00%	19
20.01% and Higher	20

<b>Early Terminations Scoring Table</b>	
<u>Result</u>	<u>Score</u>
90.4% or less	0
90.5% - 90.9%	1
91.0% - 91.4%	2
91.5% - 91.9%	3
92.0% - 92.4%	4
92.5% - 92.9%	5
93.0% - 93.4%	6
93.5% - 93.9%	7
94.0% - 94.4%	8
94.5% - 94.9%	9
95.0% - 95.4%	10
95.5% - 95.9%	11
96.0% - 96.4%	12
96.5% - 96.9%	13
97.0% - 97.4%	14
97.5% - 97.9%	15
98.0% - 98.4%	16
98.5% - 98.9%	17
99.0% - 99.4%	18
99.5% - 99.9%	19
100%	20

<b>Distance Under Max Bill Rate Scoring Table</b>		<b>Distance Under Max Bill Rate Scoring Table</b>	
<u>Result</u>	<u>Score</u>	<u>Result</u>	<u>Score</u>
(5.00) or lower	-5	1.16 - 1.20	14
(4.00) - (4.99)	-4	1.21 - 1.25	15
(3.00) - (3.99)	-3	1.26 - 1.30	16
(2.00) - (2.99)	-2	1.31 - 1.35	17
(1.00) - (1.99)	-1	1.36 - 1.40	18
(.00) - (.99)	0	1.41 - 1.45	19
.01 - .10	1	1.46 - 1.50	20
.11 - .20	2	1.51 - 1.55	21
.21 - .30	3	1.56 - 1.60	22
.31 - .40	4	1.61 - 1.65	23
.41 - .50	5	1.66 - 1.70	24
.51 - .60	6	1.71 - 1.75	25
.61 - .70	7	1.76 - 1.80	26
.71 - .80	8	1.81 - 1.85	27
.81 - .90	9	1.86 - 1.90	28
.91 - 1.00	10	1.91 - 1.95	29
1.01 - 1.05	11	1.96 - 2.00	30
1.06 - 1.10	12	Bonus if greater \$3.00	5
1.11 - 1.15	13		

**Q & A FOR RATIONALIZED SUPPLIERS**

**What is SLMO communicating to our workers?**

On 3/15/2021, SLMO will send impacted contract workers an email outlining the process and deadlines for selecting a new employer. This email will also contain a list of eligible suppliers based on the worker’s labor category.

**REFERENCE:** Refer to [email template #1](#) in the reference section below. This email template will include the “Rules of Transition” for contract personnel as an attachment.

**When should we communicate to our workers?**

As mentioned above, SLMO will communicate to impacted workers on 3/15/2021. We respectfully ask that you refrain from communicating with your workers about the rationalization until 3/12/2021, at the earliest. We have developed a staged communication plan to help prevent confusion and minimize disruption so we ask that you partner with us to ensure notifications are distributed in the timeframe we have planned.

**What should we communicate to our workers?**

We would appreciate it if you would ensure your communications to employees include the following:

- Please advise that primary communications about the transition, actions required and timeframes will come directly from SLMO. It is important that workers keep an eye out for these communications and act on them by the deadlines provided.
- Workers should discuss any questions about the transition with you, their new employer or SLMO. They should not discuss the transition with their BPA workplace manager.
- Please assure your workers that you and SLMO will be there to support them throughout the transition and will make it as seamless as possible.

We have provided a sample email in the reference section below that you may use to communicate with your workers. You are not required to use this template; we are only providing it as a service to you based on feedback from the first round of rationalization last year. If you decide to create your own communication, we are happy to review if you would like us to do so, however, it is not required.

**REFERENCE:** Refer to email [template #2](#) in the reference section below.

**How should we handle supplier rep badges?**

- No additional badge requests will be accepted at this time.
- If you have a supplier badge request in process, please check with SLMO on the status and next steps.
- You may retain your supplier badges until all of your workers have been transitioned to new employers. At that point, please return all supplier badges to SLMO.
- Please keep SLMO informed of the date/time you will be returning your badge(s)

**How do we handle PPE and Ergonomic Equipment that we provided to our workers?**

We would appreciate it if you left the PPE and Ergonomic equipment with your workers to continue to use, so as to not disrupt their work. However, if you prefer to collect it, please let us know so we can communicate that to their new employer and help facilitate that transition.

**For candidates in the pipeline/in process, can we provide them with a list of suppliers for them to reach out to?**

- Please have candidates email [supplaborjobs@bpa.gov](mailto:supplaborjobs@bpa.gov) with the type of position they are interested in and we can provide the appropriate vendor list directly to the worker.
- If you receive any interview requests that you do not want to facilitate, please let us know.
- SLMO will not shortlist candidates you have submitted going forward. Additionally, we may unshortlist candidates who were previously shortlisted but not yet interviewed.
- Candidates who have already interviewed and are selected will be required to select a new employer before we can proceed with onboarding.

**When will our workers transition to their new employer?**

SLMO will transition workers as their paperwork is received. We will transition workers on Sundays, as usual. We will be distributing forms via DocuSign on 3/16/2021. Workers must make a new employer selection no later than 4/16/2021. All workers will be transitioned no later than 5/23/2021.

**When will our contract with BPA end?**

Your contract with BPA will expire at the end of May 2021.

**How will BPA handle contractors who are unhappy about moving suppliers as it will impact their pay, medical benefits, 401k, etc.?**

Unfortunately, government procurement regulations don't allow for handling individual contractor concerns. As contracts expire and are not renewed, BPA's need for that work to be completed does not go away. If a contractor does not want to move suppliers, that is their right and will be completely up to them. However, as there is no contract they will not be able to continue at BPA, and BPA will have to procure a new contractor for that assignment.

**REFERENCES**

**1. Email to Impacted Contract Workers**

The Supplemental Labor Management Office (SLMO) is reducing the number of Supplemental Labor staffing suppliers. Through an objective scorecard process, SLMO has determined the suppliers impacted by this change; which includes your current employer.

As a result of this change, you have the opportunity to select and transition to a new employer and continue your current assignment with BPA. Below is the list of participating suppliers. **It will be up to you to contact any or all of the suppliers listed below and select which one you would like to represent you on your BPA assignment.**

On **3/16/2021**, SLMO will distribute a DocuSign envelope to your BPA email address that contains the following information:

- Right to Represent form
- 1400 form
- Contract Worker Attestation form
- Non-Disclosure Agreement

Simply complete the forms in the DocuSign envelope no later than **11:59pm on 4/16/2021** to communicate your selection. **If you do not select a new employer by the deadline indicated, your assignment will end no later than 5/22/2021.**

Please refer to the attached Process & Rules of Transition for additional details. If you fail to comply with the rules of transition, you may be disqualified from remaining on assignment at BPA.

<Appropriate supplier list/contact info based on the position’s labor category>

\*\*\*Please be sure to submit expense sheets for travel as soon as possible so your current employer can reimburse you. DO NOT DELAY. Once your current assignment is closed, you will no longer be able to submit expense sheets for reimbursement.

If you have any questions, please e-mail [supplementallabor@bpa.gov](mailto:supplementallabor@bpa.gov). **To expedite our response, please put “Supplier Rationalization”, your name and BPA organization in the subject line of the email.** Thank you.

## 2. Sample Email Suppliers May Send to Workers

Dear Worker:

We are writing to inform you that <Supplier Name> will no longer be a part of the Supplemental Labor program at BPA effective the end of May 2021. BPA’s Supplemental Labor Management Office (SLMO) is optimizing their program by reducing their supplier pool and unfortunately, <Supplier Name> is impacted by these reductions. This means you will be required to select a new employer to continue your assignment at BPA. SLMO will be sending a communication to your BPA email address on Monday, March 15<sup>th</sup> to help guide you through this process.

Please remember:

- Communication about this transition, actions required, and timeframes will come directly from SLMO. It is important that you keep an eye out for these communications and act on them by the deadlines provided.
- Please discuss any questions about the transition with us, your new employer or SLMO. We are all here to assist you and to help make this transition as seamless as possible. Please **do not** discuss the transition with your BPA workplace manager.

We want to thank you for being an invaluable part of the <Supplier Name> family. We wish you well and are happy to assist you in any way we can in the weeks to come.

Thank you.

(b) (4)

Total		Definition   Calculation	Total for Period	Responses	Rough Score	Calculated Score	Maximum Score
Service Delivery	Response Rate Admin Clerical	Of the total number of new requisitions the vendor received within the defined time period, what volume and percentage of requisitions did the vendor submit at least 1 candidate. Data is computed overall and by labor category (Administrative, Business Professional, IT and Technical Professional). Requisitions are pulled based on requisition open date. Those with the current status of Open or Filled are included. Cancelled Requisitions are omitted.	23	23	100.00%		
	Response Rate - Business Professional		53	40	86.79%		
	Response Rate - Technical Professional		47	34	72.34%		
	Response Rate - IT		N/A	N/A	N/A		
	Response Rate - Total		123	103	83.74%	16.7	20.0
Quality	Submittal quality	Of the total candidates the vendor submitted during the designated timeframe - what volume and percentage of candidates met the basic qualifications for the role (i.e. were not dispositioned as "Does Not Meet Min Requirements" or "Rejected" or "didn't have the right paperwork")			100.00%	10.0	10.0
	Candidate Quality - Shortlisted	Percentage of job Seekers submitted by the individual supplier which result in a shortlisting (Use Scoring Key)			94.65%	9.0	20.0
	Candidate Quality - Interview	Percentage of job Seekers submitted by the individual supplier which result in an interview (Use Scoring Key)			17.28%	9.0	20.0
	Candidate Quality - Assignment	Percentage of job Seekers submitted by the individual supplier which result in an assignment being created (Use Scoring Key)			7.41%	7.0	20.0
	Early Terminations	What percent of contractor placements are still at BPA 1 year later. (sum of voluntary and involuntary terminations) (Use Scoring Key)			96.5%	13.0	20.0
Cost	Markup Ranking - New Positions	Take the average markup for all new positions for the 6 month period and rank suppliers from 1 to X.			9	6.7	20.0
	Markup Ranking - Open Workers	Take the average markup for all open positions for the 6 month period and rank suppliers from 1 to X.			12	2.5	30.0
	Rate Compliance	Percentage of job Seekers who are submitted at or below the maximum bill rate amount.			100.0%	10.0	10.0
	Distance Under max bill rate	measures the average distance [above] below the max bill rates for all candidates submitted (Use Scoring Key)			\$ 3.06	35.0	30.0
<b>Total Objective Score</b>						<b>118.9</b>	<b>200.0</b>
Subjective Rating	Supplier Stewardship	This is the average ranking for supplier by SMO staff, based on interactions with supplier over the evaluation period.			8.0	40.0	50.0
<b>Total Objective and Subjective Score</b>						<b>158.9</b>	<b>250.0</b>
Penalty	Recompete Participation Penalty	Negative 1 point for every recompete where no candidate was shortlisted, multiplied by the inverse of your response rate			(6)	(1.0)	
<b>Final Score</b>						<b>157.9</b>	
			Current	Sep. 2020	Mar. 2020		
			Your Ranking for this Scorecard is:	6	5	6	
			Your Stewardship Ranking is:	1	2	1	



Possible Points	Service Delivery						Quality					
	Response Rate Admin Clerical	Response Rate - Business Professional	Response Rate - Scientific	Response Rate - Technical	Response Rate - Total	Response Rate - Score	Submittal quality	Submittal quality - Score	Candidate Quality - Shortlisted	Candidate Quality - Shortlisted Score	Candidate Quality - Interview	Candidate Quality - Interview - Score
	20						20					
	100.00%	79.25%	N/A	56.92%	72.34%	14.5	99.47%	9.9	93.58%	8.0	11.70%	5.0
N/A	N/A	N/A		44.62%	44.62%	8.9	100.00%	10.0	100.00%	20.0	26.83%	15.0
	100.00%	88.68%	N/A	83.33%	88.03%	17.6	99.58%	10.0	92.41%	7.0	11.76%	5.0
	100.00%	90.57%	68.09%	70.77%	79.26%	15.9	99.22%	9.9	94.14%	9.0	13.95%	6.0
	95.65%	86.79%	70.21%	75.38%	79.79%	16.0	98.33%	9.8	94.92%	9.0	25.67%	14.0
	100.00%	86.79%	72.34%	83.74%	83.74%	16.7	100.00%	10.0	94.65%	9.0	17.28%	9.0
N/A	N/A	N/A		32.31%	32.31%	6.5	100.00%	10.0	95.83%	10.0	20.83%	11.0
	69.57%	67.92%	51.06%	73.85%	65.96%	13.2	99.50%	10.0	89.39%	4.0	12.56%	6.0
	100.00%	83.02%	65.96%	75.38%	78.19%	15.6	99.67%	10.0	95.05%	10.0	23.68%	13.0
N/A		83.02%	N/A	78.46%	80.51%	16.1	98.57%	9.9	93.24%	8.0	17.62%	9.0
N/A		73.58%	N/A	66.67%	69.75%	13.9	100.00%	10.0	92.90%	7.0	22.95%	12.0
	86.96%	49.06%	40.43%	24.62%	43.09%	8.6	97.20%	9.7	92.09%	7.0	7.69%	2.0
Average	94.02%	78.87%	61.35%	62.03%	68.13%	13.6	99.30%	9.9	94.02%	9.0	17.71%	8.9
Median	100.00%	83.02%	67.02%	70.77%	75.27%	15.1	99.54%	10.0	93.86%	8.5	17.45%	9.0

					Cost								
Candidate Quality - Assignment	Candidate Quality - Assignment - Score	Early Terms	Early Terms - Score	Total Quality Section	Total Quality Rank	Markup Rank - New Position	Markup Score - New Positions	Markup Rank - All Positions	Markup Score - All Positions	Rate Compliance	Rate Compliance Score	Distance Under Max Bill Rate	Distance Under Max Bill Rate Score
20		20		90		20		30		10		30	
4.26%	4.0	100.00%	20.0	46.9	7	2	18.3	2	27.5	100.0%	10.0	\$ 3.52	35.0
7.32%	7.0	57.10%	-	52.0	4	2	18.3	3	25.0	100.0%	10.0	\$ 4.09	35.0
2.94%	2.0	100.00%	20.0	44.0	8	6	11.7	5	20.0	100.0%	10.0	\$ 2.18	30.0
5.43%	5.0	99.50%	19.0	48.9	5	4	15.0	1	30.0	100.0%	10.0	\$ 0.65	7.0
11.33%	11.0	99.20%	18.0	61.8	1	5	13.3	7	15.0	99.0%	9.9	\$ 0.27	3.0
7.41%	7.0	96.50%	13.0	48.0	6	9	6.7	12	2.5	100.0%	10.0	\$ 3.06	35.0
4.17%	4.0	100.00%	20.0	55.0	3	8	8.3	8	12.5	100.0%	10.0	\$ 3.63	35.0
1.51%	1.0	100.00%	20.0	41.0	10	1	20.0	6	17.5	100.0%	10.0	\$ 2.79	30.0
7.57%	7.0	98.00%	16.0	56.0	2	11	3.3	10	7.5	100.0%	10.0	\$ 1.61	23.0
3.81%	3.0	92.90%	5.0	34.9	12	12	1.7	4	22.5	100.0%	10.0	\$ 1.88	28.0
7.65%	7.0	92.80%	5.0	41.0	9	7	10.0	9	10.0	100.0%	10.0	\$ 1.71	25.0
2.10%	2.0	98.90%	17.0	37.7	11	10	5.0	11	5.0	100.0%	10.0	\$ 1.78	26.0
5.46%	5.0	94.58%	14.4	47.3			11.0		16.3	100%	10.0	\$ 2.26	26.0
4.85%	4.5	99.05%	17.5	47.5			10.8		16.3	100%	10.0	\$ 2.03	29.0

Total Cost Section	Cost Rank	Total Objective Score	Supplier Stewardship	Stewardship Rank	Total Objective & Subjective Score	Recompete Penalty	Total Score
90		200	50		250		
90.8	1	152.2	25.0	12	177.2	-	177.2
88.3	2	149.3	27.5	10	176.8	(1.7)	175.1
71.7	4	133.2	30.0	7	163.2	-	163.2
62.0	7	126.8	34.5	4	161.3	(1.0)	160.2
41.2	12	119.0	40.0	1	159.0	(1.0)	158.0
54.2	9	118.9	40.0	1	158.9	(1.0)	157.9
65.8	5	127.3	30.0	7	157.3	-	157.3
77.5	3	131.6	27.5	10	159.1	(3.4)	155.7
43.8	11	115.4	38.0	3	153.4	(0.9)	152.6
62.2	6	113.1	33.5	5	146.6	-	146.6
55.0	8	109.9	31.5	6	141.4	(0.6)	140.8
46.0	10	92.3	30.0	7	122.3	(5.7)	116.6
63.2		124.1	32.3		156.4	(1.3)	155.1
62.1		122.9	30.8		159.0	(0.9)	157.6

Candidate Quality Shortlisted		Candidate Quality - Interview	
<b>Scoring Table</b>		<b>Scoring Table</b>	
<b>Result</b>	<b>Score</b>	<b>Result</b>	<b>Score</b>
85.9% or less	0	0.00% - 5.00%	0
86.0% - 86.9%	1	5.01% - 6.50%	1
87.0% - 87.9%	2	6.51% - 8.00%	2
88.0% - 88.9%	3	8.01% - 9.50%	3
89.0% - 89.9%	4	9.51% - 11.00%	4
90.0% - 90.9%	5	11.01% - 12.50%	5
91.0% - 91.9%	6	12.51% - 14.00%	6
92.0% - 92.9%	7	14.01% - 15.50%	7
93.0% - 93.9%	8	15.51% - 17.00%	8
94.0% - 94.9%	9	17.01% - 18.50%	9
95.0% - 95.9%	10	18.51% - 20.00%	10
96.0% - 96.9%	12	20.01% - 21.50%	11
97.0% - 97.9%	14	21.51% - 23.00%	12
98.0% - 98.9%	16	23.01% - 24.50%	13
99.0% - 99.9%	18	24.51% - 26.00%	14
100%	20	26.01% - 27.50%	15
		27.51% - 29.00%	16
		29.01% - 30.50%	17
		30.51% - 32.00%	18
		32.01% - 33.50%	19
		33.51% and Higher	20
<b>Early Terminations</b>		<b>Distance Under Max Bill Rate</b>	
<b>Scoring Table</b>		<b>Scoring Table</b>	
<b>Result</b>	<b>Score</b>	<b>Result</b>	<b>Score</b>
90.4% or less	0	(5.00) or lower	-5
90.5% - 90.9%	1	(4.00) - (4.99)	-4
91.0% - 91.4%	2	(3.00) - (3.99)	-3
91.5% - 91.9%	3	(2.00) - (2.99)	-2
92.0% - 92.4%	4	(1.00) - (1.99)	-1
92.5% - 92.9%	5	(.00) - (.99)	0
93.0% - 93.4%	6	.01 - .10	1
93.5% - 93.9%	7	.11 - .20	2
94.0% - 94.4%	8	.21 - .30	3
94.5% - 94.9%	9	.31 - .40	4
95.0% - 95.4%	10	.41 - .50	5
95.5% - 95.9%	11	.51 - .60	6
96.0% - 96.4%	12	.61 - .70	7
96.5% - 96.9%	13	.71 - .80	8
97.0% - 97.4%	14	.81 - .90	9
97.5% - 97.9%	15	.91 - 1.00	10
98.0% - 98.4%	16	1.01 - 1.05	11
98.5% - 98.9%	17	1.06 - 1.10	12
99.0% - 99.4%	18	1.11 - 1.15	13
99.5% - 99.9%	19		
100%	20		

	<b>Candidate Quality - Assignment</b>	
	<b>Scoring Table</b>	
	<b>Result</b>	<b>Score</b>
	0.00%	0
	.01% - 2.00%	1
	2.01% - 3.00%	2
	3.01% - 4.00%	3
	4.01% - 5.00%	4
	5.01% - 6.00%	5
	6.01% - 7.00%	6
	7.01% - 8.00%	7
	8.01% - 9.00%	8
	9.01% - 10.00%	9
	10.01% - 11.00%	10
	11.01% - 12.00%	11
	12.01% - 13.00%	12
	13.01% - 14.00%	13
	14.01% - 15.00%	14
	15.01% - 16.00%	15
	16.01% - 17.00%	16
	17.01% - 18.00%	17
	18.01% - 19.00%	18
	19.01% - 20.00%	19
	20.01% and Higher	20
	<b>Distance Under Max Bill Rate</b>	
	<b>Scoring Table</b>	
	<b>Result</b>	<b>Score</b>
	1.16 - 1.20	14
	1.21 - 1.25	15
	1.26 - 1.30	16
	1.31 - 1.35	17
	1.36 - 1.40	18
	1.41 - 1.45	19
	1.46 - 1.50	20
	1.51 - 1.55	21
	1.56 - 1.60	22
	1.61 - 1.65	23
	1.66 - 1.70	24
	1.71 - 1.75	25
	1.76 - 1.80	26
	1.81 - 1.85	27
	1.86 - 1.90	28
	1.91 - 1.95	29
	1.96 - 2.00	30
	Bonus if greater \$3.00	5

(b)

Feedback: September 2020 to February 2021

SEPTEMBER		
*		Always very responsive and on top of communication and processes.
*		Delivers great candidates, especially on difficult to fill positions. Thank you for your efforts!
*		Outstanding supplier. Very responsive.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
OCTOBER		
*		Always on top of things in communicating, making sure they know specific details on APIs, and their employees are getting their pay raises.
*		Provides excellent candidates and submittals. Retention rates are great.
*		Outstanding supplier. Responds quickly to requests/issues.
*		Friendly reminder to please email the SuppLabor inbox as per the chat guidance with any job posting clarification questions.
NOVEMBER		
*		Very pleasant in emails, responds quickly, noticing many contractors switching over to them from other suppliers.
*		Offers competitive compensation packages and good retention.
*		Has been great to work with on FMLA concerns!
*		Outstanding supplier.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
*		The supplier submitted a resignation for the wrong CFTE. This was not caught until after the termination had been processed and Non-Gov had been notified and revocation was processed. This caused angst within other BPA departments as we had to ask everyone to reprioritize their tasks to ensure the CFTE was not officially terminated in HRMIS. A few days after the incident, the supplier did send a follow up apology email acknowledging the actions that had taken place.
DECEMBER		
*		Offers competitive compensation packages that makes them one of our top suppliers.
*		Outstanding supplier.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
*		Great responsiveness to SLMO emails.
JANUARY		
*		Quick responses, knowledgeable, friendly.
*		Thorough in their processes and questions. Delivers great candidates.
*		Has been great to work with on RA and FMLA concerns!
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
*		Good communication, responds promptly to requests, and submits good candidates.
FEBRUARY		
*		Has excellent retention and acquisition rates. Provides competitive rates and compensation packages for CFTE.
*		Has been great to work with on FMLA concerns!
*		Outstanding supplier.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
*		Responsive to emails & requests and provides great follow-up.

From: (b) (6)

Sent: Tue Mar 09 16:56:51 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL; (b) (6)

Subject: [EXTERNAL] RE: (b) (4) Scorecard Documentation

Importance: Normal

Attachments: image003.jpg; image004.jpg; image005.jpg; image006.jpg; image007.jpg; image008.png; image014.png; image015.jpg; image016.jpg; image017.jpg; image018.jpg; image019.jpg

Hi Scott,

This is great news! Going to sleep better than I have slept since you told us about the supplier reductions in 2019!

Look forward to meeting tomorrow. Thanks!

(b) (6)

(b) (6)

(b) (4)

**From:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

**Sent:** Tuesday, March 9, 2021 4:25 PM

**To:** (b) (6)



**Subject:** RE (b) (4) Scorecard Documentation

No problem. Sorry I was a little late. I wanted to send it out a few hours ago..... I'm glad (b) (6) can hopefully sleep better now!!

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell (b) (6)

**From:** (b) (6)

**Sent:** Tuesday, March 9, 2021 4:13 PM

**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)> (b) (6)

**Subject:** [EXTERNAL] RE (b) (4) Scorecard Documentation


Scott,

Thank you for sending this over tonight! I think (b) (6) may get a few more hours of sleep J We look forward to connecting tomorrow to discuss in more detail.

Have a good evening!

(b) (6)

(b) (6)



**From:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>

**Sent:** Tuesday, March 9, 2021 7:04 PM

**To:** (b) (6)

**Subject:** (b) (4) Scorecard Documentation

First let me say Congratulations.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard

this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number: (b) (2)

Call ID Number: (b) (2)

I look forward to talking with you.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

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From (b) (6)

Sent: Thu Mar 11 15:23:54 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Cc (b) (6)

Subject: [EXTERNAL] Rationalized Employee & scorecard Question

Importance: Normal

Attachments: image001.jpg; image002.jpg; image003.jpg; image004.jpg; image005.jpg

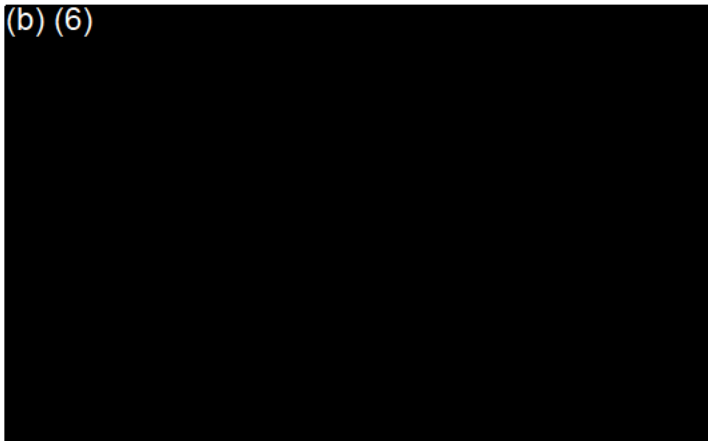
Hi Scott,

Thanks for the meeting & great news yesterday! Quick questions for you. #1 is the scorecard (attrition) only effected by people that leave their job in the first year of their position? #2 Let's say (b) (4) picks up a person from the rationalization and leaves before they hit a year, will we be penalized for that person leaving?

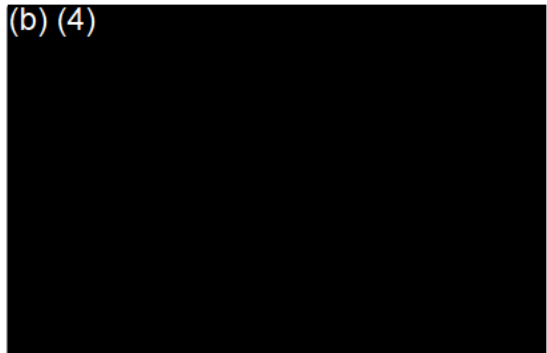
Thanks in advance!

(b) (6)

(b) (6)

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(b) (4)

A black rectangular redaction box covering the middle-left portion of the page.

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Thank you



From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Thu Mar 11 15:25:42 2021

To: (b) (6)

Cc:

Subject: RE: Rationalized Employee & scorecard Question

Importance: Normal

Attachments: image006.png; image007.jpg; image008.jpg; image009.jpg; image010.jpg; image011.jpg

Yes and Yes.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

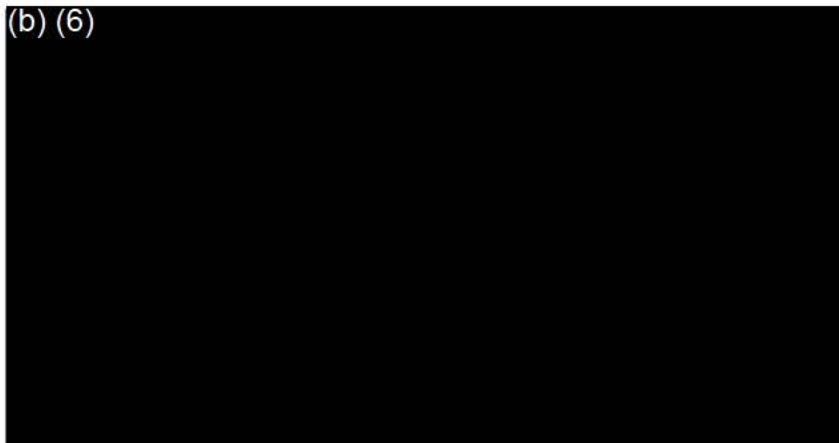
**From:** (b) (6)  
**Sent:** Thursday, March 11, 2021 3:24 PM  
**To:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Cc:** (b) (6)  
**Subject:** [EXTERNAL] Rationalized Employee & scorecard Question

Hi Scott,

Thanks for the meeting & great news yesterday! Quick questions for you. #1 is the scorecard (attrition) only effected by people that leave their job in the first year of their position? #2 Let's say (b) (4) picks up a person from the rationalization and leaves before they hit a year, will we be penalized for that person leaving?

Thanks in advance!

(b) (6)



(b) (6)

(b) (4)

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Thank you

From: Ziegler,Denise A (BPA) - NSP-4400-LL

Sent: Mon Mar 01 13:45:10 2021

To: Hampton,Scott R (BPA) - NSP-4400-LL

Subject: RE: Scorecards

Importance: Normal

Attachments: image004.png; image001.png

Hi Scott,

I put this in a IM, but here it is in an email.

I think I found the problem. The formula was  $\text{Shortlist Total} / (\text{Total Submittals} - \text{On-Time Withdrawals})$ .

But I'm thinking it should be  $\text{Shortlist Total} / \text{Submittal Quality Total}$  which is  $(\text{Total Submittals} - \text{Net Rejected} - \text{On-time withdrawals})$

We may never have noticed, except (b) (4) had a LOT of Withdrawals this time - 35 on-time.

There were also some reinstated Rejects that had not been entered yet – I made the manual entries for you.

I made my recommended changes and saved the file. I have the original in my downloads.

Let me know you agree.

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

**From:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

**Sent:** Monday, March 1, 2021 12:30 PM

**To:** Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

**Subject:** FW: Scorecards

When you get a minute, something for you to check out. Please use the files in the directory "original files". That's the one that was delivered to my mailbox last night.

(I'm segregating the original files since lots of people are in and out of the directory this week.)

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Falcon, April L (BPA) - NSP-4400-LL <[alfalcon@bpa.gov](mailto:alfalcon@bpa.gov)>

**Sent:** Monday, March 1, 2021 12:07 PM

**To:** Longfellow, James N (BPA) - NSP-4400-LL <[jnlongfellow@bpa.gov](mailto:jnlongfellow@bpa.gov)>; Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>; Hagedorn, William G (BPA) - NSP-4400-LL <[wghagedorn@bpa.gov](mailto:wghagedorn@bpa.gov)>

**Subject:** RE: Scorecards

Greetings J

Ok I think I am done with the scorecard calculations. The only issue I saw was on the Candidate Quality worksheet (b) (4) % Shortlisted was 104.09% (column S line 19) which according to my conversation with Scott, shouldn't be over 100% so there is a glitch in Denise's pivot table somewhere. I entered the number as it is shown for now. I can change it when it gets corrected. J

Hopefully I entered everything correctly. James your video was extremely helpful to me doing this. I followed that more than the written procedures (my brain learns better that way I guess so thank you sooo much for doing

that!! J I did get a kick out of listening to myself talking. I guess my accent is more muted than it used to be J)

Scott, just let me know next steps.

Thanks

April

**From:** Longfellow, James N (BPA) - NSP-4400-LL <[jnlongfellow@bpa.gov](mailto:jnlongfellow@bpa.gov)>  
**Sent:** Monday, March 1, 2021 9:02 AM  
**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>; Falcon, April L (BPA) - NSP-4400-LL <[alfalcon@bpa.gov](mailto:alfalcon@bpa.gov)>; Hagedorn, William G (BPA) - NSP-4400-LL <[wghagedorn@bpa.gov](mailto:wghagedorn@bpa.gov)>  
**Subject:** RE: Scorecards

I uploaded the videos to the Scorecard folder, under SLMO/Hampton/Supplier Management. Big files.

Important – **the first video doesn't start until about 4:40**. BPA technology, I couldn't figure out how-to crop it shorter. I did add a note to start at 4:40 on the file's name. You may hear occasional background noise – please ignore – I had to capture the audio via speaker phone, so there is the random dog/kid noises or even better me stumbling to myself about incoming text messages (unrelated commentary).



**From:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Sent:** Monday, March 1, 2021 8:00 AM  
**To:** Falcon, April L (BPA) - NSP-4400-LL <[alfalcon@bpa.gov](mailto:alfalcon@bpa.gov)>; Hagedorn, William G (BPA) - NSP-4400-LL <[wghagedorn@bpa.gov](mailto:wghagedorn@bpa.gov)>; Longfellow, James N (BPA) - NSP-4400-LL <[jnlongfellow@bpa.gov](mailto:jnlongfellow@bpa.gov)>  
**Subject:** Scorecards

Good Morning Everyone!

It's finally scorecard week! Whew!! So my hope is each of you can find some time to calculate scorecards, so we can make sure there are no mistakes. If something has come up, and you don't have the time, that's fine, no pressure. It will just be beneficial to have all of you know how to do it (the more the merrier).

I have received the data file and will get it out to the shared drive. I will put a scorecard file out there as well. I will put files out there with your names on them, please use those files, so that we don't mess with the original files, and we don't step on each other. The step by step instructions are up one directory level and James was going to try and run down the video he took of me doing the scorecards last time. We have time, in fact, you don't need to get started today. But I would like to see everyone's scorecard on Wednesday morning, (or late Tuesday Afternoon) so we can run down discrepancies on Wednesday to make sure we are 100% accurate for Friday's first meeting.

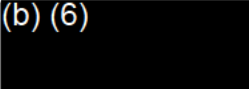
I really appreciate your help on this!!

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6) 

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Tue Mar 16 15:24:35 2021

To: (b) (6)

Subject: RE: BPA – Margins regarding CRGT Workers

Importance: Normal

Attachments: image001.png; image002.jpg; image003.jpg; image004.jpg; image005.jpg; image006.jpg; image007.gif

Yes, it looks to me like only CRGT has that issue. The other vendor has higher margins.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

From: (b) (6)

Sent: Tuesday, March 16, 2021 3:22 PM

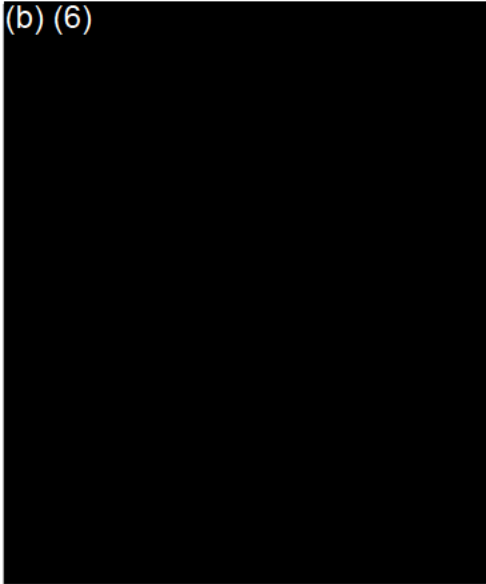
**To:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Subject:** [EXTERNAL] RE: BPA – Margins regarding CRGT Workers

(b) (4)

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Thanks!

(b) (6)

A large black rectangular redaction box covering the lower-left portion of the page.

(b) (4)



**From:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>

**Sent:** Tuesday, March 16, 2021 3:15 PM

**To:** (b) (6)

**Subject:** RE: BPA – Margins regarding CRGT Workers

(b) (6)



You are correct. Everything calculates off the pay rate we currently have in Fieldglass. If you then want to increase pay a little, that comes out of that 55% margin.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell (b) (6)

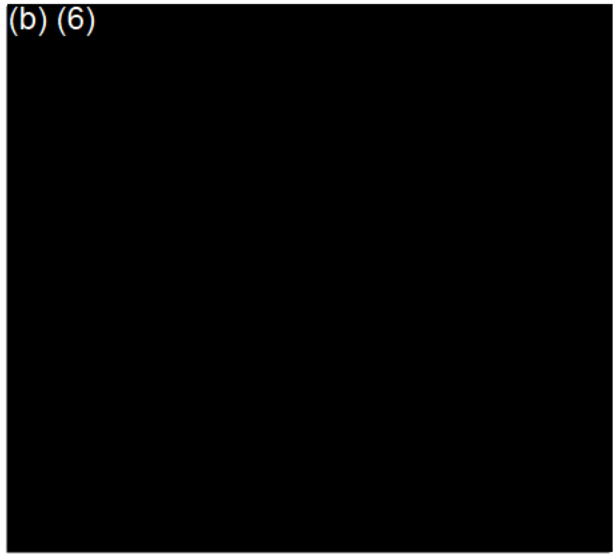
**From:** (b) (6)  
**Sent:** Tuesday, March 16, 2021 12:59 PM  
**To:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>  
**Subject:** [EXTERNAL] RE: BPA – Margins regarding CRGT Workers

Afternoon!


(b) (4)

Thanks!

(b) (6)



(b) (4)



(b) (4)

**From:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>  
**Sent:** Tuesday, March 16, 2021 12:14 PM  
**To:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>  
**Subject:** BPA – Margins regarding CRGT Workers  
**Importance:** High

Valued Suppliers,

It has come to our attention that there are some extremely tight margins on approximately 42 CRGT contract workers. After doing some analysis, BPA is willing to make the following changes to the Rules of Transition:

- For CRGT workers that have a billing rate of less than \$55/hour and a markup of less than 1.55:
  - You may calculate to a billing rate of 1.55 of the pay rate and extend that offer to the worker
  - The new billing rate can go above \$55/hour
  - If you have already talked to an individual that falls into this category, please feel free to call them back
  - If you have already agreed to represent them, please recalculate your markup to the higher bill rate and make sure you can onboard the person in a sustainable business way
- If you encounter a worker who has a markup above 1.55 of pay rate, you do not need to mark down to 1.55,



unless you want to. We always appreciate a billing rate reduction.

This only applies to the workers defined by the hourly rate and markup. Please do not inquire about other individuals; rather, do your best to make an acceptable offer to them that allows you to sustain your business.

There are a limited number of high dollar individuals (about 7 with billing rates above \$65/hour) that may reach out to you. Please do your best with the billing rate specified, but do not extend an offer if you can't onboard the person in a sustainable business way. Those individuals may need to have their rates renegotiated and we will have to involve the BPA manager in those negotiations.

Thank you for your partnership as we work through these issues. Please email [supplemetnallabor@bpa.gov](mailto:supplemetnallabor@bpa.gov) if you have any questions.

***Supplemental Labor Management Office***

***Bonneville Power Administration***

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Thank you

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Tue Mar 16 15:14:44 2021

To: (b) (6)

Bcc: Falcon, April L (BPA) - NSP-4400-LL; Longfellow, James N (BPA) - NSP-4400-LL; Hagedorn, William G (BPA) - NSP-4400-LL

Subject: RE: BPA – Margins regarding CRGT Workers

Importance: Normal

Attachments: image001.png; image002.jpg; image003.jpg; image004.jpg; image005.jpg; image006.jpg; image007.gif

Hi (b) (6)

You are correct. Everything calculates off the pay rate we currently have in Fieldglass. If you then want to increase pay a little, that comes out of that 55% margin.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** (b) (6)  
**Sent:** Tuesday, March 16, 2021 12:59 PM  
**To:** Supplemental Labor Office <SupplementalLabor@bpa.gov>  
**Subject:** [EXTERNAL] RE: BPA – Margins regarding CRGT Workers

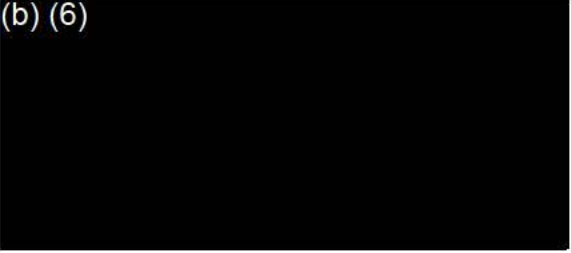
Afternoon!

(b) (4)

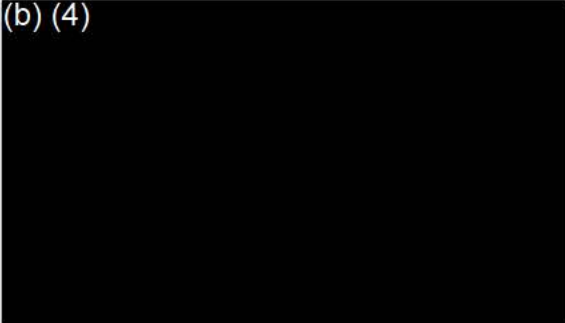
Thanks!

(b) (6)

(b) (6)

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(b) (4)

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**From:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>  
**Sent:** Tuesday, March 16, 2021 12:14 PM  
**To:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>  
**Subject:** BPA – Margins regarding CRGT Workers

**Importance: High**

Valued Suppliers,

It has come to our attention that there are some extremely tight margins on approximately 42 CRGT contract workers. After doing some analysis, BPA is willing to make the following changes to the Rules of Transition:

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There are a limited number of high dollar individuals (about 7 with billing rates above \$65/hour) that may reach out

to you. Please do your best with the billing rate specified, but do not extend an offer if you can't onboard the person in a sustainable business way. Those individuals may need to have their rates renegotiated and we will have to involve the BPA manager in those negotiations.

Thank you for your partnership as we work through these issues. Please email [supplemetnallabor@bpa.gov](mailto:supplemetnallabor@bpa.gov) if you have any questions.

***Supplemental Labor Management Office***

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correct our internal records. Please then delete the original message (including any attachments) in its entirety.  
Thank you



From: (b) (6)

Sent: Tue Mar 16 12:59:02 2021

To: Supplemental Labor Office

Subject: [EXTERNAL] RE: BPA – Margins regarding CRGT Workers

Importance: Normal

Attachments: image002.jpg; image003.jpg; image004.jpg; image005.jpg; image006.jpg; image007.gif


Afternoon!

(b) (4)

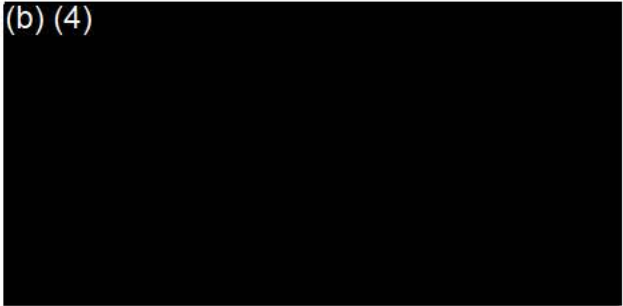
Thanks!

(b) (6)

(b) (6)

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(b) (4)

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**From:** Supplemental Labor Office <SupplementalLabor@bpa.gov>  
**Sent:** Tuesday, March 16, 2021 12:14 PM  
**To:** Supplemental Labor Office <SupplementalLabor@bpa.gov>

**Subject:** BPA – Margins regarding CRGT Workers

**Importance:** High

Valued Suppliers,

It has come to our attention that there are some extremely tight margins on approximately 42 CRGT contract workers. After doing some analysis, BPA is willing to make the following changes to the Rules of Transition:

- For CRGT workers that have a billing rate of less than \$55/hour and a markup of less than 1.55:
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  - The new billing rate can go above \$55/hour
  - If you have already talked to an individual that falls into this category, please feel free to call them back
  - If you have already agreed to represent them, please recalculate your markup to the higher bill rate and make sure you can onboard the person in a sustainable business way
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Thank you for your partnership as we work through these issues. Please email [supplemetnallabor@bpa.gov](mailto:supplemetnallabor@bpa.gov) if you have any questions.

***Supplemental Labor Management Office***

***Bonneville Power Administration***

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Thank you

From: Supplemental Labor Office

Sent: Tue Mar 16 07:04:57 2021

To: Supplemental Labor Office

Subject: ACTION REQUIRED: Supplier Reduction Notification (Updated Contact List)

Importance: Normal

Attachments: REF\_13127\_TRANSITION\_RULES\_WRKR.docx; image001.gif

Good morning. Please refer to this revised contact list when reaching out to suppliers as a couple of the phone numbers have been updated.

**Supplier Name**

**Contact Name**

**Phone**

**Email**

**Additional Info**

ACS Professional Staffing


Stephanie Peri-Provine

Michael Sineth

360-930-6086  
360-329-7754

stephaniep@acsprostaffing.com  
michaels@acsprostaffing.com

(b) (4)

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(b) (6)

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AZAD Technology Partners

(b) (6)

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CorSource Technology Group

Valerie Ebinger

503-726-4555

vebinger@corsource.com

Everest Consultants, Inc.

Dave Myers

503-701-6832

davem@everestinc.com

First Tek Dos, LLC

Pete Gibson

503-862-8229

pete.gibson@first-tek.com

Flux Resources (formerly DEA Onsite)

Kaycee Satava

Jordan Bertanzetti

Camille Woodin



503-317-5049

720-908-2363

503-547-5597

Kaycee.satava@workwithflux.com

Jordan.bertanzetti@workwithflux.com

Camille.woodin@workwithflux.com

Book a time to speak with Kaycee: <https://calendly.com/kaycee-satava/20minmeeting>

Book a time to speak with Jordan: <https://calendly.com/joxb/bpa?month=2021-03>

Book a time to speak with Camille: <https://calendly.com/camille-woodin/20min>

Motus Recruiting & Staffing, Inc

Emma Osborne

971-371-3490

emma@motusrecruiting.com

The original list in the email sent yesterday (below) has also been updated in this email chain to prevent confusion.

Thank you.

***Supplemental Labor Management Office***

***Bonneville Power Administration***

**From:** Supplemental Labor Office  
**Sent:** Monday, March 15, 2021 1:55 PM  
**To:** Supplemental Labor Office <SupplementalLabor@bpa.gov>  
**Subject:** ACTION REQUIRED: Supplier Reduction Notification

Good afternoon. The Supplemental Labor Management Office (SLMO) is reducing the number of Supplemental Labor staffing suppliers. Through an objective scorecard process, SLMO has determined the suppliers impacted by this change; which includes your current employer.

As a result of this change, you have the opportunity to select and transition to a new employer and continue your current assignment with BPA. Below is the list of participating suppliers. **It will be up to you to contact any or all of the suppliers listed below and select which one you would like to represent you on your BPA assignment.**

On 3/16/2021, SLMO will distribute a DocuSign envelope to your BPA email address that contains the following information:

- o Right to Represent form
- o 1400 form
- o Contract Worker Attestation form
- o Non-Disclosure Agreement

Simply complete the forms in the DocuSign envelope no later than **11:59pm on 4/16/2021** to communicate your selection. **If you do not select a new employer by the deadline indicated, your assignment will end no later than 5/22/2021.**

Please refer to the attached Process & Rules of Transition for additional details. If you fail to comply with the rules of transition, you may be disqualified from remaining on assignment at BPA.

**Supplier Name**

**Contact Name**

**Phone**

**Email**

**Additional Info**

ACS Professional Staffing

Stephanie Peri-Provine  
Michael Sineth

360-930-6086  
360-329-7754

stephaniep@acsprostaffing.com  
michaels@acsprostaffing.com

(b) (4)

(b) (6)

AZAD Technology Partners

(b) (6)

(b) (6)

CorSource Technology Group

Valerie Ebinger

503-726-4555

vebinger@corsource.com

Everest Consultants, Inc.

Dave Myers

503-701-6832

davem@everestinc.com

First Tek Dos, LLC

Pete Gibson

503-862-8229

pete.gibson@first-tek.com

Flux Resources (formerly DEA Onsite)

Kaycee Satava

Jordan Bertanzetti

Camille Woodin

503-317-5049

720-908-2363

503-547-5597

Kaycee.satava@workwithflux.com

Jordan.bertanzetti@workwithflux.com

Camille.woodin@workwithflux.com

Book a time to speak with Kaycee: <https://calendly.com/kaycee-satava/20minmeeting>

Book a time to speak with Jordan: <https://calendly.com/joxb/bpa?month=2021-03>

Book a time to speak with Camille: <https://calendly.com/camille-woodin/20min>

Motus Recruiting & Staffing, Inc

Emma Osborne

971-371-3490

emma@motusrecruiting.com

\*\*\*Please be sure to submit expense sheets for travel as soon as possible so your current employer can reimburse you. **DO NOT DELAY**. Once your current assignment is closed, you will no longer be able to submit expense sheets for reimbursement.

If you have any questions, please e-mail [supplementallabor@bpa.gov](mailto:supplementallabor@bpa.gov). To expedite our response, please put **“Supplier Rationalization”**, your name and BPA organization in the subject line of the email.

Thank you.

***Supplemental Labor Management Office***

***Bonneville Power Administration***

# APR Staffing



From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Fri Mar 05 13:54:12 2021

To: Deb Sanders (Murray); steve.rhodes@aprstaffing.com; Joe Prats

Subject: APR Staffing Scorecard Documentation

Importance: Normal

Attachments: image001.png; APR Staffing 202103 Scorecard.xlsx; FINAL\_Q&A\_Rationalized Suppliers.docx; NotestoScoring202103.docx; Summary Sheet.xlsx; APR Staffing Feedback.xlsx

First let me say I'm sorry. I know this will not be welcome news.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number:

(b) (2)

Call ID Number (b) (2)

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

APR							
Goal	Metric	Definition / Calculation	Total for Period	Responses	Rough Score	Calculated Score	Maximum Score
Service Fulfillment	Response Rate - Admin Clerical	Of the total number of new requisitions the vendor received within the defined time period, what volume and percentage of requisitions did the vendor submit	23	23	100.00%		
	Response Rate - Business Professional		53	44	83.02%		
	Response Rate - Technical Professional		47	31	65.96%		
	Response Rate - IT		65	49	75.38%		
	Response Rate - Total		188	147	78.19%	15.6	20.0
Quality	Submittal quality	Of the total candidates the vendor submitted during the designated timeframe - what volume and percentage of candidates met the basic qualifications for the role (i.e. were not dispositioned as "Does Not Meet Min Requirements" or "Rejected" or "Didn't have the right paperwork")			99.67%	10.0	10.0
	Candidate Quality - Shortlisted	Percentage of job Seekers submitted by the individual supplier which result in a shortlisting (Use Scoring Key)			95.05%	10.0	20.0
	Candidate Quality - Interview	Percentage of job Seekers submitted by the individual supplier which result in an interview (Use Scoring Key)			23.68%	13.0	20.0
	Candidate Quality - Assignment	Percentage of job Seekers submitted by the individual supplier which result in an assignment being created (Use Scoring Key)			7.57%	7.0	20.0
	Early Terminations	What percent of contractor placements are still at BPA 1 year later. (sum of voluntary and involuntary terminations) (Use Scoring Key)			98.0%	16.0	20.0
Cost	Markup Ranking - New Positions	Take the average markup for all new positions for the 6 month period and rank suppliers from 1 to X.			11	3.3	20.0
	Markup Ranking - Open Workers	Take the average markup for all open positions for the 6 month period and rank suppliers from 1 to X.			10	7.5	30.0
	Rate Compliance	Percentage of Job Seekers who are submitted at or below the maximum bill rate amount.			100.0%	10.0	10.0
	Distance Under max bill rate	measures the average distance (above) below the max bill rates for all candidates submitted (Use Scoring Key)			\$ 1.61	23.0	30.0
<b>Total Objective Score</b>						<b>115.4</b>	<b>200.0</b>
Subjective Rating	Supplier Stewardship	This is the average ranking for supplier by SMO staff, based on interactions with supplier over the evaluation period.			7.6	38.0	50.0
<b>Total Objective and Subjective Score</b>						<b>153.4</b>	<b>250.0</b>
Penalty	Recompete Participation Penalty	Negative 1 point for every recompete where no candidate was shortlisted, multiplied by the inverse of your response rate			(4)	(0.9)	
<b>Final Score</b>						<b>152.6</b>	
		Your Ranking for this Scorecard is:	Current	Sep. 2020	Mar. 2020		
			9	9	3		
		Your Stewardship Ranking is:	3	4	3		

**Q & A FOR RATIONALIZED SUPPLIERS**

**What is SLMO communicating to our workers?**

On 3/15/2021, SLMO will send impacted contract workers an email outlining the process and deadlines for selecting a new employer. This email will also contain a list of eligible suppliers based on the worker's labor category.

**REFERENCE:** Refer to [email template #1](#) in the reference section below. This email template will include the "Rules of Transition" for contract personnel as an attachment.

**When should we communicate to our workers?**

As mentioned above, SLMO will communicate to impacted workers on 3/15/2021. We respectfully ask that you refrain from communicating with your workers about the rationalization until 3/12/2021, at the earliest. We have developed a staged communication plan to help prevent confusion and minimize disruption so we ask that you partner with us to ensure notifications are distributed in the timeframe we have planned.

**What should we communicate to our workers?**

We would appreciate it if you would ensure your communications to employees include the following:

- Please advise that primary communications about the transition, actions required and timeframes will come directly from SLMO. It is important that workers keep an eye out for these communications and act on them by the deadlines provided.
- Workers should discuss any questions about the transition with you, their new employer or SLMO. They should not discuss the transition with their BPA workplace manager.
- Please assure your workers that you and SLMO will be there to support them throughout the transition and will make it as seamless as possible.

We have provided a sample email in the reference section below that you may use to communicate with your workers. You are not required to use this template; we are only providing it as a service to you based on feedback from the first round of rationalization last year. If you decide to create your own communication, we are happy to review if you would like us to do so, however, it is not required.

**REFERENCE:** Refer to email [template #2](#) in the reference section below.

**How should we handle supplier rep badges?**

- No additional badge requests will be accepted at this time.
- If you have a supplier badge request in process, please check with SLMO on the status and next steps.
- You may retain your supplier badges until all of your workers have been transitioned to new employers. At that point, please return all supplier badges to SLMO.
- Please keep SLMO informed of the date/time you will be returning your badge(s)

**How do we handle PPE and Ergonomic Equipment that we provided to our workers?**

We would appreciate it if you left the PPE and Ergonomic equipment with your workers to continue to use, so as to not disrupt their work. However, if you prefer to collect it, please let us know so we can communicate that to their new employer and help facilitate that transition.

**For candidates in the pipeline/in process, can we provide them with a list of suppliers for them to reach out to?**

- Please have candidates email [supplaborjobs@bpa.gov](mailto:supplaborjobs@bpa.gov) with the type of position they are interested in and we can provide the appropriate vendor list directly to the worker.
- If you receive any interview requests that you do not want to facilitate, please let us know.
- SLMO will not shortlist candidates you have submitted going forward. Additionally, we may unshortlist candidates who were previously shortlisted but not yet interviewed.
- Candidates who have already interviewed and are selected will be required to select a new employer before we can proceed with onboarding.

**When will our workers transition to their new employer?**

SLMO will transition workers as their paperwork is received. We will transition workers on Sundays, as usual. We will be distributing forms via DocuSign on 3/16/2021. Workers must make a new employer selection no later than 4/16/2021. All workers will be transitioned no later than 5/23/2021.

**When will our contract with BPA end?**

Your contract with BPA will expire at the end of May 2021.

**How will BPA handle contractors who are unhappy about moving suppliers as it will impact their pay, medical benefits, 401k, etc.?**

Unfortunately, government procurement regulations don't allow for handling individual contractor concerns. As contracts expire and are not renewed, BPA's need for that work to be completed does not go away. If a contractor does not want to move suppliers, that is their right and will be completely up to them. However, as there is no contract they will not be able to continue at BPA, and BPA will have to procure a new contractor for that assignment.

**REFERENCES**

**1. Email to Impacted Contract Workers**

The Supplemental Labor Management Office (SLMO) is reducing the number of Supplemental Labor staffing suppliers. Through an objective scorecard process, SLMO has determined the suppliers impacted by this change; which includes your current employer.

As a result of this change, you have the opportunity to select and transition to a new employer and continue your current assignment with BPA. Below is the list of participating suppliers. **It will be up to you to contact any or all of the suppliers listed below and select which one you would like to represent you on your BPA assignment.**

On **3/16/2021**, SLMO will distribute a DocuSign envelope to your BPA email address that contains the following information:

- Right to Represent form
- 1400 form
- Contract Worker Attestation form
- Non-Disclosure Agreement

Simply complete the forms in the DocuSign envelope no later than **11:59pm on 4/16/2021** to communicate your selection. **If you do not select a new employer by the deadline indicated, your assignment will end no later than 5/22/2021.**

Please refer to the attached Process & Rules of Transition for additional details. If you fail to comply with the rules of transition, you may be disqualified from remaining on assignment at BPA.

<Appropriate supplier list/contact info based on the position’s labor category>

\*\*\*Please be sure to submit expense sheets for travel as soon as possible so your current employer can reimburse you. DO NOT DELAY. Once your current assignment is closed, you will no longer be able to submit expense sheets for reimbursement.

If you have any questions, please e-mail [supplementallabor@bpa.gov](mailto:supplementallabor@bpa.gov). **To expedite our response, please put “Supplier Rationalization”, your name and BPA organization in the subject line of the email.** Thank you.

## 2. Sample Email Suppliers May Send to Workers

Dear Worker:

We are writing to inform you that <Supplier Name> will no longer be a part of the Supplemental Labor program at BPA effective the end of May 2021. BPA’s Supplemental Labor Management Office (SLMO) is optimizing their program by reducing their supplier pool and unfortunately, <Supplier Name> is impacted by these reductions. This means you will be required to select a new employer to continue your assignment at BPA. SLMO will be sending a communication to your BPA email address on Monday, March 15<sup>th</sup> to help guide you through this process.

Please remember:

- Communication about this transition, actions required, and timeframes will come directly from SLMO. It is important that you keep an eye out for these communications and act on them by the deadlines provided.
- Please discuss any questions about the transition with us, your new employer or SLMO. We are all here to assist you and to help make this transition as seamless as possible. Please **do not** discuss the transition with your BPA workplace manager.

We want to thank you for being an invaluable part of the <Supplier Name> family. We wish you well and are happy to assist you in any way we can in the weeks to come.

Thank you.

## Notes to Scoring

### March, 2021 Scorecard Meetings

Scoring Summary	Average	Median	Minimum	Maximum
Score	155.1	157.6	116.6	175.1
Supplier Stewardship	6.5	6.1	5	8

1. This is the final round of rationalization. 4 suppliers will be leaving us in the next few months. I appreciate your efforts over the last 18 months to participate in this process and adjust your business practices. We have seen margins tighten significantly during this period and lots of effort around cost. For that I thank you!
  
2. For Rationalized Suppliers
  - a. Your contract will be extended for a short period of time to facilitate transfer of workers, and then it will not be renewed
  - b. SLMO will transition all of your workers to a participating supplier by 5/23
  - c. JP's will no longer be distributed to you effective immediately (we are halting JPs from 3/1 to 3/12)
  - d. SLMO will provide your current workers with a list of participating suppliers
    - i. Workers will need to select their new employer via DocuSign by 4/16
    - ii. Workers who elect not to transition to a new employer may remain on assignment until 5/22, at managers discretion
  - e. How we will handle candidates in the pipeline:
    - i. Candidates shortlisted before 3/1 may be un-shortlisted from open JPs
    - ii. If a manager has determined they want to interview a shortlisted candidate, we will work with you to schedule the interview (if you are willing to coordinate). If you prefer not to coordinate, please let us know and we will ask the candidate to select a new employer to remain in consideration.
    - iii. If a manager has already interviewed a candidate and wants to select them, we will work with the candidate to select a new employer to remain in consideration.
  - f. Be candid with applicants submitted, shortlisted and/or scheduled to interview:
    - i. SLMO will send affected applicants a list of participating suppliers to contact should they choose to stay in consideration for the open posting
  
3. For Remaining Suppliers
  - a. SLMO will transition affected workers to new suppliers by 5/23. Workers will be transitioned as their paperwork is received by SLMO.
    - i. You will receive a list of affected workers with all the information you will need to represent them
    - ii. API, Worker Name, Title, Bill Rate, etc.

- iii. Bill rates, job titles and levels will remain the same. No bill rate increases will be considered.
- iv. Review the API requirements carefully to understand the costs involved of the new assignment
- b. SLMO will distribute the Rules of Transition and the list of affected workers to you on 3/15
  - i. Do not solicit for business with current workers, etc.
  - ii. You must adhere to the rules of transition or you will be disqualified
- c. Workers will receive the list of participating suppliers with contact information on 3/15
  - i. Workers will notify SLMO directly via DocuSign which supplier they choose no later than 4/16
  - ii. Once received, SLMO will forward the DocuSign envelope to you to sign the NDA and Attestation
- d. SLMO will work with you throughout the transition process:
  - i. You will need to submit your new employees to the new JP's – SLMO will notify you when to submit
  - ii. Effective dates for new assignments will be as soon as possible, no later than 5/23
  - iii. You may be approached by workers who were shortlisted and/or interviewed by affected suppliers who are interested in remaining in consideration
    - 1. Please submit these applicants to the appropriate posting within 3 business days
    - 2. Submit at or below max bill rate on the JP

#### 4. Changes Going Forward

#### 5. Any other questions or concerns?



**Supplier Stewardship Scale**

9 - 10	Outstanding Supplier - provides unsurpassed customer service, is extremely accurate and/or typically responds within an hour or two to SLMO needs
7 - 8	Excellent Supplier - provides excellent customer service, is accurate and/or typically responds within a few hours to SLMO needs
5 - 6	Good Supplier - provides valuable customer service, is somewhat accurate and/or typically responds within a day to SLMO needs
3 - 4	Fair Supplier - provides minimal customer service, is minimally accurate and/or typically responds within a few days to SLMO needs
1 - 2	Poor Supplier - provides no customer service, often inaccurate & mistake prone and/or non-responsive to SLMO needs
0	BPA Should stop doing business with the company immediately

<b>Candidate Quality Shortlisted Scoring Table</b>	
<u>Result</u>	<u>Score</u>
85.9% or less	0
86.0% - 86.9%	1
87.0% - 87.9%	2
88.0% - 88.9%	3
89.0% - 89.9%	4
90.0% - 90.9%	5
91.0% - 91.9%	6
92.0% - 92.9%	7
93.0% - 93.9%	8
94.0% - 94.9%	9
95.0% - 95.9%	10
96.0% - 96.9%	12
97.0% - 97.9%	14
98.0% - 98.9%	16
99.0% - 99.9%	18
100%	20

<b>Candidate Quality - Interview Scoring Table</b>	
<u>Result</u>	<u>Score</u>
0.00% - 5.00%	0
5.01% - 6.50%	1
6.51% - 8.00%	2
8.01% - 9.50%	3
9.51% - 11.00%	4
11.01% - 12.50%	5
12.51% - 14.00%	6
14.01% - 15.50%	7
15.51% - 17.00%	8
17.01% - 18.50%	9
18.51% - 20.00%	10
20.01% - 21.50%	11
21.51% - 23.00%	12
23.01% - 24.50%	13
24.51% - 26.00%	14
26.01% - 27.50%	15
27.51% - 29.00%	16
29.01% - 30.50%	17
30.51% - 32.00%	18
32.01% - 33.50%	19
33.51% and Higher	20

<b>Candidate Quality - Assignment Scoring Table</b>	
<u>Result</u>	<u>Score</u>
0.00%	0
.01% - 2.00%	1
2.01% - 3.00%	2
3.01% - 4.00%	3
4.01% - 5.00%	4
5.01% - 6.00%	5
6.01% - 7.00%	6
7.01% - 8.00%	7
8.01% - 9.00%	8
9.01% - 10.00%	9
10.01% - 11.00%	10
11.01% - 12.00%	11
12.01% - 13.00%	12
13.01% - 14.00%	13
14.01% - 15.00%	14
15.01% - 16.00%	15
16.01% - 17.00%	16
17.01% - 18.00%	17
18.01% - 19.00%	18
19.01% - 20.00%	19
20.01% and Higher	20

<b>Early Terminations Scoring Table</b>	
<u>Result</u>	<u>Score</u>
90.4% or less	0
90.5% - 90.9%	1
91.0% - 91.4%	2
91.5% - 91.9%	3
92.0% - 92.4%	4
92.5% - 92.9%	5
93.0% - 93.4%	6
93.5% - 93.9%	7
94.0% - 94.4%	8
94.5% - 94.9%	9
95.0% - 95.4%	10
95.5% - 95.9%	11
96.0% - 96.4%	12
96.5% - 96.9%	13
97.0% - 97.4%	14
97.5% - 97.9%	15
98.0% - 98.4%	16
98.5% - 98.9%	17
99.0% - 99.4%	18
99.5% - 99.9%	19
100%	20

<b>Distance Under Max Bill Rate Scoring Table</b>		<b>Distance Under Max Bill Rate Scoring Table</b>	
<u>Result</u>	<u>Score</u>	<u>Result</u>	<u>Score</u>
(5.00) or lower	-5	1.16 - 1.20	14
(4.00) - (4.99)	-4	1.21 - 1.25	15
(3.00) - (3.99)	-3	1.26 - 1.30	16
(2.00) - (2.99)	-2	1.31 - 1.35	17
(1.00) - (1.99)	-1	1.36 - 1.40	18
(.00) - (.99)	0	1.41 - 1.45	19
.01 - .10	1	1.46 - 1.50	20
.11 - .20	2	1.51 - 1.55	21
.21 - .30	3	1.56 - 1.60	22
.31 - .40	4	1.61 - 1.65	23
.41 - .50	5	1.66 - 1.70	24
.51 - .60	6	1.71 - 1.75	25
.61 - .70	7	1.76 - 1.80	26
.71 - .80	8	1.81 - 1.85	27
.81 - .90	9	1.86 - 1.90	28
.91 - 1.00	10	1.91 - 1.95	29
1.01 - 1.05	11	1.96 - 2.00	30
1.06 - 1.10	12	Bonus if greater \$3.00	5
1.11 - 1.15	13		

Possible Points	Service Delivery						Quality					
	Response Rate Admin Clerical	Response Rate - Business Professional	Response Rate - Scientific	Response Rate - Technical	Response Rate - Total	Response Rate - Score	Submittal quality	Submittal quality - Score	Candidate Quality - Shortlisted	Candidate Quality - Shortlisted Score	Candidate Quality - Interview	Candidate Quality - Interview - Score
	20						20					
	100.00%	79.25%	N/A	56.92%	72.34%	14.5	99.47%	9.9	93.58%	8.0	11.70%	5.0
N/A	N/A	N/A		44.62%	44.62%	8.9	100.00%	10.0	100.00%	20.0	26.83%	15.0
	100.00%	88.68%	N/A	83.33%	88.03%	17.6	99.58%	10.0	92.41%	7.0	11.76%	5.0
	100.00%	90.57%	68.09%	70.77%	79.26%	15.9	99.22%	9.9	94.14%	9.0	13.95%	6.0
	95.65%	86.79%	70.21%	75.38%	79.79%	16.0	98.33%	9.8	94.92%	9.0	25.67%	14.0
	100.00%	86.79%	72.34%	N/A	83.74%	16.7	100.00%	10.0	94.65%	9.0	17.28%	9.0
N/A	N/A	N/A		32.31%	32.31%	6.5	100.00%	10.0	95.83%	10.0	20.83%	11.0
	69.57%	67.92%	51.06%	73.85%	65.96%	13.2	99.50%	10.0	89.39%	4.0	12.56%	6.0
	100.00%	83.02%	65.96%	75.38%	78.19%	15.6	99.67%	10.0	95.05%	10.0	23.68%	13.0
N/A		83.02%	N/A	78.46%	80.51%	16.1	98.57%	9.9	93.24%	8.0	17.62%	9.0
N/A		73.58%	N/A	66.67%	69.75%	13.9	100.00%	10.0	92.90%	7.0	22.95%	12.0
	86.96%	49.06%	40.43%	24.62%	43.09%	8.6	97.20%	9.7	92.09%	7.0	7.69%	2.0
Average	94.02%	78.87%	61.35%	62.03%	68.13%	13.6	99.30%	9.9	94.02%	9.0	17.71%	8.9
Median	100.00%	83.02%	67.02%	70.77%	75.27%	15.1	99.54%	10.0	93.86%	8.5	17.45%	9.0

					Cost								
Candidate Quality - Assignment	Candidate Quality - Assignment - Score	Early Terms	Early Terms - Score	Total Quality Section	Total Quality Rank	Markup Rank - New Position	Markup Score - New Positions	Markup Rank - All Positions	Markup Score - All Positions	Rate Compliance	Rate Compliance Score	Distance Under Max Bill Rate	Distance Under Max Bill Rate Score
20		20		90		20		30		10		30	
4.26%	4.0	100.00%	20.0	46.9	7	2	18.3	2	27.5	100.0%	10.0	\$ 3.52	35.0
7.32%	7.0	57.10%	-	52.0	4	2	18.3	3	25.0	100.0%	10.0	\$ 4.09	35.0
2.94%	2.0	100.00%	20.0	44.0	8	6	11.7	5	20.0	100.0%	10.0	\$ 2.18	30.0
5.43%	5.0	99.50%	19.0	48.9	5	4	15.0	1	30.0	100.0%	10.0	\$ 0.65	7.0
11.33%	11.0	99.20%	18.0	61.8	1	5	13.3	7	15.0	99.0%	9.9	\$ 0.27	3.0
7.41%	7.0	96.50%	13.0	48.0	6	9	6.7	12	2.5	100.0%	10.0	\$ 3.06	35.0
4.17%	4.0	100.00%	20.0	55.0	3	8	8.3	8	12.5	100.0%	10.0	\$ 3.63	35.0
1.51%	1.0	100.00%	20.0	41.0	10	1	20.0	6	17.5	100.0%	10.0	\$ 2.79	30.0
7.57%	7.0	98.00%	16.0	56.0	2	11	3.3	10	7.5	100.0%	10.0	\$ 1.61	23.0
3.81%	3.0	92.90%	5.0	34.9	12	12	1.7	4	22.5	100.0%	10.0	\$ 1.88	28.0
7.65%	7.0	92.80%	5.0	41.0	9	7	10.0	9	10.0	100.0%	10.0	\$ 1.71	25.0
2.10%	2.0	98.90%	17.0	37.7	11	10	5.0	11	5.0	100.0%	10.0	\$ 1.78	26.0
5.46%	5.0	94.58%	14.4	47.3			11.0		16.3	100%	10.0	\$ 2.26	26.0
4.85%	4.5	99.05%	17.5	47.5			10.8		16.3	100%	10.0	\$ 2.03	29.0

Total Cost Section	Cost Rank	Total Objective Score	Supplier Stewardship	Stewardship Rank	Total Objective & Subjective Score	Recompete Penalty	Total Score
90		200	50		250		
90.8	1	152.2	25.0	12	177.2	-	177.2
88.3	2	149.3	27.5	10	176.8	(1.7)	175.1
71.7	4	133.2	30.0	7	163.2	-	163.2
62.0	7	126.8	34.5	4	161.3	(1.0)	160.2
41.2	12	119.0	40.0	1	159.0	(1.0)	158.0
54.2	9	118.9	40.0	1	158.9	(1.0)	157.9
65.8	5	127.3	30.0	7	157.3	-	157.3
77.5	3	131.6	27.5	10	159.1	(3.4)	155.7
43.8	11	115.4	38.0	3	153.4	(0.9)	152.6
62.2	6	113.1	33.5	5	146.6	-	146.6
55.0	8	109.9	31.5	6	141.4	(0.6)	140.8
46.0	10	92.3	30.0	7	122.3	(5.7)	116.6
63.2		124.1	32.3		156.4	(1.3)	155.1
62.1		122.9	30.8		159.0	(0.9)	157.6

Candidate Quality Shortlisted		Candidate Quality - Interview	
<b>Scoring Table</b>		<b>Scoring Table</b>	
<b>Result</b>	<b>Score</b>	<b>Result</b>	<b>Score</b>
85.9% or less	0	0.00% - 5.00%	0
86.0% - 86.9%	1	5.01% - 6.50%	1
87.0% - 87.9%	2	6.51% - 8.00%	2
88.0% - 88.9%	3	8.01% - 9.50%	3
89.0% - 89.9%	4	9.51% - 11.00%	4
90.0% - 90.9%	5	11.01% - 12.50%	5
91.0% - 91.9%	6	12.51% - 14.00%	6
92.0% - 92.9%	7	14.01% - 15.50%	7
93.0% - 93.9%	8	15.51% - 17.00%	8
94.0% - 94.9%	9	17.01% - 18.50%	9
95.0% - 95.9%	10	18.51% - 20.00%	10
96.0% - 96.9%	12	20.01% - 21.50%	11
97.0% - 97.9%	14	21.51% - 23.00%	12
98.0% - 98.9%	16	23.01% - 24.50%	13
99.0% - 99.9%	18	24.51% - 26.00%	14
100%	20	26.01% - 27.50%	15
		27.51% - 29.00%	16
		29.01% - 30.50%	17
		30.51% - 32.00%	18
		32.01% - 33.50%	19
		33.51% and Higher	20
<b>Early Terminations</b>		<b>Distance Under Max Bill Rate</b>	
<b>Scoring Table</b>		<b>Scoring Table</b>	
<b>Result</b>	<b>Score</b>	<b>Result</b>	<b>Score</b>
90.4% or less	0	(5.00) or lower	-5
90.5% - 90.9%	1	(4.00) - (4.99)	-4
91.0% - 91.4%	2	(3.00) - (3.99)	-3
91.5% - 91.9%	3	(2.00) - (2.99)	-2
92.0% - 92.4%	4	(1.00) - (1.99)	-1
92.5% - 92.9%	5	(.00) - (.99)	0
93.0% - 93.4%	6	.01 - .10	1
93.5% - 93.9%	7	.11 - .20	2
94.0% - 94.4%	8	.21 - .30	3
94.5% - 94.9%	9	.31 - .40	4
95.0% - 95.4%	10	.41 - .50	5
95.5% - 95.9%	11	.51 - .60	6
96.0% - 96.4%	12	.61 - .70	7
96.5% - 96.9%	13	.71 - .80	8
97.0% - 97.4%	14	.81 - .90	9
97.5% - 97.9%	15	.91 - 1.00	10
98.0% - 98.4%	16	1.01 - 1.05	11
98.5% - 98.9%	17	1.06 - 1.10	12
99.0% - 99.4%	18	1.11 - 1.15	13
99.5% - 99.9%	19		
100%	20		

Candidate Quality - Assignment		
Scoring Table		
Result	Score	
0.00%	0	
.01% - 2.00%	1	
2.01% - 3.00%	2	
3.01% - 4.00%	3	
4.01% - 5.00%	4	
5.01% - 6.00%	5	
6.01% - 7.00%	6	
7.01% - 8.00%	7	
8.01% - 9.00%	8	
9.01% - 10.00%	9	
10.01% - 11.00%	10	
11.01% - 12.00%	11	
12.01% - 13.00%	12	
13.01% - 14.00%	13	
14.01% - 15.00%	14	
15.01% - 16.00%	15	
16.01% - 17.00%	16	
17.01% - 18.00%	17	
18.01% - 19.00%	18	
19.01% - 20.00%	19	
20.01% and Higher	20	

Distance Under Max Bill Rate		
Scoring Table		
Result	Score	
1.16 - 1.20	14	
1.21 - 1.25	15	
1.26 - 1.30	16	
1.31 - 1.35	17	
1.36 - 1.40	18	
1.41 - 1.45	19	
1.46 - 1.50	20	
1.51 - 1.55	21	
1.56 - 1.60	22	
1.61 - 1.65	23	
1.66 - 1.70	24	
1.71 - 1.75	25	
1.76 - 1.80	26	
1.81 - 1.85	27	
1.86 - 1.90	28	
1.91 - 1.95	29	
1.96 - 2.00	30	
Bonus if greater \$3.00	5	

APR Staffing Feedback: September 2020 to February 2021	
SEPTEMBER	*
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OCTOBER	*
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NOVEMBER	*
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DECEMBER	*
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JANUARY	*
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FEBRUARY	*
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Consistently provides good candidates and is open to feedback.
75 has been great to work with on FMLA concerns!
Excellent supplier.
APR is responsive and easy to work with.
Thank you for consistently and correctly submitting qualified candidates to my JPs.
Concerned about specific details that may affect their employees like pay, training and compliance and very pleasant to work with.
Received a few placements recently. Excellent work!
75 has been great to work with on FMLA concerns!
Outstanding supplier. Responds quickly to requests/issues.
Please review the credit/debit memo guidance in the Fieldglass reference library prior to submitting to ensure it is a valid credit/debit memo transaction.
No interaction this month.
Outstanding supplier.
Thank you for consistently and correctly submitting qualified candidates to my JPs.
Reliable, consistent with paperwork and processes.
Excellent supplier.
Thank you for consistently and correctly submitting qualified candidates to my JPs.
75 followed up with me about two assignment updates to add the 3-year BRI, for rate increases that were missed when the assignment/ extensions were processed earlier in the year. These assignment updates were effective the day that they were processed per 75 extensions, and 75 wanted to confirm that the effective date during the week wasn't an error. She was very polite in her emails, and was understanding of the BRI not being updated at the time the extensions were processed. I also spoke with 75 regarding a name change for a CFTE, the CFTE include 1111 in her email, and I asked 75 to follow-up with the worker to confirm they understood BPA policy about PII. She responded right away and took care of the situation and also asked follow-up questions about the name change process. She was very prompt and professional.
Quick responses to offers and follow up questions from SLMO.
Quick responses, asks clarifying questions.
Able to have difficult conversations with CFTE about performance issues. Provides great follow through.
75 was incredibly thorough and proactive in making sure one of her employees, who travels infrequently, was very clear on the travel guidance before they hit the road. The amount of time that will be saved when it comes time to submit expense sheets will be worth the upfront effort.
Thank you for consistently and correctly submitting qualified candidates to my JPs.
Good communication, responds promptly to requests and submits good candidates.
Provides quality candidates. Would like to see more placements.
Outstanding supplier! 75 was recently very helpful to SLMO's Compliance team in answering questions that they had.
75 was proactive in making sure one of her employees thoroughly understood the Travel Guidance before hitting the road and submitting their expense sheets.
Thank you for consistently and correctly submitting qualified candidates to my JPs.
Consistently submits candidates and communicates questions as needed.

**From:** Joe Prats

**Sent:** Fri Mar 05 14:12:12 2021

**To:** Hampton,Scott R (BPA) - NSP-4400-LL; Deb Sanders (Murray); Steve Rhodes

**Subject:** [EXTERNAL] RE: APR Staffing Scorecard Documentation

**Importance:** Normal

**Attachments:** image003.png; image001.png

Hi Scott

Yes, this is not welcomed news. We are devastated by this. If this is the reality of the situation, then we accept the reality; however, I pray that circumstances possibly change as your meeting's progress and are finalized.

Best

Joe

**From:** Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

**Sent:** Friday, March 5, 2021 1:54 PM

**To:** Deb Sanders (Murray) <debsanders@APRstaffing.com>; Steve Rhodes <Steve.Rhodes@APRstaffing.com>; Joe Prats <Joe.Prats@APRstaffing.com>

**Subject:** APR Staffing Scorecard Documentation

First let me say I'm sorry. I know this will not be welcome news.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number: (b) (2)

Call ID Number (b) (2)

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Mon Mar 08 16:26:12 2021

To: Steve Rhodes

Cc: Deb Sanders (Murray); Joe Prats

Subject: RE: Distance Under Max Bill Rate

Importance: Normal

Attachments: image002.png; image003.png

Thanks for that Steve, I appreciate it. And yes, you can certainly hold your heads high!!

Take care!!!

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Steve Rhodes <Steve.Rhodes@APRstaffing.com>  
**Sent:** Monday, March 8, 2021 3:49 PM  
**To:** Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Cc:** Deb Sanders (Murray) <debsanders@APRstaffing.com>; Joe Prats <Joe.Prats@APRstaffing.com>  
**Subject:** [EXTERNAL] Re: Distance Under Max Bill Rate

Thanks for trying Scott. Please know that we lost on cost not because we were unwilling or unable to compete, we were simply unaware of how competitive things had got. We can hold our heads high knowing that never compromised on quality. If, after a period of time, you find that you need another high-performance supplier able to service all verticals, one fully prepared to offer the discounts you'll be looking for, we'll be here for you.

All the best,

**Steve** | 503.522.3936

**From:** "Hampton,Scott R (BPA) - NSP-4400-LL" <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Date:** Monday, March 8, 2021 at 1:31 PM  
**To:** Steve Rhodes <[Steve.Rhodes@APRstaffing.com](mailto:Steve.Rhodes@APRstaffing.com)>, Joe Prats <[Joe.Prats@APRstaffing.com](mailto:Joe.Prats@APRstaffing.com)>, "Deb Sanders (Murray)" <[debsanders@APRstaffing.com](mailto:debsanders@APRstaffing.com)>

**Subject:** Distance Under Max Bill Rate

I asked Denise to look into your distance under max bill rate. She was able to confirm that your average for the last 6 months was \$3.10 under the max. However, when added to the prior 6 months, you overall for the year is \$1.61 as the scorecard says.

Sorry!!

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Wed Mar 10 07:44:53 2021

To: Joe Prats

Subject: RE: Seeking a solution to honor the process

Importance: Normal

Attachments: image001.png; image002.png

Good Morning Joe!

I have thought through this a lot over the last 2 years. I really do feel your pain, recognizing what my programmatic decision is doing to the companies and friends that I care about.

Hey Joe, I have not said this to anyone else, and I'm trusting you to keep this safe. One of the main reasons I'm doing this is to consolidate spend among fewer suppliers. The idea being that we would get bulk discounts and better pricing (you know bigger slice of the pie and lower margins). I am also looking forward for the next 5 years at a declining program, potentially significantly declining, and we need to make some tough decisions now to better position ourselves for the future. So because of that, we will continue to walk down this path of consolidation. I'm fairly confident we aren't done yet, this is just the first step. If that helps at all.....

**Scott R. Hampton**



Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Joe Prats <Joe.Prats@APRstaffing.com>  
**Sent:** Tuesday, March 9, 2021 6:24 PM  
**To:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Subject:** [EXTERNAL] Seeking a solution to honor the process

Hi Scott

As you know the decision to not select APR Staffing as a preferred vendor saddens me deeply. Knowing that we are a high-quality vendor, highly responsive and a vendor who is highly regarded by your team makes the decision hard to understand. Knowing that 40 cents separates us from being the 8<sup>th</sup> rank vendor adds to my difficulty to reconcile this decision.

I would like to suggest that you allow those vendors who were ranked outside the top 8 vendors on the last scorecard to retain their BPA contract employees; not transfer them to other vendors. Losing our 100+ BPA contract employees will cause "irreparable harm" to APR Staffing. We are a certified minority/women owned

business. We have worked hard to find, recruit, and retain our BPA contract employees. You are familiar with the quality of our care for our BPA contract employees which we believe stands above all other vendors. It seems to be punitive to transfer our “human assets” to other vendors. I believe most of our employees, maybe all, will go to non-Minority/Women Owned Businesses - a very sad outcome in the diversity climate we live in. We have serviced BPA’s supplemental labor needs for 15 years and have consistently been a top ranked vendor; particularly in quality, response rate and stewardship. I could ask this for just APR Staffing but realize there is fairness to be provided to all vendors who were not selected. This action would still allow BPA to achieve the advantages of minimizing the vendor list which I understand is your major objective.

I believe this is a fair request that honors your selection process, honors your main objectives for minimizing the vendor list plus does not “create irreparable” harm to APR Staffing.

I hope I appeal to your spirit of business partnership.

Happy to have a phone call tomorrow if that is possible and if you wish.

Best

Joe



**From:** Hampton, Scott R (BPA) - NSP-4400-LL

**Sent:** Thu Mar 11 14:54:06 2021

**To:** Joe Prats

**Subject:** RE: Reaching out to our employees

**Importance:** Normal

**Attachments:** image001.png; image003.png

Thanks for the note Joe. Somehow we got our wires crossed internally and my team started reaching out to pipeline workers. I have shut that down now until Monday. I apologize for the error.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Joe Prats <Joe.Prats@APRstaffing.com>

**Sent:** Thursday, March 11, 2021 2:05 PM  
**To:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Subject:** [EXTERNAL] Reaching out to our employees

Hi Scott

One of our employees who is to start on March 22, 2021 was contacted by someone on your team. This is contrary to the order of events you have communicated to us. We had understood that we would first get the chance to communicate to our employees. SLMO was not going to communicate with our employees until Monday March 15, 2021. It is very embarrassing to receive a call from an employee who was totally caught off guard.

Regards

Joe

From: Savage, Claudia F (BPA) - NSSF-4

Sent: Fri Mar 12 12:22:08 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Subject: RE: APR Staffing Scorecard Documentation

Importance: Normal

Attachments: image001.png

Thanks so much, Scott. Kevin and I just spoke and he will be reaching out to you to confirm some of my thoughts, as well as his own.

Appreciate it,

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**

[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)

**From:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Sent:** Friday, March 12, 2021 11:11 AM  
**To:** Savage, Claudia F (BPA) - NSSF-4 <cfsavage@bpa.gov>  
**Subject:** FW: APR Staffing Scorecard Documentation

As requested

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Hampton, Scott R (BPA) - NSP-4400-LL  
**Sent:** Friday, March 5, 2021 1:54 PM  
**To:** Deb Sanders (Murray) <[debsanders@APRstaffing.com](mailto:debsanders@APRstaffing.com)>; [steve.rhodes@aprstaffing.com](mailto:steve.rhodes@aprstaffing.com); Joe Prats <[Joe.Prats@APRstaffing.com](mailto:Joe.Prats@APRstaffing.com)>  
**Subject:** APR Staffing Scorecard Documentation

First let me say I'm sorry. I know this will not be welcome news.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number: (b) (2)

Call ID Number (b) (2)

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration



Phone: 360-418-8293

Cell: (b) (6)

**From:** Hampton, Scott R (BPA) - NSP-4400-LL

**Sent:** Mon Mar 15 08:32:22 2021

**To:** Longfellow, James N (BPA) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL; Marsh, Solomonn P (BPA) - NSP-4400-LL; Falcon, April L (BPA) - NSP-4400-LL; Hagedorn, William G (BPA) - NSP-4400-LL

**Subject:** FW: Bid Protest of APR Staffing, Sol No. BPA-75829-006

**Importance:** Normal

**Attachments:** 2021-03-15 - APR - Protest Letter of APR Staffing (GAO) PROTECTED.pdf; 2021-03-15 - APR - Att 1 PROTECTED.pdf; 2021-03-15 - APR - Att 2 PROTECTED.pdf; 2021-03-15 - APR - Att 2-a PROTECTED.pdf; 2021-03-15 - APR - Att 2-b PROTECTED.pdf; 2021-03-15 - APR - Att 2-c PROTECTED.pdf; 2021-03-15 - APR - Att 2-d PROTECTED.pdf; 2021-03-15 - APR - Att 2-e PROTECTED.pdf; 2021-03-15 - APR - Att 3 PROTECTED.pdf; 2021-03-15 - APR - Att 4 PROTECTED.pdf; 2021-03-15 - APR - Att 5 PROTECTED.pdf; image001.png

Keeping you in the loop. Needless to say, don't forward.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Brewer, Babette <babette.brewer@stoel.com>  
**Sent:** Monday, March 15, 2021 12:32 AM  
**To:** Jenkins,Nicholas M (BPA) - CGP-7 <nmjenkins@bpa.gov>; Rodriguez,Cody L (BPA) - NSSV-4 <clrodriguez@bpa.gov>; Savage,Claudia F (BPA) - NSSF-4 <cfsavage@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Cc:** Tucker, S. Lane <lane.tucker@stoel.com>; Smith, Connor R. <connor.smith@stoel.com>  
**Subject:** [EXTERNAL] Bid Protest of APR Staffing, Sol No. BPA-75829-006

Good morning,

Please see the attached filed today with the GAO via the EPDS system in the above referenced matter. Hard copies to follow via Federal Express next day air.

Thank you,

Babette Brewer

**Babette Brewer** | Practice Assistant

**STOEL RIVES LLP** | 510 "L" Street, Suite 500 | Anchorage, AK 99501

Direct: (907) 263-8418 | Fax: (907) 277-1920

[babette.brewer@stoel.com](mailto:babette.brewer@stoel.com) | [www.stoel.com](http://www.stoel.com)

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**From:** Hampton, Scott R (BPA) - NSP-4400-LL

**Sent:** Mon Mar 15 08:33:03 2021

**To:** Longfellow, James N (BPA) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL; Marsh, Solomonn P (BPA) - NSP-4400-LL; Falcon, April L (BPA) - NSP-4400-LL; Hagedorn, William G (BPA) - NSP-4400-LL

**Subject:** FW: Bid Protest of APR Staffing, Sol. No BPA-75829-006 (BPA)

**Importance:** Normal

**Attachments:** 2021-03-15 - APR - Protest Letter of APR Staffing (BPA) PROTECTED.pdf; 2021-03-15 - APR - Att 1 PROTECTED.pdf; 2021-03-15 - APR - Att 2 PROTECTED.pdf; 2021-03-15 - APR - Att 2-a PROTECTED.pdf; 2021-03-15 - APR - Att 2-b PROTECTED.pdf; 2021-03-15 - APR - Att 2-c PROTECTED.pdf; 2021-03-15 - APR - Att 2-d PROTECTED.pdf; 2021-03-15 - APR - Att 2-e PROTECTED.pdf; 2021-03-15 - APR - Att 3 PROTECTED.pdf; 2021-03-15 - APR - Att 4 PROTECTED.pdf; 2021-03-15 - APR - Att 5 PROTECTED.pdf; image001.png

FYI. Do not forward.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Brewer, Babette <babette.brewer@stoel.com>  
**Sent:** Sunday, March 14, 2021 11:47 PM  
**To:** Jenkins,Nicholas M (BPA) - CGP-7 <nmjenkins@bpa.gov>  
**Cc:** Tucker, S. Lane <lane.tucker@stoel.com>; Smith, Connor R. <connor.smith@stoel.com>; Rodriguez,Cody L (BPA) - NSSV-4 <clrodriguez@bpa.gov>; Savage,Claudia F (BPA) - NSSF-4 <cfsavage@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Subject:** [EXTERNAL] Bid Protest of APR Staffing, Sol. No BPA-75829-006 (BPA)

Please see the attached documents. Hard copies to follow by Federal Express next day air.

Thank you,

Babette

**Babette Brewer** | Practice Assistant

**STOEL RIVES LLP** | 510 "L" Street, Suite 500 | Anchorage, AK 99501

Direct: (907) 263-8418 | Fax: (907) 277-1920

[babette.brewer@stoel.com](mailto:babette.brewer@stoel.com) | [www.stoel.com](http://www.stoel.com)

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March 15, 2021  
(Filed electronically on March 14, 2021)

S. LANE TUCKER  
Direct (907) 263-8411  
lane.tucker@stoel.com

**CICA STAY APPLIES**

**THIS PROTEST CONTAINS PROCUREMENT SENSITIVE INFORMATION AND  
SHOULD NOT BE RELEASED EXCEPT PURSUANT TO A PROTECTIVE ORDER**

U.S. Department of Energy, Bonneville Power Administration.

Nicholas Jenkins  
Head of Contracting Activity  
Bonneville Power Administration  
P.O. Box 3621  
Portland, OR 97208-3621  
Phone: 503-230-5498  
[nmjenkins@bpa.gov](mailto:nmjenkins@bpa.gov)

Re: **BID PROTEST of APR Staffing, Sol. No. BPA-75829-006**

Dear Head of Contracting Activity:

On behalf of APR Staffing, LLC ("APR"), we hereby submit this protest.

Protestor contact information. Protestor APR Staffing contact information is as follows:

S. Lane Tucker  
Connor R. Smith  
Stoel Rives LLP  
510 L Street, Suite 500  
Anchorage, AK 99501  
Phone: (907) 277-1900  
Direct: (907) 263-8411  
Fax: (907) 277-1920  
Representative email: [lane.tucker@stoel.com](mailto:lane.tucker@stoel.com)  
[connor.smith@stoel.com](mailto:connor.smith@stoel.com)

*Attorneys for:*





Bonneville Power Administration  
March 15, 2021  
Page 2 of 13

APR Staffing  
5319 SW Westgate Drive, Suite 130  
Portland, OR 97221  
Phone: 503-452-0723

**Solicitation No. BPA-75829-006**

**I. Nature of Protest**

APR protests BPA's cancellation of its status as a preferred vendor for staffing services when it has consistently provided high quality services to BPA for the past 15 years.

**II. Timeliness of Protest**

Because this protest is filed within 10 days of March 5, 2021, the date upon which APR first learned or had reason to know of BPA's decision to cancel its preferred vendor status, it is timely. *See* 4 C.F.R. § 21.2(a)(2). Pursuant to BPI § 21.2.6, APR is simultaneously electronically submitting a complete copy of this protest, including all attachments, to the General Counsel, Government Accountability Office, 441 G Street, NW, Washington, D.C. 20548, Attention: Procurement Law Control Group.

**III. APR Is an Interested Party**

Under 31 U.S.C. § 3553(a) and 4 C.F.R. §21.1(a), bid protests may be submitted by interested parties. Bonneville Purchasing Instructions ("BPI") § 21.1 provides that "[f]or disagreements involving Bonneville's actions relating to the contract solicitation or award, a potential or actual offeror may file a protest [and] [f]or disagreements involving Bonneville actions relating to matters arising under or relating to the contract, a contractor may file a claim." "Interested parties" include actual and prospective offerors whose direct economic interest would be affected by the award of the contract or by failure to award the contract. 31 U.S.C. § 3551(2)(A); 4 C.F.R. § 21.0(a)(1); BPI § 21.2.2. APR was, until March 5, 2021, a preferred vendor for BPA that derived approximately 65 percent of its revenue from its contract work with BPA. The "economic interest" part of the definition is satisfied because APR is being deprived



of its vendor status in which it has a significant financial interest.<sup>1</sup> Further, APR meets the BPI's definitions of "actual offeror" and "contractor." Additionally, the BPI provides that BPA's policy is to attempt to resolve any protests at the agency level before the Head of Contracting Activity ("HCA") instead of resolving protests before the GAO. BPI § 21.2.4. However, the BPI does not appear to include a provision that stays the time for filing a GAO protest. *See generally* BPI § 21 *et seq.* Accordingly, APR is filing its protest before the GAO contemporaneously with this filing before the BPA's HAC.

#### **IV. Request for Additional Documents**

Pursuant to Bid Protest Procedures, *see, e.g.*, 4 C.F.R. §§ 21.1(d)(2) and 21.3(c), APR hereby requests that the Agency produce the following documents<sup>2</sup> that are relevant to the protest and that are needed to establish that BPA improperly withdrew APR from preferred vendor status.

1. Copies of "all relevant documents" required to be produced in accordance with 4 C.F.R. § 21.3(d).
2. All communications related to BPA's scoring process for selection of preferred vendors and all communications related to cancelling contract BPA-75829. These documents are relevant to APR's protest grounds challenging the cancellation of APR's status as a preferred vendor.
3. All other documents or records relating to the grounds of protest.

---

<sup>1</sup> *Ridoc Enter., Inc.*, B-292962.4, July 6, 2004; *Gonzales Consulting Services, Inc.*, B- 291642.2 (2003)

<sup>2</sup> For the purpose of this document request, the term "documents" means correspondence, memoranda, notes, work papers, worksheets, presentation materials, reports, viewgraphs, computer files, video or audio recordings/ documentation and any transcriptions thereof, and electronic transmissions, including all drafts thereof.



**V. Factual Grounds for APR's Protest**

APR Staffing, LLC is a certified Minority/Women Owned small business<sup>3</sup> that has been a high quality and highly responsive vendor for staffing services to the U.S. Department of Energy, Bonneville Power Administration (“BPA”) for the past 15 years. In connection with APR’s existing contract to provide staffing services—BPA-75829—Contract Modification No. BPA-75829-006 was issued with an effective date of May 19, 2020 by BPA, exercising the final six months of contract Option Year 3 and extending the period of performance on the contract from 05/14/2017 –11/21/2020 to 05/14/2017 – 05/31/2021.<sup>4</sup> Despite this extension, APR’s rating as a top four vendor since at least 2017, and APR’s belief that its 15 year contracting relationship with BPA would continue, on March 5, 2021 APR was made aware by email that it had not been selected as a preferred vendor for BPA going forward, that its contract would be terminated, and that its employees staffed at BPA would be transferred to a competitor.<sup>5</sup>

APR’s elimination as vendor was the result of BPA’s decision order, pursuant to which BPA conducted a “rationalization” process to reduce the number of preferred staffing vendors from 12 to 8, despite the fact that this reduction is likely to increase prices because it reduces competition. BPA identified four categories for its evaluation, and assigned points to each category: (1) Service Delivery (20 points); (2) Quality (90 points); (3) Historical Cost (90 points); and (4) Stewardship 50 Points).<sup>6</sup> Hence, the total number of points available for the technical evaluation factors (Service Delivery, Quality and Stewardship) was 160, and the total number of points available for Cost was 90. Although BPA did not advise APR of the relative importance of Cost factors to Technical factors, a review of the point allocation indicates that Cost was significantly less important than Technical (160 points versus 90 points). While APR consistently received very high marks in the Technical categories it did not end up as one of the eight selected vendors because of its score in the Cost category.<sup>7</sup>

<sup>3</sup> See Oregon Minority Business Enterprise (MBE) Certification Confirmation Certification No.: 12460.

<sup>4</sup> Attachment 1.

<sup>5</sup> See Attachment 2.

<sup>6</sup> See Attachment 2-d; Attachment 2-a.

<sup>7</sup> *Id.* (column AC).



Bonneville Power Administration  
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BPA attached five documents to its March 5, 2021, email to APR.<sup>8</sup> These documents contained information regarding BPA’s “rationalization” process.<sup>9</sup> The documents identified APR’s scores in the four categories as (1) Service Delivery (15.6 of 20 points); (2) Quality (56 of 90 points); (3) Historical Cost (43.8 of 90 points); and (4) Stewardship (38 of 50 Points).<sup>10</sup> While APR scored highly in the three Technical categories, it ended up ninth position overall because of its score in the Cost category.<sup>11</sup> Consequently, it was not one of the eight preferred providers selected.

BPA’s Cost evaluation category had been revised in September 2019.<sup>12</sup> This evaluation method focused the Cost category on four measures: (1) Markup Ranking – New Positions, (2) Markup Ranking – Open Workers, (3) Rate Compliance, (4) Distance Under max bill rate.<sup>13</sup> While APR was not provided with a scoring key explaining how measures (1)–(3) were evaluated,<sup>14</sup> APR understands that measure (1) evaluated the distance between bill rate and pay rate for candidates submitted for new positions; measure (2) evaluated the distance between bill rate and pay rate for candidates submitted for open positions; and measure (3) evaluated the

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<sup>8</sup> See Attachments 2-a, 2-b, 2-c, 2-d, and 2-e.

<sup>9</sup> See Attachment 2-c (“This is the final round of rationalization. 4 suppliers will be leaving us in the next few months. I appreciate your efforts over the last 18 months to participate in this process and adjust your business practices.”); Attachments 2-b and 2-d.

<sup>10</sup> *Id.*

<sup>11</sup> See Attachment 2-d (demonstrating that while APR scored 2nd in Quality and 3rd in Stewardship, it scored 11th in Cost); *see id.* (demonstrating that the seven of eight vendors that were in the top eight scored lower than APR in Quality); *see id.* (demonstrating that six vendors that were in the top eight scored lower than APR in Stewardship).

<sup>12</sup> Compare Attachment 3 (demonstrating the original September 2019 Cost evaluation category) with Attachment 4 (demonstrating the updated Cost evaluation category).

<sup>13</sup> See, e.g., Attachment 2-a (rows 13–16).

<sup>14</sup> See Attachment 2-c, at page 4.



percentage of candidates who were submitted under the max bill rate. Measure (4) did include a scoring key, explaining that the measure awarded points based on how far a candidate's *past* hourly rates were below BPA's max bill rate.<sup>15</sup> This distance under max bill rate was then averaged across the candidates that a vendor supplied.

Importantly, the manner in which BPA applied the Cost factor was fundamentally flawed because it did not identify the vendors that represented the "best buy" for BPA. BPA's application of this measure disadvantaged vendors that provided candidates for multiple categories of jobs across varying skill levels (like APR), allocated more points to vendors that offered lower quality (*i.e.*, lower pay) candidates, and focused on candidates *submitted* rather than candidates that were *actually chosen* for the positions.<sup>16</sup> Moreover, vendors received points when candidates were shortlisted for positions. This severely disadvantaged vendors like APR that were providing many candidates for many positions as compared to vendors that were only supplying a few candidates for a few positions. The manner in which BPA applied this metric did not result in a valid determination of the "best buy" because BPA did not look behind the Technical numerical scores to determine the impact *its own* selections had on historical cost, and it did not solicit any future pricing or discount information from vendors in order to assess the potential for future cost savings.

More specifically, a significant flaw in the way BPA conducted its evaluation particularly with respect to Cost was that this category allowed a vendor to receive higher points for submitting lower cost candidates regardless of whether BPA actually selected the low-cost candidates. This allowed a vendor to artificially lower its Cost score, as evidenced by the fact that the three vendors with the highest score in the Cost category—earned by providing low Cost candidates—were also the three vendors with the lowest score in the Stewardship rating.<sup>17</sup>

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<sup>15</sup> *Id.* Categories (1), (2), and (4) were different ways of measuring the same thing. The bigger the average distance from the max bill rate was for candidates submitted, the lower the mark up number would be. Accordingly, vendors frequently scored similarly in these three categories. *See* Attachment 2-d.

<sup>16</sup> It is important to note that BPA itself selects from the candidates that are proposed by the vendors, and it typically selects more highly skilled and highly qualified candidates, which of course cost more than lower quality candidates.

<sup>17</sup> *See* Attachment 2-d (compare columns AC and AF).



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BPA's formulaic selection of offerors in this manner failed to ensure that the eight vendors representing the "best buy" were selected.

Moreover, in analyzing the historical trends in the Cost category for the evaluation year, APR discovered that the max bill rate for the top eight ranked vendors dropped significantly over the course of the evaluation year as vendors discovered that they could manipulate their point scores in an attempt to take advantage of a formulaic application of evaluation criteria. For instance, in March 2020, the average under max bill rate for the top eight vendors was \$1.47, with APR ranked third overall as a vendor. In September 2020, the average climbed to \$1.69 under max bill rate with APR ranked ninth overall *with a Cost rating of thirteenth and a Quality ranking of first*. By March 2021, the average had climbed even farther to \$2.01, with APR ranked ninth overall with a Cost rank of eleventh but a Quality ranking of second.

Upon learning of BPA's decision not to retain it as a preferred provider, APR was shocked. It had consistently ranked towards the top in Technical factors, while its Cost ranking went down as other vendors discovered how to artificially manipulate their Cost scores without providing a viable candidate. BPA's formulaic application of its evaluation technique played into that gamesmanship, resulting in a selection decision that was far afield from the policies and procedures in the BPI. These instructions required that BPA determine the "best buy" for BPA, which should be analyzed by carefully weighing multiple evaluation categories, a supplier's past performance, and other relevant factors. APR did not anticipate BPA acting contrary to its own policies by formulaically applying its evaluation method, a method that had been so obviously manipulated by other vendors. APR did not game the system by submitting artificially low-cost candidates and, consequently, APR ended up in ninth place overall (by a very slim margin) while maintaining overall scores of second in Quality and third in Stewardship—the categories that did not allow for gamesmanship.<sup>18</sup> The three highest scorers in the Cost category, however—who all did make it into the top eight overall—were the three lowest scores in Stewardship and these three also placed well below APR in Quality.<sup>19</sup>

Because BPA's rationalization process was deeply flawed, violated its own policies and procedures, and failed to select APR as a vendor when APR clearly represented a best buy for BPA, its selection process was improper and inconsistent with its own procurement instructions.

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<sup>18</sup> *Id.*

<sup>19</sup> *Id.*



## **VI. Legal Grounds for APR's Protest**

Where, as here, an agency selects a procurement process that provides for a tradeoff between price and non-price factors, even where price is the least important evaluation factor, an agency properly may select a lower-priced, lower-rated proposal if the agency reasonably concludes that the price premium involved in selecting a higher-rated, higher-priced proposal is not justified in light of the acceptable level of technical competence available at a lower price.<sup>20</sup> However, a tradeoff analysis that fails to furnish any explanation as to why a higher-rated proposal does not in fact offer technical advantages or why those technical advantages are not worth a price premium does not satisfy the requirement for a documented tradeoff rationale, particularly where, as here, price is secondary to technical considerations under the RFP's evaluation scheme.<sup>21</sup>

BPA provided no substantive comparison or analysis of the offerors' proposals or the rationale for determining why APR's higher-rated proposal was not worth the minimal additional cost associated with it. Hence, the requirement to justify cost/technical tradeoff decisions, especially in the presence of significant qualitative differences between the two proposals, has not been met. Given the lack of meaningful comparison of the proposals, along with the lack of an explanation regarding why APR's significantly higher technically rated proposal was not worth its minimal additional cost,<sup>22</sup> BPA's source selection decision is unreasonable and APR's protest should be sustained on this basis.<sup>23</sup>

Because BPA's application of its Cost scoring factor allowed manipulation by vendors, it did not accurately reflect the "best-buy" for BPA and led to unreasonable and irrational selection results. As discussed above, BPA simply employed a formulaic analysis rather than determining whether the higher quality represented by vendors ranked most highly on non-cost factors was

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<sup>20</sup> *i4 Now Solutions, Inc.*, B-412369, Jan. 27, 2016, 2016 CPD ¶ 47 at 15.

<sup>21</sup> *Blue Rock Structures, Inc.*, B-293134, Feb. 6, 2004, 2004 CPD ¶ 63 at 6.

<sup>22</sup> Again, the manner in which BPA evaluated Cost in no way reflected what BPA's costs would be in the future.

<sup>23</sup> See *Mantech Advanced Systems International, Inc.*, B-415497, Jan. 18, 2018.



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worth the minimal historical price difference. This formulaic analysis actually had the effect of changing the importance of Cost from being significantly less important than Technical to making it the most important factor, and ensuring that vendors who submitted lower quality (and therefore lower cost) candidates were rewarded *even though their candidates were not selected* by BPA.

Further, BPA did not conduct any analysis of whether cost savings would be forthcoming from the selected vendors, since those vendors will now have to pay higher rates to hire the more highly skilled and qualified candidates that are now being provided by APR.<sup>24</sup> Consequently, BPA did not ensure that the selected vendors represented the “best buy” for BPA. Because BPA’s evaluation did not ensure that the selected vendors represented the “best buy” for BPA, BPA’s evaluation and award decisions were invalid, unreasonable, and irrational.<sup>25</sup>

The manner in which BPA evaluated vendors did not promote open and fair competition.<sup>26</sup> BPA did not request offers for price commitments from vendors going forward. Instead, BPA allowed vendors to artificially drive down prices for a specific past period with no guarantee that these lower prices would be maintained by vendors in the future or were even associated with competitive candidates. While Quality and Stewardship are valid retrospective

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<sup>24</sup> Mr. Scott Hampton, the Manager of BPA’s Supplemental Labor Management Office, advised APR by email dated March 10, 2021 that “one of the main reasons I’m doing this is to consolidate spend among fewer suppliers. The idea being that we would get bulk discounts and better pricing (you know bigger slice of the pie and lower margins).” See Attachment 5. Given that BPA did not ask any vendor to submit a discount rate for future placements the “idea” that its selection decisions would result in lower costs going forward is completely baseless.

<sup>25</sup> See BPI § 21.1 (“It is Bonneville policy to pursue its purchasing activities in a reasonable, commercial manner. This includes taking actions that treat actual and potential offerors, as well as contractors, in a reasonable and equitable manner.”); *id.* § 12.5.1 (“The basis for the award decision shall be either lowest price technically acceptable or a tradeoff as identified for the subject procurement through the use of either clause 11-3, Award Decision – Lowest Price Technically Acceptable, or clause 11-4, Award Decision – Tradeoff. Any changes in the basis for award decision shall be in accordance with 11.13.4.1(c).”).

<sup>26</sup> See BPI § 11.8 (“It is Bonneville’s policy to obtain meaningful competition in its purchases.”).





measures of past performance, as applied by BPA, Cost was not.<sup>27</sup> BPA's rationalization process incentivized and rewarded gamesmanship rather than open and fair competition in violations of BPA's policies and procedures.

BPA did not make a valid prospective "best-buy" determination according to its stated policies and procedures.<sup>28</sup> The BPI do not support the flawed rationalization method BPA chose. In fact, basic economic free market theory has as its underlying premise that more competition and more vendors is would much more likely support cost savings to BPA. APR's protest should be sustained on these grounds as well.

Finally, BPA did not take APR's status as a Minority/Women Owned small business into account. This violates the U.S. Department of Energy's and BPA's public commitment to promote and facilitate the success of disadvantaged small businesses

#### **VII. Request for a Protective Order**

APR requests that a protective order be issued for this protest, pursuant to 4 C.F.R. §§ 21.1(d)(1) and 21.4(a) because this protest and many of the requested documents may contain proprietary and source selection sensitive information not appropriate for public release.

#### **VIII. Reservation of Right to Request a Hearing**

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<sup>27</sup> See BPI § 12.5.2.1 ("Price reasonableness shall be addressed and documented in all procurements regardless of the associated competition and documentation requirements. While price may be the determining factor for award in some instances, with the exception of a lowest price technically acceptable procurement, per BPI 12.6.1, comparison of offers shall not be limited to price alone. Price shall be the determining factor once technical acceptability has been determined in procurements for which the award basis is the lowest price technically acceptable offer. For procurements based on a tradeoff, the CO shall consider total cost and shall document the nature and extent of the comparison process in a manner which clearly explains the reasons for award."); see also *id.* at § 12.5.7 (explaining when evaluation of past performance is proper).

<sup>28</sup> *Id.* § 11.13.1(b) ("Bonneville seeks to determine the 'best buy' for the agency by selecting offers on the basis of lowest price technically acceptable or on the basis of a tradeoff analysis. The solicitation shall identify the basis upon which the award shall be made. The award selection will be based on an assessment of the evaluation factors as identified in the solicitation.").



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Pursuant to 4 C.F.R. §§ 21.1(d)(3) and 21.7, APR reserves the right to request a hearing should it be necessary to resolve this protest.

**IX. Form of Relief Requested**

APR requests the following relief:

- a. That BPA enter a stay, thereby preventing BPA from canceling APR's contract—BPA-75829—and from transferring APR's employees to other vendor/competitors until after the protest is resolved pursuant to FAR 33.104(b)(1) and BPI §§ 21.2.5 and 21.2.10.
- b. That BPA sustain APR's protest on all grounds.
- c. A ruling from the Head of Contracting Activity that BPA acted in error by failing to retain APR as a preferred vendor and by conducting a rationalization process that was unreasonable and rewarded gamesmanship.
- d. A ruling from the Head of Contracting Activity that BPA should retain APR as a preferred vendor and pay APR its reasonable costs of filing and pursuing this protest.
- e. Such additional or other relief as may be appropriate in the circumstances.

Very truly yours,

s/S. Lane Tucker  
S. Lane Tucker  
lane.tucker@stoel.com

s/Connor R. Smith  
Connor R. Smith  
connor.smith@stoel.com

Stoel Rives LLP



Bonneville Power Administration  
March 15, 2021  
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**CERTIFICATE OF SERVICE**

I hereby certify that on March 14, 2021, I caused the foregoing BPA Bid Protest to be filed electronically with BPA and served simultaneously by email and with a complete copy transmitted by Federal Express on March 15, 2021 upon the following:

Nicholas Jenkins  
Head of Contracting Activity  
Bonneville Power Administration  
P.O. Box 3621  
Portland, OR 97208-3621  
Phone: 503-230-5498  
[nmjenkins@bpa.gov](mailto:nmjenkins@bpa.gov)

Cody L. Rodriguez  
Contracting Officer  
Bonneville Power Administration  
P.O. Box 3621  
Portland, OR 97208-3621  
503-230-4262  
[clrodriguez@bpa.gov](mailto:clrodriguez@bpa.gov)

Claudia F. Savage  
Contract Specialist  
Corporate Support Team, Supply Chain Services  
Bonneville Power Administration  
P.O. Box 3621  
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Bonneville Power Administration  
March 15, 2021  
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Scott R. Hampton  
Manager, Supplemental Labor Management Office  
Bonneville Power Administration  
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[srhampton@bpa.gov](mailto:srhampton@bpa.gov)

s/ Babette Brewer  
Babette Brewer



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March 15, 2021  
(Filed electronically on March 14, 2021)

S. LANE TUCKER  
Direct (907) 263-8411  
lane.tucker@stoel.com

**CICA STAY APPLIES - PLEASE NOTIFY AGENCY NO LATER THAN MARCH 15**

**THIS PROTEST CONTAINS PROCUREMENT SENSITIVE INFORMATION AND SHOULD NOT BE RELEASED EXCEPT PURSUANT TO A PROTECTIVE ORDER**

General Counsel  
Government Accountability Office  
441 G Street, NW  
Washington, D.C. 20548  
Attention: Procurement Law Control Group

Re: **BID PROTEST of APR Staffing, Sol. No. BPA-75829-006**

Dear General Counsel:

On behalf of APR Staffing, LLC ("APR"), we hereby submit this protest.

Protestor contact information. Protestor APR Staffing contact information is as follows:

S. Lane Tucker  
Connor R. Smith  
Stoel Rives LLP  
510 L Street, Suite 500  
Anchorage, AK 99501  
Phone: (907) 277-1900  
Direct: (907) 263-8411  
Fax: (907) 277-1920  
Representative email: [lane.tucker@stoel.com](mailto:lane.tucker@stoel.com)  
[connor.smith@stoel.com](mailto:connor.smith@stoel.com)

*Attorneys for:*

APR Staffing  
5319 SW Westgate Drive, Suite 130  
Portland, OR 97221



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Phone: 503-452-0723

Contracting agency. U.S. Department of Energy, Bonneville Power Administration.

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Bonneville Power Administration  
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Phone: 360-418-8293  
[srhampton@bpa.gov](mailto:srhampton@bpa.gov)



**Solicitation No. BPA-75829-006**

**I. Nature of Protest**

APR protests BPA's cancellation of its status as a preferred vendor for staffing services when it has consistently provided high quality services to BPA for the past 15 years.

**II. Timeliness of Protest**

Because this protest is filed within 10 days of March 5, 2021, the date upon which APR first learned or had reason to know of BPA's decision to cancel its preferred vendor status, it is timely. *See* 4 C.F.R. § 21.2(a)(2). Pursuant to 4 C.F.R. § 21.1(e) and BPI § 21.2.4, a complete copy of the protest with all attachments will be transmitted to the following Contracting Officer within one day of this filing to: Cody L. Rodriguez, Contract Specialist, Bonneville Power Administration, P.O. Box 3621, Portland, OR 97208-3621. Pursuant to BPI § 21.2.6, APR is simultaneously electronically submitting a complete copy of this protest, including all attachments, to BPA's Head of Contracting Activity Bonneville Power Administration, P.O. Box 3621, Portland, OR 97208-3621.

**III. APR Is an Interested Party**

Under 31 U.S.C. § 3553(a) and 4 C.F.R. §21.1(a), bid protests may be submitted by interested parties. Further, Bonneville Purchasing Instructions ("BPI") § 21.1 provides that "[f]or disagreements involving Bonneville's actions relating to the contract solicitation or award, a potential or actual offeror may file a protest [and] [f]or disagreements involving Bonneville actions relating to matters arising under or relating to the contract, a contractor may file a claim." "Interested parties" include actual and prospective offerors whose direct economic interest would be affected by the award of the contract or by failure to award the contract. 31 U.S.C. § 3551(2)(A); 4 C.F.R. § 21.0(a)(1); BPI § 21.2.2. APR was, until March 5, 2021, a preferred vendor for BPA that derived approximately 65 percent of its revenue from its contract work with BPA. The "economic interest" part of the definition is satisfied because APR is being deprived of its vendor status in which it has a significant financial interest.<sup>1</sup> Further, APR meets the BPI's definitions of "actual offeror" and "contractor." Additionally, the BPI provides that BPA's policy

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<sup>1</sup> *Ridoc Enter., Inc.*, B-292962.4, July 6, 2004; *Gonzales Consulting Services, Inc.*, B- 291642.2 (2003)



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is to attempt to resolve any protests at the agency level before the Head of Contracting Activity (“HCA”) instead of resolving protests before the GAO. BPI § 21.2.4. However, the BPI does not appear to include a provision that stays the time for filing a GAO protest. *See generally* BPI § 21 *et seq.* Accordingly, APR is filing its protest before the BPA’s HCA contemporaneously with this filing before the GAO.

#### **IV. Request for Additional Documents**

Pursuant to GAO’s Bid Protest Procedures, 4 C.F.R. §§ 21.1(d)(2) and 21.3(c), APR hereby requests that the Agency produce the following documents<sup>2</sup> that are relevant to the protest and that are needed to establish that BPA improperly withdrew APR from preferred vendor status.

1. Copies of “all relevant documents” required to be produced in accordance with 4 C.F.R. § 21.3(d).
2. All communications related to BPA’s scoring process for selection of preferred vendors and all communications related to cancelling contract BPA-75829. These documents are relevant to APR’s protest grounds challenging the cancellation of APR’s status as a preferred vendor.
3. All other documents or records relating to the grounds of protest.

#### **V. Factual Grounds for APR’s Protest**

APR Staffing, LLC is a certified Minority/Women Owned small business<sup>3</sup> that has been a high quality and highly responsive vendor for staffing services to the U.S. Department of Energy, Bonneville Power Administration (“BPA”) for the past 15 years. In connection with

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<sup>2</sup> For the purpose of this document request, the term “documents” means correspondence, memoranda, notes, work papers, worksheets, presentation materials, reports, viewgraphs, computer files, video or audio recordings/ documentation and any transcriptions thereof, and electronic transmissions, including all drafts thereof.

<sup>3</sup> *See* Oregon Minority Business Enterprise (MBE) Certification Confirmation Certification No.: 12460.





APR's existing contract to provide staffing services—BPA-75829—Contract Modification No. BPA-75829-006 was issued with an effective date of May 19, 2020 by BPA, exercising the final six months of contract Option Year 3 and extending the period of performance on the contract from 05/14/2017 –11/21/2020 to 05/14/2017 – 05/31/2021.<sup>4</sup> Despite this extension, APR's rating as a top four vendor since at least 2017, and APR's belief that its 15 year contracting relationship with BPA would continue, on March 5, 2021 APR was made aware by email that it had not been selected as a preferred vendor for BPA going forward, that its contract would be terminated, and that its employees staffed at BPA would be transferred to a competitor.<sup>5</sup>

APR's elimination as vendor was the result of BPA's decision order, pursuant to which BPA conducted a "rationalization" process to reduce the number of preferred staffing vendors from 12 to 8, despite the fact that this reduction is likely to increase prices because it reduces competition. BPA identified four categories for its evaluation, and assigned points to each category: (1) Service Delivery (20 points); (2) Quality (90 points); (3) Historical Cost (90 points); and (4) Stewardship 50 Points).<sup>6</sup> Hence, the total number of points available for the technical evaluation factors (Service Delivery, Quality and Stewardship) was 160, and the total number of points available for Cost was 90. Although BPA did not advise APR of the relative importance of Cost factors to Technical factors, a review of the point allocation indicates that Cost was significantly less important than Technical (160 points versus 90 points). While APR consistently received very high marks in the Technical categories it did not end up as one of the eight selected vendors because of its score in the Cost category.<sup>7</sup>

BPA attached five documents to its March 5, 2021, email to APR.<sup>8</sup> These documents contained information regarding BPA's "rationalization" process.<sup>9</sup> The documents identified

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<sup>4</sup> Attachment 1.

<sup>5</sup> See Attachment 2.

<sup>6</sup> See Attachment 2-d; Attachment 2-a.

<sup>7</sup> *Id.* (column AC).

<sup>8</sup> See Attachments 2-a, 2-b, 2-c, 2-d, and 2-e.



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APR's scores in the four categories as (1) Service Delivery (15.6 of 20 points); (2) Quality (56 of 90 points); (3) Historical Cost (43.8 of 90 points); and (4) Stewardship (38 of 50 Points).<sup>10</sup> While APR scored highly in the three Technical categories, it ended up ninth position overall because of its score in the Cost category.<sup>11</sup> Consequently, it was not one of the eight preferred providers selected.

BPA's Cost evaluation category had been revised in September 2019.<sup>12</sup> This evaluation method focused the Cost category on four measures: (1) Markup Ranking – New Positions, (2) Markup Ranking – Open Workers, (3) Rate Compliance, (4) Distance Under max bill rate.<sup>13</sup> While APR was not provided with a scoring key explaining how measures (1)–(3) were evaluated,<sup>14</sup> APR understands that measure (1) evaluated the distance between bill rate and pay rate for candidates submitted for new positions; measure (2) evaluated the distance between bill rate and pay rate for candidates submitted for open positions; and measure (3) evaluated the percentage of candidates who were submitted under the max bill rate. Measure (4) did include a scoring key, explaining that the measure awarded points based on how far a candidate's *past*

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( . . . continued)

<sup>9</sup> See Attachment 2-c (“This is the final round of rationalization. 4 suppliers will be leaving us in the next few months. I appreciate your efforts over the last 18 months to participate in this process and adjust your business practices.”); Attachments 2-b and 2-d.

<sup>10</sup> *Id.*

<sup>11</sup> See Attachment 2-d (demonstrating that while APR scored 2nd in Quality and 3rd in Stewardship, it scored 11th in Cost); *see id.* (demonstrating that the seven of eight vendors that were in the top eight scored lower than APR in Quality); *see id.* (demonstrating that six vendors that were in the top eight scored lower than APR in Stewardship).

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<sup>13</sup> See, e.g., Attachment 2-a (rows 13–16).

<sup>14</sup> See Attachment 2-c, at page 4.



hourly rates were below BPA's max bill rate.<sup>15</sup> This distance under max bill rate was then averaged across the candidates that a vendor supplied.

Importantly, the manner in which BPA applied the Cost factor was fundamentally flawed because it did not identify the vendors that represented the "best buy" for BPA. BPA's application of this measure disadvantaged vendors that provided candidates for multiple categories of jobs across varying skill levels (like APR), allocated more points to vendors that offered lower quality (*i.e.*, lower pay) candidates, and focused on candidates *submitted* rather than candidates that were *actually chosen* for the positions.<sup>16</sup> Moreover, vendors received points when candidates were shortlisted for positions. This severely disadvantaged vendors like APR that were providing many candidates for many positions as compared to vendors that were only supplying a few candidates for a few positions. The manner in which BPA applied this metric did not result in a valid determination of the "best buy" because BPA did not look behind the Technical numerical scores to determine the impact *its own* selections had on historical cost, and it did not solicit any future pricing or discount information from vendors in order to assess the potential for future cost savings.

More specifically, a significant flaw in the way BPA conducted its evaluation particularly with respect to Cost was that this category allowed a vendor to receive higher points for submitting lower cost candidates regardless of whether BPA actually selected the low-cost candidates. This allowed a vendor to artificially lower its Cost score, as evidenced by the fact that the three vendors with the highest score in the Cost category—earned by providing low Cost candidates—were also the three vendors with the lowest score in the Stewardship rating.<sup>17</sup> BPA's formulaic selection of offerors in this manner failed to ensure that the eight vendors representing the "best buy" were selected.

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<sup>15</sup> *Id.* Categories (1), (2), and (4) were different ways of measuring the same thing. The bigger the average distance from the max bill rate was for candidates submitted, the lower the mark up number would be. Accordingly, vendors frequently scored similarly in these three categories. *See* Attachment 2-d.

<sup>16</sup> It is important to note that BPA itself selects from the candidates that are proposed by the vendors, and it typically selects more highly skilled and highly qualified candidates, which of course cost more than lower quality candidates.

<sup>17</sup> *See* Attachment 2-d (compare columns AC and AF).



Moreover, in analyzing the historical trends in the Cost category for the evaluation year, APR discovered that the max bill rate for the top eight ranked vendors dropped significantly over the course of the evaluation year as vendors discovered that they could manipulate their point scores in an attempt to take advantage of a formulaic application of evaluation criteria. For instance, in March 2020, the average under max bill rate for the top eight vendors was \$1.47, with APR ranked third overall as a vendor. In September 2020, the average climbed to \$1.69 under max bill rate with APR ranked ninth overall *with a Cost rating of thirteenth and a Quality ranking of first*. By March 2021, the average had climbed even farther to \$2.01, with APR ranked ninth overall with a Cost rank of eleventh but a Quality ranking of second.

Upon learning of BPA's decision not to retain it as a preferred provider, APR was shocked. It had consistently ranked towards the top in Technical factors, while its Cost ranking went down as other vendors discovered how to artificially manipulate their Cost scores without providing a viable candidate. BPA's formulaic application of its evaluation technique played into that gamesmanship, resulting in a selection decision that was far afield from the policies and procedures in the BPI. These instructions required that BPA determine the "best buy" for BPA, which should be analyzed by carefully weighing multiple evaluation categories, a supplier's past performance, and other relevant factors. APR did not anticipate BPA acting contrary to its own policies by formulaically applying its evaluation method, a method that had been so obviously manipulated by other vendors. APR did not game the system by submitting artificially low-cost candidates and, consequently, APR ended up in ninth place overall (by a very slim margin) while maintaining overall scores of second in Quality and third in Stewardship—the categories that did not allow for gamesmanship.<sup>18</sup> The three highest scorers in the Cost category, however—who all did make it into the top eight overall—were the three lowest scores in Stewardship and these three also placed well below APR in Quality.<sup>19</sup>

Because BPA's rationalization process was deeply flawed, violated its own policies and procedures, and failed to select APR as a vendor when APR clearly represented a best buy for BPA, its selection process was improper and inconsistent with its own procurement instructions.

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<sup>18</sup> *Id.*

<sup>19</sup> *Id.*



## **VI. Legal Grounds for APR's Protest**

Where, as here, an agency selects a procurement process that provides for a tradeoff between price and non-price factors, even where price is the least important evaluation factor, an agency properly may select a lower-priced, lower-rated proposal if the agency reasonably concludes that the price premium involved in selecting a higher-rated, higher-priced proposal is not justified in light of the acceptable level of technical competence available at a lower price.<sup>20</sup> However, a tradeoff analysis that fails to furnish any explanation as to why a higher-rated proposal does not in fact offer technical advantages or why those technical advantages are not worth a price premium does not satisfy the requirement for a documented tradeoff rationale, particularly where, as here, price is secondary to technical considerations under the RFP's evaluation scheme.<sup>21</sup>

BPA provided no substantive comparison or analysis of the offerors' proposals or the rationale for determining why APR's higher-rated proposal was not worth the minimal additional cost associated with it. Hence, the requirement to justify cost/technical tradeoff decisions, especially in the presence of significant qualitative differences between the two proposals, has not been met. Given the lack of meaningful comparison of the proposals, along with the lack of an explanation regarding why APR's significantly higher technically rated proposal was not worth its minimal additional cost,<sup>22</sup> BPA's source selection decision is unreasonable and APR's protest should be sustained on this basis.<sup>23</sup>

Because BPA's application of its Cost scoring factor allowed manipulation by vendors, it did not accurately reflect the "best-buy" for BPA and led to unreasonable and irrational selection results. As discussed above, BPA simply employed a formulaic analysis rather than determining whether the higher quality represented by vendors ranked most highly on non-cost factors was worth the minimal historical price difference. This formulaic analysis actually had the effect of

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<sup>20</sup> *i4 Now Solutions, Inc.*, B-412369, Jan. 27, 2016, 2016 CPD ¶ 47 at 15.

<sup>21</sup> *Blue Rock Structures, Inc.*, B-293134, Feb. 6, 2004, 2004 CPD ¶ 63 at 6.

<sup>22</sup> Again, the manner in which BPA evaluated Cost in no way reflected what BPA's costs would be in the future.

<sup>23</sup> See *Mantech Advanced Systems International, Inc.*, B-415497, Jan. 18, 2018.



changing the importance of Cost from being significantly less important than Technical to making it the most important factor, and ensuring that vendors who submitted lower quality (and therefore lower cost) candidates were rewarded *even though their candidates were not selected* by BPA.

Further, BPA did not conduct any analysis of whether cost savings would be forthcoming from the selected vendors, since those vendors will now have to pay higher rates to hire the more highly skilled and qualified candidates that are now being provided by APR.<sup>24</sup> Consequently, BPA did not ensure that the selected vendors represented the “best buy” for BPA. Because BPA’s evaluation did not ensure that the selected vendors represented the “best buy” for BPA, BPA’s evaluation and award decisions were invalid, unreasonable, and irrational.<sup>25</sup>

The manner in which BPA evaluated vendors did not promote open and fair competition.<sup>26</sup> BPA did not request offers for price commitments from vendors going forward. Instead, BPA allowed vendors to artificially drive down prices for a specific past period with no guarantee that these lower prices would be maintained by vendors in the future or were even associated with competitive candidates. While Quality and Stewardship are valid retrospective measures of past performance, as applied by BPA, Cost was not.<sup>27</sup> BPA’s rationalization process

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<sup>24</sup> Mr. Scott Hampton, the Manager of BPA’s Supplemental Labor Management Office, advised APR by email dated March 10, 2021 that “one of the main reasons I’m doing this is to consolidate spend among fewer suppliers. The idea being that we would get bulk discounts and better pricing (you know bigger slice of the pie and lower margins).” See Attachment 5. Given that BPA did not ask any vendor to submit a discount rate for future placements the “idea” that its selection decisions would result in lower costs going forward is completely baseless.

<sup>25</sup> See BPI § 21.1 (“It is Bonneville policy to pursue its purchasing activities in a reasonable, commercial manner. This includes taking actions that treat actual and potential offerors, as well as contractors, in a reasonable and equitable manner.”); *id.* § 12.5.1 (“The basis for the award decision shall be either lowest price technically acceptable or a tradeoff as identified for the subject procurement through the use of either clause 11-3, Award Decision – Lowest Price Technically Acceptable, or clause 11-4, Award Decision – Tradeoff. Any changes in the basis for award decision shall be in accordance with 11.13.4.1(c).”).

<sup>26</sup> See BPI § 11.8 (“It is Bonneville’s policy to obtain meaningful competition in its purchases.”).



incentivized and rewarded gamesmanship rather than open and fair competition in violations of BPA's policies and procedures.

BPA did not make a valid prospective "best-buy" determination according to its stated policies and procedures.<sup>28</sup> The BPI do not support the flawed rationalization method BPA chose. In fact, basic economic free market theory has as its underlying premise that more competition and more vendors is would much more likely support cost savings to BPA. APR's protest should be sustained on these grounds as well.

Finally, BPA did not take APR's status as a Minority/Women Owned small business into account. This violates the U.S. Department of Energy's and BPA's public commitment to promote and facilitate the success of disadvantaged small businesses

## **VII. Request for a Protective Order**

APR requests that a protective order be issued for this protest, pursuant to 4 C.F.R. §§ 21.1(d)(1) and 21.4(a) because this protest and many of the requested documents may contain proprietary and source selection sensitive information not appropriate for public release.

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(. . . continued)

<sup>27</sup> See BPI § 12.5.2.1 ("Price reasonableness shall be addressed and documented in all procurements regardless of the associated competition and documentation requirements. While price may be the determining factor for award in some instances, with the exception of a lowest price technically acceptable procurement, per BPI 12.6.1, comparison of offers shall not be limited to price alone. Price shall be the determining factor once technical acceptability has been determined in procurements for which the award basis is the lowest price technically acceptable offer. For procurements based on a tradeoff, the CO shall consider total cost and shall document the nature and extent of the comparison process in a manner which clearly explains the reasons for award."); see also *id.* at § 12.5.7 (explaining when evaluation of past performance is proper).

<sup>28</sup> *Id.* § 11.13.1(b) ("Bonneville seeks to determine the 'best buy' for the agency by selecting offers on the basis of lowest price technically acceptable or on the basis of a tradeoff analysis. The solicitation shall identify the basis upon which the award shall be made. The award selection will be based on an assessment of the evaluation factors as identified in the solicitation.").



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### **VIII. Reservation of Right to Request a Hearing**

Pursuant to 4 C.F.R. §§ 21.1(d)(3) and 21.7, APR reserves the right to request a hearing should it be necessary to resolve this protest.

### **IX. Form of Relief Requested**

APR requests the following relief:

- a. That the GAO give notice of this protest to BPA, and order BPA to enter a stay, thereby preventing BPA from canceling APR's contract—BPA-75829—and from transferring APR's employees to other vendor/competitors until after the protest is resolved pursuant to FAR 33.104(b)(1) and BPI §§ 21.2.5 and 21.2.10.
- b. That GAO sustain APR's protest on all grounds.
- c. A ruling from the Comptroller General of the United States that BPA acted in error by failing to retain APR as a preferred vendor and by conducting a rationalization process that was unreasonable and rewarded gamesmanship.
- d. A ruling from the Comptroller General of the United States that BPA should retain APR as a preferred vendor and pay APR its reasonable costs of filing and pursuing this protest.
- e. Such additional or other relief as may be appropriate in the circumstances.

Very truly yours,

s/S. Lane Tucker

S. Lane Tucker

lane.tucker@stoel.com

s/Connor R. Smith

Connor R. Smith

connor.smith@stoel.com

Stoel Rives LLP





Government Accountability Office

March 15, 2021

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**CERTIFICATE OF SERVICE**

I hereby certify that on March 14, 2021, I caused the foregoing GAO Bid Protest to be filed electronically with GAO and served simultaneously by email and with a complete copy transmitted by Federal Express on March 15, 2021 upon the following:

Nicholas Jenkins  
Head of Contracting Activity  
Bonneville Power Administration  
P.O. Box 3621  
Portland, OR 97208-3621  
Phone: 503-230-5498  
[nmjenkins@bpa.gov](mailto:nmjenkins@bpa.gov)

Cody L. Rodriguez  
Contracting Officer  
Bonneville Power Administration  
P.O. Box 3621  
Portland, OR 97208-3621  
503-230-4262  
[clrodriguez@bpa.gov](mailto:clrodriguez@bpa.gov)

Claudia F. Savage  
Contract Specialist  
Corporate Support Team, Supply Chain Services  
Bonneville Power Administration  
P.O. Box 3621  
Portland, OR 97208-3621  
503-230-3243  
[cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)



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Scott R. Hampton  
Manager, Supplemental Labor Management Office  
Bonneville Power Administration  
P.O. Box 3621  
Portland, OR 97208-3621  
Phone: 360-418-8293  
[srhampton@bpa.gov](mailto:srhampton@bpa.gov)

s/ Babette Brewer  
Babette Brewer

# **ATTACHMENT 1**

**THIS EXHIBIT CONTAINS PROCUREMENT SENSITIVE INFORMATION  
AND SHOULD NOT BE RELEASED EXCEPT PURSUANT TO A  
PROTECTIVE ORDER**

**U.S. DEPARTMENT OF ENERGY  
BONNEVILLE POWER ADMINISTRATION  
AMENDMENT OF SOLICITATION/MODIFICATION OF  
CONTRACT/ORDER**

**PAPERWORK REDUCTION ACT BURDEN DISCLOSURE STATEMENT**

This data is used to amend a solicitation or modify a contract or order. This form will assist in ensuring all changes are applied appropriately. Public reporting burden for this collection of information is estimated to average 15 minutes per response, including the time for reviewing instructions, searching for existing data sources, gathering and maintaining the data needed and completing and reviewing the collection of information. Send any comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Office of the Chief Information Officer, Enterprise Policy Development & Implementation Office, IM-22, Paperwork Reduction Program (OMB) US Department of Energy, 1000 Independence Ave, SW, Washington, DC 20585-1290; and to the Office of Management & Budget (OMB), OIRA, Paperwork Reduction Project (OMB), Washington, DC 20503.

1. Solicitation/Contract/Order Number: BPA- ... - ... - 75829		2. Amendment/Modification Number: ... - 006	
3. Effective Date: 5/19/2020	4. Requisition/Purchase Req Number (used for COOP event only):	5. Contract Specialist (Name, Phone, Email): Cody L. Rodriguez 503-230-4262, clrodriguez@bpa.gov	

**AMENDMENTS OF SOLICITATIONS**

6. The above numbered solicitation is amended as set forth in Item 12. The hour and date specified for receipt of Offers,  is extended to \_\_\_\_\_  is not extended.

Offerors must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation. If a signature is requested in Item 11, acknowledge this amendment by completing Items 13 and 14 and returning the amendment with your proposal. Failure of your acknowledgment to be received at the place designated for the receipt of proposal prior to the hour and date specified may result in rejection of your proposal. If by virtue of this amendment you desire to change a proposal already submitted, such a change must be received prior to the due date and hour specified in the solicitation.

**MODIFICATIONS OF CONTRACTS/ORDERS (Modifies the contract/order as described in item 12.)**

CHECK ONE	7. This unilateral modification is issued pursuant to: (specify authority below). The changes set forth in item 12 are made in the Contract/Order in Item 1. BPI Clause 28-1.3 Blanket Purchasing Agreement – Basic Terms
<input checked="" type="checkbox"/>	
<input type="checkbox"/>	8. The above numbered Contract/Order is modified to reflect the administrative changes (such as changes in paying office, spelling correction, etc.) set forth in item 12 pursuant to the authority of BPI Part 14.10.3(b)(1).
<input type="checkbox"/>	9. Bilateral/Other (specify authority):

10. Accounting and Appropriation Data (used for COOP event only):

**IMPORTANT** 11. Contractor  is not,  is required to sign this document and return via email to the Contract Specialist.

12. Description of Amendment/Modification (Attach additional documentation if needed and state SEE CONTINUATION SHEET.)

The purpose of this modification is to exercise final 6 months of Option Year 3. The following changes are made by this modification:

- A. The period of performance is changed from 05/14/2017 – 11/21/2020 to 05/14/2017 – 05/31/2021.
- B. All other terms and conditions remain unchanged and in full effect

Except as provided herein, all terms and conditions of the document referenced in Item 1 or 2 remain unchanged.

13. Company Name:  
APR STAFFING LLC

14a. Name, Phone and Title of Signer:		15a. Name of Contracting Officer: Cody L. Rodriguez	
14b. Contractor/Offeror	14c. Date Signed:	15b. Signature of Contracting Officer	15c. Date Signed: 11/19/2020
By: _____ (Signature of person authorized to sign)		By: _____ (Signature of Contracting Officer)	

**U.S. DEPARTMENT OF ENERGY  
BONNEVILLE POWER ADMINISTRATION  
AMENDMENT OF SOLICITATION/MODIFICATION OF  
CONTRACT/ORDER**

**PAPERWORK REDUCTION ACT BURDEN DISCLOSURE STATEMENT**

This data is used to amend a solicitation or modify a contract or order. This form will assist in ensuring all changes are applied appropriately. Public reporting burden for this collection of information is estimated to average 15 minutes per response, including the time for reviewing instructions, searching for existing data sources, gathering and maintaining the data needed and completing and reviewing the collection of information. Send any comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Office of the Chief Information Officer, Enterprise Policy Development & Implementation Office, IM-22, Paperwork Reduction Program (OMB) US Department of Energy, 1000 Independence Ave, SW, Washington, DC 20585-1290; and to the Office of Management & Budget (OMB), OIRA, Paperwork Reduction Project (OMB), Washington, DC 20503.

1. Solicitation/Contract/Order Number: BPA- ... - ... - 75829		2. Amendment/Modification Number: ... - 006	
3. Effective Date: 5/19/2020	4. Requisition/Purchase Req Number (used for COOP event only):	5. Contract Specialist (Name, Phone, Email): Cody L. Rodriguez 503-230-4262, clrodriguez@bpa.gov	

**AMENDMENTS OF SOLICITATIONS**

6. The above numbered solicitation is amended as set forth in Item 12. The hour and date specified for receipt of Offers,  is extended to \_\_\_\_\_  is not extended.

Offerors must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation. If a signature is requested in Item 11, acknowledge this amendment by completing Items 13 and 14 and returning the amendment with your proposal. Failure of your acknowledgment to be received at the place designated for the receipt of proposal prior to the hour and date specified may result in rejection of your proposal. If by virtue of this amendment you desire to change a proposal already submitted, such a change must be received prior to the due date and hour specified in the solicitation.

**MODIFICATIONS OF CONTRACTS/ORDERS (Modifies the contract/order as described in item 12.)**

CHECK ONE	7. This unilateral modification is issued pursuant to: (specify authority below). The changes set forth in item 12 are made in the Contract/Order in Item 1. BPI Clause 28-1.3 Blanket Purchasing Agreement – Basic Terms
<input checked="" type="checkbox"/>	
<input type="checkbox"/>	8. The above numbered Contract/Order is modified to reflect the administrative changes (such as changes in paying office, spelling correction, etc.) set forth in item 12 pursuant to the authority of BPI Part 14.10.3(b)(1).
<input type="checkbox"/>	9. Bilateral/Other (specify authority):

10. Accounting and Appropriation Data (used for COOP event only):

**IMPORTANT** 11. Contractor  is not,  is required to sign this document and return via email to the Contract Specialist.

