

STATE OF VERMONT  
CONTRACT AMENDMENT

It is hereby agreed by and between the State of Vermont, Department of Buildings and General Services, Office of Purchasing & Contracting (the "State") and Focused HR Solutions LLC with a principal place of business in Atlanta, GA (the "Contractor") that the contract between them originally dated as of July 1, 2019, Contract #38403, as amended to date, (the "Contract") is hereby amended as follows:

- I. **Contract Term.** The Contract end date, wherever such reference appears in the Contract, shall be changed from June 30, 2021, to June 30, 2022. The Contract Term may be renewed for one additional one-year period at the discretion of the State.

**Taxes Due to the State.** Contractor certifies under the pains and penalties of perjury that, as of the date this contract amendment is signed, the Contractor is in good standing with respect to, or in full compliance with a plan to pay, any and all taxes due the State of Vermont.

**Child Support (Applicable to natural persons only; not applicable to corporations, partnerships or LLCs).** Contractor is under no obligation to pay child support or is in good standing with respect to or in full compliance with a plan to pay any and all child support payable under a support order as of the date of this amendment.

**Certification Regarding Suspension or Debarment.** Contractor certifies under the pains and penalties of perjury that, as of the date this contract amendment is signed, neither Contractor nor Contractor's principals (officers, directors, owners, or partners) are presently debarred, suspended, proposed for debarment, declared ineligible or excluded from participation in federal programs, or programs supported in whole or in part by federal funds.

Contractor further certifies under pains and penalties of perjury that, as of the date this contract amendment is signed, Contractor is not presently debarred, suspended, nor named on the State's debarment list at: <http://bgs.vermont.gov/purchasing-contracting/debarment>

**SOV Cybersecurity Standard 19-01.** All products and service provided to or for the use of the State under this Contract shall be in compliance with State of Vermont Cybersecurity Standard 19-01, which Contractor acknowledges has been provided to it, and is available on-line at the following URL: <https://digitalservices.vermont.gov/cybersecurity/cybersecurity-standards-and-directives>

This document consists of 2 pages. Except as modified by this Amendment No. 1, all provisions of the Contract remain in full force and effect.

*[Remainder of Page Intentionally Left Blank]*

The signatures of the undersigned indicate that each has read and agrees to be bound by this Amendment to the Contract.

**STATE OF VERMONT**

**By:** \_\_\_\_\_

**Name:** Jennifer Fitch \_\_\_\_\_

**Title:** Commissioner - Buildings and  
General Services \_\_\_\_\_

**Date:** \_\_\_\_\_

**FOCUSED HR SOLUTIONS LLC**

**By:** \_\_\_\_\_

**Name:** \_\_\_\_\_

**Title:** \_\_\_\_\_

**Date:** \_\_\_\_\_

STATE OF VERMONT  
RETAINER CONTRACT FOR IT PROFESSIONAL SERVICES  
[FOCUSED HR SOLUTIONS LLC - CONTRACT # 38403]

1. **Parties.** This is a contract for services (the “Master Agreement”) between the **State of Vermont**, Department of Buildings and General Services, Office of Purchasing & Contracting (hereinafter “State”), and Focused HR Solutions LLC, with principal place of business at Atlanta, GA (hereinafter called “Contractor”). Contractor’s form of business organization is Corporation It is the Contractor’s responsibility to contact the Vermont Department of Taxes to determine if, by law, the Contractor is required to have a Vermont Department of Taxes Business Account Number.
2. **Subject Matter.** The Contractor shall provide information technology services in the category(s) described in Attachment A. Detailed services to be provided by the Contractor will be described in subsequent Statement of Work (SOW) Agreements with Contracting Agencies (as defined herein), according to the process set forth in Attachment A.
3. **Maximum Amount.** In consideration of the services to be performed by Contractor under this Master Agreement, the State agrees to pay Contractor, in accordance with the payment provisions specified in Attachment B, a maximum amount not to exceed \$2,000,000.00.
4. **Contract Term.** The period of Contractor’s performance shall begin on July 1, 2019 and end on June 30, 2021. The term of this Master Agreement may be extended for two additional one-year periods at the discretion of the State. Upon the termination of this Master Agreement, no new SOW Agreements may be issued, and any outstanding SOW Agreements shall continue unless or until terminated in accordance with the terms of the SOW Agreement, and the Parties acknowledge and agree that the terms of this Master Agreement shall survive and apply to the SOW Agreement.
5. **Prior Approvals.** In accordance with current State law, bulletins, and interpretations, this Master Agreement shall not be binding until it has been approved by the Vermont Attorney General’s Office, the Secretary of Administration, and the State’s Chief Information Officer.
6. **Amendment.** No changes, modifications, or amendments in the terms and conditions of this Master Agreement shall be effective unless reduced to writing, numbered and signed by the duly authorized representative of the State and Contractor. The parties acknowledge and agree that the SOW Agreement process set forth herein shall not be used to effectuate any changes, modifications, or amendments in the terms and conditions of this Master Agreement, and that any provision in a SOW Agreement purporting to do such shall be null and void.
7. **Termination for Convenience.** This Master Agreement may be terminated by the State at any time by giving written notice at least thirty (30) days in advance.
8. **Attachments.** This Master Agreement consists of 82 pages including the following attachments which are incorporated herein and shall apply to each SOW Agreement executed pursuant to this Master Agreement:

Attachment A – Scope of Work  
Attachment B – Payment Provisions  
Attachment C – “Standard State Provisions for Contracts and Grants” a preprinted form (12/15/17)  
Attachment D – Information Technology Professional Services Terms and Conditions (3/21/19)  
Attachment D1 – Form Statement of Work RFP (SOW-RFP)  
Attachment D2 – Form Statement of Work (SOW) Agreement  
Attachment D3 – Form SOW Amendment  
Attachment E – AHS Business Associate Agreement dated 05/23/19 (For reference, current version to be included in SOW process as applicable.)  
Attachment F – Agency of Human Services’ Customary Contract Provisions dated 5/16/18 (For reference, current version to be included in SOW process as applicable.)

All references to the “Agreement” in Attachment C shall be deemed to refer to this Master Agreement and all SOW Agreements entered into hereunder.

9. ***Order of Precedence.*** Any ambiguity, conflict or inconsistency among the documents comprising this Master Agreement shall be resolved according to the following order of precedence:
- 1) Standard Contract (pages 1 and 2 of this document)
  - 2) Attachment D (Technology Terms and Conditions)
  - 3) Attachment C (Standard Contract Provisions for Contracts and Grants)
  - 4) AHS Attachment E: Business Associate Agreement (If Applicable)
  - 5) AHS Attachment F: Agency of Human Services’ Customary Contract Provisions (If Applicable)
  - 6) Attachment A
  - 7) Attachment B

**WE THE UNDERSIGNED PARTIES AGREE TO BE BOUND BY THIS MASTER AGREEMENT.**

State of Vermont	Focused HR Solutions LLC
By:	By:
Name:	Name:
Title:	Title:
Date:	Date:

## ATTACHMENT A – SCOPE OF SERVICES

Contractor shall provide the State with professional services on an as needed basis as identified below (the “Services”). The State will not be purchasing hardware or software under this Contract.

1. IT Service Categories authorized under this agreement include the following:

### A. **Business Analyst & Project Management Services**

Contractor shall provide business analysis and project management services necessary to ensure technical projects successfully meet the objectives for which they were undertaken. Following are characteristics of this Service:

1. **Business Analysis:** Contractor shall evaluate, document and recommend changes to business processes and the development, implementation and support of process improvements to eliminate redundancy and increase productivity and reduce cost; interview subject matter experts and others to develop requirements for engineered or commercial off the shelf software and systems.
2. **Project Management:** Project Management Institute (PMI) certified project manager executing any or all of the following:
  - Development of Project Charter
  - Development of project plan and schedule
  - Coordination and scheduling of project activities across customer and functional areas
  - Consultation on operational and infrastructure requirements, standards and configurations
  - Facilitate project status meetings
  - Timely project status reporting
  - Address project issues with functional areas and management
  - Escalation of significant issues to customers and executive management
  - Manage project scope and deliverable requirements
  - Document changes to project scope and schedule
  - Facilitate and document project closeout

### B. **Infrastructure (Physical/Virtual) Support Services**

Contractor shall provide expert technical services in all aspects of infrastructure design, setup, installation, diagnosis, repair and maintenance. Contractor may be required to support enterprise class storage, blade and server technologies; and perform inter connectivity, performance, failover, deployment and/or administration of VMware product suite. Services range from advance system administrative functions in a

VMware environment to various complex blade and storage (SAN/ISCSI/etc.) to ongoing support of Citrix and Windows Server environments.

Following are Requirements and Capabilities for this Service:

- Installation, procurement and maintenance of storage sub systems and processing capacity (blade and standard servers)
- Technical support of associated infrastructure necessary for the quality, security, performance, availability, recoverability, and reliability of the system
- Ensure scheduled preventive maintenance for equipment is properly and promptly performed
- Maintain the maintenance records on the equipment
- Develop operations, administrative, and quality assurance back-up plans and procedural documentation.

### **C. SharePoint Support, Services and Development**

Contractor shall provide a range of SharePoint support and/or development services. This could be anything from building custom sites using out-of-the-box features to full System Development Life Cycle (SDLC) of custom SharePoint business applications that will be installed in the State of Vermont SharePoint environment. This will also include assisting ADS with maintaining, supporting, enhancing and/or modifying the Enterprise SharePoint Environment. Agencies may need assistance with building an Agency-wide intranet portal site or any subset thereof. Agencies may also need assistance with process definition; requirements management (project planning, quality assurance, project tracking and oversight, organizational process focus). Agencies will also need advice and guidance on SharePoint best practices, along with how to leverage and configure SharePoint technology to meet their specific business requirements.

Following are Requirements and Capabilities for this Service:

- Develop, support and maintain large farm SharePoint deployments in an enterprise environment
- Support SharePoint in a large multi-forest Active Directory environment
- SharePoint
- Successful Microsoft Office SharePoint Online site development, application development or custom configurations
- Successful SharePoint site development, application development or custom configurations, Enterprise Content Management (ECM) and using SharePoint as a component of an enterprise ECM framework
- Web Content Management (WCM) and using SharePoint as a WCM platform
- Develop information architectures and utilizing metadata and content types in an enterprise environment
- Solid understanding of SharePoint tools and best practices for records and information management in the context of enterprise records management
- Implement Best Practices for WCM

- Develop and deliver custom or standard SharePoint training to technical staff and/or to end users who publish departmental Web content
- Migrate data from a wide variety of legacy data sources into SharePoint
- Relocate thousands of pages of Web Content
- Perform SharePoint upgrades in an enterprise environment
- Information Technology Infrastructure

#### **D. Network Consulting and LAN/WLAN Support Services**

Contractor shall provide consulting services for LAN/WLAN network Services; functional specifications, network design, network management, data conversion, interfaces, integration, network testing/QA, implementation, training, documentation, and maintenance including version control, support, and issue tracking.

Following are Requirements and Capabilities for this Service:

- Provide ongoing system, network maintenance and troubleshooting;
- Analyze and document complex network requirements;
- Interpret network requirements, design specifications, manage network development and, integrate and test network components;
- Estimate network development costs and schedules;
- Network integration of multiple complex systems;
- Review existing networks and assist in making refinements, performance improvements, and improving current techniques.

#### **E. Enterprise GIS Services**

Contractor shall provide services to integrate, store, edit, analyze, and display geographically-referenced information in a client/server or web-based environment.

Following are Requirements and Capabilities for this Service:

- Implement and support Enterprise GIS services as part of an enterprise IT environment;
- Identify, design, and implement mechanisms for acquiring, developing, implementing, and managing services as enterprise activities;
- Cost-benefit analysis of migrating/integrating exiting databases with GIS;
- Systems analysis, design and spatial database development;
- Spatial referencing of spatial and non-spatial data;
- Integrate spatially referenced data with other functional areas in an organization;
- GIS system and data maintenance;
- Data quality assurance (e.g. data accuracy, precision, consistency, completeness) according to data quality standards/guidelines of the State;
- Collect, create or acquire digital spatial data such as orthophotography, elevation data, transportation features, streams, or parcel maps;
- Create maps using spatial data for Web content, publication or other uses;
- Link data with maps using geocoding;

- Define, develop, configure, implement and maintain GIS solutions, including COTS packages;
- Manipulate geographical data;
- Perform queries, analysis and visualization;
- Leverage existing data sets and data assets of the State, as necessary;
- Interface disparate GIS data sets to GIS solution;
- Develop Custom GIS application to present data in standalone and web based environments.

#### **F. Hardware/Software/Application Security Support**

Contractor shall provide strategies and solutions to defend hardware and software IT and telecommunications resources against adversaries such as viruses, worms and hackers for operating systems and applications, penetration testing and related IT security activities.

Following are Requirements and Capabilities for this Service

- Provide operational and analytical support related to security for computing platforms (e.g. PC, servers, mainframe) and networks;
- Analyze and evaluate new and emerging security technologies as well as vendor security products for their applicability and feasibility of use in securing hardware/software IT and telecommunications resources;
- Support Agency security operations, including assisting Agencies with analyzing, developing and implementing security methodologies and safeguards to protect their IT and telecommunications assets;
- Provide technical training for all aspects of information security relative to personal computers, file servers, and networks;
- Perform security audits and/or penetration testing of IT systems and applications.
- Provide Security as a Service supporting the State with vendor management. Examples of work include 24/7 incident response assistance, vulnerability management or policy/procedure development;
- Provide technical or compliance training for all aspects of information security. Examples of work include security awareness training, secure programming best practices or threat analysis;
- Analyze and evaluate new and emerging security technologies as well as vendor security products for their applicability and feasibility of use in securing hardware/software IT and telecommunications resources;
- Perform security audits and/or penetration testing of IT systems and applications in the context of security standards such as NIST, IRS 1075, CJIS and HIPAA;
- Provide operational and analytical support related to security for computing platforms (e.g. PC, servers, and mainframe) and networks.

#### **G. Strategic Planning Assistance**

Contractor shall provide assistance in developing long-range information technology plans, IT-enabled business plans, and program effectiveness measures related to proposed



IT investments. Assistance with agency-level strategic planning for IT to ensure consistency with State-level (i.e., enterprise) plans and initiatives.

Following are Requirements and Capabilities for this Service:

- Analyze customer and citizen demand for IT-enabled services;
- Evaluate current and emerging technologies and assist agencies with planning the tactical and strategic migration of business services to these technologies in accordance with enterprise strategy;
- Analyze existing and planned systems and platforms at the Agency and Department level and develop enterprise architectures aligned with applicable strategic goals and policies.
- Develop IT strategic plans that align agency business and technology plans with State business technology and goals and objectives; and,
- Perform strengths, weaknesses, opportunities, and threats (SWOT) analyses, critical success factor analyses, strategic business planning, strategic information systems planning, electronic government assessments, and other techniques used to establish strategic information technology plans.

#### **H. Independent Review**

Contractor shall provide the Secretary of ADS/CIO an independent expert review of any Agency recommendation for any information technology activity when its total cost is \$1,000,000.00 or greater or when CIO requires one.

The State has identified two sub-categories for Independent Reviews, Standard and Complex. The State will identify in the SOW RFP the sub-category they are seeking. State shall not consider bids greater than the maximum value indicated below for this category.