12. Description of Amendment/Modification (Attach additional documentation if needed and state SEE CONTINUATION SHEET.)

The purpose of this modification is to exercise final 6 months of Option Year 3. The following changes are made by this modification:

- A. The period of performance is changed from 05/14/2017 – 11/21/2020 to 05/14/2017 – 05/31/2021.
- B. All other terms and conditions remain unchanged and in full effect

Except as provided herein, all terms and conditions of the document referenced in Item 1 or 2 remain unchanged.

13. Company Name:  
APR STAFFING LLC

14a. Name, Phone and Title of Signer:		15a. Name of Contracting Officer: Cody L. Rodriguez	
14b. Contractor/Offeror	14c. Date Signed:	15b. Signature of Contracting Officer	15c. Date Signed: 11/19/2020
By: _____ (Signature of person authorized to sign)		By: _____ (Signature of Contracting Officer)	

# **ATTCHMENT 2**

**THIS EXHIBIT CONTAINS PROCUREMENT SENSITIVE INFORMATION  
AND SHOULD NOT BE RELEASED EXCEPT PURSUANT TO A  
PROTECTIVE ORDER**

**From:** [Hampton, Scott R \(BPA\) - NSP-4400-LL](#)  
**To:** [Deb Sanders \(Murray\)](#); [Steve Rhodes](#); [Joe Prats](#)  
**Subject:** APR Staffing Scorecard Documentation  
**Date:** Friday, March 5, 2021 12:54:24 PM  
**Attachments:** [image001.png](#)  
[APR Staffing 202103 Scorecard.xlsx](#)  
[FINAL\\_Q&A\\_Rationalized\\_Suppliers.docx](#)  
[NotestoScoring202103.docx](#)  
[Summary Sheet.xlsx](#)  
[APR Staffing Feedback.xlsx](#)

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First let me say I'm sorry. I know this will not be welcome news.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number: (b) (2)

Call ID Number:

*Scott R. Hampton*

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

SLMO Logo Med PNG



## **ATTACHMENT 2a**

THIS EXHIBIT CONTAINS PROCUREMENT SENSITIVE INFORMATION  
AND SHOULD NOT BE RELEASED EXCEPT PURSUANT TO A  
PROTECTIVE ORDER



## APR Staffing

Goal	Metric	Definition   Calculation	Total for Period	Responses	Rough Score	Calculated Score	Maximum Score
Service Delivery	Response Rate Admin Clerical	Of the total number of new requisitions the vendor received within the defined time period, what volume and percentage of requisitions did the vendor submit at least 1 candidate. Data is computed overall and by labor category (Administrative, Business Professional, IT and Technical Professional). Requisitions are pulled based on requisition open date. Those with the current status of Open or Filled are included. Cancelled Requisitions are omitted.	23	23	100.00%	15.6	20.0
	Response Rate - Business Professional		53	44	83.02%		
	Response Rate - Technical Professional		47	31	65.96%		
	Response Rate - IT		65	49	75.38%		
	Response Rate - Total		188	147	78.19%		
Quality	Submittal quality	Of the total candidates the vendor submitted during the designated timeframe - what volume and percentage of candidates met the basic qualifications for the role (i.e. were not dispositioned as "Does Not Meet Min Requirements" or "Rejected" or "didn't have the right paperwork")			99.67%	10.0	10.0
	Candidate Quality - Shortlisted	Percentage of job Seekers submitted by the individual supplier which result in a shortlisting (Use Scoring Key)			95.05%	10.0	20.0
	Candidate Quality - Interview	Percentage of job Seekers submitted by the individual supplier which result in an Interview (Use Scoring Key)			23.68%	13.0	20.0
	Candidate Quality - Assignment	Percentage of job Seekers submitted by the individual supplier which result in an assignment being created (Use Scoring Key)			7.57%	7.0	20.0
	Early Terminations	What percent of contractor placements are still at BPA 1 year later. (sum of voluntary and involuntary terminations) (Use Scoring Key)			98.0%	16.0	20.0
Cost	Markup Ranking - New Positions	Take the average markup for all new positions for the 6 month period and rank suppliers from 1 to X.			11	3.3	20.0
	Markup Ranking - Open Workers	Take the average markup for all open positions for the 6 month period and rank suppliers from 1 to X.			10	7.5	30.0
	Rate Compliance	Percentage of Job Seekers who are submitted at or below the maximum bill rate amount.			100.0%	10.0	10.0
	Distance Under max bill rate	measures the average distance (above) below the max bill rates for all candidates submitted (Use Scoring Key)			\$ 1.61	23.0	30.0
<b>Total Objective Score</b>						<b>115.4</b>	<b>200.0</b>
Subjective Rating	Supplier Stewardship	This is the average ranking for supplier by SLMO staff, based on interactions with supplier over the evaluation period.			7.6	38.0	50.0
<b>Total Objective and Subjective Score</b>						<b>153.4</b>	<b>250.0</b>
Penalty	Recompete Participation Penalty	Negative 1 point for every recompete where no candidate was shortlisted, multiplied by the inverse of your response rate			(4)	(0.9)	
<b>Final Score</b>						<b>152.6</b>	

	Current	Sep. 2020	Mar. 2020
Your Ranking for this Scorecard is:	9	9	3
Your stewardship Ranking is:	3	4	3

# **ATTACHMENT 2b**

**THIS EXHIBIT CONTAINS PROCUREMENT SENSITIVE INFORMATION  
AND SHOULD NOT BE RELEASED EXCEPT PURSUANT TO A  
PROTECTIVE ORDER**

**Q & A FOR RATIONALIZED SUPPLIERS**

**What is SLMO communicating to our workers?**

On 3/15/2021, SLMO will send impacted contract workers an email outlining the process and deadlines for selecting a new employer. This email will also contain a list of eligible suppliers based on the worker’s labor category.

**REFERENCE:** Refer to [email template #1](#) in the reference section below. This email template will include the “Rules of Transition” for contract personnel as an attachment.

**When should we communicate to our workers?**

As mentioned above, SLMO will communicate to impacted workers on 3/15/2021. We respectfully ask that you refrain from communicating with your workers about the rationalization until 3/12/2021, at the earliest. We have developed a staged communication plan to help prevent confusion and minimize disruption so we ask that you partner with us to ensure notifications are distributed in the timeframe we have planned.

**What should we communicate to our workers?**

We would appreciate it if you would ensure your communications to employees include the following:

- Please advise that primary communications about the transition, actions required and timeframes will come directly from SLMO. It is important that workers keep an eye out for these communications and act on them by the deadlines provided.
- Workers should discuss any questions about the transition with you, their new employer or SLMO. They should not discuss the transition with their BPA workplace manager.
- Please assure your workers that you and SLMO will be there to support them throughout the transition and will make it as seamless as possible.

We have provided a sample email in the reference section below that you may use to communicate with your workers. You are not required to use this template; we are only providing it as a service to you based on feedback from the first round of rationalization last year. If you decide to create your own communication, we are happy to review if you would like us to do so, however, it is not required.

**REFERENCE:** Refer to email [template #2](#) in the reference section below.

**How should we handle supplier rep badges?**

- No additional badge requests will be accepted at this time.
- If you have a supplier badge request in process, please check with SLMO on the status and next steps.
- You may retain your supplier badges until all of your workers have been transitioned to new employers. At that point, please return all supplier badges to SLMO.
- Please keep SLMO informed of the date/time you will be returning your badge(s)

**How do we handle PPE and Ergonomic Equipment that we provided to our workers?**

We would appreciate it if you left the PPE and Ergonomic equipment with your workers to continue to use, so as to not disrupt their work. However, if you prefer to collect it, please let us know so we can communicate that to their new employer and help facilitate that transition.

**For candidates in the pipeline/in process, can we provide them with a list of suppliers for them to reach out to?**

- Please have candidates email [supplaborjobs@bpa.gov](mailto:supplaborjobs@bpa.gov) with the type of position they are interested in and we can provide the appropriate vendor list directly to the worker.
- If you receive any interview requests that you do not want to facilitate, please let us know.
- SLMO will not shortlist candidates you have submitted going forward. Additionally, we may unshortlist candidates who were previously shortlisted but not yet interviewed.
- Candidates who have already interviewed and are selected will be required to select a new employer before we can proceed with onboarding.

**When will our workers transition to their new employer?**

SLMO will transition workers as their paperwork is received. We will transition workers on Sundays, as usual. We will be distributing forms via DocuSign on 3/16/2021. Workers must make a new employer selection no later than 4/16/2021. All workers will be transitioned no later than 5/23/2021.

**When will our contract with BPA end?**

Your contract with BPA will expire at the end of May 2021.

**How will BPA handle contractors who are unhappy about moving suppliers as it will impact their pay, medical benefits, 401k, etc.?**

Unfortunately, government procurement regulations don't allow for handling individual contractor concerns. As contracts expire and are not renewed, BPA's need for that work to be completed does not go away. If a contractor does not want to move suppliers, that is their right and will be completely up to them. However, as there is no contract they will not be able to continue at BPA, and BPA will have to procure a new contractor for that assignment.

**REFERENCES**

**1. Email to Impacted Contract Workers**

The Supplemental Labor Management Office (SLMO) is reducing the number of Supplemental Labor staffing suppliers. Through an objective scorecard process, SLMO has determined the suppliers impacted by this change; which includes your current employer.

As a result of this change, you have the opportunity to select and transition to a new employer and continue your current assignment with BPA. Below is the list of participating suppliers. **It will be up to you to contact any or all of the suppliers listed below and select which one you would like to represent you on your BPA assignment.**

On **3/16/2021**, SLMO will distribute a DocuSign envelope to your BPA email address that contains the following information:

- Right to Represent form
- 1400 form
- Contract Worker Attestation form
- Non-Disclosure Agreement

Simply complete the forms in the DocuSign envelope no later than **11:59pm on 4/16/2021** to communicate your selection. **If you do not select a new employer by the deadline indicated, your assignment will end no later than 5/22/2021.**

Please refer to the attached Process & Rules of Transition for additional details. If you fail to comply with the rules of transition, you may be disqualified from remaining on assignment at BPA.

<Appropriate supplier list/contact info based on the position's labor category>

\*\*\*Please be sure to submit expense sheets for travel as soon as possible so your current employer can reimburse you. DO NOT DELAY. Once your current assignment is closed, you will no longer be able to submit expense sheets for reimbursement.

If you have any questions, please e-mail [supplementallabor@bpa.gov](mailto:supplementallabor@bpa.gov). To expedite our response, please put **“Supplier Rationalization”**, your name and BPA organization in the subject line of the email. Thank you.

## 2. Sample Email Suppliers May Send to Workers

Dear Worker:

We are writing to inform you that <Supplier Name> will no longer be a part of the Supplemental Labor program at BPA effective the end of May 2021. BPA’s Supplemental Labor Management Office (SLMO) is optimizing their program by reducing their supplier pool and unfortunately, <Supplier Name> is impacted by these reductions. This means you will be required to select a new employer to continue your assignment at BPA. SLMO will be sending a communication to your BPA email address on Monday, March 15<sup>th</sup> to help guide you through this process.

Please remember:

- Communication about this transition, actions required, and timeframes will come directly from SLMO. It is important that you keep an eye out for these communications and act on them by the deadlines provided.
- Please discuss any questions about the transition with us, your new employer or SLMO. We are all here to assist you and to help make this transition as seamless as possible. Please **do not** discuss the transition with your BPA workplace manager.

We want to thank you for being an invaluable part of the <Supplier Name> family. We wish you well and are happy to assist you in any way we can in the weeks to come.

Thank you.

# **ATTACHMENT 2c**

**THIS EXHIBIT CONTAINS PROCUREMENT SENSITIVE INFORMATION  
AND SHOULD NOT BE RELEASED EXCEPT PURSUANT TO A  
PROTECTIVE ORDER**

## Notes to Scoring

### March, 2021 Scorecard Meetings

Scoring Summary	Average	Median	Minimum	Maximum
Score	155.1	157.6	116.6	175.1
Supplier Stewardship	6.5	6.1	5	8

1. This is the final round of rationalization. 4 suppliers will be leaving us in the next few months. I appreciate your efforts over the last 18 months to participate in this process and adjust your business practices. We have seen margins tighten significantly during this period and lots of effort around cost. For that I thank you!
  
2. For Rationalized Suppliers
  - a. Your contract will be extended for a short period of time to facilitate transfer of workers, and then it will not be renewed
  - b. SLMO will transition all of your workers to a participating supplier by 5/23
  - c. JP's will no longer be distributed to you effective immediately (we are halting JPs from 3/1 to 3/12)
  - d. SLMO will provide your current workers with a list of participating suppliers
    - i. Workers will need to select their new employer via DocuSign by 4/16
    - ii. Workers who elect not to transition to a new employer may remain on assignment until 5/22, at managers discretion
  - e. How we will handle candidates in the pipeline:
    - i. Candidates shortlisted before 3/1 may be un-shortlisted from open JPs
    - ii. If a manager has determined they want to interview a shortlisted candidate, we will work with you to schedule the interview (if you are willing to coordinate). If you prefer not to coordinate, please let us know and we will ask the candidate to select a new employer to remain in consideration.
    - iii. If a manager has already interviewed a candidate and wants to select them, we will work with the candidate to select a new employer to remain in consideration.
  - f. Be candid with applicants submitted, shortlisted and/or scheduled to interview:
    - i. SLMO will send affected applicants a list of participating suppliers to contact should they choose to stay in consideration for the open posting
  
3. For Remaining Suppliers
  - a. SLMO will transition affected workers to new suppliers by 5/23. Workers will be transitioned as their paperwork is received by SLMO.
    - i. You will receive a list of affected workers with all the information you will need to represent them
    - ii. API, Worker Name, Title, Bill Rate, etc.

- iii. Bill rates, job titles and levels will remain the same. No bill rate increases will be considered.
- iv. Review the API requirements carefully to understand the costs involved of the new assignment
- b. SLMO will distribute the Rules of Transition and the list of affected workers to you on 3/15
  - i. Do not solicit for business with current workers, etc.
  - ii. You must adhere to the rules of transition or you will be disqualified
- c. Workers will receive the list of participating suppliers with contact information on 3/15
  - i. Workers will notify SLMO directly via DocuSign which supplier they choose no later than 4/16
  - ii. Once received, SLMO will forward the DocuSign envelope to you to sign the NDA and Attestation
- d. SLMO will work with you throughout the transition process:
  - i. You will need to submit your new employees to the new JP's – SLMO will notify you when to submit
  - ii. Effective dates for new assignments will be as soon as possible, no later than 5/23
  - iii. You may be approached by workers who were shortlisted and/or interviewed by affected suppliers who are interested in remaining in consideration
    - 1. Please submit these applicants to the appropriate posting within 3 business days
    - 2. Submit at or below max bill rate on the JP

#### 4. Changes Going Forward

#### 5. Any other questions or concerns?



**Supplier Stewardship Scale**

9 - 10	Outstanding Supplier - provides unsurpassed customer service, is extremely accurate and/or typically responds within an hour or two to SLMO needs
7 - 8	Excellent Supplier - provides excellent customer service, is accurate and/or typically responds within a few hours to SLMO needs
5 - 6	Good Supplier - provides valuable customer service, is somewhat accurate and/or typically responds within a day to SLMO needs
3 - 4	Fair Supplier - provides minimal customer service, is minimally accurate and/or typically responds within a few days to SLMO needs
1 - 2	Poor Supplier - provides no customer service, often inaccurate & mistake prone and/or non-responsive to SLMO needs
0	BPA Should stop doing business with the company immediately

<b>Candidate Quality Shortlisted Scoring Table</b>	
<u>Result</u>	<u>Score</u>
85.9% or less	0
86.0% - 86.9%	1
87.0% - 87.9%	2
88.0% - 88.9%	3
89.0% - 89.9%	4
90.0% - 90.9%	5
91.0% - 91.9%	6
92.0% - 92.9%	7
93.0% - 93.9%	8
94.0% - 94.9%	9
95.0% - 95.9%	10
96.0% - 96.9%	12
97.0% - 97.9%	14
98.0% - 98.9%	16
99.0% - 99.9%	18
100%	20

<b>Candidate Quality - Interview Scoring Table</b>	
<u>Result</u>	<u>Score</u>
0.00% - 5.00%	0
5.01% - 6.50%	1
6.51% - 8.00%	2
8.01% - 9.50%	3
9.51% - 11.00%	4
11.01% - 12.50%	5
12.51% - 14.00%	6
14.01% - 15.50%	7
15.51% - 17.00%	8
17.01% - 18.50%	9
18.51% - 20.00%	10
20.01% - 21.50%	11
21.51% - 23.00%	12
23.01% - 24.50%	13
24.51% - 26.00%	14
26.01% - 27.50%	15
27.51% - 29.00%	16
29.01% - 30.50%	17
30.51% - 32.00%	18
32.01% - 33.50%	19
33.51% and Higher	20

<b>Candidate Quality - Assignment Scoring Table</b>	
<u>Result</u>	<u>Score</u>
0.00%	0
.01% - 2.00%	1
2.01% - 3.00%	2
3.01% - 4.00%	3
4.01% - 5.00%	4
5.01% - 6.00%	5
6.01% - 7.00%	6
7.01% - 8.00%	7
8.01% - 9.00%	8
9.01% - 10.00%	9
10.01% - 11.00%	10
11.01% - 12.00%	11
12.01% - 13.00%	12
13.01% - 14.00%	13
14.01% - 15.00%	14
15.01% - 16.00%	15
16.01% - 17.00%	16
17.01% - 18.00%	17
18.01% - 19.00%	18
19.01% - 20.00%	19
20.01% and Higher	20

<b>Early Terminations Scoring Table</b>	
<u>Result</u>	<u>Score</u>
90.4% or less	0
90.5% - 90.9%	1
91.0% - 91.4%	2
91.5% - 91.9%	3
92.0% - 92.4%	4
92.5% - 92.9%	5
93.0% - 93.4%	6
93.5% - 93.9%	7
94.0% - 94.4%	8
94.5% - 94.9%	9
95.0% - 95.4%	10
95.5% - 95.9%	11
96.0% - 96.4%	12
96.5% - 96.9%	13
97.0% - 97.4%	14
97.5% - 97.9%	15
98.0% - 98.4%	16
98.5% - 98.9%	17
99.0% - 99.4%	18
99.5% - 99.9%	19
100%	20

<b>Distance Under Max Bill Rate Scoring Table</b>		<b>Distance Under Max Bill Rate Scoring Table</b>	
<u>Result</u>	<u>Score</u>	<u>Result</u>	<u>Score</u>
(5.00) or lower	-5	1.16 - 1.20	14
(4.00) - (4.99)	-4	1.21 - 1.25	15
(3.00) - (3.99)	-3	1.26 - 1.30	16
(2.00) - (2.99)	-2	1.31 - 1.35	17
(1.00) - (1.99)	-1	1.36 - 1.40	18
(.00) - (.99)	0	1.41 - 1.45	19
.01 - .10	1	1.46 - 1.50	20
.11 - .20	2	1.51 - 1.55	21
.21 - .30	3	1.56 - 1.60	22
.31 - .40	4	1.61 - 1.65	23
.41 - .50	5	1.66 - 1.70	24
.51 - .60	6	1.71 - 1.75	25
.61 - .70	7	1.76 - 1.80	26
.71 - .80	8	1.81 - 1.85	27
.81 - .90	9	1.86 - 1.90	28
.91 - 1.00	10	1.91 - 1.95	29
1.01 - 1.05	11	1.96 - 2.00	30
1.06 - 1.10	12	Bonus if greater \$3.00	5
1.11 - 1.15	13		

## **ATTACHMENT 2d**

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Possible Points	Service Delivery						Quality										Cost										Total Objective Score	Supplier Stewardship	Stewardship Rank	Total Objective & Subjective Score	Recompete Penalty	Total Score		
	Response Rate Admin Clerical	Response Rate - Business Professional	Response Rate - Scientific	Response Rate - Technical	Response Rate - Total	Response Rate - Score	Submittal quality	Submittal quality - Score	Candidate Quality - Shortlisted	Candidate Quality - Shortlisted Score	Candidate Quality - Interview	Candidate Quality - Interview Score	Candidate Quality - Assignment	Candidate Quality - Assignment Score	Early Terms	Early Terms Score	Total Quality Section	Total Quality Rank	Markup Rank - New Position	Markup Score - New Positions	Markup Rank - All Positions	Markup Score - All Positions	Rate Compliance	Rate Compliance Score	Distance Under Max Bill Rate	Distance Under Max Bill Rate Score							Total Cost Section	Cost Rank
	100.00%	79.25%	N/A	56.92%	72.34%	14.5	99.47%	9.9	93.58%	8.0	11.70%	5.0	4.26%	4.0	100.00%	20.0	46.9	7	2	18.3	2	27.5	100.0%	10.0	\$ 3.52	35.0	90.8	1	200	50	250	-	177.3	
N/A	N/A	N/A	N/A	44.62%	44.62%	8.9	100.00%	10.0	100.00%	20.0	26.83%	15.0	7.32%	7.0	57.10%	-	52.0	4	2	18.3	3	25.0	100.0%	10.0	\$ 4.09	35.0	88.3	2	149.5	27.5	10	176.8	(1.7)	175.1
100.00%	88.68%	N/A	83.33%	88.03%	17.6	99.58%	10.0	92.41%	7.0	11.76%	5.0	2.94%	2.0	100.00%	20.0	44.0	8	6	11.7	5	20.0	100.0%	10.0	\$ 2.18	30.0	71.7	4	133.2	30.0	7	163.2	-	163.2	
100.00%	90.57%	68.09%	70.77%	79.26%	15.9	99.22%	9.9	94.14%	9.0	13.95%	6.0	5.43%	5.0	99.50%	19.0	48.9	5	4	15.0	1	30.0	100.0%	10.0	\$ 0.65	7.0	62.0	7	176.8	34.5	4	161.3	(1.0)	160.2	
95.65%	86.79%	70.21%	75.38%	79.79%	16.0	98.33%	9.8	94.92%	9.0	25.67%	14.0	11.33%	11.0	99.20%	18.0	61.8	1	5	13.3	7	15.0	99.0%	9.9	\$ 0.27	3.0	41.2	12	119.0	40.0	1	159.0	(1.0)	158.0	
100.00%	86.79%	72.34%	N/A	83.74%	16.7	100.00%	10.0	94.65%	9.0	17.28%	9.0	7.41%	7.0	96.50%	13.0	48.0	6	9	6.7	12	2.5	100.0%	10.0	\$ 3.06	35.0	54.2	9	138.9	40.0	1	158.9	(1.0)	157.9	
N/A	N/A	N/A	32.31%	32.31%	6.5	100.00%	10.0	95.83%	10.0	20.83%	11.0	4.17%	4.0	100.00%	20.0	55.0	3	8	8.3	8	12.5	100.0%	10.0	\$ 3.63	35.0	65.8	5	127.9	30.0	7	157.9	-	157.3	
69.57%	67.92%	51.06%	73.85%	65.96%	13.2	99.50%	10.0	89.39%	4.0	12.56%	6.0	1.51%	1.0	100.00%	20.0	41.0	10	1	20.0	6	17.5	100.0%	10.0	\$ 2.79	30.0	77.5	3	131.6	27.5	10	159.1	(3.4)	155.7	
100.00%	83.02%	65.96%	75.38%	78.19%	15.6	99.67%	10.0	95.05%	10.0	23.68%	13.0	7.57%	7.0	98.00%	16.0	56.0	2	11	3.3	10	7.5	100.0%	10.0	\$ 1.61	23.0	43.8	11	115.4	38.0	3	153.4	(0.9)	152.8	
N/A	83.02%	N/A	78.46%	80.51%	16.1	98.57%	9.9	93.24%	8.0	17.62%	9.0	3.81%	3.0	92.90%	5.0	34.9	12	12	1.7	4	22.5	100.0%	10.0	\$ 1.88	28.0	62.2	6	133.1	33.5	5	146.6	-	146.6	
N/A	73.58%	N/A	66.67%	69.75%	13.9	100.00%	10.0	92.90%	7.0	22.95%	12.0	7.65%	7.0	92.80%	5.0	41.0	9	7	10.0	9	10.0	100.0%	10.0	\$ 1.71	25.0	55.0	8	109.9	31.5	6	141.4	(0.6)	140.8	
86.96%	49.06%	40.43%	24.62%	43.09%	8.6	97.20%	9.7	92.09%	7.0	7.69%	2.0	2.10%	2.0	98.90%	17.0	37.7	11	10	5.0	11	5.0	100.0%	10.0	\$ 1.78	26.0	46.0	10	92.3	30.0	7	122.3	(5.7)	116.6	
Average	94.02%	78.87%	61.35%	62.03%	68.13%	13.6	99.30%	9.9	94.02%	9.0	17.71%	8.9	5.46%	5.0	94.58%	14.4	47.3			11.0		16.3	100%	10.0	\$ 2.26	26.0	63.2	124.1	32.3	156.4	(1.3)	155.1		
Median	100.00%	83.02%	67.02%	70.77%	75.27%	15.1	99.54%	10.0	93.86%	8.5	17.45%	9.0	4.85%	4.5	99.05%	17.5	47.5			10.8		16.3	100%	10.0	\$ 2.03	29.0	62.1	122.9	30.8	159.0	(0.9)	157.6		

Candidate Quality Shortlisted Scoring Table	
Result	Score
85.9% or less	0
86.0% - 86.9%	1
87.0% - 87.9%	2
88.0% - 88.9%	3
89.0% - 89.9%	4
90.0% - 90.9%	5
91.0% - 91.9%	6
92.0% - 92.9%	7
93.0% - 93.9%	8
94.0% - 94.9%	9
95.0% - 95.9%	10
96.0% - 96.9%	12
97.0% - 97.9%	14
98.0% - 98.9%	16
99.0% - 99.9%	18
100%	20

Candidate Quality - Interview Scoring Table	
Result	Score
0.00% - 5.00%	0
5.01% - 6.50%	1
6.51% - 8.00%	2
8.01% - 9.50%	3
9.51% - 11.00%	4
11.01% - 12.50%	5
12.51% - 14.00%	6
14.01% - 15.50%	7
15.51% - 17.00%	8
17.01% - 18.50%	9
18.51% - 20.00%	10
20.01% - 21.50%	11
21.51% - 23.00%	12
23.01% - 24.50%	13
24.51% - 26.00%	14
26.01% - 27.50%	15
27.51% - 29.00%	16
29.01% - 30.50%	17
30.51% - 32.00%	18
32.01% - 33.50%	19
33.51% and Higher	20

Candidate Quality - Assignment Scoring Table	
Result	Score
0.00%	0
.01% - 2.00%	1
2.01% - 3.00%	2
3.01% - 4.00%	3
4.01% - 5.00%	4
5.01% - 6.00%	5
6.01% - 7.00%	6
7.01% - 8.00%	7
8.01% - 9.00%	8
9.01% - 10.00%	9
10.01% - 11.00%	10
11.01% - 12.00%	11
12.01% - 13.00%	12
13.01% - 14.00%	13
14.01% - 15.00%	14
15.01% - 16.00%	15
16.01% - 17.00%	16
17.01% - 18.00%	17
18.01% - 19.00%	18
19.01% - 20.00%	19
20.01% and Higher	20

Early Terminations Scoring Table	
Result	Score
90.4% or less	0
90.5% - 90.9%	1
91.0% - 91.4%	2
91.5% - 91.9%	3
92.0% - 92.4%	4
92.5% - 92.9%	5
93.0% - 93.4%	6
93.5% - 93.9%	7
94.0% - 94.4%	8
94.5% - 94.9%	9
95.0% - 95.4%	10
95.5% - 95.9%	11
96.0% - 96.4%	12
96.5% - 96.9%	13
97.0% - 97.4%	14
97.5% - 97.9%	15
98.0% - 98.4%	16
98.5% - 98.9%	17
99.0% - 99.4%	18
99.5% - 99.9%	19
100%	20

Distance Under Max Bill Rate Scoring Table	
Result	Score
(5.00) or lower	-5
(4.00) - (4.99)	-4
(3.00) - (3.99)	-3
(2.00) - (2.99)	-2
(1.00) - (1.99)	-1
(.00) - (.99)	0
.01 - .10	1
.11 - .20	2
.21 - .30	3
.31 - .40	4
.41 - .50	5
.51 - .60	6
.61 - .70	7
.71 - .80	8
.81 - .90	9
.91 - 1.00	10
1.01 - 1.05	11
1.06 - 1.10	12
1.11 - 1.15	13

Distance Under Max Bill Rate Scoring Table	
Result	Score
1.16 - 1.20	14
1.21 - 1.25	15
1.26 - 1.30	16
1.31 - 1.35	17
1.36 - 1.40	18
1.41 - 1.45	19
1.46 - 1.50	20
1.51 - 1.55	21
1.56 - 1.60	22
1.61 - 1.65	23
1.66 - 1.70	24
1.71 - 1.75	25
1.76 - 1.80	26
1.81 - 1.85	27
1.86 - 1.90	28
1.91 - 1.95	29
1.96 - 2.00	30
Bonus if greater \$3.00	5

## **ATTACHMENT 2e**

THIS EXHIBIT CONTAINS PROCUREMENT SENSITIVE INFORMATION  
AND SHOULD NOT BE RELEASED EXCEPT PURSUANT TO A  
PROTECTIVE ORDER

## APR Staffing Feedback: September 2020 to February 2021

### SEPTEMBER

- Consistently provides good candidates and is open to feedback.
- (b) has been great to work with on FMLA concerns!
- Excellent supplier.
- APR is responsive and easy to work with.
- Thank you for consistently and correctly submitting qualified candidates to my JPs.

### OCTOBER

- Concerned about specific details that may affect their employees like pay, training and compliance and very pleasant to work with.
- Received a few placements recently. Excellent work!
- (b) has been great to work with on FMLA concerns!
- Outstanding supplier. Responds quickly to requests/issues.
- Please review the credit/debit memo guidance in the Fieldglass reference library prior to submitting to ensure it is a valid credit/debit memo transaction.

### NOVEMBER

- No interaction this month.
- Outstanding supplier.
- Thank you for consistently and correctly submitting qualified candidates to my JPs.

### DECEMBER

- Reliable, consistent with paperwork and processes.
- Excellent supplier.
- Thank you for consistently and correctly submitting qualified candidates to my JPs.
- (b) (6) followed up with me about two assignment updates to add the 3-year BRI, for rate increases that were missed when the assignment extensions were processed earlier in the year. These assignment updates were effective the day that they were processed per (b) extensions, and (b) wanted to confirm that the effective date during the week wasn't an error. She was very polite in her emails, and was understanding of the BRI not being updated at the time the extensions were processed. I also spoke with (b) regarding a name change for a CFTE, the CFTE included PII in her email, and I asked (b) to follow-up with the worker to confirm they understood BPA policy about PII. She responded right away and took care of the situation and also asked follow-up questions about the name change process. She was very prompt and professional.
- Quick responses to offers and follow up questions from SLMO.

### JANUARY

- Quick responses, asks clarifying questions.
- Able to have difficult conversations with CFTE about performance issues. Provides great follow through.
- (b) was incredibly thorough and proactive in making sure one of her employees, who travels infrequently, was very clear on the travel guidance before they hit the road. The amount of time that will be saved when it comes time to submit expense sheets will be worth the upfront effort.
- Thank you for consistently and correctly submitting qualified candidates to my JPs.
- Good communication, responds promptly to requests and submits good candidates.

### FEBRUARY

- Provides quality candidates. Would like to see more placements.
- Outstanding supplier. Deb was recently very helpful to SLMO's Compliance team in answering questions that they had.
- (b) was proactive in making sure one of her employees thoroughly understood the Travel Guidance before hitting the road and submitting their expense sheets.
- Thank you for consistently and correctly submitting qualified candidates to my JPs.
- Consistently submits candidates and communicates questions as needed.

# **ATTACHMENT 3**

THIS ATTACHMENT CONTAINS PROCUREMENT SENSITIVE  
INFORMATION AND SHOULD NOT BE RELEASED EXCEPT PURSUANT  
TO A PROTECTIVE ORDER



Sept 2019

Tier based on count	Quality															Cost					Total Objective Score	Supplier Stewardship	Total Objective & Subjective Score	Recomplete Penalt	Total Score
	Submittal quality	Submittal quality - Score	Candidate Quality - Shortlisted	Candidate Quality - Shortlisted Score	Candidate Quality - Interview	Candidate Quality - Interview - Score	Candidate Quality - Assignment	Candidate Quality - Assignment - Score	Hire Rate - Admin/Clerical	Hire Rate - Business Professional	Hire Rate - Scientific	Hire Rate - Technical	Hire Rate - Total	Hire Rate - Score	Early Terminations	Early Termination - Score	Rate Compliance	Rate Compliance Score	Distance Under Max Bill Rate	Distance Under Max Bill Rate Score					
10	20	10	20	20	20	20	20	20	20	20	20	20	20	20	20	10	10	10	10	160	40	200			
10.0	96.56%	19.3	93.69%	9.4	32.89%	19.0	16.83%	16.0	12.50%	16.89%	27.16%	18.75%	18.83%	18.0	98.70%	17.0	100.0%	10.0	\$ 0.06	1.0	135.5	32.4	167.9	(8.1)	159.8
9.4	96.11%	19.2	84.02%	8.4	20.63%	11.0	9.18%	9.0	21.43%	18.67%	18.29%	16.67%	18.77%	18.0	95.30%	10.0	99.9%	10.0	\$ 0.32	4.0	117.5	29.6	147.1	(1.4)	145.8
8.1	99.30%	19.9	94.20%	9.4	25.75%	14.0	12.06%	12.0	7.02%	19.21%	16.25%	N/A	14.16%	14.0	93.70%	7.0	100.0%	10.0	\$ 0.29	3.0	111.0	33.6	144.6	(14.4)	130.2
8.1	94.65%	18.9	91.22%	9.1	29.34%	17.0	9.42%	9.0	8.93%	10.60%	7.59%	10.85%	9.49%	9.0	93.80%	7.0	100.0%	10.0	\$ 1.41	10.0	111.1	24.8	135.9	(26.2)	109.7
6.9	97.19%	19.4	92.63%	9.3	21.05%	11.0	10.18%	10.0	3.45%	6.04%	N/A	10.08%	9.49%	6.0	97.30%	14.0	99.6%	10.0	\$ 0.94	10.0	108.0	26.8	134.8	(25.7)	109.1
5.0	95.80%	19.2	91.89%	9.2	12.61%	6.0	2.70%	2.0	0.00%	1.36%	2.53%	3.88%	1.94%	1.0	90.30%	-	100.0%	10.0	\$ 2.51	10.0	81.2	26.0	107.2	(4.8)	102.4
2.5	100.00%	20.0	100.00%	10.0	50.00%	20.0	23.08%	20.0	N/A	N/A	N/A	3.91%	3.91%	3.0	100.00%	20.0	100.0%	10.0	\$ 1.08	10.0	118.9	18.0	136.9	(34.8)	102.2
4.4	82.14%	16.4	70.24%	7.0	17.86%	9.0	13.10%	13.0	N/A	N/A	N/A	8.53%	8.53%	8.0	100.00%	20.0	100.0%	10.0	\$ 0.99	10.0	104.5	17.6	122.1	(25.3)	96.8
5.6	97.60%	19.5	71.73%	7.2	26.13%	15.0	6.40%	6.0	8.62%	2.72%	N/A	11.36%	7.57%	7.0	89.30%	-	100.0%	10.0	\$ 1.04	10.0	91.5	27.6	119.1	(28.7)	90.3
8.8	98.30%	19.7	94.03%	9.4	23.86%	13.0	7.67%	7.0	18.33%	6.08%	5.00%	1.56%	7.74%	7.0	97.20%	14.0	99.7%	10.0	\$ 0.43	5.0	103.1	31.6	134.7	(45.6)	89.1
1.3	87.50%	17.5	80.36%	8.0	23.21%	13.0	1.79%	1.0	N/A	N/A	N/A	0.78%	0.78%	1.0	100.00%	20.0	100.0%	10.0	\$ 4.90	10.0	87.8	21.6	109.5	(31.3)	78.2
1.9	94.82%	19.0	91.19%	9.1	19.17%	10.0	3.63%	3.0	N/A	2.04%	N/A	2.33%	2.19%	2.0	70.70%	-	100.0%	10.0	\$ 0.61	7.0	69.9	29.2	99.1	(39.7)	59.4
3.8	95.08%	19.0	90.15%	9.0	9.47%	3.0	1.89%	9.0	0.00%	1.36%	2.53%	0.78%	1.17%	1.0	100.00%	20.0	100.0%	10.0	\$ 0.86	9.0	90.6	25.2	115.8	(70.5)	45.3
6.3	95.54%	19.1	84.82%	8.5	15.18%	7.0	7.14%	7.0	5.26%	6.08%	1.15%	2.33%	3.73%	3.0	94.60%	9.0	100.0%	10.0	\$ 0.62	7.0	83.0	24.0	107.0	(82.4)	24.6
1.3	83.33%	16.7	66.67%	6.7	10.00%	4.0	3.33%	3.0	N/A	0.68%	N/A	0.00%	0.34%	1.0	100.00%	20.0	100.0%	10.0	\$ 0.54	6.0	70.0	9.2	79.2	(85.3)	(6.1)
9.1	89.80%	18.0	65.31%	6.5	16.33%	8.0	8.16%	8.0	N/A	2.03%	1.27%	0.00%	1.10%	1.0	93.80%	7.0	94.9%	9.5	(0.72)	-	62.8	17.6	80.5	(113.7)	(33.2)
5.4	93.98%	18.8	85.13%	8.5	22.09%	11.3	8.54%	8.4	8.55%	7.21%	9.10%	6.12%	6.67%	6.3	94.67%	11.6	99.6%	10.0	\$ 0.99	7.0	96.7	24.7	121.3	(39.8)	81.5
5.3	95.67%	19.1	90.67%	9.1	20.84%	11.0	7.92%	8.5	7.82%	6.04%	5.00%	3.88%	5.22%	4.5	96.25%	12.0	100.0%	10.0	\$ 0.74	8.0	97.3	25.6	120.6	(30.0)	93.5

nk#4

Sept 2019

								Quality														Cost				
Response Rate Admin/Clerical	Response Rate Business Professional	Response Rate Scientific	Response Rate Technical	Response Rate - Total	Response Rate - Score	Supplier Rank based on Headcount	Submittal quality	Submittal quality - Score	Candidate Quality - Shortlisted	Candidate Quality - Shortlisted Score	Candidate Quality - Interview	Candidate Quality - Interview - Score	Candidate Quality - Assignment	Candidate Quality - Assignment - Score	Hire Rates Admin/Clerical	Hire Rates Business Professional	Hire Rate - Scientific	Hire Rate - Technical	Hire Rate - Total	Hire Rate Score	Early Terminations	Early Terminations - Score	Rate Compliance	Rate Compliance Score	Distance Under Max Bid Rate	
							20		10		20		10		20		20		20		20				10	
92.86%	83.78%	66.67%	75.78%	79.18%	15.8	10.0	96.56%	19.3	93.69%	9.4	32.89%	19.0	16.83%	16.0	12.50%	16.89%	27.16%	18.75%	18.83%	18.0	98.70%	17.0	100.0%	10.0	\$ 0.06	
96.43%	95.33%	89.02%	89.39%	92.38%	18.5	9.4	96.11%	19.2	84.02%	8.4	20.63%	11.0	9.18%	9.0	21.43%	18.67%	18.29%	16.67%	18.77%	18.0	95.30%	10.0	99.9%	10.0	\$ 0.31	
85.96%	72.19%	47.50%	N/A	68.06%	13.6	8.1	99.30%	19.9	94.20%	9.4	25.75%	14.0	12.06%	12.0	7.02%	19.21%	16.25%	N/A	14.16%	14.0	93.70%	7.0	100.0%	10.0	\$ 0.29	
78.57%	72.85%	45.57%	60.47%	64.58%	12.9	8.1	94.65%	18.9	91.22%	9.1	29.84%	17.0	9.42%	9.0	8.93%	10.60%	7.59%	10.85%	9.49%	9.0	93.80%	7.0	100.0%	10.0	\$ 1.41	
84.48%	56.38%	N/A	45.74%	57.14%	11.4	6.9	97.19%	19.4	92.63%	9.3	21.05%	11.0	10.18%	10.0	3.45%	6.04%	N/A	10.08%	6.52%	6.0	97.30%	14.0	99.6%	10.0	\$ 0.94	
96.43%	97.28%	92.41%	91.47%	94.40%	18.9	5.0	95.80%	19.2	91.89%	9.2	12.61%	6.0	2.70%	2.0	0.00%	1.36%	2.53%	3.88%	1.94%	1.0	90.30%	-	100.0%	10.0	\$ 3.51	
N/A	N/A	N/A	17.19%	17.19%	3.4	2.5	100.00%	20.0	100.00%	10.0	50.00%	20.0	23.08%	20.0	N/A	N/A	N/A	3.91%	3.91%	3.0	100.00%	20.0	100.0%	10.0	\$ 1.08	
N/A	N/A	N/A	33.33%	33.33%	6.7	4.4	82.14%	16.4	70.24%	7.0	17.86%	9.0	13.10%	13.0	N/A	N/A	N/A	8.53%	8.53%	8.0	100.00%	20.0	100.0%	10.0	\$ 0.99	
87.93%	53.06%	N/A	44.70%	55.79%	11.2	5.6	97.60%	19.5	71.73%	7.2	26.13%	15.0	6.40%	6.0	8.62%	2.72%	N/A	11.36%	7.57%	7.0	89.30%	-	100.0%	10.0	\$ 1.04	
73.33%	52.03%	25.00%	40.63%	46.39%	9.3	8.8	98.30%	19.7	94.03%	9.4	23.86%	13.0	7.67%	7.0	18.33%	6.08%	5.00%	1.56%	7.74%	7.0	97.20%	14.0	99.7%	10.0	\$ 0.43	
N/A	N/A	N/A	30.47%	30.47%	6.1	1.3	87.50%	17.5	80.36%	8.0	23.21%	13.0	1.79%	1.0	N/A	N/A	N/A	0.78%	0.78%	1.0	100.00%	20.0	100.0%	10.0	\$ 4.90	
N/A	38.78%	N/A	41.09%	39.86%	8.0	1.9	94.82%	19.0	91.19%	9.1	19.17%	10.0	3.63%	3.0	N/A	2.04%	N/A	2.33%	2.19%	2.0	70.70%	-	100.0%	10.0	\$ 0.61	
67.86%	38.78%	24.05%	20.31%	34.15%	6.8	3.8	95.08%	19.0	90.15%	9.0	9.47%	3.0	1.89%	9.0	0.00%	1.36%	2.53%	0.78%	1.17%	1.0	100.00%	20.0	100.0%	10.0	\$ 0.86	
60.00%	29.05%	5.00%	35.16%	30.77%	6.2	6.3	95.54%	19.1	84.82%	8.5	15.18%	7.0	7.14%	7.0	5.26%	6.08%	1.25%	2.33%	3.79%	3.0	94.60%	9.0	100.0%	10.0	\$ 0.62	
N/A	7.48%	N/A	7.03%	7.27%	1.5	1.3	83.33%	16.7	66.67%	6.7	10.00%	4.0	3.33%	3.0	N/A	0.68%	N/A	0.00%	0.34%	1.0	100.00%	20.0	100.0%	10.0	\$ 0.54	
N/A	12.84%	5.06%	7.03%	9.01%	1.8	3.1	89.80%	18.0	65.31%	6.5	16.33%	8.0	8.16%	8.0	N/A	2.03%	1.27%	0.00%	1.10%	1.0	93.80%	7.0	94.9%	9.5	\$ 0.72	
82.39%	54.60%	44.48%	42.65%	47.50%	9.5	5.4	93.98%	18.8	85.13%	8.5	22.09%	11.3	8.54%	8.4	8.55%	7.21%	9.10%	6.12%	6.67%	6.3	94.67%	11.6	99.6%	10.0	\$ 0.99	
85.22%	53.06%	45.57%	40.63%	43.12%	8.6	5.3	95.67%	19.1	90.67%	9.1	20.84%	11.0	7.92%	8.5	7.82%	6.04%	5.00%	3.88%	5.22%	4.5	96.25%	12.0	100.0%	10.0	\$ 0.74	

APR Staffing Rank #4

# **ATTACHMENT 4**

THIS ATTACHMENT CONTAINS PROCUREMENT SENSITIVE  
INFORMATION AND SHOULD NOT BE RELEASED EXCEPT PURSUANT  
TO A PROTECTIVE ORDER

Sept 2019 - Revised Using New Cost Categories

100%  
200%

75%  
100%

35%  
48%

20%

42%  
40%  
39%  
37%  
35%  
33%  
31%

Supplier	Revenue				Quality				Cost												Total Objective Score	Supplier Rank/Obj	Total Objective & Subjective Score	Improvement Priority	Total Score									
	Rate	Rate	Rate	Rate	Score	Score	Score	Score	Category	Category	Category	Category	Category	Category	Category	Category	Category	Category	Category	Category						Category	Category	Category	Category					
Supplier 1	92.86%	83.18%	66.87%	75.70%	15.8	96.56%	8.7	92.86%	7.0	32.14%	18.0	12.00%	12.0	98.70%	17.0	84.7	2	4	16.3	4	24.4	100.0%	10.0	0.06	1.0	51.6	5	152.1	40.5	172.6	(8.3)	181.9		
Supplier 2	96.43%	99.83%	89.03%	89.99%	18.8	98.62%	8.8	82.70%	-	16.83%	30.0	6.33%	6.0	96.80%	10.0	85.6	13	7	32.5	8	16.8	99.9%	10.0	0.32	4.0	43.4	10	97.4	37.0	134.4	(1.4)	139.0		
Supplier 3	N/A	N/A	N/A	30.47%	30.47%	6.1	90.70%	3.1	83.72%	-	20.93%	11.0	2.33%	2.0	100.00%	20.0	42.1	9	10	1.3	1	20.0	100.0%	10.0	4.90	35.0	76.3	2	124.8	27.0	151.8	(11.3)	130.1	
Supplier 4	73.33%	52.03%	25.00%	45.63%	45.39%	9.3	88.17%	8.8	94.87%	9.0	27.11%	35.0	7.33%	7.0	97.20%	14.0	54.8	1	3	17.8	2	28.1	98.7%	10.0	0.48	5.0	80.6	4	129.7	39.8	169.5	(6.6)	139.9	
Supplier 5	78.57%	63.95%	37.97%	49.61%	56.45%	11.3	90.54%	9.7	93.94%	8.0	14.72%	7.0	3.40%	3.0	90.30%	-	27.7	16	5	15.0	5	22.5	100.0%	10.0	2.51	30.0	27.5	1	116.4	32.3	148.8	(11.1)	135.5	
Supplier 6	78.57%	72.85%	45.37%	60.47%	64.38%	12.9	94.65%	9.4	90.08%	5.0	31.73%	18.0	8.78%	8.0	93.00%	7.0	47.4	4	13	6.3	9	19.0	100.0%	10.0	1.41	39.0	30.1	6	119.6	31.0	150.6	(8.2)	149.4	
Supplier 7	85.96%	72.19%	47.50%	N/A	68.07%	12.6	90.13%	9.9	91.15%	8.0	22.15%	17.0	6.45%	6.0	93.70%	7.0	42.3	8	11	7.5	12	9.4	100.0%	10.0	0.39	8.0	29.9	13	88.4	42.0	130.4	(14.4)	116.0	
Supplier 8	84.48%	56.38%	N/A	45.74%	57.34%	11.4	90.59%	9.7	92.20%	7.0	18.02%	19.0	6.45%	6.0	97.30%	14.0	46.7	5	6	18.8	10	18.5	99.6%	10.0	0.94	10.0	46.8	8	104.9	33.5	138.4	(25.7)	112.7	
Supplier 9	N/A	N/A	N/A	17.19%	17.19%	3.4	100.00%	10.0	100.00%	10.0	53.13%	20.0	13.33%	13.0	100.00%	30.0	63.0	1	10	8.4	13	7.5	100.0%	10.0	1.08	12.0	39.3	12	126.9	22.5	149.4	(4.8)	134.6	
Supplier 10	87.93%	53.06%	N/A	44.70%	55.79%	11.2	97.36%	9.7	90.79%	5.0	29.37%	17.0	6.27%	6.0	80.30%	-	32.7	12	13	5.0	15	3.8	100.0%	10.0	1.04	11.0	29.8	14	74.6	24.8	99.4	(28.7)	80.4	
Supplier 11	N/A	N/A	N/A	33.33%	33.33%	6.7	86.54%	8.7	78.08%	-	15.48%	7.0	6.02%	9.0	100.00%	20.0	44.7	6	14	3.8	14	5.6	100.0%	10.0	0.99	10.0	29.4	15	80.7	17.0	97.7	(25.3)	72.4	
Supplier 12	N/A	36.76%	N/A	81.09%	38.80%	8.0	95.49%	9.4	89.59%	4.0	24.49%	11.0	4.85%	4.0	70.70%	-	30.4	35	15	2.5	18	1.9	100.0%	10.0	0.61	7.0	21.4	18	59.7	36.8	96.5	(39.7)	56.8	
Supplier 13	67.86%	36.76%	24.05%	20.31%	34.13%	7.4	93.07%	8.4	88.44%	3.0	11.50%	5.0	5.51%	2.0	100.00%	20.0	39.4	10	8	11.3	11	11.5	100.0%	10.0	0.86	9.0	41.5	11	87.7	31.5	119.2	(70.5)	48.8	
Supplier 14	63.16%	29.05%	N/A	34.88%	37.13%	7.8	95.08%	8.5	84.15%	-	16.89%	8.0	6.58%	6.0	94.60%	9.0	32.5	14	7	12.5	9	13.0	100.0%	10.0	0.62	7.0	44.5	9	84.3	30.9	115.2	(74.4)	39.8	
Supplier 15	N/A	7.48%	N/A	7.01%	7.27%	1.5	82.61%	8.3	60.87%	-	13.04%	6.0	4.35%	4.0	100.00%	20.0	38.3	11	1	20.0	3	26.3	100.0%	10.0	0.54	6.0	62.1	3	802.0	11.5	113.5	(65.3)	23.2	
Supplier 16	N/A	12.84%	5.00%	7.01%	9.05%	1.8	89.88%	9.0	64.28%	-	16.67%	8.0	9.52%	9.0	98.70%	17.0	43.0	7	2	18.8	6	20.8	94.6%	8.5	0.72	-	48.9	7	93.8	22.0	115.8	(11.7)	118.0	
Average	80.92%	52.04%	42.61%	39.84%	45.52%	9.1	94.19%	9.4	85.82%	4.8	22.93%	11.8	6.91%	6.4	94.88%	12.3	44.4																	
Median	81.51%	58.00%	41.77%	40.61%	43.12%	8.6	95.56%	9.6	89.74%	4.5	20.88%	10.5	6.61%	6.0	97.25%	14.0	42.5																	

APR Rank # 6

# **ATTACHMENT 5**

THIS ATTACHMENT CONTAINS PROCUREMENT SENSITIVE  
INFORMATION AND SHOULD NOT BE RELEASED EXCEPT PURSUANT  
TO A PROTECTIVE ORDER

**From:** [Hampton, Scott R \(BPA\) - NSP-4400-LL](#)  
**To:** [Joe Prats](#)  
**Subject:** RE: Seeking a solution to honor the process  
**Date:** Wednesday, March 10, 2021 6:45:03 AM  
**Attachments:** [image001.png](#)  
[image002.png](#)

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Good Morning Joe!

I have thought through this a lot over the last 2 years. I really do feel your pain, recognizing what my programmatic decision is doing to the companies and friends that I care about.

Hey Joe, I have not said this to anyone else, and I'm trusting you to keep this safe. One of the main reasons I'm doing this is to consolidate spend among fewer suppliers. The idea being that we would get bulk discounts and better pricing (you know bigger slice of the pie and lower margins). I am also looking forward for the next 5 years at a declining program, potentially significantly declining, and we need to make some tough decisions now to better position ourselves for the future. So because of that, we will continue to walk down this path of consolidation. I'm fairly confident we aren't done yet, this is just the first step. If that helps at all....

*Scott R. Hampton*

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) [REDACTED]

SLMO Logo Med PNG



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**From:** Joe Prats <Joe.Prats@APRstaffing.com>  
**Sent:** Tuesday, March 9, 2021 6:24 PM  
**To:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Subject:** [EXTERNAL] Seeking a solution to honor the process

Hi Scott

As you know the decision to not select APR Staffing as a preferred vendor saddens me deeply. Knowing that we are a high-quality vendor, highly responsive and a vendor who is highly regarded by your team makes the decision hard to understand. Knowing that 40 cents separates us from being the 8<sup>th</sup> rank vendor adds to my difficulty to reconcile this decision.

I would like to suggest that you allow those vendors who were ranked outside the top 8 vendors on the last scorecard to retain their BPA contract employees; not transfer them to other vendors.

Losing our 100+ BPA contract employees will cause "irreparable harm" to APR Staffing. We are a certified minority/women owned business. We have worked hard to find, recruit, and retain our BPA contract employees. You are familiar with the quality of our care for our BPA contract employees which we believe stands above all other vendors. It seems to be punitive to transfer our "human assets" to other vendors. I believe most of our employees, maybe all, will go to non-Minority/Women Owned Businesses - a very sad outcome in the diversity climate we live in. We have serviced BPA's supplemental labor needs for 15 years and have consistently been a top ranked vendor; particularly in quality, response rate and stewardship. I could ask this for just APR Staffing but realize there is fairness to be provided to all vendors who were not selected. This action would still allow BPA to achieve the advantages of minimizing the vendor list which I understand is your major objective.

I believe this is a fair request that honors your selection process, honors your main objectives for minimizing the vendor list plus does not "create irreparable" harm to APR Staffing.

I hope I appeal to your spirit of business partnership.

Happy to have a phone call tomorrow if that is possible and if you wish.

Best  
Joe



**From:** Tucker, S. Lane

**Sent:** Mon Mar 15 10:36:04 2021

**To:** Jenkins,Nicholas M (BPA) - CGP-7

**Cc:** Smith, Connor R.; Rodriguez,Cody L (BPA) - NSSV-4; Savage,Claudia F (BPA) - NSSF-4; Hampton,Scott R (BPA) - NSP-4400-LL;  
Brewer, Babette

**Subject:** [EXTERNAL] RE: Bid Protest of APR Staffing, Sol No. BPA-75829-006

**Importance:** Normal

**Attachments:** image001.jpg

Thank you Mr. Jenkins. APR is happy to discuss its concerns at your convenience, but due to bid protest timeliness requirements was required to file no later than today.

Best,

Lane Tucker

**S. Lane Tucker** | Partner

**STOEL RIVES LLP** | 510 L Street, Suite 500 | Anchorage, AK 99501-1959

Mobile (b) (6) Fax: (907) 277-1920



[lane.tucker@stoel.com](mailto:lane.tucker@stoel.com) | [www.stoel.com](http://www.stoel.com) | <http://www.stoel.com/stucker>

Anchorage, Boise, Minneapolis, Portland, Sacramento, Salt Lake, San Diego, San Francisco, Seattle, Tahoe/Truckee and Washington, D.C.

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**From:** Jenkins, Nicholas M (BPA) - CGP-7 <nmjenkins@bpa.gov>

**Sent:** Monday, March 15, 2021 11:32 AM

**To:** Brewer, Babette <babette.brewer@stoel.com>

**Cc:** Tucker, S. Lane <lane.tucker@stoel.com>; Smith, Connor R. <connor.smith@stoel.com>; Rodriguez, Cody L (BPA) - NSSV-4 <clrodriguez@bpa.gov>; Savage, Claudia F (BPA) - NSSF-4 <cfsavage@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

**Subject:** RE: Bid Protest of APR Staffing, Sol No. BPA-75829-006

Good morning-

I am in receipt of the subject protest and the electronic copies of the protest previously provided are acceptable to BPA.

**Nicholas M. Jenkins**

Head of the Contracting Activity (HCA) &  
Organizational Property Management Officer (OPMO)

**Bonneville Power Administration**  
[nmjenkins@bpa.gov](mailto:nmjenkins@bpa.gov) | P 503.230.5498

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**Subject:** [EXTERNAL] RE: Bid Protest of APR Staffing, Sol No. BPA-75829-006

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Nicholas Jenkins

Head of Contracting Activity

Bonneville Power Administration

905 NE 11<sup>th</sup> Avenue

Portland, OR 97232

Thank you,

Babette

**Babette Brewer** | Practice Assistant

**STOEL RIVES LLP** | 510 "L" Street, Suite 500 | Anchorage, AK 99501

Direct: (907) 263-8418 | Fax: (907) 277-1920

[babette.brewer@stoel.com](mailto:babette.brewer@stoel.com) | [www.stoel.com](http://www.stoel.com)

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**Cc:** Tucker, S. Lane <[jane.tucker@stoel.com](mailto:jane.tucker@stoel.com)>; Smith, Connor R. <[connor.smith@stoel.com](mailto:connor.smith@stoel.com)>

**Subject:** Bid Protest of APR Staffing, Sol No. BPA-75829-006

Good morning,

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Thank you,

Babette Brewer

**Babette Brewer** | Practice Assistant

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**From:** Brewer, Babette

**Sent:** Mon Mar 15 00:31:31 2021

**To:** Jenkins,Nicholas M (BPA) - CGP-7; Rodriguez,Cody L (BPA) - NSSV-4; Savage,Claudia F (BPA) - NSSF-4; Hampton,Scott R (BPA) - NSP-4400-LL

**Cc:** Tucker, S. Lane; Smith, Connor R.

**Subject:** [EXTERNAL] Bid Protest of APR Staffing, Sol No. BPA-75829-006

**Importance:** Normal

**Attachments:** 2021-03-15 - APR - Protest Letter of APR Staffing (GAO) PROTECTED.pdf; 2021-03-15 - APR - Att 1 PROTECTED.pdf; 2021-03-15 - APR - Att 2 PROTECTED.pdf; 2021-03-15 - APR - Att 2-a PROTECTED.pdf; 2021-03-15 - APR - Att 2-b PROTECTED.pdf; 2021-03-15 - APR - Att 2-c PROTECTED.pdf; 2021-03-15 - APR - Att 2-d PROTECTED.pdf; 2021-03-15 - APR - Att 2-e PROTECTED.pdf; 2021-03-15 - APR - Att 3 PROTECTED.pdf; 2021-03-15 - APR - Att 4 PROTECTED.pdf; 2021-03-15 - APR - Att 5 PROTECTED.pdf

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Direct: (907) 263-8418 | Fax: (907) 277-1920

[babette.brewer@stoel.com](mailto:babette.brewer@stoel.com) | [www.stoel.com](http://www.stoel.com)

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From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Mon Mar 15 09:03:38 2021


To: Falcon, April L (BPA) - NSP-4400-LL

Subject: RE: Bid Protest of APR Staffing, Sol. No BPA-75829-006 (BPA)

Importance: Normal

Attachments: image001.png

(b) (5)




**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)



**From:** Falcon, April L (BPA) - NSP-4400-LL <alfalcon@bpa.gov>

**Sent:** Monday, March 15, 2021 9:02 AM



**To:** Hampton,Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Subject:** RE: Bid Protest of APR Staffing, Sol. No BPA-75829-006 (BPA)

Did Vanderhouwen do a formal protest like this?

**From:** Hampton,Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Sent:** Monday, March 15, 2021 8:33 AM  
**To:** Longfellow,James N (BPA) - NSP-4400-LL <[jnlongfellow@bpa.gov](mailto:jnlongfellow@bpa.gov)>; Kayton,Lisa A (BPA) - NSP-4400-LL <[lkayton@bpa.gov](mailto:lkayton@bpa.gov)>; Marsh,Solomonn P (BPA) - NSP-4400-LL <[spmarsh@bpa.gov](mailto:spmarsh@bpa.gov)>; Falcon,April L (BPA) - NSP-4400-LL <[alfalcon@bpa.gov](mailto:alfalcon@bpa.gov)>; Hagedorn,William G (BPA) - NSP-4400-LL <[wghagedorn@bpa.gov](mailto:wghagedorn@bpa.gov)>  
**Subject:** FW: Bid Protest of APR Staffing, Sol. No BPA-75829-006 (BPA)

FYI. Do not forward.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell (b) (6)

**From:** Brewer, Babette <[babette.brewer@stoel.com](mailto:babette.brewer@stoel.com)>  
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**Cc:** Tucker, S. Lane <[lane.tucker@stoel.com](mailto:lane.tucker@stoel.com)>; Smith, Connor R. <[connor.smith@stoel.com](mailto:connor.smith@stoel.com)>; Rodriguez,Cody L (BPA) - NSSV-4 <[clrodriguez@bpa.gov](mailto:clrodriguez@bpa.gov)>; Savage,Claudia F (BPA) - NSSF-4 <[cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)>; Hampton,Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Subject:** [EXTERNAL] Bid Protest of APR Staffing, Sol. No BPA-75829-006 (BPA)

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Thank you,

Babette

**Babette Brewer** | Practice Assistant

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Direct: (907) 263-8418 | Fax: (907) 277-1920

[babette.brewer@stoel.com](mailto:babette.brewer@stoel.com) | [www.stoel.com](http://www.stoel.com)

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From: Savage, Claudia F (BPA) - NSSF-4

Sent: Mon Mar 15 10:23:53 2021

To: Brewer, Babette; Jenkins, Nicholas M (BPA) - CGP-7; Rodriguez, Cody L (BPA) - NSSV-4; Hampton, Scott R (BPA) - NSP-4400-LL; Limantzakis, Vasia A (BPA) - NSSF-4

Cc: Tucker, S. Lane; Smith, Connor R.

Subject: RE: Bid Protest of APR Staffing, Sol No. BPA-75829-006

Importance: Normal

Hi Nick,

Just wanted to let you know that Cody is no longer the Contract Specialist on this contract. Vasia is the CO and I'm the Contract Specialist. I was informed of the possibility of a protest by APR Staffing on Friday. I sent them an email after speaking with Kevin Bell to let them know we were happy to discuss everything after all information had been reviewed this week. It looks like they filed anyway.

Just wanted to let you know that we are aware of this. Let me know if I can answer any other questions or provide you with any information concerning the contract.

Thanks so much,

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**

[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)

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Nicholas Jenkins

Head of Contracting Activity

Bonneville Power Administration

905 NE 11<sup>th</sup> Avenue

Portland, OR 97232

Thank you,

Babette

**Babette Brewer** | Practice Assistant

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**From:** Hagedorn,William G (BPA) - NSP-4400-LL

**Sent:** Mon Mar 15 09:02:08 2021

**To:** Hampton,Scott R (BPA) - NSP-4400-LL; Longfellow,James N (BPA) - NSP-4400-LL; Kayton,Lisa A (BPA) - NSP-4400-LL; Marsh,Solomonn P (BPA) - NSP-4400-LL; Falcon,April L (BPA) - NSP-4400-LL

**Subject:** RE: Bid Protest of APR Staffing, Sol. No BPA-75829-006 (BPA)

**Importance:** Normal

**Attachments:** image001.png

(b) (5)



Respectfully,

Bill Hagedorn

360-418-1658

**From:** Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

**Sent:** Monday, March 15, 2021 8:33 AM

**To:** Longfellow,James N (BPA) - NSP-4400-LL <jnlongfellow@bpa.gov>; Kayton,Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>; Marsh,Solomonn P (BPA) - NSP-4400-LL <spmarsh@bpa.gov>; Falcon,April L (BPA) -

NSP-4400-LL <alfalcon@bpa.gov>; Hagedorn, William G (BPA) - NSP-4400-LL <wghagedorn@bpa.gov>  
**Subject:** FW: Bid Protest of APR Staffing, Sol. No BPA-75829-006 (BPA)

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**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell (b) (6)

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Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>

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Importance: Normal

Attachments: image003.jpg

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Head of the Contracting Activity (HCA) &

Organizational Property Management Officer (OPMO)

**Bonneville Power Administration**  
[nmjenkins@bpa.gov](mailto:nmjenkins@bpa.gov) | P 503.230.5498

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**Cc:** Tucker, S. Lane <lane.tucker@stoel.com>; Smith, Connor R. <connor.smith@stoel.com>  
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Portland, OR 97232

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**Cc:** Tucker, S. Lane <[lane.tucker@stoel.com](mailto:lane.tucker@stoel.com)>; Smith, Connor R. <[connor.smith@stoel.com](mailto:connor.smith@stoel.com)>  
**Subject:** Bid Protest of APR Staffing, Sol No. BPA-75829-006

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**From:** Hampton,Scott R (BPA) - NSP-4400-LL

**Sent:** Mon Mar 15 09:07:58 2021

**To:** Cedergreen,Natalie K (CONTR) - NSP-4400-LL; Couron,Elissa L (CONTR) - NSP-4400-LL; Cutler,Taylor A (CONTR) - NSP-4400-LL; Falcon,April L (BPA) - NSP-4400-LL; Gonzalez,Marcia A (CONTR) - NSP-4400-LL; Goodell,Elizabeth N (CONTR) - NSP-4400-LL; Hagedorn,William G (BPA) - NSP-4400-LL; Kayton,Lisa A (BPA) - NSP-4400-LL; Keith,Nicholas R (BPA) - NSP-4400-LL; Longfellow,James N (BPA) - NSP-4400-LL; Mannen,Kimberly A (CONTR) - NSP-4400-LL; Marsh,Solomonn P (BPA) - NSP-4400-LL; McCarthy,David C (BPA) - NSP-4400-LL; Neuber,Rian M (CONTR) - NSP-4400-LL; Sasser,Jordan E (CONTR) - NSP-4400-LL; Wilde,Tamara A (BPA) - NSP-4400-LL; Wilmarth,Stephanie (CONTR) - NSP-4400-LL; Ziegler,Denise A (BPA) - NSP-4400-LL

**Subject:** VH and APR Rationalization

**Importance:** Normal

**Attachments:** image001.png

Hey Gang,

(b) (5)



Thanks!!

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

AZAD

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Fri Mar 05 13:59:05 2021

To: (b) (6)

Subject: Azad Scorecard Documentation

Importance: Normal

Attachments: image001.png; Azad 202103 Scorecard.xlsx; FINAL\_Q&A\_Rationalized Suppliers.docx; NotestoScoring202103.docx; Summary Sheet.xlsx; Azad Feedback.xlsx

First let me say Congratulations.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number: (b) (2)

Call ID Number (b) (2)

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

Azad							
Goal	Metric	Definition   Calculation	Total for Period	Responses	Rough Score	Calculated Score	Maximum Score
Service Delivery	Response Rate Admin Clerical	Of the total number of new requisitions the vendor received within the defined time period, what volume and percentage of requisitions did the vendor submit at least 1 candidate. Data is computed overall and by labor category (Administrative, Business Professional, IT and Technical Professional). Requisitions are pulled based on requisition open date. Those with the current status of Open or Filled are included. Cancelled Requisitions are omitted.	N/A	N/A	N/A		
	Response Rate - Business Professional		N/A	N/A	N/A		
	Response Rate - Technical Professional		N/A	N/A	N/A		
	Response Rate - IT		65	21	32.31%		
	Response Rate - Total		65	21	32.31%	6.5	20.0
Quality	Submittal quality	Of the total candidates the vendor submitted during the designated timeframe - what volume and percentage of candidates met the basic qualifications for the role (i.e. were not dispositioned as "Does Not Meet Min Requirements" or "Rejected" or "didn't have the right paperwork")			100.00%	10.0	10.0
	Candidate Quality - Shortlisted	Percentage of job Seekers submitted by the individual supplier which result in a shortlisting (Use Scoring Key)			95.83%	10.0	20.0
	Candidate Quality - Interview	Percentage of job Seekers submitted by the individual supplier which result in an interview (Use Scoring Key)			20.83%	11.0	20.0
	Candidate Quality - Assignment	Percentage of job Seekers submitted by the individual supplier which result in an assignment being created (Use Scoring Key)			4.17%	4.0	20.0
	Early Terminations	What percent of contractor placements are still at BPA 1 year later. (sum of voluntary and involuntary terminations) (Use Scoring Key)			100.0%	20.0	20.0
Cost	Markup Ranking - New Positions	Take the average markup for all new positions for the 6 month period and rank suppliers from 1 to X.			8	8.3	20.0
	Markup Ranking - Open Workers	Take the average markup for all open positions for the 6 month period and rank suppliers from 1 to X.			8	12.5	30.0
	Rate Compliance	Percentage of Job Seekers who are submitted at or below the maximum bill rate amount.			100.0%	10.0	10.0
	Distance Under max bill rate	measures the average distance (above) below the max bill rates for all candidates submitted (Use Scoring Key)			\$ 3.63	35.0	30.0
<b>Total Objective Score</b>						<b>127.3</b>	<b>200.0</b>
Subjective Rating	Supplier Stewardship	This is the average ranking for supplier by SMO staff, based on interactions with supplier over the evaluation period.			6.0	30.0	30.0
<b>Total Objective and Subjective Score</b>						<b>157.3</b>	<b>250.0</b>
Penalty	Recompete Participation Penalty	Negative 1 point for every recompete where no candidate was shortlisted, multiplied by the inverse of your response rate			0	-	
<b>Final Score</b>						<b>157.3</b>	
			Current	Sep. 2020	Mar. 2020		
			Your Ranking for this Scorecard is:	7	6	4	
			Your Stewardship Ranking is:	7	11	8	

**Q & A FOR RATIONALIZED SUPPLIERS**

**What is SLMO communicating to our workers?**

On 3/15/2021, SLMO will send impacted contract workers an email outlining the process and deadlines for selecting a new employer. This email will also contain a list of eligible suppliers based on the worker's labor category.

**REFERENCE:** Refer to [email template #1](#) in the reference section below. This email template will include the "Rules of Transition" for contract personnel as an attachment.

**When should we communicate to our workers?**

As mentioned above, SLMO will communicate to impacted workers on 3/15/2021. We respectfully ask that you refrain from communicating with your workers about the rationalization until 3/12/2021, at the earliest. We have developed a staged communication plan to help prevent confusion and minimize disruption so we ask that you partner with us to ensure notifications are distributed in the timeframe we have planned.

**What should we communicate to our workers?**

We would appreciate it if you would ensure your communications to employees include the following:

- Please advise that primary communications about the transition, actions required and timeframes will come directly from SLMO. It is important that workers keep an eye out for these communications and act on them by the deadlines provided.
- Workers should discuss any questions about the transition with you, their new employer or SLMO. They should not discuss the transition with their BPA workplace manager.
- Please assure your workers that you and SLMO will be there to support them throughout the transition and will make it as seamless as possible.

We have provided a sample email in the reference section below that you may use to communicate with your workers. You are not required to use this template; we are only providing it as a service to you based on feedback from the first round of rationalization last year. If you decide to create your own communication, we are happy to review if you would like us to do so, however, it is not required.

**REFERENCE:** Refer to email [template #2](#) in the reference section below.

**How should we handle supplier rep badges?**

- No additional badge requests will be accepted at this time.
- If you have a supplier badge request in process, please check with SLMO on the status and next steps.
- You may retain your supplier badges until all of your workers have been transitioned to new employers. At that point, please return all supplier badges to SLMO.
- Please keep SLMO informed of the date/time you will be returning your badge(s)

**How do we handle PPE and Ergonomic Equipment that we provided to our workers?**

We would appreciate it if you left the PPE and Ergonomic equipment with your workers to continue to use, so as to not disrupt their work. However, if you prefer to collect it, please let us know so we can communicate that to their new employer and help facilitate that transition.

**For candidates in the pipeline/in process, can we provide them with a list of suppliers for them to reach out to?**

- Please have candidates email [supplaborjobs@bpa.gov](mailto:supplaborjobs@bpa.gov) with the type of position they are interested in and we can provide the appropriate vendor list directly to the worker.
- If you receive any interview requests that you do not want to facilitate, please let us know.
- SLMO will not shortlist candidates you have submitted going forward. Additionally, we may unshortlist candidates who were previously shortlisted but not yet interviewed.
- Candidates who have already interviewed and are selected will be required to select a new employer before we can proceed with onboarding.

**When will our workers transition to their new employer?**

SLMO will transition workers as their paperwork is received. We will transition workers on Sundays, as usual. We will be distributing forms via DocuSign on 3/16/2021. Workers must make a new employer selection no later than 4/16/2021. All workers will be transitioned no later than 5/23/2021.

**When will our contract with BPA end?**

Your contract with BPA will expire at the end of May 2021.

**How will BPA handle contractors who are unhappy about moving suppliers as it will impact their pay, medical benefits, 401k, etc.?**

Unfortunately, government procurement regulations don't allow for handling individual contractor concerns. As contracts expire and are not renewed, BPA's need for that work to be completed does not go away. If a contractor does not want to move suppliers, that is their right and will be completely up to them. However, as there is no contract they will not be able to continue at BPA, and BPA will have to procure a new contractor for that assignment.

**REFERENCES**

**1. Email to Impacted Contract Workers**

The Supplemental Labor Management Office (SLMO) is reducing the number of Supplemental Labor staffing suppliers. Through an objective scorecard process, SLMO has determined the suppliers impacted by this change; which includes your current employer.

As a result of this change, you have the opportunity to select and transition to a new employer and continue your current assignment with BPA. Below is the list of participating suppliers. **It will be up to you to contact any or all of the suppliers listed below and select which one you would like to represent you on your BPA assignment.**

On **3/16/2021**, SLMO will distribute a DocuSign envelope to your BPA email address that contains the following information:

- Right to Represent form
- 1400 form
- Contract Worker Attestation form
- Non-Disclosure Agreement

Simply complete the forms in the DocuSign envelope no later than **11:59pm on 4/16/2021** to communicate your selection. **If you do not select a new employer by the deadline indicated, your assignment will end no later than 5/22/2021.**

Please refer to the attached Process & Rules of Transition for additional details. If you fail to comply with the rules of transition, you may be disqualified from remaining on assignment at BPA.



<Appropriate supplier list/contact info based on the position’s labor category>

\*\*\*Please be sure to submit expense sheets for travel as soon as possible so your current employer can reimburse you. DO NOT DELAY. Once your current assignment is closed, you will no longer be able to submit expense sheets for reimbursement.

If you have any questions, please e-mail [supplementallabor@bpa.gov](mailto:supplementallabor@bpa.gov). **To expedite our response, please put “Supplier Rationalization”, your name and BPA organization in the subject line of the email.** Thank you.

## 2. Sample Email Suppliers May Send to Workers

Dear Worker:

We are writing to inform you that <Supplier Name> will no longer be a part of the Supplemental Labor program at BPA effective the end of May 2021. BPA’s Supplemental Labor Management Office (SLMO) is optimizing their program by reducing their supplier pool and unfortunately, <Supplier Name> is impacted by these reductions. This means you will be required to select a new employer to continue your assignment at BPA. SLMO will be sending a communication to your BPA email address on Monday, March 15<sup>th</sup> to help guide you through this process.

Please remember:

- Communication about this transition, actions required, and timeframes will come directly from SLMO. It is important that you keep an eye out for these communications and act on them by the deadlines provided.
- Please discuss any questions about the transition with us, your new employer or SLMO. We are all here to assist you and to help make this transition as seamless as possible. Please **do not** discuss the transition with your BPA workplace manager.

We want to thank you for being an invaluable part of the <Supplier Name> family. We wish you well and are happy to assist you in any way we can in the weeks to come.

Thank you.

## Notes to Scoring

### March, 2021 Scorecard Meetings

Scoring Summary	Average	Median	Minimum	Maximum
Score	155.1	157.6	116.6	175.1
Supplier Stewardship	6.5	6.1	5	8

1. This is the final round of rationalization. 4 suppliers will be leaving us in the next few months. I appreciate your efforts over the last 18 months to participate in this process and adjust your business practices. We have seen margins tighten significantly during this period and lots of effort around cost. For that I thank you!
  
2. For Rationalized Suppliers
  - a. Your contract will be extended for a short period of time to facilitate transfer of workers, and then it will not be renewed
  - b. SLMO will transition all of your workers to a participating supplier by 5/23
  - c. JP's will no longer be distributed to you effective immediately (we are halting JPs from 3/1 to 3/12)
  - d. SLMO will provide your current workers with a list of participating suppliers
    - i. Workers will need to select their new employer via DocuSign by 4/16
    - ii. Workers who elect not to transition to a new employer may remain on assignment until 5/22, at managers discretion
  - e. How we will handle candidates in the pipeline:
    - i. Candidates shortlisted before 3/1 may be un-shortlisted from open JPs
    - ii. If a manager has determined they want to interview a shortlisted candidate, we will work with you to schedule the interview (if you are willing to coordinate). If you prefer not to coordinate, please let us know and we will ask the candidate to select a new employer to remain in consideration.
    - iii. If a manager has already interviewed a candidate and wants to select them, we will work with the candidate to select a new employer to remain in consideration.
  - f. Be candid with applicants submitted, shortlisted and/or scheduled to interview:
    - i. SLMO will send affected applicants a list of participating suppliers to contact should they choose to stay in consideration for the open posting
  
3. For Remaining Suppliers
  - a. SLMO will transition affected workers to new suppliers by 5/23. Workers will be transitioned as their paperwork is received by SLMO.
    - i. You will receive a list of affected workers with all the information you will need to represent them
    - ii. API, Worker Name, Title, Bill Rate, etc.

- iii. Bill rates, job titles and levels will remain the same. No bill rate increases will be considered.
- iv. Review the API requirements carefully to understand the costs involved of the new assignment
- b. SLMO will distribute the Rules of Transition and the list of affected workers to you on 3/15
  - i. Do not solicit for business with current workers, etc.
  - ii. You must adhere to the rules of transition or you will be disqualified
- c. Workers will receive the list of participating suppliers with contact information on 3/15
  - i. Workers will notify SLMO directly via DocuSign which supplier they choose no later than 4/16
  - ii. Once received, SLMO will forward the DocuSign envelope to you to sign the NDA and Attestation
- d. SLMO will work with you throughout the transition process:
  - i. You will need to submit your new employees to the new JP's – SLMO will notify you when to submit
  - ii. Effective dates for new assignments will be as soon as possible, no later than 5/23
  - iii. You may be approached by workers who were shortlisted and/or interviewed by affected suppliers who are interested in remaining in consideration
    - 1. Please submit these applicants to the appropriate posting within 3 business days
    - 2. Submit at or below max bill rate on the JP

#### 4. Changes Going Forward

#### 5. Any other questions or concerns?

**Supplier Stewardship Scale**

9 - 10	Outstanding Supplier - provides unsurpassed customer service, is extremely accurate and/or typically responds within an hour or two to SLMO needs
7 - 8	Excellent Supplier - provides excellent customer service, is accurate and/or typically responds within a few hours to SLMO needs
5 - 6	Good Supplier - provides valuable customer service, is somewhat accurate and/or typically responds within a day to SLMO needs
3 - 4	Fair Supplier - provides minimal customer service, is minimally accurate and/or typically responds within a few days to SLMO needs
1 - 2	Poor Supplier - provides no customer service, often inaccurate & mistake prone and/or non-responsive to SLMO needs
0	BPA Should stop doing business with the company immediately

<b>Candidate Quality Shortlisted Scoring Table</b>	
<u>Result</u>	<u>Score</u>
85.9% or less	0
86.0% - 86.9%	1
87.0% - 87.9%	2
88.0% - 88.9%	3
89.0% - 89.9%	4
90.0% - 90.9%	5
91.0% - 91.9%	6
92.0% - 92.9%	7
93.0% - 93.9%	8
94.0% - 94.9%	9
95.0% - 95.9%	10
96.0% - 96.9%	12
97.0% - 97.9%	14
98.0% - 98.9%	16
99.0% - 99.9%	18
100%	20

<b>Candidate Quality - Interview Scoring Table</b>	
<u>Result</u>	<u>Score</u>
0.00% - 5.00%	0
5.01% - 6.50%	1
6.51% - 8.00%	2
8.01% - 9.50%	3
9.51% - 11.00%	4
11.01% - 12.50%	5
12.51% - 14.00%	6
14.01% - 15.50%	7
15.51% - 17.00%	8
17.01% - 18.50%	9
18.51% - 20.00%	10
20.01% - 21.50%	11
21.51% - 23.00%	12
23.01% - 24.50%	13
24.51% - 26.00%	14
26.01% - 27.50%	15
27.51% - 29.00%	16
29.01% - 30.50%	17
30.51% - 32.00%	18
32.01% - 33.50%	19
33.51% and Higher	20

<b>Candidate Quality - Assignment Scoring Table</b>	
<u>Result</u>	<u>Score</u>
0.00%	0
.01% - 2.00%	1
2.01% - 3.00%	2
3.01% - 4.00%	3
4.01% - 5.00%	4
5.01% - 6.00%	5
6.01% - 7.00%	6
7.01% - 8.00%	7
8.01% - 9.00%	8
9.01% - 10.00%	9
10.01% - 11.00%	10
11.01% - 12.00%	11
12.01% - 13.00%	12
13.01% - 14.00%	13
14.01% - 15.00%	14
15.01% - 16.00%	15
16.01% - 17.00%	16
17.01% - 18.00%	17
18.01% - 19.00%	18
19.01% - 20.00%	19
20.01% and Higher	20

<b>Early Terminations Scoring Table</b>	
<u>Result</u>	<u>Score</u>
90.4% or less	0
90.5% - 90.9%	1
91.0% - 91.4%	2
91.5% - 91.9%	3
92.0% - 92.4%	4
92.5% - 92.9%	5
93.0% - 93.4%	6
93.5% - 93.9%	7
94.0% - 94.4%	8
94.5% - 94.9%	9
95.0% - 95.4%	10
95.5% - 95.9%	11
96.0% - 96.4%	12
96.5% - 96.9%	13
97.0% - 97.4%	14
97.5% - 97.9%	15
98.0% - 98.4%	16
98.5% - 98.9%	17
99.0% - 99.4%	18
99.5% - 99.9%	19
100%	20

<b>Distance Under Max Bill Rate Scoring Table</b>		<b>Distance Under Max Bill Rate Scoring Table</b>	
<u>Result</u>	<u>Score</u>	<u>Result</u>	<u>Score</u>
(5.00) or lower	-5	1.16 - 1.20	14
(4.00) - (4.99)	-4	1.21 - 1.25	15
(3.00) - (3.99)	-3	1.26 - 1.30	16
(2.00) - (2.99)	-2	1.31 - 1.35	17
(1.00) - (1.99)	-1	1.36 - 1.40	18
(.00) - (.99)	0	1.41 - 1.45	19
.01 - .10	1	1.46 - 1.50	20
.11 - .20	2	1.51 - 1.55	21
.21 - .30	3	1.56 - 1.60	22
.31 - .40	4	1.61 - 1.65	23
.41 - .50	5	1.66 - 1.70	24
.51 - .60	6	1.71 - 1.75	25
.61 - .70	7	1.76 - 1.80	26
.71 - .80	8	1.81 - 1.85	27
.81 - .90	9	1.86 - 1.90	28
.91 - 1.00	10	1.91 - 1.95	29
1.01 - 1.05	11	1.96 - 2.00	30
1.06 - 1.10	12	Bonus if greater \$3.00	5
1.11 - 1.15	13		

Possible Points	Service Delivery						Quality					
	Response Rate Admin Clerical	Response Rate - Business Professional	Response Rate - Scientific	Response Rate - Technical	Response Rate - Total	Response Rate - Score	Submittal quality	Submittal quality - Score	Candidate Quality - Shortlisted	Candidate Quality - Shortlisted Score	Candidate Quality - Interview	Candidate Quality - Interview - Score
	20						20					
	100.00%	79.25%	N/A	56.92%	72.34%	14.5	99.47%	9.9	93.58%	8.0	11.70%	5.0
N/A	N/A	N/A		44.62%	44.62%	8.9	100.00%	10.0	100.00%	20.0	26.83%	15.0
	100.00%	88.68%	N/A	83.33%	88.03%	17.6	99.58%	10.0	92.41%	7.0	11.76%	5.0
	100.00%	90.57%	68.09%	70.77%	79.26%	15.9	99.22%	9.9	94.14%	9.0	13.95%	6.0
	95.65%	86.79%	70.21%	75.38%	79.79%	16.0	98.33%	9.8	94.92%	9.0	25.67%	14.0
	100.00%	86.79%	72.34%	83.74%	83.74%	16.7	100.00%	10.0	94.65%	9.0	17.28%	9.0
N/A	N/A	N/A		32.31%	32.31%	6.5	100.00%	10.0	95.83%	10.0	20.83%	11.0
	69.57%	67.92%	51.06%	73.85%	65.96%	13.2	99.50%	10.0	89.39%	4.0	12.56%	6.0
	100.00%	83.02%	65.96%	75.38%	78.19%	15.6	99.67%	10.0	95.05%	10.0	23.68%	13.0
N/A		83.02%	N/A	78.46%	80.51%	16.1	98.57%	9.9	93.24%	8.0	17.62%	9.0
N/A		73.58%	N/A	66.67%	69.75%	13.9	100.00%	10.0	92.90%	7.0	22.95%	12.0
	86.96%	49.06%	40.43%	24.62%	43.09%	8.6	97.20%	9.7	92.09%	7.0	7.69%	2.0
Average	94.02%	78.87%	61.35%	62.03%	68.13%	13.6	99.30%	9.9	94.02%	9.0	17.71%	8.9
Median	100.00%	83.02%	67.02%	70.77%	75.27%	15.1	99.54%	10.0	93.86%	8.5	17.45%	9.0

					Cost								
Candidate Quality - Assignment	Candidate Quality - Assignment - Score	Early Terms	Early Terms - Score	Total Quality Section	Total Quality Rank	Markup Rank - New Position	Markup Score - New Positions	Markup Rank - All Positions	Markup Score - All Positions	Rate Compliance	Rate Compliance Score	Distance Under Max Bill Rate	Distance Under Max Bill Rate Score
20		20		90		20		30		10		30	
4.26%	4.0	100.00%	20.0	46.9	7	2	18.3	2	27.5	100.0%	10.0	\$ 3.52	35.0
7.32%	7.0	57.10%	-	52.0	4	2	18.3	3	25.0	100.0%	10.0	\$ 4.09	35.0
2.94%	2.0	100.00%	20.0	44.0	8	6	11.7	5	20.0	100.0%	10.0	\$ 2.18	30.0
5.43%	5.0	99.50%	19.0	48.9	5	4	15.0	1	30.0	100.0%	10.0	\$ 0.65	7.0
11.33%	11.0	99.20%	18.0	61.8	1	5	13.3	7	15.0	99.0%	9.9	\$ 0.27	3.0
7.41%	7.0	96.50%	13.0	48.0	6	9	6.7	12	2.5	100.0%	10.0	\$ 3.06	35.0
4.17%	4.0	100.00%	20.0	55.0	3	8	8.3	8	12.5	100.0%	10.0	\$ 3.63	35.0
1.51%	1.0	100.00%	20.0	41.0	10	1	20.0	6	17.5	100.0%	10.0	\$ 2.79	30.0
7.57%	7.0	98.00%	16.0	56.0	2	11	3.3	10	7.5	100.0%	10.0	\$ 1.61	23.0
3.81%	3.0	92.90%	5.0	34.9	12	12	1.7	4	22.5	100.0%	10.0	\$ 1.88	28.0
7.65%	7.0	92.80%	5.0	41.0	9	7	10.0	9	10.0	100.0%	10.0	\$ 1.71	25.0
2.10%	2.0	98.90%	17.0	37.7	11	10	5.0	11	5.0	100.0%	10.0	\$ 1.78	26.0
5.46%	5.0	94.58%	14.4	47.3			11.0		16.3	100%	10.0	\$ 2.26	26.0
4.85%	4.5	99.05%	17.5	47.5			10.8		16.3	100%	10.0	\$ 2.03	29.0

Total Cost Section	Cost Rank	Total Objective Score	Supplier Stewardship	Stewardship Rank	Total Objective & Subjective Score	Recompete Penalty	Total Score
90		200	50		250		
90.8	1	152.2	25.0	12	177.2	-	177.2
88.3	2	149.3	27.5	10	176.8	(1.7)	175.1
71.7	4	133.2	30.0	7	163.2	-	163.2
62.0	7	126.8	34.5	4	161.3	(1.0)	160.2
41.2	12	119.0	40.0	1	159.0	(1.0)	158.0
54.2	9	118.9	40.0	1	158.9	(1.0)	157.9
65.8	5	127.3	30.0	7	157.3	-	157.3
77.5	3	131.6	27.5	10	159.1	(3.4)	155.7
43.8	11	115.4	38.0	3	153.4	(0.9)	152.6
62.2	6	113.1	33.5	5	146.6	-	146.6
55.0	8	109.9	31.5	6	141.4	(0.6)	140.8
46.0	10	92.3	30.0	7	122.3	(5.7)	116.6
63.2		124.1	32.3		156.4	(1.3)	155.1
62.1		122.9	30.8		159.0	(0.9)	157.6



Candidate Quality Shortlisted		Candidate Quality - Interview	
Scoring Table		Scoring Table	
Result	Score	Result	Score
85.9% or less	0	0.00% - 5.00%	0
86.0% - 86.9%	1	5.01% - 6.50%	1
87.0% - 87.9%	2	6.51% - 8.00%	2
88.0% - 88.9%	3	8.01% - 9.50%	3
89.0% - 89.9%	4	9.51% - 11.00%	4
90.0% - 90.9%	5	11.01% - 12.50%	5
91.0% - 91.9%	6	12.51% - 14.00%	6
92.0% - 92.9%	7	14.01% - 15.50%	7
93.0% - 93.9%	8	15.51% - 17.00%	8
94.0% - 94.9%	9	17.01% - 18.50%	9
95.0% - 95.9%	10	18.51% - 20.00%	10
96.0% - 96.9%	12	20.01% - 21.50%	11
97.0% - 97.9%	14	21.51% - 23.00%	12
98.0% - 98.9%	16	23.01% - 24.50%	13
99.0% - 99.9%	18	24.51% - 26.00%	14
100%	20	26.01% - 27.50%	15
		27.51% - 29.00%	16
		29.01% - 30.50%	17
		30.51% - 32.00%	18
		32.01% - 33.50%	19
		33.51% and Higher	20

Early Terminations		Distance Under Max Bill Rate	
Scoring Table		Scoring Table	
Result	Score	Result	Score
90.4% or less	0	(5.00) or lower	-5
90.5% - 90.9%	1	(4.00) - (4.99)	-4
91.0% - 91.4%	2	(3.00) - (3.99)	-3
91.5% - 91.9%	3	(2.00) - (2.99)	-2
92.0% - 92.4%	4	(1.00) - (1.99)	-1
92.5% - 92.9%	5	(.00) - (.99)	0
93.0% - 93.4%	6	.01 - .10	1
93.5% - 93.9%	7	.11 - .20	2
94.0% - 94.4%	8	.21 - .30	3
94.5% - 94.9%	9	.31 - .40	4
95.0% - 95.4%	10	.41 - .50	5
95.5% - 95.9%	11	.51 - .60	6
96.0% - 96.4%	12	.61 - .70	7
96.5% - 96.9%	13	.71 - .80	8
97.0% - 97.4%	14	.81 - .90	9
97.5% - 97.9%	15	.91 - 1.00	10
98.0% - 98.4%	16	1.01 - 1.05	11
98.5% - 98.9%	17	1.06 - 1.10	12
99.0% - 99.4%	18	1.11 - 1.15	13
99.5% - 99.9%	19		
100%	20		

Candidate Quality - Assignment	
Scoring Table	
Result	Score
0.00%	0
.01% - 2.00%	1
2.01% - 3.00%	2
3.01% - 4.00%	3
4.01% - 5.00%	4
5.01% - 6.00%	5
6.01% - 7.00%	6
7.01% - 8.00%	7
8.01% - 9.00%	8
9.01% - 10.00%	9
10.01% - 11.00%	10
11.01% - 12.00%	11
12.01% - 13.00%	12
13.01% - 14.00%	13
14.01% - 15.00%	14
15.01% - 16.00%	15
16.01% - 17.00%	16
17.01% - 18.00%	17
18.01% - 19.00%	18
19.01% - 20.00%	19
20.01% and Higher	20

Distance Under Max Bill Rate	
Scoring Table	
Result	Score
1.16 - 1.20	14
1.21 - 1.25	15
1.26 - 1.30	16
1.31 - 1.35	17
1.36 - 1.40	18
1.41 - 1.45	19
1.46 - 1.50	20
1.51 - 1.55	21
1.56 - 1.60	22
1.61 - 1.65	23
1.66 - 1.70	24
1.71 - 1.75	25
1.76 - 1.80	26
1.81 - 1.85	27
1.86 - 1.90	28
1.91 - 1.95	29
1.96 - 2.00	30
Bonus if greater \$3.00	5

AZAD Feedback: September 2020 to February 2021		
<b>SEPTEMBER</b>		
*		Niche supplier that does not fit in our future model of diversified suppliers.
*		No interactions this month.
*		No interactions.
<b>OCTOBER</b>		
*		Niche supplier that doesn't align with our future program needs. Retention rate is great! Acquisition rate could be improved.
*		Excellent supplier.
*		No interactions.
<b>NOVEMBER</b>		
*		Got a new placement!
*		Excellent supplier.
*		No interactions.
<b>DECEMBER</b>		
*		Recently got a placement. Congrats! Keep it up!
*		Excellent supplier.
*		No interactions.
<b>JANUARY</b>		
*		Provided a placement recently! Keep it up.
*		No interactions.
<b>FEBRUARY</b>		
*		Niche supplier. Program need for supplier who participates in majority of categories. Recommend transitioning out of program.
*		Outstanding Supplier. (b) assisted with a Bill Rate negotiation and was instrumental in getting it lowered. This helped the BPA manager stay within budget and allowed for an offer to be made.
*		No interactions.
*		No interaction w/ supplier.

From: Supplemental Labor Office

Sent: Tue Mar 16 07:04:57 2021

To: Supplemental Labor Office

Subject: ACTION REQUIRED: Supplier Reduction Notification (Updated Contact List)

Importance: Normal

Attachments: REF\_13127\_TRANSITION\_RULES\_WRKR.docx; image001.gif

Good morning. Please refer to this revised contact list when reaching out to suppliers as a couple of the phone numbers have been updated.

**Supplier Name**

**Contact Name**

**Phone**

**Email**

**Additional Info**

ACS Professional Staffing


Stephanie Peri-Provine

Michael Sineth

360-930-6086  
360-329-7754

stephaniep@acsprostaffing.com  
michaels@acsprostaffing.com

(b) (4)

A large black rectangular redaction box covering several lines of text.

(b) (6)

A black rectangular redaction box covering a block of text.

AZAD Technology Partners

(b) (6)

A black rectangular redaction box covering a block of text.

CorSource Technology Group

Valerie Ebinger

503-726-4555

vebinger@corsource.com

Everest Consultants, Inc.

Dave Myers

503-701-6832

davem@everestinc.com

First Tek Dos, LLC

Pete Gibson

503-862-8229

pete.gibson@first-tek.com

Flux Resources (formerly DEA Onsite)

Kaycee Satava

Jordan Bertanzetti

Camille Woodin

503-317-5049

720-908-2363

503-547-5597

Kaycee.satava@workwithflux.com

Jordan.bertanzetti@workwithflux.com

Camille.woodin@workwithflux.com

Book a time to speak with Kaycee: <https://calendly.com/kaycee-satava/20minmeeting>

Book a time to speak with Jordan: <https://calendly.com/joxb/bpa?month=2021-03>

Book a time to speak with Camille: <https://calendly.com/camille-woodin/20min>

Motus Recruiting & Staffing, Inc

Emma Osborne

971-371-3490

emma@motusrecruiting.com

The original list in the email sent yesterday (below) has also been updated in this email chain to prevent confusion.

Thank you.

***Supplemental Labor Management Office***

***Bonneville Power Administration***

**From:** Supplemental Labor Office  
**Sent:** Monday, March 15, 2021 1:55 PM  
**To:** Supplemental Labor Office <SupplementalLabor@bpa.gov>  
**Subject:** ACTION REQUIRED: Supplier Reduction Notification

Good afternoon. The Supplemental Labor Management Office (SLMO) is reducing the number of Supplemental Labor staffing suppliers. Through an objective scorecard process, SLMO has determined the suppliers impacted by this change; which includes your current employer.

As a result of this change, you have the opportunity to select and transition to a new employer and continue your current assignment with BPA. Below is the list of participating suppliers. **It will be up to you to contact any or all of the suppliers listed below and select which one you would like to represent you on your BPA assignment.**



On 3/16/2021, SLMO will distribute a DocuSign envelope to your BPA email address that contains the following information:

- o Right to Represent form
- o 1400 form
- o Contract Worker Attestation form
- o Non-Disclosure Agreement

Simply complete the forms in the DocuSign envelope no later than **11:59pm on 4/16/2021** to communicate your selection. **If you do not select a new employer by the deadline indicated, your assignment will end no later than 5/22/2021.**

Please refer to the attached Process & Rules of Transition for additional details. If you fail to comply with the rules of transition, you may be disqualified from remaining on assignment at BPA.

**Supplier Name**

**Contact Name**

**Phone**

**Email**

**Additional Info**

ACS Professional Staffing

Stephanie Peri-Provine  
Michael Sineth

360-930-6086  
360-329-7754

stephaniep@acsprostaffing.com  
michaels@acsprostaffing.com

(b) (4)

(b) (6)

AZAD Technology Partners

(b) (6)

(b) (6)

CorSource Technology Group

Valerie Ebinger

503-726-4555

vebinger@corsource.com

Everest Consultants, Inc.

Dave Myers

503-701-6832

davem@everestinc.com

First Tek Dos, LLC

Pete Gibson

503-862-8229

pete.gibson@first-tek.com

Flux Resources (formerly DEA Onsite)

Kaycee Satava

Jordan Bertanzetti

Camille Woodin

503-317-5049

720-908-2363

503-547-5597

Kaycee.satava@workwithflux.com

Jordan.bertanzetti@workwithflux.com

Camille.woodin@workwithflux.com

Book a time to speak with Kaycee: <https://calendly.com/kaycee-satava/20minmeeting>

Book a time to speak with Jordan: <https://calendly.com/joxb/bpa?month=2021-03>

Book a time to speak with Camille: <https://calendly.com/camille-woodin/20min>

Motus Recruiting & Staffing, Inc

Emma Osborne

971-371-3490

emma@motusrecruiting.com

\*\*\*Please be sure to submit expense sheets for travel as soon as possible so your current employer can reimburse you. **DO NOT DELAY**. Once your current assignment is closed, you will no longer be able to submit expense sheets for reimbursement.

If you have any questions, please e-mail [supplementallabor@bpa.gov](mailto:supplementallabor@bpa.gov). To expedite our response, please put **“Supplier Rationalization”**, your name and BPA organization in the subject line of the email.

Thank you.

***Supplemental Labor Management Office***

***Bonneville Power Administration***

From: Neuber,Rian M (CONTR) - NSP-4400-LL

Sent: Fri Mar 12 12:12:36 2021

To: Mannen,Kimberly A (CONTR) - NSP-4400-LL; Hampton,Scott R (BPA) - NSP-4400-LL; Kayton,Lisa A (BPA) - NSP-4400-LL

Subject: RE: Supplier Inquiry: : BPA SLIM Program: New Requisition

Importance: Normal

Attachments: image002.png; image003.png

I like it, no edits.

Thank you Kim!

**Rian Neuber**

Program Support Specialist | Aerotek

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

[rmneuber@bpa.gov](mailto:rmneuber@bpa.gov) | P 360-418-2142

**From:** Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>  
**Sent:** Friday, March 12, 2021 12:10 PM  
**To:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Neuber, Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>  
**Subject:** RE: Supplier Inquiry : BPA SLIM Program: New Requisition

Please see below – Any edits?

To: Remaining eight suppliers

Subject: BPA – Labor Category Information Effective 3/12/21

Valued Suppliers:

Effective today, the remaining eight suppliers have been added to all labor categories (A&E, IT, Tech/Prof, Admin) in Fieldglass. This means that:

- All non-craft suppliers will receive all non-craft JPs that we distribute from today forward.

- Candidates who are “in the pipeline” (meaning they were submitted by a rationalized supplier and are in the process of interviewing, accepting or onboarding for a new assignment) may contact you to represent them on a posting that is in a labor category you have historically not participated in.
- SLMO may redistribute currently posted JPs to all suppliers if candidates in the pipeline are looking for a new employer to represent them.

As Scott outlined in the scorecard meetings, you may accept or decline to participate on any job posting but you will have the opportunity participate on all if desired.

Please direct any questions to [supplementallabor@bpa.gov](mailto:supplementallabor@bpa.gov). Thank you!

**Kim Mannen**

**ACS Professional Staffing**

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | [kamannen@bpa.gov](mailto:kamannen@bpa.gov)



**From:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Sent:** Friday, March 12, 2021 11:15 AM  
**To:** Neuber, Rian M (CONTR) - NSP-4400-LL <[rmneuber@bpa.gov](mailto:rmneuber@bpa.gov)>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <[kamannen@bpa.gov](mailto:kamannen@bpa.gov)>; Kayton, Lisa A (BPA) - NSP-4400-LL <[lakayton@bpa.gov](mailto:lakayton@bpa.gov)>  
**Subject:** RE: Supplier Inquiry : BPA SLIM Program: New Requisition

It's fine with me. I'm surprised they are confused....but if they are then we should clarify.

And I'll go practice my communication skills.....

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Neuber, Rian M (CONTR) - NSP-4400-LL <[rmneuber@bpa.gov](mailto:rmneuber@bpa.gov)>  
**Sent:** Friday, March 12, 2021 10:51 AM

**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>; Mannen, Kimberly A (CONTR) - NSP-4400-LL <[kamannen@bpa.gov](mailto:kamannen@bpa.gov)>; Kayton, Lisa A (BPA) - NSP-4400-LL <[lakayton@bpa.gov](mailto:lakayton@bpa.gov)>  
**Cc:** Neuber, Rian M (CONTR) - NSP-4400-LL <[rmneuber@bpa.gov](mailto:rmneuber@bpa.gov)>  
**Subject:** Supplier Inquiry: : BPA SLIM Program: New Requisition

Hi there,

This JP was the one we were discussing yesterday when we received that inquiry from Corsource. I went ahead and distributed this JP to all suppliers per our conversation, but now Azad seems to be really confused.

I think we should send out one more valued supplier email that clarifies the following:

That suppliers will now be a part of every labor category (Scott I understand this is what you relayed to them I the scorecard meetings, but Azad is confused and it might not hurt to reiterate to everyone).

That candidates in flight may be contacting any supplier regardless of labor category

That currently posted JP's may be distributed to all suppliers if candidates in flight are looking for a new employer to represent them

I think sending out this communication would help reduce the amount of supplier questions.

Thoughts?

**Rian Neuber**

Program Support Specialist | Aerotek

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

[rmneuber@bpa.gov](mailto:rmneuber@bpa.gov) | P 360-418-2142

**From:** (b) (6)

**Sent:** Friday, March 12, 2021 10:38 AM

**To:** Cedergreen, Natalie K (CONTR) - NSP-4400-LL <[nkcedergreen@bpa.gov](mailto:nkcedergreen@bpa.gov)>

**Cc:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)> (b) (6)

**Subject:** [EXTERNAL] RE: BPA SLIM Program: New Requisition submitted Inquiry

Good morning,

We received the below Fieldglass New Requisition notification for BPA JP9669. Will there be a Chat Message to provide explanation / clarification in regard to this JP?

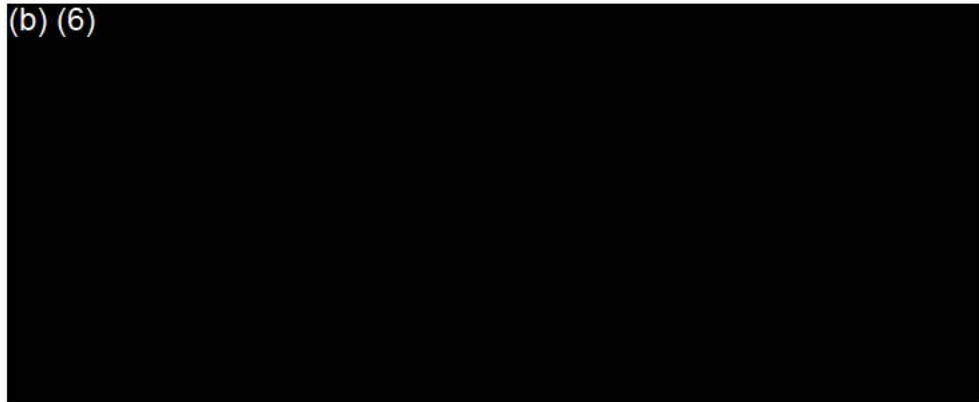
We would like to verify that AZAD should have received this JP as it is within the Scientific Labor Category and AZAD only patriciates in the IT Labor Category.

Additionally, will there be an updated response by date provided as the current date in Fieldglass is 2/15/2021?

Thank you for your help.

Best regards,

(b) (6)



[www.azad.com](http://www.azad.com)

[www.twitter.com/azadinc](https://www.twitter.com/azadinc)

[www.linkedin.com/company/azad-technology-partners](https://www.linkedin.com/company/azad-technology-partners)

[www.linkedin.com/in/jenniferauman](https://www.linkedin.com/in/jenniferauman)

(b) (6)

This electronic message (including any attachments) contains information which may be confidential, privileged or otherwise protected from disclosure. The information is intended to be used solely by the named recipient(s). If you are not a named recipient, any review, disclosure, copying, distribution or use of this transmission or its contents is prohibited. If you have received this transmission in error, please delete this message and please notify me immediately by replying to this message or by calling (b) (6) or toll free 1-800-406-1785.

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**From:** [fieldglass@fieldglass.net](mailto:fieldglass@fieldglass.net) <[fieldglass@fieldglass.net](mailto:fieldglass@fieldglass.net)>

**Sent:** Friday, March 12, 2021 8:22 AM

**To:** (b) (6)

**Subject:** BPA SLIM Program: New Requisition submitted

New Requisition has been submitted. You are requested to respond as soon as possible. If you are unable to submit a qualified Job Seeker, please inform immediately.

The following URL will take you to the Details page:

[https://www.fieldglass.net/job\\_posting\\_detail.do?id=z2101192222476275975092a&buyerCode=BPA](https://www.fieldglass.net/job_posting_detail.do?id=z2101192222476275975092a&buyerCode=BPA)

#### Details

Logged User Name: Admin, SLMO  
Buyer: Bonneville Power Administration  
Job Posting ID: BPAJP00009669  
Job Posting Title: Relay Technician 2  
Job Posting Start Date: 03/08/2021  
Job Posting Number of Positions: 2  
Site: Vancouver  
Hours for Estimated Spend: 4,240.00

#### Posting Information

Job Posting Owner: Gage Marek

#### Comments

Comments To Supplier: See Additional Position Information document (attached) for supplemental information regarding specific requirements for the advertised position. Selected candidates must attend an in-person enrollment appointment to complete the required background investigation. Start date is contingent on timely successful security clearance completion and is subject to change. Candidates should be submitted at a bill rate reflective of their match to the skill requirements of the position. Bill rates are subject to review and determination of suitability by the SLMO and are subject to negotiation. Hours identified in the Job Posting/Assignment are not guaranteed. Billable hours per week may vary depending on BPA's needs (workload, schedule, deliverables, etc.). This Job Posting closes at 11:59pm Pacific Time, on the Respond By date listed on this JP. Candidates submitted after 11:59pm will not be accepted.

This notification was sent by the BPA SLIM system. If you have any questions regarding this notice, please contact the BPA SLMO Office at:

(360) 418-8321

[Supplementallabor@bpa.gov](mailto:Supplementallabor@bpa.gov)

7 a.m.-4:30 p.m. Pacific

Please do not respond to this email.

(BPA, DC3-PDR-FAA-17, z21031216214781085076901)

# CorSource



**From:** Hampton, Scott R (BPA) - NSP-4400-LL

**Sent:** Fri Mar 05 13:51:04 2021

**To:** vebinger@corsource.com; 'AHermann@corsource.com'; tbertalot@corsource.com

**Subject:** CorSource Scorecard Documentation

**Importance:** Normal

**Attachments:** image001.png; CorSource Feedback.xlsx; CorSource 202103 Scorecard.xlsx; FINAL\_Q&A\_Rationalized Suppliers.docx; NotestoScoring202103.docx; Summary Sheet.xlsx

First let me say Congratulations.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number (b) (2)

Call ID Number (b) (2)

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

CorSource Feedback: September 2020 to February 2021

SEPTEMBER		
*		Solid communicators about updates and very professional and pleasant.
*		No interaction this month.
*		(b) has been great to work with on FMLA concerns!
*		No interactions this month.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
OCTOBER		
*		Very good at communicating and making sure that their employees are being recognized and rewarded for their kudos, also engaging in morale boosting type activities.
*		Observed a positive change in mark-ups and cost cutting. Thank you!
*		Good supplier.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
NOVEMBER		
*		Very thorough communication; always looking out for employees and improving their benefits.
*		Mark-ups have reduced.
*		(b) has been great to work with on FMLA concerns!
*		Excellent supplier.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
DECEMBER		
*		No interaction this month.
*		(b) has been great to work with on FMLA concerns!
*		Excellent supplier.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
*		I have had extensive contact with (b) regarding (b) conversion from CFTE to BFTE. (b) has been very responsive and followed up with me several times about the status of (b) CFTE as he is still using it as he receives his BFTE badge. She reached out again to confirm that this was acceptable to BPA, and also to make sure that this wouldn't cause any access issues for him in his BFTE role. (b) has been very prompt with her responses and even responded while she was out of the office over the holidays.
*		Great responsiveness to SLMO emails.
JANUARY		
*		Thorough, fights for their employees.
*		Seeing rates becoming more competitive.
*		(b) has been great to work with on FMLA concerns!
*		Good supplier.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
*		Worked with (b) to coordinate a contractor's resignation. She was very prompt and professional in her responses.
*		Promptly sent all necessary paperwork for candidate resignations, great communication and email response.
FEBRUARY		
*		Would like to see more submittals.
*		Excellent supplier.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.

CorSource							
Goal	Metric	Definition   Calculation	Total for Period	Responses	Rough Score	Calculated Score	Maximum Score
Service Delivery	Response Rate Admin Clerical	Of the total number of new requisitions the vendor received within the defined time period, what volume and percentage of requisitions did the vendor submit at least 1 candidate. Data is computed overall and by labor category (Administrative, Business Professional, IT and Technical Professional). Requisitions are pulled based on requisition open date. Those with the current status of Open or Filled are included. Cancelled Requisitions are omitted.	23	23	100.00%		
	Response Rate - Business Professional		53	47	88.68%		
	Response Rate - Technical Professional		N/A	N/A	N/A		
	Response Rate - IT		66	55	83.33%		
	Response Rate - Total		142	125	88.03%		
Quality	Submittal quality	Of the total candidates the vendor submitted during the designated timeframe - what volume and percentage of candidates met the basic qualifications for the role (i.e. were not dispositioned as "Does Not Meet Min Requirements" or "Rejected" or "didn't have the right paperwork")			99.58%	10.0	10.0
	Candidate Quality - Shortlisted	Percentage of job Seekers submitted by the individual supplier which result in a shortlisting (Use Scoring Key)			92.41%	7.0	20.0
	Candidate Quality - Interview	Percentage of job Seekers submitted by the individual supplier which result in an interview (Use Scoring Key)			11.76%	5.0	20.0
	Candidate Quality - Assignment	Percentage of job Seekers submitted by the individual supplier which result in an assignment being created (Use Scoring Key)			2.94%	2.0	20.0
	Early Terminations	What percent of contractor placements are still at BPA 1 year later. (sum of voluntary and involuntary terminations) (Use Scoring Key)			100.0%	20.0	20.0
Cost	Markup Ranking - New Positions	Take the average markup for all new positions for the 6 month period and rank suppliers from 1 to X.			6	11.7	20.0
	Markup Ranking - Open Workers	Take the average markup for all open positions for the 6 month period and rank suppliers from 1 to X.			5	20.0	30.0
	Rate Compliance	Percentage of Job Seekers who are submitted at or below the maximum bill rate amount.			100.0%	10.0	10.0
	Distance Under max bill rate	measures the average distance (above) below the max bill rates for all candidates submitted (Use Scoring Key)			\$ 2.18	30.0	30.0
<b>Total Objective Score</b>						<b>133.2</b>	<b>200.0</b>
Subjective Rating	Supplier Stewardship	This is the average ranking for supplier by SMO staff, based on interactions with supplier over the evaluation period.			6.0	30.0	30.0
<b>Total Objective and Subjective Score</b>						<b>163.2</b>	<b>250.0</b>
Penalty	Recompete Participation Penalty	Negative 1 point for every recompete where no candidate was shortlisted, multiplied by the inverse of your response rate			0	-	
<b>Final Score</b>						<b>163.2</b>	
			Current	Sep. 2020	Mar. 2020		
			Your Ranking for this Scorecard is:	3	1	13	
			Your Stewardship Ranking is:	7	8	10	

**Q & A FOR RATIONALIZED SUPPLIERS**

**What is SLMO communicating to our workers?**

On 3/15/2021, SLMO will send impacted contract workers an email outlining the process and deadlines for selecting a new employer. This email will also contain a list of eligible suppliers based on the worker’s labor category.

**REFERENCE:** Refer to [email template #1](#) in the reference section below. This email template will include the “Rules of Transition” for contract personnel as an attachment.

**When should we communicate to our workers?**

As mentioned above, SLMO will communicate to impacted workers on 3/15/2021. We respectfully ask that you refrain from communicating with your workers about the rationalization until 3/12/2021, at the earliest. We have developed a staged communication plan to help prevent confusion and minimize disruption so we ask that you partner with us to ensure notifications are distributed in the timeframe we have planned.

**What should we communicate to our workers?**

We would appreciate it if you would ensure your communications to employees include the following:

- Please advise that primary communications about the transition, actions required and timeframes will come directly from SLMO. It is important that workers keep an eye out for these communications and act on them by the deadlines provided.
- Workers should discuss any questions about the transition with you, their new employer or SLMO. They should not discuss the transition with their BPA workplace manager.
- Please assure your workers that you and SLMO will be there to support them throughout the transition and will make it as seamless as possible.

We have provided a sample email in the reference section below that you may use to communicate with your workers. You are not required to use this template; we are only providing it as a service to you based on feedback from the first round of rationalization last year. If you decide to create your own communication, we are happy to review if you would like us to do so, however, it is not required.

**REFERENCE:** Refer to email [template #2](#) in the reference section below.

**How should we handle supplier rep badges?**

- No additional badge requests will be accepted at this time.
- If you have a supplier badge request in process, please check with SLMO on the status and next steps.
- You may retain your supplier badges until all of your workers have been transitioned to new employers. At that point, please return all supplier badges to SLMO.
- Please keep SLMO informed of the date/time you will be returning your badge(s)

**How do we handle PPE and Ergonomic Equipment that we provided to our workers?**

We would appreciate it if you left the PPE and Ergonomic equipment with your workers to continue to use, so as to not disrupt their work. However, if you prefer to collect it, please let us know so we can communicate that to their new employer and help facilitate that transition.

**For candidates in the pipeline/in process, can we provide them with a list of suppliers for them to reach out to?**

- Please have candidates email [supplaborjobs@bpa.gov](mailto:supplaborjobs@bpa.gov) with the type of position they are interested in and we can provide the appropriate vendor list directly to the worker.
- If you receive any interview requests that you do not want to facilitate, please let us know.
- SLMO will not shortlist candidates you have submitted going forward. Additionally, we may unshortlist candidates who were previously shortlisted but not yet interviewed.
- Candidates who have already interviewed and are selected will be required to select a new employer before we can proceed with onboarding.

**When will our workers transition to their new employer?**

SLMO will transition workers as their paperwork is received. We will transition workers on Sundays, as usual. We will be distributing forms via DocuSign on 3/16/2021. Workers must make a new employer selection no later than 4/16/2021. All workers will be transitioned no later than 5/23/2021.

**When will our contract with BPA end?**

Your contract with BPA will expire at the end of May 2021.

**How will BPA handle contractors who are unhappy about moving suppliers as it will impact their pay, medical benefits, 401k, etc.?**

Unfortunately, government procurement regulations don't allow for handling individual contractor concerns. As contracts expire and are not renewed, BPA's need for that work to be completed does not go away. If a contractor does not want to move suppliers, that is their right and will be completely up to them. However, as there is no contract they will not be able to continue at BPA, and BPA will have to procure a new contractor for that assignment.

**REFERENCES**

**1. Email to Impacted Contract Workers**

The Supplemental Labor Management Office (SLMO) is reducing the number of Supplemental Labor staffing suppliers. Through an objective scorecard process, SLMO has determined the suppliers impacted by this change; which includes your current employer.

As a result of this change, you have the opportunity to select and transition to a new employer and continue your current assignment with BPA. Below is the list of participating suppliers. **It will be up to you to contact any or all of the suppliers listed below and select which one you would like to represent you on your BPA assignment.**

On **3/16/2021**, SLMO will distribute a DocuSign envelope to your BPA email address that contains the following information:

- Right to Represent form
- 1400 form
- Contract Worker Attestation form
- Non-Disclosure Agreement

Simply complete the forms in the DocuSign envelope no later than **11:59pm on 4/16/2021** to communicate your selection. **If you do not select a new employer by the deadline indicated, your assignment will end no later than 5/22/2021.**

Please refer to the attached Process & Rules of Transition for additional details. If you fail to comply with the rules of transition, you may be disqualified from remaining on assignment at BPA.

<Appropriate supplier list/contact info based on the position’s labor category>

\*\*\*Please be sure to submit expense sheets for travel as soon as possible so your current employer can reimburse you. DO NOT DELAY. Once your current assignment is closed, you will no longer be able to submit expense sheets for reimbursement.

If you have any questions, please e-mail [supplementallabor@bpa.gov](mailto:supplementallabor@bpa.gov). **To expedite our response, please put “Supplier Rationalization”, your name and BPA organization in the subject line of the email.** Thank you.

## 2. Sample Email Suppliers May Send to Workers

Dear Worker:

We are writing to inform you that <Supplier Name> will no longer be a part of the Supplemental Labor program at BPA effective the end of May 2021. BPA’s Supplemental Labor Management Office (SLMO) is optimizing their program by reducing their supplier pool and unfortunately, <Supplier Name> is impacted by these reductions. This means you will be required to select a new employer to continue your assignment at BPA. SLMO will be sending a communication to your BPA email address on Monday, March 15<sup>th</sup> to help guide you through this process.

Please remember:

- Communication about this transition, actions required, and timeframes will come directly from SLMO. It is important that you keep an eye out for these communications and act on them by the deadlines provided.
- Please discuss any questions about the transition with us, your new employer or SLMO. We are all here to assist you and to help make this transition as seamless as possible. Please **do not** discuss the transition with your BPA workplace manager.

We want to thank you for being an invaluable part of the <Supplier Name> family. We wish you well and are happy to assist you in any way we can in the weeks to come.

Thank you.

## Notes to Scoring

### March, 2021 Scorecard Meetings

Scoring Summary	Average	Median	Minimum	Maximum
Score	155.1	157.6	116.6	175.1
Supplier Stewardship	6.5	6.1	5	8

1. This is the final round of rationalization. 4 suppliers will be leaving us in the next few months. I appreciate your efforts over the last 18 months to participate in this process and adjust your business practices. We have seen margins tighten significantly during this period and lots of effort around cost. For that I thank you!
  
2. For Rationalized Suppliers
  - a. Your contract will be extended for a short period of time to facilitate transfer of workers, and then it will not be renewed
  - b. SLMO will transition all of your workers to a participating supplier by 5/23
  - c. JP's will no longer be distributed to you effective immediately (we are halting JPs from 3/1 to 3/12)
  - d. SLMO will provide your current workers with a list of participating suppliers
    - i. Workers will need to select their new employer via DocuSign by 4/16
    - ii. Workers who elect not to transition to a new employer may remain on assignment until 5/22, at managers discretion
  - e. How we will handle candidates in the pipeline:
    - i. Candidates shortlisted before 3/1 may be un-shortlisted from open JPs
    - ii. If a manager has determined they want to interview a shortlisted candidate, we will work with you to schedule the interview (if you are willing to coordinate). If you prefer not to coordinate, please let us know and we will ask the candidate to select a new employer to remain in consideration.
    - iii. If a manager has already interviewed a candidate and wants to select them, we will work with the candidate to select a new employer to remain in consideration.
  - f. Be candid with applicants submitted, shortlisted and/or scheduled to interview:
    - i. SLMO will send affected applicants a list of participating suppliers to contact should they choose to stay in consideration for the open posting
  
3. For Remaining Suppliers
  - a. SLMO will transition affected workers to new suppliers by 5/23. Workers will be transitioned as their paperwork is received by SLMO.
    - i. You will receive a list of affected workers with all the information you will need to represent them
    - ii. API, Worker Name, Title, Bill Rate, etc.



- iii. Bill rates, job titles and levels will remain the same. No bill rate increases will be considered.
- iv. Review the API requirements carefully to understand the costs involved of the new assignment
- b. SLMO will distribute the Rules of Transition and the list of affected workers to you on 3/15
  - i. Do not solicit for business with current workers, etc.
  - ii. You must adhere to the rules of transition or you will be disqualified
- c. Workers will receive the list of participating suppliers with contact information on 3/15
  - i. Workers will notify SLMO directly via DocuSign which supplier they choose no later than 4/16
  - ii. Once received, SLMO will forward the DocuSign envelope to you to sign the NDA and Attestation
- d. SLMO will work with you throughout the transition process:
  - i. You will need to submit your new employees to the new JP's – SLMO will notify you when to submit
  - ii. Effective dates for new assignments will be as soon as possible, no later than 5/23
  - iii. You may be approached by workers who were shortlisted and/or interviewed by affected suppliers who are interested in remaining in consideration
    - 1. Please submit these applicants to the appropriate posting within 3 business days
    - 2. Submit at or below max bill rate on the JP

#### 4. Changes Going Forward

#### 5. Any other questions or concerns?

**Supplier Stewardship Scale**

9 - 10	Outstanding Supplier - provides unsurpassed customer service, is extremely accurate and/or typically responds within an hour or two to SLMO needs
7 - 8	Excellent Supplier - provides excellent customer service, is accurate and/or typically responds within a few hours to SLMO needs
5 - 6	Good Supplier - provides valuable customer service, is somewhat accurate and/or typically responds within a day to SLMO needs
3 - 4	Fair Supplier - provides minimal customer service, is minimally accurate and/or typically responds within a few days to SLMO needs
1 - 2	Poor Supplier - provides no customer service, often inaccurate & mistake prone and/or non-responsive to SLMO needs
0	BPA Should stop doing business with the company immediately

<b>Candidate Quality Shortlisted Scoring Table</b>	
<u>Result</u>	<u>Score</u>
85.9% or less	0
86.0% - 86.9%	1
87.0% - 87.9%	2
88.0% - 88.9%	3
89.0% - 89.9%	4
90.0% - 90.9%	5
91.0% - 91.9%	6
92.0% - 92.9%	7
93.0% - 93.9%	8
94.0% - 94.9%	9
95.0% - 95.9%	10
96.0% - 96.9%	12
97.0% - 97.9%	14
98.0% - 98.9%	16
99.0% - 99.9%	18
100%	20

<b>Candidate Quality - Interview Scoring Table</b>	
<u>Result</u>	<u>Score</u>
0.00% - 5.00%	0
5.01% - 6.50%	1
6.51% - 8.00%	2
8.01% - 9.50%	3
9.51% - 11.00%	4
11.01% - 12.50%	5
12.51% - 14.00%	6
14.01% - 15.50%	7
15.51% - 17.00%	8
17.01% - 18.50%	9
18.51% - 20.00%	10
20.01% - 21.50%	11
21.51% - 23.00%	12
23.01% - 24.50%	13
24.51% - 26.00%	14
26.01% - 27.50%	15
27.51% - 29.00%	16
29.01% - 30.50%	17
30.51% - 32.00%	18
32.01% - 33.50%	19
33.51% and Higher	20

<b>Candidate Quality - Assignment Scoring Table</b>	
<u>Result</u>	<u>Score</u>
0.00%	0
.01% - 2.00%	1
2.01% - 3.00%	2
3.01% - 4.00%	3
4.01% - 5.00%	4
5.01% - 6.00%	5
6.01% - 7.00%	6
7.01% - 8.00%	7
8.01% - 9.00%	8
9.01% - 10.00%	9
10.01% - 11.00%	10
11.01% - 12.00%	11
12.01% - 13.00%	12
13.01% - 14.00%	13
14.01% - 15.00%	14
15.01% - 16.00%	15
16.01% - 17.00%	16
17.01% - 18.00%	17
18.01% - 19.00%	18
19.01% - 20.00%	19
20.01% and Higher	20

<b>Early Terminations Scoring Table</b>	
<u>Result</u>	<u>Score</u>
90.4% or less	0
90.5% - 90.9%	1
91.0% - 91.4%	2
91.5% - 91.9%	3
92.0% - 92.4%	4
92.5% - 92.9%	5
93.0% - 93.4%	6
93.5% - 93.9%	7
94.0% - 94.4%	8
94.5% - 94.9%	9
95.0% - 95.4%	10
95.5% - 95.9%	11
96.0% - 96.4%	12
96.5% - 96.9%	13
97.0% - 97.4%	14
97.5% - 97.9%	15
98.0% - 98.4%	16
98.5% - 98.9%	17
99.0% - 99.4%	18
99.5% - 99.9%	19
100%	20

<b>Distance Under Max Bill Rate Scoring Table</b>		<b>Distance Under Max Bill Rate Scoring Table</b>	
<u>Result</u>	<u>Score</u>	<u>Result</u>	<u>Score</u>
(5.00) or lower	-5	1.16 - 1.20	14
(4.00) - (4.99)	-4	1.21 - 1.25	15
(3.00) - (3.99)	-3	1.26 - 1.30	16
(2.00) - (2.99)	-2	1.31 - 1.35	17
(1.00) - (1.99)	-1	1.36 - 1.40	18
(.00) - (.99)	0	1.41 - 1.45	19
.01 - .10	1	1.46 - 1.50	20
.11 - .20	2	1.51 - 1.55	21
.21 - .30	3	1.56 - 1.60	22
.31 - .40	4	1.61 - 1.65	23
.41 - .50	5	1.66 - 1.70	24
.51 - .60	6	1.71 - 1.75	25
.61 - .70	7	1.76 - 1.80	26
.71 - .80	8	1.81 - 1.85	27
.81 - .90	9	1.86 - 1.90	28
.91 - 1.00	10	1.91 - 1.95	29
1.01 - 1.05	11	1.96 - 2.00	30
1.06 - 1.10	12	Bonus if greater \$3.00	5
1.11 - 1.15	13		

Possible Points	Service Delivery						Quality					
	Response Rate Admin Clerical	Response Rate - Business Professional	Response Rate - Scientific	Response Rate - Technical	Response Rate - Total	Response Rate - Score	Submittal quality	Submittal quality - Score	Candidate Quality - Shortlisted	Candidate Quality - Shortlisted Score	Candidate Quality - Interview	Candidate Quality - Interview - Score
	20						20					
	100.00%	79.25%	N/A	56.92%	72.34%	14.5	99.47%	9.9	93.58%	8.0	11.70%	5.0
N/A	N/A	N/A		44.62%	44.62%	8.9	100.00%	10.0	100.00%	20.0	26.83%	15.0
	100.00%	88.68%	N/A	83.33%	88.03%	17.6	99.58%	10.0	92.41%	7.0	11.76%	5.0
	100.00%	90.57%	68.09%	70.77%	79.26%	15.9	99.22%	9.9	94.14%	9.0	13.95%	6.0
	95.65%	86.79%	70.21%	75.38%	79.79%	16.0	98.33%	9.8	94.92%	9.0	25.67%	14.0
	100.00%	86.79%	72.34%	83.74%	83.74%	16.7	100.00%	10.0	94.65%	9.0	17.28%	9.0
N/A	N/A	N/A		32.31%	32.31%	6.5	100.00%	10.0	95.83%	10.0	20.83%	11.0
	69.57%	67.92%	51.06%	73.85%	65.96%	13.2	99.50%	10.0	89.39%	4.0	12.56%	6.0
	100.00%	83.02%	65.96%	75.38%	78.19%	15.6	99.67%	10.0	95.05%	10.0	23.68%	13.0
N/A		83.02%	N/A	78.46%	80.51%	16.1	98.57%	9.9	93.24%	8.0	17.62%	9.0
N/A		73.58%	N/A	66.67%	69.75%	13.9	100.00%	10.0	92.90%	7.0	22.95%	12.0
	86.96%	49.06%	40.43%	24.62%	43.09%	8.6	97.20%	9.7	92.09%	7.0	7.69%	2.0
Average	94.02%	78.87%	61.35%	62.03%	68.13%	13.6	99.30%	9.9	94.02%	9.0	17.71%	8.9
Median	100.00%	83.02%	67.02%	70.77%	75.27%	15.1	99.54%	10.0	93.86%	8.5	17.45%	9.0

					Cost								
Candidate Quality - Assignment	Candidate Quality - Assignment - Score	Early Terms	Early Terms - Score	Total Quality Section	Total Quality Rank	Markup Rank - New Position	Markup Score - New Positions	Markup Rank - All Positions	Markup Score - All Positions	Rate Compliance	Rate Compliance Score	Distance Under Max Bill Rate	Distance Under Max Bill Rate Score
20		20		90		20		30		10		30	
4.26%	4.0	100.00%	20.0	46.9	7	2	18.3	2	27.5	100.0%	10.0	\$ 3.52	35.0
7.32%	7.0	57.10%	-	52.0	4	2	18.3	3	25.0	100.0%	10.0	\$ 4.09	35.0
2.94%	2.0	100.00%	20.0	44.0	8	6	11.7	5	20.0	100.0%	10.0	\$ 2.18	30.0
5.43%	5.0	99.50%	19.0	48.9	5	4	15.0	1	30.0	100.0%	10.0	\$ 0.65	7.0
11.33%	11.0	99.20%	18.0	61.8	1	5	13.3	7	15.0	99.0%	9.9	\$ 0.27	3.0
7.41%	7.0	96.50%	13.0	48.0	6	9	6.7	12	2.5	100.0%	10.0	\$ 3.06	35.0
4.17%	4.0	100.00%	20.0	55.0	3	8	8.3	8	12.5	100.0%	10.0	\$ 3.63	35.0
1.51%	1.0	100.00%	20.0	41.0	10	1	20.0	6	17.5	100.0%	10.0	\$ 2.79	30.0
7.57%	7.0	98.00%	16.0	56.0	2	11	3.3	10	7.5	100.0%	10.0	\$ 1.61	23.0
3.81%	3.0	92.90%	5.0	34.9	12	12	1.7	4	22.5	100.0%	10.0	\$ 1.88	28.0
7.65%	7.0	92.80%	5.0	41.0	9	7	10.0	9	10.0	100.0%	10.0	\$ 1.71	25.0
2.10%	2.0	98.90%	17.0	37.7	11	10	5.0	11	5.0	100.0%	10.0	\$ 1.78	26.0
5.46%	5.0	94.58%	14.4	47.3			11.0		16.3	100%	10.0	\$ 2.26	26.0
4.85%	4.5	99.05%	17.5	47.5			10.8		16.3	100%	10.0	\$ 2.03	29.0

Total Cost Section	Cost Rank	Total Objective Score	Supplier Stewardship	Stewardship Rank	Total Objective & Subjective Score	Recompete Penalty	Total Score
90		200	50		250		
90.8	1	152.2	25.0	12	177.2	-	177.2
88.3	2	149.3	27.5	10	176.8	(1.7)	175.1
71.7	4	133.2	30.0	7	163.2	-	163.2
62.0	7	126.8	34.5	4	161.3	(1.0)	160.2
41.2	12	119.0	40.0	1	159.0	(1.0)	158.0
54.2	9	118.9	40.0	1	158.9	(1.0)	157.9
65.8	5	127.3	30.0	7	157.3	-	157.3
77.5	3	131.6	27.5	10	159.1	(3.4)	155.7
43.8	11	115.4	38.0	3	153.4	(0.9)	152.6
62.2	6	113.1	33.5	5	146.6	-	146.6
55.0	8	109.9	31.5	6	141.4	(0.6)	140.8
46.0	10	92.3	30.0	7	122.3	(5.7)	116.6
63.2		124.1	32.3		156.4	(1.3)	155.1
62.1		122.9	30.8		159.0	(0.9)	157.6

Candidate Quality Shortlisted		Candidate Quality - Interview	
<b>Scoring Table</b>		<b>Scoring Table</b>	
<b>Result</b>	<b>Score</b>	<b>Result</b>	<b>Score</b>
85.9% or less	0	0.00% - 5.00%	0
86.0% - 86.9%	1	5.01% - 6.50%	1
87.0% - 87.9%	2	6.51% - 8.00%	2
88.0% - 88.9%	3	8.01% - 9.50%	3
89.0% - 89.9%	4	9.51% - 11.00%	4
90.0% - 90.9%	5	11.01% - 12.50%	5
91.0% - 91.9%	6	12.51% - 14.00%	6
92.0% - 92.9%	7	14.01% - 15.50%	7
93.0% - 93.9%	8	15.51% - 17.00%	8
94.0% - 94.9%	9	17.01% - 18.50%	9
95.0% - 95.9%	10	18.51% - 20.00%	10
96.0% - 96.9%	12	20.01% - 21.50%	11
97.0% - 97.9%	14	21.51% - 23.00%	12
98.0% - 98.9%	16	23.01% - 24.50%	13
99.0% - 99.9%	18	24.51% - 26.00%	14
100%	20	26.01% - 27.50%	15
		27.51% - 29.00%	16
		29.01% - 30.50%	17
		30.51% - 32.00%	18
		32.01% - 33.50%	19
		33.51% and Higher	20
<b>Early Terminations</b>		<b>Distance Under Max Bill Rate</b>	
<b>Scoring Table</b>		<b>Scoring Table</b>	
<b>Result</b>	<b>Score</b>	<b>Result</b>	<b>Score</b>
90.4% or less	0	(5.00) or lower	-5
90.5% - 90.9%	1	(4.00) - (4.99)	-4
91.0% - 91.4%	2	(3.00) - (3.99)	-3
91.5% - 91.9%	3	(2.00) - (2.99)	-2
92.0% - 92.4%	4	(1.00) - (1.99)	-1
92.5% - 92.9%	5	(.00) - (.99)	0
93.0% - 93.4%	6	.01 - .10	1
93.5% - 93.9%	7	.11 - .20	2
94.0% - 94.4%	8	.21 - .30	3
94.5% - 94.9%	9	.31 - .40	4
95.0% - 95.4%	10	.41 - .50	5
95.5% - 95.9%	11	.51 - .60	6
96.0% - 96.4%	12	.61 - .70	7
96.5% - 96.9%	13	.71 - .80	8
97.0% - 97.4%	14	.81 - .90	9
97.5% - 97.9%	15	.91 - 1.00	10
98.0% - 98.4%	16	1.01 - 1.05	11
98.5% - 98.9%	17	1.06 - 1.10	12
99.0% - 99.4%	18	1.11 - 1.15	13
99.5% - 99.9%	19		
100%	20		

	Candidate Quality - Assignment	
	Scoring Table	
	Result	Score
	0.00%	0
	.01% - 2.00%	1
	2.01% - 3.00%	2
	3.01% - 4.00%	3
	4.01% - 5.00%	4
	5.01% - 6.00%	5
	6.01% - 7.00%	6
	7.01% - 8.00%	7
	8.01% - 9.00%	8
	9.01% - 10.00%	9
	10.01% - 11.00%	10
	11.01% - 12.00%	11
	12.01% - 13.00%	12
	13.01% - 14.00%	13
	14.01% - 15.00%	14
	15.01% - 16.00%	15
	16.01% - 17.00%	16
	17.01% - 18.00%	17
	18.01% - 19.00%	18
	19.01% - 20.00%	19
	20.01% and Higher	20
	Distance Under Max Bill Rate	
	Scoring Table	
	Result	Score
	1.16 - 1.20	14
	1.21 - 1.25	15
	1.26 - 1.30	16
	1.31 - 1.35	17
	1.36 - 1.40	18
	1.41 - 1.45	19
	1.46 - 1.50	20
	1.51 - 1.55	21
	1.56 - 1.60	22
	1.61 - 1.65	23
	1.66 - 1.70	24
	1.71 - 1.75	25
	1.76 - 1.80	26
	1.81 - 1.85	27
	1.86 - 1.90	28
	1.91 - 1.95	29
	1.96 - 2.00	30
	Bonus if greater \$3.00	5



From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Thu Mar 11 13:13:58 2021

To: Valerie Ebinger

Subject: RE: Follow-up to voicemail

Importance: Normal

Attachments: image001.png; image002.png; image003.png

OK she might be a pipeline person. Why don't you send a note to the sup labor box and somebody a little closer to this can reach out to you.

This might be real.....

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Valerie Ebinger <vebinger@corsource.com>  
**Sent:** Thursday, March 11, 2021 1:05 PM  
**To:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Subject:** [EXTERNAL] RE: Follow-up to voicemail

Thanks Scott. Sorry with one more question. She said she was told she had to reach out this week as she had to have a decision by the 15<sup>th</sup>. Not sure where she got the info.

I will call her back and let her know we can talk Monday.

**Valerie Ebinger | Senior Account Manager**

Email: [vebinger@corsource.com](mailto:vebinger@corsource.com)

D: 503.726.4555 | C (b) (6)

**From:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Sent:** Thursday, March 11, 2021 1:02 PM  
**To:** Valerie Ebinger <[vebinger@corsource.com](mailto:vebinger@corsource.com)>  
**Subject:** RE: Follow-up to voicemail

Hi Val,

Sorry, I'm on back to back calls. Please respond that nothing will happen till Monday. We will get you the information then.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Valerie Ebinger <[vebinger@corsource.com](mailto:vebinger@corsource.com)>  
**Sent:** Thursday, March 11, 2021 12:57 PM  
**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Subject:** [EXTERNAL] Follow-up to voicemail  
**Importance:** High

Hi Scott,

I just received a call from a soon-to-be BPA contractor, who has accepted a position via APR Staffing, with a start date of 3/22. She said APR is no longer with BPA and she is reaching out per the list of suppliers she was provided from SLMO.

I was expecting to receive calls beginning Monday so was not prepared with any info (job detail) to discuss with her. Not sure who to reach out to in SLMO so wanted to play it safe by contacting you!

Where can I get info on the position, etc. so I can discuss with her?

Thank you,

Val

**Valerie Ebinger | Senior Account Manager**

Email: [vebinger@corsource.com](mailto:vebinger@corsource.com)

D: 503.726.4555 | C (b) (6)

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—

ClearlyRated Best of Staffing Award Winner Three Years In a Row!

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Thu Mar 11 14:34:27 2021


To: Neuber, Rian M (CONTR) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL; Hampton, Scott R (BPA) - NSP-4400-LL

Subject: RE: Guidance Please: Need assistance please!

Importance: Normal

Attachments: image001.png; image002.png; image003.png

(b) (5)



**Kim Mannen**

**ACS Professional Staffing**

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

**From:** Neuber,Rian M (CONTR) - NSP-4400-LL <rmneuber@bpa.gov>  
**Sent:** Thursday, March 11, 2021 2:29 PM  
**To:** Kayton,Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Mannen,Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Subject:** Guidance Please: Need assistance please!  
**Importance:** High

Hi,

I need guidance here. The in-flight applicant contacted CorSource but they are not in the A&E category. What should we do here, tell them tough luck or send them the JP? She is saying they want to start participating in A&E moving forward. (b) (6)

**Rian Neuber**

Program Support Specialist | Aerotek

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

[rmneuber@bpa.gov](mailto:rmneuber@bpa.gov) | P 360-418-2142

**From:** Valerie Ebinger <[vebinger@corsource.com](mailto:vebinger@corsource.com)>  
**Sent:** Thursday, March 11, 2021 2:14 PM  
**To:** Neuber,Rian M (CONTR) - NSP-4400-LL <[rmneuber@bpa.gov](mailto:rmneuber@bpa.gov)>  
**Subject:** [EXTERNAL] RE: Need assistance please!  
**Importance:** High

Hi Rian,

I cannot access the JP in FG and I'm assuming it's because we had not been working the A&E category jobs but will be doing so now per our discussion with Scott. That's why I'm reaching out – I can't access it in FG.

Thank you!

Val

**Valerie Ebinger | Senior Account Manager**

Email: [vebinger@corsource.com](mailto:vebinger@corsource.com)

D: 503.726.4555 | C: (b) (6)



**From:** Neuber,Rian M (CONTR) - NSP-4400-LL <[rmneuber@bpa.gov](mailto:rmneuber@bpa.gov)>  
**Sent:** Thursday, March 11, 2021 2:12 PM  
**To:** Valerie Ebinger <[vebinger@corsource.com](mailto:vebinger@corsource.com)>  
**Subject:** RE: Need assistance please!

Hi Val,

Current CFTE who are affected by the rationalization won't receive communication until next week; however we do have some that are external candidates that are completing the onboarding process that are currently under one of the rationalized suppliers. The JP is: JP9669 – Relay Tech 2. You can review the API and bill rate in Fieldglass for your negotiation.

Wendy will let us know by 03/15 which supplier she has selected, and we will follow up with the supplier of her choice on next steps in onboarding.

Let me know if you have any questions!

Thanks,

**Rian Neuber**

Program Support Specialist | Aerotek

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

[rmneuber@bpa.gov](mailto:rmneuber@bpa.gov) | P 360-418-2142

**From:** Valerie Ebinger <[vebinger@corsource.com](mailto:vebinger@corsource.com)>

**Sent:** Thursday, March 11, 2021 1:20 PM

**To:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>

**Subject:** [EXTERNAL] Need assistance please!

**Importance:** High

I just received a call from a soon-to-be BPA contractor, who has accepted a position via APR Staffing, with a start date of 3/22. She said APR is no longer with BPA and she is reaching out per the list of suppliers she was provided from SLMO. She indicated she was told she has to make her decision by the 15<sup>th</sup>.

I was expecting to receive calls beginning Monday so was not prepared with any info (job detail) to discuss with her.

Where can I get info on the position, etc. so I can discuss with her? It's a Relay Technician in Vancouver.

Thank you!

**Valerie Ebinger | Senior Account Manager**

Email: [vEbinger@corsource.com](mailto:vEbinger@corsource.com)

D: 503.726.4555 | C (b) (6)

Connect with me on: [LinkedIn](#)

CorSource Technology Group | [CorSource.com](http://CorSource.com) | [@corsource](#)

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ClearlyRated Best of Staffing Award Winner Three Years In a Row!

**From:** Valerie Ebinger

**Sent:** Mon Mar 15 09:32:15 2021

**To:** Supplemental Labor Office

**Subject:** [EXTERNAL] RE: BPA – Contract Worker Transition Information

**Importance:** High

**Attachments:** image001.gif

Good morning,

Thank you for sending the information. A quick question to clarify. I've had a contractor reach out this morning who was under contract with APR Staffing. I'm assuming, based on this email, we will only be working with the Salient CRGT and Triad contractors at this time, correct?

What should my response to her be based on this new information?

Thank you!

Val

**Valerie Ebinger** | Senior Account Manager

Email: [yebinger@corsource.com](mailto:yebinger@corsource.com)

D: 503.726.4555 | C: (b) (6)

**From:** Supplemental Labor Office &lt;SupplementalLabor@bpa.gov&gt;  
**Sent:** Monday, March 15, 2021 9:23 AM  
**To:** Supplemental Labor Office &lt;SupplementalLabor@bpa.gov&gt;  
**Cc:** Emma Kaser &lt;ekaser@corsource.com&gt;; Valerie Ebinger &lt;vebinger@corsource.com&gt;  
**Subject:** BPA – Contract Worker Transition Information

Valued Suppliers:

BPA is encountering some procurement challenges with rationalization that is delaying implementation for a couple of suppliers. Because of that, we will be moving to a phased rationalization. We will be rationalizing two suppliers now, and the remaining two suppliers will be rationalized in the future.

Contracts with Salient CRGT and Triad are expiring in May and will not be renewed; this impacts approximately 90 current contract workers. SLMO will facilitate a transition for impacted workers which will allow them to select a new employer and negotiate a pay rate and compensation package. Later today, SLMO will notify impacted contract workers and provide them with the contact information for our remaining suppliers. You may start receiving inquiries from impacted workers at any time.

Attached are the following:

- 1) Transition Information (suppliers): This document outlines the transition process, rules, and timeline. Please carefully review ALL the information provided. **Failure to abide by the rules outlined will result in disqualification from the transition.**
- 2) Transition Information (workers): This is for your reference only and should not be distributed to any contract personnel.
- 3) Zip File: This file contains the list of impacted workers, their APIs and the pertinent information you need to negotiate (Ex: Location, bill rate, pay rate, SCA, etc.).
  - The password to open the Excel file will be sent in a separate email.

Please thoroughly review all information attached. If you have any questions, please e-mail [supplementallabor@bpa.gov](mailto:supplementallabor@bpa.gov). To expedite our response, please put “Supplier Rationalization” in the subject line of your email.

Thank you.

***Supplemental Labor Management Office  
Bonneville Power Administration***

From: Supplemental Labor Office

Sent: Tue Mar 16 07:04:57 2021

To: Supplemental Labor Office

Subject: ACTION REQUIRED: Supplier Reduction Notification (Updated Contact List)

Importance: Normal

Attachments: REF\_13127\_TRANSITION\_RULES\_WRKR.docx; image001.gif

Good morning. Please refer to this revised contact list when reaching out to suppliers as a couple of the phone numbers have been updated.

**Supplier Name**

**Contact Name**

**Phone**

**Email**

**Additional Info**


ACS Professional Staffing

Stephanie Peri-Provine  
Michael Sineth

360-930-6086  
360-329-7754

stephaniep@acsprostaffing.com  
michaels@acsprostaffing.com

(b) (4)

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(b) (6)

A black rectangular redaction box covering a block of text.

AZAD Technology Partners

(b) (6)

A black rectangular redaction box covering a block of text.

CorSource Technology Group

Valerie Ebinger

503-726-4555



vebinger@corsource.com

Everest Consultants, Inc.

Dave Myers

503-701-6832

davem@everestinc.com

First Tek Dos, LLC

Pete Gibson

503-862-8229

pete.gibson@first-tek.com

Flux Resources (formerly DEA Onsite)

Kaycee Satava

Jordan Bertanzetti

Camille Woodin

503-317-5049

720-908-2363

503-547-5597

Kaycee.satava@workwithflux.com

Jordan.bertanzetti@workwithflux.com

Camille.woodin@workwithflux.com

Book a time to speak with Kaycee: <https://calendly.com/kaycee-satava/20minmeeting>

Book a time to speak with Jordan: <https://calendly.com/joxb/bpa?month=2021-03>

Book a time to speak with Camille: <https://calendly.com/camille-woodin/20min>

Motus Recruiting & Staffing, Inc

Emma Osborne

971-371-3490

emma@motusrecruiting.com

The original list in the email sent yesterday (below) has also been updated in this email chain to prevent confusion.

Thank you.

***Supplemental Labor Management Office***

***Bonneville Power Administration***

**From:** Supplemental Labor Office  
**Sent:** Monday, March 15, 2021 1:55 PM  
**To:** Supplemental Labor Office <SupplementalLabor@bpa.gov>  
**Subject:** ACTION REQUIRED: Supplier Reduction Notification

Good afternoon. The Supplemental Labor Management Office (SLMO) is reducing the number of Supplemental Labor staffing suppliers. Through an objective scorecard process, SLMO has determined the suppliers impacted by this change; which includes your current employer.

As a result of this change, you have the opportunity to select and transition to a new employer and continue your current assignment with BPA. Below is the list of participating suppliers. **It will be up to you to contact any or all of the suppliers listed below and select which one you would like to represent you on your BPA assignment.**

On 3/16/2021, SLMO will distribute a DocuSign envelope to your BPA email address that contains the following information:

- o Right to Represent form
- o 1400 form
- o Contract Worker Attestation form
- o Non-Disclosure Agreement

Simply complete the forms in the DocuSign envelope no later than **11:59pm on 4/16/2021** to communicate your selection. **If you do not select a new employer by the deadline indicated, your assignment will end no later than 5/22/2021.**

Please refer to the attached Process & Rules of Transition for additional details. If you fail to comply with the rules of transition, you may be disqualified from remaining on assignment at BPA.

**Supplier Name**

**Contact Name**

**Phone**

**Email**

**Additional Info**

ACS Professional Staffing

Stephanie Peri-Provine  
Michael Sineth

360-930-6086  
360-329-7754

stephaniep@acsprostaffing.com  
michaels@acsprostaffing.com

(b) (4)

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(b) (6)

A black rectangular redaction box covering a block of text.

AZAD Technology Partners

(b) (6)

A black rectangular redaction box covering a block of text.

(b) (6)

CorSource Technology Group

Valerie Ebinger

503-726-4555

vebinger@corsource.com

Everest Consultants, Inc.

Dave Myers

503-701-6832

davem@everestinc.com

First Tek Dos, LLC

Pete Gibson

503-862-8229

pete.gibson@first-tek.com

Flux Resources (formerly DEA Onsite)

Kaycee Satava

Jordan Bertanzetti

Camille Woodin

503-317-5049

720-908-2363

503-547-5597

Kaycee.satava@workwithflux.com

Jordan.bertanzetti@workwithflux.com

Camille.woodin@workwithflux.com

Book a time to speak with Kaycee: <https://calendly.com/kaycee-satava/20minmeeting>

Book a time to speak with Jordan: <https://calendly.com/joxb/bpa?month=2021-03>

Book a time to speak with Camille: <https://calendly.com/camille-woodin/20min>

Motus Recruiting & Staffing, Inc

Emma Osborne

971-371-3490

emma@motusrecruiting.com

\*\*\*Please be sure to submit expense sheets for travel as soon as possible so your current employer can reimburse you. **DO NOT DELAY**. Once your current assignment is closed, you will no longer be able to submit expense sheets for reimbursement.

If you have any questions, please e-mail [supplementallabor@bpa.gov](mailto:supplementallabor@bpa.gov). To expedite our response, please put **“Supplier Rationalization”**, your name and BPA organization in the subject line of the email.

Thank you.

***Supplemental Labor Management Office***

***Bonneville Power Administration***



From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Tue Mar 16 15:10:09 2021

To: Valerie Ebinger

Bcc: Hagedorn, William G (BPA) - NSP-4400-LL; Falcon, April L (BPA) - NSP-4400-LL; Longfellow, James N (BPA) - NSP-4400-LL

Subject: FW: BPA – Margins regarding CRGT Workers

Importance: Normal

Attachments: image001.gif; image004.png

Hi Val!

The cap will be 1.55 times the pay rate. Based on my math, it doesn't look like anyone would go higher than \$57 and change.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Valerie Ebinger <[vebinger@corsource.com](mailto:vebinger@corsource.com)>  
**Sent:** Tuesday, March 16, 2021 1:47 PM  
**To:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>  
**Subject:** [EXTERNAL] RE: BPA – Margins regarding CRGT Workers

Thank you for the opportunity to make these adjustments as this is super helpful and appreciated.

I always seem to have a question but I just want to be sure I understand completely. This all makes absolute sense but with the information “the new billing rate can go above \$55” I have to ask if there is a cap on how much above. I only ask as I know how I would proceed with this information but am wondering what will happen as suppliers start to bid against each other and the willingness to go higher than what is actually acceptable happens. Do you have additional info to share or are you asking us to use our best judgment?

Thanks again,

Val

**Valerie Ebinger | Senior Account Manager**

Email: [vebinger@corsource.com](mailto:vebinger@corsource.com)

D: 503.726.4555 | C: (b) (6)

**From:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>  
**Sent:** Tuesday, March 16, 2021 12:14 PM  
**To:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>  
**Cc:** Emma Kaser <[ekaser@corsource.com](mailto:ekaser@corsource.com)>; Valerie Ebinger <[vebinger@corsource.com](mailto:vebinger@corsource.com)>  
**Subject:** BPA – Margins regarding CRGT Workers  
**Importance:** High

Valued Suppliers,

It has come to our attention that there are some extremely tight margins on approximately 42 CRGT contract workers. After doing some analysis, BPA is willing to make the following changes to the Rules of Transition:

- For CRGT workers that have a billing rate of less than \$55/hour and a markup of less than 1.55:
  - You may calculate to a billing rate of 1.55 of the pay rate and extend that offer to the worker
  - The new billing rate can go above \$55/hour
  - If you have already talked to an individual that falls into this category, please feel free to call them back

- If you have already agreed to represent them, please recalculate your markup to the higher bill rate and make sure you can onboard the person in a sustainable business way
- If you encounter a worker who has a markup above 1.55 of pay rate, you do not need to mark down to 1.55, unless you want to. We always appreciate a billing rate reduction.

This only applies to the workers defined by the hourly rate and markup. Please do not inquire about other individuals; rather, do your best to make an acceptable offer to them that allows you to sustain your business.

There are a limited number of high dollar individuals (about 7 with billing rates above \$65/hour) that may reach out to you. Please do your best with the billing rate specified, but do not extend an offer if you can't onboard the person in a sustainable business way. Those individuals may need to have their rates renegotiated and we will have to involve the BPA manager in those negotiations.

Thank you for your partnership as we work through these issues. Please email [supplemetnallabor@bpa.gov](mailto:supplemetnallabor@bpa.gov) if you have any questions.

***Supplemental Labor Management Office***

***Bonneville Power Administration***



From: Kayton, Lisa A (BPA) - NSP-4400-LL

Sent: Tue Mar 16 14:16:20 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Subject: FW: BPA – Margins regarding CRGT Workers

Importance: Normal

Attachments: image001.gif; image002.png; image003.png

Here is another question.

**Thank You.**

Lisa A. Kayton

Supplemental Labor Operations Team Lead

Contracting Officer's Representative

Supplemental Labor Office

Bonneville Power Administration

NSP-4400-LL

Work Phone: 360-418-2714

FAX: 360-418-2966

**From:** Supplemental Labor Office <SupplementalLabor@bpa.gov>

**Sent:** Tuesday, March 16, 2021 2:12 PM

**To:** Kayton, Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>

**Subject:** FW: BPA – Margins regarding CRGT Workers

Can I give this one to you too please?

**Rian Neuber**

Program Support Specialist | Aerotek

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

[rmneuber@bpa.gov](mailto:rmneuber@bpa.gov)

**From:** Valerie Ebinger <[vebinger@corsource.com](mailto:vebinger@corsource.com)>

**Sent:** Tuesday, March 16, 2021 1:47 PM

**To:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>

**Subject:** [EXTERNAL] RE: BPA – Margins regarding CRGT Workers

Thank you for the opportunity to make these adjustments as this is super helpful and appreciated.

I always seem to have a question but I just want to be sure I understand completely. This all makes absolute sense but with the information “the new billing rate can go above \$55” I have to ask if there is a cap on how much above. I only ask as I know how I would proceed with this information but am wondering what will happen as suppliers start to bid against each other and the willingness to go higher than what is actually acceptable happens. Do you have additional info to share or are you asking us to use our best judgment?

Thanks again,



Val

**Valerie Ebinger | Senior Account Manager**

Email: [vebinger@corsource.com](mailto:vebinger@corsource.com)

D: 503.726.4555 | C (b) (6)

**From:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>

**Sent:** Tuesday, March 16, 2021 12:14 PM

**To:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>

**Cc:** Emma Kaser <[ekaser@corsource.com](mailto:ekaser@corsource.com)>; Valerie Ebinger <[vebinger@corsource.com](mailto:vebinger@corsource.com)>

**Subject:** BPA – Margins regarding CRGT Workers

**Importance:** High

Valued Suppliers,

It has come to our attention that there are some extremely tight margins on approximately 42 CRGT contract workers. After doing some analysis, BPA is willing to make the following changes to the Rules of Transition:

- For CRGT workers that have a billing rate of less than \$55/hour and a markup of less than 1.55:
  - You may calculate to a billing rate of 1.55 of the pay rate and extend that offer to the worker
  - The new billing rate can go above \$55/hour
  - If you have already talked to an individual that falls into this category, please feel free to call them back
  - If you have already agreed to represent them, please recalculate your markup to the higher bill rate and make sure you can onboard the person in a sustainable business way
- If you encounter a worker who has a markup above 1.55 of pay rate, you do not need to mark down to 1.55, unless you want to. We always appreciate a billing rate reduction.

This only applies to the workers defined by the hourly rate and markup. Please do not inquire about other individuals; rather, do your best to make an acceptable offer to them that allows you to sustain your business.

There are a limited number of high dollar individuals (about 7 with billing rates above \$65/hour) that may reach out to you. Please do your best with the billing rate specified, but do not extend an offer if you can't onboard the person in a sustainable business way. Those individuals may need to have their rates renegotiated and we will have to involve the BPA manager in those negotiations.

Thank you for your partnership as we work through these issues. Please email [supplemetnallabor@bpa.gov](mailto:supplemetnallabor@bpa.gov) if you have any questions.

***Supplemental Labor Management Office***

***Bonneville Power Administration***

**From:** Valerie Ebinger

**Sent:** Wed Mar 17 15:25:21 2021

**To:** Hampton, Scott R (BPA) - NSP-4400-LL

**Subject:** [EXTERNAL] RE: BPA – Margins regarding CRGT Workers

**Importance:** Normal

**Attachments:** image001.png; image002.gif

Thank you for responding so quickly as this is super helpful and completely clarifies any confusion. It's only taken me until almost 3:30 to respond! Two of my colleagues, who shall remain nameless, were interpreting the information in a different way and needless to say, I was right. ☐

Thanks for the support Scott!

Val

**Valerie Ebinger | Senior Account Manager**

Email: [vebinger@corsource.com](mailto:vebinger@corsource.com)

D: 503.726.4555 | C: (b) (6)

**From:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Sent:** Wednesday, March 17, 2021 7:52 AM  
**To:** Valerie Ebinger <vebinger@corsource.com>  
**Subject:** RE: BPA – Margins regarding CRGT Workers

Hi Val, why don't you give me some real world examples of individuals you are working with. Then we don't have to speak in generalities. I did not envision anyone getting a pay increase. My intent is to help everyone make sure they get an offer.

I can give you an example based on numbers I see in my spreadsheet.

Bill rate: 35.31, pay rate 24.96 for a 41.5% markup. Taking 1.55 times pay rate, I get 38.69 for a new billing rate. If you can then provide a pay increase and keep the billing rate at 38.69, that is fine with me. I personally would rather you dropped the bill rate a little, but that's just me J.

Bill rate \$51.95, pay rate \$36. 1.55 times pay rate yields \$55.80 for a new bill rate. That 3.85 is the largest increase I am expecting to see and that is the only individual. I have about 3 other individuals (including my first example) that look like they will get more than \$3/hour. Everyone else is less than 3, with the majority less than 2/hour.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Valerie Ebinger <[vebinger@corsource.com](mailto:vebinger@corsource.com)>

**Sent:** Tuesday, March 16, 2021 10:53 PM

**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>

**Subject:** [EXTERNAL] RE: BPA – Margins regarding CRGT Workers

Hi Scott,

I am reaching out for further clarification on this information. In discussing this with Andrew and Tim, it is our understanding this information applies to **all** of the positions *“that have a billing rate of less than \$55/hour and a markup of less than 1.55”*.

Perhaps I’m stating the obvious but that scenario applies to many ASA positions. With that said, based on your additional information *“The cap will be 1.55 times the pay rate. Based on my math, it doesn’t look like anyone*

*would go higher than \$57 and change*” there are workers in ASA positions who would then be able to negotiate much higher pay rates (and then of course bill rates) and it would still be within these guidelines. Is that correct?

I’m asking for this further clarification because I want to be a good partner to BPA/SLMO and I also want to be able to provide the best rates for these workers who are reaching out to us. The absolute last thing I want to have happen is for me to present an offer, based on our understanding of this information, and have it not be accepted when it comes time to submit these folks. I’d rather risk asking a “dumb” question to ensure we are absolutely adhering to the guidelines of this process. I want to ensure this information isn’t intended only for those workers in the “higher” pay ranges than ASA positions.

I have several workers in a “holding pattern” so that I can clarify and move forward.

I look forward to your response Scott.

Thank you,

Val

**Valerie Ebinger | Senior Account Manager**

Email: [vebinger@corsource.com](mailto:vebinger@corsource.com)

D: 503.726.4555 | C:

(b) (6)

**From:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Sent:** Tuesday, March 16, 2021 3:10 PM  
**To:** Valerie Ebinger <[vebinger@corsource.com](mailto:vebinger@corsource.com)>  
**Subject:** FW: BPA – Margins regarding CRGT Workers

Hi Val!

The cap will be 1.55 times the pay rate. Based on my math, it doesn't look like anyone would go higher than \$57 and change.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293



Cell: (b) (6)

**From:** Valerie Ebinger <[vebinger@corsource.com](mailto:vebinger@corsource.com)>  
**Sent:** Tuesday, March 16, 2021 1:47 PM  
**To:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>  
**Subject:** [EXTERNAL] RE: BPA – Margins regarding CRGT Workers

Thank you for the opportunity to make these adjustments as this is super helpful and appreciated.

I always seem to have a question but I just want to be sure I understand completely. This all makes absolute sense but with the information “the new billing rate can go above \$55” I have to ask if there is a cap on how much above. I only ask as I know how I would proceed with this information but am wondering what will happen as suppliers start to bid against each other and the willingness to go higher than what is actually acceptable happens. Do you have additional info to share or are you asking us to use our best judgment?

Thanks again,

Val

**Valerie Ebinger | Senior Account Manager**

Email: [vebinger@corsource.com](mailto:vebinger@corsource.com)

D: 503.726.4555 | C: (b) (6)

**From:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>

**Sent:** Tuesday, March 16, 2021 12:14 PM

**To:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>

**Cc:** Emma Kaser <[ekaser@corsource.com](mailto:ekaser@corsource.com)>; Valerie Ebinger <[vebinger@corsource.com](mailto:vebinger@corsource.com)>

**Subject:** BPA – Margins regarding CRGT Workers

**Importance:** High

Valued Suppliers,

It has come to our attention that there are some extremely tight margins on approximately 42 CRGT contract workers. After doing some analysis, BPA is willing to make the following changes to the Rules of Transition:

- For CRGT workers that have a billing rate of less than \$55/hour and a markup of less than 1.55:
  - You may calculate to a billing rate of 1.55 of the pay rate and extend that offer to the worker
  - The new billing rate can go above \$55/hour

- If you have already talked to an individual that falls into this category, please feel free to call them back
- If you have already agreed to represent them, please recalculate your markup to the higher bill rate and make sure you can onboard the person in a sustainable business way
- If you encounter a worker who has a markup above 1.55 of pay rate, you do not need to mark down to 1.55, unless you want to. We always appreciate a billing rate reduction.

This only applies to the workers defined by the hourly rate and markup. Please do not inquire about other individuals; rather, do your best to make an acceptable offer to them that allows you to sustain your business.

There are a limited number of high dollar individuals (about 7 with billing rates above \$65/hour) that may reach out to you. Please do your best with the billing rate specified, but do not extend an offer if you can't onboard the person in a sustainable business way. Those individuals may need to have their rates renegotiated and we will have to involve the BPA manager in those negotiations.

Thank you for your partnership as we work through these issues. Please email [supplemetnallabor@bpa.gov](mailto:supplemetnallabor@bpa.gov) if you have any questions.

***Supplemental Labor Management Office***

***Bonneville Power Administration***



**From:** Hampton, Scott R (BPA) - NSP-4400-LL

**Sent:** Wed Mar 17 08:05:58 2021

**To:** Hagedorn, William G (BPA) - NSP-4400-LL; Longfellow, James N (BPA) - NSP-4400-LL; Falcon, April L (BPA) - NSP-4400-LL

**Subject:** FW: BPA – Margins regarding CRGT Workers

**Importance:** Normal

**Attachments:** image001.png; image002.gif

FYI, forgot to BCC you. Val is consistently engaged and asks lots of questions.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Hampton, Scott R (BPA) - NSP-4400-LL

**Sent:** Wednesday, March 17, 2021 7:52 AM

**To:** Valerie Ebinger <vebinger@corsource.com>  
**Subject:** RE: BPA – Margins regarding CRGT Workers

Hi Val, why don't you give me some real world examples of individuals you are working with. Then we don't have to speak in generalities. I did not envision anyone getting a pay increase. My intent is to help everyone make sure they get an offer.

I can give you an example based on numbers I see in my spreadsheet.

Bill rate: 35.31, pay rate 24.96 for a 41.5% markup. Taking 1.55 times pay rate, I get 38.69 for a new billing rate. If you can then provide a pay increase and keep the billing rate at 38.69, that is fine with me. I personally would rather you dropped the bill rate a little, but that's just me J.

Bill rate \$51.95, pay rate \$36. 1.55 times pay rate yields \$55.80 for a new bill rate. That 3.85 is the largest increase I am expecting to see and that is the only individual. I have about 3 other individuals (including my first example) that look like they will get more than \$3/hour. Everyone else is less than 3, with the majority less than 2/hour.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Valerie Ebinger <[yebinger@corsource.com](mailto:yebinger@corsource.com)>  
**Sent:** Tuesday, March 16, 2021 10:53 PM  
**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Subject:** [EXTERNAL] RE: BPA – Margins regarding CRGT Workers

Hi Scott,

I am reaching out for further clarification on this information. In discussing this with Andrew and Tim, it is our understanding this information applies to **all** of the positions *“that have a billing rate of less than \$55/hour and a markup of less than 1.55”*.

Perhaps I’m stating the obvious but that scenario applies to many ASA positions. With that said, based on your additional information *“The cap will be 1.55 times the pay rate. Based on my math, it doesn’t look like anyone would go higher than \$57 and change”* there are workers in ASA positions who would then be able to negotiate much higher pay rates (and then of course bill rates) and it would still be within these guidelines. Is that correct?

I’m asking for this further clarification because I want to be a good partner to BPA/SLMO and I also want to be able

to provide the best rates for these workers who are reaching out to us. The absolute last thing I want to have happen is for me to present an offer, based on our understanding of this information, and have it not be accepted when it comes time to submit these folks. I'd rather risk asking a "dumb" question to ensure we are absolutely adhering to the guidelines of this process. I want to ensure this information isn't intended only for those workers in the "higher" pay ranges than ASA positions.

I have several workers in a "holding pattern" so that I can clarify and move forward.

I look forward to your response Scott.

Thank you,

Val

**Valerie Ebinger | Senior Account Manager**

Email: [vebinger@corsource.com](mailto:vebinger@corsource.com)

D: 503.726.4555 | C(b) (6)



**From:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Sent:** Tuesday, March 16, 2021 3:10 PM  
**To:** Valerie Ebinger <[vebinger@corsource.com](mailto:vebinger@corsource.com)>  
**Subject:** FW: BPA – Margins regarding CRGT Workers

Hi Val!

The cap will be 1.55 times the pay rate. Based on my math, it doesn't look like anyone would go higher than \$57 and change.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell (b) (6)

**From:** Valerie Ebinger <[vebinger@corsource.com](mailto:vebinger@corsource.com)>  
**Sent:** Tuesday, March 16, 2021 1:47 PM  
**To:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>  
**Subject:** [EXTERNAL] RE: BPA – Margins regarding CRGT Workers

Thank you for the opportunity to make these adjustments as this is super helpful and appreciated.

I always seem to have a question but I just want to be sure I understand completely. This all makes absolute sense but with the information “the new billing rate can go above \$55” I have to ask if there is a cap on how much above. I only ask as I know how I would proceed with this information but am wondering what will happen as suppliers start to bid against each other and the willingness to go higher than what is actually acceptable happens. Do you have additional info to share or are you asking us to use our best judgment?

Thanks again,

Val

**Valerie Ebinger | Senior Account Manager**

Email: [vebinger@corsource.com](mailto:vebinger@corsource.com)

D: 503.726.4555 | C: (b) (6)

**From:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>  
**Sent:** Tuesday, March 16, 2021 12:14 PM  
**To:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>  
**Cc:** Emma Kaser <[ekaser@corsource.com](mailto:ekaser@corsource.com)>; Valerie Ebinger <[vebinger@corsource.com](mailto:vebinger@corsource.com)>  
**Subject:** BPA – Margins regarding CRGT Workers  
**Importance:** High

Valued Suppliers,

It has come to our attention that there are some extremely tight margins on approximately 42 CRGT contract workers. After doing some analysis, BPA is willing to make the following changes to the Rules of Transition:

- For CRGT workers that have a billing rate of less than \$55/hour and a markup of less than 1.55:
  - You may calculate to a billing rate of 1.55 of the pay rate and extend that offer to the worker
  - The new billing rate can go above \$55/hour
  - If you have already talked to an individual that falls into this category, please feel free to call them back
  - If you have already agreed to represent them, please recalculate your markup to the higher bill rate and make sure you can onboard the person in a sustainable business way
- If you encounter a worker who has a markup above 1.55 of pay rate, you do not need to mark down to 1.55, unless you want to. We always appreciate a billing rate reduction.

This only applies to the workers defined by the hourly rate and markup. Please do not inquire about other individuals; rather, do your best to make an acceptable offer to them that allows you to sustain your business.

There are a limited number of high dollar individuals (about 7 with billing rates above \$65/hour) that may reach out to you. Please do your best with the billing rate specified, but do not extend an offer if you can't onboard the person in a sustainable business way. Those individuals may need to have their rates renegotiated and we will have to involve the BPA manager in those negotiations.

Thank you for your partnership as we work through these issues. Please email [supplemetnallabor@bpa.gov](mailto:supplemetnallabor@bpa.gov) if you have any questions.

***Supplemental Labor Management Office***

***Bonneville Power Administration***



CRGT

From: Alcott, Rory (US)

Sent: Tue Feb 02 10:06:16 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Subject: [EXTERNAL] RE: March Scorecard Schedule

Importance: Normal

Attachments: image005.png; image006.png; image001.png

Okay, let's do Meeting #5: Mon, 3/8, 8:00

Thank you!

**Rory Alcott**

**Program Manager**

-----  
503-459-4097 (o) | (b) (6) (m) | 877-664-4350 (fax) | [SalientCRGT.com](http://SalientCRGT.com)

**From:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Sent:** Tuesday, February 2, 2021 10:02 AM  
**To:** Alcott, Rory (US) <Rory.Alcott@salientcrgt.com>  
**Subject:** RE: March Scorecard Schedule

Hi Rory,

As you might suspect a lot of the early meeting times are gone. I have 5, 11, 12, 15 and up still available.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Alcott, Rory (US) <[Rory.Alcott@salientcrgt.com](mailto:Rory.Alcott@salientcrgt.com)>  
**Sent:** Tuesday, February 2, 2021 9:52 AM  
**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Subject:** [EXTERNAL] RE: March Scorecard Schedule



Hi Scott,

Sorry for the delay. Here are our top three choices:

Meeting #1

Meeting #7

Meeting #8

Regards,

**Rory Alcott**

**Program Manager**

---

503-459-4097 (o) | (b) (6) (m) | 877-664-4350 (fax) | [SalientCRGT.com](http://SalientCRGT.com)

**From:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Sent:** Tuesday, February 2, 2021 9:33 AM  
**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Subject:** FW: March Scorecard Schedule

Hi everyone, I haven't heard back from you yet, so just wanted to make sure you saw this note.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell (b) (6)

**From:** Hampton, Scott R (BPA) - NSP-4400-LL  
**Sent:** Friday, January 29, 2021 9:07 AM  
**To:** [saras@acsprostaffing.com](mailto:saras@acsprostaffing.com); (b) (6) Deb Sanders (Murray)  
<[debsanders@APRstaffing.com](mailto:debsanders@APRstaffing.com)>; [steve.rhodes@aprstaffing.com](mailto:steve.rhodes@aprstaffing.com) (b) (6)  
<[hadi@azad.com](mailto:hadi@azad.com)>; [vebinger@corsource.com](mailto:vebinger@corsource.com); Alcott, Rory (US) ([Rory.Alcott@salientcrgt.com](mailto:Rory.Alcott@salientcrgt.com))  
<[Rory.Alcott@salientcrgt.com](mailto:Rory.Alcott@salientcrgt.com)>; [ranya@everstinc.com](mailto:ranya@everstinc.com); 'davem@everestinc.com' <[davem@everestinc.com](mailto:davem@everestinc.com)>;  
[pete.gibson@first-tek.com](mailto:pete.gibson@first-tek.com); Dominic Moore ([Dominic.Moore@workwithflux.com](mailto:Dominic.Moore@workwithflux.com))  
<[Dominic.Moore@workwithflux.com](mailto:Dominic.Moore@workwithflux.com)>; Camille Woodin ([Camille.Woodin@workwithflux.com](mailto:Camille.Woodin@workwithflux.com))

<[Camille.Woodin@workwithflux.com](mailto:Camille.Woodin@workwithflux.com)>; 'emma@motusrecruiting.com' <[emma@motusrecruiting.com](mailto:emma@motusrecruiting.com)>; Christy Wright <[christy@motusrecruiting.com](mailto:christy@motusrecruiting.com)>; Orlando Williams <[orlando@motusrecruiting.com](mailto:orlando@motusrecruiting.com)>; [richard@go2triad.com](mailto:richard@go2triad.com); John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>; Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>  
**Subject:** March Scorecard Schedule

Hi Everyone,

It's that time of the year again. Unfortunately, we will have to do our scorecard meetings remotely once again. Please send me your top 3 meeting times based on the schedule in the spreadsheet. You can either fill in the spreadsheet and send it back, or just send me meeting numbers. I will then send out meeting invites. If none of the dates and times work for you, please let me know and we'll try to find a time that does work.

Because of rationalization, I am trying to schedule the meetings as early as possible in the month.

Thanks!!

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Hampton, Scott R (BPA) - NSP-4400-LL

**Sent:** Fri Mar 05 13:48:31 2021

**To:** Alcott, Rory (US) (Rory.Alcott@salientcrgt.com); Buckingham, James (US)

**Subject:** CRGT Scorecard Documentation

**Importance:** Normal

**Attachments:** image001.png; SalientCRGT 202103 Scorecard.xlsx; FINAL\_Q&A\_Rationalized Suppliers.docx; NotestoScoring202103.docx; Summary Sheet.xlsx; Salient\_CRGT Feedback.xlsx

First let me say I'm sorry I know this will not be welcome news.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I

have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number: (b) (2)  
Call ID Number: (b) (2)

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

Salient CRGT							
Goal	Metric	Definition   Calculation	Total for Period	Responses	Rough Score	Calculated Score	Maximum Score
Service Delivery	Response Rate - Admin Clerical	Of the total number of new requisitions the vendor received within the defined time period, what volume and percentage of requisitions did the vendor submit at least 1 candidate. Data is computed overall and by labor category (Administrative, Business Professional, IT and Technical Professional). Requisitions are pulled based on requisition open date. Those with the current status of Open or Filled are included. Cancelled Requisitions are omitted.	23	20	86.96%		
	Response Rate - Business Professional		53	26	49.06%		
	Response Rate - Technical Professional		47	19	40.43%		
	Response Rate - IT		65	16	24.62%		
	Response Rate - Total		188	81	43.09%	8.6	20.0
Quality	Submittal quality	Of the total candidates the vendor submitted during the designated timeframe - what volume and percentage of candidates met the basic qualifications for the role (i.e. were not dispositioned as "Does Not Meet Min Requirements" or "Rejected" or "didn't have the right paperwork")			97.20%	9.7	10.0
	Candidate Quality - Shortlisted	Percentage of job Seekers submitted by the individual supplier which result in a shortlisting (Use Scoring Key)			92.09%	7.0	20.0
	Candidate Quality - Interview	Percentage of job Seekers submitted by the individual supplier which result in an interview (Use Scoring Key)			7.69%	2.0	20.0
	Candidate Quality - Assignment	Percentage of job Seekers submitted by the individual supplier which result in an assignment being created (Use Scoring Key)			2.10%	2.0	20.0
	Early Terminations	What percent of contractor placements are still at BPA 1 year later. (sum of voluntary and involuntary terminations) (Use Scoring Key)			98.9%	17.0	20.0
Cost	Markup Ranking - New Positions	Take the average markup for all new positions for the 6 month period and rank suppliers from 1 to X.			10	5.0	20.0
	Markup Ranking - Open Workers	Take the average markup for all open positions for the 6 month period and rank suppliers from 1 to X.			11	5.0	30.0
	Rate Compliance	Percentage of Job Seekers who are submitted at or below the maximum bill rate amount.			100.0%	10.0	10.0
	Distance Under max bill rate	measures the average distance (above) below the max bill rates for all candidates submitted (Use Scoring Key)			\$ 1.78	26.0	30.0
<b>Total Objective Score</b>						<b>92.3</b>	<b>200.0</b>
Subjective Rating	Supplier Stewardship	This is the average ranking for supplier by SMO staff, based on interactions with supplier over the evaluation period.			6.0	30.0	50.0
<b>Total Objective and Subjective Score</b>						<b>122.3</b>	<b>250.0</b>
Penalty	Recompete Participation Penalty	Negative 1 point for every recompete where no candidate was shortlisted, multiplied by the inverse of your response rate			(10)	(5.7)	
<b>Final Score</b>						<b>116.6</b>	
			Current	Sep. 2020	Mar. 2020		
			Your Ranking for this Scorecard is:	12	11	5	
			Your Stewardship Ranking is:	7	6	5	

**Q & A FOR RATIONALIZED SUPPLIERS**

**What is SLMO communicating to our workers?**

On 3/15/2021, SLMO will send impacted contract workers an email outlining the process and deadlines for selecting a new employer. This email will also contain a list of eligible suppliers based on the worker’s labor category.

**REFERENCE:** Refer to [email template #1](#) in the reference section below. This email template will include the “Rules of Transition” for contract personnel as an attachment.

**When should we communicate to our workers?**

As mentioned above, SLMO will communicate to impacted workers on 3/15/2021. We respectfully ask that you refrain from communicating with your workers about the rationalization until 3/12/2021, at the earliest. We have developed a staged communication plan to help prevent confusion and minimize disruption so we ask that you partner with us to ensure notifications are distributed in the timeframe we have planned.

**What should we communicate to our workers?**

We would appreciate it if you would ensure your communications to employees include the following:

- Please advise that primary communications about the transition, actions required and timeframes will come directly from SLMO. It is important that workers keep an eye out for these communications and act on them by the deadlines provided.
- Workers should discuss any questions about the transition with you, their new employer or SLMO. They should not discuss the transition with their BPA workplace manager.
- Please assure your workers that you and SLMO will be there to support them throughout the transition and will make it as seamless as possible.

We have provided a sample email in the reference section below that you may use to communicate with your workers. You are not required to use this template; we are only providing it as a service to you based on feedback from the first round of rationalization last year. If you decide to create your own communication, we are happy to review if you would like us to do so, however, it is not required.

**REFERENCE:** Refer to email [template #2](#) in the reference section below.

**How should we handle supplier rep badges?**

- No additional badge requests will be accepted at this time.
- If you have a supplier badge request in process, please check with SLMO on the status and next steps.
- You may retain your supplier badges until all of your workers have been transitioned to new employers. At that point, please return all supplier badges to SLMO.
- Please keep SLMO informed of the date/time you will be returning your badge(s)

**How do we handle PPE and Ergonomic Equipment that we provided to our workers?**

We would appreciate it if you left the PPE and Ergonomic equipment with your workers to continue to use, so as to not disrupt their work. However, if you prefer to collect it, please let us know so we can communicate that to their new employer and help facilitate that transition.



**For candidates in the pipeline/in process, can we provide them with a list of suppliers for them to reach out to?**

- Please have candidates email [supplaborjobs@bpa.gov](mailto:supplaborjobs@bpa.gov) with the type of position they are interested in and we can provide the appropriate vendor list directly to the worker.
- If you receive any interview requests that you do not want to facilitate, please let us know.
- SLMO will not shortlist candidates you have submitted going forward. Additionally, we may unshortlist candidates who were previously shortlisted but not yet interviewed.
- Candidates who have already interviewed and are selected will be required to select a new employer before we can proceed with onboarding.

**When will our workers transition to their new employer?**

SLMO will transition workers as their paperwork is received. We will transition workers on Sundays, as usual. We will be distributing forms via DocuSign on 3/16/2021. Workers must make a new employer selection no later than 4/16/2021. All workers will be transitioned no later than 5/23/2021.

**When will our contract with BPA end?**

Your contract with BPA will expire at the end of May 2021.

**How will BPA handle contractors who are unhappy about moving suppliers as it will impact their pay, medical benefits, 401k, etc.?**

Unfortunately, government procurement regulations don't allow for handling individual contractor concerns. As contracts expire and are not renewed, BPA's need for that work to be completed does not go away. If a contractor does not want to move suppliers, that is their right and will be completely up to them. However, as there is no contract they will not be able to continue at BPA, and BPA will have to procure a new contractor for that assignment.

**REFERENCES**

**1. Email to Impacted Contract Workers**

The Supplemental Labor Management Office (SLMO) is reducing the number of Supplemental Labor staffing suppliers. Through an objective scorecard process, SLMO has determined the suppliers impacted by this change; which includes your current employer.

As a result of this change, you have the opportunity to select and transition to a new employer and continue your current assignment with BPA. Below is the list of participating suppliers. **It will be up to you to contact any or all of the suppliers listed below and select which one you would like to represent you on your BPA assignment.**

On **3/16/2021**, SLMO will distribute a DocuSign envelope to your BPA email address that contains the following information:

- Right to Represent form
- 1400 form
- Contract Worker Attestation form
- Non-Disclosure Agreement

Simply complete the forms in the DocuSign envelope no later than **11:59pm on 4/16/2021** to communicate your selection. **If you do not select a new employer by the deadline indicated, your assignment will end no later than 5/22/2021.**

Please refer to the attached Process & Rules of Transition for additional details. If you fail to comply with the rules of transition, you may be disqualified from remaining on assignment at BPA.

<Appropriate supplier list/contact info based on the position’s labor category>

\*\*\*Please be sure to submit expense sheets for travel as soon as possible so your current employer can reimburse you. DO NOT DELAY. Once your current assignment is closed, you will no longer be able to submit expense sheets for reimbursement.

If you have any questions, please e-mail [supplementallabor@bpa.gov](mailto:supplementallabor@bpa.gov). **To expedite our response, please put “Supplier Rationalization”, your name and BPA organization in the subject line of the email.** Thank you.

## 2. Sample Email Suppliers May Send to Workers

Dear Worker:

We are writing to inform you that <Supplier Name> will no longer be a part of the Supplemental Labor program at BPA effective the end of May 2021. BPA’s Supplemental Labor Management Office (SLMO) is optimizing their program by reducing their supplier pool and unfortunately, <Supplier Name> is impacted by these reductions. This means you will be required to select a new employer to continue your assignment at BPA. SLMO will be sending a communication to your BPA email address on Monday, March 15<sup>th</sup> to help guide you through this process.

Please remember:

- Communication about this transition, actions required, and timeframes will come directly from SLMO. It is important that you keep an eye out for these communications and act on them by the deadlines provided.
- Please discuss any questions about the transition with us, your new employer or SLMO. We are all here to assist you and to help make this transition as seamless as possible. Please **do not** discuss the transition with your BPA workplace manager.

We want to thank you for being an invaluable part of the <Supplier Name> family. We wish you well and are happy to assist you in any way we can in the weeks to come.

Thank you.

## Notes to Scoring

### March, 2021 Scorecard Meetings

Scoring Summary	Average	Median	Minimum	Maximum
Score	155.1	157.6	116.6	175.1
Supplier Stewardship	6.5	6.1	5	8

1. This is the final round of rationalization. 4 suppliers will be leaving us in the next few months. I appreciate your efforts over the last 18 months to participate in this process and adjust your business practices. We have seen margins tighten significantly during this period and lots of effort around cost. For that I thank you!
  
2. For Rationalized Suppliers
  - a. Your contract will be extended for a short period of time to facilitate transfer of workers, and then it will not be renewed
  - b. SLMO will transition all of your workers to a participating supplier by 5/23
  - c. JP's will no longer be distributed to you effective immediately (we are halting JPs from 3/1 to 3/12)
  - d. SLMO will provide your current workers with a list of participating suppliers
    - i. Workers will need to select their new employer via DocuSign by 4/16
    - ii. Workers who elect not to transition to a new employer may remain on assignment until 5/22, at managers discretion
  - e. How we will handle candidates in the pipeline:
    - i. Candidates shortlisted before 3/1 may be un-shortlisted from open JPs
    - ii. If a manager has determined they want to interview a shortlisted candidate, we will work with you to schedule the interview (if you are willing to coordinate). If you prefer not to coordinate, please let us know and we will ask the candidate to select a new employer to remain in consideration.
    - iii. If a manager has already interviewed a candidate and wants to select them, we will work with the candidate to select a new employer to remain in consideration.
  - f. Be candid with applicants submitted, shortlisted and/or scheduled to interview:
    - i. SLMO will send affected applicants a list of participating suppliers to contact should they choose to stay in consideration for the open posting
  
3. For Remaining Suppliers
  - a. SLMO will transition affected workers to new suppliers by 5/23. Workers will be transitioned as their paperwork is received by SLMO.
    - i. You will receive a list of affected workers with all the information you will need to represent them
    - ii. API, Worker Name, Title, Bill Rate, etc.

- iii. Bill rates, job titles and levels will remain the same. No bill rate increases will be considered.
- iv. Review the API requirements carefully to understand the costs involved of the new assignment
- b. SLMO will distribute the Rules of Transition and the list of affected workers to you on 3/15
  - i. Do not solicit for business with current workers, etc.
  - ii. You must adhere to the rules of transition or you will be disqualified
- c. Workers will receive the list of participating suppliers with contact information on 3/15
  - i. Workers will notify SLMO directly via DocuSign which supplier they choose no later than 4/16
  - ii. Once received, SLMO will forward the DocuSign envelope to you to sign the NDA and Attestation
- d. SLMO will work with you throughout the transition process:
  - i. You will need to submit your new employees to the new JP's – SLMO will notify you when to submit
  - ii. Effective dates for new assignments will be as soon as possible, no later than 5/23
  - iii. You may be approached by workers who were shortlisted and/or interviewed by affected suppliers who are interested in remaining in consideration
    - 1. Please submit these applicants to the appropriate posting within 3 business days
    - 2. Submit at or below max bill rate on the JP

#### 4. Changes Going Forward

#### 5. Any other questions or concerns?

**Supplier Stewardship Scale**

9 - 10	Outstanding Supplier - provides unsurpassed customer service, is extremely accurate and/or typically responds within an hour or two to SLMO needs
7 - 8	Excellent Supplier - provides excellent customer service, is accurate and/or typically responds within a few hours to SLMO needs
5 - 6	Good Supplier - provides valuable customer service, is somewhat accurate and/or typically responds within a day to SLMO needs
3 - 4	Fair Supplier - provides minimal customer service, is minimally accurate and/or typically responds within a few days to SLMO needs
1 - 2	Poor Supplier - provides no customer service, often inaccurate & mistake prone and/or non-responsive to SLMO needs
0	BPA Should stop doing business with the company immediately

<b>Candidate Quality Shortlisted Scoring Table</b>	
<u>Result</u>	<u>Score</u>
85.9% or less	0
86.0% - 86.9%	1
87.0% - 87.9%	2
88.0% - 88.9%	3
89.0% - 89.9%	4
90.0% - 90.9%	5
91.0% - 91.9%	6
92.0% - 92.9%	7
93.0% - 93.9%	8
94.0% - 94.9%	9
95.0% - 95.9%	10
96.0% - 96.9%	12
97.0% - 97.9%	14
98.0% - 98.9%	16
99.0% - 99.9%	18
100%	20

<b>Candidate Quality - Interview Scoring Table</b>	
<u>Result</u>	<u>Score</u>
0.00% - 5.00%	0
5.01% - 6.50%	1
6.51% - 8.00%	2
8.01% - 9.50%	3
9.51% - 11.00%	4
11.01% - 12.50%	5
12.51% - 14.00%	6
14.01% - 15.50%	7
15.51% - 17.00%	8
17.01% - 18.50%	9
18.51% - 20.00%	10
20.01% - 21.50%	11
21.51% - 23.00%	12
23.01% - 24.50%	13
24.51% - 26.00%	14
26.01% - 27.50%	15
27.51% - 29.00%	16
29.01% - 30.50%	17
30.51% - 32.00%	18
32.01% - 33.50%	19
33.51% and Higher	20

<b>Candidate Quality - Assignment Scoring Table</b>	
<u>Result</u>	<u>Score</u>
0.00%	0
.01% - 2.00%	1
2.01% - 3.00%	2
3.01% - 4.00%	3
4.01% - 5.00%	4
5.01% - 6.00%	5
6.01% - 7.00%	6
7.01% - 8.00%	7
8.01% - 9.00%	8
9.01% - 10.00%	9
10.01% - 11.00%	10
11.01% - 12.00%	11
12.01% - 13.00%	12
13.01% - 14.00%	13
14.01% - 15.00%	14
15.01% - 16.00%	15
16.01% - 17.00%	16
17.01% - 18.00%	17
18.01% - 19.00%	18
19.01% - 20.00%	19
20.01% and Higher	20

<b>Early Terminations Scoring Table</b>	
<u>Result</u>	<u>Score</u>
90.4% or less	0
90.5% - 90.9%	1
91.0% - 91.4%	2
91.5% - 91.9%	3
92.0% - 92.4%	4
92.5% - 92.9%	5
93.0% - 93.4%	6
93.5% - 93.9%	7
94.0% - 94.4%	8
94.5% - 94.9%	9
95.0% - 95.4%	10
95.5% - 95.9%	11
96.0% - 96.4%	12
96.5% - 96.9%	13
97.0% - 97.4%	14
97.5% - 97.9%	15
98.0% - 98.4%	16
98.5% - 98.9%	17
99.0% - 99.4%	18
99.5% - 99.9%	19
100%	20

<b>Distance Under Max Bill Rate Scoring Table</b>		<b>Distance Under Max Bill Rate Scoring Table</b>	
<u>Result</u>	<u>Score</u>	<u>Result</u>	<u>Score</u>
(5.00) or lower	-5	1.16 - 1.20	14
(4.00) - (4.99)	-4	1.21 - 1.25	15
(3.00) - (3.99)	-3	1.26 - 1.30	16
(2.00) - (2.99)	-2	1.31 - 1.35	17
(1.00) - (1.99)	-1	1.36 - 1.40	18
(.00) - (.99)	0	1.41 - 1.45	19
.01 - .10	1	1.46 - 1.50	20
.11 - .20	2	1.51 - 1.55	21
.21 - .30	3	1.56 - 1.60	22
.31 - .40	4	1.61 - 1.65	23
.41 - .50	5	1.66 - 1.70	24
.51 - .60	6	1.71 - 1.75	25
.61 - .70	7	1.76 - 1.80	26
.71 - .80	8	1.81 - 1.85	27
.81 - .90	9	1.86 - 1.90	28
.91 - 1.00	10	1.91 - 1.95	29
1.01 - 1.05	11	1.96 - 2.00	30
1.06 - 1.10	12	Bonus if greater \$3.00	5
1.11 - 1.15	13		

Possible Points	Service Delivery						Quality					
	Response Rate Admin Clerical	Response Rate - Business Professional	Response Rate - Scientific	Response Rate - Technical	Response Rate - Total	Response Rate - Score	Submittal quality	Submittal quality - Score	Candidate Quality - Shortlisted	Candidate Quality - Shortlisted Score	Candidate Quality - Interview	Candidate Quality - Interview - Score
	20						20					
	100.00%	79.25%	N/A	56.92%	72.34%	14.5	99.47%	9.9	93.58%	8.0	11.70%	5.0
N/A	N/A	N/A		44.62%	44.62%	8.9	100.00%	10.0	100.00%	20.0	26.83%	15.0
	100.00%	88.68%	N/A	83.33%	88.03%	17.6	99.58%	10.0	92.41%	7.0	11.76%	5.0
	100.00%	90.57%	68.09%	70.77%	79.26%	15.9	99.22%	9.9	94.14%	9.0	13.95%	6.0
	95.65%	86.79%	70.21%	75.38%	79.79%	16.0	98.33%	9.8	94.92%	9.0	25.67%	14.0
	100.00%	86.79%	72.34%	N/A	83.74%	16.7	100.00%	10.0	94.65%	9.0	17.28%	9.0
N/A	N/A	N/A		32.31%	32.31%	6.5	100.00%	10.0	95.83%	10.0	20.83%	11.0
	69.57%	67.92%	51.06%	73.85%	65.96%	13.2	99.50%	10.0	89.39%	4.0	12.56%	6.0
	100.00%	83.02%	65.96%	75.38%	78.19%	15.6	99.67%	10.0	95.05%	10.0	23.68%	13.0
N/A		83.02%	N/A	78.46%	80.51%	16.1	98.57%	9.9	93.24%	8.0	17.62%	9.0
N/A		73.58%	N/A	66.67%	69.75%	13.9	100.00%	10.0	92.90%	7.0	22.95%	12.0
	86.96%	49.06%	40.43%	24.62%	43.09%	8.6	97.20%	9.7	92.09%	7.0	7.69%	2.0
Average	94.02%	78.87%	61.35%	62.03%	68.13%	13.6	99.30%	9.9	94.02%	9.0	17.71%	8.9
Median	100.00%	83.02%	67.02%	70.77%	75.27%	15.1	99.54%	10.0	93.86%	8.5	17.45%	9.0

					Cost								
Candidate Quality - Assignment	Candidate Quality - Assignment - Score	Early Terms	Early Terms - Score	Total Quality Section	Total Quality Rank	Markup Rank - New Position	Markup Score - New Positions	Markup Rank - All Positions	Markup Score - All Positions	Rate Compliance	Rate Compliance Score	Distance Under Max Bill Rate	Distance Under Max Bill Rate Score
20		20		90		20		30		10		30	
4.26%	4.0	100.00%	20.0	46.9	7	2	18.3	2	27.5	100.0%	10.0 \$	3.52	35.0
7.32%	7.0	57.10%	-	52.0	4	2	18.3	3	25.0	100.0%	10.0 \$	4.09	35.0
2.94%	2.0	100.00%	20.0	44.0	8	6	11.7	5	20.0	100.0%	10.0 \$	2.18	30.0
5.43%	5.0	99.50%	19.0	48.9	5	4	15.0	1	30.0	100.0%	10.0 \$	0.65	7.0
11.33%	11.0	99.20%	18.0	61.8	1	5	13.3	7	15.0	99.0%	9.9 \$	0.27	3.0
7.41%	7.0	96.50%	13.0	48.0	6	9	6.7	12	2.5	100.0%	10.0 \$	3.06	35.0
4.17%	4.0	100.00%	20.0	55.0	3	8	8.3	8	12.5	100.0%	10.0 \$	3.63	35.0
1.51%	1.0	100.00%	20.0	41.0	10	1	20.0	6	17.5	100.0%	10.0 \$	2.79	30.0
7.57%	7.0	98.00%	16.0	56.0	2	11	3.3	10	7.5	100.0%	10.0 \$	1.61	23.0
3.81%	3.0	92.90%	5.0	34.9	12	12	1.7	4	22.5	100.0%	10.0 \$	1.88	28.0
7.65%	7.0	92.80%	5.0	41.0	9	7	10.0	9	10.0	100.0%	10.0 \$	1.71	25.0
2.10%	2.0	98.90%	17.0	37.7	11	10	5.0	11	5.0	100.0%	10.0 \$	1.78	26.0
5.46%	5.0	94.58%	14.4	47.3			11.0		16.3	100%	10.0 \$	2.26	26.0
4.85%	4.5	99.05%	17.5	47.5			10.8		16.3	100%	10.0 \$	2.03	29.0



Total Cost Section	Cost Rank	Total Objective Score	Supplier Stewardship	Stewardship Rank	Total Objective & Subjective Score	Recompete Penalty	Total Score
90		200	50		250		
90.8	1	152.2	25.0	12	177.2	-	177.2
88.3	2	149.3	27.5	10	176.8	(1.7)	175.1
71.7	4	133.2	30.0	7	163.2	-	163.2
62.0	7	126.8	34.5	4	161.3	(1.0)	160.2
41.2	12	119.0	40.0	1	159.0	(1.0)	158.0
54.2	9	118.9	40.0	1	158.9	(1.0)	157.9
65.8	5	127.3	30.0	7	157.3	-	157.3
77.5	3	131.6	27.5	10	159.1	(3.4)	155.7
43.8	11	115.4	38.0	3	153.4	(0.9)	152.6
62.2	6	113.1	33.5	5	146.6	-	146.6
55.0	8	109.9	31.5	6	141.4	(0.6)	140.8
46.0	10	92.3	30.0	7	122.3	(5.7)	116.6
63.2		124.1	32.3		156.4	(1.3)	155.1
62.1		122.9	30.8		159.0	(0.9)	157.6

Candidate Quality Shortlisted		Candidate Quality - Interview	
<b>Scoring Table</b>		<b>Scoring Table</b>	
<b>Result</b>	<b>Score</b>	<b>Result</b>	<b>Score</b>
85.9% or less	0	0.00% - 5.00%	0
86.0% - 86.9%	1	5.01% - 6.50%	1
87.0% - 87.9%	2	6.51% - 8.00%	2
88.0% - 88.9%	3	8.01% - 9.50%	3
89.0% - 89.9%	4	9.51% - 11.00%	4
90.0% - 90.9%	5	11.01% - 12.50%	5
91.0% - 91.9%	6	12.51% - 14.00%	6
92.0% - 92.9%	7	14.01% - 15.50%	7
93.0% - 93.9%	8	15.51% - 17.00%	8
94.0% - 94.9%	9	17.01% - 18.50%	9
95.0% - 95.9%	10	18.51% - 20.00%	10
96.0% - 96.9%	12	20.01% - 21.50%	11
97.0% - 97.9%	14	21.51% - 23.00%	12
98.0% - 98.9%	16	23.01% - 24.50%	13
99.0% - 99.9%	18	24.51% - 26.00%	14
100%	20	26.01% - 27.50%	15
		27.51% - 29.00%	16
		29.01% - 30.50%	17
		30.51% - 32.00%	18
		32.01% - 33.50%	19
		33.51% and Higher	20
<b>Early Terminations</b>		<b>Distance Under Max Bill Rate</b>	
<b>Scoring Table</b>		<b>Scoring Table</b>	
<b>Result</b>	<b>Score</b>	<b>Result</b>	<b>Score</b>
90.4% or less	0	(5.00) or lower	-5
90.5% - 90.9%	1	(4.00) - (4.99)	-4
91.0% - 91.4%	2	(3.00) - (3.99)	-3
91.5% - 91.9%	3	(2.00) - (2.99)	-2
92.0% - 92.4%	4	(1.00) - (1.99)	-1
92.5% - 92.9%	5	(.00) - (.99)	0
93.0% - 93.4%	6	.01 - .10	1
93.5% - 93.9%	7	.11 - .20	2
94.0% - 94.4%	8	.21 - .30	3
94.5% - 94.9%	9	.31 - .40	4
95.0% - 95.4%	10	.41 - .50	5
95.5% - 95.9%	11	.51 - .60	6
96.0% - 96.4%	12	.61 - .70	7
96.5% - 96.9%	13	.71 - .80	8
97.0% - 97.4%	14	.81 - .90	9
97.5% - 97.9%	15	.91 - 1.00	10
98.0% - 98.4%	16	1.01 - 1.05	11
98.5% - 98.9%	17	1.06 - 1.10	12
99.0% - 99.4%	18	1.11 - 1.15	13
99.5% - 99.9%	19		
100%	20		

Candidate Quality - Assignment	
Scoring Table	
Result	Score
0.00%	0
.01% - 2.00%	1
2.01% - 3.00%	2
3.01% - 4.00%	3
4.01% - 5.00%	4
5.01% - 6.00%	5
6.01% - 7.00%	6
7.01% - 8.00%	7
8.01% - 9.00%	8
9.01% - 10.00%	9
10.01% - 11.00%	10
11.01% - 12.00%	11
12.01% - 13.00%	12
13.01% - 14.00%	13
14.01% - 15.00%	14
15.01% - 16.00%	15
16.01% - 17.00%	16
17.01% - 18.00%	17
18.01% - 19.00%	18
19.01% - 20.00%	19
20.01% and Higher	20
Distance Under Max Bill Rate	
Scoring Table	
Result	Score
1.16 - 1.20	14
1.21 - 1.25	15
1.26 - 1.30	16
1.31 - 1.35	17
1.36 - 1.40	18
1.41 - 1.45	19
1.46 - 1.50	20
1.51 - 1.55	21
1.56 - 1.60	22
1.61 - 1.65	23
1.66 - 1.70	24
1.71 - 1.75	25
1.76 - 1.80	26
1.81 - 1.85	27
1.86 - 1.90	28
1.91 - 1.95	29
1.96 - 2.00	30
Bonus if greater \$3.00	5

Salient CRGT Feedback: September 2020 to February 2021		
<b>SEPTEMBER</b>		
*		Reliable, consistent. Would like to see more acquisition.
*		Excellent supplier. Very responsive.
*		Had an instance this month with a worker being notified of their release while still onsite at BPA.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
<b>OCTOBER</b>		
*		Is a reliable partner in our program.
*		CRGT has been great to work with on FMLA concerns!
*		Excellent supplier.
*		Thanks to (b) for his responsiveness!
*		For JP962 (b) resume did not include months for the work history making it difficult to calculate his work experience.
<b>NOVEMBER</b>		
*		Reliable and consistent service and participation.
*		Excellent supplier.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
<b>DECEMBER</b>		
*		Delivers great service and communication.
*		Excellent supplier.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
<b>JANUARY</b>		
*		Provides good service. Would like to see more placements.
*		(b) has been great to work with on RA concerns!
*		Excellent supplier. I have been working with them on an issue and they have been very responsive.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
*		Good communication, responds promptly to requests and has good candidate submissions for JPs.
<b>FEBRUARY</b>		
*		Provides great candidates and is responsive to requests.
*		(b) has been great to work with on RA concerns!
*		Excellent supplier. (b) was very helpful in a difficult worker release which entailed multiple emails.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
*		(b) is responsive and provides great follow-up. He also provides good communication if responses will be delayed.

From: Alcott, Rory (US)

Sent: Fri Mar 05 14:17:03 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Cc: Buckingham, James (US)

Subject: [EXTERNAL] RE: CRGT Scorecard Documentation

Importance: Normal

Attachments: image004.png; image002.png

Hi Scott,

The score is lower than we expected, but I'm not surprised of the outcome. We'll be prepared to discuss the details with you on Monday morning.

Thanks,

**Rory Alcott**

**Program Manager**

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503-459-4097 (o) (b) (6) | 877-664-4350 (fax) | [SalientCRGT.com](http://SalientCRGT.com)

**From:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Sent:** Friday, March 5, 2021 1:49 PM  
**To:** Alcott, Rory (US) <Rory.Alcott@salientcrgt.com>; Buckingham, James (US) <James.Buckingham@salientcrgt.com>  
**Subject:** CRGT Scorecard Documentation

First let me say I'm sorry I know this will not be welcome news.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I

have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number: (b) (2)  
Call ID Number:

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Hampton, Scott R (BPA) - NSP-4400-LL

**Sent:** Tue Mar 16 10:51:14 2021

**To:** Kayton, Lisa A (BPA) - NSP-4400-LL; Marsh, Solomonn P (BPA) - NSP-4400-LL

**Subject:** Document

**Importance:** Normal

**Attachments:** image001.png; CRGT\_Triad\_MU\_20210316.xlsx

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)



Supplier	Workorder	Worker	Worker Type	\$1 Pay Rate	\$1 Bill Rate	MarkUp
CRGT, Inc.	BPAWK00005680	(b) (6)	Contingent	\$53.33	\$33.60	59.8%
CRGT, Inc.	BPAWK00005723		Contingent	\$22.06	\$36.98	67.5%
CRGT, Inc.	BPAWK00005796		Contingent	\$33.00	\$51.90	57.3%
CRGT, Inc.	BPAWK00005816		Contingent	\$36.38	\$58.11	54.3%
CRGT, Inc.	BPAWK00005876		Contingent	\$22.88	\$36.93	57.0%
CRGT, Inc.	BPAWK00005877		Contingent	\$21.84	\$33.83	54.9%
CRGT, Inc.	BPAWK00005928		Contingent	\$55.68	\$98.48	41.3%
CRGT, Inc.	BPAWK00005971		Contingent	\$24.96	\$35.31	41.5%
CRGT, Inc.	BPAWK00005990		Contingent	\$29.27	\$45.23	54.5%
CRGT, Inc.	BPAWK00005994		Contingent	\$30.16	\$50.32	56.8%
CRGT, Inc.	BPAWK00005996		Contingent	\$29.27	\$44.25	51.2%
CRGT, Inc.	BPAWK00006022		Contingent	\$29.27	\$44.77	53.0%
CRGT, Inc.	BPAWK00006026		Contingent	\$21.84	\$35.31	61.7%
CRGT, Inc.	BPAWK00006032		Contingent	\$29.27	\$42.69	45.8%
CRGT, Inc.	BPAWK00006052		Contingent	\$61.83	\$97.31	41.9%
CRGT, Inc.	BPAWK00006057		Contingent	\$61.83	\$97.31	41.9%
CRGT, Inc.	BPAWK00006061		Contingent	\$26.76	\$39.47	47.5%
CRGT, Inc.	BPAWK00006074		Contingent	\$45.76	\$78.36	71.2%
CRGT, Inc.	BPAWK00006063		Contingent	\$29.27	\$43.77	49.5%
CRGT, Inc.	BPAWK00006069		Contingent	\$26.82	\$39.47	48.8%
CRGT, Inc.	BPAWK00006081		Contingent	\$20.28	\$31.72	56.4%
CRGT, Inc.	BPAWK00006101		Contingent	\$36.92	\$56.16	52.1%
CRGT, Inc.	BPAWK00006106		Contingent	\$28.64	\$44.67	50.7%
CRGT, Inc.	BPAWK00006113		Contingent	\$26.82	\$39.47	48.8%
CRGT, Inc.	BPAWK00006117		Contingent	\$30.16	\$47.79	59.5%
CRGT, Inc.	BPAWK00006135		Contingent	\$14.35	\$23.43	63.3%
CRGT, Inc.	BPAWK00006140		Contingent	\$24.96	\$35.31	41.5%
CRGT, Inc.	BPAWK00006161		Contingent	\$29.27	\$43.77	49.5%
CRGT, Inc.	BPAWK00006160		Contingent	\$31.20	\$46.75	49.8%
CRGT, Inc.	BPAWK00006221		Contingent	\$35.88	\$53.04	47.8%
CRGT, Inc.	BPAWK00006225		Contingent	\$33.24	\$48.31	49.5%
CRGT, Inc.	BPAWK00006238		Contingent	\$30.45	\$47.79	56.5%
CRGT, Inc.	BPAWK00006266		Contingent	\$31.00	\$46.40	47.5%
CRGT, Inc.	BPAWK00006300		Contingent	\$61.36	\$97.66	43.2%
CRGT, Inc.	BPAWK00006383		Contingent	\$36.00	\$51.95	44.3%
CRGT, Inc.	BPAWK00006404		Contingent	\$31.00	\$45.55	48.2%
CRGT, Inc.	BPAWK00006408	Contingent	\$29.00	\$44.45	53.3%	
CRGT, Inc.	BPAWK00006446	Contingent	\$28.14	\$44.09	56.7%	
CRGT, Inc.	BPAWK00006471	Contingent	\$36.00	\$52.95	47.1%	
CRGT, Inc.	BPAWK00006476	Contingent	\$32.00	\$46.95	46.7%	
CRGT, Inc.	BPAWK00006538	Contingent	\$37.50	\$41.88	85.0%	
CRGT, Inc.	BPAWK00006559	Contingent	\$60.10	\$99.50	65.6%	
CRGT, Inc.	BPAWK00006569	Contingent	\$93.13	\$103.00	10.6%	
CRGT, Inc.	BPAWK00006591	Contingent	\$41.00	\$62.09	51.4%	
CRGT, Inc.	BPAWK00006593	Contingent	\$28.00	\$38.09	49.4%	
CRGT, Inc.	BPAWK00006578	Contingent	\$30.00	\$45.09	50.3%	
CRGT, Inc.	BPAWK00006700	Contingent	\$30.25	\$44.09	45.8%	
CRGT, Inc.	BPAWK00006748	Contingent	\$40.50	\$62.00	53.1%	
CRGT, Inc.	BPAWK00006762	Contingent	\$18.25	\$33.09	71.9%	
CRGT, Inc.	BPAWK00006862	Contingent	\$30.00	\$48.09	53.6%	
CRGT, Inc.	BPAWK00006909	Contingent	\$29.50	\$44.09	49.5%	
CRGT, Inc.	BPAWK00006926	Contingent	\$26.50	\$40.09	51.3%	
CRGT, Inc.	BPAWK00006930	Contingent	\$29.00	\$43.09	55.5%	
CRGT, Inc.	BPAWK00006961	Contingent	\$41.50	\$62.09	49.6%	
CRGT, Inc.	BPAWK00006984	Contingent	\$24.00	\$38.09	50.4%	
CRGT, Inc.	BPAWK00006997	Contingent	\$36.50	\$46.04	51.0%	
CRGT, Inc.	BPAWK00007013	Contingent	\$29.00	\$44.09	52.0%	
CRGT, Inc.	BPAWK00007016	Contingent	\$25.00	\$33.04	50.2%	
CRGT, Inc.	BPAWK00007054	Contingent	\$59.80	\$85.00	42.1%	
CRGT, Inc.	BPAWK00007105	Contingent	\$1.11	\$48.04	na	
CRGT, Inc.	BPAWK00007127	Contingent	\$64.00	\$70.00	9.4%	
CRGT, Inc.	BPAWK00007165	Contingent	\$31.00	\$46.04	45.3%	
CRGT, Inc.	BPAWK00007178	Contingent	\$30.50	\$46.04	51.0%	
CRGT, Inc.	BPAWK00007230	Contingent	\$37.00	\$40.04	48.3%	
CRGT, Inc.	BPAWK00007244	Contingent	\$28.14	\$42.09	49.6%	
CRGT, Inc.	BPAWK00007269	Contingent	\$25.00	\$40.04	50.2%	
CRGT, Inc.	BPAWK00007281	Contingent	\$29.50	\$44.04	49.3%	
CRGT, Inc.	BPAWK00007303	Contingent	\$21.76	\$34.45	45.1%	
CRGT, Inc.	BPAWK00007407	Contingent	\$20.00	\$31.04	55.2%	
CRGT, Inc.	BPAWK00007418	Contingent	\$30.00	\$48.04	50.1%	
CRGT, Inc.	BPAWK00007489	Contingent	\$53.13	\$85.00	50.0%	
CRGT, Inc.	BPAWK00007599	Contingent	\$29.00	\$46.00	58.6%	
CRGT, Inc.	BPAWK00007629	Contingent	\$28.50	\$46.00	61.4%	
CRGT, Inc.	BPAWK00007663	Contingent	\$29.00	\$46.00	58.6%	

					Average	51.6%	

Supplier	WorkerID	Worker	Worker Type	ST Pay Rate	ST Bill Rate	Margin
Triad Technology Group	BPAWK00006131	(b) (6)	Contingent	\$22.50	\$39.62	75.3%
Triad Technology Group	BPAWK00006433	(b) (6)	Contingent	\$48.00	\$62.44	71.8%
Triad Technology Group	BPAWK00006738	(b) (6)	Contingent	\$41.00	\$64.10	56.3%
Triad Technology Group	BPAWK00007003	(b) (6)	Contingent	\$24.00	\$60.10	150.4%
Triad Technology Group	BPAWK00007292	(b) (6)	Contingent	\$26.00	\$65.54	70.1%
Triad Technology Group	BPAWK00007211	(b) (6)	Contingent	\$66.00	\$78.04	56.1%
Triad Technology Group	BPAWK00007369	(b) (6)	Contingent	\$66.00	\$94.64	87.6%
Triad Technology Group	BPAWK00007406	(b) (6)	Contingent	\$31.00	\$61.04	98.9%
Triad Technology Group	BPAWK00007410	(b) (6)	Contingent	\$46.00	\$76.04	56.8%
Triad Technology Group	BPAWK00007467	(b) (6)	Contingent	\$86.00	\$120.00	28.3%
Triad Technology Group	BPAWK00007546	(b) (6)	Contingent	\$66.00	\$89.00	36.9%
Triad Technology Group	BPAWK00007563	(b) (6)	Contingent	\$46.00	\$62.00	55.0%
Triad Technology Group	BPAWK00007606	(b) (6)	Contingent	\$66.00	\$79.00	63.0%
Triad Technology Group	BPAWK00007620	(b) (6)	Contingent	\$42.00	\$66.00	54.6%
Triad Technology Group	BPAWK00007669	(b) (6)	Contingent	\$21.08	\$34.00	61.3%
Triad Technology Group	BPAWK00007661	(b) (6)	Contingent	\$60.00	\$79.00	58.0%
Triad Technology Group	BPAWK00007666	(b) (6)	Contingent	\$28.00	\$49.00	75.0%
Triad Technology Group	BPAWK00007668	(b) (6)	Contingent	\$46.00	\$62.00	70.8%
					<b>Average</b>	<b>66.5%</b>

**From:** Savage, Claudia F (BPA) - NSSF-4  
**Sent:** Fri Mar 19 15:14:34 2021  
**To:** jessica.pena@salientcrgt.com; Alcott, Rory (US)  
**Cc:** Hampton, Scott R (BPA) - NSP-4400-LL; Limantzakis, Vasia A (BPA) - NSSF-4; Marsh, Solomonn P (BPA) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL  
**Subject:** BPA notice not to exercise option year  
**Importance:** Normal

Good afternoon Jessica and Rory,

By way of this notification, you are informed by the Bonneville Power Administration that the following Blanket Purchase Agreement (number 75822) is expiring on 5/13/2021. BPA will not be exercising Option 4 on your agreement.

You will still be sent all requisitions by the Supplemental Labor Office of BPA as agreed to by the terms of Blanket Purchase Agreement 75822 until contract expiration on 5/13/2021.

Please confirm receipt of this notification at [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov).

Thank you,  
Claudia

**Claudia F. Savage, 503-230-3243**  
Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4  
[Bonneville Power Administration](#)  
[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)

**From:** Alcott, Rory (US)

**Sent:** Fri Mar 19 15:27:24 2021

**To:** Savage,Claudia F (BPA) - NSSF-4; Pena, Jessica (US)

**Cc:** Hampton,Scott R (BPA) - NSP-4400-LL; Limantzakis,Vasia A (BPA) - NSSF-4; Marsh,Solomonn P (BPA) - NSP-4400-LL; Kayton,Lisa A (BPA) - NSP-4400-LL

**Subject:** [EXTERNAL] RE: BPA notice not to exercise option year

**Importance:** Normal

**Attachments:** ~WRD1316.jpg; image001.png

Received. Thank you

**Rory Alcott**

**Program Manager**

-----  
503-459-4097 (o) | (b) (6) (m) | 877-664-4350 (fax) | [SalientCRGT.com](http://SalientCRGT.com)

**From:** Savage,Claudia F (BPA) - NSSF-4 <cfsavage@bpa.gov>

**Sent:** Friday, March 19, 2021 3:15 PM

**To:** Pena, Jessica (US) <Jessica.pena@salientcrgt.com>; Alcott, Rory (US) <Rory.Alcott@salientcrgt.com>

**Cc:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Limantzakis, Vasia A (BPA) - NSSF-4 <vlimantzakis@bpa.gov>; Marsh, Solomonn P (BPA) - NSP-4400-LL <spmash@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>

**Subject:** BPA notice not to exercise option year

**IRONSCALES couldn't recognize this email as this is the first time you received an email from this sender cfsavage@bpa.gov**

Good afternoon Jessica and Rory,

By way of this notification, you are informed by the Bonneville Power Administration that the following Blanket Purchase Agreement (number 75822) is expiring on 5/13/2021. BPA will not be exercising Option 4 on your agreement.

You will still be sent all requisitions by the Supplemental Labor Office of BPA as agreed to by the terms of Blanket Purchase Agreement 75822 until contract expiration on 5/13/2021.

Please confirm receipt of this notification at [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov).

Thank you,

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**

[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)

EVEREST



From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Fri Mar 05 14:02:07 2021

To: ranya@everestinc.com; 'davem@everestinc.com'

Subject: Everest Scorecard Documentation

Importance: Normal

Attachments: image001.png; Everest Feedback.xlsx; Everest 202103 Scorecard.xlsx; FINAL\_Q&A\_Rationalized Suppliers.docx; NotestoScoring202103.docx; Summary Sheet.xlsx

First let me say Congratulations.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number: (b) (2)

Call ID Number: (b) (2)

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

<b>Eve</b>	
<b>Feb</b>	
<b>SEP</b>	
- No interaction this month.	
- No interactions this month.	
- Thank you for consistently and correctly submitting qualified candidates to my JPs.	
<b>OCT</b>	
- No interactions this month.	
- Excellent supplier. Responds quickly to requests.	
- No interactions.	
<b>NOV</b>	
- No interaction this month.	
- Excellent supplier.	
- No interactions.	
<b>DEC</b>	
- Do not see program participation.	
- Good supplier.	
- No interactions.	
<b>JAN</b>	
- Have not seen participation.	
- Good supplier.	
- No interactions.	
- Worked with  to coordinate the release of a contractor. He was very prompt in his responses and was very professional.	
<b>FEB</b>	
- Have not seen participation.	
- No interactions.	
- No interaction w/ supplier.	

Everest							
Goal	Metric	Definition   Calculation	Total for Period	Responses	Rough Score	Calculated Score	Maximum Score
Service	Response Rate Admin/Clerical	Of the total number of new requisitions the vendor received within the defined	N/A	N/A	N/A		
	Response Rate - Business Professional		N/A	N/A	N/A		
	Response Rate - Technical Professional		N/A	N/A	N/A		
	Response Rate - IT		85	29	44.62%		
Quality	Response Rate - Total		65	29	44.62%	8.9	20.0
	Submittal quality	Of the total candidates the vendor submitted during the designated timeframe - what volume and percentage of candidates meet the basic qualifications for the role (i.e. were not dispositioned as "Does Not Meet Min Requirements" or "Rejected" or "didn't have the right paperwork")			100.00%	10.0	10.0
	Candidate Quality - Shortlisted	Percentage of job Seekers submitted by the individual supplier which result in a shortlisting (Use Scoring Key)			100.00%	20.0	20.0
	Candidate Quality - Interview	Percentage of job Seekers submitted by the individual supplier which result in an interview (Use Scoring Key)			26.83%	15.0	20.0
	Candidate Quality - Assignment	Percentage of job Seekers submitted by the individual supplier which result in an assignment being created (Use Scoring Key)			7.32%	7.0	20.0
	Early Terminations	What percent of contractor placements are still at BPA 1 year later. (sum of voluntary and involuntary terminations) (Use Scoring Key)			37.4%	-	20.0
Cost	Markup Ranking - New Positions	Take the average markup for all new positions for the 6 month period and rank suppliers from 1 to X.			2	18.3	20.0
	Markup Ranking - Open Workers	Take the average markup for all open positions for the 6 month period and rank suppliers from 1 to X.			3	25.0	20.0
	Rate Compliance	Percentage of Job Seekers who are submitted at or below the maximum bill rate amount.			100.0%	10.0	10.0
	Distance Under max bill rate	measures the average distance (above) below the max bill rates for all candidates submitted (Use Scoring Key)			54.09	35.0	10.0
<b>Total Objective Score</b>						<b>149.3</b>	<b>200.0</b>
Subjective Rating	Supplier Stewardship	This is the average ranking for supplier by SMO staff, based on interactions with supplier over the evaluation period.			5.5	27.5	10.0
<b>Total Objective and Subjective Score</b>						<b>176.8</b>	<b>250.0</b>
Penalty	Recompete Participation Penalty	Negative 1 point for every recompete where no candidate was shortlisted, multiplied by the inverse of your response rate			(3)	(1.7)	
<b>Final Score</b>						<b>175.1</b>	
			Current	Sep. 2020	Mar. 2020		
Your Ranking for this Scorecard is:			2	12	7		
Your Stewardship Ranking is:			10	13	9		

**Q & A FOR RATIONALIZED SUPPLIERS**

**What is SLMO communicating to our workers?**

On 3/15/2021, SLMO will send impacted contract workers an email outlining the process and deadlines for selecting a new employer. This email will also contain a list of eligible suppliers based on the worker’s labor category.

**REFERENCE:** Refer to [email template #1](#) in the reference section below. This email template will include the “Rules of Transition” for contract personnel as an attachment.

**When should we communicate to our workers?**

As mentioned above, SLMO will communicate to impacted workers on 3/15/2021. We respectfully ask that you refrain from communicating with your workers about the rationalization until 3/12/2021, at the earliest. We have developed a staged communication plan to help prevent confusion and minimize disruption so we ask that you partner with us to ensure notifications are distributed in the timeframe we have planned.

**What should we communicate to our workers?**

We would appreciate it if you would ensure your communications to employees include the following:

- Please advise that primary communications about the transition, actions required and timeframes will come directly from SLMO. It is important that workers keep an eye out for these communications and act on them by the deadlines provided.
- Workers should discuss any questions about the transition with you, their new employer or SLMO. They should not discuss the transition with their BPA workplace manager.
- Please assure your workers that you and SLMO will be there to support them throughout the transition and will make it as seamless as possible.

We have provided a sample email in the reference section below that you may use to communicate with your workers. You are not required to use this template; we are only providing it as a service to you based on feedback from the first round of rationalization last year. If you decide to create your own communication, we are happy to review if you would like us to do so, however, it is not required.

**REFERENCE:** Refer to email [template #2](#) in the reference section below.

**How should we handle supplier rep badges?**

- No additional badge requests will be accepted at this time.
- If you have a supplier badge request in process, please check with SLMO on the status and next steps.
- You may retain your supplier badges until all of your workers have been transitioned to new employers. At that point, please return all supplier badges to SLMO.
- Please keep SLMO informed of the date/time you will be returning your badge(s)

**How do we handle PPE and Ergonomic Equipment that we provided to our workers?**

We would appreciate it if you left the PPE and Ergonomic equipment with your workers to continue to use, so as to not disrupt their work. However, if you prefer to collect it, please let us know so we can communicate that to their new employer and help facilitate that transition.

**For candidates in the pipeline/in process, can we provide them with a list of suppliers for them to reach out to?**

- Please have candidates email [supplaborjobs@bpa.gov](mailto:supplaborjobs@bpa.gov) with the type of position they are interested in and we can provide the appropriate vendor list directly to the worker.
- If you receive any interview requests that you do not want to facilitate, please let us know.
- SLMO will not shortlist candidates you have submitted going forward. Additionally, we may unshortlist candidates who were previously shortlisted but not yet interviewed.
- Candidates who have already interviewed and are selected will be required to select a new employer before we can proceed with onboarding.

**When will our workers transition to their new employer?**

SLMO will transition workers as their paperwork is received. We will transition workers on Sundays, as usual. We will be distributing forms via DocuSign on 3/16/2021. Workers must make a new employer selection no later than 4/16/2021. All workers will be transitioned no later than 5/23/2021.

**When will our contract with BPA end?**

Your contract with BPA will expire at the end of May 2021.

**How will BPA handle contractors who are unhappy about moving suppliers as it will impact their pay, medical benefits, 401k, etc.?**

Unfortunately, government procurement regulations don't allow for handling individual contractor concerns. As contracts expire and are not renewed, BPA's need for that work to be completed does not go away. If a contractor does not want to move suppliers, that is their right and will be completely up to them. However, as there is no contract they will not be able to continue at BPA, and BPA will have to procure a new contractor for that assignment.

**REFERENCES**

**1. Email to Impacted Contract Workers**

The Supplemental Labor Management Office (SLMO) is reducing the number of Supplemental Labor staffing suppliers. Through an objective scorecard process, SLMO has determined the suppliers impacted by this change; which includes your current employer.

As a result of this change, you have the opportunity to select and transition to a new employer and continue your current assignment with BPA. Below is the list of participating suppliers. **It will be up to you to contact any or all of the suppliers listed below and select which one you would like to represent you on your BPA assignment.**

On **3/16/2021**, SLMO will distribute a DocuSign envelope to your BPA email address that contains the following information:

- Right to Represent form
- 1400 form
- Contract Worker Attestation form
- Non-Disclosure Agreement

Simply complete the forms in the DocuSign envelope no later than **11:59pm on 4/16/2021** to communicate your selection. **If you do not select a new employer by the deadline indicated, your assignment will end no later than 5/22/2021.**

Please refer to the attached Process & Rules of Transition for additional details. If you fail to comply with the rules of transition, you may be disqualified from remaining on assignment at BPA.

<Appropriate supplier list/contact info based on the position’s labor category>

\*\*\*Please be sure to submit expense sheets for travel as soon as possible so your current employer can reimburse you. DO NOT DELAY. Once your current assignment is closed, you will no longer be able to submit expense sheets for reimbursement.

If you have any questions, please e-mail [supplementallabor@bpa.gov](mailto:supplementallabor@bpa.gov). **To expedite our response, please put “Supplier Rationalization”, your name and BPA organization in the subject line of the email.** Thank you.

## 2. Sample Email Suppliers May Send to Workers

Dear Worker:

We are writing to inform you that <Supplier Name> will no longer be a part of the Supplemental Labor program at BPA effective the end of May 2021. BPA’s Supplemental Labor Management Office (SLMO) is optimizing their program by reducing their supplier pool and unfortunately, <Supplier Name> is impacted by these reductions. This means you will be required to select a new employer to continue your assignment at BPA. SLMO will be sending a communication to your BPA email address on Monday, March 15<sup>th</sup> to help guide you through this process.

Please remember:

- Communication about this transition, actions required, and timeframes will come directly from SLMO. It is important that you keep an eye out for these communications and act on them by the deadlines provided.
- Please discuss any questions about the transition with us, your new employer or SLMO. We are all here to assist you and to help make this transition as seamless as possible. Please **do not** discuss the transition with your BPA workplace manager.

We want to thank you for being an invaluable part of the <Supplier Name> family. We wish you well and are happy to assist you in any way we can in the weeks to come.

Thank you.

## Notes to Scoring

### March, 2021 Scorecard Meetings

Scoring Summary	Average	Median	Minimum	Maximum
Score	155.1	157.6	116.6	175.1
Supplier Stewardship	6.5	6.1	5	8

1. This is the final round of rationalization. 4 suppliers will be leaving us in the next few months. I appreciate your efforts over the last 18 months to participate in this process and adjust your business practices. We have seen margins tighten significantly during this period and lots of effort around cost. For that I thank you!
  
2. For Rationalized Suppliers
  - a. Your contract will be extended for a short period of time to facilitate transfer of workers, and then it will not be renewed
  - b. SLMO will transition all of your workers to a participating supplier by 5/23
  - c. JP's will no longer be distributed to you effective immediately (we are halting JPs from 3/1 to 3/12)
  - d. SLMO will provide your current workers with a list of participating suppliers
    - i. Workers will need to select their new employer via DocuSign by 4/16
    - ii. Workers who elect not to transition to a new employer may remain on assignment until 5/22, at managers discretion
  - e. How we will handle candidates in the pipeline:
    - i. Candidates shortlisted before 3/1 may be un-shortlisted from open JPs
    - ii. If a manager has determined they want to interview a shortlisted candidate, we will work with you to schedule the interview (if you are willing to coordinate). If you prefer not to coordinate, please let us know and we will ask the candidate to select a new employer to remain in consideration.
    - iii. If a manager has already interviewed a candidate and wants to select them, we will work with the candidate to select a new employer to remain in consideration.
  - f. Be candid with applicants submitted, shortlisted and/or scheduled to interview:
    - i. SLMO will send affected applicants a list of participating suppliers to contact should they choose to stay in consideration for the open posting
  
3. For Remaining Suppliers
  - a. SLMO will transition affected workers to new suppliers by 5/23. Workers will be transitioned as their paperwork is received by SLMO.
    - i. You will receive a list of affected workers with all the information you will need to represent them
    - ii. API, Worker Name, Title, Bill Rate, etc.



- iii. Bill rates, job titles and levels will remain the same. No bill rate increases will be considered.
- iv. Review the API requirements carefully to understand the costs involved of the new assignment
- b. SLMO will distribute the Rules of Transition and the list of affected workers to you on 3/15
  - i. Do not solicit for business with current workers, etc.
  - ii. You must adhere to the rules of transition or you will be disqualified
- c. Workers will receive the list of participating suppliers with contact information on 3/15
  - i. Workers will notify SLMO directly via DocuSign which supplier they choose no later than 4/16
  - ii. Once received, SLMO will forward the DocuSign envelope to you to sign the NDA and Attestation
- d. SLMO will work with you throughout the transition process:
  - i. You will need to submit your new employees to the new JP's – SLMO will notify you when to submit
  - ii. Effective dates for new assignments will be as soon as possible, no later than 5/23
  - iii. You may be approached by workers who were shortlisted and/or interviewed by affected suppliers who are interested in remaining in consideration
    - 1. Please submit these applicants to the appropriate posting within 3 business days
    - 2. Submit at or below max bill rate on the JP

#### 4. Changes Going Forward

#### 5. Any other questions or concerns?

**Supplier Stewardship Scale**

9 - 10	Outstanding Supplier - provides unsurpassed customer service, is extremely accurate and/or typically responds within an hour or two to SLMO needs
7 - 8	Excellent Supplier - provides excellent customer service, is accurate and/or typically responds within a few hours to SLMO needs
5 - 6	Good Supplier - provides valuable customer service, is somewhat accurate and/or typically responds within a day to SLMO needs
3 - 4	Fair Supplier - provides minimal customer service, is minimally accurate and/or typically responds within a few days to SLMO needs
1 - 2	Poor Supplier - provides no customer service, often inaccurate & mistake prone and/or non-responsive to SLMO needs
0	BPA Should stop doing business with the company immediately

<b>Candidate Quality Shortlisted Scoring Table</b>	
<u>Result</u>	<u>Score</u>
85.9% or less	0
86.0% - 86.9%	1
87.0% - 87.9%	2
88.0% - 88.9%	3
89.0% - 89.9%	4
90.0% - 90.9%	5
91.0% - 91.9%	6
92.0% - 92.9%	7
93.0% - 93.9%	8
94.0% - 94.9%	9
95.0% - 95.9%	10
96.0% - 96.9%	12
97.0% - 97.9%	14
98.0% - 98.9%	16
99.0% - 99.9%	18
100%	20

<b>Candidate Quality - Interview Scoring Table</b>	
<u>Result</u>	<u>Score</u>
0.00% - 5.00%	0
5.01% - 6.50%	1
6.51% - 8.00%	2
8.01% - 9.50%	3
9.51% - 11.00%	4
11.01% - 12.50%	5
12.51% - 14.00%	6
14.01% - 15.50%	7
15.51% - 17.00%	8
17.01% - 18.50%	9
18.51% - 20.00%	10
20.01% - 21.50%	11
21.51% - 23.00%	12
23.01% - 24.50%	13
24.51% - 26.00%	14
26.01% - 27.50%	15
27.51% - 29.00%	16
29.01% - 30.50%	17
30.51% - 32.00%	18
32.01% - 33.50%	19
33.51% and Higher	20

<b>Candidate Quality - Assignment Scoring Table</b>	
<u>Result</u>	<u>Score</u>
0.00%	0
.01% - 2.00%	1
2.01% - 3.00%	2
3.01% - 4.00%	3
4.01% - 5.00%	4
5.01% - 6.00%	5
6.01% - 7.00%	6
7.01% - 8.00%	7
8.01% - 9.00%	8
9.01% - 10.00%	9
10.01% - 11.00%	10
11.01% - 12.00%	11
12.01% - 13.00%	12
13.01% - 14.00%	13
14.01% - 15.00%	14
15.01% - 16.00%	15
16.01% - 17.00%	16
17.01% - 18.00%	17
18.01% - 19.00%	18
19.01% - 20.00%	19
20.01% and Higher	20

<b>Early Terminations Scoring Table</b>	
<u>Result</u>	<u>Score</u>
90.4% or less	0
90.5% - 90.9%	1
91.0% - 91.4%	2
91.5% - 91.9%	3
92.0% - 92.4%	4
92.5% - 92.9%	5
93.0% - 93.4%	6
93.5% - 93.9%	7
94.0% - 94.4%	8
94.5% - 94.9%	9
95.0% - 95.4%	10
95.5% - 95.9%	11
96.0% - 96.4%	12
96.5% - 96.9%	13
97.0% - 97.4%	14
97.5% - 97.9%	15
98.0% - 98.4%	16
98.5% - 98.9%	17
99.0% - 99.4%	18
99.5% - 99.9%	19
100%	20

<b>Distance Under Max Bill Rate Scoring Table</b>		<b>Distance Under Max Bill Rate Scoring Table</b>	
<u>Result</u>	<u>Score</u>	<u>Result</u>	<u>Score</u>
(5.00) or lower	-5	1.16 - 1.20	14
(4.00) - (4.99)	-4	1.21 - 1.25	15
(3.00) - (3.99)	-3	1.26 - 1.30	16
(2.00) - (2.99)	-2	1.31 - 1.35	17
(1.00) - (1.99)	-1	1.36 - 1.40	18
(.00) - (.99)	0	1.41 - 1.45	19
.01 - .10	1	1.46 - 1.50	20
.11 - .20	2	1.51 - 1.55	21
.21 - .30	3	1.56 - 1.60	22
.31 - .40	4	1.61 - 1.65	23
.41 - .50	5	1.66 - 1.70	24
.51 - .60	6	1.71 - 1.75	25
.61 - .70	7	1.76 - 1.80	26
.71 - .80	8	1.81 - 1.85	27
.81 - .90	9	1.86 - 1.90	28
.91 - 1.00	10	1.91 - 1.95	29
1.01 - 1.05	11	1.96 - 2.00	30
1.06 - 1.10	12	Bonus if greater \$3.00	5
1.11 - 1.15	13		

	Service						Quality										Cost					
	Response Rate Admin - Clerical	Response Rate - Business Professional	Response Rate - Scientific	Response Rate - Technical	Response Rate - Total	Response Rate - Score	Submittal quality	Submittal quality - Score	Candidate Quality - Shortlist	Candidate Quality - Shortlist - Score	Candidate Quality - Interview	Candidate Quality - Interview - Score	Candidate Quality - Assignment	Candidate Quality - Assignment - Score	Early Terms	Early Terms - Score	Total Quality Section	Total Quality Rank	Markup Rank - New Position	Markup Score - New Positions	Markup Rank - All Positions	Markup Score - All Positions
Possible Points	20						10		20		20		20		20		90		20		30	
	100.00%	79.25%	N/A	56.92%	72.34%	14.5	99.47%	9.9	93.58%	8.0	11.70%	5.0	4.26%	4.0	100.00%	20.0	46.9	7	2	18.3	2	27.5
	N/A	N/A	N/A	44.62%	44.62%	8.9	100.00%	10.0	100.00%	20.0	26.83%	15.0	7.32%	7.0	57.10%	-	52.0	4	2	18.3	3	25.0
	100.00%	88.68%	N/A	83.33%	88.03%	17.6	99.58%	10.0	92.41%	7.0	11.76%	5.0	2.94%	2.0	100.00%	20.0	44.0	8	6	11.7	5	20.0
	100.00%	90.57%	68.09%	70.77%	79.26%	15.9	99.22%	9.9	94.14%	9.0	13.95%	6.0	5.43%	5.0	99.50%	19.0	48.9	5	4	15.0	1	30.0
	95.65%	86.79%	70.21%	75.38%	79.79%	16.0	98.33%	9.8	94.92%	9.0	25.67%	14.0	11.33%	11.0	99.20%	18.0	61.8	1	5	13.3	7	15.0
	100.00%	86.79%	72.34%	N/A	83.74%	16.7	100.00%	10.0	94.65%	9.0	17.28%	9.0	7.41%	7.0	96.50%	13.0	48.0	6	9	6.7	12	2.5
	N/A	N/A	N/A	32.31%	32.31%	6.5	100.00%	10.0	95.83%	10.0	20.83%	11.0	4.17%	4.0	100.00%	20.0	55.0	3	8	8.3	8	12.5
	69.57%	67.92%	51.06%	73.85%	65.96%	13.2	99.50%	10.0	89.39%	4.0	12.56%	6.0	1.51%	1.0	100.00%	20.0	41.0	10	1	20.0	6	17.5
	100.00%	83.02%	65.96%	75.38%	78.19%	15.6	99.67%	10.0	95.05%	10.0	23.68%	13.0	7.57%	7.0	98.00%	16.0	56.0	2	11	3.3	10	7.5
	N/A	83.02%	N/A	78.46%	80.51%	16.1	98.57%	9.9	93.24%	8.0	17.62%	9.0	3.81%	3.0	92.90%	5.0	34.9	12	12	1.7	4	22.5
	N/A	73.58%	N/A	66.67%	69.75%	13.9	100.00%	10.0	92.90%	7.0	22.95%	12.0	7.65%	7.0	92.80%	5.0	41.0	9	7	10.0	9	10.0
	86.96%	49.06%	40.43%	24.62%	43.09%	8.6	97.20%	9.7	92.09%	7.0	7.69%	2.0	2.10%	2.0	98.90%	17.0	37.7	11	10	5.0	11	5.0
Average	94.02%	78.87%	61.35%	62.03%	68.13%	13.6	99.30%	9.9	94.02%	9.0	17.71%	8.9	5.46%	5.0	94.58%	14.4	47.3			11.0		16.3
Median	100.00%	83.02%	67.02%	70.77%	75.27%	15.1	99.54%	10.0	93.86%	8.5	17.45%	9.0	4.85%	4.5	99.05%	17.5	47.5			10.8		16.3

Rate Compliance	Rate Compliance Score	Distance Under Max Bill Rate	Distance Under Max Bill Rate Score	Total Cost Section	Cost Rank	Total Objective Score	Supplier Stewardship	ewarbh Rank	Total Objective & Subjective Score	Recomplete Penalty	Total Score
	10	30	90			200	50		250		
100.0%	10.0	\$ 3.52	35.0	90.8	1	152.2	25.0	12	177.2	-	177.2
100.0%	10.0	\$ 4.09	35.0	88.3	2	149.3	27.5	10	176.8	(1.7)	175.1
100.0%	10.0	\$ 2.18	30.0	71.7	4	133.2	30.0	7	163.2	-	163.2
100.0%	10.0	\$ 0.65	7.0	62.0	7	126.8	34.5	4	161.3	(1.0)	160.2
99.0%	9.9	\$ 0.27	3.0	41.2	12	119.0	40.0	1	159.0	(1.0)	158.0
100.0%	10.0	\$ 3.06	35.0	54.2	9	128.9	40.0	1	158.9	(1.0)	157.9
100.0%	10.0	\$ 3.63	35.0	65.8	5	127.3	30.0	7	157.3	-	157.3
100.0%	10.0	\$ 2.79	30.0	77.5	3	131.6	27.5	10	159.1	(3.4)	155.7
100.0%	10.0	\$ 1.61	23.0	43.8	11	115.4	38.0	3	151.4	(0.9)	152.6
100.0%	10.0	\$ 1.88	28.0	62.2	6	133.1	33.5	5	146.6	-	146.6
100.0%	10.0	\$ 1.71	25.0	55.0	8	109.9	31.5	6	141.4	(0.6)	140.8
100.0%	10.0	\$ 1.78	26.0	46.0	10	92.3	30.0	7	122.3	(5.7)	116.6
100%	10.0	\$ 2.26	26.0	63.2		124.1	32.3		156.4	(1.3)	155.1
100%	10.0	\$ 2.03	29.0	62.1		122.9	30.8		159.0	(0.9)	157.6

Candidate Quality Shortlisted		Candidate Quality - Interview		Candidate Quality - Assignment	
Scoring Table		Scoring Table		Scoring Table	
Result	Score	Result	Score	Result	Score
85.9% or less	0	0.00% - 5.00%	0	0.00%	0
86.0% - 86.9%	1	5.01% - 6.50%	1	.01% - 2.00%	1
87.0% - 87.9%	2	6.51% - 8.00%	2	2.01% - 3.00%	2
88.0% - 88.9%	3	8.01% - 9.50%	3	3.01% - 4.00%	3
89.0% - 89.9%	4	9.51% - 11.00%	4	4.01% - 5.00%	4
90.0% - 90.9%	5	11.01% - 12.50%	5	5.01% - 6.00%	5
91.0% - 91.9%	6	12.51% - 14.00%	6	6.01% - 7.00%	6
92.0% - 92.9%	7	14.01% - 15.50%	7	7.01% - 8.00%	7
93.0% - 93.9%	8	15.51% - 17.00%	8	8.01% - 9.00%	8
94.0% - 94.9%	9	17.01% - 18.50%	9	9.01% - 10.00%	9
95.0% - 95.9%	10	18.51% - 20.00%	10	10.01% - 11.00%	10
96.0% - 96.9%	12	20.01% - 21.50%	11	11.01% - 12.00%	11
97.0% - 97.9%	14	21.51% - 23.00%	12	12.01% - 13.00%	12
98.0% - 98.9%	16	23.01% - 24.50%	13	13.01% - 14.00%	13
99.0% - 99.9%	18	24.51% - 26.00%	14	14.01% - 15.00%	14
100%	20	26.01% - 27.50%	15	15.01% - 16.00%	15
		27.51% - 29.00%	16	16.01% - 17.00%	16
		29.01% - 30.50%	17	17.01% - 18.00%	17
		30.51% - 32.00%	18	18.01% - 19.00%	18
		32.01% - 33.50%	19	19.01% - 20.00%	19
		33.51% and Higher	20	20.01% and Higher	20
Early Terminations		Distance Under Max Bill Rate		Distance Under Max Bill Rate	
Scoring Table		Scoring Table		Scoring Table	
Result	Score	Result	Score	Result	Score
90.4% or less	0	0.00% or lower	-5	1.16 - 1.20	14
90.5% - 90.9%	1	0.00% (0.99)	-4	1.21 - 1.25	15
91.0% - 91.4%	2	0.00% (0.99)	-3	1.26 - 1.30	16
91.5% - 91.9%	3	0.00% (0.99)	-2	1.31 - 1.35	17
92.0% - 92.4%	4	0.00% (0.99)	-1	1.36 - 1.40	18
92.5% - 92.9%	5	0.00% (0.99)	0	1.41 - 1.45	19
93.0% - 93.4%	6	.01 - .10	1	1.46 - 1.50	20
93.5% - 93.9%	7	.11 - .20	2	1.51 - 1.55	21
94.0% - 94.4%	8	.21 - .30	3	1.56 - 1.60	22
94.5% - 94.9%	9	.31 - .40	4	1.61 - 1.65	23
95.0% - 95.4%	10	.41 - .50	5	1.66 - 1.70	24
95.5% - 95.9%	11	.51 - .60	6	1.71 - 1.75	25
96.0% - 96.4%	12	.61 - .70	7	1.76 - 1.80	26
96.5% - 96.9%	13	.71 - .80	8	1.81 - 1.85	27
97.0% - 97.4%	14	.81 - .90	9	1.86 - 1.90	28
97.5% - 97.9%	15	.91 - 1.00	10	1.91 - 1.95	29
98.0% - 98.4%	16	1.01 - 1.05	11	1.96 - 2.00	30
98.5% - 98.9%	17	1.06 - 1.10	12	Bonus if greater \$3.00	5
99.0% - 99.4%	18	1.11 - 1.15	13		
99.5% - 99.9%	19				
100%	20				

From: Dave Myers

Sent: Fri Mar 05 16:35:03 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Cc: Ranya Edupuganti

Subject: [EXTERNAL] RE: Everest Scorecard Documentation

Importance: Normal

Attachments: image001.png

First let me say Thank you,

We (Ranya) are good at keeping our own data and, yes, it's been done for many years. We're very glad SLMO went over the calculations three times to assure accuracy as well.

Adjustments were made with a strategy to move us from the bottom to the top and we're very pleased with our scorecard numbers.

Scott, you have been a pleasure to work with over the years and we're glad we'll continue to work with you and the SLMO Team.

We look forward to the conversations on Monday and will call in a few minutes after the start as you've recommended.

Kindest regards,

Dave Myers

Director, Business Development

Everest Consultants, Inc.

Beaverton, OR USA

Phone: 503.701.6832

Microsoft Gold Partner

**From:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

**Sent:** Friday, March 5, 2021 2:02 PM

**To:** Ranya Edupuganti <ranya@everestinc.com>; Dave Myers <davem@everestinc.com>

**Subject:** Everest Scorecard Documentation



First let me say Congratulations.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number: (b) (2)  
Call ID Number: (b) (2)

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Tue Mar 16 08:24:40 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL; Gonzalez, Marcia A (CONTR) - NSP-4400-LL

Subject: RE: Document

Importance: Normal

Attachments: ACTION REQUIRED: Supplier Reduction Notification (Updated Contact List); image001.png; REF\_13127  
\_TRANSITION\_RULES\_WRKR.docx

See attached.

3/15 PM – Email sent to workers

3/15 – Got word that First Tek's phone # was disconnected. Confirmed all phone numbers with remaining suppliers.

3/16 – Sent out revised contact list w/ updated phone # for First Tek and Everest (Everest's # wasn't wrong – they just wanted to update it)

The fact the supplier names are not scrambled is totally on me. With all the changes and updates in the eleventh hour, I totally forgot to scramble them again.

Flux requested to include calendly links to help with scheduling. I checked with Lisa and she has no concerns so I included them.

Let me know if you need anything else.

**Kim Mannen**

**ACS Professional Staffing**

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

**From:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

**Sent:** Tuesday, March 16, 2021 8:18 AM

**To:** Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

**Subject:** Document

Please send me a full sample of the email sent to impacted contract workers, with all attachments ASAP.

Thank you!

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell (b) (6)

From: Ranya Edupuganti

Sent: Tue Mar 09 12:46:47 2021

To: Hampton,Scott R (BPA) - NSP-4400-LL

Cc: Dave Myers

Subject: [EXTERNAL] RE: Questions on cost/markups

Importance: Normal

Attachments: image002.png; image003.png

Much appreciated Scott!

Regards,

Ranya Edupuganti

**Everest Consultants, Inc.**

p: (503) 941-4151

**From:** Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

**Sent:** Tuesday, March 9, 2021 12:39 PM

**To:** Ranya Edupuganti <[ranya@everestinc.com](mailto:ranya@everestinc.com)>  
**Cc:** Dave Myers <[davem@everestinc.com](mailto:davem@everestinc.com)>  
**Subject:** RE: Questions on cost/markups

That is markups for everyone. All labor categories.

Here's IT

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Ranya Edupuganti <[ranya@everestinc.com](mailto:ranya@everestinc.com)>  
**Sent:** Tuesday, March 9, 2021 12:30 PM  
**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>

**Cc:** Dave Myers <[davem@everestinc.com](mailto:davem@everestinc.com)>  
**Subject:** [EXTERNAL] RE: Questions on cost/markups

Thank you Scott! (b) (4) One clarification – is the average below just for the IT category (I am assuming yes since that is the category we compete in but just want to make sure)? If it is, are the markups for the other categories comparable or higher/lower?

Finally, is the (b) (4)

(b) (4)

Regards,

Ranya Edupuganti

**Everest Consultants, Inc.**

p: (503) 941-4151

**From:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Sent:** Tuesday, March 9, 2021 12:21 PM  
**To:** Ranya Edupuganti <[ranya@everestinc.com](mailto:ranya@everestinc.com)>  
**Cc:** Dave Myers <[davem@everestinc.com](mailto:davem@everestinc.com)>  
**Subject:** RE: Questions on cost/markups



Hi Ranya,

(b) (4)

(b) (4)

but I haven't

seen that metric probably in a year.

Here's the average markup for all suppliers you compete with. I hope this helps!

**Supplier**

**2020-03**

**2020-04**

**2020-05**

**2020-06**

**2020-07**

**2020-08**

**2020-09**

**2020-10**

**2020-11**

**2020-12**

**2021-01**

**2021-02**

**12-Month Avg**

All Suppliers

61.75%

58.97%

58.41%

57.67%

57.20%

56.35%

55.17%

55.77%

55.45%

55.55%

55.06%

55.04%

55.97%

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Ranya Edupuganti <[ranya@everestinc.com](mailto:ranya@everestinc.com)>

**Sent:** Tuesday, March 9, 2021 12:08 PM

**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>

**Cc:** Dave Myers <[davem@everestinc.com](mailto:davem@everestinc.com)>

**Subject:** [EXTERNAL] Questions on cost/markups

Hi Scott,

Thank you for the conversation yesterday. There was one other item I wanted to discuss, but needed to think about it some more based on the information you provided in yesterday's call. When trying to attract (b) (4)

(b) (4)

I was going to ask you several permutations of the same question but know you will see right through it. So I thought it best to just ask you to please share what you can regarding markups (b) (4) that might assist us for planning purposes and also as we move forward with the program. Any insight will be much appreciated!

Regards,

Ranya Edupuganti | President

**Everest Consultants, Inc.**

p: (503) 941-4151

[ranya@everestinc.com](mailto:ranya@everestinc.com) | [www.everestinc.com](http://www.everestinc.com)

From: Ranya Edupuganti

Sent: Tue Mar 16 15:30:35 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Cc: Dave Myers

Subject: [EXTERNAL] RE: BPA – Margins regarding CRGT Workers

Importance: Normal

Attachments: image001.png; image002.gif

Thanks for the clarification Scott.

Best,

Ranya Edupuganti | President

**Everest Consultants, Inc.**

p: (503) 941-4151

[ranya@everestinc.com](mailto:ranya@everestinc.com) | [www.everestinc.com](http://www.everestinc.com)

**From:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Sent:** Tuesday, March 16, 2021 3:13 PM  
**To:** Ranya Edupuganti <ranya@everestinc.com>  
**Cc:** Dave Myers <davem@everestinc.com>  
**Subject:** RE: BPA – Margins regarding CRGT Workers

Hi Ranya and Dave.

No you may not increase the pay rate and then recalculate the billing rate. You need to take 1.55 times the current pay rate and that is the max billing rate. If you want to give a pay increase, that must then come out of the 55% markup.

Please let me know if you have any other questions.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Ranya Edupuganti <[ranya@everestinc.com](mailto:ranya@everestinc.com)>  
**Sent:** Tuesday, March 16, 2021 1:17 PM  
**To:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>  
**Cc:** Dave Myers <[davem@everestinc.com](mailto:davem@everestinc.com)>  
**Subject:** [EXTERNAL] RE: BPA – Margins regarding CRGT Workers

Hello,

We are currently trying to work with a few workers who falls in the category of less than \$55 bill rate and less than 1.55 markup. Can you please confirm the following:

- We can increase the pay rate to match or go slightly above the current one listed
- We can then use that increased pay rate to calculate a markup of 1.55 on the re-negotiated pay rate

It seems there might be a limit to how much the pay rate can be increased to (if at all) unless we are missing something here. Please advise.

Regards,

Ranya Edupuganti | President

**Everest Consultants, Inc.**

p: (503) 941-4151

[ranya@everestinc.com](mailto:ranya@everestinc.com) | [www.everestinc.com](http://www.everestinc.com)

**From:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>  
**Sent:** Tuesday, March 16, 2021 12:14 PM  
**To:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>  
**Subject:** BPA – Margins regarding CRGT Workers  
**Importance:** High

Valued Suppliers,

It has come to our attention that there are some extremely tight margins on approximately 42 CRGT contract workers. After doing some analysis, BPA is willing to make the following changes to the Rules of Transition:

- For CRGT workers that have a billing rate of less than \$55/hour and a markup of less than 1.55:
  - You may calculate to a billing rate of 1.55 of the pay rate and extend that offer to the worker
  - The new billing rate can go above \$55/hour
  - If you have already talked to an individual that falls into this category, please feel free to call them back
  - If you have already agreed to represent them, please recalculate your markup to the higher bill rate and



make sure you can onboard the person in a sustainable business way

- If you encounter a worker who has a markup above 1.55 of pay rate, you do not need to mark down to 1.55, unless you want to. We always appreciate a billing rate reduction.

This only applies to the workers defined by the hourly rate and markup. Please do not inquire about other individuals; rather, do your best to make an acceptable offer to them that allows you to sustain your business.

There are a limited number of high dollar individuals (about 7 with billing rates above \$65/hour) that may reach out to you. Please do your best with the billing rate specified, but do not extend an offer if you can't onboard the person in a sustainable business way. Those individuals may need to have their rates renegotiated and we will have to involve the BPA manager in those negotiations.

Thank you for your partnership as we work through these issues. Please email [supplemetnallabor@bpa.gov](mailto:supplemetnallabor@bpa.gov) if you have any questions.

***Supplemental Labor Management Office***

***Bonneville Power Administration***



From: Supplemental Labor Office

Sent: Tue Mar 16 07:04:57 2021

To: Supplemental Labor Office

Subject: ACTION REQUIRED: Supplier Reduction Notification (Updated Contact List)

Importance: Normal

Attachments: REF\_13127\_TRANSITION\_RULES\_WRKR.docx; image001.gif

Good morning. Please refer to this revised contact list when reaching out to suppliers as a couple of the phone numbers have been updated.

**Supplier Name**

**Contact Name**

**Phone**

**Email**

**Additional Info**

ACS Professional Staffing

Stephanie Peri-Provine

Michael Sineth

360-930-6086  
360-329-7754

stephaniep@acsprostaffing.com  
michaels@acsprostaffing.com

(b) (4)

A large black rectangular redaction box covering several lines of text.

(b) (6)

A black rectangular redaction box covering a block of text.

AZAD Technology Partners

(b) (6)

A black rectangular redaction box covering a block of text.

CorSource Technology Group

Valerie Ebinger

503-726-4555

vebinger@corsource.com

Everest Consultants, Inc.

Dave Myers

503-701-6832

davem@everestinc.com

First Tek Dos, LLC

Pete Gibson

503-862-8229

pete.gibson@first-tek.com

Flux Resources (formerly DEA Onsite)

Kaycee Satava

Jordan Bertanzetti

Camille Woodin

503-317-5049

720-908-2363

503-547-5597

Kaycee.satava@workwithflux.com

Jordan.bertanzetti@workwithflux.com

Camille.woodin@workwithflux.com

Book a time to speak with Kaycee: <https://calendly.com/kaycee-satava/20minmeeting>

Book a time to speak with Jordan: <https://calendly.com/joxb/bpa?month=2021-03>

Book a time to speak with Camille: <https://calendly.com/camille-woodin/20min>

Motus Recruiting & Staffing, Inc

Emma Osborne

971-371-3490

emma@motusrecruiting.com

The original list in the email sent yesterday (below) has also been updated in this email chain to prevent confusion.

Thank you.

***Supplemental Labor Management Office***

***Bonneville Power Administration***

**From:** Supplemental Labor Office  
**Sent:** Monday, March 15, 2021 1:55 PM  
**To:** Supplemental Labor Office <SupplementalLabor@bpa.gov>  
**Subject:** ACTION REQUIRED: Supplier Reduction Notification

Good afternoon. The Supplemental Labor Management Office (SLMO) is reducing the number of Supplemental Labor staffing suppliers. Through an objective scorecard process, SLMO has determined the suppliers impacted by this change; which includes your current employer.

As a result of this change, you have the opportunity to select and transition to a new employer and continue your current assignment with BPA. Below is the list of participating suppliers. **It will be up to you to contact any or all of the suppliers listed below and select which one you would like to represent you on your BPA assignment.**

On 3/16/2021, SLMO will distribute a DocuSign envelope to your BPA email address that contains the following information:

- o Right to Represent form
- o 1400 form
- o Contract Worker Attestation form
- o Non-Disclosure Agreement

Simply complete the forms in the DocuSign envelope no later than **11:59pm on 4/16/2021** to communicate your selection. **If you do not select a new employer by the deadline indicated, your assignment will end no later than 5/22/2021.**

Please refer to the attached Process & Rules of Transition for additional details. If you fail to comply with the rules of transition, you may be disqualified from remaining on assignment at BPA.

**Supplier Name**

**Contact Name**

**Phone**



**Email**

**Additional Info**

ACS Professional Staffing

Stephanie Peri-Provine  
Michael Sineth

360-930-6086  
360-329-7754

stephaniep@acsprostaffing.com  
michaels@acsprostaffing.com

(b) (4)

(b) (6)

AZAD Technology Partners

(b) (6)

(b) (6)

CorSource Technology Group

Valerie Ebinger

503-726-4555

vebinger@corsource.com

Everest Consultants, Inc.

Dave Myers

503-701-6832

davem@everestinc.com

First Tek Dos, LLC

Pete Gibson

503-862-8229

pete.gibson@first-tek.com

Flux Resources (formerly DEA Onsite)

Kaycee Satava

Jordan Bertanzetti

Camille Woodin

503-317-5049

720-908-2363

503-547-5597

Kaycee.satava@workwithflux.com

Jordan.bertanzetti@workwithflux.com

Camille.woodin@workwithflux.com

Book a time to speak with Kaycee: <https://calendly.com/kaycee-satava/20minmeeting>

Book a time to speak with Jordan: <https://calendly.com/joxb/bpa?month=2021-03>

Book a time to speak with Camille: <https://calendly.com/camille-woodin/20min>

Motus Recruiting & Staffing, Inc

Emma Osborne

971-371-3490

emma@motusrecruiting.com

\*\*\*Please be sure to submit expense sheets for travel as soon as possible so your current employer can reimburse you. **DO NOT DELAY**. Once your current assignment is closed, you will no longer be able to submit expense sheets for reimbursement.

If you have any questions, please e-mail [supplementallabor@bpa.gov](mailto:supplementallabor@bpa.gov). To expedite our response, please put **“Supplier Rationalization”**, your name and BPA organization in the subject line of the email.

Thank you.

***Supplemental Labor Management Office***

***Bonneville Power Administration***

**FIRST TEK**

From: Mannen, Kimberly A (CONTR) - NSP-4400-LL

Sent: Tue Mar 16 08:24:40 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL; Gonzalez, Marcia A (CONTR) - NSP-4400-LL

Subject: RE: Document

Importance: Normal

Attachments: ACTION REQUIRED: Supplier Reduction Notification (Updated Contact List); image001.png; REF\_13127  
\_TRANSITION\_RULES\_WRKR.docx

See attached.

3/15 PM – Email sent to workers

3/15 – Got word that First Tek's phone # was disconnected. Confirmed all phone numbers with remaining suppliers.

3/16 – Sent out revised contact list w/ updated phone # for First Tek and Everest (Everest's # wasn't wrong – they just wanted to update it)

The fact the supplier names are not scrambled is totally on me. With all the changes and updates in the eleventh hour, I totally forgot to scramble them again.

Flux requested to include calendly links to help with scheduling. I checked with Lisa and she has no concerns so I included them.

Let me know if you need anything else.

**Kim Mannen**

**ACS Professional Staffing**

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | kamannen@bpa.gov

**From:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

**Sent:** Tuesday, March 16, 2021 8:18 AM

**To:** Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>; Gonzalez, Marcia A (CONTR) - NSP-4400-LL <magonzalez@bpa.gov>

**Subject:** Document

Please send me a full sample of the email sent to impacted contract workers, with all attachments ASAP.

Thank you!

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell (b) (6)



From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Tue Mar 09 16:06:02 2021

To: pete.gibson@first-tek.com

Subject: First-Tek Scorecard Documentation

Importance: Normal

Attachments: image001.png; First Tek Feedback.xlsx; FINAL\_Q&A\_Rationalized Suppliers.docx; First-Tek 202103 Scorecard.xlsx; NotestoScoring202103.docx; Summary Sheet.xlsx

First let me say Congratulations.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number:

(b) (2)

Call ID Number: (b) (2)

I look forward to talking with you.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

## First-Tek

Goal	Metric	Definition   Calculation	Total for Period	Responses	Rough Score	Calculated Score	Maximum Score
Service Delivery	Response Rate Admin Clerical	Of the total number of new requisitions the vendor received within the defined time period, what volume and percentage of requisitions did the vendor submit at least 1 candidate. Data is computed overall and by labor category (Administrative, Business Professional, IT and Technical Professional). Requisitions are pulled based on requisition open date. Those with the current status of Open or Filled are included. Cancelled Requisitions are omitted.	23	16	69.57%	13.2	20.0
	Response Rate - Business Professional		53	36	67.92%		
	Response Rate - Technical Professional		47	24	51.06%		
	Response Rate - IT		65	48	73.85%		
	Response Rate - Total		188	124	65.96%		
Quality	Submittal quality	Of the total candidates the vendor submitted during the designated timeframe - what volume and percentage of candidates met the basic qualifications for the role (i.e. were not dispositioned as "Does Not Meet Min Requirements" or "Rejected" or "didn't have the right paperwork")			99.50%	10.0	10.0
	Candidate Quality - Shortlisted	Percentage of job Seekers submitted by the individual supplier which result in a shortlisting (Use Scoring Key)			89.39%	4.0	20.0
	Candidate Quality - Interview	Percentage of job Seekers submitted by the individual supplier which result in an Interview (Use Scoring Key)			12.56%	6.0	20.0
	Candidate Quality - Assignment	Percentage of job Seekers submitted by the individual supplier which result in an assignment being created (Use Scoring Key)			1.51%	1.0	20.0
	Early Terminations	What percent of contractor placements are still at BPA 1 year later. (sum of voluntary and involuntary terminations) (Use Scoring Key)			100.0%	20.0	20.0
Cost	Markup Ranking - New Positions	Take the average markup for all new positions for the 6 month period and rank suppliers from 1 to X.			1	20.0	20.0
	Markup Ranking - Open Workers	Take the average markup for all open positions for the 6 month period and rank suppliers from 1 to X.			6	17.5	30.0
	Rate Compliance	Percentage of Job Seekers who are submitted at or below the maximum bill rate amount.			100.0%	10.0	10.0
	Distance Under max bill rate	measures the average distance (above) below the max bill rates for all candidates submitted (Use Scoring Key)			\$ 2.79	30.0	30.0
<b>Total Objective Score</b>						<b>131.6</b>	<b>200.0</b>
Subjective Rating	Supplier Stewardship	This is the average ranking for supplier by SLMO staff, based on interactions with supplier over the evaluation period.			5.5	27.5	50.0
<b>Total Objective and Subjective Score</b>						<b>159.1</b>	<b>250.0</b>
Penalty	Recompete Participation Penalty	Negative 1 point for every recompete where no candidate was shortlisted, multiplied by the inverse of your response rate			(10)	(3.4)	
<b>Final Score</b>						<b>155.7</b>	

	Current	Sep. 2020	Mar. 2020
Your Ranking for this Scorecard is:	8	10	8
Your stewardship Ranking is:	10	7	14

## First Tek Feedback: September 2020 to February 2021

### SEPTEMBER

- A tad slow to respond to communication but quickly responds to "to do" items and very pleasant!
- I appreciate that they submit out-of-state candidates. It provides BPA with more diversity.
- No interactions this month.
- Thank you for consistently and correctly submitting qualified candidates to my JPs.

### OCTOBER

- Very friendly - may be a little delayed in communication but when do they are very accurate with info.
- No interactions this month.
- Good supplier.
- Thank you for consistently and correctly submitting qualified candidates to my JPs.

### NOVEMBER

- Responsive. I've noticed an increase in participation.
- (b) (6) has been great to work with on FMLA concerns!
- Excellent supplier.
- Thank you for consistently and correctly submitting qualified candidates to my JPs.

### DECEMBER

- Would like to see an increase in submitted candidates. First Tek does a great job of sourcing candidates throughout the
- Good supplier.
- Thank you for consistently and correctly submitting qualified candidates to my JPs.

### JANUARY

- (b) (6) is responsive, thoughtful, and delivers a variety of high quality candidates.
- Excellent supplier.
- Thank you for consistently and correctly submitting qualified candidates to my JPs.

### FEBRUARY

- Delivers high-quality, diverse candidates!
- Thank you for consistently and correctly submitting qualified candidates to my JPs.
- Provides great candidates.

**Q & A FOR RATIONALIZED SUPPLIERS**

**What is SLMO communicating to our workers?**

On 3/15/2021, SLMO will send impacted contract workers an email outlining the process and deadlines for selecting a new employer. This email will also contain a list of eligible suppliers based on the worker's labor category.

**REFERENCE:** Refer to [email template #1](#) in the reference section below. This email template will include the "Rules of Transition" for contract personnel as an attachment.

**When should we communicate to our workers?**

As mentioned above, SLMO will communicate to impacted workers on 3/15/2021. We respectfully ask that you refrain from communicating with your workers about the rationalization until 3/12/2021, at the earliest. We have developed a staged communication plan to help prevent confusion and minimize disruption so we ask that you partner with us to ensure notifications are distributed in the timeframe we have planned.

**What should we communicate to our workers?**

We would appreciate it if you would ensure your communications to employees include the following:

- Please advise that primary communications about the transition, actions required and timeframes will come directly from SLMO. It is important that workers keep an eye out for these communications and act on them by the deadlines provided.
- Workers should discuss any questions about the transition with you, their new employer or SLMO. They should not discuss the transition with their BPA workplace manager.
- Please assure your workers that you and SLMO will be there to support them throughout the transition and will make it as seamless as possible.

We have provided a sample email in the reference section below that you may use to communicate with your workers. You are not required to use this template; we are only providing it as a service to you based on feedback from the first round of rationalization last year. If you decide to create your own communication, we are happy to review if you would like us to do so, however, it is not required.

**REFERENCE:** Refer to email [template #2](#) in the reference section below.

**How should we handle supplier rep badges?**

- No additional badge requests will be accepted at this time.
- If you have a supplier badge request in process, please check with SLMO on the status and next steps.
- You may retain your supplier badges until all of your workers have been transitioned to new employers. At that point, please return all supplier badges to SLMO.
- Please keep SLMO informed of the date/time you will be returning your badge(s)

**How do we handle PPE and Ergonomic Equipment that we provided to our workers?**

We would appreciate it if you left the PPE and Ergonomic equipment with your workers to continue to use, so as to not disrupt their work. However, if you prefer to collect it, please let us know so we can communicate that to their new employer and help facilitate that transition.

**For candidates in the pipeline/in process, can we provide them with a list of suppliers for them to reach out to?**

- Please have candidates email [supplaborjobs@bpa.gov](mailto:supplaborjobs@bpa.gov) with the type of position they are interested in and we can provide the appropriate vendor list directly to the worker.
- If you receive any interview requests that you do not want to facilitate, please let us know.
- SLMO will not shortlist candidates you have submitted going forward. Additionally, we may unshortlist candidates who were previously shortlisted but not yet interviewed.
- Candidates who have already interviewed and are selected will be required to select a new employer before we can proceed with onboarding.

**When will our workers transition to their new employer?**

SLMO will transition workers as their paperwork is received. We will transition workers on Sundays, as usual. We will be distributing forms via DocuSign on 3/16/2021. Workers must make a new employer selection no later than 4/16/2021. All workers will be transitioned no later than 5/23/2021.

**When will our contract with BPA end?**

Your contract with BPA will expire at the end of May 2021.

**How will BPA handle contractors who are unhappy about moving suppliers as it will impact their pay, medical benefits, 401k, etc.?**

Unfortunately, government procurement regulations don't allow for handling individual contractor concerns. As contracts expire and are not renewed, BPA's need for that work to be completed does not go away. If a contractor does not want to move suppliers, that is their right and will be completely up to them. However, as there is no contract they will not be able to continue at BPA, and BPA will have to procure a new contractor for that assignment.

**REFERENCES**

**1. Email to Impacted Contract Workers**

The Supplemental Labor Management Office (SLMO) is reducing the number of Supplemental Labor staffing suppliers. Through an objective scorecard process, SLMO has determined the suppliers impacted by this change; which includes your current employer.

As a result of this change, you have the opportunity to select and transition to a new employer and continue your current assignment with BPA. Below is the list of participating suppliers. **It will be up to you to contact any or all of the suppliers listed below and select which one you would like to represent you on your BPA assignment.**

On **3/16/2021**, SLMO will distribute a DocuSign envelope to your BPA email address that contains the following information:

- Right to Represent form
- 1400 form
- Contract Worker Attestation form
- Non-Disclosure Agreement

Simply complete the forms in the DocuSign envelope no later than **11:59pm on 4/16/2021** to communicate your selection. **If you do not select a new employer by the deadline indicated, your assignment will end no later than 5/22/2021.**

Please refer to the attached Process & Rules of Transition for additional details. If you fail to comply with the rules of transition, you may be disqualified from remaining on assignment at BPA.

<Appropriate supplier list/contact info based on the position's labor category>

\*\*\*Please be sure to submit expense sheets for travel as soon as possible so your current employer can reimburse you. DO NOT DELAY. Once your current assignment is closed, you will no longer be able to submit expense sheets for reimbursement.

If you have any questions, please e-mail [supplementallabor@bpa.gov](mailto:supplementallabor@bpa.gov). To expedite our response, please put "Supplier Rationalization", your name and BPA organization in the subject line of the email. Thank you.

## 2. Sample Email Suppliers May Send to Workers

Dear Worker:

We are writing to inform you that <Supplier Name> will no longer be a part of the Supplemental Labor program at BPA effective the end of May 2021. BPA's Supplemental Labor Management Office (SLMO) is optimizing their program by reducing their supplier pool and unfortunately, <Supplier Name> is impacted by these reductions. This means you will be required to select a new employer to continue your assignment at BPA. SLMO will be sending a communication to your BPA email address on Monday, March 15<sup>th</sup> to help guide you through this process.

Please remember:

- Communication about this transition, actions required, and timeframes will come directly from SLMO. It is important that you keep an eye out for these communications and act on them by the deadlines provided.
- Please discuss any questions about the transition with us, your new employer or SLMO. We are all here to assist you and to help make this transition as seamless as possible. Please **do not** discuss the transition with your BPA workplace manager.

We want to thank you for being an invaluable part of the <Supplier Name> family. We wish you well and are happy to assist you in any way we can in the weeks to come.

Thank you.

## Notes to Scoring

### March, 2021 Scorecard Meetings

Scoring Summary	Average	Median	Minimum	Maximum
Score	155.1	157.6	116.6	175.1
Supplier Stewardship	6.5	6.1	5	8

1. This is the final round of rationalization. 4 suppliers will be leaving us in the next few months. I appreciate your efforts over the last 18 months to participate in this process and adjust your business practices. We have seen margins tighten significantly during this period and lots of effort around cost. For that I thank you!
  
2. For Rationalized Suppliers
  - a. Your contract will be extended for a short period of time to facilitate transfer of workers, and then it will not be renewed
  - b. SLMO will transition all of your workers to a participating supplier by 5/23
  - c. JP's will no longer be distributed to you effective immediately (we are halting JPs from 3/1 to 3/12)
  - d. SLMO will provide your current workers with a list of participating suppliers
    - i. Workers will need to select their new employer via DocuSign by 4/16
    - ii. Workers who elect not to transition to a new employer may remain on assignment until 5/22, at managers discretion
  - e. How we will handle candidates in the pipeline:
    - i. Candidates shortlisted before 3/1 may be un-shortlisted from open JPs
    - ii. If a manager has determined they want to interview a shortlisted candidate, we will work with you to schedule the interview (if you are willing to coordinate). If you prefer not to coordinate, please let us know and we will ask the candidate to select a new employer to remain in consideration.
    - iii. If a manager has already interviewed a candidate and wants to select them, we will work with the candidate to select a new employer to remain in consideration.
  - f. Be candid with applicants submitted, shortlisted and/or scheduled to interview:
    - i. SLMO will send affected applicants a list of participating suppliers to contact should they choose to stay in consideration for the open posting
  
3. For Remaining Suppliers
  - a. SLMO will transition affected workers to new suppliers by 5/23. Workers will be transitioned as their paperwork is received by SLMO.
    - i. You will receive a list of affected workers with all the information you will need to represent them
    - ii. API, Worker Name, Title, Bill Rate, etc.



- iii. Bill rates, job titles and levels will remain the same. No bill rate increases will be considered.
- iv. Review the API requirements carefully to understand the costs involved of the new assignment
- b. SLMO will distribute the Rules of Transition and the list of affected workers to you on 3/15
  - i. Do not solicit for business with current workers, etc.
  - ii. You must adhere to the rules of transition or you will be disqualified
- c. Workers will receive the list of participating suppliers with contact information on 3/15
  - i. Workers will notify SLMO directly via DocuSign which supplier they choose no later than 4/16
  - ii. Once received, SLMO will forward the DocuSign envelope to you to sign the NDA and Attestation
- d. SLMO will work with you throughout the transition process:
  - i. You will need to submit your new employees to the new JP's – SLMO will notify you when to submit
  - ii. Effective dates for new assignments will be as soon as possible, no later than 5/23
  - iii. You may be approached by workers who were shortlisted and/or interviewed by affected suppliers who are interested in remaining in consideration
    - 1. Please submit these applicants to the appropriate posting within 3 business days
    - 2. Submit at or below max bill rate on the JP

#### 4. Changes Going Forward

#### 5. Any other questions or concerns?

**Supplier Stewardship Scale**

9 - 10	Outstanding Supplier - provides unsurpassed customer service, is extremely accurate and/or typically responds within an hour or two to SLMO needs
7 - 8	Excellent Supplier - provides excellent customer service, is accurate and/or typically responds within a few hours to SLMO needs
5 - 6	Good Supplier - provides valuable customer service, is somewhat accurate and/or typically responds within a day to SLMO needs
3 - 4	Fair Supplier - provides minimal customer service, is minimally accurate and/or typically responds within a few days to SLMO needs
1 - 2	Poor Supplier - provides no customer service, often inaccurate & mistake prone and/or non-responsive to SLMO needs
0	BPA Should stop doing business with the company immediately

<b>Candidate Quality Shortlisted Scoring Table</b>	
<u>Result</u>	<u>Score</u>
85.9% or less	0
86.0% - 86.9%	1
87.0% - 87.9%	2
88.0% - 88.9%	3
89.0% - 89.9%	4
90.0% - 90.9%	5
91.0% - 91.9%	6
92.0% - 92.9%	7
93.0% - 93.9%	8
94.0% - 94.9%	9
95.0% - 95.9%	10
96.0% - 96.9%	12
97.0% - 97.9%	14
98.0% - 98.9%	16
99.0% - 99.9%	18
100%	20

<b>Candidate Quality - Interview Scoring Table</b>	
<u>Result</u>	<u>Score</u>
0.00% - 5.00%	0
5.01% - 6.50%	1
6.51% - 8.00%	2
8.01% - 9.50%	3
9.51% - 11.00%	4
11.01% - 12.50%	5
12.51% - 14.00%	6
14.01% - 15.50%	7
15.51% - 17.00%	8
17.01% - 18.50%	9
18.51% - 20.00%	10
20.01% - 21.50%	11
21.51% - 23.00%	12
23.01% - 24.50%	13
24.51% - 26.00%	14
26.01% - 27.50%	15
27.51% - 29.00%	16
29.01% - 30.50%	17
30.51% - 32.00%	18
32.01% - 33.50%	19
33.51% and Higher	20

<b>Candidate Quality - Assignment Scoring Table</b>	
<u>Result</u>	<u>Score</u>
0.00%	0
.01% - 2.00%	1
2.01% - 3.00%	2
3.01% - 4.00%	3
4.01% - 5.00%	4
5.01% - 6.00%	5
6.01% - 7.00%	6
7.01% - 8.00%	7
8.01% - 9.00%	8
9.01% - 10.00%	9
10.01% - 11.00%	10
11.01% - 12.00%	11
12.01% - 13.00%	12
13.01% - 14.00%	13
14.01% - 15.00%	14
15.01% - 16.00%	15
16.01% - 17.00%	16
17.01% - 18.00%	17
18.01% - 19.00%	18
19.01% - 20.00%	19
20.01% and Higher	20

<b>Early Terminations Scoring Table</b>	
<u>Result</u>	<u>Score</u>
90.4% or less	0
90.5% - 90.9%	1
91.0% - 91.4%	2
91.5% - 91.9%	3
92.0% - 92.4%	4
92.5% - 92.9%	5
93.0% - 93.4%	6
93.5% - 93.9%	7
94.0% - 94.4%	8
94.5% - 94.9%	9
95.0% - 95.4%	10
95.5% - 95.9%	11
96.0% - 96.4%	12
96.5% - 96.9%	13
97.0% - 97.4%	14
97.5% - 97.9%	15
98.0% - 98.4%	16
98.5% - 98.9%	17
99.0% - 99.4%	18
99.5% - 99.9%	19
100%	20

<b>Distance Under Max Bill Rate Scoring Table</b>		<b>Distance Under Max Bill Rate Scoring Table</b>	
<u>Result</u>	<u>Score</u>	<u>Result</u>	<u>Score</u>
(5.00) or lower	-5	1.16 - 1.20	14
(4.00) - (4.99)	-4	1.21 - 1.25	15
(3.00) - (3.99)	-3	1.26 - 1.30	16
(2.00) - (2.99)	-2	1.31 - 1.35	17
(1.00) - (1.99)	-1	1.36 - 1.40	18
(.00) - (.99)	0	1.41 - 1.45	19
.01 - .10	1	1.46 - 1.50	20
.11 - .20	2	1.51 - 1.55	21
.21 - .30	3	1.56 - 1.60	22
.31 - .40	4	1.61 - 1.65	23
.41 - .50	5	1.66 - 1.70	24
.51 - .60	6	1.71 - 1.75	25
.61 - .70	7	1.76 - 1.80	26
.71 - .80	8	1.81 - 1.85	27
.81 - .90	9	1.86 - 1.90	28
.91 - 1.00	10	1.91 - 1.95	29
1.01 - 1.05	11	1.96 - 2.00	30
1.06 - 1.10	12	Bonus if greater \$3.00	5
1.11 - 1.15	13		

Possible Points	Service Delivery						Quality					
	Response Rate Admin Clerical	Response Rate - Business Professional	Response Rate - Scientific	Response Rate - Technical	Response Rate - Total	Response Rate - Score	Submittal quality	Submittal quality - Score	Candidate Quality - Shortlisted	Candidate Quality - Shortlisted Score	Candidate Quality - Interview	Candidate Quality - Interview - Score
	20						20					
	100.00%	79.25%	N/A	56.92%	72.34%	14.5	99.47%	9.9	93.58%	8.0	11.70%	5.0
N/A	N/A	N/A		44.62%	44.62%	8.9	100.00%	10.0	100.00%	20.0	26.83%	15.0
	100.00%	88.68%	N/A	83.33%	88.03%	17.6	99.58%	10.0	92.41%	7.0	11.76%	5.0
	100.00%	90.57%	68.09%	70.77%	79.26%	15.9	99.22%	9.9	94.14%	9.0	13.95%	6.0
	95.65%	86.79%	70.21%	75.38%	79.79%	16.0	98.33%	9.8	94.92%	9.0	25.67%	14.0
	100.00%	86.79%	72.34%	N/A	83.74%	16.7	100.00%	10.0	94.65%	9.0	17.28%	9.0
N/A	N/A	N/A		32.31%	32.31%	6.5	100.00%	10.0	95.83%	10.0	20.83%	11.0
	69.57%	67.92%	51.06%	73.85%	65.96%	13.2	99.50%	10.0	89.39%	4.0	12.56%	6.0
	100.00%	83.02%	65.96%	75.38%	78.19%	15.6	99.67%	10.0	95.05%	10.0	23.68%	13.0
N/A		83.02%	N/A	78.46%	80.51%	16.1	98.57%	9.9	93.24%	8.0	17.62%	9.0
N/A		73.58%	N/A	66.67%	69.75%	13.9	100.00%	10.0	92.90%	7.0	22.95%	12.0
	86.96%	49.06%	40.43%	24.62%	43.09%	8.6	97.20%	9.7	92.09%	7.0	7.69%	2.0
Average	94.02%	78.87%	61.35%	62.03%	68.13%	13.6	99.30%	9.9	94.02%	9.0	17.71%	8.9
Median	100.00%	83.02%	67.02%	70.77%	75.27%	15.1	99.54%	10.0	93.86%	8.5	17.45%	9.0

					Cost								
Candidate Quality - Assignment	Candidate Quality - Assignment - Score	Early Terms	Early Terms - Score	Total Quality Section	Total Quality Rank	Markup Rank - New Position	Markup Score - New Positions	Markup Rank - All Positions	Markup Score - All Positions	Rate Compliance	Rate Compliance Score	Distance Under Max Bill Rate	Distance Under Max Bill Rate Score
20		20		90		20		30		10		30	
4.26%	4.0	100.00%	20.0	46.9	7	2	18.3	2	27.5	100.0%	10.0 \$	3.52	35.0
7.32%	7.0	57.10%	-	52.0	4	2	18.3	3	25.0	100.0%	10.0 \$	4.09	35.0
2.94%	2.0	100.00%	20.0	44.0	8	6	11.7	5	20.0	100.0%	10.0 \$	2.18	30.0
5.43%	5.0	99.50%	19.0	48.9	5	4	15.0	1	30.0	100.0%	10.0 \$	0.65	7.0
11.33%	11.0	99.20%	18.0	61.8	1	5	13.3	7	15.0	99.0%	9.9 \$	0.27	3.0
7.41%	7.0	96.50%	13.0	48.0	6	9	6.7	12	2.5	100.0%	10.0 \$	3.06	35.0
4.17%	4.0	100.00%	20.0	55.0	3	8	8.3	8	12.5	100.0%	10.0 \$	3.63	35.0
1.51%	1.0	100.00%	20.0	41.0	10	1	20.0	6	17.5	100.0%	10.0 \$	2.79	30.0
7.57%	7.0	98.00%	16.0	56.0	2	11	3.3	10	7.5	100.0%	10.0 \$	1.61	23.0
3.81%	3.0	92.90%	5.0	34.9	12	12	1.7	4	22.5	100.0%	10.0 \$	1.88	28.0
7.65%	7.0	92.80%	5.0	41.0	9	7	10.0	9	10.0	100.0%	10.0 \$	1.71	25.0
2.10%	2.0	98.90%	17.0	37.7	11	10	5.0	11	5.0	100.0%	10.0 \$	1.78	26.0
5.46%	5.0	94.58%	14.4	47.3			11.0		16.3	100%	10.0 \$	2.26	26.0
4.85%	4.5	99.05%	17.5	47.5			10.8		16.3	100%	10.0 \$	2.03	29.0

Total Cost Section	Cost Rank	Total Objective Score	Supplier Stewardship	Stewardship Rank	Total Objective & Subjective Score	Recompete Penalty	Total Score
90		200	50		250		
90.8	1	152.2	25.0	12	177.2	-	177.2
88.3	2	149.3	27.5	10	176.8	(1.7)	175.1
71.7	4	133.2	30.0	7	163.2	-	163.2
62.0	7	126.8	34.5	4	161.3	(1.0)	160.2
41.2	12	119.0	40.0	1	159.0	(1.0)	158.0
54.2	9	118.9	40.0	1	158.9	(1.0)	157.9
65.8	5	127.3	30.0	7	157.3	-	157.3
77.5	3	131.6	27.5	10	159.1	(3.4)	155.7
43.8	11	115.4	38.0	3	153.4	(0.9)	152.6
62.2	6	113.1	33.5	5	146.6	-	146.6
55.0	8	109.9	31.5	6	141.4	(0.6)	140.8
46.0	10	92.3	30.0	7	122.3	(5.7)	116.6
63.2		124.1	32.3		156.4	(1.3)	155.1
62.1		122.9	30.8		159.0	(0.9)	157.6

Candidate Quality Shortlisted		Candidate Quality - Interview	
<b>Scoring Table</b>		<b>Scoring Table</b>	
<b>Result</b>	<b>Score</b>	<b>Result</b>	<b>Score</b>
85.9% or less	0	0.00% - 5.00%	0
86.0% - 86.9%	1	5.01% - 6.50%	1
87.0% - 87.9%	2	6.51% - 8.00%	2
88.0% - 88.9%	3	8.01% - 9.50%	3
89.0% - 89.9%	4	9.51% - 11.00%	4
90.0% - 90.9%	5	11.01% - 12.50%	5
91.0% - 91.9%	6	12.51% - 14.00%	6
92.0% - 92.9%	7	14.01% - 15.50%	7
93.0% - 93.9%	8	15.51% - 17.00%	8
94.0% - 94.9%	9	17.01% - 18.50%	9
95.0% - 95.9%	10	18.51% - 20.00%	10
96.0% - 96.9%	12	20.01% - 21.50%	11
97.0% - 97.9%	14	21.51% - 23.00%	12
98.0% - 98.9%	16	23.01% - 24.50%	13
99.0% - 99.9%	18	24.51% - 26.00%	14
100%	20	26.01% - 27.50%	15
		27.51% - 29.00%	16
		29.01% - 30.50%	17
		30.51% - 32.00%	18
		32.01% - 33.50%	19
		33.51% and Higher	20
<b>Early Terminations</b>		<b>Distance Under Max Bill Rate</b>	
<b>Scoring Table</b>		<b>Scoring Table</b>	
<b>Result</b>	<b>Score</b>	<b>Result</b>	<b>Score</b>
90.4% or less	0	(5.00) or lower	-5
90.5% - 90.9%	1	(4.00) - (4.99)	-4
91.0% - 91.4%	2	(3.00) - (3.99)	-3
91.5% - 91.9%	3	(2.00) - (2.99)	-2
92.0% - 92.4%	4	(1.00) - (1.99)	-1
92.5% - 92.9%	5	(.00) - (.99)	0
93.0% - 93.4%	6	.01 - .10	1
93.5% - 93.9%	7	.11 - .20	2
94.0% - 94.4%	8	.21 - .30	3
94.5% - 94.9%	9	.31 - .40	4
95.0% - 95.4%	10	.41 - .50	5
95.5% - 95.9%	11	.51 - .60	6
96.0% - 96.4%	12	.61 - .70	7
96.5% - 96.9%	13	.71 - .80	8
97.0% - 97.4%	14	.81 - .90	9
97.5% - 97.9%	15	.91 - 1.00	10
98.0% - 98.4%	16	1.01 - 1.05	11
98.5% - 98.9%	17	1.06 - 1.10	12
99.0% - 99.4%	18	1.11 - 1.15	13
99.5% - 99.9%	19		
100%	20		

Candidate Quality - Assignment	
Scoring Table	
Result	Score
0.00%	0
.01% - 2.00%	1
2.01% - 3.00%	2
3.01% - 4.00%	3
4.01% - 5.00%	4
5.01% - 6.00%	5
6.01% - 7.00%	6
7.01% - 8.00%	7
8.01% - 9.00%	8
9.01% - 10.00%	9
10.01% - 11.00%	10
11.01% - 12.00%	11
12.01% - 13.00%	12
13.01% - 14.00%	13
14.01% - 15.00%	14
15.01% - 16.00%	15
16.01% - 17.00%	16
17.01% - 18.00%	17
18.01% - 19.00%	18
19.01% - 20.00%	19
20.01% and Higher	20

Distance Under Max Bill Rate	
Scoring Table	
Result	Score
1.16 - 1.20	14
1.21 - 1.25	15
1.26 - 1.30	16
1.31 - 1.35	17
1.36 - 1.40	18
1.41 - 1.45	19
1.46 - 1.50	20
1.51 - 1.55	21
1.56 - 1.60	22
1.61 - 1.65	23
1.66 - 1.70	24
1.71 - 1.75	25
1.76 - 1.80	26
1.81 - 1.85	27
1.86 - 1.90	28
1.91 - 1.95	29
1.96 - 2.00	30
Bonus if greater \$3.00	5



From: Peter Gibson

Sent: Wed Mar 10 09:12:26 2021

To: Hampton,Scott R (BPA) - NSP-4400-LL

Subject: [EXTERNAL] Re: First-Tek Scorecard Documentation

Importance: Normal

Attachments: image001.png

Scott,

I read through this last night and was stunned in the best possible way. I'm looking forward to speaking this afternoon.