Standard Independent Review \$25,000 Maximum  
Complex Independent Review \$50,000 Maximum

Per Vermont statute 3 V.S.A. 2222, The Secretary of Administration shall obtain independent expert review of any recommendation for any information technology initiated after July 1, 1996, as information technology activity is defined by subdivision (a) (10), when its total cost is \$1,000,000 or greater or when required by the State Chief Information Officer. Documentation of this independent review shall be included when plans are submitted for review pursuant to subdivisions (a)(9) and (10) of this section. The independent review shall include:

- An acquisition cost assessment
- A technology architecture review
- An implementation plan assessment
- A cost analysis and model for benefit analysis
- A procurement negotiation advisory services contract
- An impact analysis on net operating costs for the agency carrying out the activity

In addition, from time to time special reviews of the advisability and feasibility of certain types of IT strategies may be required.

Following are Requirements and Capabilities for this Service:

- Identify acquisition and lifecycle costs;
- Assess wide area network (WAN) and/or local area network (LAN) impact;
- Assess risks and/or review technical risk assessments of an IT project including security, data classification(s), subsystem designs, architectures, and computer systems in terms of their impact on costs, benefits, schedule and technical performance;
- Assess, evaluate and critically review implementation plans, e.g.:
- Adequacy of support for conversion and implementation activities
- Adequacy of department and partner staff to provide Project Management
- Adequacy of planned testing procedures
- Acceptance/readiness of staff
- Schedule soundness
- Adequacy of training pre and post project
- Assess proposed technical architecture to validate conformance to the State's "strategic direction."
- Insure system use toolsets and strategies are consistent with State Chief Information Officer (CIO) policies, including security and digital records management;
- Assess the architecture of the proposed hardware and software with regard to security and systems integration with other applications within the Department, and within the Agency, and existing or planned Enterprise Applications;
- Perform cost and schedule risk assessments to support various alternatives to meet mission need, recommend alternative courses of action when one or more interdependent segment(s) or phase(s) experience a delay, and recommend opportunities for new technology insertions;
- Assess the architecture of the proposed hardware and software with regard to the state of the art in this technology.
- Assess a project's backup/recovery strategy and the project's disaster recovery plans for adequacy and conformance to State policy.
- Evaluate the ability of a proposed solution to meet the needs for which the solution has been proposed, define the ability of the operational and user staff to integrate this solution into their work.

#### **I. Enterprise Content Management**

Contractor shall provide services to establish or maintain electronic document imaging, document management, document workflow, and associated technologies in the context of enterprise strategy, records management policies, and existing assets. The Association for Information and Image Management (AIIM) defines ECM as the technologies used to

capture, manage, store, preserve, and deliver content and documents related to organizational processes.

Following are Requirements and Capabilities for this Service:

- Accomplish workflow analysis;
- Develop/implement document indexing schemes and workload management;
- Provide implementation and support services;
- Develop system interfaces;
- Develop/implement system migration strategies;
- Provide document conversion services (hardcopy to electronic or electronic to electronic);
- Provide performance monitoring/measurement;
- Accomplish system stress testing/benchmarking; and,
- Implement document and records retention/archiving strategies/plans.
- Provide software maintenance and support activities, including staff training

**Digital Document Management Response Requirements:**

- Migrating data from network shares and/or other document repositories to repositories including SharePoint, Documentum or OnBase.
- Optical Character Recognition (OCR)
- Zonal OCR
- Batch processing
- Multiple formats
- Large format Engineering documents in color
- Microfilm
- Record/archival
- Presentation
- Certified mail receipts – postcards
- Medical records
- Other non-standard sizes
- Resolution options/standards
- Integrating document intake with workflow
- Indexing
- Developing taxonomies and metadata
- Working with existing taxonomy and metadata standards
- Interface to applications such as SharePoint, Documentum, OnBase.
- De-speckling - Example. The "Despeckle" filter is used to smoothen an image which has been scanned in from a magazine, newspaper, etc.; reduce the image resolution and contrast, thereby reducing the diagnostic value of this imaging modality.
- Method of transmittal/transmittal issues
- Chain of custody
- Turn-around time
- Location requirements – Where the imaging is being accomplished

- Offsite or on site for records that cannot leave government control
- Document preparation requirements, i.e. what do you need the State to do for preparation of documents, and/or what can vendor do?
- Ask vendor to provide analysis/consulting on requirements for H/W & S/W
- Vendor should provide QA/QC practices and processes, e.g. 100% inspection or statistical QC/error sampling rates; independent QC services
- Estimates for storage requirements
- Lifecycle costs
- Scale preservation (1:1)

**J. DBA/SQLDBA/Relational Database Support**

Contractor shall provide services to support the function of database administration.

Following are Requirements and Capabilities for this Service:

- Support of Oracle Software
- Upgrades
- Complex Query
- Understanding Database Rules
- Metadata
- Online Transactional (OLATP)
- Online Analytical (OLAP)
- Database Administration
- Data Warehousing
- Master Data Management

**K. PeopleSoft Application / System Administration Support**

Contractor shall provide services to support PeopleSoft ERP platforms: HR and Financials.

Following are Requirements and Capabilities for this Service:

- PeopleSoft HR (HCM, North American Payroll, Benefits Admin, Time and Labor, Talent Acquisition, Candidate Gateway), Financials (GL, AR, AM, AP, Billing, Inventory, Purchasing)
- System Support
- Developer support
- Application support
- Peoplecode, SQR, Integration Broker, Applications Designer, App Engine
- PeopleSoft on Linux
- PeopleSoft 8.8, 9.1, 9.2
- Upgrades

#### L. **Agile Coaching Services**

Contractor shall provide Agile development services, using such methodologies as Scrum.

Contractor will help State project teams properly use an Agile project management framework such as Scrum or Kanban, increasing the likelihood of a project's overall success. When providing Scrum-specific services, Contractor shall use Certified Scrum Masters (CSMs) who will have an understanding of Scrum values, practices, and applications and provide a level of knowledge and expertise above and beyond that of typical project managers. CSMs will act as "servant leaders," helping the rest of the Scrum team work together and learn the Scrum framework.

When asked to perform Scrum Training, only a licensed Certified Scrum Trainer (CST), will teach Certified Scrum Master and Certified Scrum Product Owner curriculum to individuals and groups of State employees. Contractor's CST will help State employees understand the principles and values that form the foundation of Scrum. The CST will find creative ways to help State Contracting Agencies adopt this Agile framework and capitalize on its benefits.

The intent is to establish three (3) contract categories that support the Agile process. Vendors may choose to submit a bid for any, or all of the three categories.

All three (3) categories are intended to build the state's capacity to think and perform in an Agile way. All categories include a component of coaching, mentoring, and training state employees to become internal Agile practitioners.

- **Category 1: Leadership and Cultural Change:** This category includes services related to coaching, mentoring, and training leaders to help organizations change their culture to become an Agile organization. This category includes a planning component.
- **Category 2: Training:** This category includes services related to training state employees to understand and apply Agile concepts and tools.
- **Category 3: Facilitating Agile Process Improvement:** This category includes the implementation, deployment, measurement, and follow up to Agile process improvement efforts and events as well as project management and facilitation experience and approach.

#### M. **Mobile App Development Services**

Contractor shall provide services in accordance with the following requirements and capabilities:

Provide a seamless omni-channel experience on any device.

#### Front end development

- A sharp UI matched to design mockups with pixel-perfect accuracy
- A consistent UX across the entire application
- Animations and effects that don't compromise performance
- Cross platform support

#### Back end development

- A solid architecture to accommodate future growth at scale
- Flexibility to integrate with other systems and third-party services
- Advanced data structures to provide actionable insights
- Cutting-edge security features to protect your users, processes, and data
- Analytics & Reporting
- Q & C testing

### **O. Delivery Manager Services**

Contractor shall provide services in accordance with the following requirements and capabilities:

Experience setting up teams for successful delivery by removing obstacles (or blockers to progress), constantly helping the team to become more self-organizing, and enabling the work the team does rather than impose how it's done.

Manages one or more agile projects, typically to deliver a specific product or transformation via a multi-disciplinary, high-skilled digital team. Adept at delivering complex digital projects, breaking down barriers to the team, and both planning at a higher level and getting into the detail to make things happen when needed.

Defines project needs and feeds these into the portfolio/program process to enable resources to be appropriately allocated.