Thank you!

Pete

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---

**From:** Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

**Sent:** Tuesday, March 9, 2021 4:06:02 PM

**To:** Peter Gibson <pete.gibson@first-tek.com>

**Subject:** First-Tek Scorecard Documentation

First let me say Congratulations.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number (b) (2)

Call ID Number (b) (2)

I look forward to talking with you.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

From: Peter Gibson

Sent: Thu Mar 11 14:51:22 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Cc: Kumar Bhavanasi

Subject: [EXTERNAL] Thank You

Importance: Normal

Attachments: Outlook-l45ysxtz.png; Outlook-rp0v1pue.png; Outlook-nj12d2y0.png

Hi Scott,

Thank you for your time yesterday and, of course, THANK YOU for continuing BPA's partnership with First Tek. Saying "we are pleased to continue our relationship with you" is a massive understatement.

As I mentioned yesterday, it has and will continue to be intrinsically rewarding partnering with SLMO. The amount of positive program evolution that I have personally been a part of and seen over the last six years is amazing, especially given the procedural and political challenges that come with the operation and management of any government organization.

The program changes that are on the horizon for this year (specifically, the enhanced partnership with the other agencies and SLMO) will offer a useful and productive addition to an already well-oiled machine. Everyone will do better as a result. We are looking forward to it, as well as the increased workload and opportunity.

I spoke with Kumar briefly yesterday after he landed in Dallas. He is obviously very excited and wanted me to extend our deepest appreciation.

I let Kumar know that you would be in contact with him regarding some of SLMO's expectations, moving forward. He is copied on this email.

Thank you again, Scott. Have a great week ~

**Peter Gibson** | Branch Manager | **First Tek DOS, LLC (A First Tek, Inc. Company)**

**Phone:** (503) 862-8229 | **Fax:** (503) 226-6786

[www.first-tek.com](http://www.first-tek.com) | [peter.gibson@first-tek.com](mailto:peter.gibson@first-tek.com)

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**From:** Kumar Bhavanasi

**Sent:** Mon Mar 15 08:58:35 2021

**To:** Hampton, Scott R (BPA) - NSP-4400-LL

**Cc:** Peter Gibson

**Subject:** [EXTERNAL] RE: Thank You

**Importance:** Normal

**Attachments:** image008.png; image009.png; image010.png; image011.png; image012.png; image001.png; image002.png

That will work Scott. Looking forward to speaking to you.

**Kumar Bhavanasi** | President/CEO | **First Tek, Inc.**

**Phone:** (732) 745-0786 | (732) 745-0787 | **Mobile:** (b) (6) **Fax:** (800) 811-6670  
[www.first-tek.com](http://www.first-tek.com) | [kumar.bhavanasi@first-tek.com](mailto:kumar.bhavanasi@first-tek.com)

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**From:** Hampton, Scott R (BPA) - NSP-4400-LL [<mailto:srhampton@bpa.gov>]

**Sent:** Monday, March 15, 2021 11:13 AM

**To:** Kumar Bhavanasi <kumar.bhavanasi@first-tek.com>

**Cc:** Peter Gibson <pete.gibson@first-tek.com>

**Subject:** RE: Thank You

Hey Kumar, sorry. 10:00 pacific was when I couldn't meet. How about 1:00 pacific or 4:00 east coast time, does that work?

**Scott R. Hampton**



Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: 360-601-1011

**From:** Kumar Bhavanasi <[kumar.bhavanasi@first-tek.com](mailto:kumar.bhavanasi@first-tek.com)>  
**Sent:** Friday, March 12, 2021 8:35 PM  
**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Cc:** Peter Gibson <[pete.gibson@first-tek.com](mailto:pete.gibson@first-tek.com)>  
**Subject:** [EXTERNAL] RE: Thank You

Hi Scott, I am not busy at all. I just had to go to Dallas on that day. Monday 10 AM to 10:30 AM PST will work for me too. Please let me know. Have a great weekend.

**Kumar Bhavanasi** | President/CEO | **First Tek, Inc.**

**Phone:** (732) 745-0786 | (732) 745-0787 | **Mobile:** (b) (6) **Fax:** (800) 811-6670  
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**From:** Hampton, Scott R (BPA) - NSP-4400-LL [<mailto:srhampton@bpa.gov>]

**Sent:** Friday, March 12, 2021 11:50 AM

**To:** Kumar Bhavanasi <[kumar.bhavanasi@first-tek.com](mailto:kumar.bhavanasi@first-tek.com)>

**Cc:** Peter Gibson <[pete.gibson@first-tek.com](mailto:pete.gibson@first-tek.com)>

**Subject:** RE: Thank You

Hey Kumar,

It would be great to catch up. But I can also send you a note, which might be more convenient for you (I know you are super busy). I have a pretty wide open Monday. Just something from 10:00-10:30 on Monday. I can do 7:30-9:30 Tues or Wed. And then a little more time next Friday, pretty much all Friday morning. (all times Pacific).

Thanks!!

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Kumar Bhavanasi <[kumar.bhavanasi@first-tek.com](mailto:kumar.bhavanasi@first-tek.com)>  
**Sent:** Thursday, March 11, 2021 7:25 PM  
**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Cc:** Peter Gibson <[pete.gibson@first-tek.com](mailto:pete.gibson@first-tek.com)>  
**Subject:** [EXTERNAL] RE: Thank You

Thank you Scott. I could not be on the call since I had to take an urgent trip to Dallas. Please let me know your availability next week so I can speak to you.

**Kumar Bhavanasi** | President/CEO | **First Tek, Inc.**

(b) (6)

**Phone:** (732) 745-0786 | (732) 745-0787 | **Mobile:** [REDACTED] **Fax:** (800) 811-6670  
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**From:** Peter Gibson  
**Sent:** Thursday, March 11, 2021 5:51 PM  
**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Cc:** Kumar Bhavanasi <[kumar.bhavanasi@first-tek.com](mailto:kumar.bhavanasi@first-tek.com)>  
**Subject:** Thank You

Hi Scott,

Thank you for your time yesterday and, of course, THANK YOU for continuing BPA's partnership with First Tek. Saying "we are pleased to continue our relationship with you" is a massive understatement.

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extend our deepest appreciation.

I let Kumar know that you would be in contact with him regarding some of SLMO's expectations, moving forward. He is copied on this email.

Thank you again, Scott. Have a great week ~

**Peter Gibson** | Branch Manager | **First Tek DOS, LLC (A First Tek, Inc. Company)**

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50 Most Trustworthy Companies, *Silicon Review 2018*

From: Peter Gibson

Sent: Tue Feb 16 08:41:13 2021

To: Hampton,Scott R (BPA) - NSP-4400-LL

Subject: [EXTERNAL] Re: First-Tek Scorecard Meeting

Importance: Normal

Attachments: image001.png

Hi Scott,

Thanks for your understanding and flexibility! The 1:00 slot on 3/10 would work perfectly.

Pete

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---

**From:** Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

**Sent:** Tuesday, February 16, 2021 7:40:24 AM

**To:** Peter Gibson <pete.gibson@first-tek.com>

**Subject:** RE: First-Tek Scorecard Meeting

Hey Pete!

Absolutely no problem. I have a 3:00 on 3/8 an 8:00 on 3/9, a 1:00 on 3/10 Any of those times work for you?



**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Peter Gibson <pete.gibson@first-tek.com>

**Sent:** Monday, February 15, 2021 10:33 PM

**To:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

**Subject:** [EXTERNAL] Re: First-Tek Scorecard Meeting

Hi Scott,

I hope you (safely) enjoyed the snow this past weekend. Nice to see it / nice to almost have it gone.

I am writing to see if there is any availability to reschedule this meeting for a different time. I had to schedule a

conflicting appointment that I am unable to miss.

I should be good with any time that is convenient for you after Monday the 8th.

Apologies again for the inconvenience. Please let me know if there is any issue in accommodating this request.

~ Pete Gibson

---

**From:** Hampton, Scott R (BPA) - NSP-4400-LL  
**Sent:** Tuesday, February 2, 2021 9:36 AM  
**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>; Peter Gibson <[pete.gibson@first-tek.com](mailto:pete.gibson@first-tek.com)>; Longfellow, James N (BPA) - NSP-4400-LL <[jnlongfellow@bpa.gov](mailto:jnlongfellow@bpa.gov)>; Kayton, Lisa A (BPA) - NSP-4400-LL <[lkayton@bpa.gov](mailto:lkayton@bpa.gov)>; Hagedorn, William G (BPA) - NSP-4400-LL <[wghagedorn@bpa.gov](mailto:wghagedorn@bpa.gov)>; Falcon, April L (BPA) - NSP-4400-LL <[alfalcon@bpa.gov](mailto:alfalcon@bpa.gov)>; Marsh, Solomonn P (BPA) - NSP-4400-LL <[spmarsh@bpa.gov](mailto:spmarsh@bpa.gov)>  
**Subject:** First-Tek Scorecard Meeting  
**When:** Friday, March 5, 2021 11:00 AM-12:00 PM.  
**Where:** Conf Call

Phone bridge information will be sent out the day before the meeting

FLUX

**From:** Hampton,Scott R (BPA) - NSP-4400-LL

**Sent:** Thu Mar 04 14:47:27 2021

**To:** Dominic Moore (Dominic.Moore@workwithflux.com); Camille Woodin (Camille.Woodin@workwithflux.com); 'ellie.muhr@workwithflux.com'

**Cc:** Longfellow,James N (BPA) - NSP-4400-LL; Kayton,Lisa A (BPA) - NSP-4400-LL; Hagedorn,William G (BPA) - NSP-4400-LL; Falcon,April L (BPA) - NSP-4400-LL; Marsh,Solomonn P (BPA) - NSP-4400-LL

**Subject:** Flux Scorecard Meeting Documentation

**Importance:** Normal

**Attachments:** image001.png; FINAL\_Q&A\_Rationalized Suppliers.docx; Flux 202103 Scorecard.xlsx; NotestoScoring202103.docx; Summary Sheet.xlsx; Flux Feedback.xlsx

First let me say Congratulations.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number: (b) (2)  
Call ID Number:

I look forward to talking with you.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell (b) (6)

Flux								
Goal	Metric	Definition / Calculation	Total for Period	Responses	Rough Score	Calculated Score	Maximum Score	
Service	Response Rate Admin Clinical	Of the total number of new requisitions the vendor received within the defined	23	23	100.00%			
	Response Rate - Business Professional		53	48	90.57%			
	Response Rate - Technical Professional		47	32	68.09%			
	Response Rate - IT		65	46	70.77%			
Quality	Response Rate - Total		188	149	79.26%	15.9	20.0	
	Submittal quality	Of the total candidates the vendor submitted during the designated timeframe - what volume and percentage of candidates meet the basic qualifications for the role (i.e. were not dispositioned as "Does Not Meet Min Requirements" or "Rejected" or "didn't have the right paperwork")				99.22%	9.9	10.0
	Candidate Quality - Shortlisted	Percentage of job Seekers submitted by the individual supplier which result in a shortlisting (Use Scoring Key)				94.14%	9.0	20.0
	Candidate Quality - Interview	Percentage of job Seekers submitted by the individual supplier which result in an interview (Use Scoring Key)				13.05%	6.0	20.0
	Candidate Quality - Assignment	Percentage of job Seekers submitted by the individual supplier which result in an assignment being created (Use Scoring Key)				5.42%	5.0	20.0
	Early Terminations	What percent of contractor placements are still at BPA 1 year later. (sum of voluntary and involuntary terminations) (Use Scoring Key)				99.5%	19.0	20.0
Cost	Markup Ranking - New Positions	Take the average markup for all new positions for the 6 month period and rank suppliers from 1 to X.				4	15.0	20.0
	Markup Ranking - Open Workers	Take the average markup for all open positions for the 6 month period and rank suppliers from 1 to X.				1	30.0	60.0
	Rate Compliance	Percentage of Job Seekers who are submitted at or below the maximum bill rate amount.				100.0%	10.0	10.0
	Distance Under max bill rate	measures the average distance (above) below the max bill rates for all candidates submitted (Use Scoring Key)				50.65	7.0	10.0
<b>Total Objective Score</b>						<b>126.8</b>	<b>200.0</b>	
Subjective Rating	Supplier Stewardship	This is the average ranking for supplier by SIMO staff, based on interactions with supplier over the evaluation period.				6.9	34.5	50.0
<b>Total Objective and Subjective Score</b>						<b>161.3</b>	<b>250.0</b>	
Penalty	Recomplete Participation Penalty	Negative 1 point for every recomplete where no candidate was shortlisted, multiplied by the inverse of your response rate				(5)	(1.0)	
<b>Final Score</b>						<b>160.2</b>		
			Current	Sep. 2020	Mar. 2020			
Your Ranking for this Scorecard is:			4	4	2			
Your stewardship Ranking is:			4	3	4			

Flux Feedback: September 2020 to February 2021	
<b>SEPTEMBER</b>	
•	Provides excellent candidates and accurate submittals.
•	(b) is awesome dealing with FMLA and RA concerns!
•	Outstanding supplier. Very responsive.
•	Thank you for consistently and correctly submitting qualified candidates to my JPs.
<b>OCTOBER</b>	
•	Very friendly and concerned about their employees, and always willing to help get things done correctly.
•	Delivers excellent communication and follow-up.
•	(b) is awesome dealing with FMLA and RA concerns!
•	Outstanding supplier. Responds quickly to requests/issues.
•	Thank you for consistently and correctly submitting qualified candidates to my JPs.
<b>NOVEMBER</b>	
•	Thorough in communication, responds fairly quickly and extremely pleasant in emails.
•	Multiple new hires recently. Great job!
•	(b) and Erin have been awesome dealing with FMLA and RA concerns!
•	Outstanding supplier.
•	Thank you for consistently and correctly submitting qualified candidates to my JPs.
<b>DECEMBER</b>	
•	Provides excellent communication and service, is reliable, and submits excellent candidates.
•	(b) (c) have been awesome dealing with FMLA concerns!
•	Excellent supplier.
•	Thank you for consistently and correctly submitting qualified candidates to my JPs.
<b>JANUARY</b>	
•	Takes longer than other suppliers to respond.
•	Outstanding partnership. Advocates for their workers and BPA.
•	(b) have been awesome dealing with RA and FMLA concerns!
•	Outstanding supplier.
•	Thank you for consistently and correctly submitting qualified candidates to my JPs.
<b>FEBRUARY</b>	
•	(b) is outstanding at communicating and providing support.
•	(b) (c) have been awesome dealing with FMLA concerns!
•	Outstanding supplier.
•	I am getting so many offers lately for your candidates - how exciting! I love to see that! Congrats!!!
•	Consistent candidate submissions and prompt responsiveness to emails.

**Q & A FOR RATIONALIZED SUPPLIERS**

**What is SLMO communicating to our workers?**

On 3/15/2021, SLMO will send impacted contract workers an email outlining the process and deadlines for selecting a new employer. This email will also contain a list of eligible suppliers based on the worker's labor category.

**REFERENCE:** Refer to [email template #1](#) in the reference section below. This email template will include the "Rules of Transition" for contract personnel as an attachment.

**When should we communicate to our workers?**

As mentioned above, SLMO will communicate to impacted workers on 3/15/2021. We respectfully ask that you refrain from communicating with your workers about the rationalization until 3/12/2021, at the earliest. We have developed a staged communication plan to help prevent confusion and minimize disruption so we ask that you partner with us to ensure notifications are distributed in the timeframe we have planned.

**What should we communicate to our workers?**

We would appreciate it if you would ensure your communications to employees include the following:

- Please advise that primary communications about the transition, actions required and timeframes will come directly from SLMO. It is important that workers keep an eye out for these communications and act on them by the deadlines provided.
- Workers should discuss any questions about the transition with you, their new employer or SLMO. They should not discuss the transition with their BPA workplace manager.
- Please assure your workers that you and SLMO will be there to support them throughout the transition and will make it as seamless as possible.

We have provided a sample email in the reference section below that you may use to communicate with your workers. You are not required to use this template; we are only providing it as a service to you based on feedback from the first round of rationalization last year. If you decide to create your own communication, we are happy to review if you would like us to do so, however, it is not required.

**REFERENCE:** Refer to email [template #2](#) in the reference section below.

**How should we handle supplier rep badges?**

- No additional badge requests will be accepted at this time.
- If you have a supplier badge request in process, please check with SLMO on the status and next steps.
- You may retain your supplier badges until all of your workers have been transitioned to new employers. At that point, please return all supplier badges to SLMO.
- Please keep SLMO informed of the date/time you will be returning your badge(s)

**How do we handle PPE and Ergonomic Equipment that we provided to our workers?**

We would appreciate it if you left the PPE and Ergonomic equipment with your workers to continue to use, so as to not disrupt their work. However, if you prefer to collect it, please let us know so we can communicate that to their new employer and help facilitate that transition.



**For candidates in the pipeline/in process, can we provide them with a list of suppliers for them to reach out to?**

- Please have candidates email [supplaborjobs@bpa.gov](mailto:supplaborjobs@bpa.gov) with the type of position they are interested in and we can provide the appropriate vendor list directly to the worker.
- If you receive any interview requests that you do not want to facilitate, please let us know.
- SLMO will not shortlist candidates you have submitted going forward. Additionally, we may unshortlist candidates who were previously shortlisted but not yet interviewed.
- Candidates who have already interviewed and are selected will be required to select a new employer before we can proceed with onboarding.

**When will our workers transition to their new employer?**

SLMO will transition workers as their paperwork is received. We will transition workers on Sundays, as usual. We will be distributing forms via DocuSign on 3/16/2021. Workers must make a new employer selection no later than 4/16/2021. All workers will be transitioned no later than 5/23/2021.

**When will our contract with BPA end?**

Your contract with BPA will expire at the end of May 2021.

**How will BPA handle contractors who are unhappy about moving suppliers as it will impact their pay, medical benefits, 401k, etc.?**

Unfortunately, government procurement regulations don't allow for handling individual contractor concerns. As contracts expire and are not renewed, BPA's need for that work to be completed does not go away. If a contractor does not want to move suppliers, that is their right and will be completely up to them. However, as there is no contract they will not be able to continue at BPA, and BPA will have to procure a new contractor for that assignment.

**REFERENCES**

**1. Email to Impacted Contract Workers**

The Supplemental Labor Management Office (SLMO) is reducing the number of Supplemental Labor staffing suppliers. Through an objective scorecard process, SLMO has determined the suppliers impacted by this change; which includes your current employer.

As a result of this change, you have the opportunity to select and transition to a new employer and continue your current assignment with BPA. Below is the list of participating suppliers. **It will be up to you to contact any or all of the suppliers listed below and select which one you would like to represent you on your BPA assignment.**

On **3/16/2021**, SLMO will distribute a DocuSign envelope to your BPA email address that contains the following information:

- Right to Represent form
- 1400 form
- Contract Worker Attestation form
- Non-Disclosure Agreement

Simply complete the forms in the DocuSign envelope no later than **11:59pm on 4/16/2021** to communicate your selection. **If you do not select a new employer by the deadline indicated, your assignment will end no later than 5/22/2021.**

Please refer to the attached Process & Rules of Transition for additional details. If you fail to comply with the rules of transition, you may be disqualified from remaining on assignment at BPA.

<Appropriate supplier list/contact info based on the position’s labor category>

\*\*\*Please be sure to submit expense sheets for travel as soon as possible so your current employer can reimburse you. DO NOT DELAY. Once your current assignment is closed, you will no longer be able to submit expense sheets for reimbursement.

If you have any questions, please e-mail [supplementallabor@bpa.gov](mailto:supplementallabor@bpa.gov). **To expedite our response, please put “Supplier Rationalization”, your name and BPA organization in the subject line of the email.** Thank you.

## 2. Sample Email Suppliers May Send to Workers

Dear Worker:

We are writing to inform you that <Supplier Name> will no longer be a part of the Supplemental Labor program at BPA effective the end of May 2021. BPA’s Supplemental Labor Management Office (SLMO) is optimizing their program by reducing their supplier pool and unfortunately, <Supplier Name> is impacted by these reductions. This means you will be required to select a new employer to continue your assignment at BPA. SLMO will be sending a communication to your BPA email address on Monday, March 15<sup>th</sup> to help guide you through this process.

Please remember:

- Communication about this transition, actions required, and timeframes will come directly from SLMO. It is important that you keep an eye out for these communications and act on them by the deadlines provided.
- Please discuss any questions about the transition with us, your new employer or SLMO. We are all here to assist you and to help make this transition as seamless as possible. Please **do not** discuss the transition with your BPA workplace manager.

We want to thank you for being an invaluable part of the <Supplier Name> family. We wish you well and are happy to assist you in any way we can in the weeks to come.

Thank you.

Flux							
Goal	Metric	Definition / Calculation	Total for Period	Responses	Rough Score	Calculated Score	Maximum Score
Service	Response Rate Admin Clinical	Of the total number of new requisitions the vendor received within the defined	23	23	100.00%		
	Response Rate - Business Professional		53	48	90.57%		
	Response Rate - Technical Professional		47	32	68.09%		
	Response Rate - IT		65	46	70.77%		
Response Rate - Total			188	149	79.26%	15.9	20.0
Quality	Submittal quality	Of the total candidates the vendor submitted during the designated timeframe - what volume and percentage of candidates meet the basic qualifications for the role (i.e. were not dispositioned as "Does Not Meet Min Requirements" or "Rejected" or "didn't have the right paperwork")			99.22%	9.9	10.0
	Candidate Quality - Shortlisted	Percentage of job Seekers submitted by the individual supplier which result in a shortlisting (Use Scoring Key)			94.14%	9.0	20.0
	Candidate Quality - Interview	Percentage of job Seekers submitted by the individual supplier which result in an interview (Use Scoring Key)			13.05%	6.0	20.0
	Candidate Quality - Assignment	Percentage of job Seekers submitted by the individual supplier which result in an assignment being created (Use Scoring Key)			5.42%	5.0	20.0
	Early Terminations	What percent of contractor placements are still at BPA 1 year later. (sum of voluntary and involuntary terminations) (Use Scoring Key)			99.5%	19.0	20.0
	Cost	Markup Ranking - New Positions	Take the average markup for all new positions for the 6 month period and rank suppliers from 1 to X.			4	15.0
	Markup Ranking - Open Workers	Take the average markup for all open positions for the 6 month period and rank suppliers from 1 to X.			1	30.0	60.0
	Rate Compliance	Percentage of Job Seekers who are submitted at or below the maximum bill rate amount.			100.0%	10.0	10.0
	Distance Under max bill rate	measures the average distance (above) below the max bill rates for all candidates submitted (Use Scoring Key)			50.65	7.0	10.0
<b>Total Objective Score</b>						<b>126.8</b>	<b>200.0</b>
Subjective Rating	Supplier Stewardship	This is the average ranking for supplier by SIMO staff, based on interactions with supplier over the evaluation period.			6.9	34.5	50.0
<b>Total Objective and Subjective Score</b>						<b>161.3</b>	<b>250.0</b>
Penalty	Recomplete Participation Penalty	Negative 1 point for every recomplete where no candidate was shortlisted, multiplied by the inverse of your response rate			(5)	(1.0)	
<b>Final Score</b>						<b>160.2</b>	
			Current	Sep. 2020	Mar. 2020		
Your Ranking for this Scorecard is:			4	4	2		
Your stewardship Ranking is:			4	3	4		

Flux Feedback: September 2020 to February 2021		
<b>SEPTEMBER</b>		
*		Provides excellent candidates and accurate submittals.
*		[redacted] is awesome dealing with FMLA and RA concerns!
*		Outstanding supplier. Very responsive.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
<b>OCTOBER</b>		
*		Very friendly and concerned about their employees, and always willing to help get things done correctly.
*		Delivers excellent communication and follow-up.
*		[redacted] is awesome dealing with FMLA and RA concerns!
*		Outstanding supplier. Responds quickly to requests/issues.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
<b>NOVEMBER</b>		
*		Thorough in communication, responds fairly quickly and extremely pleasant in emails.
*		Multiple new hires recently. Great job!
*		[redacted] and [redacted] have been awesome dealing with FMLA and RA concerns!
*		Outstanding supplier.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
<b>DECEMBER</b>		
*		Provides excellent communication and service, is reliable, and submits excellent candidates.
*		[redacted] and [redacted] have been awesome dealing with FMLA concerns!
*		Excellent supplier.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
<b>JANUARY</b>		
*		Takes longer than other suppliers to respond.
*		Outstanding partnership. Advocates for their workers and BPA.
*		[redacted] and [redacted] have been awesome dealing with RA and FMLA concerns!
*		Outstanding supplier.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
<b>FEBRUARY</b>		
*		Camille is outstanding at communicating and providing support.
*		[redacted] and [redacted] have been awesome dealing with FMLA concerns!
*		Outstanding supplier.
*		I am getting so many offers lately for your candidates - how exciting! I love to see that! Congrats!!!
*		Consistent candidate submissions and prompt responsiveness to emails.

**From:** Camille Woodin

**Sent:** Thu Mar 04 16:12:09 2021

**To:** Dominic Moore; Hampton, Scott R (BPA) - NSP-4400-LL; Ellie Muhr

**Cc:** Longfellow, James N (BPA) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL; Hagedorn, William G (BPA) - NSP-4400-LL; Falcon, April L (BPA) - NSP-4400-LL; Marsh, Solomonn P (BPA) - NSP-4400-LL

**Subject:** [EXTERNAL] RE: Flux Scorecard Meeting Documentation

**Importance:** Normal

**Attachments:** image002.png; image003.png; image004.png; image005.jpg; image006.jpg; image007.png; image008.png; image009.png

Yes, thank you Scott! We're very proud and thrilled to have the opportunity to continue providing high levels of service to SLMO/BPA along with our on-site employees.

We look forward to connecting with the team tomorrow.

Thank you again,

**Camille Woodin** – Client Manager

**Flux Resources, LLC**

5000 Meadows Road, Suite 310 | Lake Oswego, OR 97035 | [www.workwithflux.com](http://www.workwithflux.com)

d: 503.558.3499 c (b) (6) [camille.woodin@workwithflux.com](mailto:camille.woodin@workwithflux.com)

**From:** Dominic Moore <[Dominic.Moore@workwithflux.com](mailto:Dominic.Moore@workwithflux.com)>

**Sent:** Thursday, March 4, 2021 3:05 PM

**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>; Dominic Moore <[Dominic.Moore@workwithflux.com](mailto:Dominic.Moore@workwithflux.com)>; Camille Woodin <[Camille.Woodin@workwithflux.com](mailto:Camille.Woodin@workwithflux.com)>; Ellie Muhr <[Ellie.Muhr@workwithflux.com](mailto:Ellie.Muhr@workwithflux.com)>

**Cc:** Longfellow, James N (BPA) - NSP-4400-LL <[jnlongfellow@bpa.gov](mailto:jnlongfellow@bpa.gov)>; Kayton, Lisa A (BPA) - NSP-4400-LL <[lakayton@bpa.gov](mailto:lakayton@bpa.gov)>; Hagedorn, William G (BPA) - NSP-4400-LL <[wghagedorn@bpa.gov](mailto:wghagedorn@bpa.gov)>; Falcon, April L (BPA) - NSP-4400-LL <[alfalcon@bpa.gov](mailto:alfalcon@bpa.gov)>; Marsh, Solomonn P (BPA) - NSP-4400-LL <[spmarsh@bpa.gov](mailto:spmarsh@bpa.gov)>

**Subject:** RE: Flux Scorecard Meeting Documentation

Thank you, Scott. Looking forward to connecting with you and the rest of the team tomorrow.

Warmly,

Dominic

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Hampton,Scott R (BPA) - NSP-4400-LL" <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>

Date: 3/4/21 3:47 PM (GMT-07:00)

To: Dominic Moore <[Dominic.Moore@workwithflux.com](mailto:Dominic.Moore@workwithflux.com)>, Camille Woodin <[Camille.Woodin@workwithflux.com](mailto:Camille.Woodin@workwithflux.com)>, Ellie Muhr <[Ellie.Muhr@workwithflux.com](mailto:Ellie.Muhr@workwithflux.com)>

Cc: "Longfellow,James N (BPA) - NSP-4400-LL" <[jnlongfellow@bpa.gov](mailto:jnlongfellow@bpa.gov)>, "Kayton,Lisa A (BPA) - NSP-4400-LL" <[lakayton@bpa.gov](mailto:lakayton@bpa.gov)>, "Hagedorn,William G (BPA) - NSP-4400-LL" <[wghagedorn@bpa.gov](mailto:wghagedorn@bpa.gov)>, "Falcon,April L (BPA) - NSP-4400-LL" <[alfalcon@bpa.gov](mailto:alfalcon@bpa.gov)>, "Marsh,Solomonn P (BPA) - NSP-4400-LL" <[spmarsh@bpa.gov](mailto:spmarsh@bpa.gov)>

Subject: Flux Scorecard Meeting Documentation

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Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number: (b) (2)  
Call ID Number: (b) (2)

I look forward to talking with you.



**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Camille Woodin

**Sent:** Mon Mar 08 13:25:51 2021

**To:** Hampton, Scott R (BPA) - NSP-4400-LL

**Cc:** Dominic Moore; Ellie Muhr

**Subject:** [EXTERNAL] RE: response to your question

**Importance:** Normal

**Attachments:** image002.png; image003.png; image004.png; image005.jpg; image006.jpg; image007.png; image008.png; image009.png

Hi Scott,

That is perfect and definitely answers my question.

Thank you again for your time on Friday and hope you have a wonderful week!

**Camille Woodin** – Client Manager

**Flux Resources, LLC**

5000 Meadows Road, Suite 310 | Lake Oswego, OR 97035 | [www.workwithflux.com](http://www.workwithflux.com)

d: 503.558.3499 c: (b) (6) [camille.woodin@workwithflux.com](mailto:camille.woodin@workwithflux.com)

**From:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Sent:** Monday, March 8, 2021 12:42 PM  
**To:** Camille Woodin <Camille.Woodin@workwithflux.com>; Dominic Moore <Dominic.Moore@workwithflux.com>; Ellie Muhr <Ellie.Muhr@workwithflux.com>  
**Subject:** response to your question

It just occurred to me that I might not have answered your question, and I didn't find anything in my sent mail, so if I did, I apologize for the duplication (and I hope the answer is consistent J)

What I had written down was you asked about closed requisition (like when a manager decided not to hire or stops in the middle) and what impact that might have, like do we count them for part of the scorecard. The answer is you should get partial credit for all the elements on the scorecard that apply, it all depends on the timing of the JP closure.

Hope that helps!!

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell (b) (6)

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Mon Mar 08 12:41:51 2021

To: Camille Woodin (Camille.Woodin@workwithflux.com); Dominic Moore (Dominic.Moore@workwithflux.com); 'ellie.muhr@workwithflux.com'

Subject: response to your question

Importance: Normal

Attachments: image001.png

It just occurred to me that I might not have answered your question, and I didn't find anything in my sent mail, so if I did, I apologize for the duplication (and I hope the answer is consistent J)

What I had written down was you asked about closed requisition (like when a manager decided not to hire or stops in the middle) and what impact that might have, like do we count them for part of the scorecard. The answer is you should get partial credit for all the elements on the scorecard that apply, it all depends on the timing of the JP closure.


Hope that helps!!

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell (b) (6) 

**From:** Camille Woodin

**Sent:** Tue Mar 16 10:38:39 2021

**To:** Hampton, Scott R (BPA) - NSP-4400-LL

**Cc:** Dominic Moore; Ellie Muhr

**Subject:** [EXTERNAL] RE: Quick Question

**Importance:** Normal

**Attachments:** image002.png; image003.png; image004.png; image005.jpg; image006.jpg; image007.png; image008.png; image009.png

Hi Scott,

The margins are very tight on a large majority of the individuals. At least 1/3 of the workers are at a margin of less than 2% or are negative. I would also say that another 1/3 are between a 3% - 7% margin.

Thank you for asking and hope that helps.

**Camille Woodin** – Client Manager

**Flux Resources, LLC**

5000 Meadows Road, Suite 310 | Lake Oswego, OR 97035 | [www.workwithflux.com](http://www.workwithflux.com)

d: 503.558.3499 c: (b) (6) [camille.woodin@workwithflux.com](mailto:camille.woodin@workwithflux.com)

**From:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Sent:** Tuesday, March 16, 2021 9:52 AM  
**To:** Ellie Muhr <Ellie.Muhr@workwithflux.com>; Camille Woodin <Camille.Woodin@workwithflux.com>  
**Cc:** Dominic Moore <Dominic.Moore@workwithflux.com>  
**Subject:** Quick Question

Hey Ellie and Camille,

I am hearing from some other suppliers that some margins are too tight on workers, making it very challenging to bring them on without taking a loss. Are you seeing that? About how many workers are impacted from your perspective?



**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

# MOTUS

**From:** Hampton,Scott R (BPA) - NSP-4400-LL

**Sent:** Thu Mar 04 14:40:34 2021

**To:** 'emma@motusrecruiting.com'; Orlando Williams

**Cc:** Longfellow,James N (BPA) - NSP-4400-LL; Kayton,Lisa A (BPA) - NSP-4400-LL; Marsh,Solomonn P (BPA) - NSP-4400-LL; Hagedorn,William G (BPA) - NSP-4400-LL; Falcon,April L (BPA) - NSP-4400-LL

**Subject:** Motus Scorecard Documentation

**Importance:** Normal

**Attachments:** image001.png; NotestoScoring202103.docx; Motus 202103 Scorecard.xlsx; Summary Sheet.xlsx; FINAL\_Q&A\_Rationalized Suppliers.docx; Motus Feedback.xlsx

First let me say Congratulations.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number (b) (2)  
Call ID Number

I look forward to talking with you.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

## Notes to Scoring

### March, 2021 Scorecard Meetings

Scoring Summary	Average	Median	Minimum	Maximum
Score	155.1	157.6	116.6	175.1
Supplier Stewardship	6.5	6.1	5	8

1. This is the final round of rationalization. 4 suppliers will be leaving us in the next few months. I appreciate your efforts over the last 18 months to participate in this process and adjust your business practices. We have seen margins tighten significantly during this period and lots of effort around cost. For that I thank you!
  
2. For Rationalized Suppliers
  - a. Your contract will be extended for a short period of time to facilitate transfer of workers, and then it will not be renewed
  - b. SLMO will transition all of your workers to a participating supplier by 5/23
  - c. JP's will no longer be distributed to you effective immediately (we are halting JPs from 3/1 to 3/12)
  - d. SLMO will provide your current workers with a list of participating suppliers
    - i. Workers will need to select their new employer via DocuSign by 4/16
    - ii. Workers who elect not to transition to a new employer may remain on assignment until 5/22, at managers discretion
  - e. How we will handle candidates in the pipeline:
    - i. Candidates shortlisted before 3/1 may be un-shortlisted from open JPs
    - ii. If a manager has determined they want to interview a shortlisted candidate, we will work with you to schedule the interview (if you are willing to coordinate). If you prefer not to coordinate, please let us know and we will ask the candidate to select a new employer to remain in consideration.
    - iii. If a manager has already interviewed a candidate and wants to select them, we will work with the candidate to select a new employer to remain in consideration.
  - f. Be candid with applicants submitted, shortlisted and/or scheduled to interview:
    - i. SLMO will send affected applicants a list of participating suppliers to contact should they choose to stay in consideration for the open posting
  
3. For Remaining Suppliers
  - a. SLMO will transition affected workers to new suppliers by 5/23. Workers will be transitioned as their paperwork is received by SLMO.
    - i. You will receive a list of affected workers with all the information you will need to represent them
    - ii. API, Worker Name, Title, Bill Rate, etc.

- iii. Bill rates, job titles and levels will remain the same. No bill rate increases will be considered.
- iv. Review the API requirements carefully to understand the costs involved of the new assignment
- b. SLMO will distribute the Rules of Transition and the list of affected workers to you on 3/15
  - i. Do not solicit for business with current workers, etc.
  - ii. You must adhere to the rules of transition or you will be disqualified
- c. Workers will receive the list of participating suppliers with contact information on 3/15
  - i. Workers will notify SLMO directly via DocuSign which supplier they choose no later than 4/16
  - ii. Once received, SLMO will forward the DocuSign envelope to you to sign the NDA and Attestation
- d. SLMO will work with you throughout the transition process:
  - i. You will need to submit your new employees to the new JP's – SLMO will notify you when to submit
  - ii. Effective dates for new assignments will be as soon as possible, no later than 5/23
  - iii. You may be approached by workers who were shortlisted and/or interviewed by affected suppliers who are interested in remaining in consideration
    - 1. Please submit these applicants to the appropriate posting within 3 business days
    - 2. Submit at or below max bill rate on the JP

#### 4. Changes Going Forward

#### 5. Any other questions or concerns?

**Supplier Stewardship Scale**

9 - 10	Outstanding Supplier - provides unsurpassed customer service, is extremely accurate and/or typically responds within an hour or two to SLMO needs
7 - 8	Excellent Supplier - provides excellent customer service, is accurate and/or typically responds within a few hours to SLMO needs
5 - 6	Good Supplier - provides valuable customer service, is somewhat accurate and/or typically responds within a day to SLMO needs
3 - 4	Fair Supplier - provides minimal customer service, is minimally accurate and/or typically responds within a few days to SLMO needs
1 - 2	Poor Supplier - provides no customer service, often inaccurate & mistake prone and/or non-responsive to SLMO needs
0	BPA Should stop doing business with the company immediately

<b>Candidate Quality Shortlisted Scoring Table</b>	
<u>Result</u>	<u>Score</u>
85.9% or less	0
86.0% - 86.9%	1
87.0% - 87.9%	2
88.0% - 88.9%	3
89.0% - 89.9%	4
90.0% - 90.9%	5
91.0% - 91.9%	6
92.0% - 92.9%	7
93.0% - 93.9%	8
94.0% - 94.9%	9
95.0% - 95.9%	10
96.0% - 96.9%	12
97.0% - 97.9%	14
98.0% - 98.9%	16
99.0% - 99.9%	18
100%	20

<b>Candidate Quality - Interview Scoring Table</b>	
<u>Result</u>	<u>Score</u>
0.00% - 5.00%	0
5.01% - 6.50%	1
6.51% - 8.00%	2
8.01% - 9.50%	3
9.51% - 11.00%	4
11.01% - 12.50%	5
12.51% - 14.00%	6
14.01% - 15.50%	7
15.51% - 17.00%	8
17.01% - 18.50%	9
18.51% - 20.00%	10
20.01% - 21.50%	11
21.51% - 23.00%	12
23.01% - 24.50%	13
24.51% - 26.00%	14
26.01% - 27.50%	15
27.51% - 29.00%	16
29.01% - 30.50%	17
30.51% - 32.00%	18
32.01% - 33.50%	19
33.51% and Higher	20

<b>Candidate Quality - Assignment Scoring Table</b>	
<u>Result</u>	<u>Score</u>
0.00%	0
.01% - 2.00%	1
2.01% - 3.00%	2
3.01% - 4.00%	3
4.01% - 5.00%	4
5.01% - 6.00%	5
6.01% - 7.00%	6
7.01% - 8.00%	7
8.01% - 9.00%	8
9.01% - 10.00%	9
10.01% - 11.00%	10
11.01% - 12.00%	11
12.01% - 13.00%	12
13.01% - 14.00%	13
14.01% - 15.00%	14
15.01% - 16.00%	15
16.01% - 17.00%	16
17.01% - 18.00%	17
18.01% - 19.00%	18
19.01% - 20.00%	19
20.01% and Higher	20

<b>Early Terminations Scoring Table</b>	
<u>Result</u>	<u>Score</u>
90.4% or less	0
90.5% - 90.9%	1
91.0% - 91.4%	2
91.5% - 91.9%	3
92.0% - 92.4%	4
92.5% - 92.9%	5
93.0% - 93.4%	6
93.5% - 93.9%	7
94.0% - 94.4%	8
94.5% - 94.9%	9
95.0% - 95.4%	10
95.5% - 95.9%	11
96.0% - 96.4%	12
96.5% - 96.9%	13
97.0% - 97.4%	14
97.5% - 97.9%	15
98.0% - 98.4%	16
98.5% - 98.9%	17
99.0% - 99.4%	18
99.5% - 99.9%	19
100%	20

<b>Distance Under Max Bill Rate Scoring Table</b>		<b>Distance Under Max Bill Rate Scoring Table</b>	
<u>Result</u>	<u>Score</u>	<u>Result</u>	<u>Score</u>
(5.00) or lower	-5	1.16 - 1.20	14
(4.00) - (4.99)	-4	1.21 - 1.25	15
(3.00) - (3.99)	-3	1.26 - 1.30	16
(2.00) - (2.99)	-2	1.31 - 1.35	17
(1.00) - (1.99)	-1	1.36 - 1.40	18
(.00) - (.99)	0	1.41 - 1.45	19
.01 - .10	1	1.46 - 1.50	20
.11 - .20	2	1.51 - 1.55	21
.21 - .30	3	1.56 - 1.60	22
.31 - .40	4	1.61 - 1.65	23
.41 - .50	5	1.66 - 1.70	24
.51 - .60	6	1.71 - 1.75	25
.61 - .70	7	1.76 - 1.80	26
.71 - .80	8	1.81 - 1.85	27
.81 - .90	9	1.86 - 1.90	28
.91 - 1.00	10	1.91 - 1.95	29
1.01 - 1.05	11	1.96 - 2.00	30
1.06 - 1.10	12	Bonus if greater \$3.00	5
1.11 - 1.15	13		



Motus							
Goal	Metric	Definition   Calculation	Total for Period	Responses	Rough Score	Calculated Score	Maximum Score
Service Delivery	Response Rate Admin Clerical	Of the total number of new requisitions the vendor received within the defined time period, what volume and percentage of requisitions did the vendor submit at least 1 candidate. Data is computed overall and by labor category (Administrative, Business Professional, IT and Technical Professional). Requisitions are pulled based on requisition open date. Those with the current status of Open or Filled are included. Cancelled Requisitions are omitted.	23	23	100.00%		
	Response Rate - Business Professional		53	42	79.25%		
	Response Rate - Technical Professional		N/A	N/A	N/A		
	Response Rate - IT		65	37	56.92%		
	Response Rate - Total		141	102	72.34%		
Quality	Submittal quality	Of the total candidates the vendor submitted during the designated timeframe - what volume and percentage of candidates met the basic qualifications for the role (i.e. were not dispositioned as "Does Not Meet Min Requirements" or "Rejected" or "didn't have the right paperwork")			99.47%	9.9	10.0
	Candidate Quality - Shortlisted	Percentage of job Seekers submitted by the individual supplier which result in a shortlisting (Use Scoring Key)			93.58%	8.0	20.0
	Candidate Quality - Interview	Percentage of job Seekers submitted by the individual supplier which result in an interview (Use Scoring Key)			11.70%	5.0	20.0
	Candidate Quality - Assignment	Percentage of job Seekers submitted by the individual supplier which result in an assignment being created (Use Scoring Key)			4.26%	4.0	20.0
	Early Terminations	What percent of contractor placements are still at BPA 1 year later. (sum of voluntary and involuntary terminations) (Use Scoring Key)			100.0%	20.0	20.0
Cost	Markup Ranking - New Positions	Take the average markup for all new positions for the 6 month period and rank suppliers from 1 to X.			2	18.3	20.0
	Markup Ranking - Open Workers	Take the average markup for all open positions for the 6 month period and rank suppliers from 1 to X.			2	27.5	30.0
	Rate Compliance	Percentage of Job Seekers who are submitted at or below the maximum bill rate amount.			100.0%	10.0	10.0
	Distance Under max bill rate	measures the average distance (above) below the max bill rates for all candidates submitted (Use Scoring Key)			\$ 3.52	35.0	30.0
<b>Total Objective Score</b>						<b>152.2</b>	<b>200.0</b>
Subjective Rating	Supplier Stewardship	This is the average ranking for supplier by SMO staff, based on interactions with supplier over the evaluation period.			5.0	25.0	50.0
<b>Total Objective and Subjective Score</b>						<b>177.2</b>	<b>250.0</b>
Penalty	Recompete Participation Penalty	Negative 1 point for every recompete where no candidate was shortlisted, multiplied by the inverse of your response rate			0	-	
<b>Final Score</b>						<b>177.2</b>	
			Current	Sep. 2020	Mar. 2020		
			Your Ranking for this Scorecard is:	1	7	10	
			Your Stewardship Ranking is:	12	8	12	

Motus							
Goal	Metric	Definition   Calculation	Total for Period	Responses	Rough Score	Calculated Score	Maximum Score
Service Delivery	Response Rate Admin Clerical	Of the total number of new requisitions the vendor received within the defined time period, what volume and percentage of requisitions did the vendor submit at least 1 candidate. Data is computed overall and by labor category (Administrative, Business Professional, IT and Technical Professional). Requisitions are pulled based on requisition open date. Those with the current status of Open or Filled are included. Cancelled Requisitions are omitted.	23	23	100.00%		
	Response Rate - Business Professional		53	42	79.25%		
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	Response Rate - IT		65	37	56.92%		
	Response Rate - Total		141	102	72.34%		
Quality	Submittal quality	Of the total candidates the vendor submitted during the designated timeframe - what volume and percentage of candidates met the basic qualifications for the role (i.e. were not dispositioned as "Does Not Meet Min Requirements" or "Rejected" or "didn't have the right paperwork")			99.47%	9.9	10.0
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	Early Terminations	What percent of contractor placements are still at BPA 1 year later. (sum of voluntary and involuntary terminations) (Use Scoring Key)			100.0%	20.0	20.0
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	Rate Compliance	Percentage of Job Seekers who are submitted at or below the maximum bill rate amount.			100.0%	10.0	10.0
	Distance Under max bill rate	measures the average distance (above) below the max bill rates for all candidates submitted (Use Scoring Key)			\$ 3.52	35.0	30.0
<b>Total Objective Score</b>						<b>152.2</b>	<b>200.0</b>
Subjective Rating	Supplier Stewardship	This is the average ranking for supplier by SMO staff, based on interactions with supplier over the evaluation period.			5.0	25.0	50.0
<b>Total Objective and Subjective Score</b>						<b>177.2</b>	<b>250.0</b>
Penalty	Recompete Participation Penalty	Negative 1 point for every recompete where no candidate was shortlisted, multiplied by the inverse of your response rate			0	-	
<b>Final Score</b>						<b>177.2</b>	
			Current	Sep. 2020	Mar. 2020		
			Your Ranking for this Scorecard is:	1	7	10	
			Your Stewardship Ranking is:	12	8	12	

**Q & A FOR RATIONALIZED SUPPLIERS**

**What is SLMO communicating to our workers?**

On 3/15/2021, SLMO will send impacted contract workers an email outlining the process and deadlines for selecting a new employer. This email will also contain a list of eligible suppliers based on the worker's labor category.

**REFERENCE:** Refer to [email template #1](#) in the reference section below. This email template will include the "Rules of Transition" for contract personnel as an attachment.

**When should we communicate to our workers?**

As mentioned above, SLMO will communicate to impacted workers on 3/15/2021. We respectfully ask that you refrain from communicating with your workers about the rationalization until 3/12/2021, at the earliest. We have developed a staged communication plan to help prevent confusion and minimize disruption so we ask that you partner with us to ensure notifications are distributed in the timeframe we have planned.

**What should we communicate to our workers?**

We would appreciate it if you would ensure your communications to employees include the following:

- Please advise that primary communications about the transition, actions required and timeframes will come directly from SLMO. It is important that workers keep an eye out for these communications and act on them by the deadlines provided.
- Workers should discuss any questions about the transition with you, their new employer or SLMO. They should not discuss the transition with their BPA workplace manager.
- Please assure your workers that you and SLMO will be there to support them throughout the transition and will make it as seamless as possible.

We have provided a sample email in the reference section below that you may use to communicate with your workers. You are not required to use this template; we are only providing it as a service to you based on feedback from the first round of rationalization last year. If you decide to create your own communication, we are happy to review if you would like us to do so, however, it is not required.

**REFERENCE:** Refer to email [template #2](#) in the reference section below.

**How should we handle supplier rep badges?**

- No additional badge requests will be accepted at this time.
- If you have a supplier badge request in process, please check with SLMO on the status and next steps.
- You may retain your supplier badges until all of your workers have been transitioned to new employers. At that point, please return all supplier badges to SLMO.
- Please keep SLMO informed of the date/time you will be returning your badge(s)

**How do we handle PPE and Ergonomic Equipment that we provided to our workers?**

We would appreciate it if you left the PPE and Ergonomic equipment with your workers to continue to use, so as to not disrupt their work. However, if you prefer to collect it, please let us know so we can communicate that to their new employer and help facilitate that transition.

**For candidates in the pipeline/in process, can we provide them with a list of suppliers for them to reach out to?**

- Please have candidates email [supplaborjobs@bpa.gov](mailto:supplaborjobs@bpa.gov) with the type of position they are interested in and we can provide the appropriate vendor list directly to the worker.
- If you receive any interview requests that you do not want to facilitate, please let us know.
- SLMO will not shortlist candidates you have submitted going forward. Additionally, we may unshortlist candidates who were previously shortlisted but not yet interviewed.
- Candidates who have already interviewed and are selected will be required to select a new employer before we can proceed with onboarding.

**When will our workers transition to their new employer?**

SLMO will transition workers as their paperwork is received. We will transition workers on Sundays, as usual. We will be distributing forms via DocuSign on 3/16/2021. Workers must make a new employer selection no later than 4/16/2021. All workers will be transitioned no later than 5/23/2021.

**When will our contract with BPA end?**

Your contract with BPA will expire at the end of May 2021.

**How will BPA handle contractors who are unhappy about moving suppliers as it will impact their pay, medical benefits, 401k, etc.?**

Unfortunately, government procurement regulations don't allow for handling individual contractor concerns. As contracts expire and are not renewed, BPA's need for that work to be completed does not go away. If a contractor does not want to move suppliers, that is their right and will be completely up to them. However, as there is no contract they will not be able to continue at BPA, and BPA will have to procure a new contractor for that assignment.

**REFERENCES**

**1. Email to Impacted Contract Workers**

The Supplemental Labor Management Office (SLMO) is reducing the number of Supplemental Labor staffing suppliers. Through an objective scorecard process, SLMO has determined the suppliers impacted by this change; which includes your current employer.

As a result of this change, you have the opportunity to select and transition to a new employer and continue your current assignment with BPA. Below is the list of participating suppliers. **It will be up to you to contact any or all of the suppliers listed below and select which one you would like to represent you on your BPA assignment.**

On **3/16/2021**, SLMO will distribute a DocuSign envelope to your BPA email address that contains the following information:

- Right to Represent form
- 1400 form
- Contract Worker Attestation form
- Non-Disclosure Agreement

Simply complete the forms in the DocuSign envelope no later than **11:59pm on 4/16/2021** to communicate your selection. **If you do not select a new employer by the deadline indicated, your assignment will end no later than 5/22/2021.**

Please refer to the attached Process & Rules of Transition for additional details. If you fail to comply with the rules of transition, you may be disqualified from remaining on assignment at BPA.

<Appropriate supplier list/contact info based on the position’s labor category>

\*\*\*Please be sure to submit expense sheets for travel as soon as possible so your current employer can reimburse you. DO NOT DELAY. Once your current assignment is closed, you will no longer be able to submit expense sheets for reimbursement.

If you have any questions, please e-mail [supplementallabor@bpa.gov](mailto:supplementallabor@bpa.gov). **To expedite our response, please put “Supplier Rationalization”, your name and BPA organization in the subject line of the email.** Thank you.

## 2. Sample Email Suppliers May Send to Workers

Dear Worker:

We are writing to inform you that <Supplier Name> will no longer be a part of the Supplemental Labor program at BPA effective the end of May 2021. BPA’s Supplemental Labor Management Office (SLMO) is optimizing their program by reducing their supplier pool and unfortunately, <Supplier Name> is impacted by these reductions. This means you will be required to select a new employer to continue your assignment at BPA. SLMO will be sending a communication to your BPA email address on Monday, March 15<sup>th</sup> to help guide you through this process.

Please remember:

- Communication about this transition, actions required, and timeframes will come directly from SLMO. It is important that you keep an eye out for these communications and act on them by the deadlines provided.
- Please discuss any questions about the transition with us, your new employer or SLMO. We are all here to assist you and to help make this transition as seamless as possible. Please **do not** discuss the transition with your BPA workplace manager.

We want to thank you for being an invaluable part of the <Supplier Name> family. We wish you well and are happy to assist you in any way we can in the weeks to come.

Thank you.

Motus Feedback: September 2020 to February 2021		
<b>SEPTEMBER</b>		
*		Seeing an increase in participation, submittals, and questions. Excellent work (b)
*		No interactions this month.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
<b>OCTOBER</b>		
*		Improved communication and response time. Thank you for your efforts!
*		Good supplier.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
<b>NOVEMBER</b>		
*		No interaction this month.
*		(b) has been good to work with for FMLA concerns.
*		Per supplier.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
<b>DECEMBER</b>		
*		No interaction this month.
*		Good supplier.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
<b>JANUARY</b>		
*		Increasing their customer service. Not seeing a lot of overall participation.
*		Good supplier.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
*		Worked with (b) to coordinate a contractor's resignation. She was very prompt in her responses, and was very professional.
<b>FEBRUARY</b>		
*		Improved customer service.
*		Thank you for being so flexible with coordinating candidate's BPA/personal items pick-up and drop-offs.
*		No interaction w/ supplier.

From: Orlando Williams

Sent: Thu Mar 04 15:41:20 2021

To: Hampton,Scott R (BPA) - NSP-4400-LL

Subject: [EXTERNAL] Re: Motus Scorecard Documentation

Importance: Normal

Thank you! And yes I did notice and look forward to that discussion and a consistent effort to improve!

Orlando Williams  
Chief Executive & Equity Officer  
Motus Recruiting & Staffing  
MOTUS Technology Solutions  
orlando@motusrecruiting.com  
PH: 503.496.1312  
Cell: (b) (6)

On Mar 4, 2021, at 3:24 PM, Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov> wrote:

That is great news Orlando. I think you might have noticed your stewardship score. It is my hope that you will invest in resources to improve in that area as we move forward. Nice job on the scorecard this period!!! I am very impressed!

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

<image001.png>

**From:** Orlando Williams <orlando@motusrecruiting.com>

**Sent:** Thursday, March 4, 2021 3:16 PM

**To:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

**Subject:** [EXTERNAL] Re: Motus Scorecard Documentation

Hello Scott!

Needless to say we are extremely excited to receive this news. As you stated, we have been vigilant in our



tracking and we are tremendously pleased with the outcome. After of many hours of late night meetings and submittals we are incredibly thankful to still be your partner! I look forward to speaking with you tomorrow.

All the best,

Orlando Williams

Chief Executive & Equity Officer

Motus Recruiting & Staffing

MOTUS Technology Solutions

[orlando@motusrecruiting.com](mailto:orlando@motusrecruiting.com)

PH: 503.496.1312

Cell: (b) (6)

On Mar 4, 2021, at 2:40 PM, Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)> wrote:

First let me say Congratulations.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number: (b) (2)  
Call ID Number: (b) (2)

I look forward to talking with you.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cel (b) (6)

<image001.png>

<NotestoScoring202103.docx>

<Motus 202103 Scorecard.xlsx>

<Summary Sheet.xlsx>

<FINAL\_Q&A\_Rationalized Suppliers.docx>

<Motus Feedback.xlsx>

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Thu Mar 04 15:24:02 2021

To: Orlando Williams

Subject: RE: Motus Scorecard Documentation

Importance: Normal

Attachments: image001.png

That is great news Orlando. I think you might have noticed your stewardship score. It is my hope that you will invest in resources to improve in that area as we move forward. Nice job on the scorecard this period!!! I am very impressed!

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell (b) (6)

**From:** Orlando Williams <orlando@motusrecruiting.com>  
**Sent:** Thursday, March 4, 2021 3:16 PM  
**To:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Subject:** [EXTERNAL] Re: Motus Scorecard Documentation

Hello Scott!

Needless to say we are extremely excited to receive this news. As you stated, we have been vigilant in our tracking and we are tremendously pleased with the outcome. After of many hours of late night meetings and submittals we are incredibly thankful to still be your partner! I look forward to speaking with you tomorrow.

All the best,

Orlando Williams

Chief Executive & Equity Officer

Motus Recruiting & Staffing

MOTUS Technology Solutions

[orlando@motusrecruiting.com](mailto:orlando@motusrecruiting.com)

PH: 503.496.1312

Cell: (b) (6)

On Mar 4, 2021, at 2:40 PM, Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)> wrote:

First let me say Congratulations.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number: (b) (2)

Call ID Number:

I look forward to talking with you.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

<image001.png>

<NotestoScoring202103.docx>

<Motus 202103 Scorecard.xlsx>

<Summary Sheet.xlsx>

<FINAL\_Q&A\_Rationalized Suppliers.docx>

<Motus Feedback.xlsx>

From: Emma Osborne

Sent: Tue Mar 16 16:21:43 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Subject: [EXTERNAL] RE: BPA – Margins regarding CRGT Workers

Importance: Normal

Attachments: image002.png; image006.png; image008.gif; image001.png; image004.png

Hello Scott,

Thank you for the quick response! I have appropriately informed the team. Have a great day!

Thank you,

---

**Emma Osborne** | Human Resources & Talent Manager

**Motus Recruiting & Staffing, Inc.**



**Motus Technology Solutions, LLC**

6650 SW. Redwood Lane Ste. 355

Tigard, Oregon 97224

Direct: 971.371.3490 | Office: 503.496.1310

[emma@motusrecruiting.com](mailto:emma@motusrecruiting.com)

**From:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

**Sent:** Tuesday, March 16, 2021 4:02 PM

**To:** Emma Osborne <emma@motusrecruiting.com>

**Subject:** RE: BPA – Margins regarding CRGT Workers

Hi Emma,

Please calculate everything based on the current bill rate and markup. I'm pretty sure we are delaying the 3 year increases for a few weeks to get through rationalization. That will be a possible additional amount in the future. (as an aside, remember that 3 year BRI's need manager approval, and therefore are not guaranteed. As budgets are getting tighter we are starting to see denials of the increase amount).

Thanks! Please let me know if you have any other questions.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Emma Osborne <[emma@motusrecruiting.com](mailto:emma@motusrecruiting.com)>

**Sent:** Tuesday, March 16, 2021 3:22 PM

**To:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>

**Subject:** [EXTERNAL] RE: BPA – Margins regarding CRGT Workers

Hello SLMO,

Thank you for the update and adjustment – it is appreciated! I have a question regarding the 3-year bill rate increase. We have been notified by a impacted contractor that their rate increase is excepted to take place on 3/21. Is it your expectation that we include the 2.5% in our rate calculations with the candidate, or would you prefer

that we hold off until Supplier has been selected and Fieldglass assignment revision put through? We want to ensure we are communicating properly with the candidates.

I appreciate it!

Thank you,

---

**Emma Osborne** | Human Resources & Talent Manager

**Motus Recruiting & Staffing, Inc.**

**Motus Technology Solutions, LLC**

6650 SW. Redwood Lane Ste. 355

Tigard, Oregon 97224

Direct: 971.371.3490 | Office: 503.496.1310

[emma@motusrecruiting.com](mailto:emma@motusrecruiting.com)

**From:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>  
**Sent:** Tuesday, March 16, 2021 12:14 PM  
**To:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>  
**Subject:** BPA – Margins regarding CRGT Workers  
**Importance:** High

Valued Suppliers,

It has come to our attention that there are some extremely tight margins on approximately 42 CRGT contract workers. After doing some analysis, BPA is willing to make the following changes to the Rules of Transition:

- For CRGT workers that have a billing rate of less than \$55/hour and a markup of less than 1.55:
  - You may calculate to a billing rate of 1.55 of the pay rate and extend that offer to the worker
  - The new billing rate can go above \$55/hour
  - If you have already talked to an individual that falls into this category, please feel free to call them back
  - If you have already agreed to represent them, please recalculate your markup to the higher bill rate and make sure you can onboard the person in a sustainable business way
- If you encounter a worker who has a markup above 1.55 of pay rate, you do not need to mark down to 1.55, unless you want to. We always appreciate a billing rate reduction.

This only applies to the workers defined by the hourly rate and markup. Please do not inquire about other individuals; rather, do your best to make an acceptable offer to them that allows you to sustain your business.

There are a limited number of high dollar individuals (about 7 with billing rates above \$65/hour) that may reach out to you. Please do your best with the billing rate specified, but do not extend an offer if you can't onboard the person in a sustainable business way. Those individuals may need to have their rates renegotiated and we will have to involve the BPA manager in those negotiations.

Thank you for your partnership as we work through these issues. Please email [supplemetnallabor@bpa.gov](mailto:supplemetnallabor@bpa.gov) if you have any questions.

***Supplemental Labor Management Office***

***Bonneville Power Administration***

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Tue Mar 16 16:02:19 2021

To: 'emma@motusrecruiting.com'

Bcc: Hagedorn, William G (BPA) - NSP-4400-LL; Longfellow, James N (BPA) - NSP-4400-LL; Falcon, April L (BPA) - NSP-4400-LL

Subject: RE: BPA – Margins regarding CRGT Workers

Importance: Normal

Attachments: image001.png; image002.png; image004.gif; image005.png

Hi Emma,

Please calculate everything based on the current bill rate and markup. I'm pretty sure we are delaying the 3 year increases for a few weeks to get through rationalization. That will be a possible additional amount in the future. (as an aside, remember that 3 year BRI's need manager approval, and therefore are not guaranteed. As budgets are getting tighter we are starting to see denials of the increase amount).

Thanks! Please let me know if you have any other questions.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell (b) (6)

**From:** Emma Osborne <[emma@motusrecruiting.com](mailto:emma@motusrecruiting.com)>  
**Sent:** Tuesday, March 16, 2021 3:22 PM  
**To:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>  
**Subject:** [EXTERNAL] RE: BPA – Margins regarding CRGT Workers

Hello SLMO,

Thank you for the update and adjustment – it is appreciated! I have a question regarding the 3-year bill rate increase. We have been notified by a impacted contractor that their rate increase is excepted to take place on 3/21. Is it your expectation that we include the 2.5% in our rate calculations with the candidate, or would you prefer that we hold off until Supplier has been selected and Fieldglass assignment revision put through? We want to ensure we are communicating properly with the candidates.

I appreciate it!

Thank you,

---

**Emma Osborne** | Human Resources & Talent Manager

**Motus Recruiting & Staffing, Inc.**

**Motus Technology Solutions, LLC**

6650 SW. Redwood Lane Ste. 355

Tigard, Oregon 97224

Direct: 971.371.3490 | Office: 503.496.1310

[emma@motusrecruiting.com](mailto:emma@motusrecruiting.com)

**From:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>

**Sent:** Tuesday, March 16, 2021 12:14 PM

**To:** Supplemental Labor Office <[SupplementalLabor@bpa.gov](mailto:SupplementalLabor@bpa.gov)>

**Subject:** BPA – Margins regarding CRGT Workers



**Importance: High**

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  - The new billing rate can go above \$55/hour
  - If you have already talked to an individual that falls into this category, please feel free to call them back
  - If you have already agreed to represent them, please recalculate your markup to the higher bill rate and make sure you can onboard the person in a sustainable business way
- If you encounter a worker who has a markup above 1.55 of pay rate, you do not need to mark down to 1.55, unless you want to. We always appreciate a billing rate reduction.

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There are a limited number of high dollar individuals (about 7 with billing rates above \$65/hour) that may reach out

to you. Please do your best with the billing rate specified, but do not extend an offer if you can't onboard the person in a sustainable business way. Those individuals may need to have their rates renegotiated and we will have to involve the BPA manager in those negotiations.

Thank you for your partnership as we work through these issues. Please email [supplemetnallabor@bpa.gov](mailto:supplemetnallabor@bpa.gov) if you have any questions.

***Supplemental Labor Management Office***

***Bonneville Power Administration***

From: Supplemental Labor Office

Sent: Tue Mar 16 07:04:57 2021

To: Supplemental Labor Office

Subject: ACTION REQUIRED: Supplier Reduction Notification (Updated Contact List)

Importance: Normal

Attachments: REF\_13127\_TRANSITION\_RULES\_WRKR.docx; image001.gif

Good morning. Please refer to this revised contact list when reaching out to suppliers as a couple of the phone numbers have been updated.

**Supplier Name**

**Contact Name**

**Phone**

**Email**

**Additional Info**

ACS Professional Staffing


Stephanie Peri-Provine

Michael Sineth

360-930-6086  
360-329-7754

stephaniep@acsprostaffing.com  
michaels@acsprostaffing.com

(b) (4)

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(b) (6)

A black rectangular redaction box covering several lines of text.

AZAD Technology Partners

(b) (6)

A black rectangular redaction box covering several lines of text.

CorSource Technology Group

Valerie Ebinger

503-726-4555

vebinger@corsource.com

Everest Consultants, Inc.

Dave Myers

503-701-6832

davem@everestinc.com

First Tek Dos, LLC

Pete Gibson

503-862-8229

pete.gibson@first-tek.com

Flux Resources (formerly DEA Onsite)

Kaycee Satava

Jordan Bertanzetti

Camille Woodin

503-317-5049

720-908-2363

503-547-5597

Kaycee.satava@workwithflux.com

Jordan.bertanzetti@workwithflux.com

Camille.woodin@workwithflux.com

Book a time to speak with Kaycee: <https://calendly.com/kaycee-satava/20minmeeting>

Book a time to speak with Jordan: <https://calendly.com/joxb/bpa?month=2021-03>

Book a time to speak with Camille: <https://calendly.com/camille-woodin/20min>

Motus Recruiting & Staffing, Inc

Emma Osborne

971-371-3490

emma@motusrecruiting.com

The original list in the email sent yesterday (below) has also been updated in this email chain to prevent confusion.

Thank you.

***Supplemental Labor Management Office***

***Bonneville Power Administration***

**From:** Supplemental Labor Office  
**Sent:** Monday, March 15, 2021 1:55 PM  
**To:** Supplemental Labor Office <SupplementalLabor@bpa.gov>  
**Subject:** ACTION REQUIRED: Supplier Reduction Notification

Good afternoon. The Supplemental Labor Management Office (SLMO) is reducing the number of Supplemental Labor staffing suppliers. Through an objective scorecard process, SLMO has determined the suppliers impacted by this change; which includes your current employer.

As a result of this change, you have the opportunity to select and transition to a new employer and continue your current assignment with BPA. Below is the list of participating suppliers. **It will be up to you to contact any or all of the suppliers listed below and select which one you would like to represent you on your BPA assignment.**

On 3/16/2021, SLMO will distribute a DocuSign envelope to your BPA email address that contains the following information:

- o Right to Represent form
- o 1400 form
- o Contract Worker Attestation form
- o Non-Disclosure Agreement

Simply complete the forms in the DocuSign envelope no later than **11:59pm on 4/16/2021** to communicate your selection. **If you do not select a new employer by the deadline indicated, your assignment will end no later than 5/22/2021.**

Please refer to the attached Process & Rules of Transition for additional details. If you fail to comply with the rules of transition, you may be disqualified from remaining on assignment at BPA.

**Supplier Name**

**Contact Name**

**Phone**



**Email**

**Additional Info**

ACS Professional Staffing

Stephanie Peri-Provine  
Michael Sineth

360-930-6086  
360-329-7754

stephaniep@acsprostaffing.com  
michaels@acsprostaffing.com

(b) (4)

A large black rectangular redaction box covering several lines of text.

(b) (6)

A black rectangular redaction box covering a block of text.

AZAD Technology Partners

(b) (6)

A black rectangular redaction box covering a block of text.

(b) (6)

CorSource Technology Group

Valerie Ebinger

503-726-4555

vebinger@corsource.com

Everest Consultants, Inc.

Dave Myers

503-701-6832

davem@everestinc.com

First Tek Dos, LLC

Pete Gibson

503-862-8229

pete.gibson@first-tek.com

Flux Resources (formerly DEA Onsite)

Kaycee Satava

Jordan Bertanzetti

Camille Woodin

503-317-5049

720-908-2363

503-547-5597

Kaycee.satava@workwithflux.com

Jordan.bertanzetti@workwithflux.com

Camille.woodin@workwithflux.com

Book a time to speak with Kaycee: <https://calendly.com/kaycee-satava/20minmeeting>

Book a time to speak with Jordan: <https://calendly.com/joxb/bpa?month=2021-03>

Book a time to speak with Camille: <https://calendly.com/camille-woodin/20min>

Motus Recruiting & Staffing, Inc

Emma Osborne

971-371-3490

emma@motusrecruiting.com

\*\*\*Please be sure to submit expense sheets for travel as soon as possible so your current employer can reimburse you. **DO NOT DELAY**. Once your current assignment is closed, you will no longer be able to submit expense sheets for reimbursement.

If you have any questions, please e-mail [supplementallabor@bpa.gov](mailto:supplementallabor@bpa.gov). To expedite our response, please put **“Supplier Rationalization”**, your name and BPA organization in the subject line of the email.

Thank you.

***Supplemental Labor Management Office***

***Bonneville Power Administration***

From: Orlando Williams

Sent: Tue Mar 16 08:54:29 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Subject: [EXTERNAL] RE: bpa contractors

Importance: Normal

Attachments: image001.png; image004.png; image002.png; image006.png; image007.png; image008.png

Thank you Scott! This is extremely helpful, I appreciate you taking the time to detail out the responses, it all makes good sense. Have a great day!

All the best,

---

**Orlando Williams** | Chief Executive & Equity Officer

**Motus Recruiting & Staffing, Inc.**

**Motus Technology Solutions, LLC**

6650 SW. Redwood Lane Ste. 355

Tigard, Oregon 97224

Direct: 503.496.1310 | Cell: (b) (6)

[orlando@motusrecruiting.com](mailto:orlando@motusrecruiting.com)

[LinkedIn](#)

MATT: 6:33

**From:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Sent:** Tuesday, March 16, 2021 8:30 AM  
**To:** Orlando Williams <orlando@motusrecruiting.com>  
**Subject:** RE: bpa contractors

Hey Orlando,

Thanks for the note. Some interesting information in there. Let me clarify some things.

1. You are under no obligation to take any worker. If a worker goes through this process and can't find a supplier, my hope is they will reach out to us for help.
2. There are a few small niche suppliers who will not be expanding their labor categories, but they are on the list. Those are likely the "turned down flat" experiences.
3. I would encourage you not to take anyone at low or no margin. The purpose of this program is for you to make

a profit, ideally comfortable, but with our cost issues, tighter is better. But you should not be taking on a loss leader or zero margin person. However, I will not tell you how to run your business. I just want you to be a profitable business.

4. Sorry about the list of suppliers. We have randomized that list in the past. It looks like we did do it alphabetically. We will reverse the order for the next (and bigger) wave of workers.
5. Flux staffing was allowed to put a link in the email, but you are as well. If that is something you would like to do for the next (and bigger round) we would be happy to do that, just send us whatever additional information you want included.
6. To clarify what Emma said, I think there was a misunderstanding. I never told you to participate in all categories. I asked you to consider it. An OK answer to that consideration is "no". And you absolutely can turn a worker away. As I said in #1 above you do not have to take any worker that you lose money on.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Orlando Williams <[orlando@motusrecruiting.com](mailto:orlando@motusrecruiting.com)>

**Sent:** Monday, March 15, 2021 11:08 PM

**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>

**Subject:** [EXTERNAL] FW: bpa contractors

Hello Scott,

I received this email/information from Lyssa, our VP of Client solutions and Emma. It's a bit long, but I thought you should know, I am not sure if the suggestions listed below are even an option but the details of the email were concerning enough that I thought I should make you aware. If in fact what these contractors have shared is true, then those agencies who are honoring what you requested will be at a disadvantage.

All the best,

---

**Orlando Williams** | Chief Executive & Equity Officer

**Motus Recruiting & Staffing, Inc.**

**Motus Technology Solutions, LLC**

6650 SW. Redwood Lane Ste. 355

Tigard, Oregon 97224

Direct: 503.496.1310 | Cell: (b) (6)

[orlando@motusrecruiting.com](mailto:orlando@motusrecruiting.com)



**From:** Lyssa Kohnke <[LKohnke@motustechsolutions.com](mailto:LKohnke@motustechsolutions.com)>  
**Sent:** Monday, March 15, 2021 7:27 PM  
**To:** Orlando Williams <[orlando@motusrecruiting.com](mailto:orlando@motusrecruiting.com)>  
**Cc:** Emma Osborne <[emma@motusrecruiting.com](mailto:emma@motusrecruiting.com)>  
**Subject:** bpa contractors

Hi Orlando,

I spoke with Emma about this and she had some additional information that I wanted to share with you.

We have spoken with multiple candidates at this point. I was disheartened to talk to a contractor who has been with BPA for 4 years and was turned down by 3 other suppliers unless she was willing to take a pay cut. She also shared with us that she knows of 6 others this has happened to and she has 2 friends that were turned down flat by 2 other suppliers. They were told that their margins were not high enough to work with.

My fear is that we will end up taking all of the low to zero margin employees while the other suppliers will pull out all of the stops to secure the higher margin contractors. We made a commitment (I thought) when we agreed to participate in the program that we would fully support BPA in their goal to support the contractors who would be affected; fully supporting the program meant taking the contractors that were profitable as well as those who were less profitable.

I know that I am far outside my lane but I think since BPA is fully aware of pay/bill that it is reasonable for them to set an upper limit. Contracts that are in excess of say 1.6 could easily have a ceiling of 1.55 which allow BPA to raise the 1.4 – 1.45 to say 1.5 with a cost neutral outcome and quite possibly offer cost savings given that the majority of the higher markup contractors come with significantly higher payrates as well.

I spoke with Emma this evening as well, she had a couple of interesting observations; first we are listed last in the in the email sent out to the affected contractors – because BPA alphabetized the list. Out of the 17 contractors that reached out to Motus, 4 were IT. Additionally, FLUX staffing was allowed to put calendar links into the email that BPA sent out to the contractors. They were the only supplier with these links in the email.

Just my thoughts.

**Lyssa Kohnke** | Vice President of Client Solutions

**Motus Recruiting & Staffing, Inc.**

**Motus Technology Solutions, LLC**

6650 SW. Redwood Lane Ste. 355

Tigard, Oregon 97224

Cell (b) (6) Direct: 503.496.1315 | Office: 503.496.1310

[LKohnke@motustechsolutions.com](mailto:LKohnke@motustechsolutions.com)

Furthermore, we were told to communicate and respond to contractors in labor categories outside of those we typically engage in, and asked specifically not to turn them away. This is a labor category that has high costs associated to PPE and additional training or yearly certifications that the supplier must cover in full. Regardless, BPA indicated that as there were only eight suppliers that they needed to support all labor categories and overall the Contract Workforce at BPA. These two things seem to go hand in hand to me – denying a contractor worker because of PPE (aka high cost) is the same as denying a contractor worker due to reduced margin.

Thank you,

---

**Emma Osborne** | Human Resources & Talent Manager

**Motus Recruiting & Staffing, Inc.**

**Motus Technology Solutions, LLC**

6650 SW. Redwood Lane Ste. 355

Tigard, Oregon 97224

Direct: 971.371.3490 | Office: 503.496.1310

[emma@motusrecruiting.com](mailto:emma@motusrecruiting.com)



From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Tue Mar 16 08:01:57 2021

To: Kayton, Lisa A (BPA) - NSP-4400-LL; Marsh, Solomonn P (BPA) - NSP-4400-LL; Mannen, Kimberly A (CONTR) - NSP-4400-LL; Gonzalez, Marcia A (CONTR) - NSP-4400-LL

Subject: FW: bpa contractors

Importance: Normal

Attachments: image001.png; image002.png; image003.png; image004.png; image007.png

(b) (5)




**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)



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---

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Tigard, Oregon 97224

Direct: 503.496.1310 | Cell: (b) (6)

[orlando@motusrecruiting.com](mailto:orlando@motusrecruiting.com)

**From:** Lyssa Kohnke <[LKohnke@motustechsolutions.com](mailto:LKohnke@motustechsolutions.com)>  
**Sent:** Monday, March 15, 2021 7:27 PM  
**To:** Orlando Williams <[orlando@motusrecruiting.com](mailto:orlando@motusrecruiting.com)>  
**Cc:** Emma Osborne <[emma@motusrecruiting.com](mailto:emma@motusrecruiting.com)>  
**Subject:** bpa contractors

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**Motus Recruiting & Staffing, Inc.**

**Motus Technology Solutions, LLC**

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Tigard, Oregon 97224



Cell: (b) (6) Direct: 503.496.1315 | Office: 503.496.1310

[LKohnke@motustechsolutions.com](mailto:LKohnke@motustechsolutions.com)

Furthermore, we were told to communicate and respond to contractors in labor categories outside of those we typically engage in, and asked specifically not to turn them away. This is a labor category that has high costs associated to PPE and additional training or yearly certifications that the supplier must cover in full. Regardless, BPA indicated that as there were only eight suppliers that they needed to support all labor categories and overall the Contract Workforce at BPA. These two things seem to go hand in hand to me – denying a contractor worker because of PPE (aka high cost) is the same as denying a contractor worker due to reduced margin.

Thank you,

---

**Emma Osborne** | Human Resources & Talent Manager

**Motus Recruiting & Staffing, Inc.**

**Motus Technology Solutions, LLC**

6650 SW. Redwood Lane Ste. 355

Tigard, Oregon 97224

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[emma@motusrecruiting.com](mailto:emma@motusrecruiting.com)

# TRIAD

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Mon Mar 08 15:13:37 2021

To: Richard Amicci

Subject: Triad Scorecard Documentation

Importance: Normal

Attachments: image001.png; Triad 202103 Scorecard.xlsx; Summary Sheet.xlsx; NotestoScoring202103.docx; FINAL\_Q&A\_Rationalized Suppliers.docx; Triad Feedback.xlsx

First let me say I'm sorry. I know this will not be welcome news.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number: (b) (2)

Call ID Number: (b) (2)

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

Triad							
Goal	Metric	Definition / Calculation	Total for Period	Responses	Rough Score	Calculated Score	Maximum Score
Service	Response Rate Admin/Clerical	Of the total number of new requisitions the vendor received within the defined timeframe - what volume and percentage of candidates meet the basic qualifications for the role (i.e. were not dispositioned as "Does Not Meet Min Requirements" or "Rejected" or "didn't have the right paperwork")	N/A	N/A	N/A		
	Response Rate - Business Professional		53	44	83.02%		
	Response Rate - Technical Professional		N/A	N/A	N/A		
	Response Rate - IT		65	51	78.46%		
Quality	Response Rate - Total		118	95	80.51%	16.1	20.0
	Submittal quality				98.57%	9.9	10.0
	Candidate Quality - Shortlisted				93.24%	8.0	20.0
	Candidate Quality - Interview				17.62%	9.0	20.0
	Candidate Quality - Assignment				3.81%	3.0	20.0
	Early Terminations				92.9%	5.0	20.0
Cost	Markup Ranking - New Positions				12	1.7	20.0
	Markup Ranking - Open Workers				4	22.5	20.0
	Rater Compliance				100.0%	10.0	10.0
	Distance Under max bill rate				51.88	28.0	10.0
	<b>Total Objective Score</b>					<b>113.1</b>	<b>200.0</b>
Subjective Rating	Supplier Stewardship	This is the average ranking for supplier by SMO staff, based on interactions with supplier over the evaluation period.			6.7	33.5	50.0
	<b>Total Objective and Subjective Score</b>					<b>146.6</b>	<b>250.0</b>
Penalty	Recompete Participation Penalty	Negative 1 point for every recompete where no candidate was shortlisted, multiplied by the inverse of your response rate			0		
<b>Final Score</b>						<b>146.6</b>	
			Current	Sep. 2020	Mar. 2020		
Your Ranking for this Scorecard is:			10	3	12		
Your Stewardship Ranking is:			5	10	7		

	Service	Quality													Cost							
	Response Rate Admin - Clerical	Response Rate - Business Professional	Response Rate - Scientific	Response Rate - Technical	Response Rate - Total	Response Rate - Score	Submittal quality	Submittal quality - Score	Candidate Quality - Shortlist	Candidate Quality - Shortlist - Score	Candidate Quality - Interview	Candidate Quality - Interview - Score	Candidate Quality - Assignment	Candidate Quality - Assignment - Score	Early Terms	Early Terms - Score	Total Quality Section	Total Quality Rank	Markup Rank - New Position	Markup Score - New Positions	Markup Rank - All Positions	Markup Score - All Positions
Possible Points						20		10		20		20		20		20	90		20		30	
	100.00%	79.25%	N/A	56.92%	72.34%	14.5	99.47%	9.9	93.58%	8.0	11.70%	5.0	4.26%	4.0	100.00%	20.0	46.9	7	2	18.3	2	27.5
	N/A	N/A	N/A	44.62%	44.62%	8.9	100.00%	10.0	100.00%	20.0	26.83%	15.0	7.32%	7.0	57.10%	-	52.0	4	2	18.3	3	25.0
	100.00%	88.68%	N/A	83.33%	88.03%	17.6	99.58%	10.0	92.41%	7.0	11.76%	5.0	2.94%	2.0	100.00%	20.0	44.0	8	6	11.7	5	20.0
	100.00%	90.57%	68.09%	70.77%	79.26%	15.9	99.22%	9.9	94.14%	9.0	13.95%	6.0	5.43%	5.0	99.50%	19.0	48.9	5	4	15.0	1	30.0
	95.65%	86.79%	70.21%	75.38%	79.79%	16.0	98.33%	9.8	94.92%	9.0	25.67%	14.0	11.33%	11.0	99.20%	18.0	61.8	1	5	13.3	7	15.0
	100.00%	86.79%	72.34%	N/A	83.74%	16.7	100.00%	10.0	94.65%	9.0	17.28%	9.0	7.41%	7.0	96.50%	13.0	48.0	6	9	6.7	12	2.5
	N/A	N/A	N/A	32.31%	32.31%	6.5	100.00%	10.0	95.83%	10.0	20.83%	11.0	4.17%	4.0	100.00%	20.0	55.0	3	8	8.3	8	12.5
	69.57%	67.92%	51.06%	73.85%	65.96%	13.2	99.50%	10.0	89.39%	4.0	12.56%	6.0	1.51%	1.0	100.00%	20.0	41.0	10	1	20.0	6	17.5
	100.00%	83.02%	65.96%	75.38%	78.19%	15.6	99.67%	10.0	95.05%	10.0	23.68%	13.0	7.57%	7.0	98.00%	16.0	56.0	2	11	3.3	10	7.5
	N/A	83.02%	N/A	78.46%	80.51%	16.1	98.57%	9.9	93.24%	8.0	17.62%	9.0	3.81%	3.0	92.90%	5.0	34.9	12	12	1.7	4	22.5
	N/A	73.58%	N/A	66.67%	69.75%	13.9	100.00%	10.0	92.90%	7.0	22.95%	12.0	7.65%	7.0	92.80%	5.0	41.0	9	7	10.0	9	10.0
	86.96%	49.06%	40.43%	24.62%	43.09%	8.6	97.20%	9.7	92.09%	7.0	7.69%	2.0	2.10%	2.0	98.90%	17.0	37.7	11	10	5.0	11	5.0
Average	94.02%	78.87%	61.35%	62.03%	68.13%	13.6	99.30%	9.9	94.02%	9.0	17.71%	8.9	5.46%	5.0	94.58%	14.4	47.3			11.0		16.3
Median	100.00%	83.02%	67.02%	70.77%	75.27%	15.1	99.54%	10.0	93.86%	8.5	17.45%	9.0	4.85%	4.5	99.05%	17.5	47.5			10.8		16.3

Rate Compliance	Rate Compliance Score	Distance Under Max Bill Rate	Distance Under Max Bill Rate Score	Total Cost Section	Cost Rank	Total Objective Score	Supplier Stewardship	ewarbh Rank	Total Objective & Subjective Score	Recomplete Penalty	Total Score
	10	30	90			200	50		250		
100.0%	10.0	\$ 3.52	35.0	90.8	1	152.2	25.0	12	177.2	-	177.2
100.0%	10.0	\$ 4.09	35.0	88.3	2	149.3	27.5	10	176.8	(1.7)	175.1
100.0%	10.0	\$ 2.18	30.0	71.7	4	133.2	30.0	7	163.2	-	163.2
100.0%	10.0	\$ 0.65	7.0	62.0	7	126.8	34.5	4	161.3	(1.0)	160.2
99.0%	9.9	\$ 0.27	3.0	41.2	12	119.0	40.0	1	159.0	(1.0)	158.0
100.0%	10.0	\$ 3.06	35.0	54.2	9	128.9	40.0	1	158.9	(1.0)	157.9
100.0%	10.0	\$ 3.63	35.0	65.8	5	127.3	30.0	7	157.3	-	157.3
100.0%	10.0	\$ 2.79	30.0	77.5	3	131.6	27.5	10	159.1	(3.4)	155.7
100.0%	10.0	\$ 1.61	23.0	43.8	11	115.4	38.0	3	151.4	(0.9)	152.6
100.0%	10.0	\$ 1.88	28.0	62.2	6	133.1	33.5	5	146.6	-	146.6
100.0%	10.0	\$ 1.71	25.0	55.0	8	109.9	31.5	6	141.4	(0.6)	140.8
100.0%	10.0	\$ 1.78	26.0	46.0	10	92.3	30.0	7	122.3	(5.7)	116.6
100%	10.0	\$ 2.26	26.0	63.2		124.1	32.3		156.4	(1.3)	155.1
100%	10.0	\$ 2.03	29.0	62.1		122.9	30.8		159.0	(0.9)	157.6





## Notes to Scoring

### March, 2021 Scorecard Meetings

Scoring Summary	Average	Median	Minimum	Maximum
Score	155.1	157.6	116.6	175.1
Supplier Stewardship	6.5	6.1	5	8

1. This is the final round of rationalization. 4 suppliers will be leaving us in the next few months. I appreciate your efforts over the last 18 months to participate in this process and adjust your business practices. We have seen margins tighten significantly during this period and lots of effort around cost. For that I thank you!
  
2. For Rationalized Suppliers
  - a. Your contract will be extended for a short period of time to facilitate transfer of workers, and then it will not be renewed
  - b. SLMO will transition all of your workers to a participating supplier by 5/23
  - c. JP's will no longer be distributed to you effective immediately (we are halting JPs from 3/1 to 3/12)
  - d. SLMO will provide your current workers with a list of participating suppliers
    - i. Workers will need to select their new employer via DocuSign by 4/16
    - ii. Workers who elect not to transition to a new employer may remain on assignment until 5/22, at managers discretion
  - e. How we will handle candidates in the pipeline:
    - i. Candidates shortlisted before 3/1 may be un-shortlisted from open JPs
    - ii. If a manager has determined they want to interview a shortlisted candidate, we will work with you to schedule the interview (if you are willing to coordinate). If you prefer not to coordinate, please let us know and we will ask the candidate to select a new employer to remain in consideration.
    - iii. If a manager has already interviewed a candidate and wants to select them, we will work with the candidate to select a new employer to remain in consideration.
  - f. Be candid with applicants submitted, shortlisted and/or scheduled to interview:
    - i. SLMO will send affected applicants a list of participating suppliers to contact should they choose to stay in consideration for the open posting
  
3. For Remaining Suppliers
  - a. SLMO will transition affected workers to new suppliers by 5/23. Workers will be transitioned as their paperwork is received by SLMO.
    - i. You will receive a list of affected workers with all the information you will need to represent them
    - ii. API, Worker Name, Title, Bill Rate, etc.

- iii. Bill rates, job titles and levels will remain the same. No bill rate increases will be considered.
- iv. Review the API requirements carefully to understand the costs involved of the new assignment
- b. SLMO will distribute the Rules of Transition and the list of affected workers to you on 3/15
  - i. Do not solicit for business with current workers, etc.
  - ii. You must adhere to the rules of transition or you will be disqualified
- c. Workers will receive the list of participating suppliers with contact information on 3/15
  - i. Workers will notify SLMO directly via DocuSign which supplier they choose no later than 4/16
  - ii. Once received, SLMO will forward the DocuSign envelope to you to sign the NDA and Attestation
- d. SLMO will work with you throughout the transition process:
  - i. You will need to submit your new employees to the new JP's – SLMO will notify you when to submit
  - ii. Effective dates for new assignments will be as soon as possible, no later than 5/23
  - iii. You may be approached by workers who were shortlisted and/or interviewed by affected suppliers who are interested in remaining in consideration
    - 1. Please submit these applicants to the appropriate posting within 3 business days
    - 2. Submit at or below max bill rate on the JP

#### 4. Changes Going Forward

#### 5. Any other questions or concerns?

**Supplier Stewardship Scale**

9 - 10	Outstanding Supplier - provides unsurpassed customer service, is extremely accurate and/or typically responds within an hour or two to SLMO needs
7 - 8	Excellent Supplier - provides excellent customer service, is accurate and/or typically responds within a few hours to SLMO needs
5 - 6	Good Supplier - provides valuable customer service, is somewhat accurate and/or typically responds within a day to SLMO needs
3 - 4	Fair Supplier - provides minimal customer service, is minimally accurate and/or typically responds within a few days to SLMO needs
1 - 2	Poor Supplier - provides no customer service, often inaccurate & mistake prone and/or non-responsive to SLMO needs
0	BPA Should stop doing business with the company immediately

<b>Candidate Quality Shortlisted Scoring Table</b>	
<u>Result</u>	<u>Score</u>
85.9% or less	0
86.0% - 86.9%	1
87.0% - 87.9%	2
88.0% - 88.9%	3
89.0% - 89.9%	4
90.0% - 90.9%	5
91.0% - 91.9%	6
92.0% - 92.9%	7
93.0% - 93.9%	8
94.0% - 94.9%	9
95.0% - 95.9%	10
96.0% - 96.9%	12
97.0% - 97.9%	14
98.0% - 98.9%	16
99.0% - 99.9%	18
100%	20

<b>Candidate Quality - Interview Scoring Table</b>	
<u>Result</u>	<u>Score</u>
0.00% - 5.00%	0
5.01% - 6.50%	1
6.51% - 8.00%	2
8.01% - 9.50%	3
9.51% - 11.00%	4
11.01% - 12.50%	5
12.51% - 14.00%	6
14.01% - 15.50%	7
15.51% - 17.00%	8
17.01% - 18.50%	9
18.51% - 20.00%	10
20.01% - 21.50%	11
21.51% - 23.00%	12
23.01% - 24.50%	13
24.51% - 26.00%	14
26.01% - 27.50%	15
27.51% - 29.00%	16
29.01% - 30.50%	17
30.51% - 32.00%	18
32.01% - 33.50%	19
33.51% and Higher	20

<b>Candidate Quality - Assignment Scoring Table</b>	
<u>Result</u>	<u>Score</u>
0.00%	0
.01% - 2.00%	1
2.01% - 3.00%	2
3.01% - 4.00%	3
4.01% - 5.00%	4
5.01% - 6.00%	5
6.01% - 7.00%	6
7.01% - 8.00%	7
8.01% - 9.00%	8
9.01% - 10.00%	9
10.01% - 11.00%	10
11.01% - 12.00%	11
12.01% - 13.00%	12
13.01% - 14.00%	13
14.01% - 15.00%	14
15.01% - 16.00%	15
16.01% - 17.00%	16
17.01% - 18.00%	17
18.01% - 19.00%	18
19.01% - 20.00%	19
20.01% and Higher	20

<b>Early Terminations Scoring Table</b>	
<u>Result</u>	<u>Score</u>
90.4% or less	0
90.5% - 90.9%	1
91.0% - 91.4%	2
91.5% - 91.9%	3
92.0% - 92.4%	4
92.5% - 92.9%	5
93.0% - 93.4%	6
93.5% - 93.9%	7
94.0% - 94.4%	8
94.5% - 94.9%	9
95.0% - 95.4%	10
95.5% - 95.9%	11
96.0% - 96.4%	12
96.5% - 96.9%	13
97.0% - 97.4%	14
97.5% - 97.9%	15
98.0% - 98.4%	16
98.5% - 98.9%	17
99.0% - 99.4%	18
99.5% - 99.9%	19
100%	20

<b>Distance Under Max Bill Rate Scoring Table</b>		<b>Distance Under Max Bill Rate Scoring Table</b>	
<u>Result</u>	<u>Score</u>	<u>Result</u>	<u>Score</u>
(5.00) or lower	-5	1.16 - 1.20	14
(4.00) - (4.99)	-4	1.21 - 1.25	15
(3.00) - (3.99)	-3	1.26 - 1.30	16
(2.00) - (2.99)	-2	1.31 - 1.35	17
(1.00) - (1.99)	-1	1.36 - 1.40	18
(.00) - (.99)	0	1.41 - 1.45	19
.01 - .10	1	1.46 - 1.50	20
.11 - .20	2	1.51 - 1.55	21
.21 - .30	3	1.56 - 1.60	22
.31 - .40	4	1.61 - 1.65	23
.41 - .50	5	1.66 - 1.70	24
.51 - .60	6	1.71 - 1.75	25
.61 - .70	7	1.76 - 1.80	26
.71 - .80	8	1.81 - 1.85	27
.81 - .90	9	1.86 - 1.90	28
.91 - 1.00	10	1.91 - 1.95	29
1.01 - 1.05	11	1.96 - 2.00	30
1.06 - 1.10	12	Bonus if greater \$3.00	5
1.11 - 1.15	13		

**Q & A FOR RATIONALIZED SUPPLIERS**

**What is SLMO communicating to our workers?**

On 3/15/2021, SLMO will send impacted contract workers an email outlining the process and deadlines for selecting a new employer. This email will also contain a list of eligible suppliers based on the worker's labor category.

**REFERENCE:** Refer to [email template #1](#) in the reference section below. This email template will include the "Rules of Transition" for contract personnel as an attachment.

**When should we communicate to our workers?**

As mentioned above, SLMO will communicate to impacted workers on 3/15/2021. We respectfully ask that you refrain from communicating with your workers about the rationalization until 3/12/2021, at the earliest. We have developed a staged communication plan to help prevent confusion and minimize disruption so we ask that you partner with us to ensure notifications are distributed in the timeframe we have planned.

**What should we communicate to our workers?**

We would appreciate it if you would ensure your communications to employees include the following:

- Please advise that primary communications about the transition, actions required and timeframes will come directly from SLMO. It is important that workers keep an eye out for these communications and act on them by the deadlines provided.
- Workers should discuss any questions about the transition with you, their new employer or SLMO. They should not discuss the transition with their BPA workplace manager.
- Please assure your workers that you and SLMO will be there to support them throughout the transition and will make it as seamless as possible.

We have provided a sample email in the reference section below that you may use to communicate with your workers. You are not required to use this template; we are only providing it as a service to you based on feedback from the first round of rationalization last year. If you decide to create your own communication, we are happy to review if you would like us to do so, however, it is not required.

**REFERENCE:** Refer to email [template #2](#) in the reference section below.

**How should we handle supplier rep badges?**

- No additional badge requests will be accepted at this time.
- If you have a supplier badge request in process, please check with SLMO on the status and next steps.
- You may retain your supplier badges until all of your workers have been transitioned to new employers. At that point, please return all supplier badges to SLMO.
- Please keep SLMO informed of the date/time you will be returning your badge(s)

**How do we handle PPE and Ergonomic Equipment that we provided to our workers?**

We would appreciate it if you left the PPE and Ergonomic equipment with your workers to continue to use, so as to not disrupt their work. However, if you prefer to collect it, please let us know so we can communicate that to their new employer and help facilitate that transition.

**For candidates in the pipeline/in process, can we provide them with a list of suppliers for them to reach out to?**

- Please have candidates email [supplaborjobs@bpa.gov](mailto:supplaborjobs@bpa.gov) with the type of position they are interested in and we can provide the appropriate vendor list directly to the worker.
- If you receive any interview requests that you do not want to facilitate, please let us know.
- SLMO will not shortlist candidates you have submitted going forward. Additionally, we may unshortlist candidates who were previously shortlisted but not yet interviewed.
- Candidates who have already interviewed and are selected will be required to select a new employer before we can proceed with onboarding.

**When will our workers transition to their new employer?**

SLMO will transition workers as their paperwork is received. We will transition workers on Sundays, as usual. We will be distributing forms via DocuSign on 3/16/2021. Workers must make a new employer selection no later than 4/16/2021. All workers will be transitioned no later than 5/23/2021.

**When will our contract with BPA end?**

Your contract with BPA will expire at the end of May 2021.

**How will BPA handle contractors who are unhappy about moving suppliers as it will impact their pay, medical benefits, 401k, etc.?**

Unfortunately, government procurement regulations don't allow for handling individual contractor concerns. As contracts expire and are not renewed, BPA's need for that work to be completed does not go away. If a contractor does not want to move suppliers, that is their right and will be completely up to them. However, as there is no contract they will not be able to continue at BPA, and BPA will have to procure a new contractor for that assignment.

**REFERENCES**

**1. Email to Impacted Contract Workers**

The Supplemental Labor Management Office (SLMO) is reducing the number of Supplemental Labor staffing suppliers. Through an objective scorecard process, SLMO has determined the suppliers impacted by this change; which includes your current employer.

As a result of this change, you have the opportunity to select and transition to a new employer and continue your current assignment with BPA. Below is the list of participating suppliers. **It will be up to you to contact any or all of the suppliers listed below and select which one you would like to represent you on your BPA assignment.**

On **3/16/2021**, SLMO will distribute a DocuSign envelope to your BPA email address that contains the following information:

- Right to Represent form
- 1400 form
- Contract Worker Attestation form
- Non-Disclosure Agreement

Simply complete the forms in the DocuSign envelope no later than **11:59pm on 4/16/2021** to communicate your selection. **If you do not select a new employer by the deadline indicated, your assignment will end no later than 5/22/2021.**

Please refer to the attached Process & Rules of Transition for additional details. If you fail to comply with the rules of transition, you may be disqualified from remaining on assignment at BPA.

<Appropriate supplier list/contact info based on the position’s labor category>

\*\*\*Please be sure to submit expense sheets for travel as soon as possible so your current employer can reimburse you. DO NOT DELAY. Once your current assignment is closed, you will no longer be able to submit expense sheets for reimbursement.

If you have any questions, please e-mail [supplementallabor@bpa.gov](mailto:supplementallabor@bpa.gov). **To expedite our response, please put “Supplier Rationalization”, your name and BPA organization in the subject line of the email.** Thank you.

## 2. Sample Email Suppliers May Send to Workers

Dear Worker:

We are writing to inform you that <Supplier Name> will no longer be a part of the Supplemental Labor program at BPA effective the end of May 2021. BPA’s Supplemental Labor Management Office (SLMO) is optimizing their program by reducing their supplier pool and unfortunately, <Supplier Name> is impacted by these reductions. This means you will be required to select a new employer to continue your assignment at BPA. SLMO will be sending a communication to your BPA email address on Monday, March 15<sup>th</sup> to help guide you through this process.

Please remember:

- Communication about this transition, actions required, and timeframes will come directly from SLMO. It is important that you keep an eye out for these communications and act on them by the deadlines provided.
- Please discuss any questions about the transition with us, your new employer or SLMO. We are all here to assist you and to help make this transition as seamless as possible. Please **do not** discuss the transition with your BPA workplace manager.

We want to thank you for being an invaluable part of the <Supplier Name> family. We wish you well and are happy to assist you in any way we can in the weeks to come.

Thank you.



Triad Feedback: September 2020 to February 2021		
<b>SEPTEMBER</b>		
*		Had a few placements. Excellent job! Keep up the great work.
*	(b)	is great dealing with FMLA concerns!
*		No interactions this month.
*		Please double-check the spelling of full legal name when accepting offers to prevent the need for DocuSign envelope corrections.
<b>OCTOBER</b>		
*		Received another placement in a different labor category. Excellent work! Keep it up!
*	(b)	is great dealing with FMLA concerns!
*		Excellent supplier. Responds quickly to requests.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
*	(b)	For JP9820 CSF form was outdated.
<b>NOVEMBER</b>		
*		Noticed more participation and another hire!
*		Excellent supplier. When I asked if they could buy a laptop for one of their workers, they immediately ordered one.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
<b>DECEMBER</b>		
*		No interaction this month.
*		Excellent supplier.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
<b>JANUARY</b>		
*		Great supplier. Would like to see more submittals.
*		Excellent supplier.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
<b>FEBRUARY</b>		
*		Have noticed more submittals and overall participation in program.
*		Triad has been very helpful with a recent performance issue and assignment end.
*	(b)	was very responsive on a time sensitive CFTE release and worked with us to make sure it went smoothly.
*		Thank you for consistently and correctly submitting qualified candidates to my JPs.
*		No interaction w/ supplier.

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Tue Mar 16 10:51:14 2021

To: Kayton, Lisa A (BPA) - NSP-4400-LL; Marsh, Solomonn P (BPA) - NSP-4400-LL

Subject: Document

Importance: Normal

Attachments: image001.png; CRGT\_Triad\_MU\_20210316.xlsx

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

Supplier	Workorder	Worker	Worker Type	\$1 Pay Rate	\$1 Bill Rate	MarkUp
CRGT, Inc.	BPAWK00005680	(b) (6)	Contingent	\$52.33	\$33.60	59.8%
CRGT, Inc.	BPAWK00005723	(b) (6)	Contingent	\$22.06	\$36.98	67.5%
CRGT, Inc.	BPAWK00005796	(b) (6)	Contingent	\$33.00	\$51.90	57.3%
CRGT, Inc.	BPAWK00005816	(b) (6)	Contingent	\$36.38	\$58.11	54.3%
CRGT, Inc.	BPAWK00005876	(b) (6)	Contingent	\$22.88	\$36.93	57.0%
CRGT, Inc.	BPAWK00005877	(b) (6)	Contingent	\$21.84	\$33.83	54.9%
CRGT, Inc.	BPAWK00005928	(b) (6)	Contingent	\$55.69	\$98.48	41.3%
CRGT, Inc.	BPAWK00005971	(b) (6)	Contingent	\$24.96	\$35.31	41.5%
CRGT, Inc.	BPAWK00005990	(b) (6)	Contingent	\$29.27	\$45.23	54.5%
CRGT, Inc.	BPAWK00005994	(b) (6)	Contingent	\$30.16	\$50.32	56.8%
CRGT, Inc.	BPAWK00005996	(b) (6)	Contingent	\$29.27	\$44.25	51.2%
CRGT, Inc.	BPAWK00006022	(b) (6)	Contingent	\$29.27	\$44.77	53.0%
CRGT, Inc.	BPAWK00006026	(b) (6)	Contingent	\$21.84	\$35.31	61.7%
CRGT, Inc.	BPAWK00006032	(b) (6)	Contingent	\$29.27	\$42.69	45.8%
CRGT, Inc.	BPAWK00006052	(b) (6)	Contingent	\$61.83	\$97.31	41.9%
CRGT, Inc.	BPAWK00006057	(b) (6)	Contingent	\$61.83	\$97.31	41.9%
CRGT, Inc.	BPAWK00006061	(b) (6)	Contingent	\$26.76	\$39.47	47.5%
CRGT, Inc.	BPAWK00006074	(b) (6)	Contingent	\$45.76	\$78.36	71.2%
CRGT, Inc.	BPAWK00006063	(b) (6)	Contingent	\$29.27	\$43.77	49.5%
CRGT, Inc.	BPAWK00006069	(b) (6)	Contingent	\$26.82	\$39.47	48.8%
CRGT, Inc.	BPAWK00006081	(b) (6)	Contingent	\$20.28	\$31.72	56.4%
CRGT, Inc.	BPAWK00006101	(b) (6)	Contingent	\$38.92	\$56.16	52.1%
CRGT, Inc.	BPAWK00006106	(b) (6)	Contingent	\$28.64	\$44.67	50.7%
CRGT, Inc.	BPAWK00006113	(b) (6)	Contingent	\$26.82	\$39.47	48.8%
CRGT, Inc.	BPAWK00006117	(b) (6)	Contingent	\$30.16	\$47.79	59.5%
CRGT, Inc.	BPAWK00006135	(b) (6)	Contingent	\$14.35	\$23.43	63.3%
CRGT, Inc.	BPAWK00006140	(b) (6)	Contingent	\$24.96	\$35.31	41.5%
CRGT, Inc.	BPAWK00006161	(b) (6)	Contingent	\$29.27	\$43.77	49.5%
CRGT, Inc.	BPAWK00006160	(b) (6)	Contingent	\$31.20	\$46.75	49.8%
CRGT, Inc.	BPAWK00006221	(b) (6)	Contingent	\$35.88	\$53.04	47.8%
CRGT, Inc.	BPAWK00006225	(b) (6)	Contingent	\$33.24	\$48.31	49.5%
CRGT, Inc.	BPAWK00006238	(b) (6)	Contingent	\$30.45	\$47.79	56.5%
CRGT, Inc.	BPAWK00006266	(b) (6)	Contingent	\$31.00	\$46.40	47.5%
CRGT, Inc.	BPAWK00006300	(b) (6)	Contingent	\$61.36	\$97.66	43.2%
CRGT, Inc.	BPAWK00006383	(b) (6)	Contingent	\$36.00	\$51.95	44.3%
CRGT, Inc.	BPAWK00006404	(b) (6)	Contingent	\$31.00	\$45.95	48.2%
CRGT, Inc.	BPAWK00006408	(b) (6)	Contingent	\$29.00	\$44.45	53.3%
CRGT, Inc.	BPAWK00006446	(b) (6)	Contingent	\$28.14	\$44.09	56.7%
CRGT, Inc.	BPAWK00006471	(b) (6)	Contingent	\$36.00	\$52.95	47.1%
CRGT, Inc.	BPAWK00006476	(b) (6)	Contingent	\$32.00	\$46.95	46.7%
CRGT, Inc.	BPAWK00006538	(b) (6)	Contingent	\$37.50	\$41.88	85.0%
CRGT, Inc.	BPAWK00006559	(b) (6)	Contingent	\$60.10	\$99.50	65.6%
CRGT, Inc.	BPAWK00006569	(b) (6)	Contingent	\$93.13	\$103.00	10.6%
CRGT, Inc.	BPAWK00006591	(b) (6)	Contingent	\$41.00	\$62.09	51.4%
CRGT, Inc.	BPAWK00006599	(b) (6)	Contingent	\$28.00	\$38.09	49.4%
CRGT, Inc.	BPAWK00006678	(b) (6)	Contingent	\$30.00	\$45.09	50.3%
CRGT, Inc.	BPAWK00006700	(b) (6)	Contingent	\$30.25	\$44.09	45.8%
CRGT, Inc.	BPAWK00006748	(b) (6)	Contingent	\$40.50	\$62.00	53.1%
CRGT, Inc.	BPAWK00006762	(b) (6)	Contingent	\$19.25	\$33.09	71.9%
CRGT, Inc.	BPAWK00006862	(b) (6)	Contingent	\$30.00	\$48.09	53.6%
CRGT, Inc.	BPAWK00006909	(b) (6)	Contingent	\$29.50	\$44.09	49.5%
CRGT, Inc.	BPAWK00006926	(b) (6)	Contingent	\$26.50	\$40.09	51.3%
CRGT, Inc.	BPAWK00006930	(b) (6)	Contingent	\$29.00	\$43.09	55.5%
CRGT, Inc.	BPAWK00006961	(b) (6)	Contingent	\$41.50	\$62.09	49.6%
CRGT, Inc.	BPAWK00006984	(b) (6)	Contingent	\$24.00	\$38.09	50.4%
CRGT, Inc.	BPAWK00006997	(b) (6)	Contingent	\$36.50	\$46.04	51.0%
CRGT, Inc.	BPAWK00007013	(b) (6)	Contingent	\$29.00	\$44.09	52.0%
CRGT, Inc.	BPAWK00007016	(b) (6)	Contingent	\$25.00	\$33.04	50.2%
CRGT, Inc.	BPAWK00007054	(b) (6)	Contingent	\$59.80	\$85.00	42.1%
CRGT, Inc.	BPAWK00007105	(b) (6)	Contingent	\$1.11	\$48.04	na
CRGT, Inc.	BPAWK00007127	(b) (6)	Contingent	\$64.00	\$70.00	9.4%
CRGT, Inc.	BPAWK00007165	(b) (6)	Contingent	\$31.00	\$46.04	45.3%
CRGT, Inc.	BPAWK00007178	(b) (6)	Contingent	\$30.50	\$46.04	51.0%
CRGT, Inc.	BPAWK00007230	(b) (6)	Contingent	\$37.00	\$40.04	48.3%
CRGT, Inc.	BPAWK00007244	(b) (6)	Contingent	\$28.14	\$42.09	49.6%
CRGT, Inc.	BPAWK00007269	(b) (6)	Contingent	\$25.00	\$40.04	50.2%
CRGT, Inc.	BPAWK00007281	(b) (6)	Contingent	\$29.50	\$44.04	49.3%
CRGT, Inc.	BPAWK00007303	(b) (6)	Contingent	\$21.76	\$34.45	45.1%
CRGT, Inc.	BPAWK00007407	(b) (6)	Contingent	\$20.00	\$31.04	55.2%
CRGT, Inc.	BPAWK00007418	(b) (6)	Contingent	\$30.00	\$48.04	50.1%
CRGT, Inc.	BPAWK00007499	(b) (6)	Contingent	\$53.13	\$85.00	50.0%
CRGT, Inc.	BPAWK00007599	(b) (6)	Contingent	\$29.00	\$46.00	58.6%
CRGT, Inc.	BPAWK00007629	(b) (6)	Contingent	\$28.50	\$46.00	61.4%
CRGT, Inc.	BPAWK00007663	(b) (6)	Contingent	\$29.00	\$46.00	58.6%

					Average	51.6%	

Supplier	WorkerID	Worker	Worker Type	ST Pay Rate	ST Bill Rate	Margin
Triad Technology Group	BPAWK00006131	(b) (6)	Contingent	\$22.50	\$39.62	75.3%
Triad Technology Group	BPAWK00006433	(b) (6)	Contingent	\$48.00	\$62.44	71.8%
Triad Technology Group	BPAWK00006738	(b) (6)	Contingent	\$41.00	\$54.10	66.3%
Triad Technology Group	BPAWK00007003	(b) (6)	Contingent	\$24.00	\$50.10	150.4%
Triad Technology Group	BPAWK00007292	(b) (6)	Contingent	\$26.00	\$55.54	70.1%
Triad Technology Group	BPAWK00007211	(b) (6)	Contingent	\$56.00	\$78.04	66.1%
Triad Technology Group	BPAWK00007369	(b) (6)	Contingent	\$66.00	\$94.64	67.6%
Triad Technology Group	BPAWK00007405	(b) (6)	Contingent	\$31.00	\$51.04	68.9%
Triad Technology Group	BPAWK00007410	(b) (6)	Contingent	\$45.00	\$75.04	66.8%
Triad Technology Group	BPAWK00007467	(b) (6)	Contingent	\$86.00	\$120.00	26.3%
Triad Technology Group	BPAWK00007545	(b) (6)	Contingent	\$56.00	\$89.00	36.9%
Triad Technology Group	BPAWK00007583	(b) (6)	Contingent	\$40.00	\$62.00	65.0%
Triad Technology Group	BPAWK00007605	(b) (6)	Contingent	\$55.00	\$79.00	63.0%
Triad Technology Group	BPAWK00007620	(b) (6)	Contingent	\$42.00	\$65.00	54.6%
Triad Technology Group	BPAWK00007659	(b) (6)	Contingent	\$21.08	\$34.00	61.3%
Triad Technology Group	BPAWK00007661	(b) (6)	Contingent	\$50.00	\$79.00	58.0%
Triad Technology Group	BPAWK00007665	(b) (6)	Contingent	\$28.00	\$49.00	75.0%
Triad Technology Group	BPAWK00007668	(b) (6)	Contingent	\$46.00	\$62.00	70.8%
					<b>Average</b>	<b>66.5%</b>

From: Savage, Claudia F (BPA) - NSSF-4

Sent: Fri Mar 19 15:10:21 2021

To: richard@go2triad.com; 'bpa@go2triad.com'; 'ed@go2triad.com'

Cc: Hampton, Scott R (BPA) - NSP-4400-LL; Limantzakis, Vasia A (BPA) - NSSF-4; Marsh, Solomonn P (BPA) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL

Subject: BPA notice not to exercise option year

Importance: Normal

Good afternoon Richard,

By way of this notification, you are informed by the Bonneville Power Administration that the following Blanket Purchase Agreement (number 75834) is expiring on 5/13/2021. BPA will not be exercising Option 4 on your agreement.

You will still be sent all requisitions by the Supplemental Labor Office of BPA as agreed to by the terms of Blanket Purchase Agreement 75834 until contract expiration on 5/13/2021.

Please confirm receipt of this notification at [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov).

Thank you,

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**

[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)

From: Richard Amicci

Sent: Fri Mar 19 15:18:55 2021

To: Savage,Claudia F (BPA) - NSSF-4

Cc: bpa@go2triad.com; ed@go2triad.com; Hampton,Scott R (BPA) - NSP-4400-LL; Limantzakis,Vasia A (BPA) - NSSF-4; Marsh,Solomonn P (BPA) - NSP-4400-LL; Kayton,Lisa A (BPA) - NSP-4400-LL

Subject: [EXTERNAL] Re: BPA notice not to exercise option year

Importance: Normal

Hi Claudia,

I have received this notification. Please let me know if you need any assistance from me in the meantime.

Thank you,  
Richard

On Fri, Mar 19, 2021 at 3:10 PM Savage,Claudia F (BPA) - NSSF-4 <[cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)> wrote:

Good afternoon Richard,

By way of this notification, you are informed by the Bonneville Power Administration that the following Blanket Purchase Agreement (number 75834) is expiring on 5/13/2021. BPA will not be exercising Option 4 on your



agreement.

You will still be sent all requisitions by the Supplemental Labor Office of BPA as agreed to by the terms of Blanket Purchase Agreement 75834 until contract expiration on 5/13/2021.

Please confirm receipt of this notification at [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov).

Thank you,

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**

[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)

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**RICHARD AMICCI**

Business Development Manager  
TRIAD Technology Group  
503.293-9547 voice

(b) (6) cell

LinkedIn: [www.linkedin.com/in/richardamicci](http://www.linkedin.com/in/richardamicci)

VANDERHOUWEN

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Fri Mar 05 13:57:10 2021

To: Jennifer Boyle; Andrea Peer (andrea@vanderhouwen.com); John Niemer

Subject: VanderHouwen Scorecard Documentation


Importance: Normal

Attachments: image001.png; VanderHouwen Feedback.xlsx; VanderHouwen 202103 Scorecard.xlsx; Summary Sheet.xlsx; NotestoScoring202103.docx; FINAL\_Q&A\_Rationalized Suppliers.docx

First let me say I'm sorry. I know this will not be welcome news.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number: (b) (2) 

Call ID Number (b) (2)

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

VanderHouwen Feedback: September 2020 to February 2021		
<b>SEPTEMBER</b>		
-		A pleasure to work with. Responsive.
-		No interactions this month.
-		Thank you for consistently and correctly submitting qualified candidates to my JPs.
<b>OCTOBER</b>		
-		Asks great questions! Would like to see more competitive pricing.
-		Excellent supplier.
-		(b) (6) and her team helped facilitate the cross-country return of equipment and a badge. There was a lot of coordination involved and (b) (6) was very flexible in working with SLMO personnel's schedules coming into the office.
-		Please review the credit/debt memo guidance in the Fieldglass reference library prior to submitting to ensure it is a valid credit/debt memo transaction.
<b>NOVEMBER</b>		
-		Asks great questions. Would like to see more competitive rates.
-		Excellent supplier.
-		Thank you for consistently and correctly submitting qualified candidates to my JPs.
<b>DECEMBER</b>		
-		Would like to see an increase in retention.
-		Excellent supplier.
-		Please review the credit/debt memo guidance in the Fieldglass reference library prior to submitting to ensure it is a valid credit/debt memo transaction.
-		(b) (6) reached out to inquire about an upcoming assignment extension. He wanted to confirm if the assignment had been extended or if they should begin off boarding (b) (6) provided great detail in his email, and was professional. It was also nice to see that this supplier is staying on top of upcoming extensions.
<b>JANUARY</b>		
-		Would like to see more submittals and competitive rates and compensation packages for CFTE.
-		Excellent supplier.
-		Thank you for consistently and correctly submitting qualified candidates to my JPs.
<b>FEBRUARY</b>		
-		No interaction this month.
-		Thank you for consistently and correctly submitting qualified candidates to my JPs.
-		No interaction w/ supplier.

VanderHouwen							
Goal	Metric	Definition   Calculation	Total for Period	Responses	Rough Score	Calculated Score	Maximum Score
Service Delivery	Response Rate Admin Clerical	Of the total number of new requisitions the vendor received within the defined time period, what volume and percentage of requisitions did the vendor submit at least 1 candidate. Data is computed overall and by labor category (Administrative, Business Professional, IT and Technical Professional). Requisitions are pulled based on requisition open date. Those with the current status of Open or Filled are included. Cancelled Requisitions are omitted.	N/A	N/A	N/A		
	Response Rate - Business Professional		53	39	73.58%		
	Response Rate - Technical Professional		N/A	N/A	N/A		
	Response Rate - IT		66	44	66.67%		
	Response Rate - Total		119	83	69.75%	13.9	20.0
Quality	Submittal quality	Of the total candidates the vendor submitted during the designated timeframe - what volume and percentage of candidates met the basic qualifications for the role (i.e. were not dispositioned as "Does Not Meet Min Requirements" or "Rejected" or "didn't have the right paperwork")			100.00%	10.0	10.0
	Candidate Quality - Shortlisted	Percentage of job Seekers submitted by the individual supplier which result in a shortlisting (Use Scoring Key)			92.90%	7.0	20.0
	Candidate Quality - Interview	Percentage of job Seekers submitted by the individual supplier which result in an interview (Use Scoring Key)			22.95%	12.0	20.0
	Candidate Quality - Assignment	Percentage of job Seekers submitted by the individual supplier which result in an assignment being created (Use Scoring Key)			7.65%	7.0	20.0
	Early Terminations	What percent of contractor placements are still at BPA 1 year later. (sum of voluntary and involuntary terminations) (Use Scoring Key)			92.8%	5.0	20.0
Cost	Markup Ranking - New Positions	Take the average markup for all new positions for the 6 month period and rank suppliers from 1 to X.			7	10.0	20.0
	Markup Ranking - Open Workers	Take the average markup for all open positions for the 6 month period and rank suppliers from 1 to X.			9	10.0	30.0
	Rate Compliance	Percentage of Job Seekers who are submitted at or below the maximum bill rate amount.			100.0%	10.0	10.0
	Distance Under max bill rate	measures the average distance (above) below the max bill rates for all candidates submitted (Use Scoring Key)			\$ 1.71	25.0	30.0
<b>Total Objective Score</b>						<b>109.9</b>	<b>200.0</b>
Subjective Rating	Supplier Stewardship	This is the average ranking for supplier by SMO staff, based on interactions with supplier over the evaluation period.			6.3	31.5	50.0
<b>Total Objective and Subjective Score</b>						<b>141.4</b>	<b>250.0</b>
Penalty	Recompete Participation Penalty	Negative 1 point for every recompete where no candidate was shortlisted, multiplied by the inverse of your response rate			(2)	(0.6)	
<b>Final Score</b>						<b>140.8</b>	
			Current	Sep. 2020	Mar. 2020		
			Your Ranking for this Scorecard is:	11	8	9	
			Your Stewardship Ranking is:	6	5	5	

**Q & A FOR RATIONALIZED SUPPLIERS**

**What is SLMO communicating to our workers?**

On 3/15/2021, SLMO will send impacted contract workers an email outlining the process and deadlines for selecting a new employer. This email will also contain a list of eligible suppliers based on the worker's labor category.

**REFERENCE:** Refer to [email template #1](#) in the reference section below. This email template will include the "Rules of Transition" for contract personnel as an attachment.

**When should we communicate to our workers?**

As mentioned above, SLMO will communicate to impacted workers on 3/15/2021. We respectfully ask that you refrain from communicating with your workers about the rationalization until 3/12/2021, at the earliest. We have developed a staged communication plan to help prevent confusion and minimize disruption so we ask that you partner with us to ensure notifications are distributed in the timeframe we have planned.

**What should we communicate to our workers?**

We would appreciate it if you would ensure your communications to employees include the following:

- Please advise that primary communications about the transition, actions required and timeframes will come directly from SLMO. It is important that workers keep an eye out for these communications and act on them by the deadlines provided.
- Workers should discuss any questions about the transition with you, their new employer or SLMO. They should not discuss the transition with their BPA workplace manager.
- Please assure your workers that you and SLMO will be there to support them throughout the transition and will make it as seamless as possible.

We have provided a sample email in the reference section below that you may use to communicate with your workers. You are not required to use this template; we are only providing it as a service to you based on feedback from the first round of rationalization last year. If you decide to create your own communication, we are happy to review if you would like us to do so, however, it is not required.

**REFERENCE:** Refer to email [template #2](#) in the reference section below.

**How should we handle supplier rep badges?**

- No additional badge requests will be accepted at this time.
- If you have a supplier badge request in process, please check with SLMO on the status and next steps.
- You may retain your supplier badges until all of your workers have been transitioned to new employers. At that point, please return all supplier badges to SLMO.
- Please keep SLMO informed of the date/time you will be returning your badge(s)

**How do we handle PPE and Ergonomic Equipment that we provided to our workers?**

We would appreciate it if you left the PPE and Ergonomic equipment with your workers to continue to use, so as to not disrupt their work. However, if you prefer to collect it, please let us know so we can communicate that to their new employer and help facilitate that transition.



**For candidates in the pipeline/in process, can we provide them with a list of suppliers for them to reach out to?**

- Please have candidates email [supplaborjobs@bpa.gov](mailto:supplaborjobs@bpa.gov) with the type of position they are interested in and we can provide the appropriate vendor list directly to the worker.
- If you receive any interview requests that you do not want to facilitate, please let us know.
- SLMO will not shortlist candidates you have submitted going forward. Additionally, we may unshortlist candidates who were previously shortlisted but not yet interviewed.
- Candidates who have already interviewed and are selected will be required to select a new employer before we can proceed with onboarding.

**When will our workers transition to their new employer?**

SLMO will transition workers as their paperwork is received. We will transition workers on Sundays, as usual. We will be distributing forms via DocuSign on 3/16/2021. Workers must make a new employer selection no later than 4/16/2021. All workers will be transitioned no later than 5/23/2021.

**When will our contract with BPA end?**

Your contract with BPA will expire at the end of May 2021.

**How will BPA handle contractors who are unhappy about moving suppliers as it will impact their pay, medical benefits, 401k, etc.?**

Unfortunately, government procurement regulations don't allow for handling individual contractor concerns. As contracts expire and are not renewed, BPA's need for that work to be completed does not go away. If a contractor does not want to move suppliers, that is their right and will be completely up to them. However, as there is no contract they will not be able to continue at BPA, and BPA will have to procure a new contractor for that assignment.

**REFERENCES**

**1. Email to Impacted Contract Workers**

The Supplemental Labor Management Office (SLMO) is reducing the number of Supplemental Labor staffing suppliers. Through an objective scorecard process, SLMO has determined the suppliers impacted by this change; which includes your current employer.

As a result of this change, you have the opportunity to select and transition to a new employer and continue your current assignment with BPA. Below is the list of participating suppliers. **It will be up to you to contact any or all of the suppliers listed below and select which one you would like to represent you on your BPA assignment.**

On **3/16/2021**, SLMO will distribute a DocuSign envelope to your BPA email address that contains the following information:

- Right to Represent form
- 1400 form
- Contract Worker Attestation form
- Non-Disclosure Agreement

Simply complete the forms in the DocuSign envelope no later than **11:59pm on 4/16/2021** to communicate your selection. **If you do not select a new employer by the deadline indicated, your assignment will end no later than 5/22/2021.**

Please refer to the attached Process & Rules of Transition for additional details. If you fail to comply with the rules of transition, you may be disqualified from remaining on assignment at BPA.

<Appropriate supplier list/contact info based on the position's labor category>

\*\*\*Please be sure to submit expense sheets for travel as soon as possible so your current employer can reimburse you. DO NOT DELAY. Once your current assignment is closed, you will no longer be able to submit expense sheets for reimbursement.

If you have any questions, please e-mail [supplementallabor@bpa.gov](mailto:supplementallabor@bpa.gov). To expedite our response, please put "Supplier Rationalization", your name and BPA organization in the subject line of the email. Thank you.

## 2. Sample Email Suppliers May Send to Workers

Dear Worker:

We are writing to inform you that <Supplier Name> will no longer be a part of the Supplemental Labor program at BPA effective the end of May 2021. BPA's Supplemental Labor Management Office (SLMO) is optimizing their program by reducing their supplier pool and unfortunately, <Supplier Name> is impacted by these reductions. This means you will be required to select a new employer to continue your assignment at BPA. SLMO will be sending a communication to your BPA email address on Monday, March 15<sup>th</sup> to help guide you through this process.

Please remember:

- Communication about this transition, actions required, and timeframes will come directly from SLMO. It is important that you keep an eye out for these communications and act on them by the deadlines provided.
- Please discuss any questions about the transition with us, your new employer or SLMO. We are all here to assist you and to help make this transition as seamless as possible. Please **do not** discuss the transition with your BPA workplace manager.

We want to thank you for being an invaluable part of the <Supplier Name> family. We wish you well and are happy to assist you in any way we can in the weeks to come.

Thank you.

	Service						Quality										Cost					
	Response Rate Admin - Clerical	Response Rate - Business Professional	Response Rate - Scientific	Response Rate - Technical	Response Rate - Total	Response Rate - Score	Submittal quality	Submittal quality - Score	Candidate Quality - Shortlist	Candidate Quality - Shortlist - Score	Candidate Quality - Interview	Candidate Quality - Interview - Score	Candidate Quality - Assignment	Candidate Quality - Assignment - Score	Early Terms	Early Terms - Score	Total Quality Section	Total Quality Rank	Markup Rank - New Position	Markup Score - New Positions	Markup Rank - All Positions	Markup Score - All Positions
Possible Points	20						10		20		20		20		20		90		20		30	
	100.00%	79.25%	N/A	56.92%	72.34%	14.5	99.47%	9.9	93.58%	8.0	11.70%	5.0	4.26%	4.0	100.00%	20.0	46.9	7	2	18.3	2	27.5
	N/A	N/A	N/A	44.62%	44.62%	8.9	100.00%	10.0	100.00%	20.0	26.83%	15.0	7.32%	7.0	57.10%	-	52.0	4	2	18.3	3	25.0
	100.00%	88.68%	N/A	83.33%	88.03%	17.6	99.58%	10.0	92.41%	7.0	11.76%	5.0	2.94%	2.0	100.00%	20.0	44.0	8	6	11.7	5	20.0
	100.00%	90.57%	68.09%	70.77%	79.26%	15.9	99.22%	9.9	94.14%	9.0	13.95%	6.0	5.43%	5.0	99.50%	19.0	48.9	5	4	15.0	1	30.0
	95.65%	86.79%	70.21%	75.38%	79.79%	16.0	98.33%	9.8	94.92%	9.0	25.67%	14.0	11.33%	11.0	99.20%	18.0	61.8	1	5	13.3	7	15.0
	100.00%	86.79%	72.34%	N/A	83.74%	16.7	100.00%	10.0	94.65%	9.0	17.28%	9.0	7.41%	7.0	96.50%	13.0	48.0	6	9	6.7	12	2.5
	N/A	N/A	N/A	32.31%	32.31%	6.5	100.00%	10.0	95.83%	10.0	20.83%	11.0	4.17%	4.0	100.00%	20.0	55.0	3	8	8.3	8	12.5
	69.57%	67.92%	51.06%	73.85%	65.96%	13.2	99.50%	10.0	89.39%	4.0	12.56%	6.0	1.51%	1.0	100.00%	20.0	41.0	10	1	20.0	6	17.5
	100.00%	83.02%	65.96%	75.38%	78.19%	15.6	99.67%	10.0	95.05%	10.0	23.68%	13.0	7.57%	7.0	98.00%	16.0	56.0	2	11	3.3	10	7.5
	N/A	83.02%	N/A	78.46%	80.51%	16.1	98.57%	9.9	93.24%	8.0	17.62%	9.0	3.81%	3.0	92.90%	5.0	34.9	12	12	1.7	4	22.5
	N/A	73.58%	N/A	66.67%	69.75%	13.9	100.00%	10.0	92.90%	7.0	22.95%	12.0	7.65%	7.0	92.80%	5.0	41.0	9	7	10.0	9	10.0
	86.96%	49.06%	40.43%	24.62%	43.09%	8.6	97.20%	9.7	92.09%	7.0	7.69%	2.0	2.10%	2.0	98.90%	17.0	37.7	11	10	5.0	11	5.0
Average	94.02%	78.87%	61.35%	62.03%	68.13%	13.6	99.30%	9.9	94.02%	9.0	17.71%	8.9	5.46%	5.0	94.58%	14.4	47.3			11.0		16.3
Median	100.00%	83.02%	67.02%	70.77%	75.27%	15.1	99.54%	10.0	93.86%	8.5	17.45%	9.0	4.85%	4.5	99.05%	17.5	47.5			10.8		16.3

Rate Compliance	Rate Compliance Score	Distance Under Max Bill Rate	Distance Under Max Bill Rate Score	Total Cost Section	Cost Rank	Total Objective Score	Supplier Stewardship	ewarbh Rank	Total Objective & Subjective Score	Recomplete Penalty	Total Score
	10	30	90			200	50		250		
100.0%	10.0	\$ 3.52	35.0	90.8	1	152.2	25.0	12	177.2	-	177.2
100.0%	10.0	\$ 4.09	35.0	88.3	2	149.3	27.5	10	176.8	(1.7)	175.1
100.0%	10.0	\$ 2.18	30.0	71.7	4	133.2	30.0	7	163.2	-	163.2
100.0%	10.0	\$ 0.65	7.0	62.0	7	126.8	34.5	4	161.3	(1.0)	160.2
99.0%	9.9	\$ 0.27	3.0	41.2	12	119.0	40.0	1	159.0	(1.0)	158.0
100.0%	10.0	\$ 3.06	35.0	54.2	9	128.9	40.0	1	158.9	(1.0)	157.9
100.0%	10.0	\$ 3.63	35.0	65.8	5	127.3	30.0	7	157.3	-	157.3
100.0%	10.0	\$ 2.79	30.0	77.5	3	131.6	27.5	10	159.1	(3.4)	155.7
100.0%	10.0	\$ 1.61	23.0	43.8	11	115.4	38.0	3	151.4	(0.9)	152.6
100.0%	10.0	\$ 1.88	28.0	62.2	6	133.1	33.5	5	146.6	-	146.6
100.0%	10.0	\$ 1.71	25.0	55.0	8	109.9	31.5	6	141.4	(0.6)	140.8
100.0%	10.0	\$ 1.78	26.0	46.0	10	92.3	30.0	7	122.3	(5.7)	116.6
100%	10.0	\$ 2.26	26.0	63.2		124.1	32.3		156.4	(1.3)	155.1
100%	10.0	\$ 2.03	29.0	62.1		122.9	30.8		159.0	(0.9)	157.6



## Notes to Scoring

### March, 2021 Scorecard Meetings

Scoring Summary	Average	Median	Minimum	Maximum
Score	155.1	157.6	116.6	175.1
Supplier Stewardship	6.5	6.1	5	8

1. This is the final round of rationalization. 4 suppliers will be leaving us in the next few months. I appreciate your efforts over the last 18 months to participate in this process and adjust your business practices. We have seen margins tighten significantly during this period and lots of effort around cost. For that I thank you!
  
2. For Rationalized Suppliers
  - a. Your contract will be extended for a short period of time to facilitate transfer of workers, and then it will not be renewed
  - b. SLMO will transition all of your workers to a participating supplier by 5/23
  - c. JP's will no longer be distributed to you effective immediately (we are halting JPs from 3/1 to 3/12)
  - d. SLMO will provide your current workers with a list of participating suppliers
    - i. Workers will need to select their new employer via DocuSign by 4/16
    - ii. Workers who elect not to transition to a new employer may remain on assignment until 5/22, at managers discretion
  - e. How we will handle candidates in the pipeline:
    - i. Candidates shortlisted before 3/1 may be un-shortlisted from open JPs
    - ii. If a manager has determined they want to interview a shortlisted candidate, we will work with you to schedule the interview (if you are willing to coordinate). If you prefer not to coordinate, please let us know and we will ask the candidate to select a new employer to remain in consideration.
    - iii. If a manager has already interviewed a candidate and wants to select them, we will work with the candidate to select a new employer to remain in consideration.
  - f. Be candid with applicants submitted, shortlisted and/or scheduled to interview:
    - i. SLMO will send affected applicants a list of participating suppliers to contact should they choose to stay in consideration for the open posting
  
3. For Remaining Suppliers
  - a. SLMO will transition affected workers to new suppliers by 5/23. Workers will be transitioned as their paperwork is received by SLMO.
    - i. You will receive a list of affected workers with all the information you will need to represent them
    - ii. API, Worker Name, Title, Bill Rate, etc.