Primarily responsible for:

- Delivering projects and products using the appropriate agile project management methodology, learning & iterating frequently
- Working with the Product Manager to define the roadmap for any given product and translating this into user stories
- Leading the collaborative, dynamic planning process – prioritizing the work that needs to be done against the capacity and capability of the team
- Matrix-managing a multi-disciplinary team
- Ensuring all products are built to an appropriate level of quality for the stage (alpha/beta/production)
- Actively and openly sharing knowledge of best practices.

**Q. Digital Performance Analyst Services**

Contractor shall provide services in accordance with the following requirements and capabilities:

Experience specifying, collecting, and presenting key performance data and analysis for a given digital service. Supports Product Managers by generating new and useful information and translating it into actions that will allow them to iteratively improve their service for users. Possesses analytical and problem-solving skills necessary for quickly developing recommendations based on the quantitative and qualitative evidence gathered via web analytics, financial data, and user feedback. Confident in explaining technical concepts to senior officials with limited technological background. And comfortable working with data, from gathering and analysis through to design and presentation.

Primarily responsible for:

- Support the Product Manager to make sure their service meets performance requirements
- Communicate service performance against key indicators to internal and external stakeholders
- Ensure high-quality analysis of agency transaction data
- Support the procurement of the necessary digital platforms to support automated and real-time collection and presentation of data
- Share examples of best practice in digital performance management across government
- Identify delivery obstacles to improving transactional performance in agencies and working with teams to overcome those obstacles.

**R. Interaction Designer Services**

Contractor shall provide services in accordance with the following requirements and capabilities:

The Interaction Designer is part of a highly collaborative, multi-disciplinary team focused on improving usability, user experience, and driving user adoption and engagement. They are responsible for conducting user research, analysis & synthesis, interaction design, and usability testing to create products that delight our customers.

Primarily responsible for:

- Conduct stakeholder interviews, user requirements analysis, task analysis, conceptual modeling, information architecture, interaction design, and usability testing
- Design and specify user interfaces and information architecture
- Lead participatory and iterative design activities, including observational studies, customer interviews, usability testing, and other forms of requirements discovery
- Produce user requirements specifications & experience goals, personas, storyboards, scenarios, flowcharts, design prototypes, and design specifications

- Effectively communicate research findings, conceptual ideas, detailed design, and design rationale and goals both verbally and visually
- Plan and facilitate collaborative critiques and analysis & synthesis working sessions
- Work closely with other designers and development teams to ensure that customer goals are met and design specifications are delivered upon
- Designs and develops primarily internet/web pages and applications
- Develops proof-of-concepts and prototypes of easy-to-navigate user interfaces (UIs) that consists of web pages with graphics, icons, and color schemes that are visually appealing
- Researches user needs as well as potential system enhancements
- Has familiarity to, or may actually: code, test, debug documents, and implement web applications using a variety of platforms
- Planning, recruiting, and facilitating the usability testing of a system
- Analyzing and synthesizing the results of usability testing in order to provide recommendations for change to a system.

#### **S. Product Manager Services**

Contractor shall provide services in accordance with the following requirements and capabilities:

Experience managing the delivery, ongoing success, and continuous improvement of one or more digital products and/or platforms.

Primarily responsible for:

- Lead one or more multi-disciplinary agile delivery teams to deliver excellent new products and/or iterations to existing products to meet user needs
- Gather user requirements based on a communicable understanding of diverse audience groups
- Define and get stakeholder buy-in for product definition and delivery approach
- Create effective, prioritized product descriptions, and delivery plans to meet user needs in a cost-effective way
- Interpret user research in order to make the correct product decisions, noting that users do not always know what they want
- Continually keep abreast of changes to user habits, preferences, and behaviors across various digital platforms and their implications for successful delivery of government digital services
- Underpin the delivery and iteration of digital services through effective analysis of qualitative and quantitative user data
- Communicate credibly with a wide range of digital delivery disciplines and talent.

#### **T. Security Engineer Services**



Contractor shall provide services in accordance with the following requirements and capabilities:

Experience serving as the security engineer of complex technology implementations in a product-centric environment. Comfortable with bridging the gap between legacy development or operations teams and working toward a shared culture and vision. Works tirelessly to ensure help developers create the most secure systems in the world while enhancing the privacy of all system users. Experience with white-hat hacking and fundamental computer science concepts strongly desired.

Primarily responsible for:

- Performing security audits, risk analysis, application-level vulnerability testing, and security code reviews
- Develop and implement technical solutions to help mitigate security vulnerabilities
- Conduct research to identify new attack vectors.

#### **U. Technical Architect Services**

Contractor shall provide services in accordance with the following requirements and capabilities:

Experience serving as the manager of complex technology implementations, with an eye toward constant reengineering and refactoring to ensure the simplest and most elegant system possible to accomplish the desired need.

Understands how to maximally leverage the open source community to deploy systems on infrastructure as a service providers. Comfortable with liberally sharing knowledge across a multi-disciplinary team and working within agile methodologies. A full partner in the determination of vision, objectives, and success criteria.

Primarily responsible for Architecting the overall system, by using prototyping and proof of concepts, which may include:

- modern programming languages (e.g., Ruby, Python, Node.js) and web frameworks (e.g., Django, Rails)
- modern front-end web programming techniques (e.g., HTML5, CSS3, RESTful APIs) and frameworks (e.g., Twitter Bootstrap, jQuery)
- relational databases (e.g., PostgreSQL), and “NoSQL” databases (e.g., Cassandra, MongoDB)
- automated configuration management (e.g., Chef, Puppet, Ansible, Salt), continuous integration/deployment, and continuous monitoring solutions
- Use of version control systems, specifically Git and GitHub
- Ensuring strategic alignment of technical design and architecture to meet business growth and direction, and stay on top of emerging technologies
- Decomposing business and system architecture to support clean-interface multi-team development

- Developing product roadmaps, backlogs, and measurable success criteria, and writing user stories (i.e., can establish a path to delivery for breaking down stories)
- Clearly communicates and works with stakeholders at every level.

## **V. Visual Designer Services**

Contractor shall provide services in accordance with the following requirements and capabilities:

The Visual Designer starts with a deep understanding of the goals of customers and the business so that they can create experiences that delight. Visual Designers will be well-versed in all aspects of current visual design standards and trends and will be responsible for managing project design reviews, resource planning, and execution for all project work related to visual design.

Primarily responsible for:

- Oversees all visual design efforts
- Guides, mentors, and coaches team members while leading projects to successful completion
- Develops and maintains relationships with key peers in Marketing, Branding, UX leaders, IT leaders, and others to identify and plan creative solutions
- Manages external service resources and budgets for visual design
- Ensures successful completion of all work executed by the team (on time, on budget, and ensuring quality)
- Ensures compliance with the project management methodologies and the Project Management Office processes and standards
- Develops, maintains, and ensures compliance of application release management, outage management and change control processes and standards
- Defines, creates, communicates, and manages resource plans and other required project documentation such as style guides and provides updates as necessary.

## **W. Writer/Content Designer/Content Strategist Services**

Contractor shall provide services in accordance with the following requirements and capabilities:

Experience developing the strategy and execution of content across digital channels.

Primarily responsible for:

- Improves content creation efforts by helping to lead the research & development of interactive and experiential storytelling for projects
- Advise how to improve the ongoing iteration of content models
- Collaborate with designers and other content strategists to improve how the effectiveness of digital, print, and other content is measured
- Develop and maintain appropriate voice for produced content

- Advise how to streamline content production and management solutions and processes, based on user research
- Assign, edit, and produce content for products, services, and various projects
- Plan and facilitate content strategy workshops and brainstorming sessions on developing content and content services (including API development)
- Collaborate closely with developers and designers to create, test, and deploy effective content marketing experiences using the Agile method of software development
- Offer educated recommendations on how to deliver a consistent, sustainable and standards-driven execution of content strategy across products, services, and projects
- Collaborate with content managers, writers, information architects, interaction designers, developers, and content creators of all types
- Participate, as needed, on an Agile software development scrum teams.

#### **X. User Researcher Services**

Contractor shall provide services in accordance with the following requirements and capabilities:

The User Researcher is part of a highly collaborative, multi-disciplinary team focused on improving usability and user experience, and informing work around user adoption and engagement. They are responsible for conducting user research, analysis & synthesis, and usability testing to guide products that delight our customers.

Primarily responsible for:

- Plan and lead quantitative and qualitative human subjects research studies to inform prioritization, specifications, and solution designs
- Conduct stakeholder interviews, user requirements analysis, task analysis, conceptual modeling, information architecture, heuristic analysis, and usability testing
- Lead participatory and iterative design activities, including observational studies, customer interviews, usability testing, and other forms of requirements discovery
- Use quantitative and qualitative evidence to inform user requirements specifications & experience goals, scenarios, design prototypes, and design specifications
- Effectively communicate research findings, research limitations, and generalizability both verbally and visually
- Plan and facilitate analysis & synthesis working sessions
- Researches user needs as well as potential system enhancements
- Planning, recruiting, and facilitating the usability testing of a system
- Analyzing and synthesizing the results of usability testing in order to provide recommendations for change to a system.

#### **Y. Cyber Security Incident Response and Management**

Contractor shall provide services in accordance with the following requirements and capabilities:

**Description** - Service category to provide Cyber Security Incident Response and Management services necessary to ensure personnel at all levels respond to security incidents in a way that is rapid, compliant and thoughtful. Following are characteristics of this service category:

**Requirements / Capabilities**

- Certified Security Professionals writing plans, evaluating existing plans, documenting and recommending changes to incident response plans and related work.

**Examples of Potential Statements of work:**

- Classifying data stored or transmitted between computing platforms (e.g. PC, servers, mainframe) and networks;
- Provide incident response and related training;
- Exercise/simulate incident response scenarios;
- 24/7 incident response assistance
- Vulnerability management
- Policy/procedure development;
- Provide operational and analytical support related to security for computing platforms (e.g. PC, servers, and mainframe) and networks.
- Consultation on operational and infrastructure requirements, standards and configurations
- Facilitate meetings
- Address security and incident response issues with functional areas and management
- Analyze and evaluate new and emerging security technologies as well as vendor security products for their applicability and feasibility of use in securing hardware/software IT and telecommunications resources;
- Perform security audits and/or penetration testing of IT systems and applications in the context of NIST, IRS 1075, CJIS, HIPAA and so on;
- Provide operational and analytical support related to security for computing platforms (e.g. PC, servers, and mainframe) and networks.

**AA. Backend Web Developer Services**

Contractor shall provide services in accordance with the following requirements and capabilities:

Experience using modern, open source software to prototype and deploy backend web applications, including all aspects of server-side processing, data storage, and integration with frontend development.

Primarily responsible for:

- Web development using open-source web programming languages (e.g., Ruby, Python) and frameworks (e.g., Django, Rails)
- Developing and consuming web-based, RESTful APIs
- Using and working in team environments that use agile methodologies (e.g., Scrum, Lean)
- Authoring developer-friendly documentation (e.g., API documentation, deployment operations)
- Test-driven development
- Use of version control systems, specifically Git and GitHub
- Quickly researching and learning new programming tools and techniques
- Relational and non-relational database systems
- Scalable search technology (e.g. Elasticsearch, Solr)
- Handling large data sets and scaling their handling and storage
- Using and working with open source solutions and community
- Communicating technical concepts to a non-technical audience.

#### **BB. Frontend Web Developer Services**

Contractor shall provide services in accordance with the following requirements and capabilities:

Experience using modern, frontend web development tools, techniques, and methods for the creation and deployment of user-facing interfaces. Is comfortable working in an agile and lean environment to routinely deploy changes.

Primarily responsible for:

- Frontend web development using modern techniques and frameworks (e.g., HTML5, CSS3, CSS frameworks like LESS and SASS, Responsive Design, Bourbon, Twitter Bootstrap)
- JavaScript development using modern standards, including strict mode compliance, modularization techniques and tools, and frameworks and libraries (e.g., jQuery, MV\* frameworks such as Backbone.js and Ember.js, D3)
- Consuming RESTful APIs
- Using and working in team environments that use agile methodologies (e.g., Scrum, Lean)
- Use of version control systems, specifically Git and GitHub
- Ensuring Section 508 Compliance
- Quickly researching and learning new programming tools and techniques
- Using and working with open source solutions and community
- Creating web layouts from static images
- Creating views and templates in full-stack frameworks like Rails, Express, or Django

- Creating mobile-responsive apps that will work well on mobile devices
  - includes being mindful of performance constraints around memory, networking availability, etc.
2. Participation: This Master Agreement may be used by all agencies, departments, offices, commissions, boards and authorities of the State of Vermont (hereinafter “Agency”) according to the Statement of Work process and other restrictions applicable to Statement of Work Agreements as set forth herein.
  3. Statement of Work Process Overview:
    - A. All SOW RFPs shall be issued by the Agency of Digital Services (ADS) on behalf of an Agency. Vendors shall not respond to any SOW RFP unless it has been issued by the ADS in accordance with this process.
    - B. When an Agency has a need for services in one or more of the categories described in Section 1 of this Attachment A, the Agency will prepare and deliver a Statement of Work (SOW) to ADS SOV - IT Contracting and Procurement at [SOV.ITContractingandProcurement@vermont.gov](mailto:SOV.ITContractingandProcurement@vermont.gov). ADS SOV - IT Contracting and Procurement shall solicit bids from all pre-qualified vendors on the list found on the OPC website at <http://bgs.vermont.gov/purchasing-contracting/forms>.
    - C. Vendors will then submit proposals within the date and time established by ADS SOV - IT Contracting and Procurement.
    - D. Following proposal evaluation, in the best interest of the State, and prior approval from ADS, the Agency may enter into a Statement of Work Agreement with the selected vendor. No SOW Agreement shall be considered valid unless approved in advance by ADS, and AGO certification if applicable, etc.
    - E. The Statement of Work Agreement will be administered by the Agency with oversight by ADS.
    - F. Any SOW project having an actual or anticipated cost greater than \$500,000 may not be executed pursuant to this Master Agreement, and must instead follow a standard, formal RFP process, except in cases where the Agency has first obtained a waiver from the State CIO authorizing the use of this Master Agreement.
  4. General Requirements: The following is applicable to all work performed pursuant to this Master Agreement.
 

The Agency, on an as needed basis, will prepare project specific Statements of Work to be performed under this Master Agreement and submit them to the ADS SOV - IT Contracting and Procurement at [SOV.ITContractingandProcurement@vermont.gov](mailto:SOV.ITContractingandProcurement@vermont.gov). ADS SOV - IT Contracting and Procurement will solicit bids from all pre-qualified vendors on the list

utilizing Attachment D-1 (“Form Statement of Work RFP”). This is referred to as the SOW-RFP process and may include any or all of the following:

- a. a pre-proposal conference
- b. a question and answer period
- c. amendment or revocation of the SOW-RFP where necessary
- d. proposal evaluation
- e. award recommendation.

Contractor may submit a response to the SOW RFP and shall describe how the Contractor is best qualified to meet the requirements of the SOW RFP in accordance with this Master Agreement. Proposed pricing must be submitted in response to each SOW RFP as a fixed cost or time and materials, as requested in the SOW RFP, based on completion of deliverables as described in the SOW RFP, inclusive of all expenses. Any Contractor-required terms and conditions (hereinafter “Contractor Document” and as defined further below in this Attachment A) must be submitted with the response to the SOW RFP. The terms of any such Contractor Document shall be subject to State review, negotiation and approval. When the applicable Agency decides which, if any, of the proposals reflect the State’s best interest, an SOW Agreement, shall generate Attachment D-2 (“Form SOW Agreement”), will be drafted and signed by both the Agency and the Contractor (each, an “SOW Agreement”). No SOW Agreement shall be considered valid unless approved in advance by ADS in all instances, and AGO certification as applicable. All SOW Agreements shall be subject to the terms of this Master Agreement.