- iii. Bill rates, job titles and levels will remain the same. No bill rate increases will be considered.
- iv. Review the API requirements carefully to understand the costs involved of the new assignment
- b. SLMO will distribute the Rules of Transition and the list of affected workers to you on 3/15
  - i. Do not solicit for business with current workers, etc.
  - ii. You must adhere to the rules of transition or you will be disqualified
- c. Workers will receive the list of participating suppliers with contact information on 3/15
  - i. Workers will notify SLMO directly via DocuSign which supplier they choose no later than 4/16
  - ii. Once received, SLMO will forward the DocuSign envelope to you to sign the NDA and Attestation
- d. SLMO will work with you throughout the transition process:
  - i. You will need to submit your new employees to the new JP's – SLMO will notify you when to submit
  - ii. Effective dates for new assignments will be as soon as possible, no later than 5/23
  - iii. You may be approached by workers who were shortlisted and/or interviewed by affected suppliers who are interested in remaining in consideration
    - 1. Please submit these applicants to the appropriate posting within 3 business days
    - 2. Submit at or below max bill rate on the JP

#### 4. Changes Going Forward

#### 5. Any other questions or concerns?

**Supplier Stewardship Scale**

9 - 10	Outstanding Supplier - provides unsurpassed customer service, is extremely accurate and/or typically responds within an hour or two to SLMO needs
7 - 8	Excellent Supplier - provides excellent customer service, is accurate and/or typically responds within a few hours to SLMO needs
5 - 6	Good Supplier - provides valuable customer service, is somewhat accurate and/or typically responds within a day to SLMO needs
3 - 4	Fair Supplier - provides minimal customer service, is minimally accurate and/or typically responds within a few days to SLMO needs
1 - 2	Poor Supplier - provides no customer service, often inaccurate & mistake prone and/or non-responsive to SLMO needs
0	BPA Should stop doing business with the company immediately

<b>Candidate Quality Shortlisted Scoring Table</b>	
<u>Result</u>	<u>Score</u>
85.9% or less	0
86.0% - 86.9%	1
87.0% - 87.9%	2
88.0% - 88.9%	3
89.0% - 89.9%	4
90.0% - 90.9%	5
91.0% - 91.9%	6
92.0% - 92.9%	7
93.0% - 93.9%	8
94.0% - 94.9%	9
95.0% - 95.9%	10
96.0% - 96.9%	12
97.0% - 97.9%	14
98.0% - 98.9%	16
99.0% - 99.9%	18
100%	20

<b>Candidate Quality - Interview Scoring Table</b>	
<u>Result</u>	<u>Score</u>
0.00% - 5.00%	0
5.01% - 6.50%	1
6.51% - 8.00%	2
8.01% - 9.50%	3
9.51% - 11.00%	4
11.01% - 12.50%	5
12.51% - 14.00%	6
14.01% - 15.50%	7
15.51% - 17.00%	8
17.01% - 18.50%	9
18.51% - 20.00%	10
20.01% - 21.50%	11
21.51% - 23.00%	12
23.01% - 24.50%	13
24.51% - 26.00%	14
26.01% - 27.50%	15
27.51% - 29.00%	16
29.01% - 30.50%	17
30.51% - 32.00%	18
32.01% - 33.50%	19
33.51% and Higher	20

<b>Candidate Quality - Assignment Scoring Table</b>	
<u>Result</u>	<u>Score</u>
0.00%	0
.01% - 2.00%	1
2.01% - 3.00%	2
3.01% - 4.00%	3
4.01% - 5.00%	4
5.01% - 6.00%	5
6.01% - 7.00%	6
7.01% - 8.00%	7
8.01% - 9.00%	8
9.01% - 10.00%	9
10.01% - 11.00%	10
11.01% - 12.00%	11
12.01% - 13.00%	12
13.01% - 14.00%	13
14.01% - 15.00%	14
15.01% - 16.00%	15
16.01% - 17.00%	16
17.01% - 18.00%	17
18.01% - 19.00%	18
19.01% - 20.00%	19
20.01% and Higher	20



<b>Early Terminations Scoring Table</b>	
<u>Result</u>	<u>Score</u>
90.4% or less	0
90.5% - 90.9%	1
91.0% - 91.4%	2
91.5% - 91.9%	3
92.0% - 92.4%	4
92.5% - 92.9%	5
93.0% - 93.4%	6
93.5% - 93.9%	7
94.0% - 94.4%	8
94.5% - 94.9%	9
95.0% - 95.4%	10
95.5% - 95.9%	11
96.0% - 96.4%	12
96.5% - 96.9%	13
97.0% - 97.4%	14
97.5% - 97.9%	15
98.0% - 98.4%	16
98.5% - 98.9%	17
99.0% - 99.4%	18
99.5% - 99.9%	19
100%	20

<b>Distance Under Max Bill Rate Scoring Table</b>		<b>Distance Under Max Bill Rate Scoring Table</b>	
<u>Result</u>	<u>Score</u>	<u>Result</u>	<u>Score</u>
(5.00) or lower	-5	1.16 - 1.20	14
(4.00) - (4.99)	-4	1.21 - 1.25	15
(3.00) - (3.99)	-3	1.26 - 1.30	16
(2.00) - (2.99)	-2	1.31 - 1.35	17
(1.00) - (1.99)	-1	1.36 - 1.40	18
(.00) - (.99)	0	1.41 - 1.45	19
.01 - .10	1	1.46 - 1.50	20
.11 - .20	2	1.51 - 1.55	21
.21 - .30	3	1.56 - 1.60	22
.31 - .40	4	1.61 - 1.65	23
.41 - .50	5	1.66 - 1.70	24
.51 - .60	6	1.71 - 1.75	25
.61 - .70	7	1.76 - 1.80	26
.71 - .80	8	1.81 - 1.85	27
.81 - .90	9	1.86 - 1.90	28
.91 - 1.00	10	1.91 - 1.95	29
1.01 - 1.05	11	1.96 - 2.00	30
1.06 - 1.10	12	Bonus if greater \$3.00	5
1.11 - 1.15	13		

From: Jennifer Boyle

Sent: Sat Mar 06 17:26:21 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL; John Niemer; Andrea Peer

Subject: [EXTERNAL] RE: VanderHouwen Scorecard Documentation

Importance: Normal

Attachments: image026.png; image027.png; image028.png; image029.png; image030.png; image031.png; image032.png; image033.png; image034.png; image001.png; image018.png; image019.png; image020.png; image021.png; image022.png; image023.png; image024.png; Vanderhouwen Revised Scorecard 202009\_Detailed.xlsx

Hi Scott,

In preparation for Monday's meeting, could you please share with us the data that you pulled for our scorecard? I believe this would be the same document that you sent Eric a few months ago, attached. We've been pulling some data from Fieldglass but numbers seem to be off on response rate, interviews, mark ups, etc.

Thank you!

**JENNIFER BOYLE**

*Account Manager*

503.299.6811 | cell:

(b) (6)

[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)

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**From:** Jennifer Boyle <jennifer@vanderhouwen.com>

**Sent:** Friday, March 5, 2021 4:26 PM

**To:** Scott Hampton (SRHampton@BPA.gov) <srhampton@bpa.gov>; John Niemer <john@vanderhouwen.com>; Andrea Peer <andrea@vanderhouwen.com>

**Subject:** RE: VanderHouwen Scorecard Documentation

Hi Scott,

Thank you for sending the documentation over prior to Monday's meeting. I'm sure you already know how disappointed we are to receive this update, the news really is quite shocking. We are reviewing the information

with our team, we'll discuss everything Monday morning.

Thanks again.

**JENNIFER BOYLE**

*Account Manager*

503.299.6811 | cell: (b) (6)  
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**From:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Sent:** Friday, March 5, 2021 1:57 PM  
**To:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>; Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>  
**Subject:** VanderHouwen Scorecard Documentation

First let me say I'm sorry. I know this will not be welcome news.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number: (b) (2)

Call ID Number: (b) (2)

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

derHou						Scores Validated with Source Information			
Goal	Metric	Definition / Calculation	Total for Period	Responses	Rough Score	Calculated Score	Maximum Score	Total for Period	Responses
Service	Response Rate Admin/Clerical	Of the total number of new requisitions the vendor received within the defined	N/A	N/A	N/A				
	Response Rate - Business Professional		85	63	74.12%			85	63
	Response Rate - Technical Professional		N/A	N/A	N/A				
	Response Rate - IT		74	53	71.62%			74	53
	Response Rate - Total		159	116	72.96%	14.6	20.0	159	116
Quality	Submittal quality	Of the total candidates the vendor submitted during the designated timeframe - what volume and percentage of candidates meet the basic qualifications for the role (i.e. were not dispositioned as "Does Not Meet Min Requirements" or "Rejected" or "didn't have the right paperwork")			98.04%	9.8	10.0		
	Candidate Quality - Shortlisted	Percentage of job Seekers submitted by the individual supplier which result in a shortlisting (Use Scoring Key)			92.48%	7.0	20.0		
	Candidate Quality - Interview	Percentage of job Seekers submitted by the individual supplier which result in an interview (Use Scoring Key)			21.24%	11.0	30.0		
	Candidate Quality - Assignment	Percentage of job Seekers submitted by the individual supplier which result in an assignment being created (Use Scoring Key)			7.52%	7.0	20.0		
	Early Terminations	What percent of contractor placements are still at 6M 1 year later. (sum of voluntary and involuntary terminations) (Use Scoring Key)			94.5%	9.0	20.0		
Cost	Markup Ranking - New Positions	Take the average markup for all new positions for the 6 month period and rank suppliers from 1 to X.			10	6.2	20.0		
	Markup Ranking - Open Workers	Take the average markup for all open positions for the 6 month period and rank suppliers from 1 to X.			10	9.2	30.0		
	Rater Compliance	Percentage of Job Seekers who are submitted at or below the maximum bill rate amount.			100.0%	10.0	10.0		
	Distance Under max bill rate	measures the average distance (above) below the max bill rates for all candidates submitted (Use Scoring Key)			51.88	28.0	30.0		
<b>Total Objective Score</b>						<b>111.8</b>	<b>200.0</b>		
Subjective Rating	Supplier Stewardship	This is the average ranking for supplier by SMO staff, based on interactions with supplier over the evaluation period.			7.5	37.5	50.0		
	<b>Total Objective and Subjective Score</b>						<b>149.3</b>	<b>250.0</b>	
Penalty	Recompete Participation Penalty	Negative 1 point for every recompete where no candidate was shortlisted, multiplied by the inverse of your response rate			(2)	(0.5)			
	<b>Final Score</b>						<b>148.7</b>		
			Current	Mar. 2020	Sep. 2019				
Your Ranking for this Scorecard is:			8	9					
Your Stewardship Ranking is:			5	5	6				

			# of Suppliers	13
Rough Score	Calculated Score	Maximum Score	Comment	
74.12%			Not participating See 2_Response_Rate Sheet	
			Not participating	
62.35%			See 2_Response_Rate Sheet	
72.96%	14.6	20	Sub total Calc	
98.04%	9.8	10.0	See 3_Candidate Quality Sheet	
92.48%	7.0	20.0	See 3_Candidate Quality Sheet	
21.24%	11.0	20.0	See Scorecard Key	
7.52%	7.0	20.0	See Scorecard Key	
94.5%	9.0	20.0	See Scorecard Key	
10	6.2	20.0	See Ranking on 10-Markups	
10	9.2	30.0	See Ranking on 10-Markups	
100%	10.0	10.0	See 6_Rate Compliance	
51.88	28.0	30.0	See Scorecard Key	
	111.8	200.0	Sub total Calc	
7.5	37.5	50.0	Subjective score	
	149.3	250.0	Sub total Calc	
(2)	(0.5)		See 4_DejaVu_JP	
	148.7		Total Calc	



No Hire	Hire	Hire %	Count of Requisition ID	Supplier	Labor Type	# Hired			Grand Total
25.00	4.00	13.79%		VanderKouwen & Associates, Inc.	Admin/Clerical	25	4		29
77.00	8.00	9.41%		VanderKouwen & Associates, Inc.	Business Professional	77	8		85
65.00	9.00	12.16%		VanderKouwen & Associates, Inc.	Technical	65	8	1	74
167.00	21.00	11.17%		VanderKouwen & Associates, Inc. Total		167	20	1	188

Data Source = 1_BPA_SCORECARD_IP2_OZ												
Admin is excluded because VanderHouwen is not longer participating in that labor category												
Count of Requisition ID			# Responses									
No Responses	Responses	% Responses	Supplier	Labor Type	0	1	2	3	4	5	6	Grand Total
22.00	63.00	74.12%	VanderHouwen & Associates, Inc.	Business Professional	22	24	18	14	5	2		85
21.00	53.00	62.35%		Technical	21	22	17	4	3	6	1	74
43.00	116.00	72.96%	Grand Total:		43	46	35	18	8	8	1	159



Supplier	Special Project	Shortlist Total (Shortlisted + Interviewed + Assignment + Closed)				Reinstated Rejects				Rejected Actual	Net Rejected	Not Shortlisted Total (Submitted + Rejected Actual - Reinstated Rejects)	On Time Withdrawals	Late Withdrawals
		Shortlisted	Interviewed	Assignment	Closed	Submitted	Reinstated	Rejected	Net					
VanderHouwen & Associates, Inc.	Backfill	98.00	25.00	10.00	0.00	133.00	5.00	1.00	5.00	4.00	10.00	6.00	1.00	
VanderHouwen & Associates, Inc.	Deja Vu	7.00	0.00	1.00	0.00	8.00	0.00		0.00	0.00	0.00	0.00	0.00	
VanderHouwen & Associates, Inc.	NA	103.00	17.00	12.00	0.00	132.00	4.00	2.00	4.00	2.00	6.00	10.00	2.00	
VanderHouwen & Associates, Inc.	Position Review - Recompete	10.00	0.00	0.00	0.00	10.00	1.00		0.00	0.00	1.00	1.00	0.00	
<b>VanderHouwen &amp; Associates, Inc. Total</b>		<b>218.00</b>	<b>42.00</b>	<b>23.00</b>	<b>0.00</b>	<b>283.00</b>	<b>11.00</b>	<b>3.00</b>	<b>9.00</b>	<b>6.00</b>	<b>17.00</b>	<b>17.00</b>	<b>3.00</b>	

Total Withdrawals	Total Submittals (excluding Op-time withdrawals)	Total Submittals (less Late withdrawals)	Submitted Quality Total (Total Submittals - Net Rejected - Withdrawals before IP Close)	% Shortlist Total / Total Submittals	% Interviewed / Interviewed + Assignments Closed / Total Submittals (Less All Withdrawals)	% Assignment (Assignments + Closed) / Total Submittals (Less All Withdrawals)	% Submittal Quality (Submittal Quality Total / Total Submittals Excluding Op-time Withdrawals)	Supplier	Special Project?	Assignment	Closed	Interviewed
7.00	145.00	150.00	141.00	91.72%	24.14%	6.90%	97.24%	VanderHouwen & Associates, Inc.	Backfill	10	0	25
0.00	8.00	8.00	8.00	100.00%	12.50%	12.50%	100.00%	VanderHouwen & Associates, Inc.	Deja Vu	1	0	0
12.00	142.00	150.00	140.00	92.96%	20.42%	8.45%	98.59%	VanderHouwen & Associates, Inc.	NA	12	0	17
1.00	11.00	12.00	11.00	90.91%	0.00%	0.00%	100.00%	VanderHouwen & Associates, Inc.	Position Review - Recompete	0	0	0
20.00	306.00	320.00	300.00	92.48%	21.24%	7.52%	98.04%	VanderHouwen & Associates, Inc. Total		23	0	42

Rejected Actual	Shortlisted	Submitted	Withdrawn	Grand Total	
4	98	6	7	151	
0	7	0	0	8	
3	103	4	12	152	
0	10	1	1	12	
7	218	11	20	323	

Data Source = JP Data VanderHouwen										
Special Project?	Deja Vu	# Responses					Grand Total	déjà vu Response Cnt	# Shortlisted Response Cnt	
JP Count	Supplier	Requisition ID	0	1	2	5				
	VanderHouwen & Associates, Inc.	BPAJP00009254	1				1	-	0	
		BPAJP00009260	1				1	-	0	
		BPAJP00009267			1	1	1	1.00	1	
		BPAJP00009353			1		1	1.00	1	
		BPAJP00009396	1				1	1.00	1	
<b>Grand Total</b>			<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>3.00</b>	<b>3</b>	

Data from JS Data VanderHouwen				
Special Project?	Deja Vu			
Shortlisted JS Count		Job Seeker Status		
Supplier	Requisition ID	Assignment	Shortliste	Grand Total
VanderHouwen & Associates, Inc.	BPAJPO0009287	1.00	4.00	5.00
	BPAJPO0009353		2.00	2.00
	BPAJPO0009396	1.00	1.00	1.00
Grand Total		1.00	7.00	8.00



Data Source: JS Data VanderHouwen						
		Filter to exclude blind rate max bill rates (anything less than \$2.00)				
Job Seeker Status	(Multiple Items)					
		Rate Compliance (S/Hr)		Values		
		COMPLIANT				
Supplier	Max Requested Bill Rate (S/Hr)	# JS Submitted	# Compliant	# Not Compliant	% Compliant	% Not Compliant
VanderHouwen & Associates, Inc.	33.00	2	2	0	100%	0%
	38.00	2	2	0	100%	0%
	40.00	16	16	0	100%	0%
	43.00	1	1	0	100%	0%
	44.00	19	19	0	100%	0%
	45.00	6	6	0	100%	0%
	46.00	21	21	0	100%	0%
	48.00	24	24	0	100%	0%
	49.00	2	2	0	100%	0%
	50.00	2	2	0	100%	0%
	53.00	13	13	0	100%	0%
	54.00	4	4	0	100%	0%
	55.00	12	12	0	100%	0%
	56.00	2	2	0	100%	0%
	57.00	2	2	0	100%	0%
	60.00	2	2	0	100%	0%
	62.00	3	3	0	100%	0%
	64.00	7	7	0	100%	0%
	65.00	6	6	0	100%	0%
	67.00	1	1	0	100%	0%
	69.00	1	1	0	100%	0%
	75.00	3	3	0	100%	0%
	76.00	2	2	0	100%	0%
	78.00	3	3	0	100%	0%
	79.00	22	22	0	100%	0%
	80.00	13	13	0	100%	0%
	81.00	1	1	0	100%	0%
	82.50	4	4	0	100%	0%
	83.00	3	3	0	100%	0%
	85.00	21	21	0	100%	0%
	86.00	4	4	0	100%	0%
	87.00	5	5	0	100%	0%
	88.00	3	3	0	100%	0%
	89.00	9	9	0	100%	0%
	90.00	11	11	0	100%	0%
	91.00	1	1	0	100%	0%
	92.00	5	5	0	100%	0%
	93.00	1	1	0	100%	0%
	94.00	4	4	0	100%	0%
	95.00	7	7	0	100%	0%
	96.00	3	3	0	100%	0%
	99.00	3	3	0	100%	0%
	100.00	4	4	0	100%	0%
	101.00	2	2	0	100%	0%
	103.00	2	2	0	100%	0%
	106.00	8	8	0	100%	0%
	111.00	2	2	0	100%	0%
	115.00	3	3	0	100%	0%
	120.00	3	3	0	100%	0%
	140.00	1	1	0	100%	0%
<b>Grand Total</b>		<b>301</b>	<b>301</b>	<b>0</b>	<b>100%</b>	<b>0%</b>

Excludes Withdrawn or Rejected candidates				
Data Source: JS Data VanderHouwen				
Job Seeker Status	(Multiple Items)			
Supplier	Max Requested Bill Rate [\$/hr]	Min of Distance [ST/hr]	Average of Distance [ST/hr]	Max of Distance [ST/hr]
VanderHouwen & Associates, Inc.	33.00	1.00	1.00	1.00
	38.00	0.79	1.52	2.25
	40.00	0.10	0.19	0.42
	43.00	1.00	1.00	1.00
	44.00	0.00	0.06	0.50
	45.00	0.01	0.01	0.01
	46.00	0.00	0.29	0.68
	48.00	0.00	0.56	1.38
	49.00	0.70	0.70	0.70
	50.00	0.10	0.10	0.10
	53.00	0.10	0.77	4.41
	54.00	0.10	0.78	1.00
	55.00	0.02	0.48	3.95
	56.00	0.00	0.50	1.00
	57.00	0.10	0.10	0.10
	60.00	1.00	2.00	3.00
	62.00	0.50	1.36	3.09
	64.00	0.01	1.79	3.02
	65.00	0.05	0.74	1.00
	67.00	0.10	0.10	0.10
	69.00	0.10	0.10	0.10
	75.00	0.05	0.22	0.50
	76.00	2.00	2.00	2.00
	78.00	0.01	4.34	7.01
	79.00	0.10	1.84	13.00
	80.00	0.10	1.18	3.47
	81.00	3.46	3.46	3.46
	82.50	0.00	0.21	0.51
	83.00	0.10	2.69	7.47
	85.00	0.11	2.58	9.98
	86.00	0.00	2.92	8.50
	87.00	0.10	0.38	0.50
	88.00	1.10	9.24	15.00
	89.00	0.10	2.90	8.44
	90.00	0.83	1.57	2.20
	91.00	2.00	2.00	2.00
	92.00	0.25	7.32	20.50
	93.00	1.75	1.75	1.75
	94.00	0.35	1.09	3.01
	95.00	0.00	2.69	6.00
	96.00	1.34	2.67	4.00
	99.00	1.32	5.35	7.36
	100.00	2.81	6.62	15.00
	101.00	0.00	1.16	2.31
	103.00	0.00	2.16	4.31
	106.00	1.27	4.63	10.62
	111.00	0.01	4.51	9.00
	115.00	14.30	17.49	22.36
	120.00	8.50	9.00	10.00
	140.00	17.00	17.00	17.00
VanderHouwen & Associates, Inc. Total		0.00	1.88	22.36
Grand Total		0.00	1.88	22.36

Job Seeker Status	Withdrawn		1 = On Time	0 = After Respond by	
				0 = Exclude	
Supplier	Job Seeker ID	Special Project?	Job Seeker Withdraw Date	Requisition Respond by Date/Time	OnTime W/D Cnt
VanderHouwen & Associates, Inc.	VNDRUS00004993	NA	10/1/2019 14:49	10/01/2019	1
VanderHouwen & Associates, Inc.	VNDRUS00005013	Backfill	11/22/2019 14:40	10/21/2019	0
VanderHouwen & Associates, Inc.	VNDRUS00005024	NA	11/8/2019 17:00	11/08/2019	1
VanderHouwen & Associates, Inc.	VNDRUS00005026	NA	11/22/2019 14:38	11/08/2019	0
VanderHouwen & Associates, Inc.	VNDRUS00005039	Position Review - Recomplete	11/18/2019 16:01	11/18/2019	1
VanderHouwen & Associates, Inc.	VNDRUS00005044	Backfill	11/20/2019 15:53	11/20/2019	1
VanderHouwen & Associates, Inc.	VNDRUS00005049	NA	11/22/2019 14:35	11/26/2019	1
VanderHouwen & Associates, Inc.	VNDRUS00005084	NA	1/6/2020 17:12	01/06/2020	1
VanderHouwen & Associates, Inc.	VNDRUS00005108	NA	1/29/2020 17:14	01/29/2020	1
VanderHouwen & Associates, Inc.	VNDRUS00005109	Backfill	1/29/2020 16:41	01/29/2020	1
VanderHouwen & Associates, Inc.	VNDRUS00005110	NA	1/29/2020 16:29	01/29/2020	1
VanderHouwen & Associates, Inc.	VNDRUS00005150	NA	2/26/2020 15:06	02/28/2020	1
VanderHouwen & Associates, Inc.	VNDRUS00005152	NA	3/4/2020 8:06	02/28/2020	0
VanderHouwen & Associates, Inc.	VNDRUS00005165	Backfill	3/4/2020 16:37	03/05/2020	1
VanderHouwen & Associates, Inc.	VNDRUS00005202	NA	5/29/2020 14:59	05/29/2020	1
VanderHouwen & Associates, Inc.	VNDRUS00005207	Backfill	5/27/2020 14:13	05/27/2020	1
VanderHouwen & Associates, Inc.	VNDRUS00005210	Backfill	5/28/2020 10:37	05/28/2020	1
VanderHouwen & Associates, Inc.	VNDRUS00005236	NA	6/4/2020 9:37	06/04/2020	1
VanderHouwen & Associates, Inc.	VNDRUS00005274	Backfill	7/15/2020 10:05	07/15/2020	1
VanderHouwen & Associates, Inc.	VNDRUS00005288	NA	7/31/2020 15:07	07/31/2020	1
Grand Total					17



VanderHouwen & Associates, Inc.	2020-01	2020-04	2020-06	Grand Total	Worker Count								
					Supplier	2020-08	2020-07	2020-06	2020-05	2020-04	2020-03	2020-02	2020-01
<b>Administrative Supplemental</b>					VanderHouwen & Associates, Inc.	58	55	55	54	54	54	51	49
Invol	0		0										
Vol	1		1										
<b>Total</b>	<b>1</b>		<b>1</b>										
<b>IT Supplemental</b>													
Invol	0		0										
Vol	1		1										
<b>Total</b>	<b>1</b>		<b>1</b>										
<b>Tech/Prof Supplemental</b>													
Invol			0	0									
Vol			1	1									
<b>Total</b>			<b>1</b>	<b>1</b>									
<b>VanderHouwen Total</b>													
Invol	0	0	0	0									
Vol	1	1	1	3									
<b>Total</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>3</b>									





Rank - All Positions	Markup Score - All Positions
30	
8	13.8
4	23.1
6	18.5
1	30.0
11	6.9
3	25.4
5	20.8
9	11.5
2	27.7
10	9.2
12	4.6
7	16.2
13	2.3



BPA_SCORECARD_IP2_D2 (Requisition Create Date Between 09/01/2019 and 08/31/2020)							
Requisition ID	Labor Type	Requisition Title	Requisition Status	Requisition Create Date	Supplier	# Responses	# Hired
BPAP00009227	Business Professional	Business Analyst 3	Closed	43713.71628472	VanderHouwen & Associates, Inc.	1	0
BPAP00009231	Technical	Project Manager 3 (IT Projects)	Closed	43717.31813657	VanderHouwen & Associates, Inc.	2	0
BPAP00009235	Admin/Clerical	Administrative Services Assistant 3	Closed	43720.70594907	VanderHouwen & Associates, Inc.	3	0
BPAP00009236	Business Professional	Project Mgr 3 (Non-IT)	Closed	43720.71792824	VanderHouwen & Associates, Inc.	0	0
BPAP00009238	Technical	Business Systems Analyst 2 (N-IT)	Closed	43724.37996528	VanderHouwen & Associates, Inc.	2	0
BPAP00009240	Technical	Information System Security Engineer	Closed	43725.42097222	VanderHouwen & Associates, Inc.	0	0
BPAP00009241	Technical	Information System Security Engineer	Closed	43725.42576389	VanderHouwen & Associates, Inc.	0	0
BPAP00009242	Admin/Clerical	Administrative Services Assistant 2	Closed	43726.62804398	VanderHouwen & Associates, Inc.	2	0
BPAP00009243	Business Professional	Program Support Specialist	Closed	43728.41952546	VanderHouwen & Associates, Inc.	2	0
BPAP00009244	Technical	Project Manager 3 (IT Projects)	Closed	43728.454375	VanderHouwen & Associates, Inc.	5	0
BPAP00009247	Admin/Clerical	Administrative Services Assistant 3	Closed	43732.66239583	VanderHouwen & Associates, Inc.	3	0
BPAP00009249	Business Professional	Disbursement Specialist 2	Closed	43735.38856481	VanderHouwen & Associates, Inc.	0	0
BPAP00009251	Admin/Clerical	Administrative Services Assistant 2	Closed	43738.45826389	VanderHouwen & Associates, Inc.	3	0
BPAP00009254	Business Professional	Operations Analyst 3	Closed	43740.45599537	VanderHouwen & Associates, Inc.	0	0
BPAP00009256	Admin/Clerical	Administrative Services Assistant 2	Closed	43742.39940972	VanderHouwen & Associates, Inc.	4	0
BPAP00009257	Technical	Software Developer / Programmer 3	Closed	43745.41665509	VanderHouwen & Associates, Inc.	1	0
BPAP00009258	Business Professional	Business Analyst 3	Closed	43747.36556713	VanderHouwen & Associates, Inc.	0	0
BPAP00009259	Business Professional	Operations Analyst 3	Closed	43747.53112269	VanderHouwen & Associates, Inc.	0	0
BPAP00009260	Technical	Desktop Technical Customer Support 3	Closed	43747.5600463	VanderHouwen & Associates, Inc.	0	0
BPAP00009261	Admin/Clerical	Administrative Services Assistant 3	Closed	43749.37086806	VanderHouwen & Associates, Inc.	3	1
BPAP00009262	Business Professional	Operations Analyst 1	Closed	43749.42097222	VanderHouwen & Associates, Inc.	1	0
BPAP00009263	Business Professional	Project Mgr 3 (Non-IT)	Closed	43749.43034722	VanderHouwen & Associates, Inc.	1	0
BPAP00009266	Technical	Security Control Assessor 2	Closed	43753.39887963	VanderHouwen & Associates, Inc.	0	0
BPAP00009267	Technical	Security Control Assessor 3	Closed	43753.40068287	VanderHouwen & Associates, Inc.	0	0
BPAP00009270	Business Professional	Business Analyst 3	Closed	43754.66525463	VanderHouwen & Associates, Inc.	0	0
BPAP00009271	Admin/Clerical	Administrative Services Assistant 2	Closed	43755.62450231	VanderHouwen & Associates, Inc.	1	0
BPAP00009272	Technical	Project Manager 3 (IT Projects)	Closed	43759.26568287	VanderHouwen & Associates, Inc.	1	0
BPAP00009273	Admin/Clerical	Administrative Services Assistant 3	Closed	43759.29872685	VanderHouwen & Associates, Inc.	1	0
BPAP00009275	Admin/Clerical	Administrative Technician 3	Closed	43759.6096875	VanderHouwen & Associates, Inc.	0	0
BPAP00009276	Business Professional	Business Analyst 2	Closed	43759.64371528	VanderHouwen & Associates, Inc.	1	0
BPAP00009277	Technical	Business Systems Analyst 3 (N-IT)	Closed	43760.6296875	VanderHouwen & Associates, Inc.	0	0
BPAP00009278	Business Professional	Project Mgr 3 (Non-IT)	Closed	43761.68118056	VanderHouwen & Associates, Inc.	1	0
BPAP00009279	Admin/Clerical	Administrative Technician 3	Closed	43762.30935185	VanderHouwen & Associates, Inc.	2	0
BPAP00009284	Business Professional	Project Mgr 3 (Non-IT)	Closed	43767.56082176	VanderHouwen & Associates, Inc.	4	0
BPAP00009286	Technical	Business Systems Analyst 3 (N-IT)	Closed	43769.48652778	VanderHouwen & Associates, Inc.	0	0
BPAP00009287	Technical	System Administrator 3	Closed	43769.55756944	VanderHouwen & Associates, Inc.	5	1
BPAP00009289	Admin/Clerical	Administrative Services Assistant 3	Closed	43770.30238426	VanderHouwen & Associates, Inc.	2	0
BPAP00009290	Technical	Business Systems Analyst 3 (N-IT)	Closed	43770.45425926	VanderHouwen & Associates, Inc.	1	0
BPAP00009291	Admin/Clerical	Administrative Services Assistant 2	Closed	43773.40260417	VanderHouwen & Associates, Inc.	3	0
BPAP00009293	Admin/Clerical	Administrative Services Assistant 3	Closed	43774.40568287	VanderHouwen & Associates, Inc.	2	1
BPAP00009295	Business Professional	Business Analyst 2	Closed	43774.42105324	VanderHouwen & Associates, Inc.	1	0
BPAP00009299	Business Professional	Graphic Designer	Closed	43775.62454861	VanderHouwen & Associates, Inc.	3	0
BPAP00009303	Business Professional	Project Mgr 3 (Non-IT)	Closed	43781.36146991	VanderHouwen & Associates, Inc.	2	0
BPAP00009306	Business Professional	Project Mgr 3 (Non-IT)	Closed	43782.29564815	VanderHouwen & Associates, Inc.	0	0
BPAP00009307	Business Professional	Operations Analyst 3	Closed	43782.33284722	VanderHouwen & Associates, Inc.	0	0
BPAP00009310	Admin/Clerical	Administrative Services Assistant 3	Closed	43784.44599537	VanderHouwen & Associates, Inc.	3	1
BPAP00009311	Business Professional	Business Analyst 3	Closed	43784.55704861	VanderHouwen & Associates, Inc.	0	0
BPAP00009312	Business Professional	Program Support Specialist	Closed	43787.41290509	VanderHouwen & Associates, Inc.	3	0
BPAP00009313	Technical	Information System Security Engineer	Closed	43787.41303241	VanderHouwen & Associates, Inc.	2	1
BPAP00009314	Technical	Information System Security Engineer	Closed	43787.41770833	VanderHouwen & Associates, Inc.	0	0
BPAP00009315	Business Professional	Business Analyst 3	Closed	43788.41111111	VanderHouwen & Associates, Inc.	1	0
BPAP00009320	Admin/Clerical	Administrative Services Assistant 2	Closed	43788.61511574	VanderHouwen & Associates, Inc.	0	0
BPAP00009321	Business Professional	Data Steward 1	Closed	43789.38576389	VanderHouwen & Associates, Inc.	0	0
BPAP00009322	Business Professional	Business Analyst 2	Closed	43790.36701389	VanderHouwen & Associates, Inc.	0	0
BPAP00009325	Business Professional	Operations Analyst 3	Closed	43790.50188657	VanderHouwen & Associates, Inc.	0	0
BPAP00009327	Technical	Software Developer / Programmer 2	Closed	43794.36739583	VanderHouwen & Associates, Inc.	2	2
BPAP00009334	Technical	Security Control Assessor 2	Closed	43802.40809028	VanderHouwen & Associates, Inc.	0	0
BPAP00009335	Technical	Security Control Assessor 3	Closed	43802.41631944	VanderHouwen & Associates, Inc.	1	0
BPAP00009336	Technical	System Administrator 2	Closed	43803.2996412	VanderHouwen & Associates, Inc.	3	0
BPAP00009338	Business Professional	Program Support Specialist	Closed	43804.43847222	VanderHouwen & Associates, Inc.	1	0
BPAP00009339	Business Professional	Inventory Specialist	Closed	43804.44238426	VanderHouwen & Associates, Inc.	0	0
BPAP00009342	Admin/Clerical	Administrative Services Assistant 3	Closed	43808.37587963	VanderHouwen & Associates, Inc.	2	0
BPAP00009343	Technical	Information System Security Engineer	Closed	43810.3652662	VanderHouwen & Associates, Inc.	1	1
BPAP00009344	Technical	Information System Security Engineer	Closed	43810.36671296	VanderHouwen & Associates, Inc.	1	0
BPAP00009345	Business Professional	Disbursement Specialist 2	Closed	43811.3634375	VanderHouwen & Associates, Inc.	1	0
BPAP00009346	Technical	Business Systems Analyst 3 (N-IT)	Closed	43812.58150463	VanderHouwen & Associates, Inc.	2	0
BPAP00009348	Technical	System Administrator 3	Closed	43816.3354398	VanderHouwen & Associates, Inc.	2	1
BPAP00009351	Admin/Clerical	Administrative Services Assistant 3	Closed	43817.3994213	VanderHouwen & Associates, Inc.	3	0
BPAP00009353	Technical	System Administrator 2	Closed	43817.57270833	VanderHouwen & Associates, Inc.	2	0
BPAP00009354	Business Professional	Project Coordinator 1	Closed	43818.29738426	VanderHouwen & Associates, Inc.	5	1
BPAP00009357	Business Professional	Program Support Specialist	Closed	43822.43449074	VanderHouwen & Associates, Inc.	0	0
BPAP00009358	Business Professional	Business Analyst 3	Closed	43822.4503588	VanderHouwen & Associates, Inc.	3	0
BPAP00009359	Business Professional	Program Support Specialist	Closed	43822.47717593	VanderHouwen & Associates, Inc.	3	0
BPAP00009360	Technical	Project Manager 3 (IT Projects)	Closed	43825.56820602	VanderHouwen & Associates, Inc.	1	0

Close Reason	Special Project?	Posting Type
Will be re-posted under a new Requisition	NA	Regular
Auto-closed when Requisition positions are filled	Backfill	Regular
Auto-closed when Requisition positions are filled	NA	Regular
Other - See Comments	Backfill	Regular
All needed positions have been filled	Backfill	Regular
No suitable candidates found	NA	Regular
Will be re-posted under a new Requisition	NA	Regular
Other - See Comments	Backfill	Regular
Auto-closed when Requisition positions are filled	NA	Regular
Will be re-posted under a new Requisition	NA	Regular
Auto-closed when Requisition positions are filled	Backfill	Regular
Will be re-posted under a new Requisition	Backfill	Regular
Auto-closed when Requisition positions are filled	NA	Regular
Auto-closed when Requisition positions are filled	Deja Vu	Regular
Auto-closed when Requisition positions are filled	Backfill	Regular
Auto-closed when Requisition positions are filled	Backfill	Regular
No Longer Needed	Backfill	Regular
Auto-closed when Requisition positions are filled	NA	Regular
Auto-closed when Requisition positions are filled	Deja Vu	Regular
Auto-closed when Requisition positions are filled	Backfill	Regular
Auto-closed when Requisition positions are filled	Backfill	Regular
Auto-closed when Requisition positions are filled	Backfill	Regular
Other - See Comments	Backfill	Regular
Other - See Comments	Backfill	Regular
Auto-closed when Requisition positions are filled	NA	Regular
Auto-closed when Requisition positions are filled	Backfill	Regular
Auto-closed when Requisition positions are filled	NA	Regular
Auto-closed when Requisition positions are filled	Backfill	Regular
Auto-closed when Requisition positions are filled	Backfill	Regular
Auto-closed when Requisition positions are filled	NA	Regular
Will be re-posted under a new Requisition	NA	Regular
Auto-closed when Requisition positions are filled	NA	Regular
Will be re-posted under a new Requisition	Backfill	Regular
No Longer Needed	NA	Regular
Auto-closed when Requisition positions are filled	Backfill	Regular
Auto-closed when Requisition positions are filled	Deja Vu	Regular
Will be re-posted under a new Requisition	NA	Regular
All needed positions have been filled	NA	Regular
No suitable candidates found	Backfill	Regular
Auto-closed when Requisition positions are filled	Backfill	Regular
Auto-closed when Requisition positions are filled	NA	Regular
Auto-closed when Requisition positions are filled	Position Review - Recompete	Regular
No Longer Needed	Backfill	Regular
Auto-closed when Requisition positions are filled	Position Review - Recompete	Regular
Auto-closed when Requisition positions are filled	NA	Regular
Auto-closed when Requisition positions are filled	NA	Regular
Will be re-posted under a new Requisition	NA	Regular
Auto-closed when Requisition positions are filled	NA	Regular
Auto-closed when Requisition positions are filled	NA	Regular
No Longer Needed	NA	Regular
Auto-closed when Requisition positions are filled	Backfill	Regular
Auto-closed when Requisition positions are filled	Backfill	Regular
Will be re-posted under a new Requisition	NA	Regular
Auto-closed when Requisition positions are filled	NA	Regular
Auto-closed when Requisition positions are filled	Position Review - Recompete	Regular
Auto-closed when Requisition positions are filled	NA	Regular
No Longer Needed	Backfill	Regular
Other - See Comments	Backfill	Regular
Auto-closed when Requisition positions are filled	NA	Regular
Auto-closed when Requisition positions are filled	NA	Regular
Auto-closed when Requisition positions are filled	NA	Regular
No Longer Needed	NA	Regular
Auto-closed when Requisition positions are filled	NA	Regular
No Longer Needed	NA	Regular
Auto-closed when Requisition positions are filled	Backfill	Regular
Auto-closed when Requisition positions are filled	NA	Regular
Auto-closed when Requisition positions are filled	Backfill	Regular
Auto-closed when Requisition positions are filled	NA	Regular
Auto-closed when Requisition positions are filled	Deja Vu	Regular
Auto-closed when Requisition positions are filled	NA	Regular
No Longer Needed	NA	Regular
Auto-closed when Requisition positions are filled	NA	Regular
Auto-closed when Requisition positions are filled	NA	Regular
Will be re-posted under a new Requisition	Backfill	Regular

BPAP00009362	Business Professional	Business Analyst 3	Closed	43829.33908565	VanderHouwen & Associates, Inc.	2	1
BPAP00009363	Admin/Clerical	Administrative Services Assistant 3	Closed	43829.45103009	VanderHouwen & Associates, Inc.	2	0
BPAP00009367	Business Professional	Operations Analyst 2	Closed	43829.54658565	VanderHouwen & Associates, Inc.	1	0
BPAP00009368	Technical	Software Developer / Programmer 3	Closed	43833.36890046	VanderHouwen & Associates, Inc.	2	0
BPAP00009370	Technical	Software Developer / Programmer 3	Closed	43838.46013889	VanderHouwen & Associates, Inc.	0	0
BPAP00009371	Business Professional	Business Analyst 2	Closed	43840.28332176	VanderHouwen & Associates, Inc.	0	0
BPAP00009372	Admin/Clerical	Administrative Services Assistant 3	Closed	43840.37369213	VanderHouwen & Associates, Inc.	0	0
BPAP00009373	Admin/Clerical	Administrative Technician 3	Closed	43843.39652778	VanderHouwen & Associates, Inc.	0	0
BPAP00009374	Business Professional	Operations Analyst 1	Closed	43843.64354167	VanderHouwen & Associates, Inc.	1	0
BPAP00009378	Technical	System Administrator 3	Closed	43846.33189815	VanderHouwen & Associates, Inc.	5	0
BPAP00009379	Admin/Clerical	Administrative Services Assistant 3	Closed	43846.64489583	VanderHouwen & Associates, Inc.	3	0
BPAP00009381	Business Professional	Business Analyst 3	Closed	43846.6783912	VanderHouwen & Associates, Inc.	5	1
BPAP00009382	Technical	Software Developer / Programmer 2	Closed	43847.35170139	VanderHouwen & Associates, Inc.	2	1
BPAP00009386	Admin/Clerical	Administrative Services Assistant 3	Closed	43852.42128472	VanderHouwen & Associates, Inc.	2	0
BPAP00009387	Admin/Clerical	Administrative Services Assistant 3	Closed	43853.51866898	VanderHouwen & Associates, Inc.	3	0
BPAP00009389	Business Professional	Program Support Specialist	Closed	43854.45195602	VanderHouwen & Associates, Inc.	3	0
BPAP00009390	Technical	Information System Security Engineer	Closed	43854.53638889	VanderHouwen & Associates, Inc.	0	0
BPAP00009391	Technical	Database Administrator 2 (N-IT)	Closed	43854.53950231	VanderHouwen & Associates, Inc.	1	0
BPAP00009392	Technical	Business Systems Analyst 3 (N-IT)	Closed	43859.54387731	VanderHouwen & Associates, Inc.	0	0
BPAP00009396	Business Professional	Project Mgr 3 (Non-IT)	Closed	43864.42883102	VanderHouwen & Associates, Inc.	1	0
BPAP00009398	Technical	Security Control Assessor 2	Closed	43866.35615741	VanderHouwen & Associates, Inc.	0	0
BPAP00009399	Technical	Security Control Assessor 3	Closed	43866.36	VanderHouwen & Associates, Inc.	2	0
BPAP00009400	Technical	Business Systems Analyst 1 (N-IT)	Closed	43866.58284722	VanderHouwen & Associates, Inc.	1	0
BPAP00009401	Business Professional	Program Support Specialist	Closed	43867.46787037	VanderHouwen & Associates, Inc.	2	0
BPAP00009402	Business Professional	Program Support Specialist	Closed	43868.29537037	VanderHouwen & Associates, Inc.	4	0
BPAP00009403	Business Professional	Program Support Specialist	Closed	43868.30053241	VanderHouwen & Associates, Inc.	2	0
BPAP00009404	Business Professional	Operations Analyst 2	Closed	43868.44613426	VanderHouwen & Associates, Inc.	1	0
BPAP00009405	Business Professional	Operations Analyst 3	Closed	43868.46126157	VanderHouwen & Associates, Inc.	2	0
BPAP00009406	Business Professional	Project Mgr 2 (Non-IT)	Closed	43868.47837963	VanderHouwen & Associates, Inc.	1	0
BPAP00009407	Admin/Clerical	Administrative Services Assistant 2	Closed	43871.286875	VanderHouwen & Associates, Inc.	3	0
BPAP00009408	Business Professional	Program Support Specialist	Closed	43871.47043981	VanderHouwen & Associates, Inc.	0	0
BPAP00009409	Business Professional	Accountant	Closed	43872.38483796	VanderHouwen & Associates, Inc.	3	0
BPAP00009412	Technical	Business Systems Analyst 3 (N-IT)	Closed	43874.56263889	VanderHouwen & Associates, Inc.	1	0
BPAP00009413	Technical	Software Developer / Programmer 3	Closed	43874.59039352	VanderHouwen & Associates, Inc.	1	0
BPAP00009414	Business Professional	Program Support Specialist 1	Closed	43875.2915162	VanderHouwen & Associates, Inc.	0	0
BPAP00009415	Business Professional	Program Support Specialist 1	Closed	43875.60648148	VanderHouwen & Associates, Inc.	0	0
BPAP00009416	Technical	Software Developer / Programmer 3	Closed	43876.3605787	VanderHouwen & Associates, Inc.	3	0
BPAP00009417	Business Professional	Project Coordinator 1	Closed	43876.3947338	VanderHouwen & Associates, Inc.	2	0
BPAP00009418	Admin/Clerical	Administrative Services Assistant 3	Closed	43879.37061343	VanderHouwen & Associates, Inc.	3	0
BPAP00009419	Business Professional	Program Support Specialist 1	Closed	43879.4949537	VanderHouwen & Associates, Inc.	1	0
BPAP00009420	Technical	Software Developer / Programmer 2	Closed	43879.57219907	VanderHouwen & Associates, Inc.	2	0
BPAP00009421	Technical	System Administrator 3	Closed	43880.3302662	VanderHouwen & Associates, Inc.	1	0
BPAP00009422	Business Professional	Disbursement Specialist 2	Closed	43881.39556713	VanderHouwen & Associates, Inc.	3	0
BPAP00009425	Admin/Clerical	Administrative Services Assistant 3	Closed	43885.40371528	VanderHouwen & Associates, Inc.	3	0
BPAP00009426	Business Professional	Program Support Specialist 2	Closed	43885.43679398	VanderHouwen & Associates, Inc.	0	0
BPAP00009427	Business Professional	Project Mgr 2 (Non-IT)	Closed	43885.44984954	VanderHouwen & Associates, Inc.	1	0
BPAP00009428	Admin/Clerical	Administrative Services Assistant 3	Closed	43887.4425463	VanderHouwen & Associates, Inc.	4	1
BPAP00009429	Admin/Clerical	Administrative Technician 3	Closed	43888.34480324	VanderHouwen & Associates, Inc.	0	0
BPAP00009430	Business Professional	Operations Analyst 2	Closed	43888.65418981	VanderHouwen & Associates, Inc.	2	0
BPAP00009433	Technical	Software Developer / Programmer 3	Closed	43892.37429398	VanderHouwen & Associates, Inc.	0	0
BPAP00009436	Technical	System Administrator 2	Closed	43892.51027778	VanderHouwen & Associates, Inc.	4	0
BPAP00009437	Technical	Database Administrator 2 (N-IT)	Closed	43892.55681713	VanderHouwen & Associates, Inc.	0	0
BPAP00009438	Technical	Database Administrator 3 (N-IT)	Closed	43892.56274306	VanderHouwen & Associates, Inc.	1	0
BPAP00009439	Technical	Database Administrator 2 (N-IT)	Closed	43892.57333333	VanderHouwen & Associates, Inc.	0	0
BPAP00009440	Technical	Database Administrator 3 (N-IT)	Closed	43892.57939815	VanderHouwen & Associates, Inc.	0	0
BPAP00009443	Technical	Business Systems Analyst 1 (N-IT)	Closed	43893.63648148	VanderHouwen & Associates, Inc.	1	1
BPAP00009447	Technical	Business Systems Analyst 3 (N-IT)	Closed	43895.61075231	VanderHouwen & Associates, Inc.	1	0
BPAP00009448	Technical	System Administrator 3	Closed	43896.29671296	VanderHouwen & Associates, Inc.	3	0
BPAP00009449	Business Professional	Program Support Specialist 2	Closed	43896.40957176	VanderHouwen & Associates, Inc.	1	0
BPAP00009450	Business Professional	Business Analyst 2	Closed	43896.60037037	VanderHouwen & Associates, Inc.	0	0
BPAP00009451	Technical	System Administrator 2	Closed	43899.61119213	VanderHouwen & Associates, Inc.	2	0
BPAP00009455	Technical	Business Systems Analyst 3 (N-IT)	Closed	43901.57390046	VanderHouwen & Associates, Inc.	1	0
BPAP00009481	Technical	Network Administrator 3	Closed	43909.58202546	VanderHouwen & Associates, Inc.	0	0
BPAP00009495	Business Professional	Technical Writer 1 (Non-IT)	Closed	43937.39486111	VanderHouwen & Associates, Inc.	4	1
BPAP00009496	Business Professional	Business Analyst 3	Closed	43938.57030093	VanderHouwen & Associates, Inc.	3	1
BPAP00009505	Business Professional	Business Analyst 3	Closed	43958.46642361	VanderHouwen & Associates, Inc.	2	0
BPAP00009506	Business Professional	Program Support Specialist 1	Closed	43965.47061343	VanderHouwen & Associates, Inc.	4	1
BPAP00009508	Technical	Data Analyst 2	Closed	43965.54508102	VanderHouwen & Associates, Inc.	2	0
BPAP00009510	Business Professional	Program Support Specialist 1	Closed	43966.6022338	VanderHouwen & Associates, Inc.	3	0
BPAP00009511	Technical	System Administrator 2	Closed	43969.28447917	VanderHouwen & Associates, Inc.	6	0
BPAP00009513	Technical	Business Systems Analyst 3 (N-IT)	Closed	43969.5412963	VanderHouwen & Associates, Inc.	1	0
BPAP00009514	Technical	System Administrator 2	Closed	43969.56668981	VanderHouwen & Associates, Inc.	5	0
BPAP00009515	Business Professional	Operations Analyst 2	Closed	43970.375	VanderHouwen & Associates, Inc.	1	0
BPAP00009516	Business Professional	Business Analyst 2	Closed	43970.4165625	VanderHouwen & Associates, Inc.	2	0
BPAP00009517	Business Professional	Accountant 2	Closed	43970.46887731	VanderHouwen & Associates, Inc.	3	0
BPAP00009518	Business Professional	Program Support Specialist 1	Closed	43970.56234954	VanderHouwen & Associates, Inc.	2	0



BPAP00009519	Technical	System Administrator 3	Closed	43971.51315972	VanderHouwen & Associates, Inc.	3	1
BPAP00009520	Business Professional	Operations Analyst 2	Closed	43973.40232639	VanderHouwen & Associates, Inc.	2	0
BPAP00009521	Business Professional	Program Support Specialist 2	Closed	43973.41988426	VanderHouwen & Associates, Inc.	3	0
BPAP00009522	Technical	Software Developer / Programmer 2	Closed	43973.43252315	VanderHouwen & Associates, Inc.	5	0
BPAP00009523	Technical	Project Manager 3 (IT Projects)	Closed	43973.58659722	VanderHouwen & Associates, Inc.	4	0
BPAP00009524	Business Professional	Program Support Specialist 2	Closed	43977.55040509	VanderHouwen & Associates, Inc.	3	0
BPAP00009525	Technical	Business Systems Analyst 3 (N-IT)	Halted	43978.67113426	VanderHouwen & Associates, Inc.	2	0
BPAP00009526	Business Professional	Program Support Specialist 3	Closed	43979.29092593	VanderHouwen & Associates, Inc.	2	0
BPAP00009528	Business Professional	Operations Analyst 3	Closed	43983.46115741	VanderHouwen & Associates, Inc.	4	1
BPAP00009529	Technical	Network Administrator 3	Closed	43985.35216435	VanderHouwen & Associates, Inc.	0	0
BPAP00009532	Technical	Infrastructure Engineer 3 (IT)	Halted	43987.27398148	VanderHouwen & Associates, Inc.	1	0
BPAP00009533	Business Professional	Program Support Specialist 1	Submitted	43987.34152778	VanderHouwen & Associates, Inc.	2	0
BPAP00009534	Business Professional	Business Analyst 2	Closed	43990.38140046	VanderHouwen & Associates, Inc.	0	0
BPAP00009535	Technical	Project Manager 2 (IT Projects)	Halted	43990.40342593	VanderHouwen & Associates, Inc.	4	1
BPAP00009536	Technical	Business Systems Analyst 1 (N-IT)	Closed	43991.42087963	VanderHouwen & Associates, Inc.	2	0
BPAP00009544	Business Professional	Business Analyst 3	Halted	43998.46047454	VanderHouwen & Associates, Inc.	2	1
BPAP00009546	Technical	Technical Business Analyst 2	Submitted	44000.40541667	VanderHouwen & Associates, Inc.	5	0
BPAP00009547	Business Professional	Technical Writer 3 (Non-IT)	Closed	44000.47966435	VanderHouwen & Associates, Inc.	2	0
BPAP00009552	Technical	Software Developer / Programmer 3	Submitted	44011.54604167	VanderHouwen & Associates, Inc.	2	0
BPAP00009556	Business Professional	Program Support Specialist 1	Submitted	44019.40934028	VanderHouwen & Associates, Inc.	3	0
BPAP00009558	Business Professional	Project Mgr. 2 (Non-IT)	Submitted	44025.35834491	VanderHouwen & Associates, Inc.	1	0
BPAP00009560	Business Professional	Operations Analyst 3	Closed	44026.46221065	VanderHouwen & Associates, Inc.	2	0
BPAP00009561	Business Professional	Business Analyst 2	Submitted	44026.49866898	VanderHouwen & Associates, Inc.	1	0
BPAP00009563	Technical	Business Systems Analyst 3 (N-IT)	Closed	44027.40088102	VanderHouwen & Associates, Inc.	1	0
BPAP00009564	Technical	Business Systems Analyst 3 (N-IT)	Submitted	44027.41395519	VanderHouwen & Associates, Inc.	1	0
BPAP00009566	Business Professional	Business Analyst 3	Submitted	44028.50659722	VanderHouwen & Associates, Inc.	1	0
BPAP00009568	Technical	Software Developer / Programmer 2	Submitted	44029.49488426	VanderHouwen & Associates, Inc.	1	0
BPAP00009569	Business Professional	Program Support Specialist 2	Closed	44032.32075231	VanderHouwen & Associates, Inc.	3	0
BPAP00009570	Technical	Technical Business Analyst 3	Submitted	44032.50217593	VanderHouwen & Associates, Inc.	2	0
BPAP00009571	Business Professional	Data Steward 1	Closed	44032.58096065	VanderHouwen & Associates, Inc.	1	0
BPAP00009572	Business Professional	Program Support Specialist 2	Submitted	44033.31292824	VanderHouwen & Associates, Inc.	2	0
BPAP00009574	Business Professional	Business Analyst 3	Submitted	44033.56395833	VanderHouwen & Associates, Inc.	1	0
BPAP00009578	Business Professional	Business Analyst 2	Submitted	44025.35540509	VanderHouwen & Associates, Inc.	1	0
BPAP00009584	Technical	Data Scientist	Submitted	44053.65405093	VanderHouwen & Associates, Inc.	1	0
BPAP00009586	Admin/Clerical	Administrative Services Assistant 2	Submitted	44057.31728009	VanderHouwen & Associates, Inc.	1	0
BPAP00009589	Business Professional	Program Support Specialist 1	Submitted	44068.47760417	VanderHouwen & Associates, Inc.	0	0
BPAP00009592	Technical	Information System Security Engineer	Closed	44070.44523148	VanderHouwen & Associates, Inc.	0	0
BPAP00009594	Technical	Infrastructure Engineer 3 (IT)	Submitted	44071.56434028	VanderHouwen & Associates, Inc.	0	0

Auto-closed when Requisition positions are filled	Backfill	Regular	
Auto-closed when Requisition positions are filled	Backfill	Regular	
Auto-closed when Requisition positions are filled	NA	Regular	
Auto-closed when Requisition positions are filled	Backfill	Regular	
Will be re-posted under a new Requisition	NA	Regular	
Auto-closed when Requisition positions are filled	NA	Regular	
	NA	Regular	
Auto-closed when Requisition positions are filled	NA	Regular	
Auto-closed when Requisition positions are filled	Backfill	Regular	
Auto-closed when Requisition positions are filled	Backfill	Regular	
	Backfill	Regular	
	Backfill	Regular	
Auto-closed when Requisition positions are filled	NA	Regular	
	NA	Regular	
Auto-closed when Requisition positions are filled	NA	Regular	
	NA	Regular	
	Backfill	Regular	
Auto-closed when Requisition positions are filled	NA	Regular	
	NA	Regular	
	Backfill	Regular	
	NA	Regular	
Auto-closed when Requisition positions are filled	Position Review - Recompete	Regular	
	NA	Regular	
No Longer Needed	Backfill	Regular	
	Backfill	Regular	
	NA	Regular	
	Backfill	Regular	
Auto-closed when Requisition positions are filled	NA	Regular	
	NA	Regular	
Auto-closed when Requisition positions are filled	Backfill	Regular	
	Backfill	Regular	
	NA	Regular	
	NA	Regular	
	NA	Regular	
	Position Review - Recompete	Regular	
	Backfill	Regular	
Will be re-posted under a new Requisition	Backfill	Regular	
	Backfill	Regular	

**BPA\_SCORECARD\_JS2\_DZ (Job Seeker Submit Date Between 09/01/2019 and 08/31/2020)**

Job Seeker ID	Requisition ID	Supplier	Max Requested Bill Rate (\$/Hr)	Presented Bill Rate (\$/Hr)	Rejected?	Rejection Reason	Job Seeker Status
VNDRS00004973	BPJF00009211	VanderHouwen & Associates, Inc.	\$75.00	\$74.95			Shortlist
VNDRS00004974	BPJF00009219	VanderHouwen & Associates, Inc.	\$83.00	\$82.90			Shortlist
VNDRS00004975	BPJF00009215	VanderHouwen & Associates, Inc.	\$87.00	\$86.90			Shortlist
VNDRS00004976	BPJF00009221	VanderHouwen & Associates, Inc.	\$44.00	\$44.00			Shortlist
VNDRS00004977	BPJF00009221	VanderHouwen & Associates, Inc.	\$44.00	\$44.00			Shortlist
VNDRS00004978	BPJF00009221	VanderHouwen & Associates, Inc.	\$44.00	\$44.00			Shortlist
VNDRS00004979	BPJF00009222	VanderHouwen & Associates, Inc.	\$50.00	\$49.90			Interview
VNDRS00004980	BPJF00009222	VanderHouwen & Associates, Inc.	\$50.00	\$49.90			Assignment
VNDRS00004981	BPJF00009223	VanderHouwen & Associates, Inc.	\$69.00	\$68.90			Interview
VNDRS00004982	BPJF00009218	VanderHouwen & Associates, Inc.	\$67.00	\$66.90			Shortlist
VNDRS00004983	BPJF00009201	VanderHouwen & Associates, Inc.	\$83.00	\$82.50			Interview
VNDRS00004984	BPJF00009231	VanderHouwen & Associates, Inc.	\$111.00	\$102.00			Shortlist
VNDRS00004985	BPJF00009216	VanderHouwen & Associates, Inc.	\$85.00	\$75.25			Shortlist
VNDRS00004986	BPJF00009231	VanderHouwen & Associates, Inc.	\$111.00	\$110.99			Shortlist
VNDRS00004987	BPJF00009227	VanderHouwen & Associates, Inc.	\$80.00	\$79.00			Shortlist
VNDRS00004988	BPJF00009235	VanderHouwen & Associates, Inc.	\$45.00	\$44.99			Shortlist
VNDRS00004989	BPJF00009235	VanderHouwen & Associates, Inc.	\$45.00	\$44.99			Shortlist
VNDRS00004990	BPJF00009235	VanderHouwen & Associates, Inc.	\$45.00	\$44.99			Interview
VNDRS00004991	BPJF00009242	VanderHouwen & Associates, Inc.	\$40.00	\$39.80			Shortlist
VNDRS00004992	BPJF00009242	VanderHouwen & Associates, Inc.	\$40.00	\$39.80			Shortlist
VNDRS00004993	BPJF00009243	VanderHouwen & Associates, Inc.	\$53.00	\$52.95			Withdrawn
VNDRS00004994	BPJF00009243	VanderHouwen & Associates, Inc.	\$53.00	\$50.00	Yes	Does not meet minimum qualifications	Rejected
VNDRS00004995	BPJF00009244	VanderHouwen & Associates, Inc.	\$95.00	\$90.00			Shortlist
VNDRS00004996	BPJF00009244	VanderHouwen & Associates, Inc.	\$95.00	\$93.00			Shortlist
VNDRS00004997	BPJF00009244	VanderHouwen & Associates, Inc.	\$95.00	\$94.50			Shortlist
VNDRS00004998	BPJF00009244	VanderHouwen & Associates, Inc.	\$95.00	\$95.00			Shortlist
VNDRS00004999	BPJF00009244	VanderHouwen & Associates, Inc.	\$95.00	\$90.00			Shortlist
VNDRS00005000	BPJF00009247	VanderHouwen & Associates, Inc.	\$44.00	\$44.00			Shortlist
VNDRS00005001	BPJF00009247	VanderHouwen & Associates, Inc.	\$44.00	\$44.00			Shortlist
VNDRS00005002	BPJF00009247	VanderHouwen & Associates, Inc.	\$44.00	\$44.00			Shortlist
VNDRS00005003	BPJF00009251	VanderHouwen & Associates, Inc.	\$40.00	\$39.90			Shortlist
VNDRS00005004	BPJF00009251	VanderHouwen & Associates, Inc.	\$40.00	\$39.90			Shortlist
VNDRS00005005	BPJF00009251	VanderHouwen & Associates, Inc.	\$40.00	\$39.90			Shortlist
VNDRS00005006	BPJF00009256	VanderHouwen & Associates, Inc.	\$40.00	\$39.90			Shortlist
VNDRS00005007	BPJF00009256	VanderHouwen & Associates, Inc.	\$40.00	\$39.90			Shortlist
VNDRS00005008	BPJF00009256	VanderHouwen & Associates, Inc.	\$40.00	\$39.90			Shortlist
VNDRS00005009	BPJF00009256	VanderHouwen & Associates, Inc.	\$40.00	\$39.90			Shortlist
VNDRS00005010	BPJF00009257	VanderHouwen & Associates, Inc.	\$100.00	\$85.00			Interview
VNDRS00005011	BPJF00009261	VanderHouwen & Associates, Inc.	\$44.00	\$44.00			Assignment
VNDRS00005012	BPJF00009261	VanderHouwen & Associates, Inc.	\$44.00	\$44.00			Shortlist
VNDRS00005013	BPJF00009261	VanderHouwen & Associates, Inc.	\$44.00	\$44.00			Withdrawn
VNDRS00005014	BPJF00009271	VanderHouwen & Associates, Inc.	\$40.00	\$39.75			Interview
VNDRS00005015	BPJF00009263	VanderHouwen & Associates, Inc.	\$103.00	\$103.00			Shortlist
VNDRS00005016	BPJF00009262	VanderHouwen & Associates, Inc.	\$56.00	\$55.00			Shortlist
VNDRS00005017	BPJF00009272	VanderHouwen & Associates, Inc.	\$95.00	\$89.00			Interview
VNDRS00005018	BPJF00009273	VanderHouwen & Associates, Inc.	\$43.00	\$42.00			Shortlist
VNDRS00005019	BPJF00009276	VanderHouwen & Associates, Inc.	\$65.00	\$64.40			Shortlist
VNDRS00005020	BPJF00009278	VanderHouwen & Associates, Inc.	\$106.00	\$102.70			Shortlist
VNDRS00005021	BPJF00009279	VanderHouwen & Associates, Inc.	\$33.00	\$32.00			Shortlist
VNDRS00005022	BPJF00009279	VanderHouwen & Associates, Inc.	\$33.00	\$32.00			Shortlist
VNDRS00005023	BPJF00009284	VanderHouwen & Associates, Inc.	\$106.00	\$104.00			Shortlist
VNDRS00005024	BPJF00009284	VanderHouwen & Associates, Inc.	\$106.00	\$95.40			Withdrawn
VNDRS00005025	BPJF00009289	VanderHouwen & Associates, Inc.	\$44.00	\$43.99			Shortlist
VNDRS00005026	BPJF00009289	VanderHouwen & Associates, Inc.	\$44.00	\$43.99			Withdrawn
VNDRS00005027	BPJF00009284	VanderHouwen & Associates, Inc.	\$106.00	\$101.00			Shortlist
VNDRS00005028	BPJF00009284	VanderHouwen & Associates, Inc.	\$106.00	\$102.10			Shortlist
VNDRS00005029	BPJF00009293	VanderHouwen & Associates, Inc.	\$44.00	\$43.99			Assignment
VNDRS00005030	BPJF00009291	VanderHouwen & Associates, Inc.	\$40.00	\$39.90			Shortlist
VNDRS00005031	BPJF00009287	VanderHouwen & Associates, Inc.	\$92.00	\$86.40			Shortlist
VNDRS00005032	BPJF00009287	VanderHouwen & Associates, Inc.	\$92.00	\$90.00			Assignment
VNDRS00005033	BPJF00009287	VanderHouwen & Associates, Inc.	\$92.00	\$83.75			Shortlist
VNDRS00005034	BPJF00009287	VanderHouwen & Associates, Inc.	\$92.00	\$91.75			Shortlist
VNDRS00005035	BPJF00009290	VanderHouwen & Associates, Inc.	\$90.00	\$89.17			Shortlist
VNDRS00005036	BPJF00009287	VanderHouwen & Associates, Inc.	\$92.00	\$71.50			Shortlist
VNDRS00005037	BPJF00009293	VanderHouwen & Associates, Inc.	\$44.00	\$43.99			Shortlist
VNDRS00005038	BPJF00009295	VanderHouwen & Associates, Inc.	\$65.00	\$64.95			Shortlist
VNDRS00005039	BPJF00009299	VanderHouwen & Associates, Inc.	\$57.00	\$56.90			Withdrawn
VNDRS00005040	BPJF00009299	VanderHouwen & Associates, Inc.	\$57.00	\$56.90			Shortlist
VNDRS00005041	BPJF00009299	VanderHouwen & Associates, Inc.	\$57.00	\$56.90			Shortlist
VNDRS00005042	BPJF00009238	VanderHouwen & Associates, Inc.	\$75.00	\$74.90			Shortlist
VNDRS00005043	BPJF00009238	VanderHouwen & Associates, Inc.	\$75.00	\$74.50			Interview

Special Project?	Labor Type	Posting Type	Month JS Submitted	Year JS Submitted	Rate Compliance [\$/H]	Distance [\$/H]	Requisite Respond by Date/Time	Job Seeker Withdraw Date	OnTime Withdrawal	Rate Compliant	Rate Not Compliant
NA	Technical	Regular	September	2019	COMPLIANT	0.05	09/03/2019 11:59 PM			1	0
NA	Business Professional	Regular	September	2019	COMPLIANT	0.10	09/04/2019 11:59 PM			1	0
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NA	Admin/Clerical	Regular	September	2019	COMPLIANT	0.00	09/06/2019 11:59 PM			1	0
Backfill	Technical	Regular	September	2019	COMPLIANT	0.10	09/09/2019 11:59 PM			1	0
Backfill	Technical	Regular	September	2019	COMPLIANT	0.10	09/09/2019 11:59 PM			1	0
Backfill	Business Professional	Regular	September	2019	COMPLIANT	0.10	09/09/2019 11:59 PM			1	0
NA	Business Professional	Regular	September	2019	COMPLIANT	0.10	09/10/2019 11:59 PM			1	0
Backfill	Business Professional	Regular	September	2019	COMPLIANT	0.50	09/16/2019 11:59 PM			1	0
Backfill	Technical	Regular	September	2019	COMPLIANT	9.00	09/17/2019 11:59 PM			1	0
NA	Technical	Regular	September	2019	COMPLIANT	9.75	09/09/2019 11:59 PM			1	0
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NA	Business Professional	Regular	September	2019	COMPLIANT	1.00	09/17/2019 11:59 PM			1	0
NA	Admin/Clerical	Regular	September	2019	COMPLIANT	0.01	09/19/2019 11:59 PM			1	0
NA	Admin/Clerical	Regular	September	2019	COMPLIANT	0.01	09/19/2019 11:59 PM			1	0
NA	Admin/Clerical	Regular	September	2019	COMPLIANT	0.01	09/19/2019 11:59 PM			1	0
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Backfill	Admin/Clerical	Regular	September	2019	COMPLIANT	0.20	09/25/2019 11:59 PM			1	0
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NA	Business Professional	Regular	October	2019	COMPLIANT	3.00	10/01/2019 11:59 PM			1	0
NA	Technical	Regular	October	2019	COMPLIANT	5.00	10/01/2019 11:59 PM			1	0
NA	Technical	Regular	October	2019	COMPLIANT	2.00	10/01/2019 11:59 PM			1	0
NA	Technical	Regular	October	2019	COMPLIANT	0.50	10/01/2019 11:59 PM			1	0
NA	Technical	Regular	October	2019	COMPLIANT	0.00	10/01/2019 11:59 PM			1	0
NA	Technical	Regular	October	2019	COMPLIANT	5.00	10/01/2019 11:59 PM			1	0
Backfill	Admin/Clerical	Regular	October	2019	COMPLIANT	0.00	10/02/2019 11:59 PM			1	0
Backfill	Admin/Clerical	Regular	October	2019	COMPLIANT	0.00	10/02/2019 11:59 PM			1	0
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NA	Admin/Clerical	Regular	October	2019	COMPLIANT	0.10	10/08/2019 11:59 PM			1	0
NA	Admin/Clerical	Regular	October	2019	COMPLIANT	0.10	10/08/2019 11:59 PM			1	0
NA	Admin/Clerical	Regular	October	2019	COMPLIANT	0.10	10/08/2019 11:59 PM			1	0
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Backfill	Technical	Regular	October	2019	COMPLIANT	15.00	10/16/2019 11:59 PM			1	0
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NA	Technical	Regular	October	2019	COMPLIANT	6.00	10/29/2019 11:59 PM			1	0
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NA	Business Professional	Regular	November	2019	COMPLIANT	3.30	11/04/2019 11:59 PM			1	0
Backfill	Admin/Clerical	Regular	November	2019	COMPLIANT	1.00	11/05/2019 11:59 PM			1	0
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NA	Business Professional	Regular	November	2019	COMPLIANT	2.00	11/08/2019 11:59 PM			1	0
NA	Business Professional	Regular	November	2019	COMPLIANT	10.60	11/08/2019 11:59 PM	11/08/2019 05:00 PM 1		1	0
NA	Admin/Clerical	Regular	November	2019	COMPLIANT	0.01	11/08/2019 11:59 PM			1	0
NA	Admin/Clerical	Regular	November	2019	COMPLIANT	0.01	11/08/2019 11:59 PM	11/22/2019 02:38 PM 0		1	0
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NA	Business Professional	Regular	November	2019	COMPLIANT	3.90	11/08/2019 11:59 PM			1	0
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Backfill	Admin/Clerical	Regular	November	2019	COMPLIANT	0.10	11/20/2019 11:59 PM			1	0
Deja Vu	Technical	Regular	November	2019	COMPLIANT	5.60	11/13/2019 11:59 PM			1	0
Deja Vu	Technical	Regular	November	2019	COMPLIANT	2.00	11/13/2019 11:59 PM			1	0
Deja Vu	Technical	Regular	November	2019	COMPLIANT	8.25	11/13/2019 11:59 PM			1	0
Deja Vu	Technical	Regular	November	2019	COMPLIANT	0.25	11/13/2019 11:59 PM			1	0
NA	Technical	Regular	November	2019	COMPLIANT	0.83	11/13/2019 11:59 PM			1	0
Deja Vu	Technical	Regular	November	2019	COMPLIANT	20.50	11/13/2019 11:59 PM			1	0
Backfill	Admin/Clerical	Regular	November	2019	COMPLIANT	0.01	11/14/2019 11:59 PM			1	0
NA	Business Professional	Regular	November	2019	COMPLIANT	0.05	11/14/2019 11:59 PM			1	0
Position Review - Recompete	Business Professional	Regular	November	2019	COMPLIANT	0.10	11/18/2019 11:59 PM	11/18/2019 04:01 PM 1		1	0
Position Review - Recompete	Business Professional	Regular	November	2019	COMPLIANT	0.10	11/18/2019 11:59 PM			1	0
Position Review - Recompete	Business Professional	Regular	November	2019	COMPLIANT	0.10	11/18/2019 11:59 PM			1	0
Backfill	Technical	Regular	November	2019	COMPLIANT	0.10	11/18/2019 11:59 PM			1	0
Backfill	Technical	Regular	November	2019	COMPLIANT	0.50	11/18/2019 11:59 PM			1	0



VNDRS00005044	BPAJPO0009291	VanderHouwen & Associates, Inc.	\$40.00	\$39.62			Withdrawn
VNDRS00005045	BPAJPO0009291	VanderHouwen & Associates, Inc.	\$40.00	\$39.90	Yes	Does not meet minimum qualifications	Rejected
VNDRS00005046	BPAJPO0009303	VanderHouwen & Associates, Inc.	\$106.00	\$95.38			Submitted
VNDRS00005047	BPAJPO0009303	VanderHouwen & Associates, Inc.	\$106.00	\$104.73			Shortlist
VNDRS00005048	BPAJPO0009310	VanderHouwen & Associates, Inc.	\$46.00	\$45.32			Shortlist
VNDRS00005049	BPAJPO0009310	VanderHouwen & Associates, Inc.	\$46.00	\$45.97			Withdrawn
VNDRS00005050	BPAJPO0009312	VanderHouwen & Associates, Inc.	\$53.00	\$52.36			Interview
VNDRS00005051	BPAJPO0009315	VanderHouwen & Associates, Inc.	\$83.00	\$75.53			Interview
VNDRS00005052	BPAJPO0009310	VanderHouwen & Associates, Inc.	\$46.00	\$45.50			Assignment
VNDRS00005053	BPAJPO0009313	VanderHouwen & Associates, Inc.	\$101.00	\$98.69			Interview
VNDRS00005054	BPAJPO0009313	VanderHouwen & Associates, Inc.	\$101.00	\$101.00			Assignment
VNDRS00005055	BPAJPO0009312	VanderHouwen & Associates, Inc.	\$53.00	\$50.35			Shortlist
VNDRS00005056	BPAJPO0009312	VanderHouwen & Associates, Inc.	\$53.00	\$48.59			Interview
VNDRS00005057	BPAJPO0009327	VanderHouwen & Associates, Inc.	\$86.00	\$83.83			Assignment
VNDRS00005058	BPAJPO0009327	VanderHouwen & Associates, Inc.	\$86.00	\$86.00			Assignment
VNDRS00005059	BPAJPO0009335	VanderHouwen & Associates, Inc.	\$96.00	\$94.66			Interview
VNDRS00005060	BPAJPO0009338	VanderHouwen & Associates, Inc.	\$48.00	\$47.99			Shortlist
VNDRS00005061	BPAJPO0009336	VanderHouwen & Associates, Inc.	\$78.00	\$72.00			Shortlist
VNDRS00005062	BPAJPO0009336	VanderHouwen & Associates, Inc.	\$78.00	\$70.99			Shortlist
VNDRS00005063	BPAJPO0009336	VanderHouwen & Associates, Inc.	\$78.00	\$77.99			Interview
VNDRS00005064	BPAJPO0009162	VanderHouwen & Associates, Inc.	\$100.00	\$97.19			Shortlist
VNDRS00005065	BPAJPO0009162	VanderHouwen & Associates, Inc.	\$100.00	\$94.15			Shortlist
VNDRS00005066	BPAJPO0009342	VanderHouwen & Associates, Inc.	\$46.00	\$45.90			Shortlist
VNDRS00005067	BPAJPO0009342	VanderHouwen & Associates, Inc.	\$46.00	\$45.90			Shortlist
VNDRS00005068	BPAJPO0009345	VanderHouwen & Associates, Inc.	\$38.00	\$35.75			Shortlist
VNDRS00005069	BPAJPO0009348	VanderHouwen & Associates, Inc.	\$85.00	\$83.85			Assignment
VNDRS00005070	BPAJPO0009348	VanderHouwen & Associates, Inc.	\$85.00	\$84.84			Interview
VNDRS00005071	BPAJPO0009344	VanderHouwen & Associates, Inc.	\$106.00	\$97.85			Shortlist
VNDRS00005072	BPAJPO0009343	VanderHouwen & Associates, Inc.	\$95.00	\$94.66			Assignment
VNDRS00005073	BPAJPO0009351	VanderHouwen & Associates, Inc.	\$46.00	\$45.90			Shortlist
VNDRS00005074	BPAJPO0009351	VanderHouwen & Associates, Inc.	\$46.00	\$45.90			Shortlist
VNDRS00005075	BPAJPO0009351	VanderHouwen & Associates, Inc.	\$46.00	\$45.90			Shortlist
VNDRS00005076	BPAJPO0009359	VanderHouwen & Associates, Inc.	\$48.00	\$46.62			Shortlist
VNDRS00005077	BPAJPO0009346	VanderHouwen & Associates, Inc.	\$90.00	\$89.00			Interview
VNDRS00005078	BPAJPO0009346	VanderHouwen & Associates, Inc.	\$90.00	\$88.75			Shortlist
VNDRS00005079	BPAJPO0009359	VanderHouwen & Associates, Inc.	\$48.00	\$46.62			Interview
VNDRS00005080	BPAJPO0009359	VanderHouwen & Associates, Inc.	\$48.00	\$46.62			Interview
VNDRS00005081	BPAJPO0009358	VanderHouwen & Associates, Inc.	\$115.00	\$100.70			Shortlist
VNDRS00005082	BPAJPO0009358	VanderHouwen & Associates, Inc.	\$115.00	\$99.19			Shortlist
VNDRS00005083	BPAJPO0009358	VanderHouwen & Associates, Inc.	\$115.00	\$92.64			Interview
VNDRS00005084	BPAJPO0009354	VanderHouwen & Associates, Inc.	\$44.00	\$44.00			Withdrawn
VNDRS00005085	BPAJPO0009354	VanderHouwen & Associates, Inc.	\$44.00	\$44.00			Shortlist
VNDRS00005086	BPAJPO0009354	VanderHouwen & Associates, Inc.	\$44.00	\$44.00			Shortlist
VNDRS00005087	BPAJPO0009354	VanderHouwen & Associates, Inc.	\$44.00	\$44.00			Assignment
VNDRS00005088	BPAJPO0009354	VanderHouwen & Associates, Inc.	\$44.00	\$44.00			Shortlist
VNDRS00005089	BPAJPO0009353	VanderHouwen & Associates, Inc.	\$79.00	\$78.55			Shortlist
VNDRS00005090	BPAJPO0009353	VanderHouwen & Associates, Inc.	\$79.00	\$78.55			Shortlist
VNDRS00005091	BPAJPO0009363	VanderHouwen & Associates, Inc.	\$44.00	\$44.00			Shortlist
VNDRS00005092	BPAJPO0009363	VanderHouwen & Associates, Inc.	\$44.00	\$44.00	Yes	Candidate Submission Form (CSF) - Prohibited information or discrepancies	Rejected
VNDRS00005093	BPAJPO0009360	VanderHouwen & Associates, Inc.	\$103.00	\$98.69			Shortlist
VNDRS00005094	BPAJPO0009362	VanderHouwen & Associates, Inc.	\$82.50	\$81.99			Assignment
VNDRS00005095	BPAJPO0009362	VanderHouwen & Associates, Inc.	\$82.50	\$81.99	Yes	Candidate Submission Form (CSF) - Prohibited information or discrepancies	Rejected
VNDRS00005096	BPAJPO0009367	VanderHouwen & Associates, Inc.	\$64.00	\$62.99			Shortlist
VNDRS00005097	BPAJPO0009368	VanderHouwen & Associates, Inc.	\$94.00	\$90.99			Shortlist
VNDRS00005098	BPAJPO0009368	VanderHouwen & Associates, Inc.	\$94.00	\$93.65			Shortlist
VNDRS00005099	BPAJPO0009378	VanderHouwen & Associates, Inc.	\$85.00	\$75.02			Interview
VNDRS00005100	BPAJPO0009378	VanderHouwen & Associates, Inc.	\$85.00	\$80.58			Shortlist
VNDRS00005101	BPAJPO0009378	VanderHouwen & Associates, Inc.	\$85.00	\$84.49			Shortlist
VNDRS00005102	BPAJPO0009379	VanderHouwen & Associates, Inc.	\$45.00	\$44.99			Shortlist
VNDRS00005103	BPAJPO0009378	VanderHouwen & Associates, Inc.	\$85.00	\$81.75	Yes	Resume - Prohibited Information or Discrepancies	Rejected
VNDRS00005104	BPAJPO0009378	VanderHouwen & Associates, Inc.	\$85.00	\$81.45			Interview
VNDRS00005105	BPAJPO0009374	VanderHouwen & Associates, Inc.	\$55.00	\$51.05			Shortlist
VNDRS00005106	BPAJPO0009379	VanderHouwen & Associates, Inc.	\$45.00	\$44.99			Interview
VNDRS00005107	BPAJPO0009379	VanderHouwen & Associates, Inc.	\$45.00	\$44.99			Shortlist
VNDRS00005108	BPAJPO0009381	VanderHouwen & Associates, Inc.	\$80.00	\$76.78			Withdrawn
VNDRS00005109	BPAJPO0009382	VanderHouwen & Associates, Inc.	\$81.00	\$77.54			Withdrawn
VNDRS00005110	BPAJPO0009381	VanderHouwen & Associates, Inc.	\$80.00	\$76.53			Withdrawn
VNDRS00005111	BPAJPO0009381	VanderHouwen & Associates, Inc.	\$80.00	\$79.05			Shortlist
VNDRS00005112	BPAJPO0009381	VanderHouwen & Associates, Inc.	\$80.00	\$76.53			Assignment
VNDRS00005113	BPAJPO0009382	VanderHouwen & Associates, Inc.	\$81.00	\$77.54			Assignment
VNDRS00005114	BPAJPO0009381	VanderHouwen & Associates, Inc.	\$80.00	\$76.78			Shortlist
VNDRS00005115	BPAJPO0009387	VanderHouwen & Associates, Inc.	\$46.00	\$45.99			Interview
VNDRS00005116	BPAJPO0009386	VanderHouwen & Associates, Inc.	\$46.00	\$45.55			Shortlist
VNDRS00005117	BPAJPO0009386	VanderHouwen & Associates, Inc.	\$46.00	\$45.55			Shortlist
VNDRS00005118	BPAJPO0009387	VanderHouwen & Associates, Inc.	\$46.00	\$45.55			Shortlist
VNDRS00005119	BPAJPO0009387	VanderHouwen & Associates, Inc.	\$46.00	\$45.55			Shortlist

Backfill	Admin/Clerical	Regular	November	2019	COMPLIANT	0.38	11/20/2019 11:59 PM	11/20/2019 03:53 PM 1	1	0
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Backfill	Business Professional	Regular	November	2019	COMPLIANT	1.27	11/21/2019 11:59 PM		1	0
NA	Admin/Clerical	Regular	November	2019	COMPLIANT	0.68	11/26/2019 11:59 PM		1	0
NA	Admin/Clerical	Regular	November	2019	COMPLIANT	0.03	11/26/2019 11:59 PM	11/22/2019 02:35 PM 1	1	0
NA	Business Professional	Regular	November	2019	COMPLIANT	0.64	11/29/2019 11:59 PM		1	0
Backfill	Business Professional	Regular	November	2019	COMPLIANT	7.47	11/29/2019 11:59 PM		1	0
NA	Admin/Clerical	Regular	November	2019	COMPLIANT	0.50	11/26/2019 11:59 PM		1	0
NA	Technical	Regular	November	2019	COMPLIANT	2.31	11/27/2019 11:59 PM		1	0
NA	Technical	Regular	November	2019	COMPLIANT	0.00	11/27/2019 11:59 PM		1	0
NA	Business Professional	Regular	November	2019	COMPLIANT	2.65	11/29/2019 11:59 PM		1	0
NA	Business Professional	Regular	November	2019	COMPLIANT	4.41	11/29/2019 11:59 PM		1	0
NA	Technical	Regular	December	2019	COMPLIANT	2.17	12/09/2019 11:59 PM		1	0
NA	Technical	Regular	December	2019	COMPLIANT	0.00	12/09/2019 11:59 PM		1	0
Backfill	Technical	Regular	December	2019	COMPLIANT	1.34	12/11/2019 11:59 PM		1	0
NA	Business Professional	Regular	December	2019	COMPLIANT	0.01	12/13/2019 11:59 PM		1	0
NA	Technical	Regular	December	2019	COMPLIANT	6.00	12/12/2019 11:59 PM		1	0
NA	Technical	Regular	December	2019	COMPLIANT	7.01	12/12/2019 11:59 PM		1	0
NA	Technical	Regular	December	2019	COMPLIANT	0.01	12/12/2019 11:59 PM		1	0
Backfill	Technical	Regular	December	2019	COMPLIANT	2.81	12/16/2019 11:59 PM		1	0
Backfill	Technical	Regular	December	2019	COMPLIANT	5.85	12/16/2019 11:59 PM		1	0
NA	Admin/Clerical	Regular	December	2019	COMPLIANT	0.10	12/19/2019 11:59 PM		1	0
NA	Admin/Clerical	Regular	December	2019	COMPLIANT	0.10	12/19/2019 11:59 PM		1	0
Backfill	Business Professional	Regular	December	2019	COMPLIANT	2.25	12/20/2019 11:59 PM		1	0
Backfill	Technical	Regular	December	2019	COMPLIANT	1.15	12/26/2019 11:59 PM		1	0
Backfill	Technical	Regular	December	2019	COMPLIANT	0.16	12/26/2019 11:59 PM		1	0
NA	Technical	Regular	December	2019	COMPLIANT	8.15	12/26/2019 11:59 PM		1	0
NA	Technical	Regular	December	2019	COMPLIANT	0.34	12/26/2019 11:59 PM		1	0
NA	Admin/Clerical	Regular	December	2019	COMPLIANT	0.10	01/03/2020 11:59 PM		1	0
NA	Admin/Clerical	Regular	December	2019	COMPLIANT	0.10	01/03/2020 11:59 PM		1	0
NA	Admin/Clerical	Regular	December	2019	COMPLIANT	0.10	01/03/2020 11:59 PM		1	0
NA	Business Professional	Regular	December	2019	COMPLIANT	1.38	01/03/2020 11:59 PM		1	0
NA	Technical	Regular	December	2019	COMPLIANT	1.00	12/31/2019 11:59 PM		1	0
NA	Technical	Regular	December	2019	COMPLIANT	1.25	12/31/2019 11:59 PM		1	0
NA	Business Professional	Regular	January	2020	COMPLIANT	1.38	01/02/2020 11:59 PM		1	0
NA	Business Professional	Regular	January	2020	COMPLIANT	1.38	01/02/2020 11:59 PM		1	0
NA	Business Professional	Regular	January	2020	COMPLIANT	14.30	01/03/2020 11:59 PM		1	0
NA	Business Professional	Regular	January	2020	COMPLIANT	15.81	01/03/2020 11:59 PM		1	0
NA	Business Professional	Regular	January	2020	COMPLIANT	22.36	01/03/2020 11:59 PM		1	0
NA	Business Professional	Regular	January	2020	COMPLIANT	0.00	01/06/2020 11:59 PM	01/06/2020 05:12 PM 1	1	0
NA	Business Professional	Regular	January	2020	COMPLIANT	0.00	01/06/2020 11:59 PM		1	0
NA	Business Professional	Regular	January	2020	COMPLIANT	0.00	01/06/2020 11:59 PM		1	0
NA	Business Professional	Regular	January	2020	COMPLIANT	0.00	01/06/2020 11:59 PM		1	0
NA	Business Professional	Regular	January	2020	COMPLIANT	0.00	01/06/2020 11:59 PM		1	0
Deja Vu	Technical	Regular	January	2020	COMPLIANT	0.45	01/07/2020 11:59 PM		1	0
Deja Vu	Technical	Regular	January	2020	COMPLIANT	0.45	01/07/2020 11:59 PM		1	0
NA	Admin/Clerical	Regular	January	2020	COMPLIANT	0.00	01/08/2020 11:59 PM		1	0
NA	Admin/Clerical	Regular	January	2020	COMPLIANT	0.00	01/08/2020 11:59 PM		1	0
Backfill	Technical	Regular	January	2020	COMPLIANT	4.31	01/08/2020 11:59 PM		1	0
Backfill	Business Professional	Regular	January	2020	COMPLIANT	0.51	01/14/2020 11:59 PM		1	0
Backfill	Business Professional	Regular	January	2020	COMPLIANT	0.51	01/14/2020 11:59 PM		1	0
Position Review - Recompete	Business Professional	Regular	January	2020	COMPLIANT	1.01	01/15/2020 11:59 PM		1	0
Backfill	Technical	Regular	January	2020	COMPLIANT	3.01	01/21/2020 11:59 PM		1	0
Backfill	Technical	Regular	January	2020	COMPLIANT	0.35	01/21/2020 11:59 PM		1	0
Backfill	Technical	Regular	January	2020	COMPLIANT	9.98	01/24/2020 11:59 PM		1	0
Backfill	Technical	Regular	January	2020	COMPLIANT	4.42	01/24/2020 11:59 PM		1	0
Backfill	Technical	Regular	January	2020	COMPLIANT	0.51	01/24/2020 11:59 PM		1	0
NA	Admin/Clerical	Regular	January	2020	COMPLIANT	0.01	01/27/2020 11:59 PM		1	0
Backfill	Technical	Regular	January	2020	COMPLIANT	3.25	01/24/2020 11:59 PM		1	0
Backfill	Technical	Regular	January	2020	COMPLIANT	3.55	01/24/2020 11:59 PM		1	0
Backfill	Business Professional	Regular	January	2020	COMPLIANT	3.95	01/24/2020 11:59 PM		1	0
NA	Admin/Clerical	Regular	January	2020	COMPLIANT	0.01	01/27/2020 11:59 PM		1	0
NA	Admin/Clerical	Regular	January	2020	COMPLIANT	0.01	01/27/2020 11:59 PM		1	0
NA	Business Professional	Regular	January	2020	COMPLIANT	3.22	01/29/2020 11:59 PM	01/29/2020 05:14 PM 1	1	0
Backfill	Technical	Regular	January	2020	COMPLIANT	3.46	01/29/2020 11:59 PM	01/29/2020 04:41 PM 1	1	0
NA	Business Professional	Regular	January	2020	COMPLIANT	3.47	01/29/2020 11:59 PM	01/29/2020 04:29 PM 1	1	0
NA	Business Professional	Regular	January	2020	COMPLIANT	0.95	01/29/2020 11:59 PM		1	0
NA	Business Professional	Regular	January	2020	COMPLIANT	3.47	01/29/2020 11:59 PM		1	0
Backfill	Technical	Regular	January	2020	COMPLIANT	3.46	01/29/2020 11:59 PM		1	0
NA	Business Professional	Regular	January	2020	COMPLIANT	3.22	01/29/2020 11:59 PM		1	0
Backfill	Admin/Clerical	Regular	January	2020	COMPLIANT	0.01	01/31/2020 11:59 PM		1	0
Backfill	Admin/Clerical	Regular	January	2020	COMPLIANT	0.45	02/03/2020 11:59 PM		1	0
Backfill	Admin/Clerical	Regular	January	2020	COMPLIANT	0.45	02/03/2020 11:59 PM		1	0
Backfill	Admin/Clerical	Regular	January	2020	COMPLIANT	0.45	01/31/2020 11:59 PM		1	0
Backfill	Admin/Clerical	Regular	January	2020	COMPLIANT	0.45	01/31/2020 11:59 PM		1	0

VNDRIS00005120	BPAJPO0009389	VanderHouwen & Associates, Inc.	\$48.00	\$46.83				Shortliste
VNDRIS00005121	BPAJPO0009391	VanderHouwen & Associates, Inc.	\$88.00	\$76.38				Shortliste
VNDRIS00005122	BPAJPO0009389	VanderHouwen & Associates, Inc.	\$48.00	\$48.00				Shortliste
VNDRIS00005123	BPAJPO0009389	VanderHouwen & Associates, Inc.	\$48.00	\$46.83				Shortliste
VNDRIS00005124	BPAJPO0009407	VanderHouwen & Associates, Inc.	\$40.00	\$39.58				Shortliste
VNDRIS00005125	BPAJPO0009407	VanderHouwen & Associates, Inc.	\$40.00	\$39.58				Shortliste
VNDRIS00005126	BPAJPO0009399	VanderHouwen & Associates, Inc.	\$96.00	\$92.00	Yes	Candidate Submission Form (CSF) - Prohibited information or discrepancies		Rejected
VNDRIS00005127	BPAJPO0009407	VanderHouwen & Associates, Inc.	\$40.00	\$39.58				Shortliste
VNDRIS00005128	BPAJPO0009403	VanderHouwen & Associates, Inc.	\$53.00	\$52.87				Shortliste
VNDRIS00005129	BPAJPO0009403	VanderHouwen & Associates, Inc.	\$53.00	\$52.87				Shortliste
VNDRIS00005130	BPAJPO0009402	VanderHouwen & Associates, Inc.	\$48.00	\$47.00				Shortliste
VNDRIS00005131	BPAJPO0009402	VanderHouwen & Associates, Inc.	\$48.00	\$47.00				Shortliste
VNDRIS00005132	BPAJPO0009402	VanderHouwen & Associates, Inc.	\$48.00	\$47.00				Shortliste
VNDRIS00005133	BPAJPO0009400	VanderHouwen & Associates, Inc.	\$62.00	\$58.91				Interview
VNDRIS00005134	BPAJPO0009402	VanderHouwen & Associates, Inc.	\$48.00	\$47.00				Interview
VNDRIS00005135	BPAJPO0009399	VanderHouwen & Associates, Inc.	\$96.00	\$92.00				Shortliste
VNDRIS00005136	BPAJPO0009401	VanderHouwen & Associates, Inc.	\$48.00	\$47.70				Shortliste
VNDRIS00005137	BPAJPO0009409	VanderHouwen & Associates, Inc.	\$55.00	\$54.98				Shortliste
VNDRIS00005138	BPAJPO0009396	VanderHouwen & Associates, Inc.	\$106.00	\$103.22				Shortliste
VNDRIS00005139	BPAJPO0009406	VanderHouwen & Associates, Inc.	\$85.00	\$84.89				Interview
VNDRIS00005140	BPAJPO0009401	VanderHouwen & Associates, Inc.	\$48.00	\$47.70				Shortliste
VNDRIS00005141	BPAJPO0009409	VanderHouwen & Associates, Inc.	\$55.00	\$54.98				Shortliste
VNDRIS00005142	BPAJPO0009419	VanderHouwen & Associates, Inc.	\$48.00	\$47.70				Shortliste
VNDRIS00005143	BPAJPO0009405	VanderHouwen & Associates, Inc.	\$85.00	\$84.07	Yes	Does not meet minimum qualifications		Rejected in Error
VNDRIS00005144	BPAJPO0009412	VanderHouwen & Associates, Inc.	\$90.00	\$88.62				Shortliste
VNDRIS00005145	BPAJPO0009409	VanderHouwen & Associates, Inc.	\$55.00	\$54.98				Shortliste
VNDRIS00005146	BPAJPO0009404	VanderHouwen & Associates, Inc.	\$64.00	\$63.99				Shortliste
VNDRIS00005147	BPAJPO0009418	VanderHouwen & Associates, Inc.	\$46.00	\$45.52				Shortliste
VNDRIS00005148	BPAJPO0009418	VanderHouwen & Associates, Inc.	\$46.00	\$45.52				Interview
VNDRIS00005149	BPAJPO0009420	VanderHouwen & Associates, Inc.	\$89.00	\$88.56				Shortliste
VNDRIS00005150	BPAJPO0009422	VanderHouwen & Associates, Inc.	\$38.00	\$37.21				Withdrawn
VNDRIS00005151	BPAJPO0009422	VanderHouwen & Associates, Inc.	\$38.00	\$37.21				Shortliste
VNDRIS00005152	BPAJPO0009422	VanderHouwen & Associates, Inc.	\$38.00	\$37.21				Withdrawn
VNDRIS00005153	BPAJPO0009416	VanderHouwen & Associates, Inc.	\$99.00	\$91.64				Shortliste
VNDRIS00005154	BPAJPO0009416	VanderHouwen & Associates, Inc.	\$99.00	\$97.68				Shortliste
VNDRIS00005155	BPAJPO0009416	VanderHouwen & Associates, Inc.	\$99.00	\$91.64				Shortliste
VNDRIS00005156	BPAJPO0009420	VanderHouwen & Associates, Inc.	\$89.00	\$88.00				Shortliste
VNDRIS00005157	BPAJPO0009418	VanderHouwen & Associates, Inc.	\$46.00	\$45.52				Submitted
VNDRIS00005158	BPAJPO0009425	VanderHouwen & Associates, Inc.	\$46.00	\$45.90				Shortliste
VNDRIS00005159	BPAJPO0009425	VanderHouwen & Associates, Inc.	\$46.00	\$45.90				Shortliste
VNDRIS00005160	BPAJPO0009425	VanderHouwen & Associates, Inc.	\$46.00	\$45.52				Shortliste
VNDRIS00005161	BPAJPO0009417	VanderHouwen & Associates, Inc.	\$44.00	\$43.50				Shortliste
VNDRIS00005162	BPAJPO0009417	VanderHouwen & Associates, Inc.	\$44.00	\$43.50				Shortliste
VNDRIS00005163	BPAJPO0009428	VanderHouwen & Associates, Inc.	\$46.00	\$46.00				Assignment
VNDRIS00005164	BPAJPO0009443	VanderHouwen & Associates, Inc.	\$56.00	\$56.00				Assignment
VNDRIS00005165	BPAJPO0009428	VanderHouwen & Associates, Inc.	\$46.00	\$46.00				Withdrawn
VNDRIS00005166	BPAJPO0009428	VanderHouwen & Associates, Inc.	\$46.00	\$45.52				Shortliste
VNDRIS00005167	BPAJPO0009427	VanderHouwen & Associates, Inc.	\$82.50	\$82.39				Shortliste
VNDRIS00005168	BPAJPO0009428	VanderHouwen & Associates, Inc.	\$46.00	\$45.90				Shortliste
VNDRIS00005169	BPAJPO0009405	VanderHouwen & Associates, Inc.	\$85.00	\$84.07				Shortliste
VNDRIS00005170	BPAJPO0009430	VanderHouwen & Associates, Inc.	\$64.00	\$61.00				Shortliste
VNDRIS00005171	BPAJPO0009430	VanderHouwen & Associates, Inc.	\$64.00	\$60.98				Interview
VNDRIS00005172	BPAJPO0009447	VanderHouwen & Associates, Inc.	\$90.00	\$88.00				Shortliste
VNDRIS00005173	BPAJPO0009413	VanderHouwen & Associates, Inc.	\$0.01	\$166.00				Shortliste
VNDRIS00005174	BPAJPO0009436	VanderHouwen & Associates, Inc.	\$79.00	\$77.00				Shortliste
VNDRIS00005175	BPAJPO0009436	VanderHouwen & Associates, Inc.	\$79.00	\$77.00				Shortliste
VNDRIS00005176	BPAJPO0009436	VanderHouwen & Associates, Inc.	\$79.00	\$78.89				Shortliste
VNDRIS00005177	BPAJPO0009436	VanderHouwen & Associates, Inc.	\$79.00	\$77.01				Shortliste
VNDRIS00005178	BPAJPO0009438	VanderHouwen & Associates, Inc.	\$100.00	\$97.18				Shortliste
VNDRIS00005179	BPAJPO0009448	VanderHouwen & Associates, Inc.	\$85.00	\$84.49				Shortliste
VNDRIS00005180	BPAJPO0009448	VanderHouwen & Associates, Inc.	\$85.00	\$82.47				Shortliste
VNDRIS00005181	BPAJPO0009449	VanderHouwen & Associates, Inc.	\$53.00	\$52.90				Submitted
VNDRIS00005182	BPAJPO0009448	VanderHouwen & Associates, Inc.	\$85.00	\$84.49				Shortliste
VNDRIS00005183	BPAJPO0009451	VanderHouwen & Associates, Inc.	\$79.00	\$77.44				Submitted
VNDRIS00005184	BPAJPO0009451	VanderHouwen & Associates, Inc.	\$79.00	\$78.00				Submitted
VNDRIS00005185	BPAJPO0009455	VanderHouwen & Associates, Inc.	\$90.00	\$88.00				Shortliste
VNDRIS00005186	BPAJPO0009421	VanderHouwen & Associates, Inc.	\$91.00	\$89.00				Shortliste
VNDRIS00005187	BPAJPO0009496	VanderHouwen & Associates, Inc.	\$80.00	\$79.90				Assignment
VNDRIS00005188	BPAJPO0009495	VanderHouwen & Associates, Inc.	\$54.00	\$53.00				Assignment
VNDRIS00005189	BPAJPO0009495	VanderHouwen & Associates, Inc.	\$54.00	\$53.90				Shortliste
VNDRIS00005190	BPAJPO0009495	VanderHouwen & Associates, Inc.	\$54.00	\$53.00				Shortliste
VNDRIS00005191	BPAJPO0009495	VanderHouwen & Associates, Inc.	\$54.00	\$53.00				Shortliste
VNDRIS00005192	BPAJPO0009496	VanderHouwen & Associates, Inc.	\$80.00	\$79.79				Shortliste
VNDRIS00005193	BPAJPO0009496	VanderHouwen & Associates, Inc.	\$80.00	\$79.00				Shortliste
VNDRIS00005194	BPAJPO0009505	VanderHouwen & Associates, Inc.	\$76.00	\$74.00				Submitted
VNDRIS00005195	BPAJPO0009505	VanderHouwen & Associates, Inc.	\$76.00	\$74.00				Shortliste



VNDRIS00005196	BPAJPO0009510	VanderHouwen & Associates, Inc.	\$48.00	\$47.90				Shortliste
VNDRIS00005197	BPAJPO0009508	VanderHouwen & Associates, Inc.	\$89.00	\$88.00	Yes	Does not meet minimum qualifications		Rejected in Error
VNDRIS00005198	BPAJPO0009510	VanderHouwen & Associates, Inc.	\$48.00	\$47.90				Shortliste
VNDRIS00005199	BPAJPO0009511	VanderHouwen & Associates, Inc.	\$79.00	\$77.85				Interview
VNDRIS00005200	BPAJPO0009510	VanderHouwen & Associates, Inc.	\$48.00	\$47.90				Shortliste
VNDRIS00005201	BPAJPO0009508	VanderHouwen & Associates, Inc.	\$89.00	\$81.00	Yes	Does not meet minimum qualifications		Rejected
VNDRIS00005202	BPAJPO0009506	VanderHouwen & Associates, Inc.	\$48.00	\$47.90				Withdrawn
VNDRIS00005203	BPAJPO0009514	VanderHouwen & Associates, Inc.	\$79.00	\$66.00				Interview
VNDRIS00005204	BPAJPO0009511	VanderHouwen & Associates, Inc.	\$79.00	\$78.00				Interview
VNDRIS00005205	BPAJPO0009511	VanderHouwen & Associates, Inc.	\$79.00	\$76.50				Shortliste
VNDRIS00005206	BPAJPO0009515	VanderHouwen & Associates, Inc.	\$64.00	\$61.50				Interview
VNDRIS00005207	BPAJPO0009511	VanderHouwen & Associates, Inc.	\$79.00	\$77.95				Withdrawn
VNDRIS00005208	BPAJPO0009511	VanderHouwen & Associates, Inc.	\$79.00	\$78.00				Shortliste
VNDRIS00005209	BPAJPO0009514	VanderHouwen & Associates, Inc.	\$79.00	\$77.95				Shortliste
VNDRIS00005210	BPAJPO0009514	VanderHouwen & Associates, Inc.	\$79.00	\$76.50				Withdrawn
VNDRIS00005211	BPAJPO0009517	VanderHouwen & Associates, Inc.	\$55.00	\$54.85				Interview
VNDRIS00005212	BPAJPO0009519	VanderHouwen & Associates, Inc.	\$85.00	\$84.00				Interview
VNDRIS00005213	BPAJPO0009511	VanderHouwen & Associates, Inc.	\$79.00	\$78.90				Shortliste
VNDRIS00005214	BPAJPO0009517	VanderHouwen & Associates, Inc.	\$55.00	\$54.85				Interview
VNDRIS00005215	BPAJPO0009519	VanderHouwen & Associates, Inc.	\$85.00	\$76.50				Assignment
VNDRIS00005216	BPAJPO0009517	VanderHouwen & Associates, Inc.	\$55.00	\$54.85				Shortliste
VNDRIS00005217	BPAJPO0009514	VanderHouwen & Associates, Inc.	\$79.00	\$76.50				Shortliste
VNDRIS00005218	BPAJPO0009519	VanderHouwen & Associates, Inc.	\$85.00	\$84.75				Shortliste
VNDRIS00005219	BPAJPO0009513	VanderHouwen & Associates, Inc.	\$90.00	\$87.80				Shortliste
VNDRIS00005220	BPAJPO0009514	VanderHouwen & Associates, Inc.	\$79.00	\$78.90				Shortliste
VNDRIS00005221	BPAJPO0009518	VanderHouwen & Associates, Inc.	\$48.00	\$47.40				Shortliste
VNDRIS00005222	BPAJPO0009518	VanderHouwen & Associates, Inc.	\$48.00	\$47.40				Shortliste
VNDRIS00005223	BPAJPO0009506	VanderHouwen & Associates, Inc.	\$48.00	\$47.75				Interview
VNDRIS00005224	BPAJPO0009506	VanderHouwen & Associates, Inc.	\$48.00	\$47.90				Assignment
VNDRIS00005225	BPAJPO0009506	VanderHouwen & Associates, Inc.	\$48.00	\$47.00				Interview
VNDRIS00005226	BPAJPO0009521	VanderHouwen & Associates, Inc.	\$53.00	\$52.90				Interview
VNDRIS00005227	BPAJPO0009521	VanderHouwen & Associates, Inc.	\$53.00	\$52.90				Shortliste
VNDRIS00005228	BPAJPO0009516	VanderHouwen & Associates, Inc.	\$65.00	\$64.10				Interview
VNDRIS00005229	BPAJPO0009522	VanderHouwen & Associates, Inc.	\$89.00	\$87.50				Shortliste
VNDRIS00005230	BPAJPO0009516	VanderHouwen & Associates, Inc.	\$65.00	\$64.10				Shortliste
VNDRIS00005231	BPAJPO0009522	VanderHouwen & Associates, Inc.	\$89.00	\$85.25				Shortliste
VNDRIS00005232	BPAJPO0009522	VanderHouwen & Associates, Inc.	\$89.00	\$84.50				Shortliste
VNDRIS00005233	BPAJPO0009522	VanderHouwen & Associates, Inc.	\$89.00	\$88.00				Shortliste
VNDRIS00005234	BPAJPO0009524	VanderHouwen & Associates, Inc.	\$55.00	\$54.90				Shortliste
VNDRIS00005235	BPAJPO0009521	VanderHouwen & Associates, Inc.	\$53.00	\$52.90				Shortliste
VNDRIS00005236	BPAJPO0009523	VanderHouwen & Associates, Inc.	\$120.00	\$110.00				Withdrawn
VNDRIS00005237	BPAJPO0009523	VanderHouwen & Associates, Inc.	\$120.00	\$110.00				Submitted
VNDRIS00005238	BPAJPO0009523	VanderHouwen & Associates, Inc.	\$120.00	\$111.50				Submitted
VNDRIS00005239	BPAJPO0009523	VanderHouwen & Associates, Inc.	\$120.00	\$111.50				Submitted
VNDRIS00005240	BPAJPO0009522	VanderHouwen & Associates, Inc.	\$89.00	\$88.90				Shortliste
VNDRIS00005241	BPAJPO0009524	VanderHouwen & Associates, Inc.	\$55.00	\$54.90				Shortliste
VNDRIS00005242	BPAJPO0009524	VanderHouwen & Associates, Inc.	\$55.00	\$54.90				Shortliste
VNDRIS00005243	BPAJPO0009520	VanderHouwen & Associates, Inc.	\$64.00	\$63.00				Shortliste
VNDRIS00005244	BPAJPO0009525	VanderHouwen & Associates, Inc.	\$90.00	\$89.00				Shortliste
VNDRIS00005245	BPAJPO0009525	VanderHouwen & Associates, Inc.	\$90.00	\$88.75				Shortliste
VNDRIS00005246	BPAJPO0009520	VanderHouwen & Associates, Inc.	\$64.00	\$62.00				Shortliste
VNDRIS00005247	BPAJPO0009526	VanderHouwen & Associates, Inc.	\$60.00	\$59.00				Shortliste
VNDRIS00005248	BPAJPO0009526	VanderHouwen & Associates, Inc.	\$60.00	\$57.00				Shortliste
VNDRIS00005249	BPAJPO0009528	VanderHouwen & Associates, Inc.	\$85.00	\$83.25				Assignment
VNDRIS00005250	BPAJPO0009533	VanderHouwen & Associates, Inc.	\$48.00	\$47.90				Shortliste
VNDRIS00005251	BPAJPO0009528	VanderHouwen & Associates, Inc.	\$85.00	\$83.85				Interview
VNDRIS00005252	BPAJPO0009528	VanderHouwen & Associates, Inc.	\$85.00	\$83.25				Shortliste
VNDRIS00005253	BPAJPO0009533	VanderHouwen & Associates, Inc.	\$48.00	\$47.90				Shortliste
VNDRIS00005254	BPAJPO0009532	VanderHouwen & Associates, Inc.	\$93.00	\$91.25				Interview
VNDRIS00005255	BPAJPO0009528	VanderHouwen & Associates, Inc.	\$85.00	\$84.40				Shortliste
VNDRIS00005256	BPAJPO0009535	VanderHouwen & Associates, Inc.	\$87.00	\$86.70				Shortliste
VNDRIS00005257	BPAJPO0009535	VanderHouwen & Associates, Inc.	\$87.00	\$86.50				Shortliste
VNDRIS00005258	BPAJPO0009535	VanderHouwen & Associates, Inc.	\$87.00	\$86.50				Shortliste
VNDRIS00005259	BPAJPO0009535	VanderHouwen & Associates, Inc.	\$87.00	\$86.50				Assignment
VNDRIS00005260	BPAJPO0009536	VanderHouwen & Associates, Inc.	\$62.00	\$61.50				Shortliste
VNDRIS00005261	BPAJPO0009536	VanderHouwen & Associates, Inc.	\$62.00	\$61.50				Shortliste
VNDRIS00005262	BPAJPO0009546	VanderHouwen & Associates, Inc.	\$79.00	\$77.00				Shortliste
VNDRIS00005263	BPAJPO0009546	VanderHouwen & Associates, Inc.	\$79.00	\$77.00				Shortliste
VNDRIS00005264	BPAJPO0009546	VanderHouwen & Associates, Inc.	\$79.00	\$77.00				Shortliste
VNDRIS00005265	BPAJPO0009546	VanderHouwen & Associates, Inc.	\$79.00	\$77.75				Shortliste
VNDRIS00005266	BPAJPO0009547	VanderHouwen & Associates, Inc.	\$80.00	\$77.00				Shortliste
VNDRIS00005267	BPAJPO0009544	VanderHouwen & Associates, Inc.	\$80.00	\$79.90				Shortliste
VNDRIS00005268	BPAJPO0009546	VanderHouwen & Associates, Inc.	\$79.00	\$77.75				Shortliste
VNDRIS00005269	BPAJPO0009547	VanderHouwen & Associates, Inc.	\$80.00	\$79.70				Shortliste
VNDRIS00005270	BPAJPO0009544	VanderHouwen & Associates, Inc.	\$80.00	\$79.90				Assignment
VNDRIS00005271	BPAJPO0009552	VanderHouwen & Associates, Inc.	\$94.00	\$93.50				Shortliste



VNDRUS00005272	BPAJPO0009552	VanderHouwen & Associates, Inc.	\$94.00	\$93.50				Shortliste
VNDRUS00005273	BPAJPO0009556	VanderHouwen & Associates, Inc.	\$49.00	\$48.30				Shortliste
VNDRUS00005274	BPAJPO0009556	VanderHouwen & Associates, Inc.	\$49.00	\$48.30				Withdrawn
VNDRUS00005275	BPAJPO0009556	VanderHouwen & Associates, Inc.	\$49.00	\$48.30				Interview
VNDRUS00005276	BPAJPO0009558	VanderHouwen & Associates, Inc.	\$82.50	\$82.50				Shortliste
VNDRUS00005277	BPAJPO0009560	VanderHouwen & Associates, Inc.	\$88.00	\$73.00				Shortliste
VNDRUS00005278	BPAJPO0009563	VanderHouwen & Associates, Inc.	\$90.00	\$87.80				Submitted
VNDRUS00005279	BPAJPO0009560	VanderHouwen & Associates, Inc.	\$88.00	\$86.90				Shortliste
VNDRUS00005280	BPAJPO0009564	VanderHouwen & Associates, Inc.	\$90.00	\$87.80				Shortliste
VNDRUS00005281	BPAJPO0009561	VanderHouwen & Associates, Inc.	\$65.00	\$64.00				Shortliste
VNDRUS00005282	BPAJPO0009572	VanderHouwen & Associates, Inc.	\$53.00	\$52.30				Shortliste
VNDRUS00005283	BPAJPO0009566	VanderHouwen & Associates, Inc.	\$80.00	\$79.10				Shortliste
VNDRUS00005284	BPAJPO0009568	VanderHouwen & Associates, Inc.	\$0.01	\$134.00				Shortliste
VNDRUS00005285	BPAJPO0009571	VanderHouwen & Associates, Inc.	\$53.00	\$52.90				Shortliste
VNDRUS00005286	BPAJPO0009569	VanderHouwen & Associates, Inc.	\$55.00	\$54.50				Shortliste
VNDRUS00005287	BPAJPO0009572	VanderHouwen & Associates, Inc.	\$53.00	\$52.90				Shortliste
VNDRUS00005288	BPAJPO0009569	VanderHouwen & Associates, Inc.	\$55.00	\$54.55				Withdrawn
VNDRUS00005289	BPAJPO0009578	VanderHouwen & Associates, Inc.	\$65.00	\$64.00				Shortliste
VNDRUS00005290	BPAJPO0009569	VanderHouwen & Associates, Inc.	\$55.00	\$54.55				Shortliste
VNDRUS00005291	BPAJPO0009570	VanderHouwen & Associates, Inc.	\$86.00	\$85.00				Shortliste
VNDRUS00005292	BPAJPO0009574	VanderHouwen & Associates, Inc.	\$80.00	\$79.00				Shortliste
VNDRUS00005293	BPAJPO0009570	VanderHouwen & Associates, Inc.	\$86.00	\$77.50				Shortliste
VNDRUS00005294	BPAJPO0009584	VanderHouwen & Associates, Inc.	\$140.00	\$123.00				Shortliste
VNDRUS00005295	BPAJPO0009586	VanderHouwen & Associates, Inc.	\$40.00	\$39.90				Submitted

NA	Technical	Regular	July	2020	COMPLIANT	0.50	07/09/2020 11:59 PM			1	0
Backfill	Business Professional	Regular	July	2020	COMPLIANT	0.70	07/15/2020 11:59 PM			1	0
Backfill	Business Professional	Regular	July	2020	COMPLIANT	0.70	07/15/2020 11:59 PM	07/15/2020 10:05 AM 1		1	0
Backfill	Business Professional	Regular	July	2020	COMPLIANT	0.70	07/15/2020 11:59 PM			1	0
NA	Business Professional	Regular	July	2020	COMPLIANT	0.00	07/23/2020 11:59 PM			1	0
Position Review - Recompete	Business Professional	Regular	July	2020	COMPLIANT	15.00	07/24/2020 11:59 PM			1	0
Backfill	Technical	Regular	July	2020	COMPLIANT	2.20	07/27/2020 11:59 PM			1	0
Position Review - Recompete	Business Professional	Regular	July	2020	COMPLIANT	1.10	07/24/2020 11:59 PM			1	0
Backfill	Technical	Regular	July	2020	COMPLIANT	2.20	07/27/2020 11:59 PM			1	0
NA	Business Professional	Regular	July	2020	COMPLIANT	1.00	07/24/2020 11:59 PM			1	0
Backfill	Business Professional	Regular	July	2020	COMPLIANT	0.70	07/30/2020 11:59 PM			1	0
NA	Business Professional	Regular	July	2020	COMPLIANT	0.90	07/28/2020 11:59 PM			1	0
Backfill	Technical	Regular	July	2020	Compliant	-133.99	07/28/2020 11:59 PM			0	1
Backfill	Business Professional	Regular	July	2020	COMPLIANT	0.10	07/29/2020 11:59 PM			1	0
NA	Business Professional	Regular	July	2020	COMPLIANT	0.50	07/31/2020 11:59 PM			1	0
Backfill	Business Professional	Regular	July	2020	COMPLIANT	0.10	07/30/2020 11:59 PM			1	0
NA	Business Professional	Regular	July	2020	COMPLIANT	0.45	07/31/2020 11:59 PM	07/31/2020 03:07 PM 1		1	0
NA	Business Professional	Regular	July	2020	COMPLIANT	1.00	08/04/2020 11:59 PM			1	0
NA	Business Professional	Regular	July	2020	COMPLIANT	0.45	07/31/2020 11:59 PM			1	0
NA	Technical	Regular	August	2020	COMPLIANT	1.00	08/03/2020 11:59 PM			1	0
NA	Business Professional	Regular	August	2020	COMPLIANT	1.00	08/03/2020 11:59 PM			1	0
NA	Technical	Regular	August	2020	COMPLIANT	8.50	08/03/2020 11:59 PM			1	0
NA	Technical	Regular	August	2020	COMPLIANT	17.00	08/21/2020 11:59 PM			1	0
Position Review - Recompete	Admin/Clerical	Regular	August	2020	COMPLIANT	0.10	08/31/2020 11:59 PM			1	0



Candidate Quality Shortlisted		Candidate Quality - Interview		Candidate Quality - Assignment	
Scoring Table		Scoring Table		Scoring Table	
Result	Score	Result	Score	Result	Score
85.9% or less	0	0.00% - 5.00%	0	0.00%	0
86.0% - 86.9%	1	5.01% - 6.50%	1	.01% - 2.00%	1
87.0% - 87.9%	2	6.51% - 8.00%	2	2.01% - 3.00%	2
88.0% - 88.9%	3	8.01% - 9.50%	3	3.01% - 4.00%	3
89.0% - 89.9%	4	9.51% - 11.00%	4	4.01% - 5.00%	4
90.0% - 90.9%	5	11.01% - 12.50%	5	5.01% - 6.00%	5
91.0% - 91.9%	6	12.51% - 14.00%	6	6.01% - 7.00%	6
92.0% - 92.9%	7	14.01% - 15.50%	7	7.01% - 8.00%	7
93.0% - 93.9%	8	15.51% - 17.00%	8	8.01% - 9.00%	8
94.0% - 94.9%	9	17.01% - 18.50%	9	9.01% - 10.00%	9
95.0% - 95.9%	10	18.51% - 20.00%	10	10.01% - 11.00%	10
96.0% - 96.9%	12	20.01% - 21.50%	11	11.01% - 12.00%	11
97.0% - 97.9%	14	21.51% - 23.00%	12	12.01% - 13.00%	12
98.0% - 98.9%	16	23.01% - 24.50%	13	13.01% - 14.00%	13
99.0% - 99.9%	18	24.51% - 26.00%	14	14.01% - 15.00%	14
100%	20	26.01% - 27.50%	15	15.01% - 16.00%	15
		27.51% - 29.00%	16	16.01% - 17.00%	16
		29.01% - 30.50%	17	17.01% - 18.00%	17
		30.51% - 32.00%	18	18.01% - 19.00%	18
		32.01% - 33.50%	19	19.01% - 20.00%	19
		33.51% and Higher	20	20.01% and Higher	20
<b>Early Terminations</b>		<b>Distance Under Max Bill Rate</b>		<b>Distance Under Max Bill Rate</b>	
Scoring Table		Scoring Table		Scoring Table	
Result	Score	Result	Score	Result	Score
90.4% or less	0	0.00 or lower	-5	1.16 - 1.20	14
90.5% - 90.9%	1	(8.00) - (8.99)	-4	1.21 - 1.25	15
91.0% - 91.4%	2	(8.00) - (8.99)	-3	1.26 - 1.30	16
91.5% - 91.9%	3	(2.00) - (2.99)	-2	1.31 - 1.35	17
92.0% - 92.4%	4	(1.00) - (1.99)	-1	1.36 - 1.40	18
92.5% - 92.9%	5	(0.00) - (1.99)	0	1.41 - 1.45	19
93.0% - 93.4%	6	-.01 - .10	1	1.46 - 1.50	20
93.5% - 93.9%	7	.11 - .20	2	1.51 - 1.55	21
94.0% - 94.4%	8	.21 - .30	3	1.56 - 1.60	22
94.5% - 94.9%	9	.31 - .40	4	1.61 - 1.65	23
95.0% - 95.4%	10	.41 - .50	5	1.66 - 1.70	24
95.5% - 95.9%	11	.51 - .60	6	1.71 - 1.75	25
96.0% - 96.4%	12	.61 - .70	7	1.76 - 1.80	26
96.5% - 96.9%	13	.71 - .80	8	1.81 - 1.85	27
97.0% - 97.4%	14	.81 - .90	9	1.86 - 1.90	28
97.5% - 97.9%	15	.91 - 1.00	10	1.91 - 1.95	29
98.0% - 98.4%	16	1.01 - 1.05	11	1.96 - 2.00	30
98.5% - 98.9%	17	1.06 - 1.10	12	Bonus if greater \$3.00	5
99.0% - 99.4%	18	1.11 - 1.15	13		
99.5% - 99.9%	19				
100%	20				

**From:** Hampton,Scott R (BPA) - NSP-4400-LL

**Sent:** Mon Mar 08 13:00:25 2021

**To:** Ziegler,Denise A (BPA) - NSP-4400-LL

**Subject:** RE: VanderHouwen Scorecard Documentation

**Importance:** Normal

**Attachments:** image001.png; image002.png; image003.png; image004.png; image005.png; image006.png; image007.png; image008.png; image009.png; image010.png

OK, so I need you to rerun all the data for everyone for me. I need to recalculate scorecards tonight.

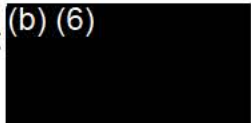
**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)



**From:** Ziegler,Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

**Sent:** Monday, March 8, 2021 12:53 PM  
**To:** Hampton,Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Subject:** RE: VanderHouwen Scorecard Documentation

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Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

**From:** Hampton,Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Sent:** Monday, March 8, 2021 7:36 AM  
**To:** Ziegler,Denise A (BPA) - NSP-4400-LL <[daziegler@bpa.gov](mailto:daziegler@bpa.gov)>

**Subject:** FW: VanderHouwen Scorecard Documentation

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Bonneville Power Administration

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**From:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>

**Sent:** Saturday, March 6, 2021 5:26 PM

**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>; Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>

**Subject:** [EXTERNAL] RE: VanderHouwen Scorecard Documentation

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Thank you!

**JENNIFER BOYLE**

*Account Manager*

503.299.6811 | cell: (b) (6)

[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)

6342 S Macadam Ave., Portland OR 97239

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**From:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>  
**Sent:** Friday, March 5, 2021 4:26 PM  
**To:** Scott Hampton ([SRHampton@BPA.gov](mailto:SRHampton@BPA.gov)) <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>;  
Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>  
**Subject:** RE: VanderHouwen Scorecard Documentation

Hi Scott,

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Thanks again.

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**From:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>

**Sent:** Friday, March 5, 2021 1:57 PM

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Bridge Number: (b) (2)

Call ID Number:

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell (b) (6)





**From:** Ziegler,Denise A (BPA) - NSP-4400-LL

**Sent:** Mon Mar 08 12:53:19 2021

**To:** Hampton,Scott R (BPA) - NSP-4400-LL

**Subject:** RE: VanderHouwen Scorecard Documentation

**Importance:** Normal

**Attachments:** image003.png; image004.png; image005.png; image006.png; image007.png; image008.png; image009.png; image010.png; image011.png; Vanderhouwen Scorecard 20210308\_Detailed.xlsx; image002.png

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Call ID Number

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)



**From:** Hampton, Scott R (BPA) - NSP-4400-LL

**Sent:** Mon Mar 08 07:35:56 2021

**To:** Ziegler, Denise A (BPA) - NSP-4400-LL

**Subject:** FW: VanderHouwen Scorecard Documentation

**Importance:** Normal

**Attachments:** image026.png; image027.png; image028.png; image029.png; image030.png; image031.png; image032.png; image033.png; image034.png; Vanderhouwen Revised Scorecard 202009\_Detailed.xlsx

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**From:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>

**Sent:** Friday, March 5, 2021 4:26 PM

**To:** Scott Hampton ([SRHampton@BPA.gov](mailto:SRHampton@BPA.gov)) <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>;  
Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>

**Subject:** RE: VanderHouwen Scorecard Documentation

Hi Scott,

Thank you for sending the documentation over prior to Monday's meeting. I'm sure you already know how disappointed we are to receive this update, the news really is quite shocking. We are reviewing the information with our team, we'll discuss everything Monday morning.

Thanks again.

**JENNIFER BOYLE**

*Account Manager*

503.299.6811 | cell: (b) (6)

[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)

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**From:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>

**Sent:** Friday, March 5, 2021 1:57 PM

**To:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>; Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; John Niemer

<[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>

**Subject:** VanderHouwen Scorecard Documentation

First let me say I'm sorry. I know this will not be welcome news.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number: (b) (2)

Call ID Number:

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

VanderHouwen							
Goal	Metric	Definition   Calculation	Total for Period	Responses	Rough Score	Calculated Score	Maximum Score
Service Delivery	Response Rate Admin Clerical	Of the total number of new requisitions the vendor received within the defined time period, what volume and percentage of requisitions did the vendor submit at least 1 candidate. Data is computed overall and by labor category (Administrative, Business Professional, IT and Technical Professional). Requisitions are pulled based on requisition open date. Those with the current status of Open or Filled are included. Cancelled Requisitions are omitted.	N/A	N/A	N/A		
	Response Rate - Business Professional		85	83	74.12%		
	Response Rate - Technical Professional		N/A	N/A	N/A		
	Response Rate - IT		74	53	71.62%		
	Response Rate - Total		159	116	72.96%	14.6	20.0
Quality	Submittal quality	Of the total candidates the vendor submitted during the designated timeframe - what volume and percentage of candidates met the basic qualifications for the role (i.e. were not dispositioned as "Does Not Meet Min Requirements" or "Rejected" or "didn't have the right paperwork")			98.04%	9.8	10.0
	Candidate Quality - Shortlisted	Percentage of job Seekers submitted by the individual supplier which result in a shortlisting (Use Scoring Key)			92.48%	7.0	20.0
	Candidate Quality - Interview	Percentage of job Seekers submitted by the individual supplier which result in an interview (Use Scoring Key)			21.24%	11.0	20.0
	Candidate Quality - Assignment	Percentage of job Seekers submitted by the individual supplier which result in an assignment being created (Use Scoring Key)			7.52%	7.0	20.0
	Early Terminations	What percent of contractor placements are still at BPA 1 year later. (sum of voluntary and involuntary terminations) (Use Scoring Key)			94.5%	9.0	20.0
Cost	Markup Ranking - New Positions	Take the average markup for all new positions for the 6 month period and rank suppliers from 1 to X.			10	6.2	20.0
	Markup Ranking - Open Workers	Take the average markup for all open positions for the 6 month period and rank suppliers from 1 to X.			10	9.2	30.0
	Rate Compliance	Percentage of Job Seekers who are submitted at or below the maximum bill rate amount.			100.0%	10.0	10.0
	Distance Under max bill rate	measures the average distance (above) below the max bill rates for all candidates submitted (Use Scoring Key)			\$ 1.88	28.0	30.0
<b>Total Objective Score</b>						<b>111.8</b>	<b>200.0</b>
Subjective Rating	Supplier Stewardship	This is the average ranking for supplier by SLMO staff, based on interactions with supplier over the evaluation period.			7.5	37.5	50.0
<b>Total Objective and Subjective Score</b>						<b>149.3</b>	<b>250.0</b>
Penalty	Recompete Participation Penalty	Negative 1 point for every recompete where no candidate was shortlisted, multiplied by the inverse of your response rate			(2)	(0.5)	
<b>Final Score</b>						<b>148.7</b>	
			Current	Mar. 2020	Sep. 2019		
Your Ranking for this Scorecard is:			8	9			
Your Stewardship Ranking is:			5	5	6		

Scores Validated with Source Information						# of Suppliers
Total for Period	Responses	Rough Score	Calculated Score	Maximum Score	Comment	13
					Not participating	
	85	63	74.12%		See 2_Response_Rate Sheet	
					Not participating	
	74	53	62.35%		See 2_Response_Rate Sheet	
	159	116	72.96%	14.6	20	Sub total Calc
			98.04%	9.8	10.0	See 3_Candiate Quality Sheet
			92.48%	7.0	20.0	See 3_Candiate Quality Sheet
			21.24%	11.0	20.0	See Scorecard Key
			7.52%	7.0	20.0	See Scorecard Key
			94.5%	9.0	20.0	See Scorecard Key
			10	6.2	20.0	See Ranking on 10-Markups
			10	9.2	30.0	See Ranking on 10-Markups
			100%	10.0	10.0	See 6_Rate Compliance
			-\$1.88	28.0	30.0	See Scorecard Key
				111.8	200.0	Sub total Calc
			7.5	37.5	50.0	Subjective score
				149.3	250.0	Sub total Calc
			(2)	(0.5)		See 4_DejaVu_IP
				148.7		Total Calc



No Hire	Hire	Hire %	Count of Requisition ID	Supplier	Labor Type	# Hired			Grand Total
						0	1	2	
25.00	4.00	13.79%		VanderHouwen & Associates, Inc.	Admin/Clerical	25	4		29
77.00	8.00	9.41%		VanderHouwen & Associates, Inc.	Business Professional	77	8		85
65.00	9.00	12.16%		VanderHouwen & Associates, Inc.	Technical	65	8	1	74
167.00	21.00	11.17%		VanderHouwen & Associates, Inc. Total		167	20	1	188

					Data Source = 1_BPA_SCORECARD JP2_DZ
					Admin is excluded because VanderHouwen is not longer participating in that labor category
					<b>Count of Requisition ID</b>
No Responses	Responses	% Responses			<b>Supplier</b>
22.00	63.00	74.12%			<b>Labor Type</b>
21.00	53.00	62.35%		VanderHouwen & Associates, Inc.	Admin/Clerical
43.00	116.00	72.96%			Business Professional
					Technical
				<b>Grand Total</b>	

# Responses	0	1	2	3	4	5	6	Grand Total
	5	3	7	12	2			29
	22	24	18	14	5	2		85
	21	22	17	4	3	6	1	74
	48	49	42	30	10	8	1	188

Supplier	Special Project	Shortlisted	Interviewed	Assignment	Closed	Shortlist Total (Shortlisted + Interviewed + Assignment + Closed)	Submitted	Reinstated Rejects	Rejected Actual	Net Rejected	Not Shortlisted Total (Submitted + Rejected Actual - Reinstated Rejects)
VanderHouwen & Associates, Inc.	Backfill	98.00	25.00	10.00	0.00	133.00	6.00	1.00	5.00	4.00	10.00
VanderHouwen & Associates, Inc.	Deja Vu	7.00	0.00	1.00	0.00	8.00	0.00	0.00	0.00	0.00	0.00
VanderHouwen & Associates, Inc.	NA	103.00	17.00	12.00	0.00	132.00	4.00	2.00	4.00	2.00	6.00
VanderHouwen & Associates, Inc.	Position Review - Recompete	10.00	0.00	0.00	0.00	10.00	1.00	0.00	0.00	0.00	1.00
<b>VanderHouwen &amp; Associates, Inc. Total</b>		<b>218.00</b>	<b>42.00</b>	<b>23.00</b>	<b>0.00</b>	<b>283.00</b>	<b>11.00</b>	<b>3.00</b>	<b>9.00</b>	<b>6.00</b>	<b>17.00</b>

On Time Withdrawals	Late Withdrawals	Total Withdrawals	Total Submittals (excluding on-time withdrawals)	Total Submittals (less Late withdrawals)	Submittal Quality Total (Total submittals - Rejected - Withdrawals before JP Close)	% Shortlisted (Shortlist Total / Total Submittals)
6.00	1.00	7.00	145.00	150.00	141.00	91.72%
0.00	0.00	0.00	8.00	8.00	8.00	100.00%
10.00	2.00	12.00	142.00	150.00	140.00	92.96%
1.00	0.00	1.00	11.00	12.00	11.00	90.91%
17.00	3.00	20.00	306.00	320.00	300.00	92.48%

% Interviewed (Interviewed + Assignments + Closed)/Total Submittals	% Assignment (Assignments + Closed)/Total Submittals (Less All Withdrawals)	% Submittal Quality (Submittal Quality Total / Total Submittals Excluding On-time Withdrawals)	Supplier	Special Project?	Assignment	Closed
24.14%	6.90%	97.24%	VanderHouwen & Associates, Inc.	Backfill	10	0
12.50%	12.50%	100.00%	VanderHouwen & Associates, Inc.	Deja Vu	1	0
20.42%	8.45%	98.59%	VanderHouwen & Associates, Inc.	NA	12	0
0.00%	0.00%	100.00%	VanderHouwen & Associates, Inc.	Position Review - Recompete	0	0
21.24%	7.52%	98.04%	VanderHouwen & Associates, Inc. Total		23	0

Interviewed	Rejected Actual	Shortlisted	Submitted	Withdrawn	Grand Total
25	4	98	6	7	151
0	0	7	0	0	8
17	3	103	4	12	152
0	0	10	1	1	12
42	7	218	11	20	323





VanderHouwen & Associates, Inc.	BPAJP00009311	1						1
	BPAJP00009312			1				1
	BPAJP00009313		1					1
	BPAJP00009314	1						1
	BPAJP00009315		1					1
	BPAJP00009320	1						1
	BPAJP00009321	1						1
	BPAJP00009322	1						1
	BPAJP00009325	1						1
	BPAJP00009327			1				1
	BPAJP00009334	1						1
	BPAJP00009335		1					1
	BPAJP00009336			1				1
	BPAJP00009338		1					1
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	BPAJP00009342			1				1
	BPAJP00009343		1					1
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	BPAJP00009363			1				1
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	BPAJP00009371	1						1
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	BPAJP00009390	1						1
	BPAJP00009391			1				1
	BPAJP00009392	1						1
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	BPAJP00009398	1						1
	BPAJP00009399				1			1
	BPAJP00009400		1					1

VanderHouwen & Associates, Inc.	BPAJP00009401		1				1		
	BPAJP00009402			1			1		
	BPAJP00009403		1				1		
	BPAJP00009404		1				1		
	BPAJP00009405		1				1		
	BPAJP00009406		1				1		
	BPAJP00009407			1			1		
	BPAJP00009408		1				1		
	BPAJP00009409			1			1		
	BPAJP00009412		1				1		
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	BPAJP00009419		1				1		
	BPAJP00009420			1			1		
	BPAJP00009421		1				1		
	BPAJP00009422			1			1		
	BPAJP00009425			1			1		
	BPAJP00009426		1				1		
	BPAJP00009427		1				1		
	BPAJP00009428				1		1		
	BPAJP00009429		1				1		
	BPAJP00009430			1			1		
	BPAJP00009433		1				1		
	BPAJP00009436				1		1		
	BPAJP00009437		1				1		
	BPAJP00009438		1				1		
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	BPAJP00009440		1				1		
	BPAJP00009443		1				1		
	BPAJP00009447		1				1		
	BPAJP00009448			1			1		
	BPAJP00009449		1				1		
	BPAJP00009450		1				1		
	BPAJP00009451			1			1		
	BPAJP00009455		1				1		
	BPAJP00009481		1				1		
	BPAJP00009495				1		1		
	BPAJP00009496			1			1		
	BPAJP00009505			1			1		
	BPAJP00009506				1		1		
	BPAJP00009508			1			1		
	BPAJP00009510				1		1		
	BPAJP00009511					1	1		
	BPAJP00009513		1				1		
	BPAJP00009514					1	1		
	BPAJP00009515		1				1		
	BPAJP00009516			1			1		





		Data from JS Data VanderHouwen						
Special Project?	(All)							
Shortlisted JS Count		Job Seeker Status						
Supplier	Requisition ID	Assignment	Interview	Rejected	Shortliste	Submitted	Withdrawn	Grand Total
VanderHouwen & Associates, Inc.	BPAJP00009221					3.00		3.00
	BPAJP00009211					1.00		1.00
	BPAJP00009215					1.00		1.00
	BPAJP00009219					1.00		1.00
	BPAJP00009216					1.00		1.00
	BPAJP00009218					1.00		1.00
	BPAJP00009222		1.00	1.00				2.00
	BPAJP00009231					2.00		2.00
	BPAJP00009263					1.00		1.00
	BPAJP00009201			1.00				1.00
	BPAJP00009244					5.00		5.00
	BPAJP00009243				1.00		1.00	2.00
	BPAJP00009262					1.00		1.00
	BPAJP00009272			1.00				1.00
	BPAJP00009276					1.00		1.00
	BPAJP00009284					3.00	1.00	4.00
	BPAJP00009290					1.00		1.00
	BPAJP00009287		1.00			4.00		5.00
	BPAJP00009295					1.00		1.00
	BPAJP00009299					2.00	1.00	3.00
	BPAJP00009238			1.00		1.00		2.00
	BPAJP00009303					1.00	1.00	2.00
	BPAJP00009312			2.00		1.00		3.00
	BPAJP00009315			1.00				1.00
	BPAJP00009338					1.00		1.00
	BPAJP00009335			1.00				1.00
	BPAJP00009336			1.00		2.00		3.00
	BPAJP00009348		1.00	1.00				2.00
	BPAJP00009343		1.00					1.00
	BPAJP00009346			1.00		1.00		2.00
	BPAJP00009227					1.00		1.00
	BPAJP00009235			1.00		2.00		3.00
	BPAJP00009242					2.00		2.00
	BPAJP00009247					3.00		3.00
	BPAJP00009251					3.00		3.00
	BPAJP00009256					4.00		4.00
	BPAJP00009261		1.00			1.00	1.00	3.00
	BPAJP00009271			1.00				1.00
	BPAJP00009273					1.00		1.00
	BPAJP00009278					1.00		1.00
	BPAJP00009289					1.00	1.00	2.00
	BPAJP00009293		1.00			1.00		2.00
	BPAJP00009291				1.00	1.00	1.00	3.00
	BPAJP00009310		1.00			1.00	1.00	3.00
	BPAJP00009342					2.00		2.00
	BPAJP00009351					3.00		3.00

VanderHouwen & Associates, Inc.	BPAJP00009359		2.00		1.00			3.00
	BPAJP00009223		1.00					1.00
	BPAJP00009257		1.00					1.00
	BPAJP00009279				2.00			2.00
	BPAJP00009313	1.00	1.00					2.00
	BPAJP00009327	2.00						2.00
	BPAJP00009162				2.00			2.00
	BPAJP00009345				1.00			1.00
	BPAJP00009344				1.00			1.00
	BPAJP00009354	1.00			3.00		1.00	5.00
	BPAJP00009353				2.00			2.00
	BPAJP00009363			1.00	1.00			2.00
	BPAJP00009389				3.00			3.00
	BPAJP00009367				1.00			1.00
	BPAJP00009381	1.00			2.00		2.00	5.00
	BPAJP00009362	1.00		1.00				2.00
	BPAJP00009374				1.00			1.00
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	BPAJP00009387		1.00		2.00			3.00
	BPAJP00009358		1.00		2.00			3.00
	BPAJP00009368				2.00			2.00
	BPAJP00009378		2.00	1.00	2.00			5.00
	BPAJP00009386				2.00			2.00
	BPAJP00009382	1.00					1.00	2.00
	BPAJP00009360				1.00			1.00
	BPAJP00009391				1.00			1.00
	BPAJP00009402		1.00		3.00			4.00
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	BPAJP00009416				3.00			3.00
	BPAJP00009422				1.00		2.00	3.00
	BPAJP00009396				1.00			1.00
	BPAJP00009403				2.00			2.00
	BPAJP00009407				3.00			3.00
	BPAJP00009401				2.00			2.00
	BPAJP00009418		1.00		1.00		1.00	3.00
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	BPAJP00009420				2.00			2.00
	BPAJP00009428	1.00			2.00		1.00	4.00
	BPAJP00009427				1.00			1.00
	BPAJP00009425				3.00			3.00
	BPAJP00009417				2.00			2.00
	BPAJP00009430		1.00		1.00			2.00
	BPAJP00009436				4.00			4.00
	BPAJP00009438				1.00			1.00

VanderHouwen & Associates, Inc.	BPAJP00009449					1.00		1.00
	BPAJP00009448				3.00			3.00
	BPAJP00009451					2.00		2.00
	BPAJP00009421				1.00			1.00
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	BPAJP00009443	1.00						1.00
	BPAJP00009495	1.00			3.00			4.00
	BPAJP00009496	1.00			2.00			3.00
	BPAJP00009505				1.00	1.00		2.00
	BPAJP00009510				3.00			3.00
	BPAJP00009511		2.00		3.00		1.00	6.00
	BPAJP00009508			2.00				2.00
	BPAJP00009515		1.00					1.00
	BPAJP00009514		1.00		3.00		1.00	5.00
	BPAJP00009513				1.00			1.00
	BPAJP00009519	1.00	1.00		1.00			3.00
	BPAJP00009518				2.00			2.00
	BPAJP00009506	1.00	2.00				1.00	4.00
	BPAJP00009517		2.00		1.00			3.00
	BPAJP00009516		1.00		1.00			2.00
	BPAJP00009521		1.00		2.00			3.00
	BPAJP00009522				5.00			5.00
	BPAJP00009524				3.00			3.00
	BPAJP00009520				2.00			2.00
	BPAJP00009525				2.00			2.00
	BPAJP00009526				2.00			2.00
	BPAJP00009532		1.00					1.00
	BPAJP00009528	1.00	1.00		2.00			4.00
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	BPAJP00009535	1.00			3.00			4.00
	BPAJP00009536				2.00			2.00
	BPAJP00009546				5.00			5.00
	BPAJP00009547				2.00			2.00
	BPAJP00009544	1.00			1.00			2.00
	BPAJP00009552				2.00			2.00
	BPAJP00009556		1.00		1.00		1.00	3.00
	BPAJP00009558				1.00			1.00
	BPAJP00009560				2.00			2.00
	BPAJP00009561				1.00			1.00
	BPAJP00009564				1.00			1.00
	BPAJP00009571				1.00			1.00
	BPAJP00009572				2.00			2.00
	BPAJP00009569				2.00		1.00	3.00
	BPAJP00009574				1.00			1.00
	BPAJP00009570				2.00			2.00
	BPAJP00009578				1.00			1.00
	BPAJP00009584				1.00			1.00
	BPAJP00009566				1.00			1.00
	BPAJP00009586					1.00		1.00
	BPAJP00009568				1.00			1.00

VanderHouwen & Associates, Inc.	BPAJP00009523					3.00	1.00	4.00
	BPAJP00009563					1.00		1.00
<b>Grand Total</b>		<b>23.00</b>	<b>42.00</b>	<b>9.00</b>	<b>218.00</b>	<b>11.00</b>	<b>20.00</b>	<b>323.00</b>



		Filter to exclude blind rate max bill rates (anything less than \$2.00)			Data Source: JS Data VanderHouwen	
Job Seeker Status	(All)	Rate Compliance [\$/Hr]		Values		
		COMPLIANT				
Supplier	Max Requested Bill Rate [\$/Hr]	# JS Submitted	# Compliant	# Not Compliant	% Compliant	% Not Compliant
VanderHouwen & Associates, Inc.	0.01	2	0	2	100%	0%
	33.00	2	2	0	100%	0%
	38.00	4	4	0	100%	0%
	40.00	17	17	0	100%	0%
	43.00	1	1	0	100%	0%
	44.00	22	22	0	100%	0%
	45.00	6	6	0	100%	0%
	46.00	23	23	0	100%	0%
	48.00	25	25	0	100%	0%
	49.00	3	3	0	100%	0%
	50.00	2	2	0	100%	0%
	53.00	14	14	0	100%	0%
	54.00	4	4	0	100%	0%
	55.00	13	13	0	100%	0%
	56.00	2	2	0	100%	0%
	57.00	3	3	0	100%	0%
	60.00	2	2	0	100%	0%
	62.00	3	3	0	100%	0%
	64.00	7	7	0	100%	0%
	65.00	6	6	0	100%	0%
	67.00	1	1	0	100%	0%
	69.00	1	1	0	100%	0%
	75.00	3	3	0	100%	0%
	76.00	2	2	0	100%	0%
	78.00	3	3	0	100%	0%
	79.00	24	24	0	100%	0%
	80.00	15	15	0	100%	0%
	81.00	2	2	0	100%	0%
	82.50	4	4	0	100%	0%
	83.00	3	3	0	100%	0%
	85.00	21	21	0	100%	0%
	86.00	4	4	0	100%	0%
	87.00	5	5	0	100%	0%
	88.00	3	3	0	100%	0%
	89.00	9	9	0	100%	0%
	90.00	11	11	0	100%	0%
	91.00	1	1	0	100%	0%
	92.00	5	5	0	100%	0%
	93.00	1	1	0	100%	0%
	94.00	4	4	0	100%	0%
	95.00	7	7	0	100%	0%
	96.00	3	3	0	100%	0%
	99.00	3	3	0	100%	0%
	100.00	4	4	0	100%	0%

VanderHouwen & Associates, Inc.	101.00	2	2	0	100%	0%
	103.00	2	2	0	100%	0%
	106.00	9	9	0	100%	0%
	111.00	2	2	0	100%	0%
	115.00	3	3	0	100%	0%
	120.00	4	4	0	100%	0%
	140.00	1	1	0	100%	0%
<b>Grand Total</b>		<b>323</b>	<b>321</b>	<b>2</b>		

		Excludes Withdrawn or Rejected candidates			
		Data Source: JS Data VanderHouwen			
Job Seeker Status	(All)				
Supplier	Max Requested Bill Rate [\$/Hr]	Min of Distance [ST/Hr]	Average of Distance [ST/Hr]	Max of Distance [ST/Hr]	
VanderHouwen & Associates, Inc.	33.00	1.00	1.00	1.00	1.00
	38.00	0.79	1.16	2.25	
	40.00	0.10	0.19	0.42	
	43.00	1.00	1.00	1.00	
	44.00	0.00	0.05	0.50	
	45.00	0.01	0.01	0.01	
	46.00	0.00	0.27	0.68	
	48.00	0.00	0.55	1.38	
	49.00	0.70	0.70	0.70	
	50.00	0.10	0.10	0.10	
	53.00	0.05	0.88	4.41	
	54.00	0.10	0.78	1.00	
	55.00	0.02	0.47	3.95	
	56.00	0.00	0.50	1.00	
	57.00	0.10	0.10	0.10	
	60.00	1.00	2.00	3.00	
	62.00	0.50	1.36	3.09	
	64.00	0.01	1.79	3.02	
	65.00	0.05	0.74	1.00	
	67.00	0.10	0.10	0.10	
	69.00	0.10	0.10	0.10	
	75.00	0.05	0.22	0.50	
	76.00	2.00	2.00	2.00	
	78.00	0.01	4.34	7.01	
	79.00	0.10	1.83	13.00	
	80.00	0.10	1.47	3.47	
	81.00	3.46	3.46	3.46	
	82.50	0.00	0.28	0.51	
	83.00	0.10	2.69	7.47	
	85.00	0.11	2.54	9.98	
	86.00	0.00	2.92	8.50	
	87.00	0.10	0.38	0.50	
	88.00	1.10	9.24	15.00	
	89.00	0.10	3.25	8.44	
	90.00	0.83	1.57	2.20	
	91.00	2.00	2.00	2.00	
	92.00	0.25	7.32	20.50	
	93.00	1.75	1.75	1.75	
	94.00	0.35	1.09	3.01	
	95.00	0.00	2.69	6.00	
	96.00	1.34	3.11	4.00	
	99.00	1.32	5.35	7.36	
	100.00	2.81	6.62	15.00	
	101.00	0.00	1.16	2.31	
	103.00	0.00	2.16	4.31	
	106.00	1.27	5.29	10.62	

VanderHouwen & Associates, Inc.	111.00	0.01	4.51	9.00
	115.00	14.30	17.49	22.36
	120.00	8.50	9.25	10.00
	140.00	17.00	17.00	17.00
<b>VanderHouwen &amp; Associates, Inc. Total</b>	<b>0.00</b>	<b>1.90</b>	<b>22.36</b>	
<b>Grand Total</b>		<b>0.00</b>	<b>1.90</b>	<b>22.36</b>

Job Seeker Status	(All)			1 = On Time	0 = After Respond by	
					0 = Exclude	
Supplier	Job Seeker ID	Special Project?	Job Seeker Withdraw Date	Requisition Respond by Date/Time	OnTime W/D Cnt	
VanderHouwen & Associates, Inc.	VNDRJS00004973	NA	(blank)	09/03/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00004974	NA	(blank)	09/04/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00004975	Backfill	(blank)	09/05/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00004976	NA	(blank)	09/06/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00004977	NA	(blank)	09/06/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00004978	NA	(blank)	09/06/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00004979	Backfill	(blank)	09/09/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00004980	Backfill	(blank)	09/09/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00004981	Backfill	(blank)	09/09/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00004982	NA	(blank)	09/10/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00004983	Backfill	(blank)	09/16/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00004984	Backfill	(blank)	09/17/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00004985	NA	(blank)	09/09/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00004986	Backfill	(blank)	09/17/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00004987	NA	(blank)	09/17/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00004988	NA	(blank)	09/19/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00004989	NA	(blank)	09/19/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00004990	NA	(blank)	09/19/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00004991	Backfill	(blank)	09/25/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00004992	Backfill	(blank)	09/25/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00004993	NA	10/1/2019 14:49	10/01/2019	1	
VanderHouwen & Associates, Inc.	VNDRJS00004994	NA	(blank)	10/01/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00004995	NA	(blank)	10/01/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00004996	NA	(blank)	10/01/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00004997	NA	(blank)	10/01/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00004998	NA	(blank)	10/01/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00004999	NA	(blank)	10/01/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00005000	Backfill	(blank)	10/02/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00005001	Backfill	(blank)	10/02/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00005002	Backfill	(blank)	10/02/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00005003	NA	(blank)	10/08/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00005004	NA	(blank)	10/08/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00005005	NA	(blank)	10/08/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00005006	Backfill	(blank)	10/11/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00005007	Backfill	(blank)	10/11/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00005008	Backfill	(blank)	10/11/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00005009	Backfill	(blank)	10/11/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00005010	Backfill	(blank)	10/16/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00005011	Backfill	(blank)	10/21/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00005012	Backfill	(blank)	10/21/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00005013	Backfill	11/22/2019 14:40	10/21/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00005014	Backfill	(blank)	10/28/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00005015	Backfill	(blank)	10/24/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00005016	Backfill	(blank)	10/23/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00005017	NA	(blank)	10/29/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00005018	Backfill	(blank)	10/30/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00005019	NA	(blank)	10/31/2019	0	
VanderHouwen & Associates, Inc.	VNDRJS00005020	NA	(blank)	11/04/2019	0	

VanderHouwen & Associates, Inc.	VNDRJS00005021	Backfill	(blank)		11/05/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005022	Backfill	(blank)		11/05/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005023	NA	(blank)		11/08/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005024	NA		11/8/2019 17:00	11/08/2019	1
VanderHouwen & Associates, Inc.	VNDRJS00005025	NA	(blank)		11/08/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005026	NA		11/22/2019 14:38	11/08/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005027	NA	(blank)		11/08/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005028	NA	(blank)		11/08/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005029	Backfill	(blank)		11/14/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005030	Backfill	(blank)		11/20/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005031	Deja Vu	(blank)		11/13/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005032	Deja Vu	(blank)		11/13/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005033	Deja Vu	(blank)		11/13/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005034	Deja Vu	(blank)		11/13/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005035	NA	(blank)		11/13/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005036	Deja Vu	(blank)		11/13/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005037	Backfill	(blank)		11/14/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005038	NA	(blank)		11/14/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005039	Position Review - Recompete		11/18/2019 16:01	11/18/2019	1
VanderHouwen & Associates, Inc.	VNDRJS00005040	Position Review - Recompete	(blank)		11/18/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005041	Position Review - Recompete	(blank)		11/18/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005042	Backfill	(blank)		11/18/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005043	Backfill	(blank)		11/18/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005044	Backfill		11/20/2019 15:53	11/20/2019	1
VanderHouwen & Associates, Inc.	VNDRJS00005045	Backfill	(blank)		11/20/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005046	Backfill	(blank)		11/21/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005047	Backfill	(blank)		11/21/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005048	NA	(blank)		11/26/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005049	NA		11/22/2019 14:35	11/26/2019	1
VanderHouwen & Associates, Inc.	VNDRJS00005050	NA	(blank)		11/29/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005051	Backfill	(blank)		11/29/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005052	NA	(blank)		11/26/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005053	NA	(blank)		11/27/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005054	NA	(blank)		11/27/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005055	NA	(blank)		11/29/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005056	NA	(blank)		11/29/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005057	NA	(blank)		12/09/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005058	NA	(blank)		12/09/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005059	Backfill	(blank)		12/11/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005060	NA	(blank)		12/13/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005061	NA	(blank)		12/12/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005062	NA	(blank)		12/12/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005063	NA	(blank)		12/12/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005064	Backfill	(blank)		12/16/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005065	Backfill	(blank)		12/16/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005066	NA	(blank)		12/19/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005067	NA	(blank)		12/19/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005068	Backfill	(blank)		12/20/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005069	Backfill	(blank)		12/26/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005070	Backfill	(blank)		12/26/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005071	NA	(blank)		12/26/2019	0

VanderHouwen & Associates, Inc.	VNDRJS00005072	NA	(blank)		12/26/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005073	NA	(blank)		01/03/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005074	NA	(blank)		01/03/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005075	NA	(blank)		01/03/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005076	NA	(blank)		01/02/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005077	NA	(blank)		12/31/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005078	NA	(blank)		12/31/2019	0
VanderHouwen & Associates, Inc.	VNDRJS00005079	NA	(blank)		01/02/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005080	NA	(blank)		01/02/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005081	NA	(blank)		01/03/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005082	NA	(blank)		01/03/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005083	NA	(blank)		01/03/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005084	NA		1/6/2020 17:12	01/06/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005085	NA	(blank)		01/06/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005086	NA	(blank)		01/06/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005087	NA	(blank)		01/06/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005088	NA	(blank)		01/06/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005089	Deja Vu	(blank)		01/07/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005090	Deja Vu	(blank)		01/07/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005091	NA	(blank)		01/08/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005092	NA	(blank)		01/08/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005093	Backfill	(blank)		01/08/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005094	Backfill	(blank)		01/14/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005095	Backfill	(blank)		01/14/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005096	Position Review - Recompete	(blank)		01/15/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005097	Backfill	(blank)		01/21/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005098	Backfill	(blank)		01/21/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005099	Backfill	(blank)		01/24/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005100	Backfill	(blank)		01/24/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005101	Backfill	(blank)		01/24/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005102	NA	(blank)		01/27/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005103	Backfill	(blank)		01/24/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005104	Backfill	(blank)		01/24/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005105	Backfill	(blank)		01/24/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005106	NA	(blank)		01/27/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005107	NA	(blank)		01/27/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005108	NA		1/29/2020 17:14	01/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005109	Backfill		1/29/2020 16:41	01/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005110	NA		1/29/2020 16:29	01/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005111	NA	(blank)		01/29/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005112	NA	(blank)		01/29/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005113	Backfill	(blank)		01/29/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005114	NA	(blank)		01/29/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005115	Backfill	(blank)		01/31/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005116	Backfill	(blank)		02/03/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005117	Backfill	(blank)		02/03/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005118	Backfill	(blank)		01/31/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005119	Backfill	(blank)		01/31/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005120	NA	(blank)		02/04/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005121	Position Review - Recompete	(blank)		02/04/2020	0
VanderHouwen & Associates, Inc.	VNDRJS00005122	NA	(blank)		02/04/2020	0















VanderHouwen & Associates, Inc.	2020-01	2020-04	2020-06	Grand Total
<b>Administrative Supplemental</b>				
Invol		0		0
Vol		1		1
<b>Total</b>		<b>1</b>		<b>1</b>
<b>IT Supplemental</b>				
Invol	0			0
Vol	1			1
<b>Total</b>	<b>1</b>			<b>1</b>
<b>Tech/Prof Supplemental</b>				
Invol			0	0
Vol			1	1
<b>Total</b>			<b>1</b>	<b>1</b>
<b>VanderHouwen Total</b>				
Invol	0	0	0	0
Vol	1	1	1	3
<b>Total</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>3</b>







Based on the average Markup at the end of each month													
Supplier	2019-09	2019-10	2019-11	2019-12	2020-01	2020-02	2020-03	2020-04	2020-05	2020-06	2020-07	2020-08	12-Month Avg
VanderHouwen & Associates, Inc.	72.00%	76.00%	85.00%	68.00%	65.86%	63.25%	60.69%	60.65%	60.65%	60.79%	60.79%	60.70%	62.42%
All Suppliers	58.08%	57.84%	58.51%	56.68%	58.51%	59.30%	59.31%	58.45%	58.16%	58.11%	57.84%	57.32%	58.19%

		Supplier1
		Supplier2
		Supplier3
		Supplier4
		Supplier5
		Supplier6
		Supplier7
		Supplier8
		Supplier9
		VanderHouwen
		Supplier11
		Supplier12
		Supplier13

20		30	
Markup Rank - New Positions	Markup Score - New Positions	Markup Rank - All Positions	Markup Score - All Positions
1	20.0	8	13.8
2	18.5	4	23.1
3	16.9	6	18.5
4	15.4	1	30.0
5	13.8	11	6.9
6	12.3	3	25.4
7	10.8	5	20.8
8	9.2	9	11.5
9	7.7	2	27.7
10	6.2	10	9.2
11	4.6	12	4.6
12	3.1	7	16.2
13	1.5	13	2.3

BPA_SCORECARD JP2_D2 (Requisition Create Date Between 09/01/2019 and 08/31/2020)									
Requisition ID	Labor Type	Requisition Title	Requisition Status	Requisition Create Date	Supplier	# Responses	# Hired	Close Reason	Special Project?
BPAJPO0009227	Business Professional	Business Analyst 3	Closed	43713.71628	VanderHouwen & Associates, Inc.	1	0	Will be re-posted under a new Requisition	NA
BPAJPO0009231	Technical	Project Manager 3 (IT Projects)	Closed	43717.31814	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009235	Admin/Clerical	Administrative Services Assistant 3	Closed	43720.70595	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled	NA
BPAJPO0009236	Business Professional	Project Mgr 3 (Non-IT)	Closed	43720.71793	VanderHouwen & Associates, Inc.	0	0	Other - See Comments	Backfill
BPAJPO0009238	Technical	Business Systems Analyst 2 (N-IT)	Closed	43724.37997	VanderHouwen & Associates, Inc.	2	0	All needed positions have been filled	Backfill
BPAJPO0009240	Technical	Information System Security Engineer	Closed	43725.42097	VanderHouwen & Associates, Inc.	0	0	No suitable candidates found	NA
BPAJPO0009241	Technical	Information System Security Engineer	Closed	43725.42576	VanderHouwen & Associates, Inc.	0	0	Will be re-posted under a new Requisition	NA
BPAJPO0009242	Admin/Clerical	Administrative Services Assistant 2	Closed	43726.62804	VanderHouwen & Associates, Inc.	2	0	Other - See Comments	Backfill
BPAJPO0009243	Business Professional	Program Support Specialist	Closed	43728.41953	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled	NA
BPAJPO0009244	Technical	Project Manager 3 (IT Projects)	Closed	43728.45438	VanderHouwen & Associates, Inc.	5	0	Will be re-posted under a new Requisition	NA
BPAJPO0009247	Admin/Clerical	Administrative Services Assistant 3	Closed	43732.6624	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009249	Business Professional	Disbursement Specialist 2	Closed	43735.38856	VanderHouwen & Associates, Inc.	0	0	Will be re-posted under a new Requisition	Backfill
BPAJPO0009251	Admin/Clerical	Administrative Services Assistant 2	Closed	43738.45826	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled	NA
BPAJPO0009254	Business Professional	Operations Analyst 3	Closed	43740.456	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled	Deja Vu
BPAJPO0009256	Admin/Clerical	Administrative Services Assistant 2	Closed	43742.39941	VanderHouwen & Associates, Inc.	4	0	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009257	Technical	Software Developer / Programmer 3	Closed	43745.41666	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009258	Business Professional	Business Analyst 3	Closed	43747.36557	VanderHouwen & Associates, Inc.	0	0	No Longer Needed	Backfill
BPAJPO0009259	Business Professional	Operations Analyst 3	Closed	43747.53112	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled	NA
BPAJPO0009260	Technical	Desktop Technical Customer Support 3	Closed	43747.56005	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled	Deja Vu
BPAJPO0009261	Admin/Clerical	Administrative Services Assistant 3	Closed	43749.37087	VanderHouwen & Associates, Inc.	3	1	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009262	Business Professional	Operations Analyst 1	Closed	43749.42097	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009263	Business Professional	Project Mgr 3 (Non-IT)	Closed	43749.43035	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009266	Technical	Security Control Assessor 2	Closed	43753.39838	VanderHouwen & Associates, Inc.	0	0	Other - See Comments	Backfill
BPAJPO0009267	Technical	Security Control Assessor 3	Closed	43753.40068	VanderHouwen & Associates, Inc.	0	0	Other - See Comments	Backfill
BPAJPO0009270	Business Professional	Business Analyst 3	Closed	43754.66525	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled	NA
BPAJPO0009271	Admin/Clerical	Administrative Services Assistant 2	Closed	43755.6245	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009272	Technical	Project Manager 3 (IT Projects)	Closed	43759.26568	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled	NA
BPAJPO0009273	Admin/Clerical	Administrative Services Assistant 3	Closed	43759.29873	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009275	Admin/Clerical	Administrative Technician 3	Closed	43759.60969	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009276	Business Professional	Business Analyst 2	Closed	43759.64372	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled	NA
BPAJPO0009277	Technical	Business Systems Analyst 3 (N-IT)	Closed	43760.62969	VanderHouwen & Associates, Inc.	0	0	Will be re-posted under a new Requisition	NA
BPAJPO0009278	Business Professional	Project Mgr 3 (Non-IT)	Closed	43761.68118	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled	NA
BPAJPO0009279	Admin/Clerical	Administrative Technician 3	Closed	43762.30935	VanderHouwen & Associates, Inc.	2	0	Will be re-posted under a new Requisition	Backfill
BPAJPO0009284	Business Professional	Project Mgr 3 (Non-IT)	Closed	43767.56082	VanderHouwen & Associates, Inc.	4	0	No Longer Needed	NA
BPAJPO0009286	Technical	Business Systems Analyst 3 (N-IT)	Closed	43769.48653	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009287	Technical	System Administrator 3	Closed	43769.55757	VanderHouwen & Associates, Inc.	5	1	Auto-closed when Requisition positions are filled	Deja Vu
BPAJPO0009289	Admin/Clerical	Administrative Services Assistant 3	Closed	43770.30238	VanderHouwen & Associates, Inc.	2	0	Will be re-posted under a new Requisition	NA
BPAJPO0009290	Technical	Business Systems Analyst 3 (N-IT)	Closed	43770.45426	VanderHouwen & Associates, Inc.	1	0	All needed positions have been filled	NA
BPAJPO0009291	Admin/Clerical	Administrative Services Assistant 2	Closed	43773.4026	VanderHouwen & Associates, Inc.	3	0	No suitable candidates found	Backfill
BPAJPO0009293	Admin/Clerical	Administrative Services Assistant 3	Closed	43774.40568	VanderHouwen & Associates, Inc.	2	1	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009295	Business Professional	Business Analyst 2	Closed	43774.42105	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled	NA
BPAJPO0009299	Business Professional	Graphic Designer	Closed	43775.62455	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled	Position Review - Recompete
BPAJPO0009303	Business Professional	Project Mgr 3 (Non-IT)	Closed	43781.36147	VanderHouwen & Associates, Inc.	2	0	No Longer Needed	Backfill
BPAJPO0009306	Business Professional	Project Mgr 3 (Non-IT)	Closed	43782.29565	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled	Position Review - Recompete
BPAJPO0009307	Business Professional	Operations Analyst 3	Closed	43782.33285	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled	NA
BPAJPO0009310	Admin/Clerical	Administrative Services Assistant 3	Closed	43784.446	VanderHouwen & Associates, Inc.	3	1	Auto-closed when Requisition positions are filled	NA
BPAJPO0009311	Business Professional	Business Analyst 3	Closed	43784.55705	VanderHouwen & Associates, Inc.	0	0	Will be re-posted under a new Requisition	NA
BPAJPO0009312	Business Professional	Program Support Specialist	Closed	43787.41291	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled	NA
BPAJPO0009313	Technical	Information System Security Engineer	Closed	43787.41303	VanderHouwen & Associates, Inc.	2	1	Auto-closed when Requisition positions are filled	NA

BPAJPO0009314	Technical	Information System Security Engineer	Closed	43787.41771	VanderHouwen & Associates, Inc.	0	0	No Longer Needed	NA
BPAJPO0009315	Business Professional	Business Analyst 3	Closed	43788.41111	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009320	Admin/Clerical	Administrative Services Assistant 2	Closed	43788.61512	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009321	Business Professional	Data Steward 1	Closed	43789.38576	VanderHouwen & Associates, Inc.	0	0	Will be re-posted under a new Requisition	NA
BPAJPO0009322	Business Professional	Business Analyst 2	Closed	43790.36701	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled	NA
BPAJPO0009325	Business Professional	Operations Analyst 3	Closed	43790.50189	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled	Position Review - Recompete
BPAJPO0009327	Technical	Software Developer / Programmer 2	Closed	43794.3674	VanderHouwen & Associates, Inc.	2	2	Auto-closed when Requisition positions are filled	NA
BPAJPO0009334	Technical	Security Control Assessor 2	Closed	43802.40809	VanderHouwen & Associates, Inc.	0	0	No Longer Needed	Backfill
BPAJPO0009335	Technical	Security Control Assessor 3	Closed	43802.41632	VanderHouwen & Associates, Inc.	1	0	Other - See Comments	Backfill
BPAJPO0009336	Technical	System Administrator 2	Closed	43803.29964	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled	NA
BPAJPO0009338	Business Professional	Program Support Specialist	Closed	43804.43847	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled	NA
BPAJPO0009339	Business Professional	Inventory Specialist	Closed	43804.44238	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled	NA
BPAJPO0009342	Admin/Clerical	Administrative Services Assistant 3	Closed	43808.37588	VanderHouwen & Associates, Inc.	2	0	No Longer Needed	NA
BPAJPO0009343	Technical	Information System Security Engineer	Closed	43810.36527	VanderHouwen & Associates, Inc.	1	1	Auto-closed when Requisition positions are filled	NA
BPAJPO0009344	Technical	Information System Security Engineer	Closed	43810.36671	VanderHouwen & Associates, Inc.	1	0	No Longer Needed	NA
BPAJPO0009345	Business Professional	Disbursement Specialist 2	Closed	43811.36344	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009346	Technical	Business Systems Analyst 3 (N-IT)	Closed	43812.5815	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled	NA
BPAJPO0009348	Technical	System Administrator 3	Closed	43816.33554	VanderHouwen & Associates, Inc.	2	1	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009351	Admin/Clerical	Administrative Services Assistant 3	Closed	43817.39942	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled	NA
BPAJPO0009353	Technical	System Administrator 2	Closed	43817.57271	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled	Deja Vu
BPAJPO0009354	Business Professional	Project Coordinator 1	Closed	43818.29738	VanderHouwen & Associates, Inc.	5	1	Auto-closed when Requisition positions are filled	NA
BPAJPO0009357	Business Professional	Program Support Specialist	Closed	43822.43449	VanderHouwen & Associates, Inc.	0	0	No Longer Needed	NA
BPAJPO0009358	Business Professional	Business Analyst 3	Closed	43822.45036	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled	NA
BPAJPO0009359	Business Professional	Program Support Specialist	Closed	43822.47718	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled	NA
BPAJPO0009360	Technical	Project Manager 3 (IT Projects)	Closed	43825.56821	VanderHouwen & Associates, Inc.	1	0	Will be re-posted under a new Requisition	Backfill
BPAJPO0009362	Business Professional	Business Analyst 3	Closed	43829.33909	VanderHouwen & Associates, Inc.	2	1	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009363	Admin/Clerical	Administrative Services Assistant 3	Closed	43829.45103	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled	NA
BPAJPO0009367	Business Professional	Operations Analyst 2	Closed	43829.54659	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled	Position Review - Recompete
BPAJPO0009368	Technical	Software Developer / Programmer 3	Closed	43833.3689	VanderHouwen & Associates, Inc.	2	0	No suitable candidates found	Backfill
BPAJPO0009370	Technical	Software Developer / Programmer 3	Closed	43838.46014	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009371	Business Professional	Business Analyst 2	Closed	43840.28332	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009372	Admin/Clerical	Administrative Services Assistant 3	Closed	43840.37369	VanderHouwen & Associates, Inc.	0	0	Other - See Comments	Backfill
BPAJPO0009373	Admin/Clerical	Administrative Technician 3	Closed	43843.39653	VanderHouwen & Associates, Inc.	0	0	Will be re-posted under a new Requisition	Backfill
BPAJPO0009374	Business Professional	Operations Analyst 1	Closed	43843.64354	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009378	Technical	System Administrator 3	Closed	43846.3319	VanderHouwen & Associates, Inc.	5	0	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009379	Admin/Clerical	Administrative Services Assistant 3	Closed	43846.6449	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled	NA
BPAJPO0009381	Business Professional	Business Analyst 3	Closed	43846.67839	VanderHouwen & Associates, Inc.	5	1	Auto-closed when Requisition positions are filled	NA
BPAJPO0009382	Technical	Software Developer / Programmer 2	Closed	43847.3517	VanderHouwen & Associates, Inc.	2	1	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009386	Admin/Clerical	Administrative Services Assistant 3	Closed	43852.42128	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009387	Admin/Clerical	Administrative Services Assistant 3	Closed	43853.51867	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009389	Business Professional	Program Support Specialist	Closed	43854.45196	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled	NA
BPAJPO0009390	Technical	Information System Security Engineer	Closed	43854.53639	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009391	Technical	Database Administrator 2 (N-IT)	Closed	43854.5395	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled	Position Review - Recompete
BPAJPO0009392	Technical	Business Systems Analyst 3 (N-IT)	Closed	43859.54388	VanderHouwen & Associates, Inc.	0	0	Other - See Comments	NA
BPAJPO0009396	Business Professional	Project Mgr 3 (Non-IT)	Closed	43864.42883	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled	Deja Vu
BPAJPO0009398	Technical	Security Control Assessor 2	Closed	43866.35616	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009399	Technical	Security Control Assessor 3	Closed	43866.36	VanderHouwen & Associates, Inc.	2	0	No Longer Needed	Backfill
BPAJPO0009400	Technical	Business Systems Analyst 1 (N-IT)	Closed	43866.58285	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled	NA
BPAJPO0009401	Business Professional	Program Support Specialist	Closed	43867.46787	VanderHouwen & Associates, Inc.	2	0	Other - See Comments	NA
BPAJPO0009402	Business Professional	Program Support Specialist	Closed	43868.29537	VanderHouwen & Associates, Inc.	4	0	Auto-closed when Requisition positions are filled	Backfill
BPAJPO0009403	Business Professional	Program Support Specialist	Closed	43868.30053	VanderHouwen & Associates, Inc.	2	0	No Longer Needed	Backfill

BPAJ00009404	Business Professional	Operations Analyst 2	Closed	43868.44613	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled	Backfill
BPAJ00009405	Business Professional	Operations Analyst 3	Closed	43868.46126	VanderHouwen & Associates, Inc.	2	0	Other - See Comments	Backfill
BPAJ00009406	Business Professional	Project Mgr 2 (Non-IT)	Closed	43868.47838	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled	Backfill
BPAJ00009407	Admin/Clerical	Administrative Services Assistant 2	Closed	43871.28688	VanderHouwen & Associates, Inc.	3	0	No suitable candidates found	Backfill
BPAJ00009408	Business Professional	Program Support Specialist	Closed	43871.47044	VanderHouwen & Associates, Inc.	0	0	Other - See Comments	Backfill
BPAJ00009409	Business Professional	Accountant	Closed	43872.38484	VanderHouwen & Associates, Inc.	3	0	Other - See Comments	NA
BPAJ00009412	Technical	Business Systems Analyst 3 (N-IT)	Closed	43874.56264	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled	NA
BPAJ00009413	Technical	Software Developer / Programmer 3	Closed	43874.59039	VanderHouwen & Associates, Inc.	1	0	Other - See Comments	Backfill
BPAJ00009414	Business Professional	Program Support Specialist 1	Closed	43875.29152	VanderHouwen & Associates, Inc.	0	0	Will be re-posted under a new Requisition	Backfill
BPAJ00009415	Business Professional	Program Support Specialist 1	Closed	43875.60648	VanderHouwen & Associates, Inc.	0	0	Will be re-posted under a new Requisition	Backfill
BPAJ00009416	Technical	Software Developer / Programmer 3	Closed	43876.36058	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled	Backfill
BPAJ00009417	Business Professional	Project Coordinator 1	Closed	43876.39473	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled	NA
BPAJ00009418	Admin/Clerical	Administrative Services Assistant 3	Closed	43879.37061	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled	Backfill
BPAJ00009419	Business Professional	Program Support Specialist 1	Closed	43879.49495	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled	Backfill
BPAJ00009420	Technical	Software Developer / Programmer 2	Closed	43879.5722	VanderHouwen & Associates, Inc.	2	0	Other - See Comments	Backfill
BPAJ00009421	Technical	System Administrator 3	Closed	43880.33027	VanderHouwen & Associates, Inc.	1	0	Other - See Comments	Backfill
BPAJ00009422	Business Professional	Disbursement Specialist 2	Closed	43881.39557	VanderHouwen & Associates, Inc.	3	0	No Longer Needed	NA
BPAJ00009425	Admin/Clerical	Administrative Services Assistant 3	Closed	43885.40372	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled	Backfill
BPAJ00009426	Business Professional	Program Support Specialist 2	Closed	43885.43679	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled	Backfill
BPAJ00009427	Business Professional	Project Mgr 2 (Non-IT)	Closed	43885.44985	VanderHouwen & Associates, Inc.	1	0	Other - See Comments	NA
BPAJ00009428	Admin/Clerical	Administrative Services Assistant 3	Closed	43887.44255	VanderHouwen & Associates, Inc.	4	1	Auto-closed when Requisition positions are filled	Backfill
BPAJ00009429	Admin/Clerical	Administrative Technician 3	Closed	43888.3448	VanderHouwen & Associates, Inc.	0	0	Other - See Comments	Backfill
BPAJ00009430	Business Professional	Operations Analyst 2	Closed	43888.65419	VanderHouwen & Associates, Inc.	2	0	Other - See Comments	Backfill
BPAJ00009433	Technical	Software Developer / Programmer 3	Closed	43892.37429	VanderHouwen & Associates, Inc.	0	0	Other - See Comments	Backfill
BPAJ00009436	Technical	System Administrator 2	Closed	43892.51028	VanderHouwen & Associates, Inc.	4	0	Other - See Comments	NA
BPAJ00009437	Technical	Database Administrator 2 (N-IT)	Closed	43892.55682	VanderHouwen & Associates, Inc.	0	0	Other - See Comments	NA
BPAJ00009438	Technical	Database Administrator 3 (N-IT)	Closed	43892.56274	VanderHouwen & Associates, Inc.	1	0	Other - See Comments	NA
BPAJ00009439	Technical	Database Administrator 2 (N-IT)	Closed	43892.57333	VanderHouwen & Associates, Inc.	0	0	Other - See Comments	NA
BPAJ00009440	Technical	Database Administrator 3 (N-IT)	Closed	43892.5794	VanderHouwen & Associates, Inc.	0	0	Other - See Comments	NA
BPAJ00009443	Technical	Business Systems Analyst 1 (N-IT)	Closed	43893.63648	VanderHouwen & Associates, Inc.	1	1	Auto-closed when Requisition positions are filled	NA
BPAJ00009447	Technical	Business Systems Analyst 3 (N-IT)	Closed	43895.61075	VanderHouwen & Associates, Inc.	1	0	Other - See Comments	NA
BPAJ00009448	Technical	System Administrator 3	Closed	43896.29671	VanderHouwen & Associates, Inc.	3	0	Other - See Comments	Backfill
BPAJ00009449	Business Professional	Program Support Specialist 2	Closed	43896.40957	VanderHouwen & Associates, Inc.	1	0	Other - See Comments	NA
BPAJ00009450	Business Professional	Business Analyst 2	Closed	43896.60037	VanderHouwen & Associates, Inc.	0	0	Other - See Comments	NA
BPAJ00009451	Technical	System Administrator 2	Closed	43899.61119	VanderHouwen & Associates, Inc.	2	0	Other - See Comments	Backfill
BPAJ00009455	Technical	Business Systems Analyst 3 (N-IT)	Closed	43901.5739	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled	Position Review - Recompete
BPAJ00009481	Technical	Network Administrator 3	Closed	43909.58203	VanderHouwen & Associates, Inc.	0	0	Other - See Comments	Backfill
BPAJ00009495	Business Professional	Technical Writer 1 (Non-IT)	Closed	43937.39486	VanderHouwen & Associates, Inc.	4	1	All needed positions have been filled	Backfill
BPAJ00009496	Business Professional	Business Analyst 3	Closed	43938.5703	VanderHouwen & Associates, Inc.	3	1	Auto-closed when Requisition positions are filled	NA
BPAJ00009505	Business Professional	Business Analyst 3	Closed	43958.46642	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled	Backfill
BPAJ00009506	Business Professional	Program Support Specialist 1	Closed	43965.47061	VanderHouwen & Associates, Inc.	4	1	Auto-closed when Requisition positions are filled	NA
BPAJ00009508	Technical	Data Analyst 2	Closed	43965.54508	VanderHouwen & Associates, Inc.	2	0	Other - See Comments	NA
BPAJ00009510	Business Professional	Program Support Specialist 1	Closed	43966.60223	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled	NA
BPAJ00009511	Technical	System Administrator 2	Closed	43969.28448	VanderHouwen & Associates, Inc.	6	0	Auto-closed when Requisition positions are filled	Backfill
BPAJ00009513	Technical	Business Systems Analyst 3 (N-IT)	Closed	43969.5413	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled	Position Review - Recompete
BPAJ00009514	Technical	System Administrator 2	Closed	43969.56669	VanderHouwen & Associates, Inc.	5	0	Auto-closed when Requisition positions are filled	Backfill
BPAJ00009515	Business Professional	Operations Analyst 2	Closed	43970.375	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled	Backfill
BPAJ00009516	Business Professional	Business Analyst 2	Closed	43970.41656	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled	Backfill
BPAJ00009517	Business Professional	Accountant 2	Closed	43970.46888	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled	NA
BPAJ00009518	Business Professional	Program Support Specialist 1	Closed	43970.56235	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled	Position Review - Recompete
BPAJ00009519	Technical	System Administrator 3	Closed	43971.51316	VanderHouwen & Associates, Inc.	3	1	Auto-closed when Requisition positions are filled	Backfill

BPAJ00009520	Business Professional	Operations Analyst 2	Closed	43973.40233	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled	Backfill
BPAJ00009521	Business Professional	Program Support Specialist 2	Closed	43973.41988	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled	NA
BPAJ00009522	Technical	Software Developer / Programmer 2	Closed	43973.43252	VanderHouwen & Associates, Inc.	5	0	Auto-closed when Requisition positions are filled	Backfill
BPAJ00009523	Technical	Project Manager 3 (IT Projects)	Closed	43973.5866	VanderHouwen & Associates, Inc.	4	0	Will be re-posted under a new Requisition	NA
BPAJ00009524	Business Professional	Program Support Specialist 2	Closed	43977.55041	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled	NA
BPAJ00009525	Technical	Business Systems Analyst 3 (N-IT)	Haltd	43978.67113	VanderHouwen & Associates, Inc.	2	0		NA
BPAJ00009526	Business Professional	Program Support Specialist 3	Closed	43979.29093	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled	NA
BPAJ00009528	Business Professional	Operations Analyst 3	Closed	43983.46116	VanderHouwen & Associates, Inc.	4	1	Auto-closed when Requisition positions are filled	Backfill
BPAJ00009529	Technical	Network Administrator 3	Closed	43985.35216	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled	Backfill
BPAJ00009532	Technical	Infrastructure Engineer 3 (IT)	Haltd	43987.27398	VanderHouwen & Associates, Inc.	1	0		Backfill
BPAJ00009533	Business Professional	Program Support Specialist 1	Submitted	43987.34153	VanderHouwen & Associates, Inc.	2	0		Backfill
BPAJ00009534	Business Professional	Business Analyst 2	Closed	43990.3814	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled	NA
BPAJ00009535	Technical	Project Manager 2 (IT Projects)	Haltd	43990.40343	VanderHouwen & Associates, Inc.	4	1		NA
BPAJ00009536	Technical	Business Systems Analyst 1 (N-IT)	Closed	43991.42088	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled	NA
BPAJ00009544	Business Professional	Business Analyst 3	Haltd	43998.46047	VanderHouwen & Associates, Inc.	2	1		NA
BPAJ00009546	Technical	Technical Business Analyst 2	Submitted	44000.40542	VanderHouwen & Associates, Inc.	5	0		Backfill
BPAJ00009547	Business Professional	Technical Writer 3 (Non-IT)	Closed	44000.47966	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled	NA
BPAJ00009552	Technical	Software Developer / Programmer 3	Submitted	44011.54604	VanderHouwen & Associates, Inc.	2	0		NA
BPAJ00009556	Business Professional	Program Support Specialist 1	Submitted	44019.40934	VanderHouwen & Associates, Inc.	3	0		Backfill
BPAJ00009558	Business Professional	Project Mgr 2 (Non-IT)	Submitted	44025.35834	VanderHouwen & Associates, Inc.	1	0		NA
BPAJ00009560	Business Professional	Operations Analyst 3	Closed	44026.46221	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled	Position Review - Recompete
BPAJ00009561	Business Professional	Business Analyst 2	Submitted	44026.49867	VanderHouwen & Associates, Inc.	1	0		NA
BPAJ00009563	Technical	Business Systems Analyst 3 (N-IT)	Closed	44027.40008	VanderHouwen & Associates, Inc.	1	0	No Longer Needed	Backfill
BPAJ00009564	Technical	Business Systems Analyst 3 (N-IT)	Submitted	44027.41394	VanderHouwen & Associates, Inc.	1	0		Backfill
BPAJ00009566	Business Professional	Business Analyst 3	Submitted	44028.5066	VanderHouwen & Associates, Inc.	1	0		NA
BPAJ00009568	Technical	Software Developer / Programmer 2	Submitted	44029.49488	VanderHouwen & Associates, Inc.	1	0		Backfill
BPAJ00009569	Business Professional	Program Support Specialist 2	Closed	44032.32075	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled	NA
BPAJ00009570	Technical	Technical Business Analyst 3	Submitted	44032.50218	VanderHouwen & Associates, Inc.	2	0		NA
BPAJ00009571	Business Professional	Data Steward 1	Closed	44032.58096	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled	Backfill
BPAJ00009572	Business Professional	Program Support Specialist 2	Submitted	44033.31293	VanderHouwen & Associates, Inc.	2	0		Backfill
BPAJ00009574	Business Professional	Business Analyst 3	Submitted	44033.56396	VanderHouwen & Associates, Inc.	1	0		NA
BPAJ00009578	Business Professional	Business Analyst 2	Submitted	44035.35541	VanderHouwen & Associates, Inc.	1	0		NA
BPAJ00009584	Technical	Data Scientist	Submitted	44053.65405	VanderHouwen & Associates, Inc.	1	0		NA
BPAJ00009586	Admin/Clerical	Administrative Services Assistant 2	Submitted	44057.31728	VanderHouwen & Associates, Inc.	1	0		Position Review - Recompete
BPAJ00009589	Business Professional	Program Support Specialist 1	Submitted	44068.4776	VanderHouwen & Associates, Inc.	0	0		Backfill
BPAJ00009592	Technical	Information System Security Engineer	Closed	44070.44523	VanderHouwen & Associates, Inc.	0	0	Will be re-posted under a new Requisition	Backfill
BPAJ00009594	Technical	Infrastructure Engineer 3 (IT)	Submitted	44071.56434	VanderHouwen & Associates, Inc.	0	0		Backfill











BPA_SCORECARD_JS2_DZ (Job Seeker Submit Date Between 09/01/2019 and 08/31/2020)					
Job Seeker ID	Requisition ID	Supplier	Max Requested Bill Rate [\$/Hr]	Presented Bill Rate [\$/Hr]	Rejected?
VNDRJS00004973	BPAJP00009211	VanderHouwen & Associates, Inc.	\$75.00	\$74.95	
VNDRJS00004974	BPAJP00009219	VanderHouwen & Associates, Inc.	\$83.00	\$82.90	
VNDRJS00004975	BPAJP00009215	VanderHouwen & Associates, Inc.	\$87.00	\$86.90	
VNDRJS00004976	BPAJP00009221	VanderHouwen & Associates, Inc.	\$44.00	\$44.00	
VNDRJS00004977	BPAJP00009221	VanderHouwen & Associates, Inc.	\$44.00	\$44.00	
VNDRJS00004978	BPAJP00009221	VanderHouwen & Associates, Inc.	\$44.00	\$44.00	
VNDRJS00004979	BPAJP00009222	VanderHouwen & Associates, Inc.	\$50.00	\$49.90	
VNDRJS00004980	BPAJP00009222	VanderHouwen & Associates, Inc.	\$50.00	\$49.90	
VNDRJS00004981	BPAJP00009223	VanderHouwen & Associates, Inc.	\$69.00	\$68.90	
VNDRJS00004982	BPAJP00009218	VanderHouwen & Associates, Inc.	\$67.00	\$66.90	
VNDRJS00004983	BPAJP00009201	VanderHouwen & Associates, Inc.	\$83.00	\$82.50	
VNDRJS00004984	BPAJP00009231	VanderHouwen & Associates, Inc.	\$111.00	\$102.00	
VNDRJS00004985	BPAJP00009216	VanderHouwen & Associates, Inc.	\$85.00	\$75.25	
VNDRJS00004986	BPAJP00009231	VanderHouwen & Associates, Inc.	\$111.00	\$110.99	
VNDRJS00004987	BPAJP00009227	VanderHouwen & Associates, Inc.	\$80.00	\$79.00	
VNDRJS00004988	BPAJP00009235	VanderHouwen & Associates, Inc.	\$45.00	\$44.99	
VNDRJS00004989	BPAJP00009235	VanderHouwen & Associates, Inc.	\$45.00	\$44.99	
VNDRJS00004990	BPAJP00009235	VanderHouwen & Associates, Inc.	\$45.00	\$44.99	
VNDRJS00004991	BPAJP00009242	VanderHouwen & Associates, Inc.	\$40.00	\$39.80	
VNDRJS00004992	BPAJP00009242	VanderHouwen & Associates, Inc.	\$40.00	\$39.80	
VNDRJS00004993	BPAJP00009243	VanderHouwen & Associates, Inc.	\$53.00	\$52.95	
VNDRJS00004994	BPAJP00009243	VanderHouwen & Associates, Inc.	\$53.00	\$50.00	Yes
VNDRJS00004995	BPAJP00009244	VanderHouwen & Associates, Inc.	\$95.00	\$90.00	
VNDRJS00004996	BPAJP00009244	VanderHouwen & Associates, Inc.	\$95.00	\$93.00	
VNDRJS00004997	BPAJP00009244	VanderHouwen & Associates, Inc.	\$95.00	\$94.50	
VNDRJS00004998	BPAJP00009244	VanderHouwen & Associates, Inc.	\$95.00	\$95.00	
VNDRJS00004999	BPAJP00009244	VanderHouwen & Associates, Inc.	\$95.00	\$90.00	
VNDRJS00005000	BPAJP00009247	VanderHouwen & Associates, Inc.	\$44.00	\$44.00	
VNDRJS00005001	BPAJP00009247	VanderHouwen & Associates, Inc.	\$44.00	\$44.00	
VNDRJS00005002	BPAJP00009247	VanderHouwen & Associates, Inc.	\$44.00	\$44.00	
VNDRJS00005003	BPAJP00009251	VanderHouwen & Associates, Inc.	\$40.00	\$39.90	
VNDRJS00005004	BPAJP00009251	VanderHouwen & Associates, Inc.	\$40.00	\$39.90	
VNDRJS00005005	BPAJP00009251	VanderHouwen & Associates, Inc.	\$40.00	\$39.90	
VNDRJS00005006	BPAJP00009256	VanderHouwen & Associates, Inc.	\$40.00	\$39.90	
VNDRJS00005007	BPAJP00009256	VanderHouwen & Associates, Inc.	\$40.00	\$39.90	
VNDRJS00005008	BPAJP00009256	VanderHouwen & Associates, Inc.	\$40.00	\$39.90	
VNDRJS00005009	BPAJP00009256	VanderHouwen & Associates, Inc.	\$40.00	\$39.90	
VNDRJS00005010	BPAJP00009257	VanderHouwen & Associates, Inc.	\$100.00	\$85.00	
VNDRJS00005011	BPAJP00009261	VanderHouwen & Associates, Inc.	\$44.00	\$44.00	
VNDRJS00005012	BPAJP00009261	VanderHouwen & Associates, Inc.	\$44.00	\$44.00	
VNDRJS00005013	BPAJP00009261	VanderHouwen & Associates, Inc.	\$44.00	\$44.00	
VNDRJS00005014	BPAJP00009271	VanderHouwen & Associates, Inc.	\$40.00	\$39.75	
VNDRJS00005015	BPAJP00009263	VanderHouwen & Associates, Inc.	\$103.00	\$103.00	
VNDRJS00005016	BPAJP00009262	VanderHouwen & Associates, Inc.	\$56.00	\$55.00	
VNDRJS00005017	BPAJP00009272	VanderHouwen & Associates, Inc.	\$95.00	\$89.00	
VNDRJS00005018	BPAJP00009273	VanderHouwen & Associates, Inc.	\$43.00	\$42.00	
VNDRJS00005019	BPAJP00009276	VanderHouwen & Associates, Inc.	\$65.00	\$64.40	
VNDRJS00005020	BPAJP00009278	VanderHouwen & Associates, Inc.	\$106.00	\$102.70	

VNDRJS00005021	BPAJ00009279	VanderHouwen & Associates, Inc.	\$33.00	\$32.00
VNDRJS00005022	BPAJ00009279	VanderHouwen & Associates, Inc.	\$33.00	\$32.00
VNDRJS00005023	BPAJ00009284	VanderHouwen & Associates, Inc.	\$106.00	\$104.00
VNDRJS00005024	BPAJ00009284	VanderHouwen & Associates, Inc.	\$106.00	\$95.40
VNDRJS00005025	BPAJ00009289	VanderHouwen & Associates, Inc.	\$44.00	\$43.99
VNDRJS00005026	BPAJ00009289	VanderHouwen & Associates, Inc.	\$44.00	\$43.99
VNDRJS00005027	BPAJ00009284	VanderHouwen & Associates, Inc.	\$106.00	\$101.00
VNDRJS00005028	BPAJ00009284	VanderHouwen & Associates, Inc.	\$106.00	\$102.10
VNDRJS00005029	BPAJ00009293	VanderHouwen & Associates, Inc.	\$44.00	\$43.99
VNDRJS00005030	BPAJ00009291	VanderHouwen & Associates, Inc.	\$40.00	\$39.90
VNDRJS00005031	BPAJ00009287	VanderHouwen & Associates, Inc.	\$92.00	\$86.40
VNDRJS00005032	BPAJ00009287	VanderHouwen & Associates, Inc.	\$92.00	\$90.00
VNDRJS00005033	BPAJ00009287	VanderHouwen & Associates, Inc.	\$92.00	\$83.75
VNDRJS00005034	BPAJ00009287	VanderHouwen & Associates, Inc.	\$92.00	\$91.75
VNDRJS00005035	BPAJ00009290	VanderHouwen & Associates, Inc.	\$90.00	\$89.17
VNDRJS00005036	BPAJ00009287	VanderHouwen & Associates, Inc.	\$92.00	\$71.50
VNDRJS00005037	BPAJ00009293	VanderHouwen & Associates, Inc.	\$44.00	\$43.99
VNDRJS00005038	BPAJ00009295	VanderHouwen & Associates, Inc.	\$65.00	\$64.95
VNDRJS00005039	BPAJ00009299	VanderHouwen & Associates, Inc.	\$57.00	\$56.90
VNDRJS00005040	BPAJ00009299	VanderHouwen & Associates, Inc.	\$57.00	\$56.90
VNDRJS00005041	BPAJ00009299	VanderHouwen & Associates, Inc.	\$57.00	\$56.90
VNDRJS00005042	BPAJ00009238	VanderHouwen & Associates, Inc.	\$75.00	\$74.90
VNDRJS00005043	BPAJ00009238	VanderHouwen & Associates, Inc.	\$75.00	\$74.50
VNDRJS00005044	BPAJ00009291	VanderHouwen & Associates, Inc.	\$40.00	\$39.62
VNDRJS00005045	BPAJ00009291	VanderHouwen & Associates, Inc.	\$40.00	\$39.90 Yes
VNDRJS00005046	BPAJ00009303	VanderHouwen & Associates, Inc.	\$106.00	\$95.38
VNDRJS00005047	BPAJ00009303	VanderHouwen & Associates, Inc.	\$106.00	\$104.73
VNDRJS00005048	BPAJ00009310	VanderHouwen & Associates, Inc.	\$46.00	\$45.32
VNDRJS00005049	BPAJ00009310	VanderHouwen & Associates, Inc.	\$46.00	\$45.97
VNDRJS00005050	BPAJ00009312	VanderHouwen & Associates, Inc.	\$53.00	\$52.36
VNDRJS00005051	BPAJ00009315	VanderHouwen & Associates, Inc.	\$83.00	\$75.53
VNDRJS00005052	BPAJ00009310	VanderHouwen & Associates, Inc.	\$46.00	\$45.50
VNDRJS00005053	BPAJ00009313	VanderHouwen & Associates, Inc.	\$101.00	\$98.69
VNDRJS00005054	BPAJ00009313	VanderHouwen & Associates, Inc.	\$101.00	\$101.00
VNDRJS00005055	BPAJ00009312	VanderHouwen & Associates, Inc.	\$53.00	\$50.35
VNDRJS00005056	BPAJ00009312	VanderHouwen & Associates, Inc.	\$53.00	\$48.59
VNDRJS00005057	BPAJ00009327	VanderHouwen & Associates, Inc.	\$86.00	\$83.83
VNDRJS00005058	BPAJ00009327	VanderHouwen & Associates, Inc.	\$86.00	\$86.00
VNDRJS00005059	BPAJ00009335	VanderHouwen & Associates, Inc.	\$96.00	\$94.66
VNDRJS00005060	BPAJ00009338	VanderHouwen & Associates, Inc.	\$48.00	\$47.99
VNDRJS00005061	BPAJ00009336	VanderHouwen & Associates, Inc.	\$78.00	\$72.00
VNDRJS00005062	BPAJ00009336	VanderHouwen & Associates, Inc.	\$78.00	\$70.99
VNDRJS00005063	BPAJ00009336	VanderHouwen & Associates, Inc.	\$78.00	\$77.99
VNDRJS00005064	BPAJ00009162	VanderHouwen & Associates, Inc.	\$100.00	\$97.19
VNDRJS00005065	BPAJ00009162	VanderHouwen & Associates, Inc.	\$100.00	\$94.15
VNDRJS00005066	BPAJ00009342	VanderHouwen & Associates, Inc.	\$46.00	\$45.90
VNDRJS00005067	BPAJ00009342	VanderHouwen & Associates, Inc.	\$46.00	\$45.90
VNDRJS00005068	BPAJ00009345	VanderHouwen & Associates, Inc.	\$38.00	\$35.75
VNDRJS00005069	BPAJ00009348	VanderHouwen & Associates, Inc.	\$85.00	\$83.85
VNDRJS00005070	BPAJ00009348	VanderHouwen & Associates, Inc.	\$85.00	\$84.84
VNDRJS00005071	BPAJ00009344	VanderHouwen & Associates, Inc.	\$106.00	\$97.85

VNDRJS00005072	BPAJ00009343	VanderHouwen & Associates, Inc.	\$95.00	\$94.66
VNDRJS00005073	BPAJ00009351	VanderHouwen & Associates, Inc.	\$46.00	\$45.90
VNDRJS00005074	BPAJ00009351	VanderHouwen & Associates, Inc.	\$46.00	\$45.90
VNDRJS00005075	BPAJ00009351	VanderHouwen & Associates, Inc.	\$46.00	\$45.90
VNDRJS00005076	BPAJ00009359	VanderHouwen & Associates, Inc.	\$48.00	\$46.62
VNDRJS00005077	BPAJ00009346	VanderHouwen & Associates, Inc.	\$90.00	\$89.00
VNDRJS00005078	BPAJ00009346	VanderHouwen & Associates, Inc.	\$90.00	\$88.75
VNDRJS00005079	BPAJ00009359	VanderHouwen & Associates, Inc.	\$48.00	\$46.62
VNDRJS00005080	BPAJ00009359	VanderHouwen & Associates, Inc.	\$48.00	\$46.62
VNDRJS00005081	BPAJ00009358	VanderHouwen & Associates, Inc.	\$115.00	\$100.70
VNDRJS00005082	BPAJ00009358	VanderHouwen & Associates, Inc.	\$115.00	\$99.19
VNDRJS00005083	BPAJ00009358	VanderHouwen & Associates, Inc.	\$115.00	\$92.64
VNDRJS00005084	BPAJ00009354	VanderHouwen & Associates, Inc.	\$44.00	\$44.00
VNDRJS00005085	BPAJ00009354	VanderHouwen & Associates, Inc.	\$44.00	\$44.00
VNDRJS00005086	BPAJ00009354	VanderHouwen & Associates, Inc.	\$44.00	\$44.00
VNDRJS00005087	BPAJ00009354	VanderHouwen & Associates, Inc.	\$44.00	\$44.00
VNDRJS00005088	BPAJ00009354	VanderHouwen & Associates, Inc.	\$44.00	\$44.00
VNDRJS00005089	BPAJ00009353	VanderHouwen & Associates, Inc.	\$79.00	\$78.55
VNDRJS00005090	BPAJ00009353	VanderHouwen & Associates, Inc.	\$79.00	\$78.55
VNDRJS00005091	BPAJ00009363	VanderHouwen & Associates, Inc.	\$44.00	\$44.00
VNDRJS00005092	BPAJ00009363	VanderHouwen & Associates, Inc.	\$44.00	\$44.00 Yes
VNDRJS00005093	BPAJ00009360	VanderHouwen & Associates, Inc.	\$103.00	\$98.69
VNDRJS00005094	BPAJ00009362	VanderHouwen & Associates, Inc.	\$82.50	\$81.99
VNDRJS00005095	BPAJ00009362	VanderHouwen & Associates, Inc.	\$82.50	\$81.99 Yes
VNDRJS00005096	BPAJ00009367	VanderHouwen & Associates, Inc.	\$64.00	\$62.99
VNDRJS00005097	BPAJ00009368	VanderHouwen & Associates, Inc.	\$94.00	\$90.99
VNDRJS00005098	BPAJ00009368	VanderHouwen & Associates, Inc.	\$94.00	\$93.65
VNDRJS00005099	BPAJ00009378	VanderHouwen & Associates, Inc.	\$85.00	\$75.02
VNDRJS00005100	BPAJ00009378	VanderHouwen & Associates, Inc.	\$85.00	\$80.58
VNDRJS00005101	BPAJ00009378	VanderHouwen & Associates, Inc.	\$85.00	\$84.49
VNDRJS00005102	BPAJ00009379	VanderHouwen & Associates, Inc.	\$45.00	\$44.99
VNDRJS00005103	BPAJ00009378	VanderHouwen & Associates, Inc.	\$85.00	\$81.75 Yes
VNDRJS00005104	BPAJ00009378	VanderHouwen & Associates, Inc.	\$85.00	\$81.45
VNDRJS00005105	BPAJ00009374	VanderHouwen & Associates, Inc.	\$55.00	\$51.05
VNDRJS00005106	BPAJ00009379	VanderHouwen & Associates, Inc.	\$45.00	\$44.99
VNDRJS00005107	BPAJ00009379	VanderHouwen & Associates, Inc.	\$45.00	\$44.99
VNDRJS00005108	BPAJ00009381	VanderHouwen & Associates, Inc.	\$80.00	\$76.78
VNDRJS00005109	BPAJ00009382	VanderHouwen & Associates, Inc.	\$81.00	\$77.54
VNDRJS00005110	BPAJ00009381	VanderHouwen & Associates, Inc.	\$80.00	\$76.53
VNDRJS00005111	BPAJ00009381	VanderHouwen & Associates, Inc.	\$80.00	\$79.05
VNDRJS00005112	BPAJ00009381	VanderHouwen & Associates, Inc.	\$80.00	\$76.53
VNDRJS00005113	BPAJ00009382	VanderHouwen & Associates, Inc.	\$81.00	\$77.54
VNDRJS00005114	BPAJ00009381	VanderHouwen & Associates, Inc.	\$80.00	\$76.78
VNDRJS00005115	BPAJ00009387	VanderHouwen & Associates, Inc.	\$46.00	\$45.99
VNDRJS00005116	BPAJ00009386	VanderHouwen & Associates, Inc.	\$46.00	\$45.55
VNDRJS00005117	BPAJ00009386	VanderHouwen & Associates, Inc.	\$46.00	\$45.55
VNDRJS00005118	BPAJ00009387	VanderHouwen & Associates, Inc.	\$46.00	\$45.55
VNDRJS00005119	BPAJ00009387	VanderHouwen & Associates, Inc.	\$46.00	\$45.55
VNDRJS00005120	BPAJ00009389	VanderHouwen & Associates, Inc.	\$48.00	\$46.83
VNDRJS00005121	BPAJ00009391	VanderHouwen & Associates, Inc.	\$88.00	\$76.38
VNDRJS00005122	BPAJ00009389	VanderHouwen & Associates, Inc.	\$48.00	\$48.00

VNDRJS00005123	BPAJP00009389	VanderHouwen & Associates, Inc.	\$48.00	\$46.83
VNDRJS00005124	BPAJP00009407	VanderHouwen & Associates, Inc.	\$40.00	\$39.58
VNDRJS00005125	BPAJP00009407	VanderHouwen & Associates, Inc.	\$40.00	\$39.58
VNDRJS00005126	BPAJP00009399	VanderHouwen & Associates, Inc.	\$96.00	\$92.00 Yes
VNDRJS00005127	BPAJP00009407	VanderHouwen & Associates, Inc.	\$40.00	\$39.58
VNDRJS00005128	BPAJP00009403	VanderHouwen & Associates, Inc.	\$53.00	\$52.87
VNDRJS00005129	BPAJP00009403	VanderHouwen & Associates, Inc.	\$53.00	\$52.87
VNDRJS00005130	BPAJP00009402	VanderHouwen & Associates, Inc.	\$48.00	\$47.00
VNDRJS00005131	BPAJP00009402	VanderHouwen & Associates, Inc.	\$48.00	\$47.00
VNDRJS00005132	BPAJP00009402	VanderHouwen & Associates, Inc.	\$48.00	\$47.00
VNDRJS00005133	BPAJP00009400	VanderHouwen & Associates, Inc.	\$62.00	\$58.91
VNDRJS00005134	BPAJP00009402	VanderHouwen & Associates, Inc.	\$48.00	\$47.00
VNDRJS00005135	BPAJP00009399	VanderHouwen & Associates, Inc.	\$96.00	\$92.00
VNDRJS00005136	BPAJP00009401	VanderHouwen & Associates, Inc.	\$48.00	\$47.70
VNDRJS00005137	BPAJP00009409	VanderHouwen & Associates, Inc.	\$55.00	\$54.98
VNDRJS00005138	BPAJP00009396	VanderHouwen & Associates, Inc.	\$106.00	\$103.22
VNDRJS00005139	BPAJP00009406	VanderHouwen & Associates, Inc.	\$85.00	\$84.89
VNDRJS00005140	BPAJP00009401	VanderHouwen & Associates, Inc.	\$48.00	\$47.70
VNDRJS00005141	BPAJP00009409	VanderHouwen & Associates, Inc.	\$55.00	\$54.98
VNDRJS00005142	BPAJP00009419	VanderHouwen & Associates, Inc.	\$48.00	\$47.70
VNDRJS00005143	BPAJP00009405	VanderHouwen & Associates, Inc.	\$85.00	\$84.07 Yes
VNDRJS00005144	BPAJP00009412	VanderHouwen & Associates, Inc.	\$90.00	\$88.62
VNDRJS00005145	BPAJP00009409	VanderHouwen & Associates, Inc.	\$55.00	\$54.98
VNDRJS00005146	BPAJP00009404	VanderHouwen & Associates, Inc.	\$64.00	\$63.99
VNDRJS00005147	BPAJP00009418	VanderHouwen & Associates, Inc.	\$46.00	\$45.52
VNDRJS00005148	BPAJP00009418	VanderHouwen & Associates, Inc.	\$46.00	\$45.52
VNDRJS00005149	BPAJP00009420	VanderHouwen & Associates, Inc.	\$89.00	\$80.56
VNDRJS00005150	BPAJP00009422	VanderHouwen & Associates, Inc.	\$38.00	\$37.21
VNDRJS00005151	BPAJP00009422	VanderHouwen & Associates, Inc.	\$38.00	\$37.21
VNDRJS00005152	BPAJP00009422	VanderHouwen & Associates, Inc.	\$38.00	\$37.21
VNDRJS00005153	BPAJP00009416	VanderHouwen & Associates, Inc.	\$99.00	\$91.64
VNDRJS00005154	BPAJP00009416	VanderHouwen & Associates, Inc.	\$99.00	\$97.68
VNDRJS00005155	BPAJP00009416	VanderHouwen & Associates, Inc.	\$99.00	\$91.64
VNDRJS00005156	BPAJP00009420	VanderHouwen & Associates, Inc.	\$89.00	\$88.00
VNDRJS00005157	BPAJP00009418	VanderHouwen & Associates, Inc.	\$46.00	\$45.52
VNDRJS00005158	BPAJP00009425	VanderHouwen & Associates, Inc.	\$46.00	\$45.90
VNDRJS00005159	BPAJP00009425	VanderHouwen & Associates, Inc.	\$46.00	\$45.90
VNDRJS00005160	BPAJP00009425	VanderHouwen & Associates, Inc.	\$46.00	\$45.52
VNDRJS00005161	BPAJP00009417	VanderHouwen & Associates, Inc.	\$44.00	\$43.50
VNDRJS00005162	BPAJP00009417	VanderHouwen & Associates, Inc.	\$44.00	\$43.50
VNDRJS00005163	BPAJP00009428	VanderHouwen & Associates, Inc.	\$46.00	\$46.00
VNDRJS00005164	BPAJP00009443	VanderHouwen & Associates, Inc.	\$56.00	\$56.00
VNDRJS00005165	BPAJP00009428	VanderHouwen & Associates, Inc.	\$46.00	\$46.00
VNDRJS00005166	BPAJP00009428	VanderHouwen & Associates, Inc.	\$46.00	\$45.52
VNDRJS00005167	BPAJP00009427	VanderHouwen & Associates, Inc.	\$82.50	\$82.39
VNDRJS00005168	BPAJP00009428	VanderHouwen & Associates, Inc.	\$46.00	\$45.90
VNDRJS00005169	BPAJP00009405	VanderHouwen & Associates, Inc.	\$85.00	\$84.07
VNDRJS00005170	BPAJP00009430	VanderHouwen & Associates, Inc.	\$64.00	\$61.00
VNDRJS00005171	BPAJP00009430	VanderHouwen & Associates, Inc.	\$64.00	\$60.98
VNDRJS00005172	BPAJP00009447	VanderHouwen & Associates, Inc.	\$90.00	\$88.00
VNDRJS00005173	BPAJP00009413	VanderHouwen & Associates, Inc.	\$0.01	\$166.00

VNDRJS00005174	BPAJP00009436	VanderHouwen & Associates, Inc.	\$79.00	\$77.00
VNDRJS00005175	BPAJP00009436	VanderHouwen & Associates, Inc.	\$79.00	\$77.00
VNDRJS00005176	BPAJP00009436	VanderHouwen & Associates, Inc.	\$79.00	\$78.89
VNDRJS00005177	BPAJP00009436	VanderHouwen & Associates, Inc.	\$79.00	\$77.01
VNDRJS00005178	BPAJP00009438	VanderHouwen & Associates, Inc.	\$100.00	\$97.18
VNDRJS00005179	BPAJP00009448	VanderHouwen & Associates, Inc.	\$85.00	\$84.49
VNDRJS00005180	BPAJP00009448	VanderHouwen & Associates, Inc.	\$85.00	\$82.47
VNDRJS00005181	BPAJP00009449	VanderHouwen & Associates, Inc.	\$53.00	\$52.90
VNDRJS00005182	BPAJP00009448	VanderHouwen & Associates, Inc.	\$85.00	\$84.49
VNDRJS00005183	BPAJP00009451	VanderHouwen & Associates, Inc.	\$79.00	\$77.44
VNDRJS00005184	BPAJP00009451	VanderHouwen & Associates, Inc.	\$79.00	\$78.00
VNDRJS00005185	BPAJP00009455	VanderHouwen & Associates, Inc.	\$90.00	\$88.00
VNDRJS00005186	BPAJP00009421	VanderHouwen & Associates, Inc.	\$91.00	\$89.00
VNDRJS00005187	BPAJP00009496	VanderHouwen & Associates, Inc.	\$80.00	\$79.90
VNDRJS00005188	BPAJP00009495	VanderHouwen & Associates, Inc.	\$54.00	\$53.00
VNDRJS00005189	BPAJP00009495	VanderHouwen & Associates, Inc.	\$54.00	\$53.90
VNDRJS00005190	BPAJP00009495	VanderHouwen & Associates, Inc.	\$54.00	\$53.00
VNDRJS00005191	BPAJP00009495	VanderHouwen & Associates, Inc.	\$54.00	\$53.00
VNDRJS00005192	BPAJP00009496	VanderHouwen & Associates, Inc.	\$80.00	\$79.79
VNDRJS00005193	BPAJP00009496	VanderHouwen & Associates, Inc.	\$80.00	\$79.00
VNDRJS00005194	BPAJP00009505	VanderHouwen & Associates, Inc.	\$76.00	\$74.00
VNDRJS00005195	BPAJP00009505	VanderHouwen & Associates, Inc.	\$76.00	\$74.00
VNDRJS00005196	BPAJP00009510	VanderHouwen & Associates, Inc.	\$48.00	\$47.90
VNDRJS00005197	BPAJP00009508	VanderHouwen & Associates, Inc.	\$89.00	\$88.00
VNDRJS00005198	BPAJP00009510	VanderHouwen & Associates, Inc.	\$48.00	\$47.90
VNDRJS00005199	BPAJP00009511	VanderHouwen & Associates, Inc.	\$79.00	\$77.85
VNDRJS00005200	BPAJP00009510	VanderHouwen & Associates, Inc.	\$48.00	\$47.90
VNDRJS00005201	BPAJP00009508	VanderHouwen & Associates, Inc.	\$89.00	\$81.00
VNDRJS00005202	BPAJP00009506	VanderHouwen & Associates, Inc.	\$48.00	\$47.90
VNDRJS00005203	BPAJP00009514	VanderHouwen & Associates, Inc.	\$79.00	\$66.00
VNDRJS00005204	BPAJP00009511	VanderHouwen & Associates, Inc.	\$79.00	\$78.00
VNDRJS00005205	BPAJP00009511	VanderHouwen & Associates, Inc.	\$79.00	\$76.50
VNDRJS00005206	BPAJP00009515	VanderHouwen & Associates, Inc.	\$64.00	\$61.50
VNDRJS00005207	BPAJP00009511	VanderHouwen & Associates, Inc.	\$79.00	\$77.95
VNDRJS00005208	BPAJP00009511	VanderHouwen & Associates, Inc.	\$79.00	\$78.00
VNDRJS00005209	BPAJP00009514	VanderHouwen & Associates, Inc.	\$79.00	\$77.95
VNDRJS00005210	BPAJP00009514	VanderHouwen & Associates, Inc.	\$79.00	\$76.50
VNDRJS00005211	BPAJP00009517	VanderHouwen & Associates, Inc.	\$55.00	\$54.85
VNDRJS00005212	BPAJP00009519	VanderHouwen & Associates, Inc.	\$85.00	\$84.00
VNDRJS00005213	BPAJP00009511	VanderHouwen & Associates, Inc.	\$79.00	\$78.90
VNDRJS00005214	BPAJP00009517	VanderHouwen & Associates, Inc.	\$55.00	\$54.85
VNDRJS00005215	BPAJP00009519	VanderHouwen & Associates, Inc.	\$85.00	\$76.50
VNDRJS00005216	BPAJP00009517	VanderHouwen & Associates, Inc.	\$55.00	\$54.85
VNDRJS00005217	BPAJP00009514	VanderHouwen & Associates, Inc.	\$79.00	\$76.50
VNDRJS00005218	BPAJP00009519	VanderHouwen & Associates, Inc.	\$85.00	\$84.75
VNDRJS00005219	BPAJP00009513	VanderHouwen & Associates, Inc.	\$90.00	\$87.80
VNDRJS00005220	BPAJP00009514	VanderHouwen & Associates, Inc.	\$79.00	\$78.90
VNDRJS00005221	BPAJP00009518	VanderHouwen & Associates, Inc.	\$48.00	\$47.40
VNDRJS00005222	BPAJP00009518	VanderHouwen & Associates, Inc.	\$48.00	\$47.40
VNDRJS00005223	BPAJP00009506	VanderHouwen & Associates, Inc.	\$48.00	\$47.75
VNDRJS00005224	BPAJP00009506	VanderHouwen & Associates, Inc.	\$48.00	\$47.90



VNDRJS00005225	BPAJP00009506	VanderHouwen & Associates, Inc.	\$48.00	\$47.90
VNDRJS00005226	BPAJP00009521	VanderHouwen & Associates, Inc.	\$53.00	\$52.90
VNDRJS00005227	BPAJP00009521	VanderHouwen & Associates, Inc.	\$53.00	\$52.90
VNDRJS00005228	BPAJP00009516	VanderHouwen & Associates, Inc.	\$65.00	\$64.10
VNDRJS00005229	BPAJP00009522	VanderHouwen & Associates, Inc.	\$89.00	\$87.50
VNDRJS00005230	BPAJP00009516	VanderHouwen & Associates, Inc.	\$65.00	\$64.10
VNDRJS00005231	BPAJP00009522	VanderHouwen & Associates, Inc.	\$89.00	\$85.25
VNDRJS00005232	BPAJP00009522	VanderHouwen & Associates, Inc.	\$89.00	\$84.50
VNDRJS00005233	BPAJP00009522	VanderHouwen & Associates, Inc.	\$89.00	\$88.00
VNDRJS00005234	BPAJP00009524	VanderHouwen & Associates, Inc.	\$55.00	\$54.90
VNDRJS00005235	BPAJP00009521	VanderHouwen & Associates, Inc.	\$53.00	\$52.90
VNDRJS00005236	BPAJP00009523	VanderHouwen & Associates, Inc.	\$120.00	\$110.00
VNDRJS00005237	BPAJP00009523	VanderHouwen & Associates, Inc.	\$120.00	\$110.00
VNDRJS00005238	BPAJP00009523	VanderHouwen & Associates, Inc.	\$120.00	\$111.50
VNDRJS00005239	BPAJP00009523	VanderHouwen & Associates, Inc.	\$120.00	\$111.50
VNDRJS00005240	BPAJP00009522	VanderHouwen & Associates, Inc.	\$89.00	\$88.90
VNDRJS00005241	BPAJP00009524	VanderHouwen & Associates, Inc.	\$55.00	\$54.90
VNDRJS00005242	BPAJP00009524	VanderHouwen & Associates, Inc.	\$55.00	\$54.90
VNDRJS00005243	BPAJP00009520	VanderHouwen & Associates, Inc.	\$64.00	\$63.00
VNDRJS00005244	BPAJP00009525	VanderHouwen & Associates, Inc.	\$90.00	\$89.00
VNDRJS00005245	BPAJP00009525	VanderHouwen & Associates, Inc.	\$90.00	\$88.75
VNDRJS00005246	BPAJP00009520	VanderHouwen & Associates, Inc.	\$64.00	\$62.00
VNDRJS00005247	BPAJP00009526	VanderHouwen & Associates, Inc.	\$60.00	\$59.00
VNDRJS00005248	BPAJP00009526	VanderHouwen & Associates, Inc.	\$60.00	\$57.00
VNDRJS00005249	BPAJP00009528	VanderHouwen & Associates, Inc.	\$85.00	\$83.25
VNDRJS00005250	BPAJP00009533	VanderHouwen & Associates, Inc.	\$48.00	\$47.90
VNDRJS00005251	BPAJP00009528	VanderHouwen & Associates, Inc.	\$85.00	\$83.85
VNDRJS00005252	BPAJP00009528	VanderHouwen & Associates, Inc.	\$85.00	\$83.25
VNDRJS00005253	BPAJP00009533	VanderHouwen & Associates, Inc.	\$48.00	\$47.90
VNDRJS00005254	BPAJP00009532	VanderHouwen & Associates, Inc.	\$93.00	\$91.25
VNDRJS00005255	BPAJP00009528	VanderHouwen & Associates, Inc.	\$85.00	\$84.40
VNDRJS00005256	BPAJP00009535	VanderHouwen & Associates, Inc.	\$87.00	\$86.70
VNDRJS00005257	BPAJP00009535	VanderHouwen & Associates, Inc.	\$87.00	\$86.50
VNDRJS00005258	BPAJP00009535	VanderHouwen & Associates, Inc.	\$87.00	\$86.50
VNDRJS00005259	BPAJP00009535	VanderHouwen & Associates, Inc.	\$87.00	\$86.50
VNDRJS00005260	BPAJP00009536	VanderHouwen & Associates, Inc.	\$62.00	\$61.50
VNDRJS00005261	BPAJP00009536	VanderHouwen & Associates, Inc.	\$62.00	\$61.50
VNDRJS00005262	BPAJP00009546	VanderHouwen & Associates, Inc.	\$79.00	\$77.00
VNDRJS00005263	BPAJP00009546	VanderHouwen & Associates, Inc.	\$79.00	\$77.00
VNDRJS00005264	BPAJP00009546	VanderHouwen & Associates, Inc.	\$79.00	\$77.00
VNDRJS00005265	BPAJP00009546	VanderHouwen & Associates, Inc.	\$79.00	\$77.75
VNDRJS00005266	BPAJP00009547	VanderHouwen & Associates, Inc.	\$80.00	\$77.00
VNDRJS00005267	BPAJP00009544	VanderHouwen & Associates, Inc.	\$80.00	\$79.90
VNDRJS00005268	BPAJP00009546	VanderHouwen & Associates, Inc.	\$79.00	\$77.75
VNDRJS00005269	BPAJP00009547	VanderHouwen & Associates, Inc.	\$80.00	\$79.70
VNDRJS00005270	BPAJP00009544	VanderHouwen & Associates, Inc.	\$80.00	\$79.90
VNDRJS00005271	BPAJP00009552	VanderHouwen & Associates, Inc.	\$94.00	\$93.50
VNDRJS00005272	BPAJP00009552	VanderHouwen & Associates, Inc.	\$94.00	\$93.50
VNDRJS00005273	BPAJP00009556	VanderHouwen & Associates, Inc.	\$49.00	\$48.30
VNDRJS00005274	BPAJP00009556	VanderHouwen & Associates, Inc.	\$49.00	\$48.30
VNDRJS00005275	BPAJP00009556	VanderHouwen & Associates, Inc.	\$49.00	\$48.30

VNDRJS00005276	BPAJP00009558	VanderHouwen & Associates, Inc.	\$82.50	\$82.50
VNDRJS00005277	BPAJP00009560	VanderHouwen & Associates, Inc.	\$88.00	\$73.00
VNDRJS00005278	BPAJP00009563	VanderHouwen & Associates, Inc.	\$90.00	\$87.80
VNDRJS00005279	BPAJP00009560	VanderHouwen & Associates, Inc.	\$88.00	\$86.90
VNDRJS00005280	BPAJP00009564	VanderHouwen & Associates, Inc.	\$90.00	\$87.80
VNDRJS00005281	BPAJP00009561	VanderHouwen & Associates, Inc.	\$65.00	\$64.00
VNDRJS00005282	BPAJP00009572	VanderHouwen & Associates, Inc.	\$53.00	\$52.30
VNDRJS00005283	BPAJP00009566	VanderHouwen & Associates, Inc.	\$80.00	\$79.10
VNDRJS00005284	BPAJP00009568	VanderHouwen & Associates, Inc.	\$0.01	\$134.00
VNDRJS00005285	BPAJP00009571	VanderHouwen & Associates, Inc.	\$53.00	\$52.90
VNDRJS00005286	BPAJP00009569	VanderHouwen & Associates, Inc.	\$55.00	\$54.50
VNDRJS00005287	BPAJP00009572	VanderHouwen & Associates, Inc.	\$53.00	\$52.90
VNDRJS00005288	BPAJP00009569	VanderHouwen & Associates, Inc.	\$55.00	\$54.55
VNDRJS00005289	BPAJP00009578	VanderHouwen & Associates, Inc.	\$65.00	\$64.00
VNDRJS00005290	BPAJP00009569	VanderHouwen & Associates, Inc.	\$55.00	\$54.55
VNDRJS00005291	BPAJP00009570	VanderHouwen & Associates, Inc.	\$86.00	\$85.00
VNDRJS00005292	BPAJP00009574	VanderHouwen & Associates, Inc.	\$80.00	\$79.00
VNDRJS00005293	BPAJP00009570	VanderHouwen & Associates, Inc.	\$86.00	\$77.50
VNDRJS00005294	BPAJP00009584	VanderHouwen & Associates, Inc.	\$140.00	\$123.00
VNDRJS00005295	BPAJP00009586	VanderHouwen & Associates, Inc.	\$40.00	\$39.90

Rejection Reason	Job Seeker Status	Special Project?	Labor Type	Posting Type	Month JS Submitted	Year JS Submitted	Rate Compliance [\$/Hr]	Distance [\$/Hr]	Requestion Respond by Date/Time	Job Seeker Withdraw Date
	Shortliste	NA	Technical	Regular	September	2019	COMPLIANT	0.05	09/03/2019 11:59 PM	
	Shortliste	NA	Business Professional	Regular	September	2019	COMPLIANT	0.10	09/04/2019 11:59 PM	
	Shortliste	Backfill	Technical	Regular	September	2019	COMPLIANT	0.10	09/05/2019 11:59 PM	
	Shortliste	NA	Admin/Clerical	Regular	September	2019	COMPLIANT	0.00	09/06/2019 11:59 PM	
	Shortliste	NA	Admin/Clerical	Regular	September	2019	COMPLIANT	0.00	09/06/2019 11:59 PM	
	Shortliste	NA	Admin/Clerical	Regular	September	2019	COMPLIANT	0.00	09/06/2019 11:59 PM	
	Interview	Backfill	Technical	Regular	September	2019	COMPLIANT	0.10	09/09/2019 11:59 PM	
	Assignment	Backfill	Technical	Regular	September	2019	COMPLIANT	0.10	09/09/2019 11:59 PM	
	Interview	Backfill	Business Professional	Regular	September	2019	COMPLIANT	0.10	09/09/2019 11:59 PM	
	Shortliste	NA	Business Professional	Regular	September	2019	COMPLIANT	0.10	09/10/2019 11:59 PM	
	Interview	Backfill	Business Professional	Regular	September	2019	COMPLIANT	0.50	09/16/2019 11:59 PM	
	Shortliste	Backfill	Technical	Regular	September	2019	COMPLIANT	9.00	09/17/2019 11:59 PM	
	Shortliste	NA	Technical	Regular	September	2019	COMPLIANT	9.75	09/09/2019 11:59 PM	
	Shortliste	Backfill	Technical	Regular	September	2019	COMPLIANT	0.01	09/17/2019 11:59 PM	
	Shortliste	NA	Business Professional	Regular	September	2019	COMPLIANT	1.00	09/17/2019 11:59 PM	
	Shortliste	NA	Admin/Clerical	Regular	September	2019	COMPLIANT	0.01	09/19/2019 11:59 PM	
	Shortliste	NA	Admin/Clerical	Regular	September	2019	COMPLIANT	0.01	09/19/2019 11:59 PM	
	Interview	NA	Admin/Clerical	Regular	September	2019	COMPLIANT	0.01	09/19/2019 11:59 PM	
	Shortliste	Backfill	Admin/Clerical	Regular	September	2019	COMPLIANT	0.20	09/25/2019 11:59 PM	
	Shortliste	Backfill	Admin/Clerical	Regular	September	2019	COMPLIANT	0.20	09/25/2019 11:59 PM	
	Withdrawn	NA	Business Professional	Regular	October	2019	COMPLIANT	0.05	10/01/2019 11:59 PM	10/01/2019 02:49 PM
Does not meet minimum qualifications	Rejected	NA	Business Professional	Regular	October	2019	COMPLIANT	3.00	10/01/2019 11:59 PM	
	Shortliste	NA	Technical	Regular	October	2019	COMPLIANT	5.00	10/01/2019 11:59 PM	
	Shortliste	NA	Technical	Regular	October	2019	COMPLIANT	2.00	10/01/2019 11:59 PM	
	Shortliste	NA	Technical	Regular	October	2019	COMPLIANT	0.50	10/01/2019 11:59 PM	
	Shortliste	NA	Technical	Regular	October	2019	COMPLIANT	0.00	10/01/2019 11:59 PM	
	Shortliste	NA	Technical	Regular	October	2019	COMPLIANT	5.00	10/01/2019 11:59 PM	
	Shortliste	Backfill	Admin/Clerical	Regular	October	2019	COMPLIANT	0.00	10/02/2019 11:59 PM	
	Shortliste	Backfill	Admin/Clerical	Regular	October	2019	COMPLIANT	0.00	10/02/2019 11:59 PM	
	Shortliste	Backfill	Admin/Clerical	Regular	October	2019	COMPLIANT	0.00	10/02/2019 11:59 PM	
	Shortliste	NA	Admin/Clerical	Regular	October	2019	COMPLIANT	0.10	10/08/2019 11:59 PM	
	Shortliste	NA	Admin/Clerical	Regular	October	2019	COMPLIANT	0.10	10/08/2019 11:59 PM	
	Shortliste	NA	Admin/Clerical	Regular	October	2019	COMPLIANT	0.10	10/08/2019 11:59 PM	
	Shortliste	Backfill	Admin/Clerical	Regular	October	2019	COMPLIANT	0.10	10/11/2019 11:59 PM	
	Shortliste	Backfill	Admin/Clerical	Regular	October	2019	COMPLIANT	0.10	10/11/2019 11:59 PM	
	Shortliste	Backfill	Admin/Clerical	Regular	October	2019	COMPLIANT	0.10	10/11/2019 11:59 PM	
	Shortliste	Backfill	Admin/Clerical	Regular	October	2019	COMPLIANT	0.10	10/11/2019 11:59 PM	
	Interview	Backfill	Technical	Regular	October	2019	COMPLIANT	15.00	10/16/2019 11:59 PM	
	Assignment	Backfill	Admin/Clerical	Regular	October	2019	COMPLIANT	0.00	10/21/2019 11:59 PM	
	Shortliste	Backfill	Admin/Clerical	Regular	October	2019	COMPLIANT	0.00	10/21/2019 11:59 PM	
	Withdrawn	Backfill	Admin/Clerical	Regular	October	2019	COMPLIANT	0.00	10/21/2019 11:59 PM	11/22/2019 02:40 PM
	Interview	Backfill	Admin/Clerical	Regular	October	2019	COMPLIANT	0.25	10/28/2019 11:59 PM	
	Shortliste	Backfill	Business Professional	Regular	October	2019	COMPLIANT	0.00	10/24/2019 11:59 PM	
	Shortliste	Backfill	Business Professional	Regular	October	2019	COMPLIANT	1.00	10/23/2019 11:59 PM	
	Interview	NA	Technical	Regular	October	2019	COMPLIANT	6.00	10/29/2019 11:59 PM	
	Shortliste	Backfill	Admin/Clerical	Regular	October	2019	COMPLIANT	1.00	10/30/2019 11:59 PM	
	Shortliste	NA	Business Professional	Regular	October	2019	COMPLIANT	0.60	10/31/2019 11:59 PM	
	Shortliste	NA	Business Professional	Regular	November	2019	COMPLIANT	3.30	11/04/2019 11:59 PM	

	Shortliste	Backfill	Admin/Clerical	Regular	November	2019	COMPLIANT	1.00	11/05/2019 11:59 PM	
	Shortliste	Backfill	Admin/Clerical	Regular	November	2019	COMPLIANT	1.00	11/05/2019 11:59 PM	
	Shortliste	NA	Business Professional	Regular	November	2019	COMPLIANT	2.00	11/08/2019 11:59 PM	
	Withdrawn	NA	Business Professional	Regular	November	2019	COMPLIANT	10.60	11/08/2019 11:59 PM	11/08/2019 05:00 PM
	Shortliste	NA	Admin/Clerical	Regular	November	2019	COMPLIANT	0.01	11/08/2019 11:59 PM	
	Withdrawn	NA	Admin/Clerical	Regular	November	2019	COMPLIANT	0.01	11/08/2019 11:59 PM	11/22/2019 02:38 PM
	Shortliste	NA	Business Professional	Regular	November	2019	COMPLIANT	5.00	11/08/2019 11:59 PM	
	Shortliste	NA	Business Professional	Regular	November	2019	COMPLIANT	3.90	11/08/2019 11:59 PM	
	Assignment	Backfill	Admin/Clerical	Regular	November	2019	COMPLIANT	0.01	11/14/2019 11:59 PM	
	Shortliste	Backfill	Admin/Clerical	Regular	November	2019	COMPLIANT	0.10	11/20/2019 11:59 PM	
	Shortliste	Deja Vu	Technical	Regular	November	2019	COMPLIANT	5.60	11/13/2019 11:59 PM	
	Assignment	Deja Vu	Technical	Regular	November	2019	COMPLIANT	2.00	11/13/2019 11:59 PM	
	Shortliste	Deja Vu	Technical	Regular	November	2019	COMPLIANT	8.25	11/13/2019 11:59 PM	
	Shortliste	Deja Vu	Technical	Regular	November	2019	COMPLIANT	0.25	11/13/2019 11:59 PM	
	Shortliste	NA	Technical	Regular	November	2019	COMPLIANT	0.83	11/13/2019 11:59 PM	
	Shortliste	Deja Vu	Technical	Regular	November	2019	COMPLIANT	20.50	11/13/2019 11:59 PM	
	Shortliste	Backfill	Admin/Clerical	Regular	November	2019	COMPLIANT	0.01	11/14/2019 11:59 PM	
	Shortliste	NA	Business Professional	Regular	November	2019	COMPLIANT	0.05	11/14/2019 11:59 PM	
	Withdrawn	Position Review - Recompete	Business Professional	Regular	November	2019	COMPLIANT	0.10	11/18/2019 11:59 PM	11/18/2019 04:01 PM
	Shortliste	Position Review - Recompete	Business Professional	Regular	November	2019	COMPLIANT	0.10	11/18/2019 11:59 PM	
	Shortliste	Position Review - Recompete	Business Professional	Regular	November	2019	COMPLIANT	0.10	11/18/2019 11:59 PM	
	Shortliste	Backfill	Technical	Regular	November	2019	COMPLIANT	0.10	11/18/2019 11:59 PM	
	Interview	Backfill	Technical	Regular	November	2019	COMPLIANT	0.50	11/18/2019 11:59 PM	
	Withdrawn	Backfill	Admin/Clerical	Regular	November	2019	COMPLIANT	0.38	11/20/2019 11:59 PM	11/20/2019 03:53 PM
Does not meet minimum qualifications	Rejected	Backfill	Admin/Clerical	Regular	November	2019	COMPLIANT	0.10	11/20/2019 11:59 PM	
	Submitted	Backfill	Business Professional	Regular	November	2019	COMPLIANT	10.62	11/21/2019 11:59 PM	
	Shortliste	Backfill	Business Professional	Regular	November	2019	COMPLIANT	1.27	11/21/2019 11:59 PM	
	Shortliste	NA	Admin/Clerical	Regular	November	2019	COMPLIANT	0.68	11/26/2019 11:59 PM	
	Withdrawn	NA	Admin/Clerical	Regular	November	2019	COMPLIANT	0.03	11/26/2019 11:59 PM	11/22/2019 02:35 PM
	Interview	NA	Business Professional	Regular	November	2019	COMPLIANT	0.64	11/29/2019 11:59 PM	
	Interview	Backfill	Business Professional	Regular	November	2019	COMPLIANT	7.47	11/29/2019 11:59 PM	
	Assignment	NA	Admin/Clerical	Regular	November	2019	COMPLIANT	0.50	11/26/2019 11:59 PM	
	Interview	NA	Technical	Regular	November	2019	COMPLIANT	2.31	11/27/2019 11:59 PM	
	Assignment	NA	Technical	Regular	November	2019	COMPLIANT	0.00	11/27/2019 11:59 PM	
	Shortliste	NA	Business Professional	Regular	November	2019	COMPLIANT	2.65	11/29/2019 11:59 PM	
	Interview	NA	Business Professional	Regular	November	2019	COMPLIANT	4.41	11/29/2019 11:59 PM	
	Assignment	NA	Technical	Regular	December	2019	COMPLIANT	2.17	12/09/2019 11:59 PM	
	Assignment	NA	Technical	Regular	December	2019	COMPLIANT	0.00	12/09/2019 11:59 PM	
	Interview	Backfill	Technical	Regular	December	2019	COMPLIANT	1.34	12/11/2019 11:59 PM	
	Shortliste	NA	Business Professional	Regular	December	2019	COMPLIANT	0.01	12/13/2019 11:59 PM	
	Shortliste	NA	Technical	Regular	December	2019	COMPLIANT	6.00	12/12/2019 11:59 PM	
	Shortliste	NA	Technical	Regular	December	2019	COMPLIANT	7.01	12/12/2019 11:59 PM	
	Interview	NA	Technical	Regular	December	2019	COMPLIANT	0.01	12/12/2019 11:59 PM	
	Shortliste	Backfill	Technical	Regular	December	2019	COMPLIANT	2.81	12/16/2019 11:59 PM	
	Shortliste	Backfill	Technical	Regular	December	2019	COMPLIANT	5.85	12/16/2019 11:59 PM	
	Shortliste	NA	Admin/Clerical	Regular	December	2019	COMPLIANT	0.10	12/19/2019 11:59 PM	
	Shortliste	NA	Admin/Clerical	Regular	December	2019	COMPLIANT	0.10	12/19/2019 11:59 PM	
	Shortliste	Backfill	Business Professional	Regular	December	2019	COMPLIANT	2.25	12/20/2019 11:59 PM	
	Assignment	Backfill	Technical	Regular	December	2019	COMPLIANT	1.15	12/26/2019 11:59 PM	
	Interview	Backfill	Technical	Regular	December	2019	COMPLIANT	0.16	12/26/2019 11:59 PM	
	Shortliste	NA	Technical	Regular	December	2019	COMPLIANT	8.15	12/26/2019 11:59 PM	

	Assignment	NA	Technical	Regular	December	2019	COMPLIANT	0.34	12/26/2019 11:59 PM	
	Shortlist	NA	Admin/Clerical	Regular	December	2019	COMPLIANT	0.10	01/03/2020 11:59 PM	
	Shortlist	NA	Admin/Clerical	Regular	December	2019	COMPLIANT	0.10	01/03/2020 11:59 PM	
	Shortlist	NA	Admin/Clerical	Regular	December	2019	COMPLIANT	0.10	01/03/2020 11:59 PM	
	Shortlist	NA	Business Professional	Regular	December	2019	COMPLIANT	1.38	01/02/2020 11:59 PM	
	Interview	NA	Technical	Regular	December	2019	COMPLIANT	1.00	12/31/2019 11:59 PM	
	Shortlist	NA	Technical	Regular	December	2019	COMPLIANT	1.25	12/31/2019 11:59 PM	
	Interview	NA	Business Professional	Regular	January	2020	COMPLIANT	1.38	01/02/2020 11:59 PM	
	Interview	NA	Business Professional	Regular	January	2020	COMPLIANT	1.38	01/02/2020 11:59 PM	
	Shortlist	NA	Business Professional	Regular	January	2020	COMPLIANT	14.30	01/03/2020 11:59 PM	
	Shortlist	NA	Business Professional	Regular	January	2020	COMPLIANT	15.81	01/03/2020 11:59 PM	
	Interview	NA	Business Professional	Regular	January	2020	COMPLIANT	22.36	01/03/2020 11:59 PM	
	Withdrawn	NA	Business Professional	Regular	January	2020	COMPLIANT	0.00	01/06/2020 11:59 PM	01/06/2020 05:12 PM
	Shortlist	NA	Business Professional	Regular	January	2020	COMPLIANT	0.00	01/06/2020 11:59 PM	
	Shortlist	NA	Business Professional	Regular	January	2020	COMPLIANT	0.00	01/06/2020 11:59 PM	
	Assignment	NA	Business Professional	Regular	January	2020	COMPLIANT	0.00	01/06/2020 11:59 PM	
	Shortlist	NA	Business Professional	Regular	January	2020	COMPLIANT	0.00	01/06/2020 11:59 PM	
	Shortlist	Deja Vu	Technical	Regular	January	2020	COMPLIANT	0.45	01/07/2020 11:59 PM	
	Shortlist	Deja Vu	Technical	Regular	January	2020	COMPLIANT	0.45	01/07/2020 11:59 PM	
	Shortlist	NA	Admin/Clerical	Regular	January	2020	COMPLIANT	0.00	01/08/2020 11:59 PM	
Candidate Submission Form (CSF) - Prohibited information or discrepancies	Rejected	NA	Admin/Clerical	Regular	January	2020	COMPLIANT	0.00	01/08/2020 11:59 PM	
	Shortlist	Backfill	Technical	Regular	January	2020	COMPLIANT	4.31	01/08/2020 11:59 PM	
	Assignment	Backfill	Business Professional	Regular	January	2020	COMPLIANT	0.51	01/14/2020 11:59 PM	
Candidate Submission Form (CSF) - Prohibited information or discrepancies	Rejected	Backfill	Business Professional	Regular	January	2020	COMPLIANT	0.51	01/14/2020 11:59 PM	
	Shortlist	Position Review - Recompete	Business Professional	Regular	January	2020	COMPLIANT	1.01	01/15/2020 11:59 PM	
	Shortlist	Backfill	Technical	Regular	January	2020	COMPLIANT	3.01	01/21/2020 11:59 PM	
	Shortlist	Backfill	Technical	Regular	January	2020	COMPLIANT	0.35	01/21/2020 11:59 PM	
	Interview	Backfill	Technical	Regular	January	2020	COMPLIANT	9.98	01/24/2020 11:59 PM	
	Shortlist	Backfill	Technical	Regular	January	2020	COMPLIANT	4.42	01/24/2020 11:59 PM	
	Shortlist	Backfill	Technical	Regular	January	2020	COMPLIANT	0.51	01/24/2020 11:59 PM	
	Shortlist	NA	Admin/Clerical	Regular	January	2020	COMPLIANT	0.01	01/27/2020 11:59 PM	
Resume - Prohibited Information or Discrepancies	Rejected	Backfill	Technical	Regular	January	2020	COMPLIANT	3.25	01/24/2020 11:59 PM	
	Interview	Backfill	Technical	Regular	January	2020	COMPLIANT	3.55	01/24/2020 11:59 PM	
	Shortlist	Backfill	Business Professional	Regular	January	2020	COMPLIANT	3.95	01/24/2020 11:59 PM	
	Interview	NA	Admin/Clerical	Regular	January	2020	COMPLIANT	0.01	01/27/2020 11:59 PM	
	Shortlist	NA	Admin/Clerical	Regular	January	2020	COMPLIANT	0.01	01/27/2020 11:59 PM	
	Withdrawn	NA	Business Professional	Regular	January	2020	COMPLIANT	3.22	01/29/2020 11:59 PM	01/29/2020 05:14 PM
	Withdrawn	Backfill	Technical	Regular	January	2020	COMPLIANT	3.46	01/29/2020 11:59 PM	01/29/2020 04:41 PM
	Withdrawn	NA	Business Professional	Regular	January	2020	COMPLIANT	3.47	01/29/2020 11:59 PM	01/29/2020 04:29 PM
	Shortlist	NA	Business Professional	Regular	January	2020	COMPLIANT	0.95	01/29/2020 11:59 PM	
	Assignment	NA	Business Professional	Regular	January	2020	COMPLIANT	3.47	01/29/2020 11:59 PM	
	Assignment	Backfill	Technical	Regular	January	2020	COMPLIANT	3.46	01/29/2020 11:59 PM	
	Shortlist	NA	Business Professional	Regular	January	2020	COMPLIANT	3.22	01/29/2020 11:59 PM	
	Interview	Backfill	Admin/Clerical	Regular	January	2020	COMPLIANT	0.01	01/31/2020 11:59 PM	
	Shortlist	Backfill	Admin/Clerical	Regular	January	2020	COMPLIANT	0.45	02/03/2020 11:59 PM	
	Shortlist	Backfill	Admin/Clerical	Regular	January	2020	COMPLIANT	0.45	02/03/2020 11:59 PM	
	Shortlist	Backfill	Admin/Clerical	Regular	January	2020	COMPLIANT	0.45	01/31/2020 11:59 PM	
	Shortlist	Backfill	Admin/Clerical	Regular	January	2020	COMPLIANT	0.45	01/31/2020 11:59 PM	
	Shortlist	NA	Business Professional	Regular	February	2020	COMPLIANT	1.17	02/04/2020 11:59 PM	
	Shortlist	Position Review - Recompete	Technical	Regular	February	2020	COMPLIANT	11.62	02/04/2020 11:59 PM	
	Shortlist	NA	Business Professional	Regular	February	2020	COMPLIANT	0.00	02/04/2020 11:59 PM	

	Shortliste	NA	Business Professional	Regular	February	2020	COMPLIANT	1.17	02/04/2020 11:59 PM	
	Shortliste	Backfill	Admin/Clerical	Regular	February	2020	COMPLIANT	0.42	02/14/2020 11:59 PM	
	Shortliste	Backfill	Admin/Clerical	Regular	February	2020	COMPLIANT	0.42	02/14/2020 11:59 PM	
Candidate Submission Form (CSF) - Prohibited information or discrepancies	Rejected	Backfill	Technical	Regular	February	2020	COMPLIANT	4.00	02/13/2020 11:59 PM	
	Shortliste	Backfill	Admin/Clerical	Regular	February	2020	COMPLIANT	0.42	02/14/2020 11:59 PM	
	Shortliste	Backfill	Business Professional	Regular	February	2020	COMPLIANT	0.13	02/14/2020 11:59 PM	
	Shortliste	Backfill	Business Professional	Regular	February	2020	COMPLIANT	0.13	02/14/2020 11:59 PM	
	Shortliste	Backfill	Business Professional	Regular	February	2020	COMPLIANT	1.00	02/14/2020 11:59 PM	
	Shortliste	Backfill	Business Professional	Regular	February	2020	COMPLIANT	1.00	02/14/2020 11:59 PM	
	Shortliste	Backfill	Business Professional	Regular	February	2020	COMPLIANT	1.00	02/14/2020 11:59 PM	
	Interview	NA	Technical	Regular	February	2020	COMPLIANT	3.09	02/14/2020 11:59 PM	
	Interview	Backfill	Business Professional	Regular	February	2020	COMPLIANT	1.00	02/14/2020 11:59 PM	
	Shortliste	Backfill	Technical	Regular	February	2020	COMPLIANT	4.00	02/13/2020 11:59 PM	
	Shortliste	NA	Business Professional	Regular	February	2020	COMPLIANT	0.30	02/20/2020 11:59 PM	
	Shortliste	NA	Business Professional	Regular	February	2020	COMPLIANT	0.02	02/21/2020 11:59 PM	
	Shortliste	Deja Vu	Business Professional	Regular	February	2020	COMPLIANT	2.78	02/19/2020 11:59 PM	
	Interview	Backfill	Business Professional	Regular	February	2020	COMPLIANT	0.11	02/19/2020 11:59 PM	
	Shortliste	NA	Business Professional	Regular	February	2020	COMPLIANT	0.30	02/20/2020 11:59 PM	
	Shortliste	NA	Business Professional	Regular	February	2020	COMPLIANT	0.02	02/21/2020 11:59 PM	
	Shortliste	Backfill	Business Professional	Regular	February	2020	COMPLIANT	0.30	02/25/2020 11:59 PM	
Does not meet minimum qualifications	Rejected in Error	Backfill	Business Professional	Regular	February	2020	COMPLIANT	0.93	02/24/2020 11:59 PM	
	Shortliste	NA	Technical	Regular	February	2020	COMPLIANT	1.38	02/26/2020 11:59 PM	
	Shortliste	NA	Business Professional	Regular	February	2020	COMPLIANT	0.02	02/21/2020 11:59 PM	
	Shortliste	Backfill	Business Professional	Regular	February	2020	COMPLIANT	0.01	02/24/2020 11:59 PM	
	Shortliste	Backfill	Admin/Clerical	Regular	February	2020	COMPLIANT	0.48	02/28/2020 11:59 PM	
	Interview	Backfill	Admin/Clerical	Regular	February	2020	COMPLIANT	0.48	02/28/2020 11:59 PM	
	Shortliste	Backfill	Technical	Regular	February	2020	COMPLIANT	8.44	02/27/2020 11:59 PM	
	Withdrawn	NA	Business Professional	Regular	February	2020	COMPLIANT	0.79	02/28/2020 11:59 PM	02/26/2020 03:06 PM
	Shortliste	NA	Business Professional	Regular	February	2020	COMPLIANT	0.79	02/28/2020 11:59 PM	
	Withdrawn	NA	Business Professional	Regular	February	2020	COMPLIANT	0.79	02/28/2020 11:59 PM	03/04/2020 08:06 AM
	Shortliste	Backfill	Technical	Regular	February	2020	COMPLIANT	7.36	02/27/2020 11:59 PM	
	Shortliste	Backfill	Technical	Regular	February	2020	COMPLIANT	1.32	02/27/2020 11:59 PM	
	Shortliste	Backfill	Technical	Regular	February	2020	COMPLIANT	7.36	02/27/2020 11:59 PM	
	Shortliste	Backfill	Technical	Regular	February	2020	COMPLIANT	1.00	02/27/2020 11:59 PM	
	Submitted	Backfill	Admin/Clerical	Regular	February	2020	COMPLIANT	0.48	02/28/2020 11:59 PM	
	Shortliste	Backfill	Admin/Clerical	Regular	March	2020	COMPLIANT	0.10	03/02/2020 11:59 PM	
	Shortliste	Backfill	Admin/Clerical	Regular	March	2020	COMPLIANT	0.10	03/02/2020 11:59 PM	
	Shortliste	Backfill	Admin/Clerical	Regular	March	2020	COMPLIANT	0.48	03/02/2020 11:59 PM	
	Shortliste	NA	Business Professional	Regular	March	2020	COMPLIANT	0.50	03/02/2020 11:59 PM	
	Shortliste	NA	Business Professional	Regular	March	2020	COMPLIANT	0.50	03/02/2020 11:59 PM	
	Assignment	Backfill	Admin/Clerical	Regular	March	2020	COMPLIANT	0.00	03/05/2020 11:59 PM	
	Assignment	NA	Technical	Regular	March	2020	COMPLIANT	0.00	03/06/2020 11:59 PM	
	Withdrawn	Backfill	Admin/Clerical	Regular	March	2020	COMPLIANT	0.00	03/05/2020 11:59 PM	03/04/2020 04:37 PM
	Shortliste	Backfill	Admin/Clerical	Regular	March	2020	COMPLIANT	0.48	03/05/2020 11:59 PM	
	Shortliste	NA	Business Professional	Regular	March	2020	COMPLIANT	0.11	03/05/2020 11:59 PM	
	Shortliste	Backfill	Admin/Clerical	Regular	March	2020	COMPLIANT	0.10	03/05/2020 11:59 PM	
	Shortliste	Backfill	Business Professional	Regular	March	2020	COMPLIANT	0.93	02/24/2020 11:59 PM	
	Shortliste	Backfill	Business Professional	Regular	March	2020	COMPLIANT	3.00	03/10/2020 11:59 PM	
	Interview	Backfill	Business Professional	Regular	March	2020	COMPLIANT	3.02	03/10/2020 11:59 PM	
	Shortliste	NA	Technical	Regular	March	2020	COMPLIANT	2.00	03/11/2020 11:59 PM	
	Shortliste	Backfill	Technical	Regular	March	2020	Compliant	-165.99	03/12/2020 11:59 PM	

	Shortliste	NA	Technical	Regular	March	2020	COMPLIANT	2.00	03/13/2020 11:59 PM	
	Shortliste	NA	Technical	Regular	March	2020	COMPLIANT	2.00	03/13/2020 11:59 PM	
	Shortliste	NA	Technical	Regular	March	2020	COMPLIANT	0.11	03/13/2020 11:59 PM	
	Shortliste	NA	Technical	Regular	March	2020	COMPLIANT	1.99	03/13/2020 11:59 PM	
	Shortliste	NA	Technical	Regular	March	2020	COMPLIANT	2.82	03/16/2020 11:59 PM	
	Shortliste	Backfill	Technical	Regular	March	2020	COMPLIANT	0.51	03/17/2020 11:59 PM	
	Shortliste	Backfill	Technical	Regular	March	2020	COMPLIANT	2.53	03/17/2020 11:59 PM	
	Submitted	NA	Business Professional	Regular	March	2020	COMPLIANT	0.10	03/17/2020 11:59 PM	
	Shortliste	Backfill	Technical	Regular	March	2020	COMPLIANT	0.51	03/17/2020 11:59 PM	
	Submitted	Backfill	Technical	Regular	March	2020	COMPLIANT	1.56	03/19/2020 11:59 PM	
	Submitted	Backfill	Technical	Regular	March	2020	COMPLIANT	1.00	03/19/2020 11:59 PM	
	Shortliste	Position Review - Recompete	Technical	Regular	March	2020	COMPLIANT	2.00	03/20/2020 11:59 PM	
	Shortliste	Backfill	Technical	Regular	March	2020	COMPLIANT	2.00	03/20/2020 11:59 PM	
	Assignment	NA	Business Professional	Regular	April	2020	COMPLIANT	0.10	04/29/2020 11:59 PM	
	Assignment	Backfill	Business Professional	Regular	April	2020	COMPLIANT	1.00	04/29/2020 11:59 PM	
	Shortliste	Backfill	Business Professional	Regular	April	2020	COMPLIANT	0.10	04/29/2020 11:59 PM	
	Shortliste	Backfill	Business Professional	Regular	April	2020	COMPLIANT	1.00	04/29/2020 11:59 PM	
	Shortliste	Backfill	Business Professional	Regular	April	2020	COMPLIANT	1.00	04/29/2020 11:59 PM	
	Shortliste	NA	Business Professional	Regular	April	2020	COMPLIANT	0.21	04/29/2020 11:59 PM	
	Shortliste	NA	Business Professional	Regular	April	2020	COMPLIANT	1.00	04/29/2020 11:59 PM	
	Submitted	Backfill	Business Professional	Regular	May	2020	COMPLIANT	2.00	05/21/2020 11:59 PM	
	Shortliste	Backfill	Business Professional	Regular	May	2020	COMPLIANT	2.00	05/21/2020 11:59 PM	
	Shortliste	NA	Business Professional	Regular	May	2020	COMPLIANT	0.10	05/27/2020 11:59 PM	
Does not meet minimum qualifications	Rejected in Error	NA	Technical	Regular	May	2020	COMPLIANT	1.00	05/27/2020 11:59 PM	
	Shortliste	NA	Business Professional	Regular	May	2020	COMPLIANT	0.10	05/27/2020 11:59 PM	
	Interview	Backfill	Technical	Regular	May	2020	COMPLIANT	1.15	05/27/2020 11:59 PM	
	Shortliste	NA	Business Professional	Regular	May	2020	COMPLIANT	0.10	05/27/2020 11:59 PM	
Does not meet minimum qualifications	Rejected	NA	Technical	Regular	May	2020	COMPLIANT	8.00	05/27/2020 11:59 PM	
	Withdrawn	NA	Business Professional	Regular	May	2020	COMPLIANT	0.10	05/29/2020 11:59 PM	05/29/2020 02:59 PM
	Interview	Backfill	Technical	Regular	May	2020	COMPLIANT	13.00	05/28/2020 11:59 PM	
	Interview	Backfill	Technical	Regular	May	2020	COMPLIANT	1.00	05/27/2020 11:59 PM	
	Shortliste	Backfill	Technical	Regular	May	2020	COMPLIANT	2.50	05/27/2020 11:59 PM	
	Interview	Backfill	Business Professional	Regular	May	2020	COMPLIANT	2.50	05/28/2020 11:59 PM	
	Withdrawn	Backfill	Technical	Regular	May	2020	COMPLIANT	1.05	05/27/2020 11:59 PM	05/27/2020 02:13 PM
	Shortliste	Backfill	Technical	Regular	May	2020	COMPLIANT	1.00	05/27/2020 11:59 PM	
	Shortliste	Backfill	Technical	Regular	May	2020	COMPLIANT	1.05	05/28/2020 11:59 PM	
	Withdrawn	Backfill	Technical	Regular	May	2020	COMPLIANT	2.50	05/28/2020 11:59 PM	05/28/2020 10:37 AM
	Interview	NA	Business Professional	Regular	May	2020	COMPLIANT	0.15	06/01/2020 11:59 PM	
	Interview	Backfill	Technical	Regular	May	2020	COMPLIANT	1.00	05/28/2020 11:59 PM	
	Shortliste	Backfill	Technical	Regular	May	2020	COMPLIANT	0.10	05/27/2020 11:59 PM	
	Interview	NA	Business Professional	Regular	May	2020	COMPLIANT	0.15	06/01/2020 11:59 PM	
	Assignment	Backfill	Technical	Regular	May	2020	COMPLIANT	8.50	05/28/2020 11:59 PM	
	Shortliste	NA	Business Professional	Regular	May	2020	COMPLIANT	0.15	06/01/2020 11:59 PM	
	Shortliste	Backfill	Technical	Regular	May	2020	COMPLIANT	2.50	05/28/2020 11:59 PM	
	Shortliste	Backfill	Technical	Regular	May	2020	COMPLIANT	0.25	05/28/2020 11:59 PM	
	Shortliste	Position Review - Recompete	Technical	Regular	May	2020	COMPLIANT	2.20	06/01/2020 11:59 PM	
	Shortliste	Backfill	Technical	Regular	May	2020	COMPLIANT	0.10	05/28/2020 11:59 PM	
	Shortliste	Position Review - Recompete	Business Professional	Regular	May	2020	COMPLIANT	0.60	05/29/2020 11:59 PM	
	Shortliste	Position Review - Recompete	Business Professional	Regular	May	2020	COMPLIANT	0.60	05/29/2020 11:59 PM	
	Interview	NA	Business Professional	Regular	May	2020	COMPLIANT	0.25	05/29/2020 11:59 PM	
	Assignment	NA	Business Professional	Regular	May	2020	COMPLIANT	0.10	05/29/2020 11:59 PM	

	Interview	NA	Business Professional	Regular	May	2020	COMPLIANT	0.10	05/29/2020 11:59 PM	
	Interview	NA	Business Professional	Regular	June	2020	COMPLIANT	0.10	06/03/2020 11:59 PM	
	Shortlist	NA	Business Professional	Regular	June	2020	COMPLIANT	0.10	06/03/2020 11:59 PM	
	Interview	Backfill	Business Professional	Regular	June	2020	COMPLIANT	0.90	06/01/2020 11:59 PM	
	Shortlist	Backfill	Technical	Regular	June	2020	COMPLIANT	1.50	06/04/2020 11:59 PM	
	Shortlist	Backfill	Business Professional	Regular	June	2020	COMPLIANT	0.90	06/01/2020 11:59 PM	
	Shortlist	Backfill	Technical	Regular	June	2020	COMPLIANT	3.75	06/04/2020 11:59 PM	
	Shortlist	Backfill	Technical	Regular	June	2020	COMPLIANT	4.50	06/04/2020 11:59 PM	
	Shortlist	Backfill	Technical	Regular	June	2020	COMPLIANT	1.00	06/04/2020 11:59 PM	
	Shortlist	NA	Business Professional	Regular	June	2020	COMPLIANT	0.10	06/05/2020 11:59 PM	
	Shortlist	NA	Business Professional	Regular	June	2020	COMPLIANT	0.10	06/03/2020 11:59 PM	
	Withdrawn	NA	Technical	Regular	June	2020	COMPLIANT	10.00	06/04/2020 11:59 PM	06/04/2020 09:37 AM
	Submitted	NA	Technical	Regular	June	2020	COMPLIANT	10.00	06/04/2020 11:59 PM	
	Submitted	NA	Technical	Regular	June	2020	COMPLIANT	8.50	06/04/2020 11:59 PM	
	Submitted	NA	Technical	Regular	June	2020	COMPLIANT	8.50	06/04/2020 11:59 PM	
	Shortlist	Backfill	Technical	Regular	June	2020	COMPLIANT	0.10	06/04/2020 11:59 PM	
	Shortlist	NA	Business Professional	Regular	June	2020	COMPLIANT	0.10	06/05/2020 11:59 PM	
	Shortlist	NA	Business Professional	Regular	June	2020	COMPLIANT	0.10	06/05/2020 11:59 PM	
	Shortlist	Backfill	Business Professional	Regular	June	2020	COMPLIANT	1.00	06/09/2020 11:59 PM	
	Shortlist	NA	Technical	Regular	June	2020	COMPLIANT	1.00	06/09/2020 11:59 PM	
	Shortlist	NA	Technical	Regular	June	2020	COMPLIANT	1.25	06/09/2020 11:59 PM	
	Shortlist	Backfill	Business Professional	Regular	June	2020	COMPLIANT	2.00	06/09/2020 11:59 PM	
	Shortlist	NA	Business Professional	Regular	June	2020	COMPLIANT	1.00	06/10/2020 11:59 PM	
	Shortlist	NA	Business Professional	Regular	June	2020	COMPLIANT	3.00	06/10/2020 11:59 PM	
	Assignment	Backfill	Business Professional	Regular	June	2020	COMPLIANT	1.75	06/16/2020 11:59 PM	
	Shortlist	Backfill	Business Professional	Regular	June	2020	COMPLIANT	0.10	06/17/2020 11:59 PM	
	Interview	Backfill	Business Professional	Regular	June	2020	COMPLIANT	1.15	06/16/2020 11:59 PM	
	Shortlist	Backfill	Business Professional	Regular	June	2020	COMPLIANT	1.75	06/16/2020 11:59 PM	
	Shortlist	Backfill	Business Professional	Regular	June	2020	COMPLIANT	0.10	06/17/2020 11:59 PM	
	Interview	Backfill	Technical	Regular	June	2020	COMPLIANT	1.75	06/16/2020 11:59 PM	
	Shortlist	Backfill	Business Professional	Regular	June	2020	COMPLIANT	0.60	06/16/2020 11:59 PM	
	Shortlist	NA	Technical	Regular	June	2020	COMPLIANT	0.30	06/18/2020 11:59 PM	
	Shortlist	NA	Technical	Regular	June	2020	COMPLIANT	0.50	06/18/2020 11:59 PM	
	Shortlist	NA	Technical	Regular	June	2020	COMPLIANT	0.50	06/18/2020 11:59 PM	
	Assignment	NA	Technical	Regular	June	2020	COMPLIANT	0.50	06/18/2020 11:59 PM	
	Shortlist	NA	Technical	Regular	June	2020	COMPLIANT	0.50	06/19/2020 11:59 PM	
	Shortlist	NA	Technical	Regular	June	2020	COMPLIANT	0.50	06/19/2020 11:59 PM	
	Shortlist	Backfill	Technical	Regular	June	2020	COMPLIANT	2.00	06/29/2020 11:59 PM	
	Shortlist	Backfill	Technical	Regular	June	2020	COMPLIANT	2.00	06/29/2020 11:59 PM	
	Shortlist	Backfill	Technical	Regular	June	2020	COMPLIANT	2.00	06/29/2020 11:59 PM	
	Shortlist	Backfill	Technical	Regular	June	2020	COMPLIANT	1.25	06/29/2020 11:59 PM	
	Shortlist	NA	Business Professional	Regular	June	2020	COMPLIANT	3.00	06/30/2020 11:59 PM	
	Shortlist	NA	Business Professional	Regular	June	2020	COMPLIANT	0.10	07/01/2020 11:59 PM	
	Shortlist	Backfill	Technical	Regular	June	2020	COMPLIANT	1.25	06/29/2020 11:59 PM	
	Shortlist	NA	Business Professional	Regular	June	2020	COMPLIANT	0.30	06/30/2020 11:59 PM	
	Assignment	NA	Business Professional	Regular	July	2020	COMPLIANT	0.10	07/01/2020 11:59 PM	
	Shortlist	NA	Technical	Regular	July	2020	COMPLIANT	0.50	07/09/2020 11:59 PM	
	Shortlist	NA	Technical	Regular	July	2020	COMPLIANT	0.50	07/09/2020 11:59 PM	
	Shortlist	Backfill	Business Professional	Regular	July	2020	COMPLIANT	0.70	07/15/2020 11:59 PM	
	Withdrawn	Backfill	Business Professional	Regular	July	2020	COMPLIANT	0.70	07/15/2020 11:59 PM	07/15/2020 10:05 AM
	Interview	Backfill	Business Professional	Regular	July	2020	COMPLIANT	0.70	07/15/2020 11:59 PM	



	Shortliste	NA	Business Professional	Regular	July	2020	COMPLIANT	0.00	07/23/2020 11:59 PM	
	Shortliste	Position Review - Recompete	Business Professional	Regular	July	2020	COMPLIANT	15.00	07/24/2020 11:59 PM	
	Submitted	Backfill	Technical	Regular	July	2020	COMPLIANT	2.20	07/27/2020 11:59 PM	
	Shortliste	Position Review - Recompete	Business Professional	Regular	July	2020	COMPLIANT	1.10	07/24/2020 11:59 PM	
	Shortliste	Backfill	Technical	Regular	July	2020	COMPLIANT	2.20	07/27/2020 11:59 PM	
	Shortliste	NA	Business Professional	Regular	July	2020	COMPLIANT	1.00	07/24/2020 11:59 PM	
	Shortliste	Backfill	Business Professional	Regular	July	2020	COMPLIANT	0.70	07/30/2020 11:59 PM	
	Shortliste	NA	Business Professional	Regular	July	2020	COMPLIANT	0.90	07/28/2020 11:59 PM	
	Shortliste	Backfill	Technical	Regular	July	2020	Compliant	-133.99	07/28/2020 11:59 PM	
	Shortliste	Backfill	Business Professional	Regular	July	2020	COMPLIANT	0.10	07/29/2020 11:59 PM	
	Shortliste	NA	Business Professional	Regular	July	2020	COMPLIANT	0.50	07/31/2020 11:59 PM	
	Shortliste	Backfill	Business Professional	Regular	July	2020	COMPLIANT	0.10	07/30/2020 11:59 PM	
	Withdrawn	NA	Business Professional	Regular	July	2020	COMPLIANT	0.45	07/31/2020 11:59 PM	07/31/2020 03:07 PM
	Shortliste	NA	Business Professional	Regular	July	2020	COMPLIANT	1.00	08/04/2020 11:59 PM	
	Shortliste	NA	Business Professional	Regular	July	2020	COMPLIANT	0.45	07/31/2020 11:59 PM	
	Shortliste	NA	Technical	Regular	August	2020	COMPLIANT	1.00	08/03/2020 11:59 PM	
	Shortliste	NA	Business Professional	Regular	August	2020	COMPLIANT	1.00	08/03/2020 11:59 PM	
	Shortliste	NA	Technical	Regular	August	2020	COMPLIANT	8.50	08/03/2020 11:59 PM	
	Shortliste	NA	Technical	Regular	August	2020	COMPLIANT	17.00	08/21/2020 11:59 PM	
	Submitted	Position Review - Recompete	Admin/Clerical	Regular	August	2020	COMPLIANT	0.10	08/31/2020 11:59 PM	

















Candidate Quality Shortlisted		Candidate Quality - Interview	
Scoring Table		Scoring Table	
Result	Score	Result	Score
85.9% or less	0	0.00% - 5.00%	0
86.0% - 86.9%	1	5.01% - 6.50%	1
87.0% - 87.9%	2	6.51% - 8.00%	2
88.0% - 88.9%	3	8.01% - 9.50%	3
89.0% - 89.9%	4	9.51% - 11.00%	4
90.0% - 90.9%	5	11.01% - 12.50%	5
91.0% - 91.9%	6	12.51% - 14.00%	6
92.0% - 92.9%	7	14.01% - 15.50%	7
93.0% - 93.9%	8	15.51% - 17.00%	8
94.0% - 94.9%	9	17.01% - 18.50%	9
95.0% - 95.9%	10	18.51% - 20.00%	10
96.0% - 96.9%	12	20.01% - 21.50%	11
97.0% - 97.9%	14	21.51% - 23.00%	12
98.0% - 98.9%	16	23.01% - 24.50%	13
99.0% - 99.9%	18	24.51% - 26.00%	14
100%	20	26.01% - 27.50%	15
		27.51% - 29.00%	16
		29.01% - 30.50%	17
		30.51% - 32.00%	18
		32.01% - 33.50%	19
		33.51% and Higher	20

Early Terminations		Distance Under Max Bill Rate	
Scoring Table		Scoring Table	
Result	Score	Result	Score
90.4% or less	0	[5.00] or lower	-5
90.5% - 90.9%	1	(4.00) - (4.99)	-4
91.0% - 91.4%	2	(3.00) - (3.99)	-3
91.5% - 91.9%	3	(2.00) - (2.99)	-2
92.0% - 92.4%	4	(1.00) - (1.99)	-1
92.5% - 92.9%	5	(.00) - (.99)	0
93.0% - 93.4%	6	.01 - .10	1
93.5% - 93.9%	7	.11 - .20	2
94.0% - 94.4%	8	.21 - .30	3
94.5% - 94.9%	9	.31 - .40	4
95.0% - 95.4%	10	.41 - .50	5
95.5% - 95.9%	11	.51 - .60	6
96.0% - 96.4%	12	.61 - .70	7
96.5% - 96.9%	13	.71 - .80	8
97.0% - 97.4%	14	.81 - .90	9
97.5% - 97.9%	15	.91 - 1.00	10
98.0% - 98.4%	16	1.01 - 1.05	11
98.5% - 98.9%	17	1.06 - 1.10	12
99.0% - 99.4%	18	1.11 - 1.15	13
99.5% - 99.9%	19		
100%	20		

Candidate Quality - Assignment	
Scoring Table	
Result	Score
0.00%	0
.01% - 2.00%	1
2.01% - 3.00%	2
3.01% - 4.00%	3
4.01% - 5.00%	4
5.01% - 6.00%	5
6.01% - 7.00%	6
7.01% - 8.00%	7
8.01% - 9.00%	8
9.01% - 10.00%	9
10.01% - 11.00%	10
11.01% - 12.00%	11
12.01% - 13.00%	12
13.01% - 14.00%	13
14.01% - 15.00%	14
15.01% - 16.00%	15
16.01% - 17.00%	16
17.01% - 18.00%	17
18.01% - 19.00%	18
19.01% - 20.00%	19
20.01% and Higher	20
Distance Under Max Bill Rate	
Scoring Table	
Result	Score
1.16 - 1.20	14
1.21 - 1.25	15
1.26 - 1.30	16
1.31 - 1.35	17
1.36 - 1.40	18
1.41 - 1.45	19
1.46 - 1.50	20
1.51 - 1.55	21
1.56 - 1.60	22
1.61 - 1.65	23
1.66 - 1.70	24
1.71 - 1.75	25
1.76 - 1.80	26
1.81 - 1.85	27
1.86 - 1.90	28
1.91 - 1.95	29
1.96 - 2.00	30
Bonus if greater \$3.00	5

**From:** Ziegler,Denise A (BPA) - NSP-4400-LL

**Sent:** Mon Mar 08 12:53:19 2021

**To:** Hampton,Scott R (BPA) - NSP-4400-LL

**Subject:** RE: VanderHouwen Scorecard Documentation

**Importance:** Normal

**Attachments:** image003.png; image004.png; image005.png; image006.png; image007.png; image008.png; image009.png; image010.png; image011.png; Vanderhouwen Scorecard 20210308\_Detailed.xlsx; image002.png

Hi Scott,

Sorry this took so long. I updated the file you had attached to the current data and I'm coming up with a different score. Maybe I missed something since I don't usually do this end of it.

I copied the first worksheet to make my comments – Starting in Column P. I found some minor percentage differences, but it made no change in the totals score.

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

**From:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Sent:** Monday, March 8, 2021 7:36 AM  
**To:** Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>  
**Subject:** FW: VanderHouwen Scorecard Documentation

When you get a minute, can you segregate Vanderhouwen's data and send it to Jennifer. I might be in meetings by then and they should get it ASAP.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>  
**Sent:** Saturday, March 6, 2021 5:26 PM

**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>;  
Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>  
**Subject:** [EXTERNAL] RE: VanderHouwen Scorecard Documentation

Hi Scott,

In preparation for Monday's meeting, could you please share with us the data that you pulled for our scorecard? I believe this would be the same document that you sent Eric a few months ago, attached. We've been pulling some data from Fieldglass but numbers seem to be off on response rate, interviews, mark ups, etc.

Thank you!

**JENNIFER BOYLE**

*Account Manager*

503.299.6811 | cell: (b) (6)

[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)

6342 S Macadam Ave., Portland OR 97239

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**From:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>

**Sent:** Friday, March 5, 2021 4:26 PM

**To:** Scott Hampton ([SRHampton@BPA.gov](mailto:SRHampton@BPA.gov)) <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>;  
Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>

**Subject:** RE: VanderHouwen Scorecard Documentation

Hi Scott,

Thank you for sending the documentation over prior to Monday's meeting. I'm sure you already know how disappointed we are to receive this update, the news really is quite shocking. We are reviewing the information with our team, we'll discuss everything Monday morning.

Thanks again.

**JENNIFER BOYLE**

*Account Manager*

503.299.6811 | cell: (b) (6)

[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)

6342 S Macadam Ave., Portland OR 97239

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**From:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>

**Sent:** Friday, March 5, 2021 1:57 PM

**To:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>; Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>

**Subject:** VanderHouwen Scorecard Documentation

First let me say I'm sorry. I know this will not be welcome news.

I know that many of you keep your own data, so if you do, please review your results to make sure it is reasonable with my results (as you have been doing for years now). Three separate people in SLMO calculated the scorecard this time around, so I'm confident that based on the data we have, the scorecard is accurate. However, please consider these results semi-solid until I have met with every supplier as some movement in scorecard ranking has happened in the past.

Attached is the scorecard documentation for your scorecard meeting. This meeting will again be remote. Below is the conference call information. Please do not be early dialing into the bridge, on time or a minute or two late is fine.