All SOW Agreements between the Contractor and the Agency of Human Services shall incorporate the then-current versions of the applicable Attachments E and F, which are attached hereto for reference. The applicability of these Attachments, and/or any additional assurances required by federal or state law, shall be indicated in the SOW-RFP.

The Contractor will not be compensated for time spent developing proposals in response to a Statement of Work RFP.

- A. **RESPONSIBILITY FOR SOW-RFP:** ADS shall have responsibility for the management of the SOW-RFP process, for the resolution of SOW scope issues, and for authorizing any changes to the SOW RFP.
- B. **SOW RFP SUBMISSIONS:** All SOW RFP responses must be submitted prior to the date and time specified in the SOW RFP. The Agency will not accept proposals after the date and time set forth in the SOW-RFP. The Contractor’s SOW Proposal shall be submitted via e-mail. The “subject” line in the e-mail submission shall state the SOW-RFP Project Name. The first file, to be submitted in both Word and pdf formats, will be the technical response to the SOW-RFP and titled, “SOW-RFP Project Name Technical”. The second file, to be submitted in both Word or Excel and pdf formats, will be the financial response to the SOW-RFP and titled, “SOW-RFP Project Name Financial”.
- C. **CONTRACTOR RESOURCES:** Contractor shall obtain approval in advance by the State, in consultation with the Agency, of all employees, independent contractors or agents proposed for each SOW-RFP Project (“Key Personnel”). Key Personnel shall be

identified in each SOW Agreement. Contractor shall use reasonable efforts to make available all Key Personnel for the entire life of the SOW RFP Project. Contractor shall not change Key Personnel without providing the State written justification and obtaining prior written approval of the State. State approvals for replacement of Key Personnel will not be unreasonably withheld. The replacement of Key Personnel shall have comparable or greater skills and applied experience than being replaced and be subject to reference and background checks described above. If Contractor removes Key Personnel for any reason, Contractor agrees to provide replacement Key Personnel and shall provide the first thirty (30) days of such replacement resource(s) with equivalent skill at no charge.

Notwithstanding the foregoing, the State acknowledges that Key Personnel may become unavailable due to termination of employment for any reason, through disability or death, illness, or through leave of absence such as FMLA or National Guard duty for example. In such circumstances, Contractor shall promptly notify the State in writing of the impending or actual departure of any Key Personnel and of the qualifications and identity of proposed replacement Key Personnel. The State has the right to reasonably disapprove of any replacement Key Personnel.

If Key Personnel does not perform up to acceptable or professional standards as required in this Master Agreement or the SOW Agreement, Contractor shall, when notified by the State, either replace the employees, independent contractors or agents with approved employees, independent contractors or agents or take remedial action agreed by State to ensure that Contractor Resources are acceptable to the State for the SOW Agreement. The State's right to request replacement of Contractor personnel hereunder relates solely to the removal of individuals from work on this Master Agreement and/or the particular SOW Agreement and does not create any employment or principal-agent relationship with the State. Nothing in this Master Agreement or any SOW Agreement entered into hereunder authorizes the State to direct the Contractor's termination of, or other adverse action related to, the employment of any individual.

- D. **ORAL PRESENTATIONS/INTERVIEWS:** In connection with any SOW RFP, Contractor and proposed employees, independent contractors or agents of Contractor may be required to make an oral presentation to State or Agency representatives. Significant representations made by a Contractor during the oral presentation shall be submitted in writing. All material representations acceptable to the State shall be incorporated in any applicable SOW Agreement. The Agency will notify Contractor of the time and place of oral presentations.
- E. **SOW AGREEMENT:** Based upon an evaluation of SOW Proposals, if Contractor is selected, a specific SOW Agreement will be entered into between the State and the Contractor, which will bind the Contractor to the terms of the SOW Agreement, including Project-specific payment terms. All SOW Agreements shall be subject to the terms of this Master Agreement and the Attachments hereto, as applicable.

The Agency representative identified in the SOW Agreement, may perform administrative functions, issue written directions; monitor Contractor compliance with



the terms and conditions of this Master Agreement and the SOW Agreement; and approve project deliverables.

Contractor shall be responsible for achieving on budget/on time/on target (e.g., within scope) completion of the applicable SOW Agreement.

The Contracting Agency shall provide ADS and OPC with a copy of the SOW Agreement, once it has been executed, via email to:

[SOV.ITContractingandProcurement@vermont.gov](mailto:SOV.ITContractingandProcurement@vermont.gov)  
[SOV.ThePathForward@vermont.gov](mailto:SOV.ThePathForward@vermont.gov).

- F. **CERTIFICATION OF SOW AGREEMENT:** All SOW Agreements valued at \$25,000 or more per year shall be submitted to the State of Vermont Office of the Attorney General for a determination in accordance with 3 V.S.A. § 342 that such engagement is not contrary to the spirit and intent of the classification plan and merit system principles and standards provided by Chapter 13 of Title 3 of the Vermont Statutes. Certification when required shall be indicated in the space provide within the SOW Agreement Form.
- G. **NON-DISCLOSURE AGREEMENT:** In some cases, Contractor may be required to sign a Non-Disclosure Agreement in a form acceptable to the State in order to protect confidential State data to which the Contractor, its employees, subcontractors or agents may have access.
- H. **CONTRACT MANAGEMENT OVERSIGHT ACTIVITIES:** Enterprise Project Management Office (EPMO) may monitor the progress of any or all of the SOW Agreements in order to ascertain whether the Contractor is completing its work in accordance with this Master Agreement and the applicable SOW Agreement. In all cases, Contractor shall remain solely responsible for achieving on-budget/on-time completion of the applicable SOW Agreement.
- I. **REQUIRED PROJECT POLICIES, GUIDELINES AND METHODOLOGIES:** The Contractor shall be required to comply with all applicable laws, regulations, policies, standards and guidelines affecting information technology projects, which may be created or changed periodically. It is the responsibility of the Contractor to insure adherence and to remain abreast of new or revised laws, regulations, policies, standards and guidelines affecting specific project execution. The most recent version of the following policies can be found on the State of Vermont Department of Information and Innovation website at <http://dii.vermont.gov/policy/policy>:
- Incident Response Policy
  - Information Security Policy
  - Intrusion Detection and Prevention Policy
  - Malicious Software Protection
  - Physical Security for Computer Protection
  - Third Party Connectivity
  - Mobile Device Policy
  - System/Service Password Policy

- User Password Policy and Guidelines
- Digital Media and Hardware Disposal Policy, Standard and Procedure

J. **ADDITIONAL REQUIREMENTS:** If required by an SOW Agreement, Contractor's security controls shall conform to the Health Insurance Portability and Accountability Act of 1996 ("HIPAA") including the Standards for the Privacy of Individually Identifiable Health Information at 45 CFR Parts 160 and 164 ("Privacy Rule"), the Security Standards at 45 CFR Parts 160 and 164 ("Security Rule"), as amended by subtitle D of the Health Information Technology for Economic and Clinical Health Act and the Federal Information Security Management Act ("FISMA"), 44 U.S.C. 3541 et seq. and Family Education Rights and Privacy Act, 20 U.S.C. § 1232g (FERPA), as applicable.

Any additional assurances required by federal or state law, such as, but not limited to, the above, shall be noticed in the SOW-RFP and required by the SOW Agreement resulting therefrom.