Bridge Number (b) (2) [REDACTED]  
Call ID Number [REDACTED]

**Scott R. Hampton**



Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

VanderHouwen							
Goal	Metric	Definition   Calculation	Total for Period	Responses	Rough Score	Calculated Score	Maximum Score
Service Delivery	Response Rate Admin Clerical	Of the total number of new requisitions the vendor received within the defined time period, what volume and percentage of requisitions did the vendor submit at least 1 candidate. Data is computed overall and by labor category (Administrative, Business Professional, IT and Technical Professional). Requisitions are pulled based on requisition open date. Those with the current status of Open or Filled are included. Cancelled Requisitions are omitted.	N/A	N/A	N/A		
	Response Rate - Business Professional		85	83	74.12%		
	Response Rate - Technical Professional		N/A	N/A	N/A		
	Response Rate - IT		74	53	71.62%		
	Response Rate - Total		159	116	72.96%	14.6	20.0
Quality	Submittal quality	Of the total candidates the vendor submitted during the designated timeframe - what volume and percentage of candidates met the basic qualifications for the role (i.e. were not dispositioned as "Does Not Meet Min Requirements" or "Rejected" or "didn't have the right paperwork")			98.04%	9.8	10.0
	Candidate Quality - Shortlisted	Percentage of job Seekers submitted by the individual supplier which result in a shortlisting (Use Scoring Key)			92.48%	7.0	20.0
	Candidate Quality - Interview	Percentage of job Seekers submitted by the individual supplier which result in an interview (Use Scoring Key)			21.24%	11.0	20.0
	Candidate Quality - Assignment	Percentage of job Seekers submitted by the individual supplier which result in an assignment being created (Use Scoring Key)			7.52%	7.0	20.0
	Early Terminations	What percent of contractor placements are still at BPA 1 year later. (sum of voluntary and involuntary terminations) (Use Scoring Key)			94.5%	9.0	20.0
Cost	Markup Ranking - New Positions	Take the average markup for all new positions for the 6 month period and rank suppliers from 1 to X.			10	6.2	20.0
	Markup Ranking - Open Workers	Take the average markup for all open positions for the 6 month period and rank suppliers from 1 to X.			10	9.2	30.0
	Rate Compliance	Percentage of Job Seekers who are submitted at or below the maximum bill rate amount.			100.0%	10.0	10.0
	Distance Under max bill rate	measures the average distance (above) below the max bill rates for all candidates submitted (Use Scoring Key)			\$ 1.88	28.0	30.0
<b>Total Objective Score</b>						<b>111.8</b>	<b>200.0</b>
Subjective Rating	Supplier Stewardship	This is the average ranking for supplier by SLMO staff, based on interactions with supplier over the evaluation period.			7.5	37.5	50.0
<b>Total Objective and Subjective Score</b>						<b>149.3</b>	<b>250.0</b>
Penalty	Recompete Participation Penalty	Negative 1 point for every recompete where no candidate was shortlisted, multiplied by the inverse of your response rate			(2)	(0.5)	
<b>Final Score</b>						<b>148.7</b>	
			Current	Mar. 2020	Sep. 2019		
Your Ranking for this Scorecard is:			8	9			
Your Stewardship Ranking is:			5	5	6		

Scores Validated with Source Information						# of Suppliers					
Total for Period	Responses	Rough Score	Calculated Score	Maximum Score	Comment	Total for Period	Responses	Rough Score	Calculated Score	Maximum Score	
					Not participating						
	53	1	1.89%		See 2_Response_Rate Sheet	53	39	73.6%			
					Not participating						
	66	39	73.58%		See 2_Response_Rate Sheet	66	44	66.7%			
	119	40	36.67%	7.3	20 Sub total Calc	119	83	69.7%	14	20	
			100.00%	10.0	10.0 See 3_Candidate Quality Sheet			100%	10	10	
			95.08%	7.0	20.0 See 3_Candidate Quality Sheet			95.08%	19.0	20	
			26.23%	11.0	20.0 See Scorecard Key			26.23%	5.2	20	
			10.93%	7.0	20.0 See Scorecard Key			10.93%	2.2	20	
			92.8%	9.0	20.0 See Scorecard Key			92.80%	18.6	20	
			10	6.2	20.0 See Ranking on 10-Markups			7	10.8	20	
			10	9.2	30.0 See Ranking on 10-Markups			9	11.5	30	
			0%	0.0	10.0 See 6_Rate Compliance			100.00%	10	10	
			-\$1.73	28.0	30.0 See Scorecard Key			-\$1.73	25	30	
				94.7	200.0 Sub total Calc				126	200	
			7.5	37.5	50.0 Subjective score			7.5	37.5	50	
				132.2	250.0 Sub total Calc				163.8	250	
			(2)	(1.3)	See 4_DejaVu_IP			-2	-1.3		
				131.0	Total Calc				162.5		

VanderHouwen							
Goal	Metric	Definition   Calculation	Total for Period	Responses	Rough Score	Calculated Score	Maximum Score
Service Delivery	Response Rate Admin Clerical	Of the total number of new requisitions the vendor received within the defined time period, what volume and percentage of requisitions did the vendor submit at least 1 candidate. Data is computed overall and by labor category (Administrative, Business Professional, IT and Technical Professional). Requisitions are pulled based on requisition open date. Those with the current status of Open or Filled are included. Cancelled Requisitions are omitted.	N/A	N/A	N/A		
	Response Rate - Business Professional		85	83	74.12%		
	Response Rate - Technical Professional		N/A	N/A	N/A		
	Response Rate - IT		74	53	71.62%		
	Response Rate - Total		159	116	72.96%	14.6	20.0
Quality	Submittal quality	Of the total candidates the vendor submitted during the designated timeframe - what volume and percentage of candidates met the basic qualifications for the role (i.e. were not dispositioned as "Does Not Meet Min Requirements" or "Rejected" or "didn't have the right paperwork")			98.04%	9.8	10.0
	Candidate Quality - Shortlisted	Percentage of job Seekers submitted by the individual supplier which result in a shortlisting (Use Scoring Key)			92.48%	7.0	20.0
	Candidate Quality - Interview	Percentage of job Seekers submitted by the individual supplier which result in an interview (Use Scoring Key)			21.24%	11.0	20.0
	Candidate Quality - Assignment	Percentage of job Seekers submitted by the individual supplier which result in an assignment being created (Use Scoring Key)			7.52%	7.0	20.0
	Early Terminations	What percent of contractor placements are still at BPA 1 year later. (sum of voluntary and involuntary terminations) (Use Scoring Key)			94.5%	9.0	20.0
Cost	Markup Ranking - New Positions	Take the average markup for all new positions for the 6 month period and rank suppliers from 1 to X.			10	6.2	20.0
	Markup Ranking - Open Workers	Take the average markup for all open positions for the 6 month period and rank suppliers from 1 to X.			10	9.2	30.0
	Rate Compliance	Percentage of Job Seekers who are submitted at or below the maximum bill rate amount.			100.0%	10.0	10.0
	Distance Under max bill rate	measures the average distance (above) below the max bill rates for all candidates submitted (Use Scoring Key)			\$ 1.88	28.0	30.0
<b>Total Objective Score</b>						<b>111.8</b>	<b>200.0</b>
Subjective Rating	Supplier Stewardship	This is the average ranking for supplier by SLMO staff, based on interactions with supplier over the evaluation period.			7.5	37.5	50.0
<b>Total Objective and Subjective Score</b>						<b>149.3</b>	<b>250.0</b>
Penalty	Recompete Participation Penalty	Negative 1 point for every recompete where no candidate was shortlisted, multiplied by the inverse of your response rate			(2)	(0.5)	
<b>Final Score</b>						<b>148.7</b>	
			Current	Mar. 2020	Sep. 2019		
Your Ranking for this Scorecard is:			8	9			
Your stewardship Ranking is:			5	5	6		

Scores Validated with Source Information						# of Suppliers
Total for Period	Responses	Rough Score	Calculated Score	Maximum Score	Comment	13
					Not participating	
	53	1	1.89%		See 2_Response_Rate Sheet	
					Not participating	
	66	39	73.58%		See 2_Response_Rate Sheet	
	119	40	36.67%	7.3	20	Sub total Calc
			100.00%	10.0	10.0	See 3_Candidate Quality Sheet
			95.08%	7.0	20.0	See 3_Candidate Quality Sheet
			26.23%	11.0	20.0	See Scorecard Key
			10.93%	7.0	20.0	See Scorecard Key
			92.8%	9.0	20.0	See Scorecard Key
			10	6.2	20.0	See Ranking on 10-Markups
			10	9.2	30.0	See Ranking on 10-Markups
			0%	0.0	10.0	See 6_Rate Compliance
			-\$1.73	28.0	30.0	See Scorecard Key
				94.7	200.0	Sub total Calc
			7.5	37.5	50.0	Subjective score
				132.2	250.0	Sub total Calc
			(2)	(1.3)		See 4_DejaVu_IP
				131.0		Total Calc

No Hire	Hire	Hire %	Count of Requisition ID	Supplier	Labor Type	# Hired	0	1	2	3	Grand Total
1.00	0.00	0.00%									
45.00	8.00	15.09%		VanderHouwen & Associates, Inc.	Admin/Clerical		1				1
62.00	4.00	6.06%		VanderHouwen & Associates, Inc.	Business Professional	45	8				53
108.00	12.00	10.00%		VanderHouwen & Associates, Inc.	Technical	62	4				66
				VanderHouwen & Associates, Inc. Total		108	12	0	0		120

No Responses	Responses	% Responses			
0.00	1.00	1.89%			
14.00	39.00	73.58%			
22.00	44.00	36.67%			
36.00	84.00	70.00%			

Count of Requisition ID	Supplier	Labor Type
	VanderHouwen & Associates, Inc.	Admin/Clerical
		Business Professional
		Technical
<b>Grand Total</b>		

Data Source = 1\_BPA\_SCORECARD JP2\_DZ  
Admin is excluded because VanderHouwen is not longer participating in that labor category

# Responses	0	1	2	3	4	5	6	Grand Total
		1						1
	14	13	13	8	3	2		53
	22	21	12	3	4	3	1	66
	36	35	25	11	7	5	1	120





On Time Withdrawals	Late Withdrawals	Total Withdrawals	Total Submittals (Less On Time Withdrawals)	Total Submittals (less Late withdrawals)	Submittal Quality Total (Total submittals - Ret Rejected -Withdrawals before JP Close)	% Shortlisted (Shortlist Total / Total Submittals)
5.00	0.00	5.00	90.00	95.00	90.00	94.44%
0.00	0.00	0.00	2.00	2.00	2.00	100.00%
4.00	0.00	4.00	88.00	92.00	86.00	93.02%
0.00	0.00	0.00	8.00	8.00	8.00	87.50%
9.00	0.00	9.00	183.00	192.00	183.00	95.08%

% Interviewed (Interviewed + Assignments + Closed)/Total Submittals	% Assignment (Assignments + Closed)/Total Submittals (Less All Withdrawals)	% Submittal Quality (Submittal Quality Total / Total Submittals (Less Online Withdrawals))	Supplier	Special Project?	Assignment
28.89%	10.00%	100.00%	VanderHouwen & Associates, Inc.	Backfill	9
0.00%	0.00%	100.00%	VanderHouwen & Associates, Inc.	Deja Vu	
22.73%	10.23%	97.73%	VanderHouwen & Associates, Inc.	NA	9
0.00%	0.00%	100.00%	VanderHouwen & Associates, Inc.	Position Review - Recompete	
26.23%	10.93%	100.00%	VanderHouwen & Associates, Inc. Total		13
				Count of Job Seeker ID	Column Labels
				Row Labels	Assignment Confirmed
				VanderHouwen & Associates, Inc.	25
				Backfill	8
				Deja Vu	1
				NA	16
				Position Review - Recompete	
				Grand Total	25

Interviewed	Rejected Actual	Shortlisted	Submitted	Withdrawn	Closed	Grand Total
17		59	5		5	95
		2				2
11	2	60	6		4	92
		7	1			8
28	2	128	12		8	192
Interviewed	Shortlisted	Submitted	Withdrawn	Assignment Activated	Grand Total	
4	136	18	7	2	192	
3	68	9	4	1	93	
		1			2	
	62	7	3	1	89	
1	6	1			8	
4	136	18	7	2	192	



Supplier	Year-MO	# Rejected in error
VanderHouwen & Associates, Inc.	2020-03	0
	2020-04	0
	2020-05	0
	2020-06	2
	2020-07	0
	2020-08	0
	2020-09	0
	2020-10	0
	2020-11	0
	2020-12	0
	2021-01	0
	2021-02	0
	<b>Total</b>	<b>2</b>









VanderHouwen & Associates, Inc.	BPAJP00009657	1									1
	BPAJP00009659					1					1
	BPAJP00009661	1									1
	BPAJP00009671				1						1
	BPAJP00009673	1									1
	BPAJP00009675	1									1
	BPAJP00009676	1									1
	BPAJP00009679	1									1
	BPAJP00009680					1					1
	BPAJP00009682	1									1
	BPAJP00009688	1									1
	BPAJP00009701	1									1
	BPAJP00009708	1									1
	BPAJP00009724				1						1
	BPAJP00009725				1						1
	BPAJP00009729	1									1
	BPAJP00009733	1									1
	BPAJP00009734	1									1
	BPAJP00009735	1									1
	BPAJP00009736	1									1
	BPAJP00009737	1									1
	BPAJP00009738	1									1
	BPAJP00009739	1									1
<b>Grand Total</b>		<b>36</b>	<b>35</b>	<b>25</b>	<b>11</b>	<b>7</b>	<b>5</b>	<b>1</b>			<b>120</b>



		Data from JS Data VanderHouwen						
Special Project? (All)		Excludes Withdrawn						
Shortlisted JS Count		Job Seeker Status						
Supplier	Requisition ID	Assignment Activated	Assignment Confirmed	Interviewed	Shortlisted	Submitted	Withdrawn	Grand Total
VanderHouwen & Associates, Inc.	BPAJP00009405				1.00			1.00
	BPAJP00009413				1.00			1.00
	BPAJP00009428				3.00		1.00	4.00
	BPAJP00009427				1.00			1.00
	BPAJP00009425				3.00			3.00
	BPAJP00009417				2.00			2.00
	BPAJP00009430				2.00			2.00
	BPAJP00009436				4.00			4.00
	BPAJP00009438				1.00			1.00
	BPAJP00009449				1.00			1.00
	BPAJP00009448				3.00			3.00
	BPAJP00009451				1.00	1.00		2.00
	BPAJP00009421				1.00			1.00
	BPAJP00009455				1.00			1.00
	BPAJP00009447				1.00			1.00
	BPAJP00009443				1.00			1.00
	BPAJP00009495				4.00			4.00
	BPAJP00009496				3.00			3.00
	BPAJP00009505				2.00			2.00
	BPAJP00009510				2.00	1.00		3.00
	BPAJP00009511			2.00	4.00			6.00
	BPAJP00009508				2.00			2.00
	BPAJP00009515				1.00			1.00
	BPAJP00009514			1.00	4.00			5.00
	BPAJP00009513			1.00				1.00
	BPAJP00009519				3.00			3.00
	BPAJP00009518				2.00			2.00
	BPAJP00009506				3.00	1.00		4.00
	BPAJP00009517				3.00			3.00
	BPAJP00009516				1.00		1.00	2.00
	BPAJP00009521				3.00			3.00
	BPAJP00009522				5.00			5.00
	BPAJP00009524		1.00		2.00			3.00
	BPAJP00009520				2.00			2.00
	BPAJP00009525				2.00			2.00
	BPAJP00009526		1.00		1.00			2.00
	BPAJP00009532				1.00			1.00
	BPAJP00009528				4.00			4.00
	BPAJP00009533				2.00			2.00
	BPAJP00009535				4.00			4.00
	BPAJP00009536				2.00			2.00
	BPAJP00009546				5.00			5.00
	BPAJP00009547		1.00		1.00			2.00
	BPAJP00009544	1.00			1.00			2.00
	BPAJP00009552		1.00				1.00	2.00
	BPAJP00009556				3.00			3.00

VanderHouwen & Associates, Inc.	BPAJP00009558					1.00	1.00	
	BPAJP00009560			2.00			2.00	
	BPAJP00009561		1.00				1.00	
	BPAJP00009564		1.00				1.00	
	BPAJP00009571			1.00			1.00	
	BPAJP00009572			2.00			2.00	
	BPAJP00009569			3.00			3.00	
	BPAJP00009574			1.00			1.00	
	BPAJP00009570			2.00			2.00	
	BPAJP00009578			1.00			1.00	
	BPAJP00009584			1.00			1.00	
	BPAJP00009566		1.00				1.00	
	BPAJP00009586			1.00			1.00	
	BPAJP00009568		1.00				1.00	
	BPAJP00009523			3.00	1.00		4.00	
	BPAJP00009563		1.00				1.00	
	BPAJP00009589		1.00	1.00			2.00	
	BPAJP00009593		1.00				1.00	
	BPAJP00009596		1.00				1.00	
	BPAJP00009598		1.00				1.00	
	BPAJP00009600			2.00			2.00	
	BPAJP00009601			1.00			1.00	
	BPAJP00009605				1.00		1.00	
	BPAJP00009607			2.00			2.00	
	BPAJP00009610			2.00			2.00	
	BPAJP00009609			1.00			1.00	
	BPAJP00009612		1.00				1.00	
	BPAJP00009611			3.00			3.00	
	BPAJP00009613		2.00				2.00	
	BPAJP00009614				2.00		2.00	
	BPAJP00009616				1.00		1.00	
	BPAJP00009620				2.00		2.00	
	BPAJP00009621				4.00	1.00	5.00	
	BPAJP00009633				1.00		1.00	
	BPAJP00009634				2.00		2.00	
	BPAJP00009639				1.00		1.00	
	BPAJP00009642				1.00		1.00	
	BPAJP00009654				1.00		1.00	
	BPAJP00009654		4.00				5.00	
	BPAJP00009659	1.00		3.00			4.00	
	BPAJP00009671		2.00				2.00	
	BPAJP00009675				1.00		1.00	
	BPAJP00009679				1.00		1.00	
	BPAJP00009680				3.00		3.00	
	BPAJP00009673				1.00		1.00	
	BPAJP00009724				1.00		1.00	
	BPAJP00009725				1.00		1.00	
<b>Grand Total</b>		2.00	25.00	4.00	136.00	18.00	7.00	192.00

# JS Submitted	Rate Compliance [ST/Hr]	
Supplier	Max Requested Bill Rate [ST/Hr]	COMPLIANT
VanderHouwen & Associates, Inc.	0.01	3
	34.00	2
	40.00	1
	44.00	2
	46.00	7
	48.00	11
	49.00	8
	51.00	2
	53.00	8
	54.00	4
	55.00	9
	56.00	1
	60.00	2
	62.00	2
	64.00	6
	65.00	4
	66.22	1
	76.00	9
	79.00	25
	80.00	9
	82.50	2
	84.00	4
	85.00	13
	86.00	2
	87.00	15
	88.00	2
	89.00	9
	90.00	11
	91.00	4
	93.00	1
	94.00	3
	100.00	4
	106.00	1
	120.00	4
	140.00	1
<b>Grand Total</b>		<b>192</b>



		Excludes Withdrawn or Rejected candidates			
		Data Source: JS Data VanderHouwen			
		Excludes Withdrawn			
Job Seeker Status	(All)				
Supplier	Max Requested Bill Rate (\$T/Hr)	Min of Distance (\$T/Hr)	Average of Distance (\$T/Hr)	Max of Distance (\$T/Hr)	
VanderHouwen & Associates, Inc.	34.00	0.10	0.10	0.10	0.10
	40.00	0.10	0.10	0.10	0.10
	44.00	0.50	0.50	0.50	0.50
	46.00	0.00	0.18	0.48	0.48
	48.00	0.10	0.20	0.60	0.60
	49.00	0.10	0.65	1.00	1.00
	51.00	1.00	1.00	1.00	1.00
	53.00	0.10	0.23	0.70	0.70
	54.00	0.10	0.78	1.00	1.00
	55.00	0.10	0.24	0.50	0.50
	56.00	0.00	0.00	0.00	0.00
	60.00	1.00	2.00	3.00	3.00
	62.00	0.50	0.50	0.50	0.50
	64.00	1.00	2.42	3.00	3.00
	65.00	0.90	0.95	1.00	1.00
	66.22	3.72	3.72	3.72	3.72
	76.00	0.11	2.39	6.00	6.00
	79.00	0.10	1.79	13.00	13.00
	80.00	0.10	0.75	3.00	3.00
	82.50	0.00	0.06	0.11	0.11
	84.00	0.10	1.03	3.40	3.40
	85.00	0.25	1.81	8.50	8.50
	86.00	1.00	4.75	8.50	8.50
	87.00	0.10	1.70	3.01	3.01
	88.00	1.10	8.05	15.00	15.00
	89.00	0.10	2.87	8.00	8.00
	90.00	0.25	1.54	3.05	3.05
	91.00	1.00	2.32	3.25	3.25
	93.00	1.75	1.75	1.75	1.75
	94.00	0.50	1.34	3.01	3.01
	100.00	0.25	3.27	7.00	7.00
	106.00	6.00	6.00	6.00	6.00
	120.00	8.50	9.25	10.00	10.00
	140.00	17.00	17.00	17.00	17.00
<b>VanderHouwen &amp; Associates, Inc. Total</b>		<b>0.00</b>	<b>1.74</b>	<b>17.00</b>	<b>17.00</b>
<b>Grand Total</b>		<b>0.00</b>	<b>1.74</b>	<b>17.00</b>	<b>17.00</b>



Job Seeker Status	(All)			1 = On Time	0 = After Respond by
Supplier	Job Seeker ID	Special Project?	Job Seeker Withdraw Date	Requisition Respond by Date/Time	On Time W/D
VanderHouwen & Associates, Inc.	VNDRJS00005158	Backfill	(blank)	03/02/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005159	Backfill	(blank)	03/02/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005160	Backfill	(blank)	03/02/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005161	NA	(blank)	03/02/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005162	NA	(blank)	03/02/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005163	Backfill	(blank)	03/05/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005164	NA	(blank)	03/06/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005165	Backfill	3/4/2020 16:37	03/05/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005166	Backfill	(blank)	03/05/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005167	NA	(blank)	03/05/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005168	Backfill	(blank)	03/05/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005169	Backfill	(blank)	02/24/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005170	Backfill	(blank)	03/10/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005171	Backfill	(blank)	03/10/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005172	NA	(blank)	03/11/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005173	Backfill	(blank)	03/12/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005174	NA	(blank)	03/13/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005175	NA	(blank)	03/13/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005176	NA	(blank)	03/13/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005177	NA	(blank)	03/13/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005178	NA	(blank)	03/16/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005179	Backfill	(blank)	03/17/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005180	Backfill	(blank)	03/17/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005181	NA	(blank)	03/17/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005182	Backfill	(blank)	03/17/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005183	Backfill	(blank)	03/19/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005184	Backfill	(blank)	03/19/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005185	Position Review - Recompete	(blank)	03/20/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005186	Backfill	(blank)	03/20/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005187	NA	(blank)	04/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005188	Backfill	(blank)	04/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005189	Backfill	(blank)	04/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005190	Backfill	(blank)	04/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005191	Backfill	(blank)	04/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005192	NA	(blank)	04/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005193	NA	(blank)	04/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005194	Backfill	(blank)	05/21/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005195	Backfill	(blank)	05/21/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005196	NA	(blank)	05/27/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005197	NA	(blank)	05/27/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005198	NA	(blank)	05/27/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005199	Backfill	(blank)	05/27/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005200	NA	(blank)	05/27/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005201	NA	(blank)	05/27/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005202	NA	5/29/2020 14:59	05/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005203	Backfill	(blank)	05/28/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005204	Backfill	(blank)	05/27/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005205	Backfill	(blank)	05/27/2020	1



VanderHouwen & Associates, Inc.	VNDRJS00005257	NA	(blank)		06/18/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005258	NA	(blank)		06/18/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005259	NA	(blank)		06/18/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005260	NA	(blank)		06/19/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005261	NA	(blank)		06/19/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005262	Backfill	(blank)		06/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005263	Backfill	(blank)		06/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005264	Backfill	(blank)		06/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005265	Backfill	(blank)		06/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005266	NA	(blank)		06/30/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005267	NA	(blank)		07/01/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005268	Backfill	(blank)		06/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005269	NA	(blank)		06/30/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005270	NA	(blank)		07/01/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005271	NA	(blank)		07/09/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005272	NA	(blank)		07/09/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005273	Backfill	(blank)		07/15/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005274	Backfill		7/15/2020 10:05	07/15/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005275	Backfill	(blank)		07/15/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005276	NA	(blank)		07/23/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005277	Position Review - Recompete	(blank)		07/24/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005278	Backfill	(blank)		07/27/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005279	Position Review - Recompete	(blank)		07/24/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005280	Backfill	(blank)		07/27/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005281	NA	(blank)		07/24/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005282	Backfill	(blank)		07/30/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005283	NA	(blank)		07/28/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005284	Backfill	(blank)		07/28/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005285	Backfill	(blank)		07/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005286	NA	(blank)		07/31/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005287	Backfill	(blank)		07/30/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005288	NA		7/31/2020 15:07	07/31/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005289	NA	(blank)		08/04/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005290	NA	(blank)		07/31/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005291	NA	(blank)		08/03/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005292	NA	(blank)		08/03/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005293	NA	(blank)		08/03/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005294	NA	(blank)		08/21/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005295	Position Review - Recompete	(blank)		08/31/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005296	Backfill	(blank)		09/08/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005297	Backfill	(blank)		09/08/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005298	Backfill	(blank)		09/08/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005299	NA	(blank)		09/14/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005300	Deja Vu	(blank)		09/18/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005301	NA	(blank)		09/23/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005302	NA	(blank)		09/23/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005303	NA	(blank)		09/23/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005304	Backfill	(blank)		09/28/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005305	NA	(blank)		09/30/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005306	NA	(blank)		09/30/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005307	Backfill	(blank)		10/07/2020	1















	Column Labels				
VanderHouwen & Associates, Inc.	2020-04	2020-06	2020-09	2020-11	Grand Total
<b>Administrative Supplemental</b>					
Invol	0				0
Vol	1				1
Total	1				1
<b>IT Supplemental</b>					
Invol			0		0
Vol			1		1
Total			1		1
<b>Tech/Prof Supplemental</b>					
Invol		0		0	0
Vol		1		1	2
Total		1		1	2
<b>Total Invol</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total Vol</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>4</b>
<b>Total Total</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>4</b>









20		30	
Markup Rank - New Positions	Markup Score - New Positions	Markup Rank - All Positions	Markup Score - All Positions
1	20.0	8	13.8
2	18.5	4	23.1
3	16.9	6	18.5
4	15.4	1	30.0
5	13.8	11	6.9
6	12.3	3	25.4
7	10.8	5	20.8
8	9.2	9	11.5
9	7.7	2	27.7
10	6.2	10	9.2
11	4.6	12	4.6
12	3.1	7	16.2
13	1.5	13	2.3

BPA_SCORECARD JP2_D2 (Requisition Create Date Between 09/01/2019 and 08/31/2020)									
Requisition ID	Labor Type	Requisition Title	Requisition Status	Requisition Create Date	Supplier	# Responses	# Hired	Close Reason	
BPAJPO0009433	Technical	Software Developer / Programmer 3	Closed	03/02/2020 08:58 AM	VanderHouwen & Associates, Inc.		0	0 Other - See Comments	
BPAJPO0009448	Technical	System Administrator 3	Closed	03/06/2020 07:07 AM	VanderHouwen & Associates, Inc.		3	0 Other - See Comments	
BPAJPO0009451	Technical	System Administrator 2	Closed	03/09/2020 02:40 PM	VanderHouwen & Associates, Inc.		2	0 Other - See Comments	
BPAJPO0009481	Technical	Network Administrator 3	Closed	03/19/2020 01:58 PM	VanderHouwen & Associates, Inc.		0	0 Other - See Comments	
BPAJPO0009495	Business Professional	Technical Writer 1 (Non-IT)	Closed	04/16/2020 09:28 AM	VanderHouwen & Associates, Inc.		4	1 All needed positions have been filled	
BPAJPO0009505	Business Professional	Business Analyst 3	Closed	05/07/2020 11:11 AM	VanderHouwen & Associates, Inc.		2	0 Auto-closed when Requisition positions are filled	
BPAJPO0009511	Technical	System Administrator 2	Closed	05/18/2020 06:49 AM	VanderHouwen & Associates, Inc.		6	0 Auto-closed when Requisition positions are filled	
BPAJPO0009514	Technical	System Administrator 2	Closed	05/18/2020 01:36 PM	VanderHouwen & Associates, Inc.		5	0 Auto-closed when Requisition positions are filled	
BPAJPO0009515	Business Professional	Operations Analyst 2	Closed	05/19/2020 09:00 AM	VanderHouwen & Associates, Inc.		1	0 Auto-closed when Requisition positions are filled	
BPAJPO0009516	Business Professional	Business Analyst 2	Closed	05/19/2020 09:59 AM	VanderHouwen & Associates, Inc.		2	0 Auto-closed when Requisition positions are filled	
BPAJPO0009519	Technical	System Administrator 3	Closed	05/20/2020 12:18 PM	VanderHouwen & Associates, Inc.		3	1 Auto-closed when Requisition positions are filled	
BPAJPO0009520	Business Professional	Operations Analyst 2	Closed	05/22/2020 09:39 AM	VanderHouwen & Associates, Inc.		2	0 Auto-closed when Requisition positions are filled	
BPAJPO0009522	Technical	Software Developer / Programmer 2	Closed	05/22/2020 10:22 AM	VanderHouwen & Associates, Inc.		5	0 Auto-closed when Requisition positions are filled	
BPAJPO0009528	Business Professional	Operations Analyst 3	Closed	06/01/2020 11:04 AM	VanderHouwen & Associates, Inc.		4	1 Auto-closed when Requisition positions are filled	
BPAJPO0009529	Technical	Network Administrator 3	Closed	06/03/2020 08:27 AM	VanderHouwen & Associates, Inc.		0	0 Auto-closed when Requisition positions are filled	
BPAJPO0009532	Technical	Infrastructure Engineer 3 (IT)	Closed	06/05/2020 06:34 AM	VanderHouwen & Associates, Inc.		1	0 Auto-closed when Requisition positions are filled	
BPAJPO0009533	Business Professional	Program Support Specialist 1	Closed	06/05/2020 08:11 AM	VanderHouwen & Associates, Inc.		2	0 Auto-closed when Requisition positions are filled	
BPAJPO0009546	Technical	Technical Business Analyst 2	Closed	06/18/2020 09:43 AM	VanderHouwen & Associates, Inc.		5	1 Auto-closed when Requisition positions are filled	
BPAJPO0009556	Business Professional	Program Support Specialist 1	Closed	07/07/2020 09:49 AM	VanderHouwen & Associates, Inc.		3	0 Auto-closed when Requisition positions are filled	
BPAJPO0009563	Technical	Business Systems Analyst 3 (N-IT)	Closed	07/15/2020 09:36 AM	VanderHouwen & Associates, Inc.		1	0 No Longer Needed	
BPAJPO0009564	Technical	Business Systems Analyst 3 (N-IT)	Closed	07/15/2020 09:56 AM	VanderHouwen & Associates, Inc.		1	0 Auto-closed when Requisition positions are filled	
BPAJPO0009568	Technical	Software Developer / Programmer 2	Closed	07/17/2020 11:52 AM	VanderHouwen & Associates, Inc.		1	0 No suitable candidates found	
BPAJPO0009571	Business Professional	Data Steward 1	Closed	07/20/2020 01:56 PM	VanderHouwen & Associates, Inc.		1	0 Auto-closed when Requisition positions are filled	
BPAJPO0009572	Business Professional	Program Support Specialist 2	Closed	07/21/2020 07:30 AM	VanderHouwen & Associates, Inc.		2	1 Auto-closed when Requisition positions are filled	
BPAJPO0009589	Business Professional	Program Support Specialist 1	Closed	08/25/2020 11:27 AM	VanderHouwen & Associates, Inc.		2	0 Auto-closed when Requisition positions are filled	
BPAJPO0009592	Technical	Information System Security Engineer	Closed	08/27/2020 10:41 AM	VanderHouwen & Associates, Inc.		0	0 Will be re-posted under a new Requisition	
BPAJPO0009593	Technical	System Administrator 2	Closed	08/27/2020 11:24 AM	VanderHouwen & Associates, Inc.		1	0 Auto-closed when Requisition positions are filled	
BPAJPO0009594	Technical	Infrastructure Engineer 3 (IT)	Closed	08/28/2020 01:32 PM	VanderHouwen & Associates, Inc.		0	0 Auto-closed when Requisition positions are filled	
BPAJPO0009595	Technical	Business Systems Analyst 3 (N-IT)	Closed	08/28/2020 02:21 PM	VanderHouwen & Associates, Inc.		0	0 Auto-closed when Requisition positions are filled	
BPAJPO0009605	Technical	Software Developer / Programmer 2	Closed	09/16/2020 08:21 AM	VanderHouwen & Associates, Inc.		1	0 Auto-closed when Requisition positions are filled	
BPAJPO0009609	Technical	Software Developer / Programmer 3	Closed	09/24/2020 08:54 AM	VanderHouwen & Associates, Inc.		1	0 No Longer Needed	
BPAJPO0009610	Business Professional	Workplace Services Technician	Closed	09/30/2020 08:12 AM	VanderHouwen & Associates, Inc.		2	0 Auto-closed when Requisition positions are filled	
BPAJPO0009616	Technical	Business Systems Analyst 3 (N-IT)	Closed	10/07/2020 08:19 AM	VanderHouwen & Associates, Inc.		1	0 Auto-closed when Requisition positions are filled	
BPAJPO0009621	Business Professional	Business Analyst 3	Closed	10/29/2020 01:44 PM	VanderHouwen & Associates, Inc.		5	1 Auto-closed when Requisition positions are filled	
BPAJPO0009626	Technical	Project Manager 2 (IT Projects)	Haltd	11/06/2020 07:27 AM	VanderHouwen & Associates, Inc.		0	0	
BPAJPO0009633	Technical	Software Developer / Programmer 3	Submitted	11/10/2020 03:00 PM	VanderHouwen & Associates, Inc.		1	0	
BPAJPO0009634	Business Professional	Contract/Acquisition Specialist/Administrator 2	Closed	11/17/2020 03:39 PM	VanderHouwen & Associates, Inc.		2	0 Auto-closed when Requisition positions are filled	
BPAJPO0009657	Business Professional	Archaeologist	Submitted	01/08/2021 11:25 AM	VanderHouwen & Associates, Inc.		0	0	
BPAJPO0009659	Technical	Business Systems Analyst 2 (N-IT)	Haltd	01/11/2021 07:51 AM	VanderHouwen & Associates, Inc.		4	0	
BPAJPO0009661	Technical	Software Developer / Programmer 3	Submitted	01/13/2021 08:25 AM	VanderHouwen & Associates, Inc.		0	0	
BPAJPO0009680	Technical	Business Systems Analyst 2 (N-IT)	Closed	02/01/2021 12:29 PM	VanderHouwen & Associates, Inc.		3	0 No suitable candidates found	
BPAJPO0009688	Business Professional	Technical Training Specialist 2	Submitted	02/08/2021 10:55 AM	VanderHouwen & Associates, Inc.		0	0	
BPAJPO0009724	Technical	System Administrator 3	Submitted	02/15/2021 09:05 PM	VanderHouwen & Associates, Inc.		1	0	
BPAJPO0009725	Business Professional	Program Support Specialist 2	Submitted	02/17/2021 08:01 AM	VanderHouwen & Associates, Inc.		1	0	
BPAJPO0009729	Technical	Business Systems Analyst 3 (N-IT)	Submitted	02/18/2021 08:22 AM	VanderHouwen & Associates, Inc.		0	0	
BPAJPO0009733	Business Professional	Operations Analyst 2	Submitted	02/19/2021 07:27 AM	VanderHouwen & Associates, Inc.		0	0	
BPAJPO0009798	Business Professional	Project Mgr 3 (Non-IT)	Closed	09/08/2020 12:50 PM	VanderHouwen & Associates, Inc.		1	0 Auto-closed when Requisition positions are filled	
BPAJPO0009639	Technical	Software Developer / Programmer 3	Closed	12/02/2020 03:37 PM	VanderHouwen & Associates, Inc.		1	0 All needed positions have been filled	
BPAJPO0009647	Technical	Software Developer / Programmer 3	Closed	12/18/2020 09:52 AM	VanderHouwen & Associates, Inc.		0	0 Auto-closed when Requisition positions are filled	



BPAJ00009656	Technical	Network Administrator 3	Halted	01/08/2021 09:16 AM	VanderHouwen & Associates, Inc.	0	0	
BPAJ00009436	Technical	System Administrator 2	Closed	03/02/2020 12:14 PM	VanderHouwen & Associates, Inc.	4	0	Other - See Comments
BPAJ00009437	Technical	Database Administrator 2 (N-IT)	Closed	03/02/2020 01:21 PM	VanderHouwen & Associates, Inc.	0	0	Other - See Comments
BPAJ00009438	Technical	Database Administrator 3 (N-IT)	Closed	03/02/2020 01:30 PM	VanderHouwen & Associates, Inc.	1	0	Other - See Comments
BPAJ00009439	Technical	Database Administrator 2 (N-IT)	Closed	03/02/2020 01:45 PM	VanderHouwen & Associates, Inc.	0	0	Other - See Comments
BPAJ00009440	Technical	Database Administrator 3 (N-IT)	Closed	03/02/2020 01:54 PM	VanderHouwen & Associates, Inc.	0	0	Other - See Comments
BPAJ00009443	Technical	Business Systems Analyst 1 (N-IT)	Closed	03/03/2020 03:16 PM	VanderHouwen & Associates, Inc.	1	1	Auto-closed when Requisition positions are filled
BPAJ00009447	Technical	Business Systems Analyst 3 (N-IT)	Closed	03/05/2020 02:39 PM	VanderHouwen & Associates, Inc.	1	0	Other - See Comments
BPAJ00009449	Business Professional	Program Support Specialist 2	Closed	03/06/2020 09:49 AM	VanderHouwen & Associates, Inc.	1	0	Other - See Comments
BPAJ00009450	Business Professional	Business Analyst 2	Closed	03/06/2020 02:24 PM	VanderHouwen & Associates, Inc.	0	0	Other - See Comments
BPAJ00009496	Business Professional	Business Analyst 3	Closed	04/17/2020 01:41 PM	VanderHouwen & Associates, Inc.	3	1	Auto-closed when Requisition positions are filled
BPAJ00009506	Business Professional	Program Support Specialist 1	Closed	05/14/2020 11:17 AM	VanderHouwen & Associates, Inc.	4	1	Auto-closed when Requisition positions are filled
BPAJ00009508	Technical	Data Analyst 2	Closed	05/14/2020 01:04 PM	VanderHouwen & Associates, Inc.	2	0	Other - See Comments
BPAJ00009510	Business Professional	Program Support Specialist 1	Closed	05/15/2020 02:27 PM	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled
BPAJ00009517	Business Professional	Accountant 2	Closed	05/19/2020 11:15 AM	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled
BPAJ00009521	Business Professional	Program Support Specialist 2	Closed	05/22/2020 10:04 AM	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled
BPAJ00009523	Technical	Project Manager 3 (IT Projects)	Closed	05/22/2020 02:04 PM	VanderHouwen & Associates, Inc.	4	0	Will be re-posted under a new Requisition
BPAJ00009524	Business Professional	Program Support Specialist 2	Closed	05/26/2020 01:12 PM	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled
BPAJ00009525	Technical	Business Systems Analyst 3 (N-IT)	Closed	05/27/2020 04:06 PM	VanderHouwen & Associates, Inc.	2	0	Will be re-posted under a new Requisition
BPAJ00009526	Business Professional	Program Support Specialist 3	Closed	05/28/2020 06:58 AM	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled
BPAJ00009534	Business Professional	Business Analyst 2	Closed	06/08/2020 09:09 AM	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled
BPAJ00009535	Technical	Project Manager 2 (IT Projects)	Closed	06/08/2020 09:40 AM	VanderHouwen & Associates, Inc.	4	1	All needed positions have been filled
BPAJ00009536	Technical	Business Systems Analyst 1 (N-IT)	Closed	06/09/2020 10:06 AM	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled
BPAJ00009544	Business Professional	Business Analyst 3	Closed	06/16/2020 11:03 AM	VanderHouwen & Associates, Inc.	2	1	Auto-closed when Requisition positions are filled
BPAJ00009547	Business Professional	Technical Writer 3 (Non -IT)	Closed	06/18/2020 11:30 AM	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled
BPAJ00009552	Technical	Software Developer / Programmer 3	Closed	06/29/2020 01:06 PM	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled
BPAJ00009558	Business Professional	Project Mgr 2 (Non-IT)	Closed	07/13/2020 08:36 AM	VanderHouwen & Associates, Inc.	1	1	Auto-closed when Requisition positions are filled
BPAJ00009561	Business Professional	Business Analyst 2	Closed	07/14/2020 11:58 AM	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled
BPAJ00009566	Business Professional	Business Analyst 3	Closed	07/16/2020 12:09 PM	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled
BPAJ00009569	Business Professional	Program Support Specialist 2	Closed	07/20/2020 07:41 AM	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled
BPAJ00009570	Technical	Technical Business Analyst 3	Closed	07/20/2020 12:03 PM	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled
BPAJ00009574	Business Professional	Business Analyst 3	Closed	07/21/2020 01:32 PM	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled
BPAJ00009578	Business Professional	Business Analyst 2	Closed	07/23/2020 08:31 AM	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled
BPAJ00009584	Technical	Data Scientist	Closed	08/10/2020 03:41 PM	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled
BPAJ00009596	Technical	Business Systems Analyst 3 (N-IT)	Closed	09/01/2020 11:11 AM	VanderHouwen & Associates, Inc.	1	0	No Longer Needed
BPAJ00009600	Technical	Database Administrator 2 (N-IT)	Closed	09/10/2020 01:17 PM	VanderHouwen & Associates, Inc.	2	0	No suitable candidates found
BPAJ00009601	Technical	Database Administrator 3 (N-IT)	Closed	09/10/2020 01:23 PM	VanderHouwen & Associates, Inc.	1	0	No suitable candidates found
BPAJ00009602	Technical	Database Administrator 2 (N-IT)	Closed	09/10/2020 01:39 PM	VanderHouwen & Associates, Inc.	0	0	No suitable candidates found
BPAJ00009603	Technical	Database Administrator 3 (N-IT)	Closed	09/10/2020 01:42 PM	VanderHouwen & Associates, Inc.	0	0	No suitable candidates found
BPAJ00009607	Technical	Quality Assurance Analyst 3	Closed	09/21/2020 01:00 PM	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled
BPAJ00009611	Business Professional	Program Support Specialist 1	Closed	10/02/2020 09:43 AM	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled
BPAJ00009612	Technical	Technical Business Analyst 2	Closed	10/02/2020 10:24 AM	VanderHouwen & Associates, Inc.	1	0	No Longer Needed
BPAJ00009613	Technical	Data Analyst 2	Closed	10/02/2020 01:00 PM	VanderHouwen & Associates, Inc.	2	0	All needed positions have been filled
BPAJ00009614	Technical	System Administrator 2	Closed	10/02/2020 02:02 PM	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled
BPAJ00009618	Business Professional	Paralegal 3	Closed	10/13/2020 10:38 AM	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled
BPAJ00009620	Technical	System Administrator 3	Closed	10/19/2020 02:26 PM	VanderHouwen & Associates, Inc.	2	0	Will be re-posted under a new Requisition
BPAJ00009637	Technical	Business Systems Analyst 3 (N-IT)	Closed	11/20/2020 11:58 AM	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled
BPAJ00009644	Business Professional	Program Support Specialist 1	Closed	12/15/2020 11:51 AM	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled
BPAJ00009645	Technical	Database Administrator 2 (N-IT)	Closed	12/16/2020 12:46 PM	VanderHouwen & Associates, Inc.	0	0	No Longer Needed
BPAJ00009646	Technical	Database Administrator 3 (N-IT)	Submitted	12/16/2020 12:59 PM	VanderHouwen & Associates, Inc.	0	0	
BPAJ00009654	Business Professional	Business Analyst 3	Submitted	12/30/2020 04:14 PM	VanderHouwen & Associates, Inc.	5	0	

BPAJPO0009671	Technical	Data Analyst 2	Submitted	01/22/2021 11:32 AM	VanderHouwen & Associates, Inc.	2	0
BPAJPO0009673	Business Professional	Business Analyst 3	Submitted	01/22/2021 02:43 PM	VanderHouwen & Associates, Inc.	1	0
BPAJPO0009675	Technical	System Administrator 3	Submitted	01/25/2021 03:42 PM	VanderHouwen & Associates, Inc.	1	0
BPAJPO0009679	Business Professional	Business Analyst 3	Submitted	01/28/2021 02:24 PM	VanderHouwen & Associates, Inc.	1	0
BPAJPO0009682	Technical	Business Systems Analyst 3 (N-IT)	Submitted	02/01/2021 04:24 PM	VanderHouwen & Associates, Inc.	0	0
BPAJPO0009708	Business Professional	Business Analyst 2	Submitted	02/10/2021 04:03 PM	VanderHouwen & Associates, Inc.	0	0
BPAJPO0009734	Business Professional	Chemist 2	Submitted	02/19/2021 08:09 AM	VanderHouwen & Associates, Inc.	0	0
BPAJPO0009735	Technical	Software Developer / Programmer 3	Submitted	02/19/2021 02:09 PM	VanderHouwen & Associates, Inc.	0	0
BPAJPO0009736	Technical	Business Systems Analyst 3 (N-IT)	Submitted	02/19/2021 03:01 PM	VanderHouwen & Associates, Inc.	0	0
BPAJPO0009737	Business Professional	Inventory Specialist 2	Submitted	02/22/2021 07:54 AM	VanderHouwen & Associates, Inc.	0	0
BPAJPO0009738	Business Professional	Operations Analyst 3	Submitted	02/22/2021 12:18 PM	VanderHouwen & Associates, Inc.	0	0
BPAJPO0009739	Business Professional	Business Analyst 3	Submitted	02/24/2021 01:29 PM	VanderHouwen & Associates, Inc.	0	0
BPAJPO0009455	Technical	Business Systems Analyst 3 (N-IT)	Closed	03/11/2020 01:46 PM	VanderHouwen & Associates, Inc.	1	0 Auto-closed when Requisition positions are filled
BPAJPO0009513	Technical	Business Systems Analyst 3 (N-IT)	Closed	05/18/2020 12:59 PM	VanderHouwen & Associates, Inc.	1	0 Auto-closed when Requisition positions are filled
BPAJPO0009518	Business Professional	Program Support Specialist 1	Closed	05/19/2020 01:29 PM	VanderHouwen & Associates, Inc.	2	0 Auto-closed when Requisition positions are filled
BPAJPO0009560	Business Professional	Operations Analyst 3	Closed	07/14/2020 11:05 AM	VanderHouwen & Associates, Inc.	2	0 Auto-closed when Requisition positions are filled
BPAJPO0009586	Admin/Clerical	Administrative Services Assistant 2	Closed	08/14/2020 07:36 AM	VanderHouwen & Associates, Inc.	1	0 Auto-closed when Requisition positions are filled
BPAJPO0009642	Business Professional	Operations Analyst 2	Closed	12/09/2020 08:32 AM	VanderHouwen & Associates, Inc.	1	0 Auto-closed when Requisition positions are filled
BPAJPO0009676	Business Professional	Business Analyst 3	Submitted	01/26/2021 03:49 PM	VanderHouwen & Associates, Inc.	0	0
BPAJPO0009701	Business Professional	Project Mgr 2 (Non-IT)	Submitted	02/10/2021 10:42 AM	VanderHouwen & Associates, Inc.	0	0
The data contained in this report is as of 03/01/2021 12:41 AM PST							





NA	Regular
NA	Regular
NA	Regular
NA	Regular
NA	Regular
NA	Regular
NA	Regular
NA	Regular
NA	Regular
NA	Regular
NA	Regular
NA	Regular
NA	Regular
Position Review - Recompete	Regular
Position Review - Recompete	Regular
Position Review - Recompete	Regular
Position Review - Recompete	Regular
Position Review - Recompete	Regular
Position Review - Recompete	Regular
Position Review - Recompete	Regular
Position Review - Recompete	Regular
Position Review - Recompete	Regular
Position Review - Recompete	Regular

BPA_SCORECARD_JS2_DZ_2 (Job Seeker Submit Date Between 03/01/2020 and 02/28/2021) (Filter Set : BPA_SCORECARD_JS2_DZ_Test2-ReportGroup)			
Job Seeker ID	Requisition ID	Assignment ID	Supplier
VNDRJS00005169	BPAJF00009405		VanderHouwen & Associates, Inc.
VNDRJS00005173	BPAJF00009413		VanderHouwen & Associates, Inc.
VNDRJS00005161	BPAJF00009417		VanderHouwen & Associates, Inc.
VNDRJS00005162	BPAJF00009417		VanderHouwen & Associates, Inc.
VNDRJS00005186	BPAJF00009421		VanderHouwen & Associates, Inc.
VNDRJS00005158	BPAJF00009425		VanderHouwen & Associates, Inc.
VNDRJS00005159	BPAJF00009425		VanderHouwen & Associates, Inc.
VNDRJS00005160	BPAJF00009425		VanderHouwen & Associates, Inc.
VNDRJS00005167	BPAJF00009427		VanderHouwen & Associates, Inc.
VNDRJS00005163	BPAJF00009428	BPAW00007806	VanderHouwen & Associates, Inc.
VNDRJS00005165	BPAJF00009428		VanderHouwen & Associates, Inc.
VNDRJS00005166	BPAJF00009428		VanderHouwen & Associates, Inc.
VNDRJS00005168	BPAJF00009428		VanderHouwen & Associates, Inc.
VNDRJS00005170	BPAJF00009430		VanderHouwen & Associates, Inc.
VNDRJS00005171	BPAJF00009430		VanderHouwen & Associates, Inc.
VNDRJS00005174	BPAJF00009436		VanderHouwen & Associates, Inc.
VNDRJS00005175	BPAJF00009436		VanderHouwen & Associates, Inc.
VNDRJS00005176	BPAJF00009436		VanderHouwen & Associates, Inc.
VNDRJS00005177	BPAJF00009436		VanderHouwen & Associates, Inc.
VNDRJS00005178	BPAJF00009438		VanderHouwen & Associates, Inc.
VNDRJS00005164	BPAJF00009443	BPAW00007818	VanderHouwen & Associates, Inc.
VNDRJS00005172	BPAJF00009447		VanderHouwen & Associates, Inc.
VNDRJS00005179	BPAJF00009448		VanderHouwen & Associates, Inc.
VNDRJS00005180	BPAJF00009448		VanderHouwen & Associates, Inc.
VNDRJS00005182	BPAJF00009448		VanderHouwen & Associates, Inc.
VNDRJS00005181	BPAJF00009449		VanderHouwen & Associates, Inc.
VNDRJS00005183	BPAJF00009451		VanderHouwen & Associates, Inc.
VNDRJS00005184	BPAJF00009451		VanderHouwen & Associates, Inc.
VNDRJS00005185	BPAJF00009455		VanderHouwen & Associates, Inc.
VNDRJS00005188	BPAJF00009495	BPAW00007855	VanderHouwen & Associates, Inc.
VNDRJS00005189	BPAJF00009495		VanderHouwen & Associates, Inc.
VNDRJS00005190	BPAJF00009495		VanderHouwen & Associates, Inc.
VNDRJS00005191	BPAJF00009495		VanderHouwen & Associates, Inc.
VNDRJS00005187	BPAJF00009496	BPAW00007866	VanderHouwen & Associates, Inc.
VNDRJS00005192	BPAJF00009496		VanderHouwen & Associates, Inc.
VNDRJS00005193	BPAJF00009496		VanderHouwen & Associates, Inc.
VNDRJS00005194	BPAJF00009505		VanderHouwen & Associates, Inc.
VNDRJS00005195	BPAJF00009505		VanderHouwen & Associates, Inc.
VNDRJS00005202	BPAJF00009506		VanderHouwen & Associates, Inc.
VNDRJS00005223	BPAJF00009506		VanderHouwen & Associates, Inc.
VNDRJS00005224	BPAJF00009506	BPAW00007876	VanderHouwen & Associates, Inc.
VNDRJS00005225	BPAJF00009506		VanderHouwen & Associates, Inc.
VNDRJS00005197	BPAJF00009508		VanderHouwen & Associates, Inc.
VNDRJS00005201	BPAJF00009508		VanderHouwen & Associates, Inc.
VNDRJS00005196	BPAJF00009510		VanderHouwen & Associates, Inc.
VNDRJS00005198	BPAJF00009510		VanderHouwen & Associates, Inc.
VNDRJS00005200	BPAJF00009510		VanderHouwen & Associates, Inc.
VNDRJS00005199	BPAJF00009511		VanderHouwen & Associates, Inc.
VNDRJS00005204	BPAJF00009511		VanderHouwen & Associates, Inc.









Max Requested Bill Rate [\$/Hr]	Presented Bill Rate [\$/Hr]	Rejected?	Rejection Reason	Job Seeker Status Short	Revision #	Assignment Status	Special Project?	Labor Type	Posting Type	Month JS Submitted	Year JS Submitted	Rate Compliance [\$/Hr]
\$85.00	\$84.07	No		Shortliste			Backfill	Business Professional	Regular	March	2020	COMPLIANT
\$0.01	\$166.00	No		Shortliste			Backfill	Technical	Regular	March	2020	COMPLIANT
\$44.00	\$43.50	No		Shortliste			NA	Business Professional	Regular	March	2020	COMPLIANT
\$44.00	\$43.50	No		Shortliste			NA	Business Professional	Regular	March	2020	COMPLIANT
\$91.00	\$89.00	No		Shortliste			Backfill	Technical	Regular	March	2020	COMPLIANT
\$46.00	\$45.90	No		Shortliste			Backfill	Admin/Clerical	Regular	March	2020	COMPLIANT
\$46.00	\$45.90	No		Shortliste			Backfill	Admin/Clerical	Regular	March	2020	COMPLIANT
\$46.00	\$45.52	No		Shortliste			Backfill	Admin/Clerical	Regular	March	2020	COMPLIANT
\$82.50	\$82.39	No		Shortliste			NA	Business Professional	Regular	March	2020	COMPLIANT
\$46.00	\$46.00	No		Assignment	0	Confirmed	Backfill	Admin/Clerical	Regular	March	2020	COMPLIANT
\$46.00	\$46.00	No		Withdrawn			Backfill	Admin/Clerical	Regular	March	2020	COMPLIANT
\$46.00	\$45.52	No		Shortliste			Backfill	Admin/Clerical	Regular	March	2020	COMPLIANT
\$46.00	\$45.90	No		Shortliste			Backfill	Admin/Clerical	Regular	March	2020	COMPLIANT
\$64.00	\$61.00	No		Shortliste			Backfill	Business Professional	Regular	March	2020	COMPLIANT
\$64.00	\$60.98	No		Interviewe			Backfill	Business Professional	Regular	March	2020	COMPLIANT
\$79.00	\$77.00	No		Shortliste			NA	Technical	Regular	March	2020	COMPLIANT
\$79.00	\$77.00	No		Shortliste			NA	Technical	Regular	March	2020	COMPLIANT
\$79.00	\$78.89	No		Shortliste			NA	Technical	Regular	March	2020	COMPLIANT
\$79.00	\$77.01	No		Shortliste			NA	Technical	Regular	March	2020	COMPLIANT
\$100.00	\$97.18	No		Shortliste			NA	Technical	Regular	March	2020	COMPLIANT
\$56.00	\$56.00	No		Assignment	0	Confirmed	NA	Technical	Regular	March	2020	COMPLIANT
\$90.00	\$88.00	No		Shortliste			NA	Technical	Regular	March	2020	COMPLIANT
\$85.00	\$84.49	No		Shortliste			Backfill	Technical	Regular	March	2020	COMPLIANT
\$85.00	\$82.47	No		Shortliste			Backfill	Technical	Regular	March	2020	COMPLIANT
\$85.00	\$84.49	No		Shortliste			Backfill	Technical	Regular	March	2020	COMPLIANT
\$53.00	\$52.90	No		Submitted			NA	Business Professional	Regular	March	2020	COMPLIANT
\$79.00	\$77.44	No		Submitted			Backfill	Technical	Regular	March	2020	COMPLIANT
\$79.00	\$78.00	No		Submitted			Backfill	Technical	Regular	March	2020	COMPLIANT
\$90.00	\$88.00	No		Shortliste			Position Review - Recompete	Technical	Regular	March	2020	COMPLIANT
\$54.00	\$53.00	No		Assignment	0	Confirmed (Worker Closed)	Backfill	Business Professional	Regular	April	2020	COMPLIANT
\$54.00	\$53.90	No		Shortliste			Backfill	Business Professional	Regular	April	2020	COMPLIANT
\$54.00	\$53.00	No		Shortliste			Backfill	Business Professional	Regular	April	2020	COMPLIANT
\$54.00	\$53.00	No		Shortliste			Backfill	Business Professional	Regular	April	2020	COMPLIANT
\$80.00	\$79.90	No		Assignment	0	Confirmed	NA	Business Professional	Regular	April	2020	COMPLIANT
\$80.00	\$79.79	No		Shortliste			NA	Business Professional	Regular	April	2020	COMPLIANT
\$80.00	\$79.00	No		Shortliste			NA	Business Professional	Regular	April	2020	COMPLIANT
\$76.00	\$74.00	No		Submitted			Backfill	Business Professional	Regular	May	2020	COMPLIANT
\$76.00	\$74.00	No		Shortliste			Backfill	Business Professional	Regular	May	2020	COMPLIANT
\$48.00	\$47.90	No		Withdrawn			NA	Business Professional	Regular	May	2020	COMPLIANT
\$48.00	\$47.75	No		Interviewe			NA	Business Professional	Regular	May	2020	COMPLIANT
\$48.00	\$47.90	No		Assignment	0	Confirmed	NA	Business Professional	Regular	May	2020	COMPLIANT
\$48.00	\$47.90	No		Interviewe			NA	Business Professional	Regular	May	2020	COMPLIANT
\$89.00	\$88.00	Yes	Does not meet minimum qualifications	Rejected			NA	Technical	Regular	May	2020	COMPLIANT
\$89.00	\$81.00	Yes	Does not meet minimum qualifications	Rejected			NA	Technical	Regular	May	2020	COMPLIANT
\$48.00	\$47.90	No		Shortliste			NA	Business Professional	Regular	May	2020	COMPLIANT
\$48.00	\$47.90	No		Shortliste			NA	Business Professional	Regular	May	2020	COMPLIANT
\$48.00	\$47.90	No		Shortliste			NA	Business Professional	Regular	May	2020	COMPLIANT
\$79.00	\$77.85	No		Interviewe			Backfill	Technical	Regular	May	2020	COMPLIANT
\$79.00	\$78.00	No		Interviewe			Backfill	Technical	Regular	May	2020	COMPLIANT

\$79.00	\$76.50	No	Shortliste		Backfill	Technical	Regular	May	2020	COMPLIANT
\$79.00	\$77.95	No	Withdrawn		Backfill	Technical	Regular	May	2020	COMPLIANT
\$79.00	\$78.00	No	Shortliste		Backfill	Technical	Regular	May	2020	COMPLIANT
\$79.00	\$78.90	No	Shortliste		Backfill	Technical	Regular	May	2020	COMPLIANT
\$90.00	\$87.80	No	Shortliste		Position Review - Recompete	Technical	Regular	May	2020	COMPLIANT
\$79.00	\$66.00	No	Interviewe		Backfill	Technical	Regular	May	2020	COMPLIANT
\$79.00	\$77.95	No	Shortliste		Backfill	Technical	Regular	May	2020	COMPLIANT
\$79.00	\$76.50	No	Withdrawn		Backfill	Technical	Regular	May	2020	COMPLIANT
\$79.00	\$76.50	No	Shortliste		Backfill	Technical	Regular	May	2020	COMPLIANT
\$79.00	\$78.90	No	Shortliste		Backfill	Technical	Regular	May	2020	COMPLIANT
\$64.00	\$61.50	No	Interviewe		Backfill	Business Professional	Regular	May	2020	COMPLIANT
\$65.00	\$64.10	No	Interviewe		Backfill	Business Professional	Regular	June	2020	COMPLIANT
\$65.00	\$64.10	No	Shortliste		Backfill	Business Professional	Regular	June	2020	COMPLIANT
\$55.00	\$54.85	No	Interviewe		NA	Business Professional	Regular	May	2020	COMPLIANT
\$55.00	\$54.85	No	Interviewe		NA	Business Professional	Regular	May	2020	COMPLIANT
\$55.00	\$54.85	No	Shortliste		NA	Business Professional	Regular	May	2020	COMPLIANT
\$48.00	\$47.40	No	Shortliste		Position Review - Recompete	Business Professional	Regular	May	2020	COMPLIANT
\$48.00	\$47.40	No	Shortliste		Position Review - Recompete	Business Professional	Regular	May	2020	COMPLIANT
\$85.00	\$84.00	No	Interviewe		Backfill	Technical	Regular	May	2020	COMPLIANT
\$85.00	\$76.50	No	Assignment	0 Confirmed	Backfill	Technical	Regular	May	2020	COMPLIANT
\$85.00	\$84.75	No	Shortliste		Backfill	Technical	Regular	May	2020	COMPLIANT
\$64.00	\$63.00	No	Shortliste		Backfill	Business Professional	Regular	June	2020	COMPLIANT
\$64.00	\$62.00	No	Shortliste		Backfill	Business Professional	Regular	June	2020	COMPLIANT
\$53.00	\$52.90	No	Interviewe		NA	Business Professional	Regular	June	2020	COMPLIANT
\$53.00	\$52.90	No	Shortliste		NA	Business Professional	Regular	June	2020	COMPLIANT
\$53.00	\$52.90	No	Shortliste		NA	Business Professional	Regular	June	2020	COMPLIANT
\$89.00	\$87.50	No	Shortliste		Backfill	Technical	Regular	June	2020	COMPLIANT
\$89.00	\$85.25	No	Shortliste		Backfill	Technical	Regular	June	2020	COMPLIANT
\$89.00	\$84.50	No	Shortliste		Backfill	Technical	Regular	June	2020	COMPLIANT
\$89.00	\$88.00	No	Shortliste		Backfill	Technical	Regular	June	2020	COMPLIANT
\$89.00	\$88.90	No	Shortliste		Backfill	Technical	Regular	June	2020	COMPLIANT
\$120.00	\$110.00	No	Withdrawn		NA	Technical	Regular	June	2020	COMPLIANT
\$120.00	\$110.00	No	Submitted		NA	Technical	Regular	June	2020	COMPLIANT
\$120.00	\$111.50	No	Submitted		NA	Technical	Regular	June	2020	COMPLIANT
\$120.00	\$111.50	No	Submitted		NA	Technical	Regular	June	2020	COMPLIANT
\$55.00	\$54.90	No	Shortliste		NA	Business Professional	Regular	June	2020	COMPLIANT
\$55.00	\$54.90	No	Shortliste		NA	Business Professional	Regular	June	2020	COMPLIANT
\$55.00	\$54.90	No	Shortliste		NA	Business Professional	Regular	June	2020	COMPLIANT
\$90.00	\$89.00	No	Shortliste		NA	Technical	Regular	June	2020	COMPLIANT
\$90.00	\$88.75	No	Shortliste		NA	Technical	Regular	June	2020	COMPLIANT
\$60.00	\$59.00	No	Shortliste		NA	Business Professional	Regular	June	2020	COMPLIANT
\$60.00	\$57.00	No	Shortliste		NA	Business Professional	Regular	June	2020	COMPLIANT
\$85.00	\$83.25	No	Assignment	0 Confirmed	Backfill	Business Professional	Regular	June	2020	COMPLIANT
\$85.00	\$83.85	No	Interviewe		Backfill	Business Professional	Regular	June	2020	COMPLIANT
\$85.00	\$83.25	No	Shortliste		Backfill	Business Professional	Regular	June	2020	COMPLIANT
\$85.00	\$84.40	No	Shortliste		Backfill	Business Professional	Regular	June	2020	COMPLIANT
\$93.00	\$91.25	No	Interviewe		Backfill	Technical	Regular	June	2020	COMPLIANT
\$48.00	\$47.90	No	Shortliste		Backfill	Business Professional	Regular	June	2020	COMPLIANT
\$48.00	\$47.90	No	Shortliste		Backfill	Business Professional	Regular	June	2020	COMPLIANT
\$87.00	\$86.70	No	Shortliste		NA	Technical	Regular	June	2020	COMPLIANT
\$87.00	\$86.50	No	Shortliste		NA	Technical	Regular	June	2020	COMPLIANT

\$87.00	\$86.50	No	Shortliste			NA	Technical	Regular	June	2020	COMPLIANT
\$87.00	\$86.50	No	Assignment		0 Confirmed	NA	Technical	Regular	June	2020	COMPLIANT
\$62.00	\$61.50	No	Shortliste			NA	Technical	Regular	June	2020	COMPLIANT
\$62.00	\$61.50	No	Shortliste			NA	Technical	Regular	June	2020	COMPLIANT
\$80.00	\$79.90	No	Shortliste			NA	Business Professional	Regular	June	2020	COMPLIANT
\$80.00	\$79.90	No	Assignment		0 Confirmed	NA	Business Professional	Regular	July	2020	COMPLIANT
\$79.00	\$77.00	No	Assignment		0 Confirmed	Backfill	Technical	Regular	June	2020	COMPLIANT
\$79.00	\$77.00	No	Shortliste			Backfill	Technical	Regular	June	2020	COMPLIANT
\$79.00	\$77.75	No	Shortliste			Backfill	Technical	Regular	June	2020	COMPLIANT
\$79.00	\$77.75	No	Shortliste			Backfill	Technical	Regular	June	2020	COMPLIANT
\$80.00	\$77.00	No	Shortliste			NA	Business Professional	Regular	June	2020	COMPLIANT
\$80.00	\$79.70	No	Shortliste			NA	Business Professional	Regular	June	2020	COMPLIANT
\$94.00	\$93.50	No	Interview			NA	Technical	Regular	July	2020	COMPLIANT
\$94.00	\$93.50	No	Interview			NA	Technical	Regular	July	2020	COMPLIANT
\$49.00	\$48.30	No	Shortliste			Backfill	Business Professional	Regular	July	2020	COMPLIANT
\$49.00	\$48.30	No	Withdrawn			Backfill	Business Professional	Regular	July	2020	COMPLIANT
\$49.00	\$48.30	No	Interview			Backfill	Business Professional	Regular	July	2020	COMPLIANT
\$82.50	\$82.50	No	Assignment		0 Confirmed	NA	Business Professional	Regular	July	2020	COMPLIANT
\$88.00	\$73.00	No	Shortliste			Position Review - Recompete	Business Professional	Regular	July	2020	COMPLIANT
\$88.00	\$86.90	No	Shortliste			Position Review - Recompete	Business Professional	Regular	July	2020	COMPLIANT
\$65.00	\$64.00	No	Shortliste			NA	Business Professional	Regular	July	2020	COMPLIANT
\$90.00	\$87.80	No	Submitted			Backfill	Technical	Regular	July	2020	COMPLIANT
\$90.00	\$87.80	No	Shortliste			Backfill	Technical	Regular	July	2020	COMPLIANT
\$80.00	\$79.10	No	Shortliste			NA	Business Professional	Regular	July	2020	COMPLIANT
\$0.01	\$134.00	No	Shortliste			Backfill	Technical	Regular	July	2020	COMPLIANT
\$55.00	\$54.50	No	Shortliste			NA	Business Professional	Regular	July	2020	COMPLIANT
\$55.00	\$54.55	No	Withdrawn			NA	Business Professional	Regular	July	2020	COMPLIANT
\$55.00	\$54.55	No	Shortliste			NA	Business Professional	Regular	July	2020	COMPLIANT
\$86.00	\$85.00	No	Shortliste			NA	Technical	Regular	August	2020	COMPLIANT
\$86.00	\$77.50	No	Shortliste			NA	Technical	Regular	August	2020	COMPLIANT
\$53.00	\$52.90	No	Shortliste			Backfill	Business Professional	Regular	July	2020	COMPLIANT
\$53.00	\$52.30	No	Assignment		0 Confirmed	Backfill	Business Professional	Regular	July	2020	COMPLIANT
\$53.00	\$52.90	No	Interview			Backfill	Business Professional	Regular	July	2020	COMPLIANT
\$80.00	\$79.00	No	Shortliste			NA	Business Professional	Regular	August	2020	COMPLIANT
\$65.00	\$64.00	No	Shortliste			NA	Business Professional	Regular	July	2020	COMPLIANT
\$140.00	\$123.00	No	Shortliste			NA	Technical	Regular	August	2020	COMPLIANT
\$40.00	\$39.90	No	Shortliste			Position Review - Recompete	Admin/Clerical	Regular	August	2020	COMPLIANT
\$49.00	\$48.50	No	Interview			Backfill	Business Professional	Regular	September	2020	COMPLIANT
\$49.00	\$48.50	No	Shortliste			Backfill	Business Professional	Regular	September	2020	COMPLIANT
\$66.22	\$62.50	No	Interview			Backfill	Technical	Regular	September	2020	COMPLIANT
\$90.00	\$86.95	No	Submitted			NA	Technical	Regular	September	2020	COMPLIANT
\$106.00	\$100.00	No	Shortliste			Deja Vu	Business Professional	Regular	September	2020	COMPLIANT
\$90.00	\$89.50	No	Shortliste			NA	Technical	Regular	September	2020	COMPLIANT
\$90.00	\$89.75	No	Shortliste			NA	Technical	Regular	September	2020	COMPLIANT
\$100.00	\$99.75	No	Shortliste			NA	Technical	Regular	September	2020	COMPLIANT
\$0.01	\$130.00	No	Interview			Backfill	Technical	Regular	September	2020	COMPLIANT
\$89.00	\$86.00	No	Shortliste			NA	Technical	Regular	September	2020	COMPLIANT
\$89.00	\$86.00	No	Interview			NA	Technical	Regular	September	2020	COMPLIANT
\$94.00	\$90.99	No	Shortliste			Backfill	Technical	Regular	October	2020	COMPLIANT
\$34.00	\$33.90	No	Shortliste			Backfill	Business Professional	Regular	October	2020	COMPLIANT



Distance [ST/Hr]	Requisition Respond by Date/Time	Job Seeker Withdraw Date	Job Seeker Status
0.93	2/24/2020		Shortlisted
-165.99	3/12/2020		Shortlisted
0.50	3/2/2020		Shortlisted
0.50	3/2/2020		Shortlisted
2.00	3/20/2020		Shortlisted
0.10	3/2/2020		Shortlisted
0.10	3/2/2020		Shortlisted
0.48	3/2/2020		Shortlisted
0.11	3/5/2020		Shortlisted
0.00	3/5/2020		Shortlisted
0.00	3/5/2020	3/4/2020	Shortlisted
0.48	3/5/2020		Withdrawn
0.10	3/5/2020		Shortlisted
3.00	3/10/2020		Shortlisted
3.02	3/10/2020		Shortlisted
2.00	3/13/2020		Shortlisted
2.00	3/13/2020		Shortlisted
0.11	3/13/2020		Shortlisted
1.99	3/13/2020		Shortlisted
2.82	3/16/2020		Shortlisted
0.00	3/6/2020		Shortlisted
2.00	3/11/2020		Shortlisted
0.51	3/17/2020		Shortlisted
2.53	3/17/2020		Shortlisted
0.51	3/17/2020		Shortlisted
0.10	3/17/2020		Shortlisted
1.56	3/19/2020		Shortlisted
1.00	3/19/2020		Submitted
2.00	3/20/2020		Shortlisted
1.00	4/29/2020		Shortlisted
0.10	4/29/2020		Shortlisted
1.00	4/29/2020		Shortlisted
1.00	4/29/2020		Shortlisted
0.10	4/29/2020		Shortlisted
0.21	4/29/2020		Shortlisted
1.00	4/29/2020		Shortlisted
2.00	5/21/2020		Shortlisted
2.00	5/21/2020		Shortlisted
0.10	5/29/2020	5/29/2020	Submitted
0.25	5/29/2020		Shortlisted
0.10	5/29/2020		Shortlisted
0.10	5/29/2020		Shortlisted
1.00	5/27/2020		Shortlisted
8.00	5/27/2020		Shortlisted
0.10	5/27/2020		Submitted
0.10	5/27/2020		Shortlisted
0.10	5/27/2020		Shortlisted
1.15	5/27/2020		Shortlisted
1.00	5/27/2020		Shortlisted

2.50	5/27/2020		Interviewed	
1.05	5/27/2020	5/27/2020	Shortlisted	
1.00	5/27/2020		Interviewed	
0.10	5/27/2020		Shortlisted	
2.20	6/1/2020		Interviewed	
13.00	5/28/2020		Shortlisted	
1.05	5/28/2020		Shortlisted	
2.50	5/28/2020	5/28/2020	Shortlisted	
2.50	5/28/2020		Shortlisted	
0.10	5/28/2020		Interviewed	
2.50	5/28/2020		Shortlisted	
0.90	6/1/2020		Shortlisted	
0.90	6/1/2020		Withdrawn	
0.15	6/1/2020		Shortlisted	
0.15	6/1/2020		Shortlisted	
0.15	6/1/2020		Shortlisted	
0.60	5/29/2020		Shortlisted	
0.60	5/29/2020		Shortlisted	
1.00	5/28/2020		Shortlisted	
8.50	5/28/2020		Shortlisted	
0.25	5/28/2020		Shortlisted	
1.00	6/9/2020		Shortlisted	
2.00	6/9/2020		Shortlisted	
0.10	6/3/2020		Shortlisted	
0.10	6/3/2020		Shortlisted	
0.10	6/3/2020		Shortlisted	
1.50	6/4/2020		Shortlisted	
3.75	6/4/2020		Shortlisted	
4.50	6/4/2020		Shortlisted	
1.00	6/4/2020		Shortlisted	
0.10	6/4/2020		Shortlisted	
10.00	6/4/2020	6/4/2020	Shortlisted	
10.00	6/4/2020		Shortlisted	
8.50	6/4/2020		Withdrawn	
8.50	6/4/2020		Shortlisted	
0.10	6/5/2020		Shortlisted	
0.10	6/5/2020		Assignment Confirmed	
0.10	6/5/2020		Shortlisted	
1.00	6/9/2020		Shortlisted	
1.25	6/9/2020		Shortlisted	
1.00	6/10/2020		Assignment Confirmed	
3.00	6/10/2020		Shortlisted	
1.75	6/16/2020		Shortlisted	
1.15	6/16/2020		Shortlisted	
1.75	6/16/2020		Shortlisted	
0.60	6/16/2020		Shortlisted	
1.75	6/16/2020		Shortlisted	
0.10	6/17/2020		Shortlisted	
0.10	6/17/2020		Shortlisted	
0.30	6/18/2020		Shortlisted	
0.50	6/18/2020		Shortlisted	

0.50	6/18/2020		Shortlisted
0.50	6/18/2020		Shortlisted
0.50	6/19/2020		Shortlisted
0.50	6/19/2020		Shortlisted
0.10	7/1/2020		Shortlisted
0.10	7/1/2020		Assignment Activated
2.00	6/29/2020		Shortlisted
2.00	6/29/2020		Shortlisted
2.00	6/29/2020		Shortlisted
1.25	6/29/2020		Shortlisted
1.25	6/29/2020		Shortlisted
3.00	6/30/2020		Shortlisted
0.30	6/30/2020		Assignment Confirmed
0.50	7/9/2020		Assignment Confirmed
0.50	7/9/2020		Withdrawn
0.70	7/15/2020		Shortlisted
0.70	7/15/2020	7/15/2020	Shortlisted
0.70	7/15/2020		Shortlisted
0.00	7/23/2020		Withdrawn
15.00	7/24/2020		Shortlisted
1.10	7/24/2020		Shortlisted
1.00	7/24/2020		Assignment Confirmed
2.20	7/27/2020		Assignment Confirmed
2.20	7/27/2020		Assignment Confirmed
0.90	7/28/2020		Assignment Confirmed
-133.99	7/28/2020		Assignment Confirmed
0.50	7/31/2020		Shortlisted
0.45	7/31/2020	7/31/2020	Shortlisted
0.45	7/31/2020		Shortlisted
1.00	8/3/2020		Shortlisted
8.50	8/3/2020		Shortlisted
0.10	7/29/2020		Shortlisted
0.70	7/30/2020		Shortlisted
0.10	7/30/2020		Shortlisted
1.00	8/3/2020		Shortlisted
1.00	8/4/2020		Shortlisted
17.00	8/21/2020		Shortlisted
0.10	8/31/2020		Shortlisted
0.50	9/8/2020		Shortlisted
0.50	9/8/2020		Assignment Confirmed
3.72	9/8/2020		Assignment Confirmed
3.05	9/14/2020		Assignment Confirmed
6.00	9/18/2020		Assignment Confirmed
0.50	9/23/2020		Shortlisted
0.25	9/23/2020		Shortlisted
0.25	9/23/2020		Shortlisted
-129.99	9/28/2020		Withdrawn
3.00	9/30/2020		Shortlisted
3.00	9/30/2020		Shortlisted
3.01	10/7/2020		Shortlisted
0.10	10/7/2020		Shortlisted





Candidate Quality Shortlisted		Candidate Quality - Interview	
Scoring Table		Scoring Table	
Result	Score	Result	Score
85.9% or less	0	0.00% - 5.00%	0
86.0% - 86.9%	1	5.01% - 6.50%	1
87.0% - 87.9%	2	6.51% - 8.00%	2
88.0% - 88.9%	3	8.01% - 9.50%	3
89.0% - 89.9%	4	9.51% - 11.00%	4
90.0% - 90.9%	5	11.01% - 12.50%	5
91.0% - 91.9%	6	12.51% - 14.00%	6
92.0% - 92.9%	7	14.01% - 15.50%	7
93.0% - 93.9%	8	15.51% - 17.00%	8
94.0% - 94.9%	9	17.01% - 18.50%	9
95.0% - 95.9%	10	18.51% - 20.00%	10
96.0% - 96.9%	12	20.01% - 21.50%	11
97.0% - 97.9%	14	21.51% - 23.00%	12
98.0% - 98.9%	16	23.01% - 24.50%	13
99.0% - 99.9%	18	24.51% - 26.00%	14
100%	20	26.01% - 27.50%	15
		27.51% - 29.00%	16
		29.01% - 30.50%	17
		30.51% - 32.00%	18
		32.01% - 33.50%	19
		33.51% and Higher	20

Early Terminations		Distance Under Max Bill Rate	
Scoring Table		Scoring Table	
Result	Score	Result	Score
90.4% or less	0	[5.00] or lower	-5
90.5% - 90.9%	1	(4.00) - (4.99)	-4
91.0% - 91.4%	2	(3.00) - (3.99)	-3
91.5% - 91.9%	3	(2.00) - (2.99)	-2
92.0% - 92.4%	4	(1.00) - (1.99)	-1
92.5% - 92.9%	5	(.00) - (.99)	0
93.0% - 93.4%	6	.01 - .10	1
93.5% - 93.9%	7	.11 - .20	2
94.0% - 94.4%	8	.21 - .30	3
94.5% - 94.9%	9	.31 - .40	4
95.0% - 95.4%	10	.41 - .50	5
95.5% - 95.9%	11	.51 - .60	6
96.0% - 96.4%	12	.61 - .70	7
96.5% - 96.9%	13	.71 - .80	8
97.0% - 97.4%	14	.81 - .90	9
97.5% - 97.9%	15	.91 - 1.00	10
98.0% - 98.4%	16	1.01 - 1.05	11
98.5% - 98.9%	17	1.06 - 1.10	12
99.0% - 99.4%	18	1.11 - 1.15	13
99.5% - 99.9%	19		
100%	20		

Candidate Quality - Assignment	
Scoring Table	
Result	Score
0.00%	0
.01% - 2.00%	1
2.01% - 3.00%	2
3.01% - 4.00%	3
4.01% - 5.00%	4
5.01% - 6.00%	5
6.01% - 7.00%	6
7.01% - 8.00%	7
8.01% - 9.00%	8
9.01% - 10.00%	9
10.01% - 11.00%	10
11.01% - 12.00%	11
12.01% - 13.00%	12
13.01% - 14.00%	13
14.01% - 15.00%	14
15.01% - 16.00%	15
16.01% - 17.00%	16
17.01% - 18.00%	17
18.01% - 19.00%	18
19.01% - 20.00%	19
20.01% and Higher	20
Distance Under Max Bill Rate	
Scoring Table	
Result	Score
1.16 - 1.20	14
1.21 - 1.25	15
1.26 - 1.30	16
1.31 - 1.35	17
1.36 - 1.40	18
1.41 - 1.45	19
1.46 - 1.50	20
1.51 - 1.55	21
1.56 - 1.60	22
1.61 - 1.65	23
1.66 - 1.70	24
1.71 - 1.75	25
1.76 - 1.80	26
1.81 - 1.85	27
1.86 - 1.90	28
1.91 - 1.95	29
1.96 - 2.00	30
Bonus if greater \$3.00	5

**From:** Jennifer Boyle

**Sent:** Mon Mar 08 12:24:20 2021

**To:** Mannen, Kimberly A (CONTR) - NSP-4400-LL; John Niemer

**Cc:** Kayton, Lisa A (BPA) - NSP-4400-LL; Hampton, Scott R (BPA) - NSP-4400-LL

**Subject:** [EXTERNAL] RE: Email to Impacted Workers

**Importance:** Normal

**Attachments:** image001.png; image002.png; image003.png; image004.png; image005.png; image006.png; image007.png; image008.png

Thanks, Kim!

**JENNIFER BOYLE**

*Account Manager*

503.299.6811 | cell (b) (6)

[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)

6342 S Macadam Ave., Portland OR 97239

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**From:** Mannen, Kimberly A (CONTR) - NSP-4400-LL <kamannen@bpa.gov>  
**Sent:** Monday, March 8, 2021 12:07 PM  
**To:** John Niemer <john@vanderhouwen.com>; Jennifer Boyle <jennifer@vanderhouwen.com>  
**Cc:** Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Subject:** Email to Impacted Workers

Good afternoon.

Per your request, I've pasted the text below from the email your current workers will receive next week. Attached to this email will be the Rules of Transition (attached) as well as contact information for the eight remaining suppliers. We will distribute this information to workers in the afternoon on March 15<sup>th</sup>.

Hi Worker Name:

The Supplemental Labor Management Office (SLMO) is reducing the number of Supplemental Labor staffing suppliers. Through an objective scorecard process, SLMO has determined the suppliers impacted by this change; which includes your current employer.

As a result of this change, you have the opportunity to select and transition to a new employer and continue your current assignment with BPA. Below is the list of participating suppliers. **It will be up to you to contact any or all of the suppliers listed below and select which one you would like to represent you on your BPA assignment.**

On 3/16/2021, SLMO will distribute a DocuSign envelope to your BPA email address that contains the following information:

- o Right to Represent form
- o 1400 form
- o Contract Worker Attestation form
- o Non-Disclosure Agreement

Simply complete the forms in the DocuSign envelope no later than **11:59pm on 4/16/2021** to communicate your selection. **If you do not select a new employer by the deadline indicated, your assignment will end no later than 5/22/2021.**

Please refer to the attached Process & Rules of Transition for additional details. If you fail to comply with the rules of transition, you may be disqualified from remaining on assignment at BPA.

**<List of remaining suppliers>**

\*\*\*Please be sure to submit expense sheets for travel as soon as possible so your current employer can reimburse you. **DO NOT DELAY.** Once your current assignment is closed, you will no longer be able to submit expense sheets for reimbursement.

If you have any questions, please e-mail [supplementallabor@bpa.gov](mailto:supplementallabor@bpa.gov). **To expedite our response, please put “Supplier Rationalization”, your name and BPA organization in the subject line of the email.**

Thank you.

Please let us know if you have additional questions. Thank you.

**Kim Mannen**

**ACS Professional Staffing**

Business Systems Analyst

Supplemental Labor Management Office | NSP-4400-LL

Bonneville Power Administration

360.418.2574 | [kamannen@bpa.gov](mailto:kamannen@bpa.gov)



VanderHouwen							
Goal	Metric	Definition   Calculation	Total for Period	Responses	Rough Score	Calculated Score	Maximum Score
Service Delivery	Response Rate Admin Clerical	Of the total number of new requisitions the vendor received within the defined time period, what volume and percentage of requisitions did the vendor submit at least 1 candidate. Data is computed overall and by labor category (Administrative, Business Professional, IT and Technical Professional). Requisitions are pulled based on requisition open date. Those with the current status of Open or Filled are included. Cancelled Requisitions are omitted.	N/A	N/A	N/A		
	Response Rate - Business Professional		53	39	73.58%		
	Response Rate - Technical Professional		N/A	N/A	N/A		
	Response Rate - IT		66	44	66.67%		
	Response Rate - Total		119	83	69.75%	13.9	20.0
Quality	Submittal quality	Of the total candidates the vendor submitted during the designated timeframe - what volume and percentage of candidates met the basic qualifications for the role (i.e. were not dispositioned as "Does Not Meet Min Requirements" or "Rejected" or "didn't have the right paperwork")			100.00%	10.0	10.0
	Candidate Quality - Shortlisted	Percentage of job Seekers submitted by the individual supplier which result in a shortlisting (Use Scoring Key)			92.90%	7.0	20.0
	Candidate Quality - Interview	Percentage of job Seekers submitted by the individual supplier which result in an interview (Use Scoring Key)			22.95%	12.0	20.0
	Candidate Quality - Assignment	Percentage of job Seekers submitted by the individual supplier which result in an assignment being created (Use Scoring Key)			7.65%	7.0	20.0
	Early Terminations	What percent of contractor placements are still at BPA 1 year later. (sum of voluntary and involuntary terminations) (Use Scoring Key)			92.8%	5.0	20.0
Cost	Markup Ranking - New Positions	Take the average markup for all new positions for the 6 month period and rank suppliers from 1 to X.			7	10.0	20.0
	Markup Ranking - Open Workers	Take the average markup for all open positions for the 6 month period and rank suppliers from 1 to X.			9	10.0	30.0
	Rate Compliance	Percentage of Job Seekers who are submitted at or below the maximum bill rate amount.			100.0%	10.0	10.0
	Distance Under max bill rate	measures the average distance (above) below the max bill rates for all candidates submitted (Use Scoring Key)			\$ 1.71	25.0	30.0
<b>Total Objective Score</b>						<b>109.9</b>	<b>200.0</b>
Subjective Rating	Supplier Stewardship	This is the average ranking for supplier by SMO staff, based on interactions with supplier over the evaluation period.			6.3	31.5	50.0
<b>Total Objective and Subjective Score</b>						<b>141.4</b>	<b>250.0</b>
Penalty	Recompete Participation Penalty	Negative 1 point for every recompete where no candidate was shortlisted, multiplied by the inverse of your response rate			(2)	(0.6)	
<b>Final Score</b>						<b>140.8</b>	
			Current	Sep. 2020	Mar. 2020		
			Your Ranking for this Scorecard is:	11	8	9	
			Your Stewardship Ranking is:	6	5	5	

Scores Validated with Source Information						# of Suppliers
Total for Period	Responses	Rough Score	Calculated Score	Maximum Score	Comment	
						12
	1	1	100.00%			
	53	39	73.58%		See 2_Response_Rate Sheet	
	66	44	66.67%		Not participating	
N/A	N/A	N/a			See 2_Response_Rate Sheet	
	120	84	70.00%	14.0	20	Sub total Calc
			100.00%	10.0	10.0	See 3_Candiate Quality Sheet
			92.35%	7.0	20.0	See 3_Candiate Quality Sheet
			23.50%	13.0	20.0	See Scorecard Key
			8.20%	8.0	20.0	See Scorecard Key
			92.8%	5.0	20.0	See Scorecard Key
			7	10.0	20.0	See Ranking on 10-Markups
			9	10.0	30.0	See Ranking on 10-Markups
			100%	10.0	10.0	See 6_Rate Compliance
			\$1.71	25.0	30.0	See Scorecard Key
				112.0	200.0	Sub total Calc
			6.3	31.5	50.0	Subjective score
				143.5	250.0	Sub total Calc
			(2)	(0.6)		See 4_DejaVu_JP
				142.9		Total Calc

No Hire	Hire	Hire %	Count of Requisition ID	Supplier	Labor Type	# Hired		Grand Total
						0	1	
1.00	0.00	0.00%						
45.00	8.00	17.78%		VanderHouwen & Associates, Inc.	Admin/Clerical	1		1
62.00	4.00	6.45%			Business Professional	45	8	53
108.00	12.00	11.11%			Technical	62	4	66
			<b>Grand Total</b>			<b>108</b>	<b>12</b>	<b>120</b>

No Responses	Responses	% Responses			
0.00	1.00	100.00%			Data Source = 1_BPA_SCORECARD JP2_DZ
14.00	39.00	73.58%			Admin is excluded because VanderHouwen is not longer participating in that labor category
22.00	44.00	66.67%			
36.00	84.00	70.00%			

Count of Requisition ID	Supplier	Labor Type
	VanderHouwen & Associates, Inc.	Admin/Clerical
		Business Professional
		Technical
<b>Grand Total</b>		

# Responses	0	1	2	3	4	5	6	Grand Total
		1						1
	14	13	13	8	3	2		53
	22	21	12	3	4	3	1	66
	36	35	25	11	7	5	1	120





% Interviewed (Interviewed + Assignments + Closed)/Total Submittals	% Assignment (Assignments + Closed)/Total Submittals (Less All Withdrawals)	% Submittal Quality (Submittal Quality Total / Total Submittals (Less Ongoing Withdrawals))	Supplier	Special Project?	Assignment
27.27%	7.95%	100.00%	VanderHouwen & Associates, Inc.	Backfill	7
0.00%	0.00%	100.00%	VanderHouwen & Associates, Inc.	Deja Vu	0
20.00%	7.06%	97.65%	VanderHouwen & Associates, Inc.	NA	6
0.00%	0.00%	100.00%	VanderHouwen & Associates, Inc.	Position Review - Recompete	0
23.50%	8.20%	100.00%	VanderHouwen & Associates, Inc. Total		13
				Count of Job Seeker ID	Column Labels
				Row Labels	Assignment Confirmed
				VanderHouwen & Associates, Inc.	
				Backfill	7
				Deja Vu	
				NA	6
				Position Review - Recompete	
				Grand Total	13







Supplier	Year-MO	# Rejected in error
VanderHouwen & Associates, Inc.	2020-03	0
	2020-04	0
	2020-05	0
	2020-06	2
	2020-07	0
	2020-08	0
	2020-09	0
	2020-10	0
	2020-11	0
	2020-12	0
	2021-01	0
	2021-02	0
	<b>Total</b>	<b>2</b>





VanderHouwen & Associates, Inc.	BPAJP00009556				1					1	
	BPAJP00009558		1							1	
	BPAJP00009560			1						1	
	BPAJP00009561		1							1	
	BPAJP00009563		1							1	
	BPAJP00009564		1							1	
	BPAJP00009566		1							1	
	BPAJP00009568		1							1	
	BPAJP00009569				1					1	
	BPAJP00009570			1						1	
	BPAJP00009571		1							1	
	BPAJP00009572			1						1	
	BPAJP00009574		1							1	
	BPAJP00009578		1							1	
	BPAJP00009584		1							1	
	BPAJP00009586		1							1	
	BPAJP00009589				1					1	
	BPAJP00009592		1							1	
	BPAJP00009593		1							1	
	BPAJP00009594		1							1	
	BPAJP00009595		1							1	
	BPAJP00009596		1							1	
	BPAJP00009598		1							1	
	BPAJP00009600				1					1	
	BPAJP00009601		1							1	
	BPAJP00009602		1							1	
	BPAJP00009603		1							1	
	BPAJP00009605		1							1	
	BPAJP00009607			1						1	
	BPAJP00009609		1							1	
	BPAJP00009610				1					1	
	BPAJP00009611					1				1	
	BPAJP00009612		1							1	
	BPAJP00009613			1						1	
	BPAJP00009614			1						1	
	BPAJP00009616		1							1	
	BPAJP00009618		1							1	
	BPAJP00009620				1					1	
	BPAJP00009621						1			1	
	BPAJP00009626		1							1	
	BPAJP00009633		1							1	
	BPAJP00009634				1					1	
	BPAJP00009637		1							1	
	BPAJP00009639		1							1	
	BPAJP00009642		1							1	
	BPAJP00009644		1							1	
	BPAJP00009645		1							1	
	BPAJP00009646		1							1	
	BPAJP00009647		1							1	
	BPAJP00009654						1			1	
	BPAJP00009656		1							1	







		Data from JS Data VanderHouwen						
		Excludes Withdrawn						
Special Project?	(All)							
Shortlisted JS Count		Job Seeker Status						
Supplier	Requisition ID	Assignment Confirmed	Interviewed	Rejected	Shortlisted	Submitted	Withdrawn	Grand Total
VanderHouwen & Associates, Inc.	BPAJP00009405				1.00			1.00
	BPAJP00009413				1.00			1.00
	BPAJP00009428	1.00			2.00		1.00	4.00
	BPAJP00009427				1.00			1.00
	BPAJP00009425				3.00			3.00
	BPAJP00009417				2.00			2.00
	BPAJP00009430		1.00		1.00			2.00
	BPAJP00009436				4.00			4.00
	BPAJP00009438				1.00			1.00
	BPAJP00009449					1.00		1.00
	BPAJP00009448				3.00			3.00
	BPAJP00009451					2.00		2.00
	BPAJP00009421				1.00			1.00
	BPAJP00009455				1.00			1.00
	BPAJP00009447				1.00			1.00
	BPAJP00009443	1.00						1.00
	BPAJP00009495	1.00			3.00			4.00
	BPAJP00009496	1.00			2.00			3.00
	BPAJP00009505				1.00	1.00		2.00
	BPAJP00009510				3.00			3.00
	BPAJP00009511		2.00		3.00		1.00	6.00
	BPAJP00009508			2.00				2.00
	BPAJP00009515		1.00					1.00
	BPAJP00009514		1.00		3.00		1.00	5.00
	BPAJP00009513				1.00			1.00
	BPAJP00009519	1.00	1.00		1.00			3.00
	BPAJP00009518				2.00			2.00
	BPAJP00009506	1.00	2.00				1.00	4.00
	BPAJP00009517		2.00		1.00			3.00
	BPAJP00009516		1.00		1.00			2.00
	BPAJP00009521		1.00		2.00			3.00
	BPAJP00009522				5.00			5.00
	BPAJP00009524				3.00			3.00
	BPAJP00009520				2.00			2.00
	BPAJP00009525				2.00			2.00
	BPAJP00009526				2.00			2.00
	BPAJP00009532		1.00					1.00
	BPAJP00009528	1.00	1.00		2.00			4.00
	BPAJP00009533				2.00			2.00
	BPAJP00009535	1.00			3.00			4.00
	BPAJP00009536				2.00			2.00
	BPAJP00009546	1.00			4.00			5.00
	BPAJP00009547				2.00			2.00
	BPAJP00009544	1.00			1.00			2.00
	BPAJP00009552		2.00					2.00
	BPAJP00009556		1.00		1.00		1.00	3.00

VanderHouwen & Associates, Inc.	BPAJP00009558	1.00						1.00
	BPAJP00009560				2.00			2.00
	BPAJP00009561				1.00			1.00
	BPAJP00009564				1.00			1.00
	BPAJP00009571				1.00			1.00
	BPAJP00009572	1.00	1.00					2.00
	BPAJP00009569				2.00		1.00	3.00
	BPAJP00009574				1.00			1.00
	BPAJP00009570				2.00			2.00
	BPAJP00009578				1.00			1.00
	BPAJP00009584				1.00			1.00
	BPAJP00009566				1.00			1.00
	BPAJP00009586				1.00			1.00
	BPAJP00009568				1.00			1.00
	BPAJP00009523					3.00	1.00	4.00
	BPAJP00009563					1.00		1.00
	BPAJP00009589		1.00		1.00			2.00
	BPAJP00009593		1.00					1.00
	BPAJP00009596					1.00		1.00
	BPAJP00009598				1.00			1.00
	BPAJP00009600				2.00			2.00
	BPAJP00009601				1.00			1.00
	BPAJP00009605		1.00					1.00
	BPAJP00009607		1.00		1.00			2.00
	BPAJP00009610				2.00			2.00
	BPAJP00009609				1.00			1.00
	BPAJP00009612					1.00		1.00
	BPAJP00009611		1.00		2.00			3.00
	BPAJP00009613		2.00					2.00
	BPAJP00009614				2.00			2.00
	BPAJP00009616				1.00			1.00
	BPAJP00009620				2.00			2.00
	BPAJP00009621	1.00	1.00		3.00			5.00
	BPAJP00009633				1.00			1.00
	BPAJP00009634		1.00		1.00			2.00
	BPAJP00009639				1.00			1.00
	BPAJP00009642					1.00		1.00
	BPAJP00009654				4.00		1.00	5.00
	BPAJP00009659		1.00		3.00			4.00
	BPAJP00009671				2.00			2.00
	BPAJP00009675				1.00			1.00
	BPAJP00009679				1.00			1.00
	BPAJP00009680				2.00		1.00	3.00
	BPAJP00009673				1.00			1.00
	BPAJP00009724				1.00			1.00
	BPAJP00009725					1.00		1.00
<b>Grand Total</b>		<b>13.00</b>	<b>28.00</b>	<b>2.00</b>	<b>128.00</b>	<b>12.00</b>	<b>9.00</b>	<b>192.00</b>

# JS Submitted	Rate Compliance [ST/Hr]	
Supplier	Max Requested Bill Rate [ST/Hr]	COMPLIANT
VanderHouwen & Associates, Inc.	0.01	3
	34.00	2
	40.00	1
	44.00	2
	46.00	7
	48.00	11
	49.00	8
	51.00	2
	53.00	8
	54.00	4
	55.00	9
	56.00	1
	60.00	2
	62.00	2
	64.00	6
	65.00	4
	66.22	1
	76.00	9
	79.00	25
	80.00	9
	82.50	2
	84.00	4
	85.00	13
	86.00	2
	87.00	15
	88.00	2
	89.00	9
	90.00	11
	91.00	4
	93.00	1
	94.00	3
	100.00	4
	106.00	1
	120.00	4
	140.00	1
<b>Grand Total</b>		<b>192</b>



		Excludes Withdrawn or Rejected candidates			
		Data Source: JS Data VanderHouwen			
		Excludes Withdrawn			
Job Seeker Status	(All)				
Supplier	Max Requested Bill Rate (\$T/Hr)	Min of Distance (\$T/Hr)	Average of Distance (\$T/Hr)	Max of Distance (\$T/Hr)	
VanderHouwen & Associates, Inc.	34.00	0.10	0.10	0.10	0.10
	40.00	0.10	0.10	0.10	0.10
	44.00	0.50	0.50	0.50	0.50
	46.00	0.00	0.18	0.48	0.48
	48.00	0.10	0.20	0.60	0.60
	49.00	0.10	0.65	1.00	1.00
	51.00	1.00	1.00	1.00	1.00
	53.00	0.10	0.23	0.70	0.70
	54.00	0.10	0.78	1.00	1.00
	55.00	0.10	0.24	0.50	0.50
	56.00	0.00	0.00	0.00	0.00
	60.00	1.00	2.00	3.00	3.00
	62.00	0.50	0.50	0.50	0.50
	64.00	1.00	2.42	3.00	3.00
	65.00	0.90	0.95	1.00	1.00
	66.22	3.72	3.72	3.72	3.72
	76.00	0.11	2.39	6.00	6.00
	79.00	0.10	1.79	13.00	13.00
	80.00	0.10	0.75	3.00	3.00
	82.50	0.00	0.06	0.11	0.11
	84.00	0.10	1.03	3.40	3.40
	85.00	0.25	1.81	8.50	8.50
	86.00	1.00	4.75	8.50	8.50
	87.00	0.10	1.70	3.01	3.01
	88.00	1.10	8.05	15.00	15.00
	89.00	0.10	2.87	8.00	8.00
	90.00	0.25	1.54	3.05	3.05
	91.00	1.00	2.32	3.25	3.25
	93.00	1.75	1.75	1.75	1.75
	94.00	0.50	1.34	3.01	3.01
	100.00	0.25	3.27	7.00	7.00
	106.00	6.00	6.00	6.00	6.00
	120.00	8.50	9.25	10.00	10.00
	140.00	17.00	17.00	17.00	17.00
<b>VanderHouwen &amp; Associates, Inc. Total</b>		<b>0.00</b>	<b>1.74</b>	<b>17.00</b>	<b>17.00</b>
<b>Grand Total</b>		<b>0.00</b>	<b>1.74</b>	<b>17.00</b>	<b>17.00</b>

Job Seeker Status	(All)			1 = On Time	0 = After Respond by
Supplier	Job Seeker ID	Special Project?	Job Seeker Withdraw Date	Requisition Respond by Date/Time	On Time W/D
VanderHouwen & Associates, Inc.	VNDRJS00005158	Backfill	(blank)	03/02/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005159	Backfill	(blank)	03/02/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005160	Backfill	(blank)	03/02/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005161	NA	(blank)	03/02/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005162	NA	(blank)	03/02/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005163	Backfill	(blank)	03/05/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005164	NA	(blank)	03/06/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005165	Backfill	3/4/2020 16:37	03/05/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005166	Backfill	(blank)	03/05/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005167	NA	(blank)	03/05/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005168	Backfill	(blank)	03/05/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005169	Backfill	(blank)	02/24/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005170	Backfill	(blank)	03/10/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005171	Backfill	(blank)	03/10/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005172	NA	(blank)	03/11/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005173	Backfill	(blank)	03/12/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005174	NA	(blank)	03/13/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005175	NA	(blank)	03/13/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005176	NA	(blank)	03/13/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005177	NA	(blank)	03/13/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005178	NA	(blank)	03/16/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005179	Backfill	(blank)	03/17/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005180	Backfill	(blank)	03/17/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005181	NA	(blank)	03/17/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005182	Backfill	(blank)	03/17/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005183	Backfill	(blank)	03/19/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005184	Backfill	(blank)	03/19/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005185	Position Review - Recompete	(blank)	03/20/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005186	Backfill	(blank)	03/20/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005187	NA	(blank)	04/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005188	Backfill	(blank)	04/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005189	Backfill	(blank)	04/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005190	Backfill	(blank)	04/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005191	Backfill	(blank)	04/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005192	NA	(blank)	04/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005193	NA	(blank)	04/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005194	Backfill	(blank)	05/21/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005195	Backfill	(blank)	05/21/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005196	NA	(blank)	05/27/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005197	NA	(blank)	05/27/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005198	NA	(blank)	05/27/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005199	Backfill	(blank)	05/27/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005200	NA	(blank)	05/27/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005201	NA	(blank)	05/27/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005202	NA	5/29/2020 14:59	05/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005203	Backfill	(blank)	05/28/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005204	Backfill	(blank)	05/27/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005205	Backfill	(blank)	05/27/2020	1



VanderHouwen & Associates, Inc.	VNDRJS00005257	NA	(blank)		06/18/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005258	NA	(blank)		06/18/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005259	NA	(blank)		06/18/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005260	NA	(blank)		06/19/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005261	NA	(blank)		06/19/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005262	Backfill	(blank)		06/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005263	Backfill	(blank)		06/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005264	Backfill	(blank)		06/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005265	Backfill	(blank)		06/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005266	NA	(blank)		06/30/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005267	NA	(blank)		07/01/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005268	Backfill	(blank)		06/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005269	NA	(blank)		06/30/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005270	NA	(blank)		07/01/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005271	NA	(blank)		07/09/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005272	NA	(blank)		07/09/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005273	Backfill	(blank)		07/15/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005274	Backfill		7/15/2020 10:05	07/15/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005275	Backfill	(blank)		07/15/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005276	NA	(blank)		07/23/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005277	Position Review - Recompete	(blank)		07/24/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005278	Backfill	(blank)		07/27/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005279	Position Review - Recompete	(blank)		07/24/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005280	Backfill	(blank)		07/27/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005281	NA	(blank)		07/24/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005282	Backfill	(blank)		07/30/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005283	NA	(blank)		07/28/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005284	Backfill	(blank)		07/28/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005285	Backfill	(blank)		07/29/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005286	NA	(blank)		07/31/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005287	Backfill	(blank)		07/30/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005288	NA		7/31/2020 15:07	07/31/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005289	NA	(blank)		08/04/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005290	NA	(blank)		07/31/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005291	NA	(blank)		08/03/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005292	NA	(blank)		08/03/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005293	NA	(blank)		08/03/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005294	NA	(blank)		08/21/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005295	Position Review - Recompete	(blank)		08/31/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005296	Backfill	(blank)		09/08/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005297	Backfill	(blank)		09/08/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005298	Backfill	(blank)		09/08/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005299	NA	(blank)		09/14/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005300	Deja Vu	(blank)		09/18/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005301	NA	(blank)		09/23/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005302	NA	(blank)		09/23/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005303	NA	(blank)		09/23/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005304	Backfill	(blank)		09/28/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005305	NA	(blank)		09/30/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005306	NA	(blank)		09/30/2020	1
VanderHouwen & Associates, Inc.	VNDRJS00005307	Backfill	(blank)		10/07/2020	1















	Column Labels		
Early Terminations	2020-09	2020-11	Grand Total
VanderHouwen & Associates, Inc.			
IT Supplemental			
Invol	0		0
Vol	1		1
<b>Total</b>	<b>1</b>		<b>1</b>
Tech/Prof Supplemental			
Invol		0	0
Vol		1	1
<b>Total</b>		<b>1</b>	<b>1</b>
VanderHouwen & Associates, Inc. Invol	0	0	0
VanderHouwen & Associates, Inc. Vol	1	1	2
<b>VanderHouwen &amp; Associates, Inc. Total</b>	<b>1</b>	<b>1</b>	<b>2</b>




Supplier	Worker Count												6 Month Average	Inv Terms	Vol Terms	Early Terms	% Invol Terms
	2020-03	2020-04	2020-05	2020-06	2020-07	2020-08	2020-09	2020-10	2020-11	2020-12	2021-01	2021-02					
VanderHouwen & Associates, Inc.	54	54	54	55	55	58	59	57	57	57	56	56	56	0	4	4	0.0%







Markup Rank - New Position	Markup Score - New Positions	Markup Rank - All Positions	Markup Score - All Positions
2	18.3	2	27.5
2	18.3	3	25.0
6	11.7	5	20.0
4	15.0	1	30.0
5	13.3	7	15.0
9	6.7	12	2.5
8	8.3	8	12.5
1	20.0	6	17.5
11	3.3	10	7.5
12	1.7	4	22.5
7	10.0	9	10.0
10	5.0	11	5.0

BPA_SCORECARD_JS2_D2_2 (Job Seeker Submit Date Between 03/01/2020 and 02/28/2021)								
Requisition ID	Labor Type	Requisition Title	Requisition Status	Requisition Create Date	Supplier	# Responses	# Hired	Close Reason
BPAJPO0009433	Technical	Software Developer / Programmer 3	Closed	03/02/2020 08:58 AM	VanderHouwen & Associates, Inc.	0	0	Other - See Comments
BPAJPO0009448	Technical	System Administrator 3	Closed	03/06/2020 07:07 AM	VanderHouwen & Associates, Inc.	3	0	Other - See Comments
BPAJPO0009451	Technical	System Administrator 2	Closed	03/09/2020 02:40 PM	VanderHouwen & Associates, Inc.	2	0	Other - See Comments
BPAJPO0009481	Technical	Network Administrator 3	Closed	03/19/2020 01:58 PM	VanderHouwen & Associates, Inc.	0	0	Other - See Comments
BPAJPO0009495	Business Professional	Technical Writer 1 (Non-IT)	Closed	04/16/2020 09:28 AM	VanderHouwen & Associates, Inc.	4	1	All needed positions have been filled
BPAJPO0009505	Business Professional	Business Analyst 3	Closed	05/07/2020 11:11 AM	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled
BPAJPO0009511	Technical	System Administrator 2	Closed	05/18/2020 06:49 AM	VanderHouwen & Associates, Inc.	6	0	Auto-closed when Requisition positions are filled
BPAJPO0009514	Technical	System Administrator 2	Closed	05/18/2020 01:36 PM	VanderHouwen & Associates, Inc.	5	0	Auto-closed when Requisition positions are filled
BPAJPO0009515	Business Professional	Operations Analyst 2	Closed	05/19/2020 09:00 AM	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled
BPAJPO0009516	Business Professional	Business Analyst 2	Closed	05/19/2020 09:59 AM	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled
BPAJPO0009519	Technical	System Administrator 3	Closed	05/20/2020 12:18 PM	VanderHouwen & Associates, Inc.	3	1	Auto-closed when Requisition positions are filled
BPAJPO0009520	Business Professional	Operations Analyst 2	Closed	05/22/2020 09:39 AM	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled
BPAJPO0009522	Technical	Software Developer / Programmer 2	Closed	05/22/2020 10:22 AM	VanderHouwen & Associates, Inc.	5	0	Auto-closed when Requisition positions are filled
BPAJPO0009528	Business Professional	Operations Analyst 3	Closed	06/01/2020 11:04 AM	VanderHouwen & Associates, Inc.	4	1	Auto-closed when Requisition positions are filled
BPAJPO0009529	Technical	Network Administrator 3	Closed	06/03/2020 08:27 AM	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled
BPAJPO0009532	Technical	Infrastructure Engineer 3 (IT)	Closed	06/05/2020 06:34 AM	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled
BPAJPO0009533	Business Professional	Program Support Specialist 1	Closed	06/05/2020 08:11 AM	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled
BPAJPO0009546	Technical	Technical Business Analyst 2	Closed	06/18/2020 09:43 AM	VanderHouwen & Associates, Inc.	5	1	Auto-closed when Requisition positions are filled
BPAJPO0009556	Business Professional	Program Support Specialist 1	Closed	07/07/2020 09:49 AM	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled
BPAJPO0009563	Technical	Business Systems Analyst 3 (N-IT)	Closed	07/15/2020 09:36 AM	VanderHouwen & Associates, Inc.	1	0	No Longer Needed
BPAJPO0009564	Technical	Business Systems Analyst 3 (N-IT)	Closed	07/15/2020 09:56 AM	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled
BPAJPO0009568	Technical	Software Developer / Programmer 2	Closed	07/17/2020 11:52 AM	VanderHouwen & Associates, Inc.	1	0	No suitable candidates found
BPAJPO0009571	Business Professional	Data Steward 1	Closed	07/20/2020 01:56 PM	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled
BPAJPO0009572	Business Professional	Program Support Specialist 2	Closed	07/21/2020 07:30 AM	VanderHouwen & Associates, Inc.	2	1	Auto-closed when Requisition positions are filled
BPAJPO0009589	Business Professional	Program Support Specialist 1	Closed	08/25/2020 11:27 AM	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled
BPAJPO0009592	Technical	Information System Security Engineer	Closed	08/27/2020 10:41 AM	VanderHouwen & Associates, Inc.	0	0	Will be re-posted under a new Requisition
BPAJPO0009593	Technical	System Administrator 2	Closed	08/27/2020 11:24 AM	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled
BPAJPO0009594	Technical	Infrastructure Engineer 3 (IT)	Closed	08/28/2020 01:32 PM	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled
BPAJPO0009595	Technical	Business Systems Analyst 3 (N-IT)	Closed	08/28/2020 02:21 PM	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled
BPAJPO0009605	Technical	Software Developer / Programmer 2	Closed	09/16/2020 08:21 AM	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled
BPAJPO0009609	Technical	Software Developer / Programmer 3	Closed	09/24/2020 08:54 AM	VanderHouwen & Associates, Inc.	1	0	No Longer Needed
BPAJPO0009610	Business Professional	Workplace Services Technician	Closed	09/30/2020 08:12 AM	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled
BPAJPO0009616	Technical	Business Systems Analyst 3 (N-IT)	Closed	10/07/2020 08:19 AM	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled
BPAJPO0009621	Business Professional	Business Analyst 3	Closed	10/29/2020 01:44 PM	VanderHouwen & Associates, Inc.	5	1	Auto-closed when Requisition positions are filled
BPAJPO0009626	Technical	Project Manager 2 (IT Projects)	Haltd	11/06/2020 07:27 AM	VanderHouwen & Associates, Inc.	0	0	
BPAJPO0009633	Technical	Software Developer / Programmer 3	Submitted	11/10/2020 03:00 PM	VanderHouwen & Associates, Inc.	1	0	
BPAJPO0009634	Business Professional	Contract/Acquisition Specialist/Administrator 2	Closed	11/17/2020 03:39 PM	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled
BPAJPO0009657	Business Professional	Archaeologist	Submitted	01/08/2021 11:25 AM	VanderHouwen & Associates, Inc.	0	0	
BPAJPO0009659	Technical	Business Systems Analyst 2 (N-IT)	Haltd	01/11/2021 07:51 AM	VanderHouwen & Associates, Inc.	4	0	
BPAJPO0009661	Technical	Software Developer / Programmer 3	Submitted	01/13/2021 08:25 AM	VanderHouwen & Associates, Inc.	0	0	
BPAJPO0009680	Technical	Business Systems Analyst 2 (N-IT)	Closed	02/03/2021 12:29 PM	VanderHouwen & Associates, Inc.	3	0	No suitable candidates found
BPAJPO0009688	Business Professional	Technical Training Specialist 2	Submitted	02/08/2021 10:55 AM	VanderHouwen & Associates, Inc.	0	0	
BPAJPO0009724	Technical	System Administrator 3	Submitted	02/15/2021 09:05 PM	VanderHouwen & Associates, Inc.	1	0	
BPAJPO0009725	Business Professional	Program Support Specialist 2	Submitted	02/17/2021 08:01 AM	VanderHouwen & Associates, Inc.	1	0	
BPAJPO0009729	Technical	Business Systems Analyst 3 (N-IT)	Submitted	02/18/2021 08:22 AM	VanderHouwen & Associates, Inc.	0	0	
BPAJPO0009733	Business Professional	Operations Analyst 2	Submitted	02/19/2021 07:27 AM	VanderHouwen & Associates, Inc.	0	0	
BPAJPO0009598	Business Professional	Project Mgr 3 (Non-IT)	Closed	09/08/2020 12:50 PM	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled
BPAJPO0009639	Technical	Software Developer / Programmer 3	Closed	12/02/2020 03:37 PM	VanderHouwen & Associates, Inc.	1	0	All needed positions have been filled
BPAJPO0009647	Technical	Software Developer / Programmer 3	Closed	12/18/2020 09:52 AM	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled

BPAJ00009656	Technical	Network Administrator 3	Halted	01/08/2021 09:16 AM	VanderHouwen & Associates, Inc.	0	0	
BPAJ00009436	Technical	System Administrator 2	Closed	03/02/2020 12:14 PM	VanderHouwen & Associates, Inc.	4	0	Other - See Comments
BPAJ00009437	Technical	Database Administrator 2 (N-IT)	Closed	03/02/2020 01:21 PM	VanderHouwen & Associates, Inc.	0	0	Other - See Comments
BPAJ00009438	Technical	Database Administrator 3 (N-IT)	Closed	03/02/2020 01:30 PM	VanderHouwen & Associates, Inc.	1	0	Other - See Comments
BPAJ00009439	Technical	Database Administrator 2 (N-IT)	Closed	03/02/2020 01:45 PM	VanderHouwen & Associates, Inc.	0	0	Other - See Comments
BPAJ00009440	Technical	Database Administrator 3 (N-IT)	Closed	03/02/2020 01:54 PM	VanderHouwen & Associates, Inc.	0	0	Other - See Comments
BPAJ00009443	Technical	Business Systems Analyst 1 (N-IT)	Closed	03/03/2020 03:16 PM	VanderHouwen & Associates, Inc.	1	1	Auto-closed when Requisition positions are filled
BPAJ00009447	Technical	Business Systems Analyst 3 (N-IT)	Closed	03/05/2020 02:39 PM	VanderHouwen & Associates, Inc.	1	0	Other - See Comments
BPAJ00009449	Business Professional	Program Support Specialist 2	Closed	03/06/2020 09:49 AM	VanderHouwen & Associates, Inc.	1	0	Other - See Comments
BPAJ00009450	Business Professional	Business Analyst 2	Closed	03/06/2020 02:24 PM	VanderHouwen & Associates, Inc.	0	0	Other - See Comments
BPAJ00009496	Business Professional	Business Analyst 3	Closed	04/17/2020 01:41 PM	VanderHouwen & Associates, Inc.	3	1	Auto-closed when Requisition positions are filled
BPAJ00009506	Business Professional	Program Support Specialist 1	Closed	05/14/2020 11:17 AM	VanderHouwen & Associates, Inc.	4	1	Auto-closed when Requisition positions are filled
BPAJ00009508	Technical	Data Analyst 2	Closed	05/14/2020 01:04 PM	VanderHouwen & Associates, Inc.	2	0	Other - See Comments
BPAJ00009510	Business Professional	Program Support Specialist 1	Closed	05/15/2020 02:27 PM	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled
BPAJ00009517	Business Professional	Accountant 2	Closed	05/19/2020 11:15 AM	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled
BPAJ00009521	Business Professional	Program Support Specialist 2	Closed	05/22/2020 10:04 AM	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled
BPAJ00009523	Technical	Project Manager 3 (IT Projects)	Closed	05/22/2020 02:04 PM	VanderHouwen & Associates, Inc.	4	0	Will be re-posted under a new Requisition
BPAJ00009524	Business Professional	Program Support Specialist 2	Closed	05/26/2020 01:12 PM	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled
BPAJ00009525	Technical	Business Systems Analyst 3 (N-IT)	Closed	05/27/2020 04:06 PM	VanderHouwen & Associates, Inc.	2	0	Will be re-posted under a new Requisition
BPAJ00009526	Business Professional	Program Support Specialist 3	Closed	05/28/2020 06:58 AM	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled
BPAJ00009534	Business Professional	Business Analyst 2	Closed	06/08/2020 09:09 AM	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled
BPAJ00009535	Technical	Project Manager 2 (IT Projects)	Closed	06/08/2020 09:40 AM	VanderHouwen & Associates, Inc.	4	1	All needed positions have been filled
BPAJ00009536	Technical	Business Systems Analyst 1 (N-IT)	Closed	06/09/2020 10:06 AM	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled
BPAJ00009544	Business Professional	Business Analyst 3	Closed	06/16/2020 11:03 AM	VanderHouwen & Associates, Inc.	2	1	Auto-closed when Requisition positions are filled
BPAJ00009547	Business Professional	Technical Writer 3 (Non-IT)	Closed	06/18/2020 11:30 AM	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled
BPAJ00009552	Technical	Software Developer / Programmer 3	Closed	06/29/2020 01:06 PM	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled
BPAJ00009558	Business Professional	Project Mgr 2 (Non-IT)	Closed	07/13/2020 08:36 AM	VanderHouwen & Associates, Inc.	1	1	Auto-closed when Requisition positions are filled
BPAJ00009561	Business Professional	Business Analyst 2	Closed	07/14/2020 11:58 AM	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled
BPAJ00009566	Business Professional	Business Analyst 3	Closed	07/16/2020 12:09 PM	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled
BPAJ00009569	Business Professional	Program Support Specialist 2	Closed	07/20/2020 07:41 AM	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled
BPAJ00009570	Technical	Technical Business Analyst 3	Closed	07/20/2020 12:03 PM	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled
BPAJ00009574	Business Professional	Business Analyst 3	Closed	07/21/2020 01:32 PM	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled
BPAJ00009578	Business Professional	Business Analyst 2	Closed	07/23/2020 08:31 AM	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled
BPAJ00009584	Technical	Data Scientist	Closed	08/10/2020 03:41 PM	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled
BPAJ00009596	Technical	Business Systems Analyst 3 (N-IT)	Closed	09/01/2020 11:11 AM	VanderHouwen & Associates, Inc.	1	0	No Longer Needed
BPAJ00009600	Technical	Database Administrator 2 (N-IT)	Closed	09/10/2020 01:17 PM	VanderHouwen & Associates, Inc.	2	0	No suitable candidates found
BPAJ00009601	Technical	Database Administrator 3 (N-IT)	Closed	09/10/2020 01:23 PM	VanderHouwen & Associates, Inc.	1	0	No suitable candidates found
BPAJ00009602	Technical	Database Administrator 2 (N-IT)	Closed	09/10/2020 01:39 PM	VanderHouwen & Associates, Inc.	0	0	No suitable candidates found
BPAJ00009603	Technical	Database Administrator 3 (N-IT)	Closed	09/10/2020 01:42 PM	VanderHouwen & Associates, Inc.	0	0	No suitable candidates found
BPAJ00009607	Technical	Quality Assurance Analyst 3	Closed	09/21/2020 01:00 PM	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled
BPAJ00009611	Business Professional	Program Support Specialist 1	Closed	10/02/2020 09:43 AM	VanderHouwen & Associates, Inc.	3	0	Auto-closed when Requisition positions are filled
BPAJ00009612	Technical	Technical Business Analyst 2	Closed	10/02/2020 10:24 AM	VanderHouwen & Associates, Inc.	1	0	No Longer Needed
BPAJ00009613	Technical	Data Analyst 2	Closed	10/02/2020 01:00 PM	VanderHouwen & Associates, Inc.	2	0	All needed positions have been filled
BPAJ00009614	Technical	System Administrator 2	Closed	10/02/2020 02:02 PM	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled
BPAJ00009618	Business Professional	Paralegal 3	Closed	10/13/2020 10:38 AM	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled
BPAJ00009620	Technical	System Administrator 3	Closed	10/19/2020 02:26 PM	VanderHouwen & Associates, Inc.	2	0	Will be re-posted under a new Requisition
BPAJ00009637	Technical	Business Systems Analyst 3 (N-IT)	Closed	11/20/2020 11:58 AM	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled
BPAJ00009644	Business Professional	Program Support Specialist 1	Closed	12/15/2020 11:51 AM	VanderHouwen & Associates, Inc.	0	0	Auto-closed when Requisition positions are filled
BPAJ00009645	Technical	Database Administrator 2 (N-IT)	Closed	12/16/2020 12:46 PM	VanderHouwen & Associates, Inc.	0	0	No Longer Needed
BPAJ00009646	Technical	Database Administrator 3 (N-IT)	Submitted	12/16/2020 12:59 PM	VanderHouwen & Associates, Inc.	0	0	
BPAJ00009654	Business Professional	Business Analyst 3	Submitted	12/30/2020 04:14 PM	VanderHouwen & Associates, Inc.	5	0	

BPAJPO0009671	Technical	Data Analyst 2	Submitted	01/22/2021 11:32 AM	VanderHouwen & Associates, Inc.	2	0	
BPAJPO0009673	Business Professional	Business Analyst 3	Submitted	01/22/2021 02:43 PM	VanderHouwen & Associates, Inc.	1	0	
BPAJPO0009675	Technical	System Administrator 3	Submitted	01/25/2021 03:42 PM	VanderHouwen & Associates, Inc.	1	0	
BPAJPO0009679	Business Professional	Business Analyst 3	Submitted	01/28/2021 02:24 PM	VanderHouwen & Associates, Inc.	1	0	
BPAJPO0009682	Technical	Business Systems Analyst 3 (N-IT)	Submitted	02/01/2021 04:24 PM	VanderHouwen & Associates, Inc.	0	0	
BPAJPO0009708	Business Professional	Business Analyst 2	Submitted	02/10/2021 04:03 PM	VanderHouwen & Associates, Inc.	0	0	
BPAJPO0009734	Business Professional	Chemist 2	Submitted	02/19/2021 08:09 AM	VanderHouwen & Associates, Inc.	0	0	
BPAJPO0009735	Technical	Software Developer / Programmer 3	Submitted	02/19/2021 02:09 PM	VanderHouwen & Associates, Inc.	0	0	
BPAJPO0009736	Technical	Business Systems Analyst 3 (N-IT)	Submitted	02/19/2021 03:01 PM	VanderHouwen & Associates, Inc.	0	0	
BPAJPO0009737	Business Professional	Inventory Specialist 2	Submitted	02/22/2021 07:54 AM	VanderHouwen & Associates, Inc.	0	0	
BPAJPO0009738	Business Professional	Operations Analyst 3	Submitted	02/22/2021 12:18 PM	VanderHouwen & Associates, Inc.	0	0	
BPAJPO0009739	Business Professional	Business Analyst 3	Submitted	02/24/2021 01:29 PM	VanderHouwen & Associates, Inc.	0	0	
BPAJPO0009455	Technical	Business Systems Analyst 3 (N-IT)	Closed	03/11/2020 01:46 PM	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled
BPAJPO0009513	Technical	Business Systems Analyst 3 (N-IT)	Closed	05/18/2020 12:59 PM	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled
BPAJPO0009518	Business Professional	Program Support Specialist 1	Closed	05/19/2020 01:29 PM	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled
BPAJPO0009560	Business Professional	Operations Analyst 3	Closed	07/14/2020 11:05 AM	VanderHouwen & Associates, Inc.	2	0	Auto-closed when Requisition positions are filled
BPAJPO0009586	Admin/Clerical	Administrative Services Assistant 2	Closed	08/14/2020 07:36 AM	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled
BPAJPO0009642	Business Professional	Operations Analyst 2	Closed	12/09/2020 08:32 AM	VanderHouwen & Associates, Inc.	1	0	Auto-closed when Requisition positions are filled
BPAJPO0009676	Business Professional	Business Analyst 3	Submitted	01/26/2021 03:49 PM	VanderHouwen & Associates, Inc.	0	0	
BPAJPO0009701	Business Professional	Project Mgr 2 (Non-IT)	Submitted	02/10/2021 10:42 AM	VanderHouwen & Associates, Inc.	0	0	
The data contained in this report is as of 03/01/2021 12:41 AM PST								







NA	Regular
NA	Regular
NA	Regular
NA	Regular
NA	Regular
NA	Regular
NA	Regular
NA	Regular
NA	Regular
NA	Regular
NA	Regular
NA	Regular
NA	Regular
Position Review - Recompete	Regular
Position Review - Recompete	Regular
Position Review - Recompete	Regular
Position Review - Recompete	Regular
Position Review - Recompete	Regular
Position Review - Recompete	Regular
Position Review - Recompete	Regular
Position Review - Recompete	Regular
Position Review - Recompete	Regular
Position Review - Recompete	Regular

BPA_SCORECARD_JS2_DZ_2 (Job Seeker Submit Date Between 03/01/2020 and 02/28/2021) (Filter Set : BPA_SCORECARD_JS2_DZ_Test2-ReportGroup)			
Job Seeker ID	Requisition ID	Assignment ID	Supplier
VNDRJS00005158	BPAJF00009425		VanderHouwen & Associates, Inc.
VNDRJS00005159	BPAJF00009425		VanderHouwen & Associates, Inc.
VNDRJS00005160	BPAJF00009425		VanderHouwen & Associates, Inc.
VNDRJS00005161	BPAJF00009417		VanderHouwen & Associates, Inc.
VNDRJS00005162	BPAJF00009417		VanderHouwen & Associates, Inc.
VNDRJS00005163	BPAJF00009428	BPAWO0007806	VanderHouwen & Associates, Inc.
VNDRJS00005164	BPAJF00009443	BPAWO0007818	VanderHouwen & Associates, Inc.
VNDRJS00005165	BPAJF00009428		VanderHouwen & Associates, Inc.
VNDRJS00005166	BPAJF00009428		VanderHouwen & Associates, Inc.
VNDRJS00005167	BPAJF00009427		VanderHouwen & Associates, Inc.
VNDRJS00005168	BPAJF00009428		VanderHouwen & Associates, Inc.
VNDRJS00005169	BPAJF00009405		VanderHouwen & Associates, Inc.
VNDRJS00005170	BPAJF00009430		VanderHouwen & Associates, Inc.
VNDRJS00005171	BPAJF00009430		VanderHouwen & Associates, Inc.
VNDRJS00005172	BPAJF00009447		VanderHouwen & Associates, Inc.
VNDRJS00005173	BPAJF00009413		VanderHouwen & Associates, Inc.
VNDRJS00005174	BPAJF00009436		VanderHouwen & Associates, Inc.
VNDRJS00005175	BPAJF00009436		VanderHouwen & Associates, Inc.
VNDRJS00005176	BPAJF00009436		VanderHouwen & Associates, Inc.
VNDRJS00005177	BPAJF00009436		VanderHouwen & Associates, Inc.
VNDRJS00005178	BPAJF00009438		VanderHouwen & Associates, Inc.
VNDRJS00005179	BPAJF00009448		VanderHouwen & Associates, Inc.
VNDRJS00005180	BPAJF00009448		VanderHouwen & Associates, Inc.
VNDRJS00005181	BPAJF00009449		VanderHouwen & Associates, Inc.
VNDRJS00005182	BPAJF00009448		VanderHouwen & Associates, Inc.
VNDRJS00005183	BPAJF00009451		VanderHouwen & Associates, Inc.
VNDRJS00005184	BPAJF00009451		VanderHouwen & Associates, Inc.
VNDRJS00005185	BPAJF00009455		VanderHouwen & Associates, Inc.
VNDRJS00005186	BPAJF00009421		VanderHouwen & Associates, Inc.
VNDRJS00005187	BPAJF00009496	BPAWO0007866	VanderHouwen & Associates, Inc.
VNDRJS00005188	BPAJF00009495	BPAWO0007855	VanderHouwen & Associates, Inc.
VNDRJS00005189	BPAJF00009495		VanderHouwen & Associates, Inc.
VNDRJS00005190	BPAJF00009495		VanderHouwen & Associates, Inc.
VNDRJS00005191	BPAJF00009495		VanderHouwen & Associates, Inc.
VNDRJS00005192	BPAJF00009496		VanderHouwen & Associates, Inc.
VNDRJS00005193	BPAJF00009496		VanderHouwen & Associates, Inc.
VNDRJS00005194	BPAJF00009505		VanderHouwen & Associates, Inc.
VNDRJS00005195	BPAJF00009505		VanderHouwen & Associates, Inc.
VNDRJS00005196	BPAJF00009510		VanderHouwen & Associates, Inc.
VNDRJS00005197	BPAJF00009508		VanderHouwen & Associates, Inc.
VNDRJS00005198	BPAJF00009510		VanderHouwen & Associates, Inc.
VNDRJS00005199	BPAJF00009511		VanderHouwen & Associates, Inc.
VNDRJS00005200	BPAJF00009510		VanderHouwen & Associates, Inc.
VNDRJS00005201	BPAJF00009508		VanderHouwen & Associates, Inc.
VNDRJS00005202	BPAJF00009506		VanderHouwen & Associates, Inc.
VNDRJS00005203	BPAJF00009514		VanderHouwen & Associates, Inc.
VNDRJS00005204	BPAJF00009511		VanderHouwen & Associates, Inc.
VNDRJS00005205	BPAJF00009511		VanderHouwen & Associates, Inc.
VNDRJS00005206	BPAJF00009515		VanderHouwen & Associates, Inc.





VNDRJS00005309		BPAJF00009609		VanderHouwen & Associates, Inc.
VNDRJS00005310		BPAJF00009612		VanderHouwen & Associates, Inc.
VNDRJS00005311		BPAJF00009611		VanderHouwen & Associates, Inc.
VNDRJS00005312		BPAJF00009611		VanderHouwen & Associates, Inc.
VNDRJS00005313		BPAJF00009613		VanderHouwen & Associates, Inc.
VNDRJS00005314		BPAJF00009614		VanderHouwen & Associates, Inc.
VNDRJS00005315		BPAJF00009613		VanderHouwen & Associates, Inc.
VNDRJS00005316		BPAJF00009614		VanderHouwen & Associates, Inc.
VNDRJS00005317		BPAJF00009611		VanderHouwen & Associates, Inc.
VNDRJS00005318		BPAJF00009616		VanderHouwen & Associates, Inc.
VNDRJS00005319		BPAJF00009620		VanderHouwen & Associates, Inc.
VNDRJS00005320		BPAJF00009620		VanderHouwen & Associates, Inc.
VNDRJS00005321		BPAJF00009621		VanderHouwen & Associates, Inc.
VNDRJS00005322		BPAJF00009621		VanderHouwen & Associates, Inc.
VNDRJS00005323		BPAJF00009621	BPAW00008019	VanderHouwen & Associates, Inc.
VNDRJS00005324		BPAJF00009621		VanderHouwen & Associates, Inc.
VNDRJS00005325		BPAJF00009621		VanderHouwen & Associates, Inc.
VNDRJS00005326		BPAJF00009633		VanderHouwen & Associates, Inc.
VNDRJS00005327		BPAJF00009634		VanderHouwen & Associates, Inc.
VNDRJS00005328		BPAJF00009634		VanderHouwen & Associates, Inc.
VNDRJS00005329		BPAJF00009639		VanderHouwen & Associates, Inc.
VNDRJS00005330		BPAJF00009642		VanderHouwen & Associates, Inc.
VNDRJS00005331		BPAJF00009654		VanderHouwen & Associates, Inc.
VNDRJS00005332		BPAJF00009654		VanderHouwen & Associates, Inc.
VNDRJS00005333		BPAJF00009654		VanderHouwen & Associates, Inc.
VNDRJS00005334		BPAJF00009654		VanderHouwen & Associates, Inc.
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VNDRJS00005336		BPAJF00009659		VanderHouwen & Associates, Inc.
VNDRJS00005337		BPAJF00009659		VanderHouwen & Associates, Inc.
VNDRJS00005338		BPAJF00009659		VanderHouwen & Associates, Inc.
VNDRJS00005339		BPAJF00009659		VanderHouwen & Associates, Inc.
VNDRJS00005340		BPAJF00009671		VanderHouwen & Associates, Inc.
VNDRJS00005341		BPAJF00009671		VanderHouwen & Associates, Inc.
VNDRJS00005342		BPAJF00009675		VanderHouwen & Associates, Inc.
VNDRJS00005343		BPAJF00009679		VanderHouwen & Associates, Inc.
VNDRJS00005344		BPAJF00009680		VanderHouwen & Associates, Inc.
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VNDRJS00005346		BPAJF00009680		VanderHouwen & Associates, Inc.
VNDRJS00005347		BPAJF00009673		VanderHouwen & Associates, Inc.
VNDRJS00005348		BPAJF00009724		VanderHouwen & Associates, Inc.
VNDRJS00005349		BPAJF00009725		VanderHouwen & Associates, Inc.
The data contained in this report is as of 03/01/2021 12:21 AM PST				

Max Requested Bill Rate [\$/Hr]	Presented Bill Rate [\$/Hr]	Rejected?	Rejection Reason	Job Seeker Status Short	Revision #	Assignment Status	Special Project?	Labor Type	Posting Type	Month JS Submitted	Year JS Submitted	Rate Compliance [\$/Hr]
\$46.00	\$45.90	No		Shortliste			Backfill	Admin/Clerical	Regular	March	2020	COMPLIANT
\$46.00	\$45.90	No		Shortliste			Backfill	Admin/Clerical	Regular	March	2020	COMPLIANT
\$46.00	\$45.52	No		Shortliste			Backfill	Admin/Clerical	Regular	March	2020	COMPLIANT
\$44.00	\$43.50	No		Shortliste			NA	Business Professional	Regular	March	2020	COMPLIANT
\$44.00	\$43.50	No		Shortliste			NA	Business Professional	Regular	March	2020	COMPLIANT
\$46.00	\$46.00	No		Assignment		0 Confirmed	Backfill	Admin/Clerical	Regular	March	2020	COMPLIANT
\$56.00	\$56.00	No		Assignment		0 Confirmed	NA	Technical	Regular	March	2020	COMPLIANT
\$46.00	\$46.00	No		Withdrawn			Backfill	Admin/Clerical	Regular	March	2020	COMPLIANT
\$46.00	\$45.52	No		Shortliste			Backfill	Admin/Clerical	Regular	March	2020	COMPLIANT
\$82.50	\$82.39	No		Shortliste			NA	Business Professional	Regular	March	2020	COMPLIANT
\$46.00	\$45.90	No		Shortliste			Backfill	Admin/Clerical	Regular	March	2020	COMPLIANT
\$85.00	\$84.07	No		Shortliste			Backfill	Business Professional	Regular	March	2020	COMPLIANT
\$64.00	\$61.00	No		Shortliste			Backfill	Business Professional	Regular	March	2020	COMPLIANT
\$64.00	\$60.98	No		Interviewe			Backfill	Business Professional	Regular	March	2020	COMPLIANT
\$90.00	\$88.00	No		Shortliste			NA	Technical	Regular	March	2020	COMPLIANT
\$0.01	\$166.00	No		Shortliste			Backfill	Technical	Regular	March	2020	COMPLIANT
\$79.00	\$77.00	No		Shortliste			NA	Technical	Regular	March	2020	COMPLIANT
\$79.00	\$77.00	No		Shortliste			NA	Technical	Regular	March	2020	COMPLIANT
\$79.00	\$78.89	No		Shortliste			NA	Technical	Regular	March	2020	COMPLIANT
\$79.00	\$77.01	No		Shortliste			NA	Technical	Regular	March	2020	COMPLIANT
\$100.00	\$97.18	No		Shortliste			NA	Technical	Regular	March	2020	COMPLIANT
\$85.00	\$84.49	No		Shortliste			Backfill	Technical	Regular	March	2020	COMPLIANT
\$85.00	\$82.47	No		Shortliste			Backfill	Technical	Regular	March	2020	COMPLIANT
\$53.00	\$52.90	No		Submitted			NA	Business Professional	Regular	March	2020	COMPLIANT
\$85.00	\$84.49	No		Shortliste			Backfill	Technical	Regular	March	2020	COMPLIANT
\$79.00	\$77.44	No		Submitted			Backfill	Technical	Regular	March	2020	COMPLIANT
\$79.00	\$78.00	No		Submitted			Backfill	Technical	Regular	March	2020	COMPLIANT
\$90.00	\$88.00	No		Shortliste			Position Review - Recompete	Technical	Regular	March	2020	COMPLIANT
\$91.00	\$89.00	No		Shortliste			Backfill	Technical	Regular	March	2020	COMPLIANT
\$80.00	\$79.90	No		Assignment		0 Confirmed	NA	Business Professional	Regular	April	2020	COMPLIANT
\$54.00	\$53.00	No		Assignment		0 Confirmed (Worker Closed)	Backfill	Business Professional	Regular	April	2020	COMPLIANT
\$54.00	\$53.90	No		Shortliste			Backfill	Business Professional	Regular	April	2020	COMPLIANT
\$54.00	\$53.00	No		Shortliste			Backfill	Business Professional	Regular	April	2020	COMPLIANT
\$54.00	\$53.00	No		Shortliste			Backfill	Business Professional	Regular	April	2020	COMPLIANT
\$80.00	\$79.79	No		Shortliste			NA	Business Professional	Regular	April	2020	COMPLIANT
\$80.00	\$79.00	No		Shortliste			NA	Business Professional	Regular	April	2020	COMPLIANT
\$76.00	\$74.00	No		Submitted			Backfill	Business Professional	Regular	May	2020	COMPLIANT
\$76.00	\$74.00	No		Shortliste			Backfill	Business Professional	Regular	May	2020	COMPLIANT
\$48.00	\$47.90	No		Shortliste			NA	Business Professional	Regular	May	2020	COMPLIANT
\$89.00	\$88.00	Yes	Does not meet minimum qualifications	Rejected			NA	Technical	Regular	May	2020	COMPLIANT
\$48.00	\$47.90	No		Shortliste			NA	Business Professional	Regular	May	2020	COMPLIANT
\$79.00	\$77.85	No		Interviewe			Backfill	Technical	Regular	May	2020	COMPLIANT
\$48.00	\$47.90	No		Shortliste			NA	Business Professional	Regular	May	2020	COMPLIANT
\$89.00	\$81.00	Yes	Does not meet minimum qualifications	Rejected			NA	Technical	Regular	May	2020	COMPLIANT
\$48.00	\$47.90	No		Withdrawn			NA	Business Professional	Regular	May	2020	COMPLIANT
\$79.00	\$66.00	No		Interviewe			Backfill	Technical	Regular	May	2020	COMPLIANT
\$79.00	\$78.00	No		Interviewe			Backfill	Technical	Regular	May	2020	COMPLIANT
\$79.00	\$76.50	No		Shortliste			Backfill	Technical	Regular	May	2020	COMPLIANT
\$64.00	\$61.50	No		Interviewe			Backfill	Business Professional	Regular	May	2020	COMPLIANT



\$79.00	\$77.95	No	Withdrawn		Backfill	Technical	Regular	May	2020	COMPLIANT
\$79.00	\$78.00	No	Shortliste		Backfill	Technical	Regular	May	2020	COMPLIANT
\$79.00	\$77.95	No	Shortliste		Backfill	Technical	Regular	May	2020	COMPLIANT
\$79.00	\$76.50	No	Withdrawn		Backfill	Technical	Regular	May	2020	COMPLIANT
\$55.00	\$54.85	No	Interview		NA	Business Professional	Regular	May	2020	COMPLIANT
\$85.00	\$84.00	No	Interview		Backfill	Technical	Regular	May	2020	COMPLIANT
\$79.00	\$78.90	No	Shortliste		Backfill	Technical	Regular	May	2020	COMPLIANT
\$55.00	\$54.85	No	Interview		NA	Business Professional	Regular	May	2020	COMPLIANT
\$85.00	\$76.50	No	Assignment	0 Confirmed	Backfill	Technical	Regular	May	2020	COMPLIANT
\$55.00	\$54.85	No	Shortliste		NA	Business Professional	Regular	May	2020	COMPLIANT
\$79.00	\$76.50	No	Shortliste		Backfill	Technical	Regular	May	2020	COMPLIANT
\$85.00	\$84.75	No	Shortliste		Backfill	Technical	Regular	May	2020	COMPLIANT
\$90.00	\$87.80	No	Shortliste		Position Review - Recompete	Technical	Regular	May	2020	COMPLIANT
\$79.00	\$78.90	No	Shortliste		Backfill	Technical	Regular	May	2020	COMPLIANT
\$48.00	\$47.40	No	Shortliste		Position Review - Recompete	Business Professional	Regular	May	2020	COMPLIANT
\$48.00	\$47.40	No	Shortliste		Position Review - Recompete	Business Professional	Regular	May	2020	COMPLIANT
\$48.00	\$47.75	No	Interview		NA	Business Professional	Regular	May	2020	COMPLIANT
\$48.00	\$47.90	No	Assignment	0 Confirmed	NA	Business Professional	Regular	May	2020	COMPLIANT
\$48.00	\$47.90	No	Interview		NA	Business Professional	Regular	May	2020	COMPLIANT
\$53.00	\$52.90	No	Interview		NA	Business Professional	Regular	June	2020	COMPLIANT
\$53.00	\$52.90	No	Shortliste		NA	Business Professional	Regular	June	2020	COMPLIANT
\$65.00	\$64.10	No	Interview		Backfill	Business Professional	Regular	June	2020	COMPLIANT
\$89.00	\$87.50	No	Shortliste		Backfill	Technical	Regular	June	2020	COMPLIANT
\$65.00	\$64.10	No	Shortliste		Backfill	Business Professional	Regular	June	2020	COMPLIANT
\$89.00	\$85.25	No	Shortliste		Backfill	Technical	Regular	June	2020	COMPLIANT
\$89.00	\$84.50	No	Shortliste		Backfill	Technical	Regular	June	2020	COMPLIANT
\$89.00	\$88.00	No	Shortliste		Backfill	Technical	Regular	June	2020	COMPLIANT
\$55.00	\$54.90	No	Shortliste		NA	Business Professional	Regular	June	2020	COMPLIANT
\$53.00	\$52.90	No	Shortliste		NA	Business Professional	Regular	June	2020	COMPLIANT
\$120.00	\$110.00	No	Withdrawn		NA	Technical	Regular	June	2020	COMPLIANT
\$120.00	\$110.00	No	Submitted		NA	Technical	Regular	June	2020	COMPLIANT
\$120.00	\$111.50	No	Submitted		NA	Technical	Regular	June	2020	COMPLIANT
\$120.00	\$111.50	No	Submitted		NA	Technical	Regular	June	2020	COMPLIANT
\$89.00	\$88.90	No	Shortliste		Backfill	Technical	Regular	June	2020	COMPLIANT
\$55.00	\$54.90	No	Shortliste		NA	Business Professional	Regular	June	2020	COMPLIANT
\$55.00	\$54.90	No	Shortliste		NA	Business Professional	Regular	June	2020	COMPLIANT
\$64.00	\$63.00	No	Shortliste		Backfill	Business Professional	Regular	June	2020	COMPLIANT
\$90.00	\$89.00	No	Shortliste		NA	Technical	Regular	June	2020	COMPLIANT
\$90.00	\$88.75	No	Shortliste		NA	Technical	Regular	June	2020	COMPLIANT
\$64.00	\$62.00	No	Shortliste		Backfill	Business Professional	Regular	June	2020	COMPLIANT
\$60.00	\$59.00	No	Shortliste		NA	Business Professional	Regular	June	2020	COMPLIANT
\$60.00	\$57.00	No	Shortliste		NA	Business Professional	Regular	June	2020	COMPLIANT
\$85.00	\$83.25	No	Assignment	0 Confirmed	Backfill	Business Professional	Regular	June	2020	COMPLIANT
\$48.00	\$47.90	No	Shortliste		Backfill	Business Professional	Regular	June	2020	COMPLIANT
\$85.00	\$83.85	No	Interview		Backfill	Business Professional	Regular	June	2020	COMPLIANT
\$85.00	\$83.25	No	Shortliste		Backfill	Business Professional	Regular	June	2020	COMPLIANT
\$48.00	\$47.90	No	Shortliste		Backfill	Business Professional	Regular	June	2020	COMPLIANT
\$93.00	\$91.25	No	Interview		Backfill	Technical	Regular	June	2020	COMPLIANT
\$85.00	\$84.40	No	Shortliste		Backfill	Business Professional	Regular	June	2020	COMPLIANT
\$87.00	\$86.70	No	Shortliste		NA	Technical	Regular	June	2020	COMPLIANT
\$87.00	\$86.50	No	Shortliste		NA	Technical	Regular	June	2020	COMPLIANT

\$87.00	\$86.50	No	Shortliste			NA	Technical	Regular	June	2020	COMPLIANT
\$87.00	\$86.50	No	Assignment		0 Confirmed	NA	Technical	Regular	June	2020	COMPLIANT
\$62.00	\$61.50	No	Shortliste			NA	Technical	Regular	June	2020	COMPLIANT
\$62.00	\$61.50	No	Shortliste			NA	Technical	Regular	June	2020	COMPLIANT
\$79.00	\$77.00	No	Assignment		0 Confirmed	Backfill	Technical	Regular	June	2020	COMPLIANT
\$79.00	\$77.00	No	Shortliste			Backfill	Technical	Regular	June	2020	COMPLIANT
\$79.00	\$77.00	No	Shortliste			Backfill	Technical	Regular	June	2020	COMPLIANT
\$79.00	\$77.75	No	Shortliste			Backfill	Technical	Regular	June	2020	COMPLIANT
\$80.00	\$77.00	No	Shortliste			NA	Business Professional	Regular	June	2020	COMPLIANT
\$80.00	\$79.90	No	Shortliste			NA	Business Professional	Regular	June	2020	COMPLIANT
\$79.00	\$77.75	No	Shortliste			Backfill	Technical	Regular	June	2020	COMPLIANT
\$80.00	\$79.70	No	Shortliste			NA	Business Professional	Regular	June	2020	COMPLIANT
\$80.00	\$79.90	No	Assignment		0 Confirmed	NA	Business Professional	Regular	July	2020	COMPLIANT
\$94.00	\$93.50	No	Interview			NA	Technical	Regular	July	2020	COMPLIANT
\$94.00	\$93.50	No	Interview			NA	Technical	Regular	July	2020	COMPLIANT
\$49.00	\$48.30	No	Shortliste			Backfill	Business Professional	Regular	July	2020	COMPLIANT
\$49.00	\$48.30	No	Withdrawn			Backfill	Business Professional	Regular	July	2020	COMPLIANT
\$49.00	\$48.30	No	Interview			Backfill	Business Professional	Regular	July	2020	COMPLIANT
\$82.50	\$82.50	No	Assignment		0 Confirmed	NA	Business Professional	Regular	July	2020	COMPLIANT
\$88.00	\$73.00	No	Shortliste			Position Review - Recompete	Business Professional	Regular	July	2020	COMPLIANT
\$90.00	\$87.80	No	Submitted			Backfill	Technical	Regular	July	2020	COMPLIANT
\$88.00	\$86.90	No	Shortliste			Position Review - Recompete	Business Professional	Regular	July	2020	COMPLIANT
\$90.00	\$87.80	No	Shortliste			Backfill	Technical	Regular	July	2020	COMPLIANT
\$65.00	\$64.00	No	Shortliste			NA	Business Professional	Regular	July	2020	COMPLIANT
\$53.00	\$52.30	No	Assignment		0 Confirmed	Backfill	Business Professional	Regular	July	2020	COMPLIANT
\$80.00	\$79.10	No	Shortliste			NA	Business Professional	Regular	July	2020	COMPLIANT
\$0.01	\$134.00	No	Shortliste			Backfill	Technical	Regular	July	2020	Compliant
\$53.00	\$52.90	No	Shortliste			Backfill	Business Professional	Regular	July	2020	COMPLIANT
\$55.00	\$54.50	No	Shortliste			NA	Business Professional	Regular	July	2020	COMPLIANT
\$53.00	\$52.90	No	Interview			Backfill	Business Professional	Regular	July	2020	COMPLIANT
\$55.00	\$54.55	No	Withdrawn			NA	Business Professional	Regular	July	2020	COMPLIANT
\$65.00	\$64.00	No	Shortliste			NA	Business Professional	Regular	July	2020	COMPLIANT
\$55.00	\$54.55	No	Shortliste			NA	Business Professional	Regular	July	2020	COMPLIANT
\$86.00	\$85.00	No	Shortliste			NA	Technical	Regular	August	2020	COMPLIANT
\$80.00	\$79.00	No	Shortliste			NA	Business Professional	Regular	August	2020	COMPLIANT
\$86.00	\$77.50	No	Shortliste			NA	Technical	Regular	August	2020	COMPLIANT
\$140.00	\$123.00	No	Shortliste			NA	Technical	Regular	August	2020	COMPLIANT
\$40.00	\$39.90	No	Shortliste			Position Review - Recompete	Admin/Clerical	Regular	August	2020	COMPLIANT
\$49.00	\$48.50	No	Interview			Backfill	Business Professional	Regular	September	2020	COMPLIANT
\$49.00	\$48.50	No	Shortliste			Backfill	Business Professional	Regular	September	2020	COMPLIANT
\$66.22	\$62.50	No	Interview			Backfill	Technical	Regular	September	2020	COMPLIANT
\$90.00	\$86.95	No	Submitted			NA	Technical	Regular	September	2020	COMPLIANT
\$106.00	\$100.00	No	Shortliste			Deja Vu	Business Professional	Regular	September	2020	COMPLIANT
\$90.00	\$89.50	No	Shortliste			NA	Technical	Regular	September	2020	COMPLIANT
\$100.00	\$99.75	No	Shortliste			NA	Technical	Regular	September	2020	COMPLIANT
\$90.00	\$89.75	No	Shortliste			NA	Technical	Regular	September	2020	COMPLIANT
\$0.01	\$130.00	No	Interview			Backfill	Technical	Regular	September	2020	Compliant
\$89.00	\$86.00	No	Shortliste			NA	Technical	Regular	September	2020	COMPLIANT
\$89.00	\$86.00	No	Interview			NA	Technical	Regular	September	2020	COMPLIANT
\$34.00	\$33.90	No	Shortliste			Backfill	Business Professional	Regular	October	2020	COMPLIANT
\$34.00	\$33.90	No	Shortliste			Backfill	Business Professional	Regular	October	2020	COMPLIANT



Distance [ST/Hr]	Requisition Respond by Date/Time	Job Seeker Withdraw Date	Job Seeker Status
0.10	3/2/2020		Shortlisted
0.10	3/2/2020		Shortlisted
0.48	3/2/2020		Shortlisted
0.50	3/2/2020		Shortlisted
0.50	3/2/2020		Shortlisted
0.00	3/5/2020		Assignment Confirmed
0.00	3/6/2020		Assignment Confirmed
0.00	3/5/2020	3/4/2020	Withdrawn
0.48	3/5/2020		Shortlisted
0.11	3/5/2020		Shortlisted
0.10	3/5/2020		Shortlisted
0.93	2/24/2020		Shortlisted
3.00	3/10/2020		Shortlisted
3.02	3/10/2020		Interviewed
2.00	3/11/2020		Shortlisted
-165.99	3/12/2020		Shortlisted
2.00	3/13/2020		Shortlisted
2.00	3/13/2020		Shortlisted
0.11	3/13/2020		Shortlisted
1.99	3/13/2020		Shortlisted
2.82	3/16/2020		Shortlisted
0.51	3/17/2020		Shortlisted
2.53	3/17/2020		Shortlisted
0.10	3/17/2020		Submitted
0.51	3/17/2020		Shortlisted
1.56	3/19/2020		Submitted
1.00	3/19/2020		Submitted
2.00	3/20/2020		Shortlisted
2.00	3/20/2020		Shortlisted
0.10	4/29/2020		Assignment Confirmed
1.00	4/29/2020		Assignment Confirmed
0.10	4/29/2020		Shortlisted
1.00	4/29/2020		Shortlisted
1.00	4/29/2020		Shortlisted
0.21	4/29/2020		Shortlisted
1.00	4/29/2020		Shortlisted
2.00	5/21/2020		Submitted
2.00	5/21/2020		Shortlisted
0.10	5/27/2020		Shortlisted
1.00	5/27/2020		Rejected
0.10	5/27/2020		Shortlisted
1.15	5/27/2020		Interviewed
0.10	5/27/2020		Shortlisted
8.00	5/27/2020		Rejected
0.10	5/29/2020	5/29/2020	Withdrawn
13.00	5/28/2020		Interviewed
1.00	5/27/2020		Interviewed
2.50	5/27/2020		Shortlisted
2.50	5/28/2020		Interviewed

1.05	5/27/2020	5/27/2020	Withdrawn
1.00	5/27/2020		Shortlisted
1.05	5/28/2020		Shortlisted
2.50	5/28/2020	5/28/2020	Withdrawn
0.15	6/1/2020		Interviewed
1.00	5/28/2020		Interviewed
0.10	5/27/2020		Shortlisted
0.15	6/1/2020		Interviewed
8.50	5/28/2020		Assignment Confirmed
0.15	6/1/2020		Shortlisted
2.50	5/28/2020		Shortlisted
0.25	5/28/2020		Shortlisted
2.20	6/1/2020		Shortlisted
0.10	5/28/2020		Shortlisted
0.60	5/29/2020		Shortlisted
0.60	5/29/2020		Shortlisted
0.25	5/29/2020		Interviewed
0.10	5/29/2020		Assignment Confirmed
0.10	5/29/2020		Interviewed
0.10	6/3/2020		Interviewed
0.10	6/3/2020		Shortlisted
0.90	6/1/2020		Interviewed
1.50	6/4/2020		Shortlisted
0.90	6/1/2020		Shortlisted
3.75	6/4/2020		Shortlisted
4.50	6/4/2020		Shortlisted
1.00	6/4/2020		Shortlisted
0.10	6/5/2020		Shortlisted
0.10	6/3/2020		Shortlisted
10.00	6/4/2020	6/4/2020	Withdrawn
10.00	6/4/2020		Submitted
8.50	6/4/2020		Submitted
8.50	6/4/2020		Submitted
0.10	6/4/2020		Shortlisted
0.10	6/5/2020		Shortlisted
0.10	6/5/2020		Shortlisted
1.00	6/9/2020		Shortlisted
1.00	6/9/2020		Shortlisted
1.25	6/9/2020		Shortlisted
2.00	6/9/2020		Shortlisted
1.00	6/10/2020		Shortlisted
3.00	6/10/2020		Shortlisted
1.75	6/16/2020		Assignment Confirmed
0.10	6/17/2020		Shortlisted
1.15	6/16/2020		Interviewed
1.75	6/16/2020		Shortlisted
0.10	6/17/2020		Shortlisted
1.75	6/16/2020		Interviewed
0.60	6/16/2020		Shortlisted
0.30	6/18/2020		Shortlisted
0.50	6/18/2020		Shortlisted

0.50	6/18/2020		Shortlisted
0.50	6/18/2020		Assignment Confirmed
0.50	6/19/2020		Shortlisted
0.50	6/19/2020		Shortlisted
2.00	6/29/2020		Assignment Confirmed
2.00	6/29/2020		Shortlisted
2.00	6/29/2020		Shortlisted
1.25	6/29/2020		Shortlisted
3.00	6/30/2020		Shortlisted
0.10	7/1/2020		Shortlisted
1.25	6/29/2020		Shortlisted
0.30	6/30/2020		Shortlisted
0.10	7/1/2020		Assignment Confirmed
0.50	7/9/2020		Interviewed
0.50	7/9/2020		Interviewed
0.70	7/15/2020		Shortlisted
0.70	7/15/2020	7/15/2020	Withdrawn
0.70	7/15/2020		Interviewed
0.00	7/23/2020		Assignment Confirmed
15.00	7/24/2020		Shortlisted
2.20	7/27/2020		Submitted
1.10	7/24/2020		Shortlisted
2.20	7/27/2020		Shortlisted
1.00	7/24/2020		Shortlisted
0.70	7/30/2020		Assignment Confirmed
0.90	7/28/2020		Shortlisted
-133.99	7/28/2020		Shortlisted
0.10	7/29/2020		Shortlisted
0.50	7/31/2020		Shortlisted
0.10	7/30/2020		Interviewed
0.45	7/31/2020	7/31/2020	Withdrawn
1.00	8/4/2020		Shortlisted
0.45	7/31/2020		Shortlisted
1.00	8/3/2020		Shortlisted
1.00	8/3/2020		Shortlisted
8.50	8/3/2020		Shortlisted
17.00	8/21/2020		Shortlisted
0.10	8/31/2020		Shortlisted
0.50	9/8/2020		Interviewed
0.50	9/8/2020		Shortlisted
3.72	9/8/2020		Interviewed
3.05	9/14/2020		Submitted
6.00	9/18/2020		Shortlisted
0.50	9/23/2020		Shortlisted
0.25	9/23/2020		Shortlisted
0.25	9/23/2020		Shortlisted
-129.99	9/28/2020		Interviewed
3.00	9/30/2020		Shortlisted
3.00	9/30/2020		Interviewed
0.10	10/7/2020		Shortlisted
0.10	10/7/2020		Shortlisted



Candidate Quality Shortlisted		Candidate Quality - Interview	
Scoring Table		Scoring Table	
Result	Score	Result	Score
85.9% or less	0	0.00% - 5.00%	0
86.0% - 86.9%	1	5.01% - 6.50%	1
87.0% - 87.9%	2	6.51% - 8.00%	2
88.0% - 88.9%	3	8.01% - 9.50%	3
89.0% - 89.9%	4	9.51% - 11.00%	4
90.0% - 90.9%	5	11.01% - 12.50%	5
91.0% - 91.9%	6	12.51% - 14.00%	6
92.0% - 92.9%	7	14.01% - 15.50%	7
93.0% - 93.9%	8	15.51% - 17.00%	8
94.0% - 94.9%	9	17.01% - 18.50%	9
95.0% - 95.9%	10	18.51% - 20.00%	10
96.0% - 96.9%	12	20.01% - 21.50%	11
97.0% - 97.9%	14	21.51% - 23.00%	12
98.0% - 98.9%	16	23.01% - 24.50%	13
99.0% - 99.9%	18	24.51% - 26.00%	14
100%	20	26.01% - 27.50%	15
		27.51% - 29.00%	16
		29.01% - 30.50%	17
		30.51% - 32.00%	18
		32.01% - 33.50%	19
		33.51% and Higher	20

Early Terminations		Distance Under Max Bill Rate	
Scoring Table		Scoring Table	
Result	Score	Result	Score
90.4% or less	0	[5.00] or lower	-5
90.5% - 90.9%	1	(4.00) - (4.99)	-4
91.0% - 91.4%	2	(3.00) - (3.99)	-3
91.5% - 91.9%	3	(2.00) - (2.99)	-2
92.0% - 92.4%	4	(1.00) - (1.99)	-1
92.5% - 92.9%	5	(.00) - (.99)	0
93.0% - 93.4%	6	.01 - .10	1
93.5% - 93.9%	7	.11 - .20	2
94.0% - 94.4%	8	.21 - .30	3
94.5% - 94.9%	9	.31 - .40	4
95.0% - 95.4%	10	.41 - .50	5
95.5% - 95.9%	11	.51 - .60	6
96.0% - 96.4%	12	.61 - .70	7
96.5% - 96.9%	13	.71 - .80	8
97.0% - 97.4%	14	.81 - .90	9
97.5% - 97.9%	15	.91 - 1.00	10
98.0% - 98.4%	16	1.01 - 1.05	11
98.5% - 98.9%	17	1.06 - 1.10	12
99.0% - 99.4%	18	1.11 - 1.15	13
99.5% - 99.9%	19		
100%	20		



Candidate Quality - Assignment	
Scoring Table	
Result	Score
0.00%	0
.01% - 2.00%	1
2.01% - 3.00%	2
3.01% - 4.00%	3
4.01% - 5.00%	4
5.01% - 6.00%	5
6.01% - 7.00%	6
7.01% - 8.00%	7
8.01% - 9.00%	8
9.01% - 10.00%	9
10.01% - 11.00%	10
11.01% - 12.00%	11
12.01% - 13.00%	12
13.01% - 14.00%	13
14.01% - 15.00%	14
15.01% - 16.00%	15
16.01% - 17.00%	16
17.01% - 18.00%	17
18.01% - 19.00%	18
19.01% - 20.00%	19
20.01% and Higher	20
Distance Under Max Bill Rate	
Scoring Table	
Result	Score
1.16 - 1.20	14
1.21 - 1.25	15
1.26 - 1.30	16
1.31 - 1.35	17
1.36 - 1.40	18
1.41 - 1.45	19
1.46 - 1.50	20
1.51 - 1.55	21
1.56 - 1.60	22
1.61 - 1.65	23
1.66 - 1.70	24
1.71 - 1.75	25
1.76 - 1.80	26
1.81 - 1.85	27
1.86 - 1.90	28
1.91 - 1.95	29
1.96 - 2.00	30
Bonus if greater \$3.00	5

**From:** Hampton, Scott R (BPA) - NSP-4400-LL

**Sent:** Mon Mar 08 15:29:23 2021

**To:** Jennifer Boyle; Andrea Peer (andrea@vanderhouwen.com); John Niemer

**Subject:** VanderHouwen Scorecard Update

**Importance:** Normal

**Attachments:** Vanderhouwen Scorecard 20210308\_Detailed.2.xlsx; image001.png

OK, Denise spent the better part of the day looking at your data in detail. She was able to improve your scores somewhat in the candidate quality section. But everything else looks consistent. Please let me know if you find any other issues.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Jennifer Boyle

**Sent:** Tue Mar 09 18:23:50 2021

**To:** Hampton,Scott R (BPA) - NSP-4400-LL; Longfellow,James N (BPA) - NSP-4400-LL; Kayton,Lisa A (BPA) - NSP-4400-LL; Hagedorn,William G (BPA) - NSP-4400-LL; Falcon,April L (BPA) - NSP-4400-LL; Marsh,Solomonn P (BPA) - NSP-4400-LL; Savage,Claudia F (BPA) - NSSF-4

**Cc:** John Niemer; Andrea Peer; Eric VanderHouwen; Geoff Smith

**Subject:** [EXTERNAL] RE: VanderHouwen Scorecard Update

**Importance:** Normal

**Attachments:** image030.png; image031.png; image032.png; image033.png; image034.png; image035.png; image036.png; image037.png; image038.png; image039.png; image040.png; image041.png; image042.png; image001.png; image002.png; image003.png; image004.png; image005.png; image006.png; image007.png; image008.png

Hi Scott,

Thank you for your response. At this time we will be formally appealing this decision with our Contracting Officer, Claudia Savage. Based on our conversation from Monday we do not expect our contractors to be notified of the rationalization until the appeal process has been completed.