K. **REPORTING:**

- a. **SOW AGREEMENT PROJECTS:** The Contractor and each Agency shall conduct progress meetings as set forth in the applicable SOW Agreement. Contractor shall submit a project progress report to the Agency representative identified in the SOW Agreement via email and shall contain, at a minimum, the following information:
- E-mail subject line: Contracting Agency name, IT service category name, reporting period and "Progress Report."
  - Work accomplished during the frequency period and all tasks planned for the upcoming frequency period.
  - Deliverable progress, as a percentage of completion.
  - Problem areas, including scope creep, deviation from the work plan; tasks incomplete, or behind schedule in the previous week (with reasons given for those behind schedule); and the status of any corrective actions undertaken and other unresolved issues and requirements to resolve unresolved issues.
  - Planned activities for the next reporting period.
  - Gantt chart updated from the original to show actual progress; as applicable, explanations for variances and plan for completion on schedule.
  - An accounting report for the current reporting period and a cumulative summary of the totals for both the current and previous reporting periods. The accounting report shall include amounts invoiced-to-date and paid-to-date.
  - Significant changes to Contractor's organization or method of operation or to the Project management team, where applicable.
- b. **MONTHLY REPORTING TO THE STATE:** Contractor shall submit monthly reports detailing all SOWs issued to it under this Master Agreement for the reporting period. Reports shall be submitted as an email attachment to the State OPC Contracts

Agent at:

[SOV.ITContractingandProcurement@vermont.gov](mailto:SOV.ITContractingandProcurement@vermont.gov) AND  
[SOV.ThePathForward@vermont.gov](mailto:SOV.ThePathForward@vermont.gov)

Each report must contain the following information: Retainer Contract number; the SOW Agreement #, Amount, Date of SOW Agreement, and an accurate description of the services procured, including IT Service Category(ies), each Contracting Agency's address, contact name, and telephone number; SOW Title(s); and price charged per SOW Agreement, with totals for each SOW Agreement in each reporting period. The State reserves the right to request additional information or to modify the following reporting periods.

If there is no activity during the reporting period, Contractor's reporting shall state "no activity". Reports are due by the 15<sup>th</sup> of every month.

State shall promptly notify Contractor of any changes to the State Contracts Agent or contact information.

Failure submit complete reports in a timely manner and in the format required may result in corrective action, up to and including cancellation of this Master Agreement and any SOW Agreements in place.

- L. **WORK LOCATION:** As a general rule, project work will be done in Vermont. The Contractor will be required to work on-site in (such site or sites as may be identified by the Agency) where space will be provided, however travel to other State facilities may be needed and the Contractor will be responsible for such travel using its own mode of transportation. Occasional exceptions to this rule may be established by mutual agreement between the Contractor and the Agency representative.

Where applicable, the Agency will provide desks, telephone, LAN connections, and printers. Unless otherwise specified in the SOW RFP, the Agency will not provide desktop PCs and/or laptops to Contractor for use during the project.

If specific laptop computers or other mobile peripheral devices are required by Contractor, then the Contractor must provide its own compatible equipment and will be given the appropriate support by the Agency.

Contractor will be provided support by the Agency in setting up any accounts or connections required (i.e. Agency email system, network connectivity, network printing etc.). Contractor will have access to State phones for use in business calls related to performance of the services. Agencies will not pay Contractor's cell phone bills.

## ATTACHMENT B – PAYMENT PROVISIONS

The maximum dollar amount payable under this Master Agreement is not intended as any form of a guaranteed amount. The Contractor will be paid for services actually performed and accepted by the State, up to the maximum allowable amount specified in the applicable SOW Agreement.

The State shall pay the Contractor upon satisfactory completion of the services and acceptance thereof by the State for all work identified in the applicable SOW Agreement, as follows:

1. With regard to services performed on a time and materials basis, Contractor shall be paid based on documentation and itemization of work performed and included in invoicing. Invoicing must contain a detail of services including a summary of work performed, location, dates, hours of work performed, work completed, and rates of pay.
2. In consideration of the work performed by Contractor pursuant to an SOW Agreement, Contractor shall be paid for services performed on a time and materials basis in accordance with the following schedule of rates. For fixed price deliverables, Contractor shall be paid in accordance with the payment schedule included in the applicable SOW Agreement. All rates shall be inclusive of any and all fees and expenses, including mileage.
3. If the State Authorized Representative approves in writing in advance Contractor Personnel working remotely, at a location other than as directed by the State, all Contractor Personnel hours worked remotely must be clearly reported as remote and invoiced at the appropriate remote rate.

IT Service Category	Title of Positions	Hourly Rate	
		On-Site	Remote
A. Business Analyst/PM	Principal	Level 1 \$125	Level 1 \$112
		Level 2 \$212	Level 2 \$191
		Level 3 \$300	Level 3 \$270
	Subject Matter Expert	Level 1 \$150	Level 1 \$135
		Level 2 \$200	Level 2 \$180
		Level 3 \$250	Level 3 \$225
	Engagement Manager	Level 1 \$150	Level 1 \$135
		Level 2 \$200	Level 2 \$180
		Level 3 \$250	Level 3 \$225
	Project Manager	Level 1 \$125	Level 1 \$112
		Level 2 \$175	Level 2 \$156
		Level 3 \$225	Level 3 \$200
	Program Manager	Level 1 \$150	Level 1 \$135
		Level 2 \$200	Level 2 \$180
		Level 3 \$250	Level 3 \$225
	Project Coordinator	Level 1 \$85	Level 1 \$75
		Level 2 \$117	Level 2 \$105
		Level 3 \$150	Level 3 \$135

IT Service Category	Title of Positions	Hourly Rate	
		On-Site	Remote
A. Business Analyst/PM	Business Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Quality Assurance Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Technical Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Technical Writer	Level 1 \$75	Level 1 \$67
		Level 2 \$112	Level 2 \$101
		Level 3 \$150	Level 3 \$135
B. Infrastructure Support Services	Project Manager	Level 1 \$125	Level 1 \$112
		Level 2 \$190	Level 2 \$156
		Level 3 \$255	Level 3 \$200
	Network Architect	Level 1 \$125	Level 1 \$112
		Level 2 \$212	Level 2 \$191
		Level 3 \$300	Level 3 \$270
	Network Administrator/Engineer	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Systems Administrator/Engineer	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Security Engineer	Level 1 \$125	Level 1 \$112
		Level 2 \$212	Level 2 \$191
		Level 3 \$300	Level 3 \$270
	Desktop Support	Level 1 \$50	Level 1 \$45
		Level 2 \$67	Level 2 \$60
		Level 3 \$85	Level 3 \$75
	Field Technician	Level 1 \$50	Level 1 \$45
		Level 2 \$67	Level 2 \$60
		Level 3 \$85	Level 3 \$75
	Help Desk Support	Level 1 \$40	Level 1 \$36
		Level 2 \$57	Level 2 \$52
		Level 3 \$75	Level 3 \$68
C. SharePoint Support Services			
	SharePoint SME	Level 1 \$150	Level 1 \$135
		Level 2 \$212	Level 2 \$191
		Level 3 \$275	Level 3 \$247

IT Service Category	Title of Positions	Hourly Rate	
		On-Site	Remote
C. SharePoint Support Services	SharePoint Developer	Level 1 \$100	Level 1 \$90
		Level 2 \$150	Level 2 \$135
		Level 3 \$200	Level 3 \$180
	SharePoint Engineer	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	SharePoint Administrator	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Project Manager	Level 1 \$125	Level 1 \$112
		Level 2 \$175	Level 2 \$156
		Level 3 \$225	Level 3 \$200
	Business Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	QA Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
D. Network Consulting LAN/WAN	Project Manager	Level 1 \$125	Level 1 \$112
		Level 2 \$175	Level 2 \$156
		Level 3 \$225	Level 3 \$200
	Network Architect	Level 1 \$125	Level 1 \$112
		Level 2 \$212	Level 2 \$191
		Level 3 \$300	Level 3 \$270
	Network Administrator/Engineer	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Systems Administrator/Engineer	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Security Engineer	Level 1 \$125	Level 1 \$112
		Level 2 \$212	Level 2 \$191
		Level 3 \$300	Level 3 \$270
	Desktop Support	Level 1 \$50	Level 1 \$45
		Level 2 \$67	Level 2 \$60
		Level 3 \$85	Level 3 \$75
	Field Technician	Level 1 \$50	Level 1 \$45
		Level 2 \$67	Level 2 \$60
		Level 3 \$85	Level 3 \$75
	Help Desk Support	Level 1 \$40	Level 1 \$36
		Level 2 \$57	Level 2 \$52
		Level 3 \$75	Level 3 \$68