Thank you.

**JENNIFER BOYLE**

Account Manager

503.299.6811 | cell: (b) (6)

[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)

6342 S Macadam Ave., Portland OR 97239

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**From:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Sent:** Tuesday, March 9, 2021 4:24 PM  
**To:** Jennifer Boyle <jennifer@vanderhouwen.com>  
**Cc:** John Niemer <john@vanderhouwen.com>; Andrea Peer <andrea@vanderhouwen.com>  
**Subject:** VanderHouwen Scorecard Update

See responses below in red

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>

**Sent:** Tuesday, March 9, 2021 1:51 PM

**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>

**Cc:** John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>; Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>

**Subject:** [EXTERNAL] RE: VanderHouwen Scorecard Update

Hi, Scott!

Thank you for connecting me with Denise, it was definitely helpful to run through the data together!! There were a few issues that we discussed that require additional clarification, please.

- Early terminations: Denise provided the names of the contractors that were scored during this period and I

believe two of them may be calculated in error - (b) (6) Both contractors ended their assignment early but it was prior to the scoring period of this specific scorecard. Denise mentioned that they were included because there may have been a delay in closing out their assignments but their end dates do fall outside of this period. Could you please confirm if that is accurate and they should be removed for a score adjustment? (b) (6) was also included as an early termination and while she did end prior to her end date, it was due to the fact that the assignment was a semi part-time, on-call contract and she needed to seek fulltime employment. Are those factors considered when reviewing this portion of the scorecard?

Please understand the purpose of the scorecard. It was originally created to be a measurement of performance during a particular 12 month period of time. That is the way I have operated the scorecard since the very first one with you in 2013 and it is the way I am operating today. Throughout that time, we have never made data adjustments or corrections to the data. We just ran some simple queries and discussed the output of those queries. Anytime we were made aware of potential issues, it was because the scorecard queries missed some data, not that they picked up too much data. I agree that those two individuals last day at BPA happened outside the 12 month time period applicable to this scorecard, but the transaction as recorded in the Fieldglass system occurred in the scorecard period. So it counts for this scorecard. Regarding (b) (6) no, those factors are not considered. Again, the scorecard query is a simple query designed to pull data and we calculate scores off it, it is not intended to use as a quality check of the data. You might then argue that the stakes of this particular scorecard are higher, and therefore we should scrub all the data used to calculate the scorecards. I would counter that perspective by saying, then we would have to scrub everyone, and the likelihood of a significant move in the scorecard would be low. I would also point you to my response to your last question below.

- Mark up: our data summary shows a 12m average rather than a 6m average. When reviewing with Denise she reviewed the numbers again and mentioned it should be roughly around 54%. Could you please confirm if that's accurate? If so, that would place us under the supplier average and could adjust our score, please advise.

For markups, we use the 6 month average as the Definition column indicates. Your markup for the 6 month period is correct on your scorecard.

- We mentioned on the call yesterday that we would like to review the full range of all other supplier markups, rather than just their averages, to see how we compare. Are you able to share that information while excluding the supplier name?

No, sorry. I am not comfortable sharing that information. The consolidated average for all suppliers is sufficient for sharing.

- Stewardship: Could you please share additional information on how the stewardship points are calculated? We dropped significantly from the September scorecard but other than the feedback we don't see a true scoring key on how this is weighted. Could you also please confirm if contractors working within SLMO are excluded from this section for their employer? We have a contractor working for SLMO, and there were comments about compensation on our scorecard related to stewardship. If these two factors are connected, wouldn't this be considered a conflict of interest?

The compensation comment is an interesting one to me. Although I don't know who made the comment, or what the source of it was, my first thought was that someone called into the hotline and mentioned it to whoever answered the phone. I would be very surprised if someone working in SLMO used the comments in that way, knowing they would get back to you. (as an aside, after typing that sentence I went out and looked and the individual who provided that feedback does not work for you, so they heard it from somewhere)

The stewardship scores are typically calculated by using a monthly score by each person in the organization and averaging those scores over the previous six month period. I anticipated a question like this so for this scorecard, the only stewardship scores that were used were scores by Federal Employees and the stewardship scores were finalized before any scorecards were calculated, so that we could not be accused of manipulating a stewardship score to achieve a desired ranking for the suppliers. Also, for the first time I participated by including my score based on my interactions with our suppliers over the prior 6 month period.

- Are (b) (4) still two separate companies on this scorecard? We recently learned that (b) (4) might be removed from the program and transitioning all of their contractors to (b) (4) to avoid losing them.

(b) (4) was not going to be successful in this round of the scorecard and therefore made some business decisions to move out of the program. They were not included on this scorecard. That is why we only reduced 4 companies instead of 5.

- We made a significant number of rate changes in September, both pay and bill, but SLMO was not able to process until October. Given that we requested they be implemented in September 2020, were those new rates used to determine our average mark up for that month?

As I mentioned in the response to your first question, we run the scorecards based on the data as it sits in the system. I do not know the reason why rate changes might have been delayed. As I look at your overhead rates it looks like you had a more than 4% drop between August and September, so it looks to me like your rate changes happened in September, which would give you the full 6 months of benefit.



While we continue reviewing the additional data and discussing with you, we would ask that our contractors not be included on the email distribution Monday. If you could please confirm the above we would really appreciate it, we're available for another conference call if needed.

No, I'm sorry. We have a very tight schedule for rationalization, and delaying or deferring communications to any rationalized workers is not something I want to do. Please remember through all of this that BPA has a right to contract for services from any organization it chooses to do business with. Also remember that having a contract with BPA does not guarantee that BPA must utilize those services in completing its mission. BPA is not renewing your contract, which is something that BPA could do anytime at its discretion. Your master agreement with BPA is an indefinite delivery, indefinite quantity contract with no right or guarantee of business. We could stop issuing you job postings at any time for any reason. The fact that I have talked about this for more than 2 years, delayed rationalization in September because requisition volumes were low and I wanted to give everyone the best chance, and utilized an objective tool that we were all familiar with in order to help make the decision (rather than arbitrarily picking suppliers to stop doing business with), I believe exceeds the norms for being open and transparent in making these kinds of business decisions. Several other organizations have also questioned the data and asked for clarification, and each time we have come back with no significant changes to the scorecard. I'm confident the scorecard is a solid, objective evaluation of the performance of all 12 suppliers involved.

As I have now met with all 4 of the suppliers who are being rationalized, please also consider this your official notice that I do not believe scorecard rankings will be changing and we will be executing on the schedule that we discussed in your scorecard meeting starting Monday 3/15.

Thank you!!

**JENNIFER BOYLE**

*Account Manager*

503.299.6811 | cell: (b) (6)

[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)

6342 S Macadam Ave., Portland OR 97239

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**From:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>

**Sent:** Tuesday, March 9, 2021 7:39 AM

**To:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>

**Cc:** Ziegler, Denise A (BPA) - NSP-4400-LL <[daziegler@bpa.gov](mailto:daziegler@bpa.gov)>

**Subject:** RE: VanderHouwen Scorecard Update

Morning Jennifer!

Of course you can talk with Denise. I have cc'd her on this note so you have her email (if you didn't before). Her phone number is 360-418-2727. You can give her a call or coordinate a time for later today. Up to you.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>

**Sent:** Monday, March 8, 2021 8:48 PM

**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>;  
Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>

**Subject:** [EXTERNAL] RE: VanderHouwen Scorecard Update

Hello, again!

I have a few questions regarding the data from Denise and what I'm able to pull in Fieldglass. Would she be available to meet tomorrow to discuss, please? I've compared all of the data again with her master doc and I still have two interviews that aren't matching and a few other one offs, but I do have some general questions so it would be great if she could walk me through a few things, please.

I can be available anytime that works best for her tomorrow, please let me know.

Thank you!

**JENNIFER BOYLE**

*Account Manager*

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**To:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>; Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>  
**Subject:** VanderHouwen Scorecard Update

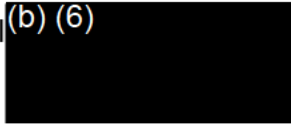
OK, Denise spent the better part of the day looking at your data in detail. She was able to improve your scores somewhat in the candidate quality section. But everything else looks consistent. Please let me know if you find any other issues.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell (b) (6) 

From: Ziegler,Denise A (BPA) - NSP-4400-LL

Sent: Tue Mar 09 09:27:35 2021

To: Hampton,Scott R (BPA) - NSP-4400-LL

Subject: FW: VanderHouwen Scorecard Update

Importance: Normal

Attachments: image015.png; image016.png; image017.png; image018.png; image019.png; image020.png; image021.png; image022.png; image023.png; image024.png; image025.png; image026.png; image003.png

Hi Scott,

FYI – I met with Jennifer and answered all her questions. She appears to be satisfied with my answers.

Happy Day,

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

**From:** Jennifer Boyle <jennifer@vanderhouwen.com>  
**Sent:** Tuesday, March 9, 2021 8:37 AM  
**To:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Cc:** Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>  
**Subject:** [EXTERNAL] RE: VanderHouwen Scorecard Update

Thanks, Scott!

Denise, I received your email with your phone number – thank you! I'll give you a call in just a few moments.

**JENNIFER BOYLE**

*Account Manager*

503.299.6811 | cell: (b) (6)

[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)

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**Subject:** RE: VanderHouwen Scorecard Update

Morning Jennifer!

Of course you can talk with Denise. I have cc'd her on this note so you have her email (if you didn't before). Her phone number is 360-418-2727. You can give her a call or coordinate a time for later today. Up to you.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>

**Sent:** Monday, March 8, 2021 8:48 PM

**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>;  
Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>

**Subject:** [EXTERNAL] RE: VanderHouwen Scorecard Update

Hello, again!

I have a few questions regarding the data from Denise and what I'm able to pull in Fieldglass. Would she be available to meet tomorrow to discuss, please? I've compared all of the data again with her master doc and I still have two interviews that aren't matching and a few other one offs, but I do have some general questions so it would be great if she could walk me through a few things, please.

I can be available anytime that works best for her tomorrow, please let me know.

Thank you!

**JENNIFER BOYLE**

*Account Manager*

503.299.6811 | cell:

(b) (6)

[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)

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**Sent:** Monday, March 8, 2021 3:29 PM  
**To:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>; Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>  
**Subject:** VanderHouwen Scorecard Update

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**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell (b) (6)



**From:** Hampton, Scott R (BPA) - NSP-4400-LL

**Sent:** Tue Mar 09 07:26:34 2021

**To:** Ziegler, Denise A (BPA) - NSP-4400-LL

**Subject:** FW: VanderHouwen Scorecard Update

**Importance:** Normal

**Attachments:** image018.png; image001.png; image019.png; image020.png; image021.png; image022.png; image023.png; image024.png; image025.png

Are you willing to meet with Jennifer today?

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Jennifer Boyle <jennifer@vanderhouwen.com>

**Sent:** Monday, March 8, 2021 8:48 PM

**To:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; John Niemer <john@vanderhouwen.com>; Andrea Peer <andrea@vanderhouwen.com>

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I can be available anytime that works best for her tomorrow, please let me know.

Thank you!

**JENNIFER BOYLE**

*Account Manager*

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**To:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>; Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>

**Subject:** VanderHouwen Scorecard Update

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**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)



**From:** Ziegler,Denise A (BPA) - NSP-4400-LL

**Sent:** Tue Mar 09 07:39:23 2021

**To:** Hampton,Scott R (BPA) - NSP-4400-LL

**Subject:** RE: VanderHouwen Scorecard Update

**Importance:** Normal

**Attachments:** image013.png; image014.png; image015.png; image016.png; image017.png; image018.png; image019.png; image020.png; image021.png; image022.png; image001.png

That's fine. Go ahead and share my number with Jennifer. Hopefully I can answer all her questions. And of course I would never give her info on other suppliers – that's a huge no-no

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

**From:** Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

**Sent:** Tuesday, March 9, 2021 7:37 AM

**To:** Ziegler,Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>

**Subject:** RE: VanderHouwen Scorecard Update

OK I was just thinking I'd share your phone number with her and let her call you directly. I bet it will be pretty soon to maximize the amount of time they have to figure out what they are doing.

It goes without saying that our relationship with them has unfortunately turned slightly adversarial, so just share the facts and don't give them any information about anyone else or anything that can be used against us.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Ziegler, Denise A (BPA) - NSP-4400-LL <[daziegler@bpa.gov](mailto:daziegler@bpa.gov)>

**Sent:** Tuesday, March 9, 2021 7:35 AM

**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>

**Subject:** RE: VanderHouwen Scorecard Update

Sure – I can do that. Just tell me when and I'll make sure I don't have a mouthful of coffee or something. J

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

**From:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>

**Sent:** Tuesday, March 9, 2021 7:27 AM

**To:** Ziegler, Denise A (BPA) - NSP-4400-LL <[daziegler@bpa.gov](mailto:daziegler@bpa.gov)>

**Subject:** FW: VanderHouwen Scorecard Update

Are you willing to meet with Jennifer today?

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>  
**Sent:** Monday, March 8, 2021 8:48 PM  
**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>;  
Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>  
**Subject:** [EXTERNAL] RE: VanderHouwen Scorecard Update

Hello, again!

I have a few questions regarding the data from Denise and what I'm able to pull in Fieldglass. Would she be available to meet tomorrow to discuss, please? I've compared all of the data again with her master doc and I still have two interviews that aren't matching and a few other one offs, but I do have some general questions so it would be great if she could walk me through a few things, please.

I can be available anytime that works best for her tomorrow, please let me know.

Thank you!

**JENNIFER BOYLE**

*Account Manager*

503.299.6811 | cell: (b) (6)  
[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)

6342 S Macadam Ave., Portland OR 97239

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**From:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Sent:** Monday, March 8, 2021 3:29 PM  
**To:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>; Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>  
**Subject:** VanderHouwen Scorecard Update

OK, Denise spent the better part of the day looking at your data in detail. She was able to improve your scores somewhat in the candidate quality section. But everything else looks consistent. Please let me know if you find any other issues.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell (b) (6)

From: Ziegler,Denise A (BPA) - NSP-4400-LL

Sent: Tue Mar 09 13:07:09 2021

To: Hampton,Scott R (BPA) - NSP-4400-LL

Subject: RE: VanderHouwen Scorecard Update

Importance: Normal

Attachments: image016.png; image017.png; image018.png; image019.png; image020.png; image021.png; image022.png; image023.png; image024.png; image025.png; image026.png; image027.png; image028.png; image002.png

Between now and then I'll be working with Marcia to attempt to get her to understand my vision she'll do fine. Understanding the new manager's vision will be a whole other story.

I foresee many training sessions that will just be conversations about questions from you, managers, suppliers, our clients and auditors and how to get the best answers for those questions – holistic answers.

Hopefully my training vision will work to BPA and Marcia's advantage.

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

**From:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>  
**Sent:** Tuesday, March 9, 2021 12:58 PM  
**To:** Ziegler, Denise A (BPA) - NSP-4400-LL <daziegler@bpa.gov>  
**Subject:** RE: VanderHouwen Scorecard Update

Oh that's great news! They really don't have anything to challenge at this point. It would be interesting to see what the basis is. I think they'd have to argue they were a satisfactory supplier so why lose the contract. Which all 4 were. Thanks for taking care of that! (I'm not sure how the new manager is going to survive this job without you around.....)

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Ziegler, Denise A (BPA) - NSP-4400-LL <[daziegler@bpa.gov](mailto:daziegler@bpa.gov)>  
**Sent:** Tuesday, March 9, 2021 12:56 PM



**To:** Hampton,Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Subject:** RE: VanderHouwen Scorecard Update

Jennifer agreed there was nothing that would have changed the score. So I guess we'll see if they want to spend the dollars on a protest.

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

**From:** Hampton,Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Sent:** Tuesday, March 9, 2021 12:52 PM  
**To:** Ziegler,Denise A (BPA) - NSP-4400-LL <[daziegler@bpa.gov](mailto:daziegler@bpa.gov)>  
**Subject:** RE: VanderHouwen Scorecard Update

Hey, I just saw this. Thanks for the update!! I was wondering how your call went.... Hopefully you talked them out of contesting the decision. We will have to wait and see.....

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Ziegler,Denise A (BPA) - NSP-4400-LL <[daziegler@bpa.gov](mailto:daziegler@bpa.gov)>

**Sent:** Tuesday, March 9, 2021 9:28 AM

**To:** Hampton,Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>

**Subject:** FW: VanderHouwen Scorecard Update

Hi Scott,

FYI – I met with Jennifer and answered all her questions. She appears to be satisfied with my answers.

Happy Day,

Denise Ziegler

Supply System Analyst

Supplemental Labor Management Office

**From:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>

**Sent:** Tuesday, March 9, 2021 8:37 AM

**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>

**Cc:** Ziegler, Denise A (BPA) - NSP-4400-LL <[daziegler@bpa.gov](mailto:daziegler@bpa.gov)>

**Subject:** [EXTERNAL] RE: VanderHouwen Scorecard Update

Thanks, Scott!

Denise, I received your email with your phone number – thank you! I'll give you a call in just a few moments.

**JENNIFER BOYLE**

*Account Manager*

503.299.6811 | cell: (b) (6)

[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)

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**To:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>  
**Cc:** Ziegler, Denise A (BPA) - NSP-4400-LL <[daziegler@bpa.gov](mailto:daziegler@bpa.gov)>  
**Subject:** RE: VanderHouwen Scorecard Update

Morning Jennifer!

Of course you can talk with Denise. I have cc'd her on this note so you have her email (if you didn't before). Her phone number is 360-418-2727. You can give her a call or coordinate a time for later today. Up to you.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>

**Sent:** Monday, March 8, 2021 8:48 PM

**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>;  
Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>

**Subject:** [EXTERNAL] RE: VanderHouwen Scorecard Update

Hello, again!

I have a few questions regarding the data from Denise and what I'm able to pull in Fieldglass. Would she be available to meet tomorrow to discuss, please? I've compared all of the data again with her master doc and I still

have two interviews that aren't matching and a few other one offs, but I do have some general questions so it would be great if she could walk me through a few things, please.

I can be available anytime that works best for her tomorrow, please let me know.

Thank you!

**JENNIFER BOYLE**

*Account Manager*

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**Subject:** VanderHouwen Scorecard Update

OK, Denise spent the better part of the day looking at your data in detail. She was able to improve your scores somewhat in the candidate quality section. But everything else looks consistent. Please let me know if you find any other issues.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)





**From:** Limantzakis,Vasia A (BPA) - NSSF-4

**Sent:** Wed Mar 10 10:05:31 2021

**To:** Hampton,Scott R (BPA) - NSP-4400-LL

**Subject:** RE: VanderHouwen Scorecard Update

**Importance:** Normal

**Attachments:** image001.png; image002.png; image003.png; image004.png; image005.png; image006.png; image007.png; image008.png; image009.png; image010.png; image011.png; image012.png; image013.png

Sure thing. I'm in a class all week, so I probably won't be able to connect with her until Friday.

**From:** Hampton,Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>

**Sent:** Wednesday, March 10, 2021 9:59 AM

**To:** Limantzakis,Vasia A (BPA) - NSSF-4 <vlimantzakis@bpa.gov>

**Subject:** FW: VanderHouwen Scorecard Update

(b) (6)



If I get the chance I'll address this with Claudia myself, but I wanted to let you know also.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Savage, Claudia F (BPA) - NSSF-4 <[cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)>

**Sent:** Wednesday, March 10, 2021 9:17 AM

**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>; Marsh, Solomonn P (BPA) - NSP-4400-LL <[spmash@bpa.gov](mailto:spmash@bpa.gov)>

**Cc:** Limantzakis, Vasia A (BPA) - NSSF-4 <[vlimantzakis@bpa.gov](mailto:vlimantzakis@bpa.gov)>

**Subject:** RE: VanderHouwen Scorecard Update

Hi Scott,

I've got Sol on this email as well as he emailed me separately as well. I have a few phone calls I have to make this morning, but should be able to talk with you around 10:30.

From my perspective, and as Sol mentioned to me in the other email, there is no protest or anything to appeal. Per the agreement with have with VanderHouwen, we reserve the right to exercise option years or not. I, of course, want to treat this discussion with them in a more diplomatic manner, so I'm going to review all the documents you've sent me as well as the BPA before we talk.

My goal is to resolve this matter this week so that there is no delay in letting the workers know about the transition.

Thanks,

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**

[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)

**From:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>

**Sent:** Wednesday, March 10, 2021 7:30 AM

**To:** Savage, Claudia F (BPA) - NSSF-4 <[cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)>

**Cc:** Limantzakis, Vasias A (BPA) - NSSF-4 <[vlimantzakis@bpa.gov](mailto:vlimantzakis@bpa.gov)>

**Subject:** FW: VanderHouwen Scorecard Update

Hi Claudia,

We have not had much of a chance to talk about SLMO, but I know you have been talking with Solomonn and Vasia. I think you are aware of rationalization and the fact that we were reducing from 12 suppliers to 8. Well it appears that one supplier, Vanderhouwen is not satisfied with the results of the scorecard and our decision to not extend their contract. I have lots of documentation around the decision, and all the notifications I have been giving the suppliers for the last couple years that this is coming.

I'm not actually sure they have anything to appeal or what they are appealing on, but it looks like unfortunately I was not able to explain the business reasons or they were not willing to accept their scorecard results. So, I guess we probably need to talk.

The first question I have is do I need to hold up notifying their workers of the transition, or can we proceed on March 15?

My schedule is still kind of busy today, but I'm available to chat about this intermittently. Please let me know your thoughts.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Hampton, Scott R (BPA) - NSP-4400-LL

**Sent:** Tuesday, March 9, 2021 4:24 PM

**To:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>

**Cc:** John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>; Andrea Peer (<[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>  
<[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>

**Subject:** VanderHouwen Scorecard Update

See responses below in red

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>  
**Sent:** Tuesday, March 9, 2021 1:51 PM  
**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Cc:** John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>; Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>  
**Subject:** [EXTERNAL] RE: VanderHouwen Scorecard Update

Hi, Scott!

Thank you for connecting me with Denise, it was definitely helpful to run through the data together!! There were a few issues that we discussed that require additional clarification, please.

- Early terminations: Denise provided the names of the contractors that were scored during this period and I believe two of them may be calculated in error - (b) (6). Both contractors ended their assignment early but it was prior to the scoring period of this specific scorecard. Denise mentioned that they were included because there may have been a delay in closing out their assignments but their end dates do fall outside of this period. Could you please confirm if that is accurate and they should be removed for a score adjustment? (b) (6) was also included as an early termination and while she did end prior to her end date, it was due to the fact that the assignment was a semi part-time, on-call contract and she needed to seek fulltime employment. Are those factors considered when reviewing this portion of the scorecard?

Please understand the purpose of the scorecard. It was originally created to be a measurement of performance during a particular 12 month period of time. That is the way I have operated the scorecard since the very first one with you in 2013 and it is the way I am operating today. Throughout that time, we have never made data

adjustments or corrections to the data. We just ran some simple queries and discussed the output of those queries. Anytime we were made aware of potential issues, it was because the scorecard queries missed some data, not that they picked up too much data. I agree that those two individuals last day at BPA happened outside the 12 month time period applicable to this scorecard, but the transaction as recorded in the Fieldglass system occurred in the scorecard period. So it counts for this scorecard. Regarding (b) (6) no, those factors are not considered. Again, the scorecard query is a simple query designed to pull data and we calculate scores off it, it is not intended to use as a quality check of the data. You might then argue that the stakes of this particular scorecard are higher, and therefore we should scrub all the data used to calculate the scorecards. I would counter that perspective by saying, then we would have to scrub everyone, and the likelihood of a significant move in the scorecard would be low. I would also point you to my response to your last question below.

- Markup: our data summary shows a 12m average rather than a 6m average. When reviewing with Denise she reviewed the numbers again and mentioned it should be roughly around 54%. Could you please confirm if that's accurate? If so, that would place us under the supplier average and could adjust our score, please advise.

For markups, we use the 6 month average as the Definition column indicates. Your markup for the 6 month period is correct on your scorecard.

- We mentioned on the call yesterday that we would like to review the full range of all other supplier markups, rather than just their averages, to see how we compare. Are you able to share that information while excluding the supplier name?

No, sorry. I am not comfortable sharing that information. The consolidated average for all suppliers is sufficient for sharing.

- Stewardship: Could you please share additional information on how the stewardship points are calculated? We dropped significantly from the September scorecard but other than the feedback we don't see a true scoring key on how this is weighted. Could you also please confirm if contractors working within SLMO are excluded from this section for their employer? We have a contractor working for SLMO, and there were comments about compensation on our scorecard related to stewardship. If these two factors are connected, wouldn't this be considered a conflict of interest?

The compensation comment is an interesting one to me. Although I don't know who made the comment, or what the source of it was, my first thought was that someone called into the hotline and mentioned it to whoever answered the phone. I would be very surprised if someone working in SLMO used the comments in that way, knowing they would get back to you. (as an aside, after typing that sentence I went out and looked and the individual who provided that feedback does not work for you, so they heard it from somewhere)

The stewardship scores are typically calculated by using a monthly score by each person in the organization and averaging those scores over the previous six month period. I anticipated a question like this so for this scorecard, the only stewardship scores that were used were scores by Federal Employees and the stewardship scores were finalized before any scorecards were calculated, so that we could not be accused of manipulating a stewardship score to achieve a desired ranking for the suppliers. Also, for the first time I participated by including my score based on my interactions with our suppliers over the prior 6 month period.

- Are (b) (4) still two separate companies on this scorecard? We recently learned that (b) (4) might be removed from the program and transitioning all of their contractors to (b) (4) to avoid losing them.



(b) (4) [REDACTED] was not going to be successful in this round of the scorecard and therefore made some business decisions to move out of the program. They were not included on this scorecard. That is why we only reduced 4 companies instead of 5.

- We made a significant number of rate changes in September, both pay and bill, but SLMO was not able to process until October. Given that we requested they be implemented in September 2020, were those new rates used to determine our average mark up for that month?

As I mentioned in the response to your first question, we run the scorecards based on the data as it sits in the system. I do not know the reason why rate changes might have been delayed. As I look at your overhead rates it looks like you had a more than 4% drop between August and September, so it looks to me like your rate changes happened in September, which would give you the full 6 months of benefit.

While we continue reviewing the additional data and discussing with you, we would ask that our contractors not be included on the email distribution Monday. If you could please confirm the above we would really appreciate it, we're available for another conference call if needed.

No, I'm sorry. We have a very tight schedule for rationalization, and delaying or deferring communications to any rationalized workers is not something I want to do. Please remember through all of this that BPA has a right to contract for services from any organization it chooses to do business with. Also remember that having a contract with BPA does not guarantee that BPA must utilize those services in completing its mission. BPA is not renewing your contract, which is something that BPA could do anytime at its discretion. Your master agreement with BPA is an indefinite delivery, indefinite quantity contract with no right or guarantee of business. We could stop issuing you

job postings at any time for any reason. The fact that I have talked about this for more than 2 years, delayed rationalization in September because requisition volumes were low and I wanted to give everyone the best chance, and utilized an objective tool that we were all familiar with in order to help make the decision (rather than arbitrarily picking suppliers to stop doing business with), I believe exceeds the norms for being open and transparent in making these kinds of business decisions. Several other organizations have also questioned the data and asked for clarification, and each time we have come back with no significant changes to the scorecard. I'm confident the scorecard is a solid, objective evaluation of the performance of all 12 suppliers involved.

As I have now met with all 4 of the suppliers who are being rationalized, please also consider this your official notice that I do not believe scorecard rankings will be changing and we will be executing on the schedule that we discussed in your scorecard meeting starting Monday 3/15.

Thank you!!

**JENNIFER BOYLE**

*Account Manager*

503.299.6811 | cell: (b) (6)

[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)

6342 S Macadam Ave., Portland OR 97239

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**Cc:** Ziegler, Denise A (BPA) - NSP-4400-LL <[daziegler@bpa.gov](mailto:daziegler@bpa.gov)>  
**Subject:** RE: VanderHouwen Scorecard Update

Morning Jennifer!

Of course you can talk with Denise. I have cc'd her on this note so you have her email (if you didn't before). Her phone number is 360-418-2727. You can give her a call or coordinate a time for later today. Up to you.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

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I can be available anytime that works best for her tomorrow, please let me know.

Thank you!

**JENNIFER BOYLE**

*Account Manager*

503.299.6811 | cell (b) (6)

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**Subject:** VanderHouwen Scorecard Update

OK, Denise spent the better part of the day looking at your data in detail. She was able to improve your scores somewhat in the candidate quality section. But everything else looks consistent. Please let me know if you find any other issues.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Hampton, Scott R (BPA) - NSP-4400-LL

**Sent:** Wed Mar 10 11:21:16 2021

**To:** Savage, Claudia F (BPA) - NSSF-4

**Subject:** Recent comms with VH

**Importance:** Normal

**Attachments:** [EXTERNAL] RE: VanderHouwen Scorecard Update; RE: VanderHouwen Scorecard Update; Scorecard issues; VanderHouwen Scorecard Documentation; [EXTERNAL] RE: VanderHouwen Scorecard Documentation; image001.png; Vanderhouwen Revised Scorecard 202009.xlsx

Some additional messages from this week. I informed them on Monday of their ranking. I give out the information one day in advance, so they saw it on Friday (that's the scorecard documentation email).

(b) (5)



(b) (5)




**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)





VanderHouwen							
Goal	Metric	Definition   Calculation	Total for Period	Responses	Rough Score	Calculated Score	Maximum Score
Service Delivery	Response Rate Admin Clerical	Of the total number of new requisitions the vendor received within the defined time period, what volume and percentage of requisitions did the vendor submit at least 1 candidate. Data is computed overall and by labor category (Administrative, Business Professional, IT and Technical Professional). Requisitions are pulled based on requisition open date. Those with the current status of Open or Filled are included. Cancelled Requisitions are omitted.	N/A	N/A	N/A		
	Response Rate - Business Professional		85	63	74.12%		
	Response Rate - Technical Professional		N/A	N/A	N/A		
	Response Rate - IT		74	53	71.62%		
	Response Rate - Total		159	116	72.96%	14.6	20.0
Quality	Submittal quality	Of the total candidates the vendor submitted during the designated timeframe - what volume and percentage of candidates met the basic qualifications for the role (i.e. were not dispositioned as "Does Not Meet Min Requirements" or "Rejected" or "didn't have the right paperwork")			98.04%	9.8	10.0
	Candidate Quality - Shortlisted	Percentage of job Seekers submitted by the individual supplier which result in a shortlisting (Use Scoring Key)			92.48%	7.0	20.0
	Candidate Quality - Interview	Percentage of job Seekers submitted by the individual supplier which result in an interview (Use Scoring Key)			21.24%	11.0	20.0
	Candidate Quality - Assignment	Percentage of job Seekers submitted by the individual supplier which result in an assignment being created (Use Scoring Key)			7.52%	7.0	20.0
	Early Terminations	What percent of contractor placements are still at BPA 1 year later. (sum of voluntary and involuntary terminations) (Use Scoring Key)			94.5%	9.0	20.0
Cost	Markup Ranking - New Positions	Take the average markup for all new positions for the 6 month period and rank suppliers from 1 to X.			10	6.2	20.0
	Markup Ranking - Open Workers	Take the average markup for all open positions for the 6 month period and rank suppliers from 1 to X.			10	9.2	30.0
	Rate Compliance	Percentage of Job Seekers who are submitted at or below the maximum bill rate amount.			100.0%	10.0	10.0
	Distance Under max bill rate	measures the average distance (above) below the max bill rates for all candidates submitted (Use Scoring Key)			\$ 1.88	28.0	30.0
<b>Total Objective Score</b>						<b>111.8</b>	<b>200.0</b>
Subjective Rating	Supplier Stewardship	This is the average ranking for supplier by SMO staff, based on interactions with supplier over the evaluation period.			7.5	37.5	50.0
<b>Total Objective and Subjective Score</b>						<b>149.3</b>	<b>250.0</b>
Penalty	Recompete Participation Penalty	Negative 1 point for every recompete where no candidate was shortlisted, multiplied by the inverse of your response rate			(2)	(0.5)	
<b>Final Score</b>						<b>148.7</b>	
			Current	Mar. 2020	Sep. 2019		
Your Ranking for this Scorecard is:			8	9			
Your Stewardship Ranking is:			5	5	6		

**From:** Hampton, Scott R (BPA) - NSP-4400-LL

**Sent:** Tue Mar 09 16:24:17 2021

**To:** Jennifer Boyle

**Cc:** John Niemer; Andrea Peer (andrea@vanderhouwen.com)

**Subject:** VanderHouwen Scorecard Update

**Importance:** Normal

**Attachments:** image001.png; image002.png; image003.png; image004.png; image005.png; image006.png; image007.png; image008.png; image009.png; image010.png; image011.png; image012.png; image013.png


See responses below in red

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell (b) (6) 

**From:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>  
**Sent:** Tuesday, March 9, 2021 1:51 PM  
**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Cc:** John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>; Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>  
**Subject:** [EXTERNAL] RE: VanderHouwen Scorecard Update

Hi, Scott!

Thank you for connecting me with Denise, it was definitely helpful to run through the data together!! There were a few issues that we discussed that require additional clarification, please.

- Early terminations: Denise provided the names of the contractors that were scored during this period and I believe two of them may be calculated in error - (b) (6) and (b) (6). Both contractors ended their assignment early but it was prior to the scoring period of this specific scorecard. Denise mentioned that they were included because there may have been a delay in closing out their assignments but their end dates do fall outside of this period. Could you please confirm if that is accurate and they should be removed for a score adjustment? (b) (6) was also included as an early termination and while she did end prior to her end date, it was due to the fact that the assignment was a semi part-time, on-call contract and she needed to seek fulltime employment. Are those factors considered when reviewing this portion of the scorecard?

Please understand the purpose of the scorecard. It was originally created to be a measurement of performance during a particular 12 month period of time. That is the way I have operated the scorecard since the very first one with you in 2013 and it is the way I am operating today. Throughout that time, we have never made data adjustments or corrections to the data. We just ran some simple queries and discussed the output of those queries. Anytime we were made aware of potential issues, it was because the scorecard queries missed some data, not that they picked up too much data. I agree that those two individuals last day at BPA happened outside the 12 month time period applicable to this scorecard, but the transaction as recorded in the Fieldglass system occurred in the scorecard period. So it counts for this scorecard. Regarding (b) (6) no, those factors are not

considered. Again, the scorecard query is a simple query designed to pull data and we calculate scores off it, it is not intended to use as a quality check of the data. You might then argue that the stakes of this particular scorecard are higher, and therefore we should scrub all the data used to calculate the scorecards. I would counter that perspective by saying, then we would have to scrub everyone, and the likelihood of a significant move in the scorecard would be low. I would also point you to my response to your last question below.

- Mark up: our data summary shows a 12m average rather than a 6m average. When reviewing with Denise she reviewed the numbers again and mentioned it should be roughly around 54%. Could you please confirm if that's accurate? If so, that would place us under the supplier average and could adjust our score, please advise.

For markups, we use the 6 month average as the Definition column indicates. Your markup for the 6 month period is correct on your scorecard.

- We mentioned on the call yesterday that we would like to review the full range of all other supplier markups, rather than just their averages, to see how we compare. Are you able to share that information while excluding the supplier name?

No, sorry. I am not comfortable sharing that information. The consolidated average for all suppliers is sufficient for sharing.

- Stewardship: Could you please share additional information on how the stewardship points are calculated? We dropped significantly from the September scorecard but other than the feedback we don't see a true scoring

key on how this is weighted. Could you also please confirm if contractors working within SLMO are excluded from this section for their employer? We have a contractor working for SLMO, and there were comments about compensation on our scorecard related to stewardship. If these two factors are connected, wouldn't this be considered a conflict of interest?

The compensation comment is an interesting one to me. Although I don't know who made the comment, or what the source of it was, my first thought was that someone called into the hotline and mentioned it to whoever answered the phone. I would be very surprised if someone working in SLMO used the comments in that way, knowing they would get back to you. (as an aside, after typing that sentence I went out and looked and the individual who provided that feedback does not work for you, so they heard it from somewhere)

The stewardship scores are typically calculated by using a monthly score by each person in the organization and averaging those scores over the previous six month period. I anticipated a question like this so for this scorecard, the only stewardship scores that were used were scores by Federal Employees and the stewardship scores were finalized before any scorecards were calculated, so that we could not be accused of manipulating a stewardship score to achieve a desired ranking for the suppliers. Also, for the first time I participated by including my score based on my interactions with our suppliers over the prior 6 month period.

- Are (b) (4) still two separate companies on this scorecard? We recently learned that (b) (4) might be removed from the program and transitioning all of their contractors to (b) (4) to avoid losing them.

(b) (4) was not going to be successful in this round of the scorecard and therefore made some business decisions to move out of the program. They were not included on this scorecard. That is why we only reduced 4 companies instead of 5.

- We made a significant number of rate changes in September, both pay and bill, but SLMO was not able to process until October. Given that we requested they be implemented in September 2020, were those new rates used to determine our average mark up for that month?

As I mentioned in the response to your first question, we run the scorecards based on the data as it sits in the system. I do not know the reason why rate changes might have been delayed. As I look at your overhead rates it looks like you had a more than 4% drop between August and September, so it looks to me like your rate changes happened in September, which would give you the full 6 months of benefit.

While we continue reviewing the additional data and discussing with you, we would ask that our contractors not be included on the email distribution Monday. If you could please confirm the above we would really appreciate it, we're available for another conference call if needed.

No, I'm sorry. We have a very tight schedule for rationalization, and delaying or deferring communications to any rationalized workers is not something I want to do. Please remember through all of this that BPA has a right to contract for services from any organization it chooses to do business with. Also remember that having a contract with BPA does not guarantee that BPA must utilize those services in completing its mission. BPA is not renewing your contract, which is something that BPA could do anytime at its discretion. Your master agreement with BPA is an indefinite delivery, indefinite quantity contract with no right or guarantee of business. We could stop issuing you job postings at any time for any reason. The fact that I have talked about this for more than 2 years, delayed rationalization in September because requisition volumes were low and I wanted to give everyone the best chance, and utilized an objective tool that we were all familiar with in order to help make the decision (rather than arbitrarily picking suppliers to stop doing business with), I believe exceeds the norms for being open and transparent in making these kinds of business decisions. Several other organizations have also questioned the data and asked

for clarification, and each time we have come back with no significant changes to the scorecard. I'm confident the scorecard is a solid, objective evaluation of the performance of all 12 suppliers involved.

As I have now met with all 4 of the suppliers who are being rationalized, please also consider this your official notice that I do not believe scorecard rankings will be changing and we will be executing on the schedule that we discussed in your scorecard meeting starting Monday 3/15.

Thank you!!

**JENNIFER BOYLE**

*Account Manager*

503.299.6811 | cell: (b) (6)

[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)

6342 S Macadam Ave., Portland OR 97239

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**From:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Sent:** Tuesday, March 9, 2021 7:39 AM  
**To:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>  
**Cc:** Ziegler, Denise A (BPA) - NSP-4400-LL <[daziegler@bpa.gov](mailto:daziegler@bpa.gov)>  
**Subject:** RE: VanderHouwen Scorecard Update

Morning Jennifer!

Of course you can talk with Denise. I have cc'd her on this note so you have her email (if you didn't before). Her phone number is 360-418-2727. You can give her a call or coordinate a time for later today. Up to you.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration



Phone: 360-418-8293

Cell: (b) (6)

**From:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>

**Sent:** Monday, March 8, 2021 8:48 PM

**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>;  
Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>

**Subject:** [EXTERNAL] RE: VanderHouwen Scorecard Update

Hello, again!

I have a few questions regarding the data from Denise and what I'm able to pull in Fieldglass. Would she be available to meet tomorrow to discuss, please? I've compared all of the data again with her master doc and I still have two interviews that aren't matching and a few other one offs, but I do have some general questions so it would be great if she could walk me through a few things, please.

I can be available anytime that works best for her tomorrow, please let me know.

Thank you!

**JENNIFER BOYLE**

*Account Manager*

503.299.6811 | cell: (b) (6)

[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)

6342 S Macadam Ave., Portland OR 97239

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**From:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>

**Sent:** Monday, March 8, 2021 3:29 PM

**To:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>; Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; John Niemer

<[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>

**Subject:** VanderHouwen Scorecard Update

OK, Denise spent the better part of the day looking at your data in detail. She was able to improve your scores somewhat in the candidate quality section. But everything else looks consistent. Please let me know if you find any other issues.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell (b) (6)

**From:** Hampton, Scott R (BPA) - NSP-4400-LL

**Sent:** Mon Mar 15 14:43:46 2021

**To:** Hagedorn, William G (BPA) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL; Marsh, Solomonn P (BPA) - NSP-4400-LL; Falcon, April L (BPA) - NSP-4400-LL; Longfellow, James N (BPA) - NSP-4400-LL

**Subject:** FW: VanderHouwen Appeal Letter and discussion

**Importance:** High

**Attachments:** image038.png; VanderHouwen BPA Appeal Letter 03.12.21.pdf

Keeping you informed

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)



# VanderHouwen

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Claudia F. Savage

Contracting Officer

Re: 75836 [contract number]

***Sent via email only to avoid delay***

APPEAL OF DECISION NOT TO RENEW BPA'S CONTINGENT  
STAFFING PROGRAM CONTRACT WITH VANDERHOUWEN, INC.

Dear Claudia F. Savage:

VanderHouwen Inc. has been told that BPA intends not to renew its contract to participate in BPA's contingent staffing program. At your request, this correspondence to you serves as our written appeal of this decision. VanderHouwen requests as relief that BPA renew VanderHouwen's contract, and also consider reviewing the "rationalization" and "scorecard" process that has been used recently to rank vendors.

As you may know, VanderHouwen responded to the BPA's RFP and has been a program participant since 2010. VanderHouwen works very hard to meet BPA's needs. Indeed, VanderHouwen had 19 new hires start during the most recent scorecard period, more than its pro-rata share of current program participants.

BPA conveyed to VanderHouwen through written, phone, and in-person meeting correspondence that the process of retaining and releasing vendors through the "rationalization" program would be based on neutral scorecard data. While retaining a contractor by exercising an option is discretionary, there is no contractual basis for the "rationalization" or the "scorecard." The rest of this appeal points out specific problems with the rationalization and scorecard process that each individually and all collectively support the relief requested by VanderHouwen.

On March 5<sup>th</sup>, 2021, Scott Hampton provided the "scorecard", which listed VanderHouwen at a ranking of 11 out of 12 vendors, falling outside of the "final 8" vendors he proposed be allowed to remain on the contingent staffing program per his "rationalization" activity. Scott Hampton mentioned that we can and should verify the data used to score across the various categories, emphasizing that his goal was to make sure the scorecard was fair and accurate. It was mentioned in our scorecard meeting that Scott and his team had some difficult conversations this week regarding the rationalization process and some of the team members were not in agreement that the correct decision was being made to release certain vendors. We were told that the vendors on the final cut will be the first ones requested to rejoin the program if SLMO felt that the wrong decision had been made to remove any of the suppliers and needed recruiting assistance. In the meantime, SLMO would be taking all 56 of our employees that we have worked hard to place with BPA over



# VanderHouwen

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the past 10+ years with the stroke of a pen and handing them over to a vendor in the top 8 that have never recruited, placed, or maintained these employees. These contractors have been with us for years, we treat them very well, they have long standing relationships with us, they have their retirement with us, and many other benefits. We do not feel that there is a good justification to limit the program to 8 vendors, and it does not appear to be in BPA's best interest to do so. By eliminating VanderHouwen specifically, BPA may lose valued employees and certainly will lose the effort that placed 19 new employees during the most recent scorecard period.

VanderHouwen's initial review of the points awarded that determined our ranking raised immediate questions of accuracy and applicability according to the formulas BPA provided as a scoring key. Scott Hampton also mentioned he hoped we would not find any errors because it had been checked by 3 different people in SLMO and he was confident of the accuracy of the data.

Upon a detailed review conducted by VanderHouwen, we discovered that in fact there were multiple inaccurate items included in the scorecard that adversely affected VanderHouwen's vendor score. Scott Hampton advised VanderHouwen to alert Denise Ziegler of any data discrepancies discovered. VanderHouwen provided Denise Ziegler evidence of several items that were reported incorrectly on our scorecard, specifically the scores related to "mark-up" and "early termination" data, all which adversely affected our overall score. Denise Ziegler concurred in a conversation with VanderHouwen that BPA had in fact computed our "mark-up" score incorrectly. The correct "mark-up" calculation moved our number for this category from "above vendor average" to "below vendor average" based on comparative data provided by BPA. With regards to early terminations, we had two early terminations in this scorecard that were from the previous scorecard period but because BPA did not process the terminations on their end in a timely manner, the terminations fell into this period of the scorecard and were counted against us as inaccurate data.

VanderHouwen sent several questions to BPA, including the issues discussed with Denise Ziegler, for review. Scott Hampton replied to VanderHouwen's questions with the email attached. Despite his invitation to compare and validate data used to score and rank vendors, he states in his most recent response his intent to rely upon and apply BPA's data despite errors and discrepancies found by VanderHouwen. This would almost suggest a predetermined outcome of the scorecard process, and is arbitrary and capricious. He also states repeatedly that BPA's ability to engage or disengage vendors is at BPA's discretion and can be done without reason or cause. Six months ago, we received our scorecard that was a ranking of "7" but shortly after Scott sent us a revised scorecard that had our ranking as "8". During our scorecard meeting with Scott, he told us that another vendor came to him with their own data



# VanderHouwen

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that they believed to be correct and asked for the scorecard to be revised to reflect the correct score. Because this other vendor's data was correct, the scorecard was revised and VanderHouwen moved to a worse ranking and the other vendor moved up to number "6". Fixing scorecard data for one vendor and not another does not seem like a fair playing field, especially in the final cut, and is arbitrary and capricious.

BPA enticed vendors to lower their "mark-ups" claiming that more competitive rates would improve a vendor's chance to remain in the program. In turn and to remain competitive in the program, VanderHouwen decreased bill rates for our employees, increased pay rates and other benefits to improve our "mark-up" score, at great expense to VanderHouwen. BPA is subsequently declaring that only BPA's data, though in dispute, will be used to release vendors from the program, and has now stated repeatedly that regardless of any scorecard data, BPA has the right to release vendors from its contingent labor program at will. If the scorecard is to be used in this fashion to BPA's advantage, the scores should be accurate and, if anyone is to be released from the program, the accurate scores should be used. To release VanderHouwen on another basis is arbitrary and capricious.

When the scorecard was changed in 2019 adding a section evaluating mark-up, suppliers including VanderHouwen were not notified until after the evaluation period had begun. The new scoring system was applied against metrics that went into effect September 2019. However, suppliers were not notified about this new scoring metric until October 25<sup>th</sup>, 2019, nearly two months after the changes were implemented. This new scoring metric required vendors including VanderHouwen to revise already agreed-upon compensation packages with all contractors in order to remain competitive in this new category.

The metric for actual new placements was also removed from the scorecard. We believe that the number of new placements should be a primary indicator of performance as that is why you partner with us in the first place. These changes that were made to the scorecard reward non-participation over participation regarding response rate, shortlisting, interviews, new hires, and early terminations. Using metrics that do not accurately reflect the value brought to BPA is arbitrary and capricious.

In addition, Scott Hampton verbally communicated to us in a scorecard meeting in March 2020 that he knew which suppliers would be removed from the program based on his new scoring system. This comment clearly suggests that certain vendors were targeted for rationalization and there was a pre-determined outcome with the new scoring system, which we believe violates fair procurement process.

There is additional evidence of a predetermined rationalization result. Scott Hampton communicated to VanderHouwen that one supplier "had to remain in the program" as they have several key Program Managers working for them on critical



# VanderHouwen

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BPA projects. It is our understanding that if the scorecard data is to be applied fairly, the scorecard data alone would determine who would remain or be released from the program. According to policies applied to VanderHouwen and every other vendor, if this “key supplier” did not achieve a ranking high enough to remain in the program, these “key Program Managers” would merely need to sign up with one of the remaining vendors as per the rules of the rationalization.

VanderHouwen also received information that a vendor may have a contract clause prohibiting the transfer of its contractors if the vendor was released, which if true is a preferential consideration for a specific vendor. If this is the same vendor with the “key Program Managers,” this suggests that certain vendors had more favorable contract terms than others in the program, and that the scorecard rationalization was set up to keep them in the program at the expense of vendors like VanderHouwen. VanderHouwen believes all vendors must have responded to the same RFP, or if not, the terms of their contracts should have been amended to reflect the same terms when options to renew were exercised. Failure to do this creates an incentive for BPA to devise ways – through the scorecard metrics or by other considerations – to keep a particular vendor in the program out of fear of losing key staff.

Indeed, VanderHouwen received information that another vendor or vendors participated in the creation and/or revision of the new scorecard with BPA directly and specifically Scott Hampton, without the knowledge or involvement of the other vendors. This would enable a specific vendor to emphasize metrics that favored them and minimize metrics that favored others. If the same companies that participated in the creation of new metrics were benefitted, that creates a conflict of interest that is prohibited by VanderHouwen’s contract, and so should be prohibited by other vendors contracts. Specifically, such conduct would create a contractor conflict of interest or solicitation of business from BPA, See Articles 8.1 and 8.2 of Modification 003. Article 8.2 provides: “Neither Contractor nor their employees are permitted to solicit, influence or confer with any BPA employee or manager for new or additional business, either on or off BPA premises. New positions will be competed amount supplemental labor Contractors. . . . Any Contractor soliciting new business will be subject to sanction or removal from the supplemental labor program.” Allowing a vendor or vendors to benefit from their participation in the creation and/or revision of the new scorecard is beyond arbitrary and capricious. It is subject to sanction and removal from the program.

The supplier stewardship section of the scorecard is completely subjective, and we have lost a significant number of points without much information on how those points are deducted. When asked how we are graded in this area, we receive vague responses or no response at all. We receive excellent comments from the SLMO team but our score does not reflect excellence, it reflects below average. In this





# VanderHouwen

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specific scorecard a comment was made that SLMO wanted to see better compensation packages. This is not related to stewardship and how we interact with the SLMO team on a daily/weekly basis yet was allowed to be used as a negative in this category. This same comment was used previously, which we questioned in the last scorecard but we did not receive an answer. In three different months it was also mentioned that SLMO wanted to see better competitive rates/pricing, however, Denise Ziegler confirmed that our mark-ups were below average compared to the other vendors. These negative comments should now be removed from our scorecard, improving our overall stewardship score. In addition, Scott Hampton confirmed with us that he has not previously participated in scoring the stewardship section, but let us know at our March 8<sup>th</sup> meeting that he did participate in the scoring for this final round of rationalization. Why were vendors not made aware of this change beforehand, and why did Scott feel the need to now make a comment and impact the most significant scorecard to date? This would suggest that he could simply score his favorite vendors higher than others and seems biased, arbitrary, and capricious.

We have information that two vendors competing on the scorecard are different divisions of the same company, (b) (4) withdrew from the program in the middle of this scorecard period, yet VanderHouwen and possibly the other vendors were not alerted about staff available for hire as a still active vendor per the rationalization guidelines. We have information that these two vendors may have been allowed to combine their staff base which could have clearly altered the scorecard results in their favor. BPA had (b) (4) operating as two separate companies for years, including during this rationalization period. Allowing them to now operate as one company and transition all of their employees to the one parent company violates the terms of VanderHouwen's contract (Article 8.2 and the clause allowing others to hire VanderHouwen's employees) and is unfair. VanderHouwen's contract requires that their employees be offered an opportunity to choose another vendor through the re-compete and/or rationalization process and all vendors should have been given the same opportunity as it likely impacted our overall score.

Finally, please advise why supplier diversity status is not accounted for on the scorecard or a determining factor for the overall program. Our contract emphasizes the use of diverse suppliers yet this is not being weighted on the scorecard. We are a Woman Owned Business, nationally certified through WBENC.

In closing, we have worked very hard for BPA over the past 10+ years and have performed well. We feel that we deserve the opportunity to continue to support BPA and believe it is in BPA's best interest that we remain. We understand that the scorecard was put in place for a reason but we believe our information proves its inaccuracy and has led to our potential elimination from the program though we



# VanderHouwen

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provide a beneficial service to BPA. The scorecard has been a moving target over the years, changing several times. We have been told that this scorecard cannot be changed any longer with this final selection but it has and can be changed at your discretion as it has been done several times previously. We believe that critical scoring categories have been removed from this scorecard and it does not reflect the true performance of a supplier. Whether there are 8 or 20 vendors on the list we have proven that we can perform. It seems as though limiting vendor participation is not in the best interest of filling your contract needs moving forward and we ask you to please reconsider this decision.

**From:** Hampton, Scott R (BPA) - NSP-4400-LL

**Sent:** Mon Mar 15 09:07:58 2021

**To:** Cedergreen, Natalie K (CONTR) - NSP-4400-LL; Couron, Elissa L (CONTR) - NSP-4400-LL; Cutler, Taylor A (CONTR) - NSP-4400-LL; Falcon, April L (BPA) - NSP-4400-LL; Gonzalez, Marcia A (CONTR) - NSP-4400-LL; Goodell, Elizabeth N (CONTR) - NSP-4400-LL; Hagedorn, William G (BPA) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL; Keith, Nicholas R (BPA) - NSP-4400-LL; Longfellow, James N (BPA) - NSP-4400-LL; Mannen, Kimberly A (CONTR) - NSP-4400-LL; Marsh, Solomonn P (BPA) - NSP-4400-LL; McCarthy, David C (BPA) - NSP-4400-LL; Neuber, Rian M (CONTR) - NSP-4400-LL; Sasser, Jordan E (CONTR) - NSP-4400-LL; Wilde, Tamara A (BPA) - NSP-4400-LL; Wilmarth, Stephanie (CONTR) - NSP-4400-LL; Ziegler, Denise A (BPA) - NSP-4400-LL

**Subject:** VH and APR Rationalization

**Importance:** Normal

**Attachments:** image001.png

Hey Gang,

(b) (5)



Thanks!!

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Kuhn,Shana L (BPA) - NS-4400-LL

**Sent:** Mon Mar 15 07:58:26 2021

**To:** Hampton,Scott R (BPA) - NSP-4400-LL

**Subject:** FW: VanderHouwen Supplier

**Importance:** High

**Attachments:** image001.png; VanderhouwenLetter.pdf

Another...

**From:** (b) (6)  
**Sent:** Sunday, March 14, 2021 3:55 PM  
**To:** Kuhn,Shana L (BPA) - NS-4400-LL <slkuhn@bpa.gov>  
**Subject:** VanderHouwen Supplier  
**Importance:** High

Good Afternoon Shana,

Please find the attached letter in support of my consultant company.

VanderHouwen has shown outstanding stewardship throughout my career in numerous ways.

The letter documents their role in reaching out to the community and helping those in need.

I have been with them over 8 years and have had 4 contracts through them. BPA is the fourth contract.

Please reconsider rationalizing them.

Thank-you,

(b) (6)

A large black rectangular redaction box covers the signature area of the letter.

Bonneville Power Administration

March 14, 2021

Attn: Shana Kuhn  
Supply Chain Services, Suite L75  
Bonneville Power Administration  
4400 NE 77<sup>th</sup> Avenue  
Vancouver, WA 98662

Dear Shana:

I am writing regarding my employer VanderHouwen not being selected to represent consultants



at BPA. I am a (b) (6) I have been with VanderHouwen for 8 years now since 2012. BPA is my 4<sup>th</sup> company they placed me in a contract for. I would like to point out that I would not be working at BPA if it was not for them. I started at BPA six years ago in January 2015.

They appealed to me during my career because they took time to get to know me and helped me to build up my strengths. My recruiter at VanderHouwen got me involved in SQL Saturday. I got fresh knowledge and new skills that I was able to share with people at the office. This helped BPA since I am a better software programmer now.

I checked out other consultant companies, and they seem to treat their people like a number.

Some of the things I like about VanderHouwen are that they create strong community relationships. They had hosted the Green Jacket Tournament to raise money for the Children Cancer Association. I participated as a volunteer in that fundraiser four times. It is usually held in June, but was cancelled last year due to the COVID crisis.

VanderHouwen also hosts numerous events in support of finding a cure for Lou Gehrig's Disease. I haven't participated in one of their walks, but they did have other events during the year (2019) that I attended.

I am not exactly sure what scorecard metrics BPA kept track of, but for me I want to work for an organization that has strong community ties. I want to work for a company that values their employees and the community. I want to work for a company that will help me to grow professionally. I don't have any experience with the other consultant companies. I am looking for an organization that has the right stewardship values. Will they help me to continue to grow? Do they have strong community relationships?



If BPA does decide to rationalize with other consultant companies, will you please provide information on those organizations that support the local community? Also please indicate how they support their consultant growth?

Thank-you,

(b) (6)

(b) (6)

Bonneville Power Administration



VanderHouwen



**From:** Jennifer Boyle

**Sent:** Wed Mar 17 16:32:41 2021

**To:** Savage,Claudia F (BPA) - NSSF-4

**Cc:** Hampton,Scott R (BPA) - NSP-4400-LL; Limantzakis,Vasia A (BPA) - NSSF-4; Marsh,Solomonn P (BPA) - NSP-4400-LL; Kayton,Lisa A (BPA) - NSP-4400-LL; John Niemer; Andrea Peer; Eric VanderHouwen; Geoff Smith

**Subject:** [EXTERNAL] RE: BPA Notice not to exercise option year

**Importance:** Normal

**Attachments:** image001.png; image002.png; image003.png; image004.png; image005.png; image006.png; image007.png; image008.png; image009.png; image010.png; image011.png; image012.png; image013.png; image014.png; image015.png; image016.png

Unfortunately, we are still unclear on the intent of your letter from today. We are appealing the decision to “score” our performance at a level that resulted us in dropping below the rankings of other vendors, including the final 8 that will have contracts renewed supposedly because of their “scores”. We believe we found data that was applied inaccurately against the “scoring key” and other metrics we were told would be used to determine which vendors would be renewed, and believe it could possibly increase our score to a point where we may score as one of the “final 8” vendors. Wouldn’t that affect BPA’s Option 4 decision?

**JENNIFER BOYLE**

*Account Manager*

**Direct: 502.974.2632**

Office: 503.299.6811

[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)

6342 S Macadam Ave., Portland OR 97239

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**From:** Savage, Claudia F (BPA) - NSSF-4 <cfsavage@bpa.gov>

**Sent:** Wednesday, March 17, 2021 3:02 PM

**To:** Jennifer Boyle <jennifer@vanderhouwen.com>

**Cc:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Limantzakis, Vasias A (BPA) - NSSF-4 <vlantzakis@bpa.gov>; Marsh, Solomon P (BPA) - NSP-4400-LL <spmarsh@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lkayton@bpa.gov>; John Niemer <john@vanderhouwen.com>; Andrea Peer <andrea@vanderhouwen.com>; Eric VanderHouwen <ericv@vanderhouwen.com>; Geoff Smith <geoff@vanderhouwen.com>

**Subject:** RE: BPA Notice not to exercise option year

Hi Jennifer,

We are still reviewing your letter. I sent out the formal notification below so that the terms of your agreement (as it now stands pre-appeal) would be clear. I believe Scott informed you on the phone of the rationalization ratings, but as he is not part of the contracting office, we wanted to be clear on *our* end what was being articulated before the letter review.

Does that make sense?

We are still in the process of reviewing the letter and hope to have a separate answer for you in the coming days.

Thanks so much,

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**

[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)

**From:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>  
**Sent:** Wednesday, March 17, 2021 2:55 PM  
**To:** Savage,Claudia F (BPA) - NSSF-4 <[cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)>  
**Cc:** Hampton,Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>; Limantzakis,Vasia A (BPA) - NSSF-4 <[vlimantzakis@bpa.gov](mailto:vlimantzakis@bpa.gov)>; Marsh,Solomonn P (BPA) - NSP-4400-LL <[spmarsh@bpa.gov](mailto:spmarsh@bpa.gov)>; Kayton,Lisa A (BPA) - NSP-4400-LL <[lakayton@bpa.gov](mailto:lakayton@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>; Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; Eric VanderHouwen <[ericv@vanderhouwen.com](mailto:ericv@vanderhouwen.com)>; Geoff Smith <[geoff@vanderhouwen.com](mailto:geoff@vanderhouwen.com)>  
**Subject:** [EXTERNAL] RE: BPA Notice not to exercise option year

Hi, Claudia,

If I'm understanding this correctly, regardless of any decision with our appeal, our contractors will still need to find a new employer by the below deadline or they will no longer have a valid contract assignment? If you could please advise we would appreciate it.

Thank you!

**JENNIFER BOYLE**

*Account Manager*

**Direct: 502.974.2632**

Office: 503.299.6811

[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)

6342 S Macadam Ave., Portland OR 97239

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**From:** Savage, Claudia F (BPA) - NSSF-4 <[cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)>

**Sent:** Wednesday, March 17, 2021 11:55 AM

**To:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>

**Cc:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>; Limantzakis, Vasia A (BPA) - NSSF-4 <[vlimantzakis@bpa.gov](mailto:vlimantzakis@bpa.gov)>; Marsh, Solomonn P (BPA) - NSP-4400-LL <[spmarsh@bpa.gov](mailto:spmarsh@bpa.gov)>; Kayton, Lisa A (BPA) - NSP-4400-LL <[lakayton@bpa.gov](mailto:lakayton@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>; Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; Eric VanderHouwen <[ericv@vanderhouwen.com](mailto:ericv@vanderhouwen.com)>; Geoff Smith <[geoff@vanderhouwen.com](mailto:geoff@vanderhouwen.com)>

**Subject:** BPA Notice not to exercise option year

**Importance:** High

Good morning, Jennifer,

We are still in the process of reviewing and answering your appeal letter and hope to have an answer for you by the end of the week.

However, by way of this notification, you are informed by the Bonneville Power Administration that the following Blanket Purchase Agreement (number 75836) is expiring on 5/13/2021. BPA will not be exercising Option 4 on your agreement.

You will still be sent all requisitions by the Supplemental Labor Office of BPA as agreed to by the terms of Blanket Purchase Agreement 75836 until contract expiration on 5/13/2021.

Please confirm receipt of this notification at [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov).

Thank you,

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**

[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)

From: Savage,Claudia F (BPA) - NSSF-4

Sent: Wed Mar 17 11:54:51 2021

To: Jennifer Boyle

Cc: Hampton,Scott R (BPA) - NSP-4400-LL; Limantzakis,Vasia A (BPA) - NSSF-4; Marsh,Solomonn P (BPA) - NSP-4400-LL; Kayton,Lisa A (BPA) - NSP-4400-LL; John Niemer; Andrea Peer; Eric VanderHouwen; Geoff Smith

Subject: BPA Notice not to exercise option year

Importance: High

Good morning, Jennifer,

We are still in the process of reviewing and answering your appeal letter and hope to have an answer for you by the end of the week.

However, by way of this notification, you are informed by the Bonneville Power Administration that the following Blanket Purchase Agreement (number 75836) is expiring on 5/13/2021. BPA will not be exercising Option 4 on your agreement.

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Please confirm receipt of this notification at [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov).

Thank you,

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**  
[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)

From: Hampton, Scott R (BPA) - NSP-4400-LL

Sent: Wed Mar 17 10:02:08 2021

To: Savage, Claudia F (BPA) - NSSF-4; Oden-Orr, Donna A (BPA) - LG-7; Limantzakis, Vasia A (BPA) - NSSF-4; Bell, Kevin (BPA) - LG-7

Subject: Revised VH Scorecard

Importance: Normal

Attachments: image001.png; Revised 202103 Scorecard for VH.xlsx

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

Goal	Metric	Definition / Calculation	Total for Period	Responses	Rough Score	Calculated Score	Maximum Score
Service	Response Rate Admin/Clerical	Of the total number of new requisitions the vendor received within the defined	N/A	N/A	N/A		
	Response Rate - Business Professional		53	39	73.58%		
	Response Rate - Technical Professional		N/A	N/A	N/A		
	Response Rate - IT		66	44	66.67%		
	Response Rate - Total		119	83	69.75%	13.9	20.0
Quality	Submittal quality	Of the total candidates the vendor submitted during the designated timeframe - what volume and percentage of candidates meet the basic qualifications for the role (i.e. were not dispositioned as "Does Not Meet Min Requirements" or "Rejected" or "didn't have the right paperwork")			100.00%	10.0	10.0
	Candidate Quality - Shortlisted	Percentage of job Seekers submitted by the individual supplier which result in a shortlisting (Use Scoring Key)			92.35%	7.0	20.0
	Candidate Quality - Interview	Percentage of job Seekers submitted by the individual supplier which result in an interview (Use Scoring Key)			23.50%	11.0	30.0
	Candidate Quality - Assignment	Percentage of job Seekers submitted by the individual supplier which result in an assignment being created (Use Scoring Key)			8.20%	8.0	20.0
	Early Terminations	What percent of contractor placements are still at 6M 1 year later. (sum of voluntary and involuntary terminations) (Use Scoring Key)			92.8%	5.0	20.0
Cost	Markup Ranking - New Positions	Take the average markup for all new positions for the 6 month period and rank suppliers from 1 to X.			9	6.7	20.0
	Markup Ranking - Open Workers	Take the average markup for all open positions for the 6 month period and rank suppliers from 1 to X.			7	15.0	30.0
	Rater Compliance	Percentage of Job Seekers who are submitted at or below the maximum bill rate amount.			100.0%	10.0	10.0
	Distance Under max bill rate	measures the average distance (above) below the max bill rates for all candidates submitted (Use Scoring Key)			51.71	25.0	10.0
<b>Total Objective Score</b>						<b>113.6</b>	<b>200.0</b>
Subjective Rating	Supplier Stewardship	This is the average ranking for supplier by SMO staff, based on interactions with supplier over the evaluation period.			6.3	31.5	50.0
	<b>Total Objective and Subjective Score</b>						<b>145.1</b>
Penalty	Recompete Participation Penalty	Negative 1 point for every recompete where no candidate was shortlisted, multiplied by the inverse of your response rate			(2)	(0.0)	
<b>Final Score</b>						<b>144.5</b>	
			Current	Sep. 2020	Mar. 2020		
Your Ranking for this Scorecard is:			11	8	9		
Your Stewardship Ranking is:			6	5	5		

Service	Quality														Cost								
	Response Rate - Admin - Clerical	Response Rate - Business - Professional	Response Rate - Scientific	Response Rate - Technical	Response Rate - Total	Response Rate - Score	Submittal quality	Submittal quality - Score	Candidate Quality - Shortlisted	Candidate Quality - Shortlisted - Score	Candidate Quality - Interview	Candidate Quality - Interview - Score	Candidate Quality - Assignment	Candidate Quality - Assignment - Score	Early Items - Score	Early Items - Score	Total Quality - Section	Total Quality - Rank	Markup - Rank - New Position	Markup - Rank - All Positions	Markup - Rank - All Positions	Markup - Rank - All Positions	
Possible Points	20	10	20	20	20	90	20	30															
100.00%	90.57%	N/A	70.77%	82.98%	16.6	98.40%	9.8	94.59%	9.0	11.70%	5.0	4.26%	4.0	100.00%	20.0	47.8	5	2	18.3	2	27.5		
100.00%	88.68%	N/A	83.33%	88.03%	17.6	97.48%	9.7	94.40%	9.0	11.76%	5.0	2.94%	2.0	100.00%	20.0	45.7	7	6	11.7	5	20.0		
N/A	N/A	N/A	44.62%	44.62%	8.9	100.00%	10.0	97.56%	14.0	24.39%	13.0	4.88%	4.0	57.10%	-	41.0	10	2	18.3	3	25.0		
100.00%	90.57%	68.09%	70.77%	79.26%	15.9	98.45%	9.8	94.88%	9.0	13.95%	6.0	5.43%	5.0	99.50%	19.0	48.8	4	4	15.0	1	30.0		
95.65%	86.79%	70.21%	75.38%	79.79%	16.0	98.33%	9.8	94.92%	9.0	25.67%	14.0	11.33%	11.0	99.20%	18.0	61.8	1	5	13.3	7	15.0		
69.57%	67.92%	51.06%	73.85%	65.96%	13.2	97.49%	9.7	91.24%	6.0	12.56%	6.0	1.51%	1.0	100.00%	20.0	42.7	9	1	20.0	6	17.5		
100.00%	86.79%	72.34%	N/A	83.74%	16.7	98.77%	9.9	95.42%	10.0	16.87%	8.0	7.00%	6.0	96.50%	13.0	46.9	6	9	6.7	12	2.5		
N/A	N/A	N/A	32.31%	32.31%	6.5	100.00%	10.0	95.83%	10.0	20.83%	11.0	4.17%	4.0	100.00%	20.0	55.0	3	8	8.3	8	12.5		
100.00%	83.02%	65.96%	75.38%	78.19%	15.6	99.01%	9.9	95.35%	10.0	23.36%	13.0	7.24%	7.0	98.00%	16.0	55.9	2	11	3.3	10	7.5		
N/A	83.02%	N/A	78.46%	80.51%	16.1	98.10%	9.8	93.69%	8.0	17.62%	9.0	3.81%	3.0	92.90%	5.0	34.8	12	12	1.7	4	22.5		
N/A	73.58%	N/A	66.67%	69.75%	13.9	100.00%	10.0	92.35%	7.0	23.50%	13.0	8.20%	8.0	92.80%	5.0	43.0	8	9	6.7	7	15.0		
86.96%	49.06%	40.43%	24.62%	43.09%	8.6	95.80%	9.6	93.43%	8.0	7.69%	2.0	2.10%	2.0	98.90%	17.0	38.6	11	10	5.0	11	5.0		
Average	94.02%	80.00%	61.35%	63.29%	69.02%	13.8	98.49%	9.8	94.47%	9.1	17.49%	8.8	5.24%	4.8	94.58%	14.4	46.8					16.7	
Median	100.00%	84.91%	67.02%	70.77%	78.72%	15.7	98.43%	9.8	94.74%	9.0	17.25%	8.5	4.57%	4.0	99.05%	17.5	46.3					10.0	16.3

Rate Compliance	Rate Compliance Score	Distance Under Max Bill Rate	Distance Under Max Bill Rate Score	Total Cost Section	Cost Rank	Total Objective Score	Supplier Stewardship	awards Rank	Total Objective & Subjective Score	Recompete Penalty	Total Score
	10	30	90			200	50		250		
100.0%	10.0	\$ 3.52	35.0	90.8	1	155.3	25.0	12	180.3	-	180.3
100.0%	10.0	\$ 2.18	30.0	71.7	4	135.0	30.0	7	165.0	-	165.0
100.0%	10.0	\$ 4.09	35.0	88.3	2	138.3	27.5	10	165.8	(1.7)	164.1
100.0%	10.0	\$ 0.65	7.0	62.0	7	126.7	34.5	4	161.2	(1.0)	160.2
99.0%	9.9	\$ 0.27	3.0	41.2	12	119.0	40.0	1	159.0	(1.0)	158.0
100.0%	10.0	\$ 2.79	30.0	77.5	3	133.4	27.5	10	160.9	(3.1)	157.9
100.0%	10.0	\$ 3.06	35.0	54.2	9	117.8	40.0	1	157.8	-	157.8
100.0%	10.0	\$ 3.63	35.0	65.8	5	122.3	30.0	7	157.3	-	157.3
100.0%	10.0	\$ 1.61	23.0	43.8	11	115.4	38.0	3	153.4	(0.9)	152.5
99.8%	10.0	\$ 1.88	28.0	62.2	6	113.1	33.5	5	146.6	-	146.6
100.0%	10.0	\$ 1.71	25.0	56.7	8	113.6	31.5	6	145.1	(0.6)	144.5
100.0%	10.0	\$ 1.78	26.0	46.0	10	91.2	30.0	7	121.2	(5.7)	115.5
100%	10.0	\$ 2.26	26.0	63.4		124.0	32.3		156.3	(1.2)	155.1
100%	10.0	\$ 2.03	29.0	62.1		122.9	30.8		158.4	(0.7)	157.8



From: Savage, Claudia F (BPA) - NSSF-4

Sent: Thu Mar 18 12:47:31 2021

To: Jennifer Boyle

Cc: Hampton, Scott R (BPA) - NSP-4400-LL; Limantzakis, Vasia A (BPA) - NSSF-4; Marsh, Solomonn P (BPA) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL; John Niemer; Andrea Peer; Eric VanderHouwen; Geoff Smith

Subject: RE: BPA Notice not to exercise option year

Importance: Normal

Attachments: image032.png; image033.png; image034.png; image035.png; image036.png; image037.png; image038.png; image039.png; image002.png; image003.png; image004.png; image005.png; image006.png; image007.png; image008.png; image009.png

Hi Jennifer,

The Option 4 email below was just to officially inform you of Bonneville's initial position *before* you sent the appeal letter. I know that Scott Hampton had discussed your ranking with you, but the contractual decision to exercise the option comes from the contracting office.

Now, as I mentioned, we are reviewing your appeal letter and will respond separately to it either by tomorrow or early next week.

Does that help clarify?

Thanks so much,

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**

[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)

**From:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>

**Sent:** Wednesday, March 17, 2021 4:33 PM

**To:** Savage, Claudia F (BPA) - NSSF-4 <[cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)>

**Cc:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>; Limantzakis, Vasias A (BPA) - NSSF-4 <[vlimantzakis@bpa.gov](mailto:vlimantzakis@bpa.gov)>; Marsh, Solomonn P (BPA) - NSP-4400-LL <[spmarsh@bpa.gov](mailto:spmarsh@bpa.gov)>; Kayton, Lisa A (BPA) - NSP-4400-LL <[lakayton@bpa.gov](mailto:lakayton@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>; Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; Eric VanderHouwen <[ericv@vanderhouwen.com](mailto:ericv@vanderhouwen.com)>; Geoff Smith <[geoff@vanderhouwen.com](mailto:geoff@vanderhouwen.com)>

**Subject:** [EXTERNAL] RE: BPA Notice not to exercise option year

Unfortunately, we are still unclear on the intent of your letter from today. We are appealing the decision to “score” our performance at a level that resulted us in dropping below the rankings of other vendors, including the final 8 that will have contracts renewed supposedly because of their “scores”. We believe we found data that was



applied inaccurately against the “scoring key” and other metrics we were told would be used to determine which vendors would be renewed, and believe it could possibly increase our score to a point where we may score as one of the “final 8” vendors. Wouldn’t that affect BPA’s Option 4 decision?

**JENNIFER BOYLE**

*Account Manager*

**Direct: 502.974.2632**

Office: 503.299.6811

[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)

6342 S Macadam Ave., Portland OR 97239

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**From:** Savage, Claudia F (BPA) - NSSF-4 <[cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)>  
**Sent:** Wednesday, March 17, 2021 3:02 PM  
**To:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>  
**Cc:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>; Limantzakis, Vasia A (BPA) - NSSF-4 <[vlimantzakis@bpa.gov](mailto:vlimantzakis@bpa.gov)>; Marsh, Solomonn P (BPA) - NSP-4400-LL <[spmmarsh@bpa.gov](mailto:spmmarsh@bpa.gov)>; Kayton, Lisa A (BPA) - NSP-4400-LL <[lakayton@bpa.gov](mailto:lakayton@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>; Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; Eric VanderHouwen <[ericv@vanderhouwen.com](mailto:ericv@vanderhouwen.com)>; Geoff Smith <[geoff@vanderhouwen.com](mailto:geoff@vanderhouwen.com)>  
**Subject:** RE: BPA Notice not to exercise option year

Hi Jennifer,

We are still reviewing your letter. I sent out the formal notification below so that the terms of your agreement (as it now stands pre-appeal) would be clear. I believe Scott informed you on the phone of the rationalization ratings, but as he is not part of the contracting office, we wanted to be clear on *our* end what was being articulated before the letter review.

Does that make sense?

We are still in the process of reviewing the letter and hope to have a separate answer for you in the coming days.

Thanks so much,

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**

[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)

**From:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>

**Sent:** Wednesday, March 17, 2021 2:55 PM

**To:** Savage, Claudia F (BPA) - NSSF-4 <[cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)>

**Cc:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>; Limantzakis, Vasia A (BPA) - NSSF-4 <[vlimantzakis@bpa.gov](mailto:vlimantzakis@bpa.gov)>; Marsh, Solomonn P (BPA) - NSP-4400-LL <[spmarsh@bpa.gov](mailto:spmarsh@bpa.gov)>; Kayton, Lisa A (BPA) - NSP-4400-LL <[lakayton@bpa.gov](mailto:lakayton@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>; Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; Eric VanderHouwen <[ericv@vanderhouwen.com](mailto:ericv@vanderhouwen.com)>; Geoff Smith <[geoff@vanderhouwen.com](mailto:geoff@vanderhouwen.com)>

**Subject:** [EXTERNAL] RE: BPA Notice not to exercise option year

Hi, Claudia,

If I'm understanding this correctly, regardless of any decision with our appeal, our contractors will still need to find a new employer by the below deadline or they will no longer have a valid contract assignment? If you could please

advise we would appreciate it.

Thank you!

**JENNIFER BOYLE**

*Account Manager*

**Direct: 502.974.2632**

Office: 503.299.6811

[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)

6342 S Macadam Ave., Portland OR 97239

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**From:** Savage, Claudia F (BPA) - NSSF-4 <[cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)>  
**Sent:** Wednesday, March 17, 2021 11:55 AM  
**To:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>  
**Cc:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>; Limantzakis, Vasia A (BPA) - NSSF-4 <[vlimantzakis@bpa.gov](mailto:vlimantzakis@bpa.gov)>; Marsh, Solomonn P (BPA) - NSP-4400-LL <[spmarsh@bpa.gov](mailto:spmarsh@bpa.gov)>; Kayton, Lisa A (BPA) - NSP-4400-LL <[lakayton@bpa.gov](mailto:lakayton@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>; Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; Eric VanderHouwen <[ericv@vanderhouwen.com](mailto:ericv@vanderhouwen.com)>; Geoff Smith <[geoff@vanderhouwen.com](mailto:geoff@vanderhouwen.com)>  
**Subject:** BPA Notice not to exercise option year  
**Importance:** High

Good morning, Jennifer,

We are still in the process of reviewing and answering your appeal letter and hope to have an answer for you by the end of the week.

However, by way of this notification, you are informed by the Bonneville Power Administration that the following Blanket Purchase Agreement (number 75836) is expiring on 5/13/2021. BPA will not be exercising Option 4 on your agreement.

You will still be sent all requisitions by the Supplemental Labor Office of BPA as agreed to by the terms of Blanket

Purchase Agreement 75836 until contract expiration on 5/13/2021.

Please confirm receipt of this notification at [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov).

Thank you,

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**

[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)

**From:** Jennifer Boyle

**Sent:** Thu Mar 18 16:41:51 2021

**To:** Savage,Claudia F (BPA) - NSSF-4

**Cc:** Limantzakis,Vasia A (BPA) - NSSF-4; Hampton,Scott R (BPA) - NSP-4400-LL; Kayton,Lisa A (BPA) - NSP-4400-LL; Marsh,Solomonn P (BPA) - NSP-4400-LL; John Niemer; Andrea Peer; Eric VanderHouwen; Geoff Smith

**Subject:** [EXTERNAL] RE: Worker Communication and Rationalization Timeline

**Importance:** Normal

**Attachments:** image001.png; image002.png; image003.png; image004.png; image005.png; image006.png; image007.png; image008.png

Hi, Claudia!

Thank you for the notification. We have communicated to all of our contractors that their assignment will continue as normal during the appeal process and that they don't have any action items at this time. Some contractors have said that they have reached out to the SLMO office to express their concerns with the overall rationalization process and potentially losing VanderHouwen as their employer, but we will address their concern with the timeline again.

Unfortunately, we also just learned that some of our contractors have already been contacted by other suppliers wanting to discuss rolling them over to their employment, offering details on benefits, vacation plans, etc. I'm not sure how this information would have been made available to other suppliers, we were under the impression that they had strict instructions not to approach any contractor per the rationalization guidelines that were previously released. We are asking that our contractors provide us with additional information, we will forward that as soon as possible.

Thank you!

**JENNIFER BOYLE**

*Account Manager*

**Direct: 502.974.2632**

Office: (b) (6)

[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)

6342 S Macadam Ave., Portland OR 97239

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**From:** Savage, Claudia F (BPA) - NSSF-4 <cfsavage@bpa.gov>  
**Sent:** Thursday, March 18, 2021 4:20 PM  
**To:** Jennifer Boyle <jennifer@vanderhouwen.com>  
**Cc:** Limantzakis, Vasia A (BPA) - NSSF-4 <vlimantzakis@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Marsh, Solomonn P (BPA) - NSP-4400-LL <spmarsh@bpa.gov>; John Niemer <john@vanderhouwen.com>; Andrea Peer <andrea@vanderhouwen.com>; Eric VanderHouwen <ericv@vanderhouwen.com>; Geoff Smith <geoff@vanderhouwen.com>  
**Subject:** Worker Communication and Rationalization Timeline  
**Importance:** High

Hello Jennifer,

One additional email today.

We have been hearing from the SLMO office that many VanderHouwen workers are calling in with concerns about the rationalization timeline.

We want to clarify that while the appeal is in process, all current assignments will continue. As a result, we would greatly appreciate it if you would communicate this to your workers.

With thanks,

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**

[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)

From: Savage, Claudia F (BPA) - NSSF-4

Sent: Fri Mar 19 14:54:29 2021

To: Jennifer Boyle

Cc: Limantzakis, Vasia A (BPA) - NSSF-4; Hampton, Scott R (BPA) - NSP-4400-LL; Kayton, Lisa A (BPA) - NSP-4400-LL; Marsh, Solomonn P (BPA) - NSP-4400-LL; John Niemer; Andrea Peer; Eric VanderHouwen; Geoff Smith

Subject: RE: Worker Communication and Rationalization Timeline

Importance: Normal

Attachments: image009.png; image010.png; image011.png; image012.png; image013.png; image014.png; image015.png; image016.png

Hi Jennifer,

Please let us know (if you know) which suppliers are doing this. We, of course, will talk with them ASAP. In terms of workers talking about things together, there is not much, of course, that we can do.

Thanks so much,

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**

[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)

**From:** Jennifer Boyle <jennifer@vanderhouwen.com>

**Sent:** Thursday, March 18, 2021 4:42 PM

**To:** Savage, Claudia F (BPA) - NSSF-4 <cfsavage@bpa.gov>

**Cc:** Limantzakis, Vasia A (BPA) - NSSF-4 <vlimantzakis@bpa.gov>; Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Marsh, Solomonn P (BPA) - NSP-4400-LL <spmash@bpa.gov>; John Niemer <john@vanderhouwen.com>; Andrea Peer <andrea@vanderhouwen.com>; Eric VanderHouwen <ericv@vanderhouwen.com>; Geoff Smith <geoff@vanderhouwen.com>

**Subject:** [EXTERNAL] RE: Worker Communication and Rationalization Timeline

Hi, Claudia!

Thank you for the notification. We have communicated to all of our contractors that their assignment will continue as normal during the appeal process and that they don't have any action items at this time. Some contractors have said that they have reached out to the SLMO office to express their concerns with the overall rationalization process and potentially losing VanderHouwen as their employer, but we will address their concern with the timeline again.

Unfortunately, we also just learned that some of our contractors have already been contacted by other suppliers wanting to discuss rolling them over to their employment, offering details on benefits, vacation plans, etc. I'm not sure how this information would have been made available to other suppliers, we were under the impression that they had strict instructions not to approach any contractor per the rationalization guidelines that were previously

released. We are asking that our contractors provide us with additional information, we will forward that as soon as possible.

Thank you!

**JENNIFER BOYLE**

*Account Manager*

**Direct: 502.974.2632**

Office: 503.299.6811

[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)

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**From:** Savage, Claudia F (BPA) - NSSF-4 <[cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)>  
**Sent:** Thursday, March 18, 2021 4:20 PM  
**To:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>  
**Cc:** Limantzakis, Vasia A (BPA) - NSSF-4 <[vlimantzakis@bpa.gov](mailto:vlimantzakis@bpa.gov)>; Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>; Kayton, Lisa A (BPA) - NSP-4400-LL <[lakayton@bpa.gov](mailto:lakayton@bpa.gov)>; Marsh, Solomonn P (BPA) - NSP-4400-LL <[spmarsh@bpa.gov](mailto:spmarsh@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>; Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; Eric VanderHouwen <[ericv@vanderhouwen.com](mailto:ericv@vanderhouwen.com)>; Geoff Smith <[geoff@vanderhouwen.com](mailto:geoff@vanderhouwen.com)>  
**Subject:** Worker Communication and Rationalization Timeline  
**Importance:** High

Hello Jennifer,

One additional email today.

We have been hearing from the SLMO office that many VanderHouwen workers are calling in with concerns about the rationalization timeline.

We want to clarify that while the appeal is in process, all current assignments will continue. As a result, we would greatly appreciate it if you would communicate this to your workers.

With thanks,

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**

[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)

From: Hampton,Scott R (BPA) - NSP-4400-LL

Sent: Fri Mar 19 09:44:54 2021

To: Savage,Claudia F (BPA) - NSSF-4; Kayton,Lisa A (BPA) - NSP-4400-LL; Marsh,Solomonn P (BPA) - NSP-4400-LL

Cc: Limantzakis,Vasia A (BPA) - NSSF-4

Subject: RE: Worker Communication and Rationalization Timeline

Importance: Normal

Attachments: image001.png; image002.png; image003.png; image004.png; image005.png; image006.png; image007.png; image008.png; image009.png

Hi Claudia,

How I have handled these things in the past is finding out who (which companies) are reaching out. I usually like to have a copy of an email so I have hard evidence, but I have done it on hearsay. Then I call the company and remind them of the rules and ask them to stop. It usually winds up being an over eager or new employee in the company who doesn't fully know all the rules of how we operate. If we see a pattern of behavior, then we would not allow them to onboard workers for a period of time. I think we might have had to do that once many years ago.

All the suppliers hate it when I call them.....

So if Vanderhouwen wants to name names, I'm happy to make some phone calls. But you are right, it is probably



individual workers talking with each other.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Savage, Claudia F (BPA) - NSSF-4 <cfsavage@bpa.gov>

**Sent:** Friday, March 19, 2021 9:35 AM

**To:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Kayton, Lisa A (BPA) - NSP-4400-LL <lakayton@bpa.gov>; Marsh, Solomonn P (BPA) - NSP-4400-LL <spmmarsh@bpa.gov>

**Cc:** Limantzakis, Vasia A (BPA) - NSSF-4 <vlimantzakis@bpa.gov>

**Subject:** FW: Worker Communication and Rationalization Timeline

Scott, Lisa, and Sol,

I'm assuming that the concerns Jennifer cites below cannot be helped much (we cannot control contractor teammates working for different companies talking with each other about the rationalization). Is there anything

you've done in the past to help this situation?

I just re-read your "Supplier Rationalization: Transition Information for Workers" letter and it includes rules for suppliers to NOT solicit workers from other companies that are being rationalized, but unfortunately we cannot tell individual workers not to talk with other workers.

Thoughts?

As an FYI, we will be sending VanderHouwen our response to their "appeal letter" today.

Thanks,

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**

[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)

**From:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>

**Sent:** Thursday, March 18, 2021 4:42 PM

**To:** Savage, Claudia F (BPA) - NSSF-4 <[cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)>

**Cc:** Limantzakis, Vasias A (BPA) - NSSF-4 <[vlimantzakis@bpa.gov](mailto:vlimantzakis@bpa.gov)>; Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>; Kayton, Lisa A (BPA) - NSP-4400-LL <[lakayton@bpa.gov](mailto:lakayton@bpa.gov)>; Marsh, Solomonn P (BPA) - NSP-4400-LL <[spmarsh@bpa.gov](mailto:spmarsh@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>; Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; Eric VanderHouwen <[ericv@vanderhouwen.com](mailto:ericv@vanderhouwen.com)>; Geoff Smith <[geoff@vanderhouwen.com](mailto:geoff@vanderhouwen.com)>

**Subject:** [EXTERNAL] RE: Worker Communication and Rationalization Timeline

Hi, Claudia!

Thank you for the notification. We have communicated to all of our contractors that their assignment will continue as normal during the appeal process and that they don't have any action items at this time. Some contractors have said that they have reached out to the SLMO office to express their concerns with the overall rationalization process and potentially losing VanderHouwen as their employer, but we will address their concern with the timeline again.

Unfortunately, we also just learned that some of our contractors have already been contacted by other suppliers wanting to discuss rolling them over to their employment, offering details on benefits, vacation plans, etc. I'm not sure how this information would have been made available to other suppliers, we were under the impression that they had strict instructions not to approach any contractor per the rationalization guidelines that were previously released. We are asking that our contractors provide us with additional information, we will forward that as soon as possible.

Thank you!

**JENNIFER BOYLE**

*Account Manager*

**Direct: 502.974.2632**

Office: 503.299.6811

[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)

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**From:** Savage, Claudia F (BPA) - NSSF-4 <[cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)>

**Sent:** Thursday, March 18, 2021 4:20 PM

**To:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>

**Cc:** Limantzakis, Vasias A (BPA) - NSSF-4 <[vlimantzakis@bpa.gov](mailto:vlimantzakis@bpa.gov)>; Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>; Kayton, Lisa A (BPA) - NSP-4400-LL <[lakayton@bpa.gov](mailto:lakayton@bpa.gov)>; Marsh, Solomonn P (BPA) - NSP-4400-LL <[spmarsh@bpa.gov](mailto:spmarsh@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>; Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; Eric VanderHouwen <[ericv@vanderhouwen.com](mailto:ericv@vanderhouwen.com)>; Geoff Smith <[geoff@vanderhouwen.com](mailto:geoff@vanderhouwen.com)>

**Subject:** Worker Communication and Rationalization Timeline

**Importance:** High

Hello Jennifer,

One additional email today.

We have been hearing from the SLMO office that many VanderHouwen workers are calling in with concerns about the rationalization timeline.

We want to clarify that while the appeal is in process, all current assignments will continue. As a result, we would greatly appreciate it if you would communicate this to your workers.

With thanks,

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**

[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)

**From:** Hampton,Scott R (BPA) - NSP-4400-LL

**Sent:** Fri Mar 19 09:04:15 2021

**To:** Cedergreen,Natalie K (CONTR) - NSP-4400-LL; Couron,Elissa L (CONTR) - NSP-4400-LL; Cutler,Taylor A (CONTR) - NSP-4400-LL; Falcon,April L (BPA) - NSP-4400-LL; Gonzalez,Marcia A (CONTR) - NSP-4400-LL; Goodell,Elizabeth N (CONTR) - NSP-4400-LL; Hagedorn,William G (BPA) - NSP-4400-LL; Kayton,Lisa A (BPA) - NSP-4400-LL; Keith,Nicholas R (BPA) - NSP-4400-LL; Longfellow,James N (BPA) - NSP-4400-LL; Mannen,Kimberly A (CONTR) - NSP-4400-LL; Marsh,Solomonn P (BPA) - NSP-4400-LL; McCarthy,David C (BPA) - NSP-4400-LL; Neuber,Rian M (CONTR) - NSP-4400-LL; Sasser,Jordan E (CONTR) - NSP-4400-LL; Wilde,Tamara A (BPA) - NSP-4400-LL; Wilmarth,Stephanie (CONTR) - NSP-4400-LL; Ziegler,Denise A (BPA) - NSP-4400-LL

**Subject:** Rationalization Comms

**Importance:** Normal

**Attachments:** image001.png

Hey Everyone, I wanted to let you know that the CO, Claudia, sent notes to both APR and VH asking them to reach out to their employees and let them know things are in a holding pattern. They have done that. Hopefully that will reduce the number of questions you all are having to respond to.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)



**From:** Hampton, Scott R (BPA) - NSP-4400-LL

**Sent:** Mon Mar 22 14:12:56 2021

**To:** Savage, Claudia F (BPA) - NSSF-4; Limantzakis, Vasias A (BPA) - NSSF-4

**Subject:** RE: BPA Letter Response to VanderHouwen

**Importance:** Normal

**Attachments:** image001.png; image002.png; image003.png; image004.png; image005.png; image006.png; image007.png; image008.png; image009.png; image010.png; BPA response letter to VanderHouwen 3-19-21doc.pdf

Last paragraph on the first page. We say they are ranked #9. That's the error.....

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: 360-601-1011

**From:** Savage, Claudia F (BPA) - NSSF-4 <cfsavage@bpa.gov>

**Sent:** Monday, March 22, 2021 2:04 PM

**To:** Hampton, Scott R (BPA) - NSP-4400-LL <srhampton@bpa.gov>; Limantzakis, Vasia A (BPA) - NSSF-4 <vlimantzakis@bpa.gov>

**Subject:** RE: BPA Letter Response to VanderHouwen

They said they were #9 (as you can see below). “new ranking at #9 so that we can compare our numbers to the top eight suppliers”—so it appears they were either told the incorrect ranking by someone or they assumed the wrong thing. Were they ever at 9? Was that their ranking before you recalibrated after the Denise call?

I apologize if I keep asking the same thing over and over. I should have made sure I was a part of this process from the beginning so that I would understand the initial ranking and the later rankings.

They are, of course, worrying about one category when their overall score wouldn't have changed.

Thanks so much for clarifying once again, Scott!

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**

[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)

**From:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>  
**Sent:** Monday, March 22, 2021 1:52 PM  
**To:** Savage, Claudia F (BPA) - NSSF-4 <[cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)>; Limantzakis, Vasias A (BPA) - NSSF-4 <[vlimantzakis@bpa.gov](mailto:vlimantzakis@bpa.gov)>  
**Subject:** RE: BPA Letter Response to VanderHouwen

Hi Claudia,

Yes, unfortunately, your letter had a mistake in it, and it was that you told them they were #9. They were in fact #11 as the ranking at the bottom of the scorecard indicated. Not sure how you got your signals crossed there (actually, I'm totally sure how you got your signals crossed....you are managing two contract claims at the same time with a bazillion things being thrown your direction at once!). APR is #9. VanderHouwen is #11 on the recalculated scorecard. The bottom 4 did not change position with the recalculation.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

**From:** Savage, Claudia F (BPA) - NSSF-4 <[cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)>  
**Sent:** Monday, March 22, 2021 1:46 PM  
**To:** Hampton, Scott R (BPA) - NSP-4400-LL <[srhampton@bpa.gov](mailto:srhampton@bpa.gov)>; Limantzakis, Vasia A (BPA) - NSSF-4 <[vlimantzakis@bpa.gov](mailto:vlimantzakis@bpa.gov)>  
**Subject:** FW: BPA Letter Response to VanderHouwen

Scott,

I, of course, can't make heads or tails out of the summary sheet, since I have no idea who is who.

Can you let me know what you think of Jennifer's question below? I'm attaching what I sent her—which is what you sent me—just so we are all looking at the same thing.

What's correct?

Thanks!

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**

[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)

**From:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>

**Sent:** Monday, March 22, 2021 1:27 PM

**To:** Savage, Claudia F (BPA) - NSSF-4 <[cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)>

**Cc:** Limantzakis, Vasia A (BPA) - NSSF-4 <[vlimantzakis@bpa.gov](mailto:vlimantzakis@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>; Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; Eric VanderHouwen <[ericv@vanderhouwen.com](mailto:ericv@vanderhouwen.com)>; Geoff Smith <[geoff@vanderhouwen.com](mailto:geoff@vanderhouwen.com)>

**Subject:** [EXTERNAL] RE: BPA Letter Response to VanderHouwen

I did see the summary sheet but it looks like we were still ranked #11 on that document. Based on the letter we received last week, we would now be ranked as #9 with the new revisions and that's the data that we would like to continue reviewing.

Thank you for confirming the email address! I am reviewing the BPI clauses as mentioned and I see two different timelines provided for our next process; one being a same day response and the other being a 10-day response. Could you please confirm which timeline is accurate?

Thank you again for all your help!!

**JENNIFER BOYLE**

*Account Manager*

**Direct: 502.974.2632**

Office: 503.299.6811

[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)

6342 S Macadam Ave., Portland OR 97239

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**From:** Savage, Claudia F (BPA) - NSSF-4 <[cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)>  
**Sent:** Monday, March 22, 2021 1:20 PM  
**To:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>  
**Cc:** Limantzakis, Vasia A (BPA) - NSSF-4 <[vlimantzakis@bpa.gov](mailto:vlimantzakis@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>; Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; Eric VanderHouwen <[ericv@vanderhouwen.com](mailto:ericv@vanderhouwen.com)>; Geoff Smith <[geoff@vanderhouwen.com](mailto:geoff@vanderhouwen.com)>  
**Subject:** RE: BPA Letter Response to VanderHouwen

Did you see all the sheets that I sent you? There is a bottom tab that shows "Summary Sheet" with everyone's scores. Is there something else you are looking for?

And, yes, our HCA is Nick Jenkins at that address.

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**  
[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)

**From:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>  
**Sent:** Monday, March 22, 2021 1:12 PM

**To:** Savage, Claudia F (BPA) - NSSF-4 <[cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)>  
**Cc:** Limantzakis, Vasia A (BPA) - NSSF-4 <[vlimantzakis@bpa.gov](mailto:vlimantzakis@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>;  
Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; Eric VanderHouwen <[ericv@vanderhouwen.com](mailto:ericv@vanderhouwen.com)>; Geoff Smith  
<[geoff@vanderhouwen.com](mailto:geoff@vanderhouwen.com)>  
**Subject:** [EXTERNAL] RE: BPA Letter Response to VanderHouwen

Hi, Claudia,

We were hoping to see the supplier summary scorecard with our new ranking at #9 so that we can compare our numbers to the top eight suppliers. Are you able to forward, please?

I've also been looking online for the HCA's email address, could you please confirm if this is the correct email for Nicholas Jenkins: [nmjenkins@bpa.gov](mailto:nmjenkins@bpa.gov)

Thank you!

**JENNIFER BOYLE**

*Account Manager*

**Direct: 502.974.2632**



Office: 503.299.6811

[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)

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**From:** Savage, Claudia F (BPA) - NSSF-4 <[cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)>

**Sent:** Monday, March 22, 2021 10:59 AM

**To:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>

**Cc:** Limantzakis, Vasia A (BPA) - NSSF-4 <[vlimantzakis@bpa.gov](mailto:vlimantzakis@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>; Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; Eric VanderHouwen <[ericv@vanderhouwen.com](mailto:ericv@vanderhouwen.com)>; Geoff Smith <[geoff@vanderhouwen.com](mailto:geoff@vanderhouwen.com)>

**Subject:** RE: BPA Letter Response to VanderHouwen

Hello Jennifer,

The attached Scorecard has the “summary sheet” as requested and should confirm your ranking as related to others and should confirm the data corrections that were made to VH and across all organizations.

While VanderHouwen went down in some scores relative to the first scorecard, your overall points increased by 4.

In terms of your appeal, per the terms of your Blanket Purchase Agreement, please refer to:

Disputes clause 28-13 in your agreement:

“This contract is subject to the Contract Disputes Act of 1978, as amended (41 U.S.C. 7101-7109). Failure of the parties to this contract to reach agreement on any request for equitable adjustment, claim, appeal, or action arising under or relating to this contract shall be a dispute to be resolved in accordance with the clause at BPI Clause 21-2 Disputes, which is incorporated by reference. The Contractor shall proceed diligently with performance of this contract, pending final resolution of any dispute under the contract. “

And, see page 621 and page 347, subsection 21.2 PROTESTS, of the Bonneville Purchasing Instructions which describes how to submit a protest to the Head of Contracting Activity (HCA) if you are not satisfied with the decision of the Contracting Officer. He will accept the protest by email. Please copy myself if you decide to submit.

Best regards,

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**

[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)

**From:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>

**Sent:** Friday, March 19, 2021 4:34 PM

**To:** Savage, Claudia F (BPA) - NSSF-4 <[cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)>

**Cc:** Limantzakis, Vasia A (BPA) - NSSF-4 <[vlimantzakis@bpa.gov](mailto:vlimantzakis@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>;  
Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; Eric VanderHouwen <[ericv@vanderhouwen.com](mailto:ericv@vanderhouwen.com)>; Geoff Smith  
<[geoff@vanderhouwen.com](mailto:geoff@vanderhouwen.com)>

**Subject:** [EXTERNAL] RE: BPA Letter Response to VanderHouwen

Hi, Claudia,

Thank you for sending the below. We do have some additional questions on the revised scorecard, please:

- Could you forward the Supplier Summary scorecard so that we can continue reviewing our rank against the

- other suppliers?
- Could you confirm how our score on 'Markup Ranking - New Positions' went from 10 points to only 6.7 points?

You also mentioned in our initial conversation that this was the first step of many and unfortunately, we are still in disagreement over the scorecard. Could you please advise on next steps for continuing with our appeal?

Thank you.

**JENNIFER BOYLE**

*Account Manager*

**Direct: 502.974.2632**

Office: 503.299.6811

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**From:** Savage, Claudia F (BPA) - NSSF-4 <[cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)>  
**Sent:** Friday, March 19, 2021 2:57 PM  
**To:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>  
**Cc:** Limantzakis, Vasia A (BPA) - NSSF-4 <[vlimantzakis@bpa.gov](mailto:vlimantzakis@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>;  
Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; Eric VanderHouwen <[ericv@vanderhouwen.com](mailto:ericv@vanderhouwen.com)>; Geoff Smith  
<[geoff@vanderhouwen.com](mailto:geoff@vanderhouwen.com)>  
**Subject:** BPA Letter Response to VanderHouwen  
**Importance:** High

Hello Jennifer,

Thank you for your patience. Attached is our response to your appeal letter from last Friday.

Thank you so much,

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**

[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)



## Department of Energy

Official File

Bonneville Power Administration  
P.O. Box 3621  
Portland, Oregon 97208-3621

CHIEF ADMINISTRATIVE OFFICE

3/19/2021

In reply refer to: Claudia Savage, Contract Specialist, cfsavage@bpa.gov

Dear Jennifer Boyle, (Account Manager, VanderHouwen)

Concerning Blanket Purchase Agreement 75836

The Bonneville Power Administration (BPA or Bonneville) has reviewed your letter dated 3/12/2021. We appreciate the thoroughness and candor of your letter. For ease of response, I itemized and addressed the main issues articulated in your letter:

### **1. The Scorecard:**

The Scorecard was developed to evaluate vendor performance on a consistent and standardized basis. The Blanket Purchase Agreement 75836's (Agreement) Statement of Work (SOW) provided all vendors with notice that performance evaluations would be used to assign vendors to tiers at Bonneville's sole discretion. The Agreement also provided notice that these performance evaluations may be used for tier assignment, contract renewals, and contract terminations. The relevant sections of the SOW are provided below:

#### **"SECTION 11. PREFERRED CONTRACTOR STRUCTURE**

- 11.1 SLMO will assign the Contractor to a Tier, based on evaluation of Contractor's abilities in order to provide performance incentives.
- 11.2 The assignment of a Contractor to a particular Tier is at the sole discretion of BPA.

#### **SECTION 12: CONTRACTOR PERFORMANCE EVALUATION**

- 12.1 BPA will conduct performance evaluations to rate Contractors. BPA may use these performance evaluations as basis for Tier assignment, contract renewals, and contract termination.
- 12.2 Evaluation criteria will be based upon key performance indicators.
- 12.3 BPA will establish use of criteria it deems necessary."

The Scorecard is the method of performance evaluation outlined in Section 12 that Bonneville determined was appropriate.

### **2. Scorecard Process and Ranking**

I asked Scott Hampton to share the revised Scorecard with me and it is attached to this letter for your reference. This is your final Scorecard. Scott and his team, in response to concerns you raised with Denise Ziegler, corrected it to address the miscalculation you noted.

As you see, despite this point adjustment, VanderHouwen is still ranked 9<sup>th</sup> and not in the top 8. The Scorecard criteria, as indicated in previous correspondence with SLMO (by phone and email), were applied consistently across all vendors. Since the beginning of the evaluation process, the Scorecard

criteria and rankings (with individual Contractor names removed) were shared with the entire vendor pool.

Additionally, SLMO has held Scorecard meetings with all vendors, including VanderHouwen, since March 2013. At no time has any vendor objected to the scorecard process or expressed confusion or a grievance with how or why the process was being implemented. Changes to the most recent Scorecard were announced at a vendor meeting in October 2019 and, again, no concerns or grievances were raised.

### **3. Blanket Purchase Agreements and Business Considerations**

Please note that Bonneville had no grounds to object to any vendors' business decision to combine staff or resources. Additionally, Bonneville would never advise or encourage any company to transition staff or perform certain business practices as a result of or in anticipation of the evaluation process.

In response to your concerns, we have reviewed all Blanket Purchase Agreements across the entire vendor pool. Please be assured that all the vendors have the same terms and are bound by the same agreement. There was no preferential consideration or favored dispensation for any specific vendor. Also, there is no contract clause in any of the Agreements that "prohibits the transfer of contractors" if Bonneville decides not to exercise its option to renew the Agreement.

However, the Agreement does provide for vendor employees to move to a successor vendor. Per Clause 23-1, Continuity of Services, VanderHouwen agreed to both "furnish phase-in training and exercise its best efforts and cooperation to effect an orderly and efficient transition to a successor." Additionally, VanderHouwen agreed that "If selected employees are agreeable to the change, the Contractor shall release them at a mutually agreeable date and negotiate transfer of their earned fringe benefits to the successor."

We would like to assure you that despite being unable to continue performance under the current agreement, VanderHouwen is still considered a valuable supplier and can compete for future contracting opportunities. We appreciate the service you have provided and the business relationship we have developed over the years. Your assistance as we conclude our current agreement on May 13, 2021 will be appreciated.

I hope this reply sufficiently addressed the concerns you raised but if you find it unsatisfactory in resolving your concerns, please refer to the Disputes Clause, 28-13, of the Agreement. This is my final decision regarding your objections.

Sincerely,

Vasia Limantzakis  
Contracting Officer

cc: Claudia Savage, Contract Specialist



## VanderHouwen

Goal	Metric	Definition   Calculation	Total for Period	Responses	Rough Score	Calculated Score	Maximum Score
Service Delivery	Response Rate Admin Clerical	Of the total number of new requisitions the vendor received within the defined time period, what volume and percentage of requisitions did the vendor submit at least 1 candidate. Data is computed overall and by labor category (Administrative, Business Professional, IT and Technical Professional). Requisitions are pulled based on requisition open date. Those with the current status of Open or Filled are included. Cancelled Requisitions are omitted.	N/A	N/A	N/A	13.9	20.0
	Response Rate - Business Professional		53	39	73.58%		
	Response Rate - Technical Professional		N/A	N/A	N/A		
	Response Rate - IT		66	44	66.67%		
	Response Rate - Total		119	83	69.75%		
Quality	Submittal quality	Of the total candidates the vendor submitted during the designated timeframe - what volume and percentage of candidates met the basic qualifications for the role (i.e. were not dispositioned as "Does Not Meet Min Requirements" or "Rejected" or "didn't have the right paperwork")			100.00%	10.0	10.0
	Candidate Quality - Shortlisted	Percentage of job Seekers submitted by the individual supplier which result in a shortlisting (Use Scoring Key)			92.35%	7.0	20.0
	Candidate Quality - Interview	Percentage of job Seekers submitted by the individual supplier which result in an Interview (Use Scoring Key)			23.50%	13.0	20.0
	Candidate Quality - Assignment	Percentage of job Seekers submitted by the individual supplier which result in an assignment being created (Use Scoring Key)			8.20%	8.0	20.0
	Early Terminations	What percent of contractor placements are still at BPA 1 year later. (sum of voluntary and involuntary terminations) (Use Scoring Key)			92.8%	5.0	20.0
Cost	Markup Ranking - New Positions	Take the average markup for all new positions for the 6 month period and rank suppliers from 1 to X.			9	6.7	20.0
	Markup Ranking - Open Workers	Take the average markup for all open positions for the 6 month period and rank suppliers from 1 to X.			7	15.0	30.0
	Rate Compliance	Percentage of Job Seekers who are submitted at or below the maximum bill rate amount.			100.0%	10.0	10.0
	Distance Under max bill rate	measures the average distance (above) below the max bill rates for all candidates submitted (Use Scoring Key)			\$ 1.71	25.0	30.0
<b>Total Objective Score</b>						<b>113.6</b>	<b>200.0</b>
Subjective Rating	Supplier Stewardship	This is the average ranking for supplier by SLMO staff, based on interactions with supplier over the evaluation period.			6.3	31.5	50.0
<b>Total Objective and Subjective Score</b>						<b>145.1</b>	<b>250.0</b>
Penalty	Recompete Participation Penalty	Negative 1 point for every recompete where no candidate was shortlisted, multiplied by the inverse of your response rate			(2)	(0.6)	
<b>Final Score</b>						<b>144.5</b>	

	Current	Sep. 2020	Mar. 2020
Your Ranking for this Scorecard is:	11	8	9
Your stewardship Ranking is:	6	5	5

From: Savage, Claudia F (BPA) - NSSF-4

Sent: Mon Mar 22 08:49:27 2021

To: Hampton, Scott R (BPA) - NSP-4400-LL

Cc: Limantzakis, Vasias A (BPA) - NSSF-4

Subject: FW: BPA Letter Response to VanderHouwen

Importance: High

Attachments: image001.png; image002.png; image003.png; image004.png; image005.png; image006.png; image007.png; image008.png

Scott,

I feel like I have A LOT of scorecards in my file now and I want to make sure I forward the correct one to Jennifer.

Can you send me the Supplier Summary scorecard—the FINAL, final one with Vanderhouwen's revised and anyone else's revised scores. This should be the last one done before the official rationalization.

Also, can you answer the last question she asked? "Markup Ranking—New Positions" went from 10 points to only 6.7?

We'll talk shortly in our 9 am meeting, but I wanted to get this request to you ASAP so I can answer Jennifer.

Thanks so much,

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**

[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)

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**Sent:** Friday, March 19, 2021 4:34 PM

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**Cc:** Limantzakis, Vasia A (BPA) - NSSF-4 <[vlimantzakis@bpa.gov](mailto:vlimantzakis@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>; Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; Eric VanderHouwen <[ericv@vanderhouwen.com](mailto:ericv@vanderhouwen.com)>; Geoff Smith <[geoff@vanderhouwen.com](mailto:geoff@vanderhouwen.com)>

**Subject:** [EXTERNAL] RE: BPA Letter Response to VanderHouwen

Hi, Claudia,

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- Could you forward the Supplier Summary scorecard so that we can continue reviewing our rank against the other suppliers?
- Could you confirm how our score on 'Markup Ranking - New Positions' went from 10 points to only 6.7 points?

You also mentioned in our initial conversation that this was the first step of many and unfortunately, we are still in disagreement over the scorecard. Could you please advise on next steps for continuing with our appeal?

Thank you.

**JENNIFER BOYLE**

*Account Manager*

**Direct: 502.974.2632**

Office: 503.299.6811

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Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; Eric VanderHouwen <[ericv@vanderhouwen.com](mailto:ericv@vanderhouwen.com)>; Geoff Smith  
<[geoff@vanderhouwen.com](mailto:geoff@vanderhouwen.com)>  
**Subject:** BPA Letter Response to VanderHouwen  
**Importance:** High

Hello Jennifer,

Thank you for your patience. Attached is our response to your appeal letter from last Friday.

Thank you so much,

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**

[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)

**From:** Savage,Claudia F (BPA) - NSSF-4

**Sent:** Mon Mar 22 09:10:27 2021

**To:** Hampton,Scott R (BPA) - NSP-4400-LL

**Cc:** Limantzakis,Vasia A (BPA) - NSSF-4

**Subject:** RE: BPA Letter Response to VanderHouwen

**Importance:** Normal

**Attachments:** image001.png; image002.png; image003.png; image004.png; image005.png; image006.png; image007.png; image008.png; image009.png

Oh, I see the Summary Sheet. I didn't want to create confusion when I did the letter and only did their score. I'll forward this complete file to them when I answer.

Thanks, Scott.

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**

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**Cc:** Limantzakis, Vasias A (BPA) - NSSF-4 <[vlimantzakis@bpa.gov](mailto:vlimantzakis@bpa.gov)>  
**Subject:** RE: BPA Letter Response to VanderHouwen

You bet. I totally understand the confusion.

The answer to the question is very simple. When VH was working with Denise, they did find some potential issues with the data. What Jennifer is forgetting, is those data corrections don't just apply to VH and nobody else. When we applied those changes across all organizations. VH actually went down in some scores relative to the first scorecard. And they did not change in rank. Overall they increased about 4 points on the scorecard. The attached spreadsheet is what she is looking for.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration



Phone: 360-418-8293

Cell: (b) (6)

**From:** Savage, Claudia F (BPA) - NSSF-4 <[cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)>  
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**Cc:** Limantzakis, Vasias A (BPA) - NSSF-4 <[vlmantzakis@bpa.gov](mailto:vlmantzakis@bpa.gov)>  
**Subject:** FW: BPA Letter Response to VanderHouwen  
**Importance:** High

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**Sent:** Friday, March 19, 2021 4:34 PM

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**Cc:** Limantzakis, Vasia A (BPA) - NSSF-4 <[vlimantzakis@bpa.gov](mailto:vlimantzakis@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>;

Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; Eric VanderHouwen <[ericv@vanderhouwen.com](mailto:ericv@vanderhouwen.com)>; Geoff Smith <[geoff@vanderhouwen.com](mailto:geoff@vanderhouwen.com)>

**Subject:** [EXTERNAL] RE: BPA Letter Response to VanderHouwen

Hi, Claudia,

Thank you for sending the below. We do have some additional questions on the revised scorecard, please:

- Could you forward the Supplier Summary scorecard so that we can continue reviewing our rank against the other suppliers?
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You also mentioned in our initial conversation that this was the first step of many and unfortunately, we are still in disagreement over the scorecard. Could you please advise on next steps for continuing with our appeal?

Thank you.

**JENNIFER BOYLE**

*Account Manager*

**Direct: 502.974.2632**

Office: 503.299.6811

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**Sent:** Friday, March 19, 2021 2:57 PM  
**To:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>  
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**Subject:** BPA Letter Response to VanderHouwen  
**Importance:** High

Hello Jennifer,

Thank you for your patience. Attached is our response to your appeal letter from last Friday.

Thank you so much,

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**

[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)

**From:** Savage, Claudia F (BPA) - NSSF-4

**Sent:** Mon Mar 22 14:03:32 2021

**To:** Hampton, Scott R (BPA) - NSP-4400-LL; Limantzakis, Vasia A (BPA) - NSSF-4

**Subject:** RE: BPA Letter Response to VanderHouwen

**Importance:** Normal

**Attachments:** image001.png; image002.png; image003.png; image004.png; image005.png; image006.png; image007.png; image008.png; image009.png; image010.png

They said they were #9 (as you can see below). “new ranking at #9 so that we can compare our numbers to the top eight suppliers”—so it appears they were either told the incorrect ranking by someone or they assumed the wrong thing. Were they ever at 9? Was that their ranking before you recalibrated after the Denise call?

I apologize if I keep asking the same thing over and over. I should have made sure I was a part of this process from the beginning so that I would understand the initial ranking and the later rankings.

They are, of course, worrying about one category when their overall score wouldn't have changed.

Thanks so much for clarifying once again, Scott!

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**

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**Sent:** Monday, March 22, 2021 1:52 PM

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**Subject:** RE: BPA Letter Response to VanderHouwen

Hi Claudia,

Yes, unfortunately, your letter had a mistake in it, and it was that you told them they were #9. They were in fact #11 as the ranking at the bottom of the scorecard indicated. Not sure how you got your signals crossed there (actually, I'm totally sure how you got your signals crossed....you are managing two contract claims at the same time with a bazillion things being thrown your direction at once!). APR is #9. VanderHouwen is #11 on the recalculated scorecard. The bottom 4 did not change position with the recalculation.

**Scott R. Hampton**

Manager, Supplemental Labor Management Office

Bonneville Power Administration

Phone: 360-418-8293

Cell: (b) (6)

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**Subject:** FW: BPA Letter Response to VanderHouwen

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I, of course, can't make heads or tails out of the summary sheet, since I have no idea who is who.

Can you let me know what you think of Jennifer's question below? I'm attaching what I sent her—which is what you sent me—just so we are all looking at the same thing.



What's correct?

Thanks!

Claudia

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**Subject:** [EXTERNAL] RE: BPA Letter Response to VanderHouwen

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Thank you for confirming the email address! I am reviewing the BPI clauses as mentioned and I see two different timelines provided for our next process; one being a same day response and the other being a 10-day response. Could you please confirm which timeline is accurate?

Thank you again for all your help!!

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**Subject:** RE: BPA Letter Response to VanderHouwen

Did you see all the sheets that I sent you? There is a bottom tab that shows "Summary Sheet" with everyone's scores. Is there something else you are looking for?

And, yes, our HCA is Nick Jenkins at that address.

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

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We were hoping to see the supplier summary scorecard with our new ranking at #9 so that we can compare our numbers to the top eight suppliers. Are you able to forward, please?

I've also been looking online for the HCA's email address, could you please confirm if this is the correct email for Nicholas Jenkins: [nmjenkins@bpa.gov](mailto:nmjenkins@bpa.gov)

Thank you!

**JENNIFER BOYLE**

*Account Manager*

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The attached Scorecard has the “summary sheet” as requested and should confirm your ranking as related to others and should confirm the data corrections that were made to VH and across all organizations.

While VanderHouwen went down in some scores relative to the first scorecard, your overall points increased by 4.

In terms of your appeal, per the terms of your Blanket Purchase Agreement, please refer to:

Disputes clause 28-13 in your agreement:

“This contract is subject to the Contract Disputes Act of 1978, as amended (41 U.S.C. 7101-7109). Failure of the parties to this contract to reach agreement on any request for equitable adjustment, claim, appeal, or action arising under or relating to this contract shall be a dispute to be resolved in accordance with the clause at BPI Clause 21-2 Disputes, which is incorporated by reference. The Contractor shall proceed diligently with performance of this contract, pending final resolution of any dispute under the contract. “

And, see page 621 and page 347, subsection 21.2 PROTESTS, of the Bonneville Purchasing Instructions which describes how to submit a protest to the Head of Contracting Activity (HCA) if you are not satisfied with the decision of the Contracting Officer. He will accept the protest by email. Please copy myself if you decide to submit.

Best regards,

Claudia

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**Importance:** Normal

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Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; Eric VanderHouwen <[ericv@vanderhouwen.com](mailto:ericv@vanderhouwen.com)>; Geoff Smith  
<[geoff@vanderhouwen.com](mailto:geoff@vanderhouwen.com)>

**Subject:** [EXTERNAL] RE: BPA Letter Response to VanderHouwen

Hi, Claudia,

Thank you for sending the below. We do have some additional questions on the revised scorecard, please:

- Could you forward the Supplier Summary scorecard so that we can continue reviewing our rank against the other suppliers?
- Could you confirm how our score on 'Markup Ranking - New Positions' went from 10 points to only 6.7 points?

You also mentioned in our initial conversation that this was the first step of many and unfortunately, we are still in disagreement over the scorecard. Could you please advise on next steps for continuing with our appeal?

Thank you.

**JENNIFER BOYLE**

*Account Manager*

**Direct: 502.974.2632**

Office: 503.299.6811

[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)

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**From:** Savage, Claudia F (BPA) - NSSF-4 <[cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)>  
**Sent:** Friday, March 19, 2021 2:57 PM  
**To:** Jennifer Boyle <[jennifer@vanderhouwen.com](mailto:jennifer@vanderhouwen.com)>  
**Cc:** Limantzakis, Vasia A (BPA) - NSSF-4 <[vlimantzakis@bpa.gov](mailto:vlimantzakis@bpa.gov)>; John Niemer <[john@vanderhouwen.com](mailto:john@vanderhouwen.com)>; Andrea Peer <[andrea@vanderhouwen.com](mailto:andrea@vanderhouwen.com)>; Eric VanderHouwen <[ericv@vanderhouwen.com](mailto:ericv@vanderhouwen.com)>; Geoff Smith <[geoff@vanderhouwen.com](mailto:geoff@vanderhouwen.com)>  
**Subject:** BPA Letter Response to VanderHouwen  
**Importance:** High

Hello Jennifer,

Thank you for your patience. Attached is our response to your appeal letter from last Friday.

Thank you so much,

Claudia

**Claudia F. Savage, 503-230-3243**

Contract Specialist | Corporate Support Team, Supply Chain Services | NSSF-4

**Bonneville Power Administration**

[bpa.gov](http://bpa.gov) | [cfsavage@bpa.gov](mailto:cfsavage@bpa.gov)

Goal	Metric	Definition / Calculation	Total for Period	Responses	Rough Score	Calculated Score	Maximum Score
Service	Response Rate Admin/Clerical	Of the total number of new requisitions the vendor received within the defined timeframe - what volume and percentage of candidates meet the basic qualifications for the role (i.e. were not dispositioned as "Does Not Meet Min Requirements" or "Rejected" or "didn't have the right paperwork")	N/A	N/A	N/A		
	Response Rate - Business Professional		53	39	73.58%		
	Response Rate - Technical Professional		N/A	N/A	N/A		
	Response Rate - IT		66	44	66.67%		
	Response Rate - Total		119	83	69.75%	13.9	20.0
Quality	Submittal quality				100.00%	10.0	10.0
	Candidate Quality - Shortlisted				92.35%	7.0	20.0
	Candidate Quality - Interview				23.50%	11.0	30.0
	Candidate Quality - Assignment				8.20%	8.0	20.0
	Early Terminations				92.8%	5.0	20.0
	Cost	Markup Ranking - New Positions				9	6.7
	Markup Ranking - Open Workers				7	15.0	30.0
	Rater Compliance				100.0%	10.0	10.0
	Distance Under max bill rate				51.71	25.0	10.0
<b>Total Objective Score</b>						<b>113.6</b>	<b>200.0</b>
Subjective Rating	Supplier Stewardship	This is the average ranking for supplier by SMO staff, based on interactions with supplier over the evaluation period.			6.3	31.5	50.0
<b>Total Objective and Subjective Score</b>						<b>145.1</b>	<b>250.0</b>
Penalty	Recompete Participation Penalty	Negative 1 point for every recompete where no candidate was shortlisted, multiplied by the inverse of your response rate			(2)	(0.0)	
<b>Final Score</b>						<b>144.5</b>	
			Current	Sep. 2020	Mar. 2020		
Your Ranking for this Scorecard is:			11	8	9		
Your Stewardship Ranking is:			6	5	5		

Service	Quality														Cost								
	Response Rate-Admin Clinical	Response Rate- Business Professional	Response Rate- Scientific	Response Rate- Technical	Response Rate - Total	Response Rate - Score	Submittal quality	Submittal quality - Score	Candidate Quality- Shortlisted	Candidate Quality- Shortlisted - Score	Candidate Quality- Interview	Candidate Quality- Interview - Score	Candidate Quality- Assignment	Candidate Quality- Assignment - Score	Early Items	Early Items - Score	Total Quality Section	Total Quality Rank	Markup Rank- New Position	Markup Score- New Positions	Markup Rank- All Positions	Markup Score- All Positions	
Possible Points	20	10	20	20	20	90	20	30															
100.00%	90.57%	N/A	70.77%	82.98%	16.6	98.40%	9.8	94.59%	9.0	11.70%	5.0	4.26%	4.0	100.00%	20.0	47.8	5	2	18.3	2	27.5		
100.00%	88.68%	N/A	83.33%	88.03%	17.6	97.48%	9.7	94.40%	9.0	11.76%	5.0	2.94%	2.0	100.00%	20.0	45.7	7	6	11.7	5	20.0		
N/A	N/A	N/A	44.62%	44.62%	8.9	100.00%	10.0	97.56%	14.0	24.39%	13.0	4.88%	4.0	57.10%	-	41.0	10	2	18.3	3	25.0		
100.00%	90.57%	68.09%	70.77%	79.26%	15.9	98.45%	9.8	94.88%	9.0	13.95%	6.0	5.43%	5.0	99.50%	19.0	48.8	4	4	15.0	1	30.0		
95.65%	86.79%	70.21%	75.38%	79.79%	16.0	98.33%	9.8	94.92%	9.0	25.67%	14.0	11.33%	11.0	99.20%	18.0	61.8	1	5	13.3	7	15.0		
69.57%	67.92%	51.06%	73.85%	65.96%	13.2	97.49%	9.7	91.24%	6.0	12.56%	6.0	1.51%	1.0	100.00%	20.0	42.7	9	1	20.0	6	17.5		
100.00%	86.79%	72.34%	N/A	83.74%	16.7	98.77%	9.9	95.42%	10.0	16.87%	8.0	7.00%	6.0	96.50%	13.0	46.9	6	9	6.7	12	2.5		
N/A	N/A	N/A	32.31%	32.31%	6.5	100.00%	10.0	95.83%	10.0	20.83%	11.0	4.17%	4.0	100.00%	20.0	55.0	3	8	8.3	8	12.5		
100.00%	83.02%	65.96%	75.38%	78.19%	15.6	99.01%	9.9	95.35%	10.0	23.36%	13.0	7.24%	7.0	98.00%	16.0	55.9	2	11	3.3	10	7.5		
N/A	83.02%	N/A	78.46%	80.51%	16.1	98.10%	9.8	93.69%	8.0	17.62%	9.0	3.81%	3.0	92.90%	5.0	34.8	12	12	1.7	4	22.5		
N/A	73.58%	N/A	66.67%	69.75%	13.9	100.00%	10.0	92.35%	7.0	23.50%	13.0	8.20%	8.0	92.80%	5.0	43.0	8	9	6.7	7	15.0		
86.96%	49.06%	40.43%	24.62%	43.09%	8.6	95.80%	9.6	93.43%	8.0	7.69%	2.0	2.10%	2.0	98.90%	17.0	38.6	11	10	5.0	11	5.0		
Average	94.02%	80.00%	61.35%	63.29%	69.02%	13.8	98.49%	9.8	94.47%	9.1	17.49%	8.8	5.24%	4.8	94.58%	14.4	46.8					16.7	
Median	100.00%	84.91%	67.02%	70.77%	78.72%	15.7	98.43%	9.8	94.74%	9.0	17.25%	8.5	4.57%	4.0	99.05%	17.5	46.3					10.0	16.3

Rate Compliance	Rate Compliance Score	Distance Under Max Bill Rate	Distance Under Max Bill Rate Score	Total Cost Section	Cost Rank	Total Objective Score	Supplier Stewardship	Supplier Stewardship Rank	Total Objective & Subjective Score	Recompete Penalty	Total Score
	10	30	90			200	50		250		
100.0%	10.0	\$ 3.52	35.0	90.8	1	155.3	25.0	12	180.3	-	180.3
100.0%	10.0	\$ 2.18	30.0	71.7	4	135.0	30.0	7	165.0	-	165.0
100.0%	10.0	\$ 4.09	35.0	88.3	2	138.3	27.5	10	165.8	(1.7)	164.1
100.0%	10.0	\$ 0.65	7.0	62.0	7	126.7	34.5	4	161.2	(1.0)	160.2
99.0%	9.9	\$ 0.27	3.0	41.2	12	119.0	40.0	1	159.0	(1.0)	158.0
100.0%	10.0	\$ 2.79	30.0	77.5	3	133.4	27.5	10	160.9	(3.1)	157.9
100.0%	10.0	\$ 3.06	35.0	54.2	9	117.8	40.0	1	157.8	-	157.8
100.0%	10.0	\$ 3.63	35.0	65.8	5	122.3	30.0	7	157.3	-	157.3
100.0%	10.0	\$ 1.61	23.0	43.8	11	115.4	38.0	3	153.4	(0.9)	152.5
99.8%	10.0	\$ 1.88	28.0	62.2	6	113.1	33.5	5	146.6	-	146.6
100.0%	10.0	\$ 1.71	25.0	56.7	8	113.6	31.5	6	145.1	(0.6)	144.5
100.0%	10.0	\$ 1.78	26.0	46.0	10	91.2	30.0	7	121.2	(5.7)	115.5
100%	10.0	\$ 2.26	26.0	63.4		124.0	32.3		156.3	(1.2)	155.1
100%	10.0	\$ 2.03	29.0	62.1		122.9	30.8		158.4	(0.7)	157.8