IT Service Category	Title of Positions	Hourly Rate	
		On-Site	Remote
E. Enterprise GIS Services	Project Manager	Level 1 \$125	Level 1 \$112
		Level 2 \$175	Level 2 \$156
		Level 3 \$225	Level 3 \$200
	Business Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	QA Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	GIS Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$117	Level 2 \$105
		Level 3 \$150	Level 3 \$135
	GIS Engineer	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	GIS Database Administrator	Level 1 \$95	Level 1 \$85
		Level 2 \$147	Level 2 \$132
		Level 3 \$200	Level 3 \$180
	GIS Programmer/Developer	Level 1 \$95	Level 1 \$85
		Level 2 \$147	Level 2 \$132
		Level 3 \$200	Level 3 \$180
F. Hardware/Software/Application	Project Manager	Level 1 \$125	Level 1 \$112
		Level 2 \$175	Level 2 \$156
		Level 3 \$225	Level 3 \$200
	Security Support	Level 1 \$125	Level 1 \$112
		Level 2 \$212	Level 2 \$191
		Level 3 \$300	Level 3 \$270
	Network Administrator/Engineer	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Systems Administrator/Engineer	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Security Engineer	Level 1 \$125	Level 1 \$112
		Level 2 \$212	Level 2 \$191
		Level 3 \$300	Level 3 \$270
	Security Analyst	Level 1 \$125	Level 1 \$112
		Level 2 \$212	Level 2 \$191
		Level 3 \$300	Level 3 \$270
	Desktop Support	Level 1 \$50	Level 1 \$45
		Level 2 \$67	Level 2 \$60
		Level 3 \$85	Level 3 \$75

IT Service Category	Title of Positions	Hourly Rate	
		On-Site	Remote
F.Hardware/Software/Application Security support	Field Technician	Level 1 \$50	Level 1 \$45
		Level 2 \$67	Level 2 \$60
		Level 3 \$85	Level 3 \$75
	Help Desk Support	Level 1 \$40	Level 1 \$36
		Level 2 \$57	Level 2 \$52
		Level 3 \$75	Level 3 \$68
	Business Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Technical Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Quality Assurance Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
G. Strategic Planning Assistance	Engagement Manager	Level 1 \$150	Level 1 \$135
		Level 2 \$200	Level 2 \$180
		Level 3 \$250	Level 3 \$225
	Project Manager	Level 1 \$125	Level 1 \$112
		Level 2 \$175	Level 2 \$156
		Level 3 \$225	Level 3 \$200
	Scrum Master	Level 1 \$125	Level 1 \$112
		Level 2 \$212	Level 2 \$191
		Level 3 \$300	Level 3 \$270
	Business Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Technical Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Quality Assurance Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Subject Matter Expert	Level 1 \$150	Level 1 \$135
		Level 2 \$200	Level 2 \$180
		Level 3 \$250	Level 3 \$225
	Project Coordinator	Level 1 \$85	Level 1 \$75
		Level 2 \$117	Level 2 \$105
		Level 3 \$150	Level 3 \$135
	Technical Writer	Level 1 \$75	Level 1 \$67
		Level 2 \$112	Level 2 \$101
		Level 3 \$150	Level 3 \$135



IT Service Category	Title of Positions	Hourly Rate	
		On-Site	Remote
H. Independent Review	Engagement Manager	Level 1 \$150	Level 1 \$135
		Level 2 \$200	Level 2 \$180
		Level 3 \$250	Level 3 \$225
	Principal	Level 1 \$125	Level 1 \$112
		Level 2 \$212	Level 2 \$191
		Level 3 \$300	Level 3 \$270
	Program Manager	Level 1 \$125	Level 1 \$135
		Level 2 \$187	Level 2 \$180
		Level 3 \$250	Level 3 \$225
	Project Manager	Level 1 \$125	Level 1 \$112
		Level 2 \$175	Level 2 \$156
		Level 3 \$225	Level 3 \$200
	Scrum Master	Level 1 \$125	Level 1 \$112
		Level 2 \$212	Level 2 \$191
		Level 3 \$300	Level 3 \$270
	Business Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Technical Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Quality Assurance Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Subject Matter Expert	Level 1 \$150	Level 1 \$135
		Level 2 \$200	Level 2 \$180
		Level 3 \$250	Level 3 \$225
	Project Coordinator	Level 1 \$85	Level 1 \$75
		Level 2 \$117	Level 2 \$105
		Level 3 \$150	Level 3 \$135
	Technical Writer	Level 1 \$75	Level 1 \$67
		Level 2 \$112	Level 2 \$101
		Level 3 \$150	Level 3 \$135
I. Enterprise Content Management	Program Manager	Level 1 \$125	Level 1 \$135
		Level 2 \$187	Level 2 \$180
		Level 3 \$250	Level 3 \$225
	Project Manager	Level 1 \$125	Level 1 \$112
		Level 2 \$175	Level 2 \$156
		Level 3 \$225	Level 3 \$200
	Business Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155

IT Service Category	Title of Positions	Hourly Rate	
		On-Site	Remote
I Enterprise Content Management	Technical Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Quality Assurance Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Subject Matter Expert	Level 1 \$150	Level 1 \$135
		Level 2 \$200	Level 2 \$180
		Level 3 \$250	Level 3 \$225
	Project Coordinator	Level 1 \$85	Level 1 \$75
		Level 2 \$117	Level 2 \$105
		Level 3 \$150	Level 3 \$135
	Technical Writer	Level 1 \$75	Level 1 \$67
		Level 2 \$112	Level 2 \$101
		Level 3 \$150	Level 3 \$135
	Developer/Programmer	Level 1 \$95	Level 1 \$85
		Level 2 \$135	Level 2 \$120
		Level 3 \$175	Level 3 \$155
	Database Administrator	Level 1 \$95	Level 1 \$85
		Level 2 \$135	Level 2 \$120
		Level 3 \$175	Level 3 \$155
J. DBA/SQLDBA/Relational Database Support	Database Administrator	Level 1 \$95	Level 1 \$85
		Level 2 \$135	Level 2 \$120
		Level 3 \$175	Level 3 \$155
	Data Modeler	Level 1 \$95	Level 1 \$85
		Level 2 \$135	Level 2 \$120
		Level 3 \$175	Level 3 \$155
	Data Analyst	Level 1 \$95	Level 1 \$85
		Level 2 \$135	Level 2 \$120
		Level 3 \$175	Level 3 \$155
	ETL	Level 1 \$95	Level 1 \$85
		Level 2 \$135	Level 2 \$120
		Level 3 \$175	Level 3 \$155
K. PeopleSoft Application/System	PeopleSoft Developer/Programmer	Level 1 \$125	Level 1 \$112
		Level 2 \$187	Level 2 \$168
		Level 3 \$250	Level 3 \$225
Administration Support	Functional Analyst	Level 1 \$125	Level 1 \$112
		Level 2 \$187	Level 2 \$168
		Level 3 \$250	Level 3 \$225
	Technical Analyst	Level 1 \$125	Level 1 \$112
		Level 2 \$187	Level 2 \$168
		Level 3 \$250	Level 3 \$225

IT Service Category	Title of Positions	Hourly Rate	
		On-Site	Remote
K Peoplesoft Application/ System Administration Support	PeopleSoft Administrator	Level 1 \$125	Level 1 \$112
		Level 2 \$187	Level 2 \$168
		Level 3 \$250	Level 3 \$225
	Project Manager	Level 1 \$125	Level 1 \$112
		Level 2 \$187	Level 2 \$168
		Level 3 \$250	Level 3 \$225
L. Agile Coaching Services			
Category 1: Leadership and Cultural Change	Agile Project manager	Level 1 \$150	Level 1 \$135
		Level 2 \$225	Level 2 \$202
		Level 3 \$300	Level 3 \$270
	Scrum Master	Level 1 \$150	Level 1 \$135
		Level 2 \$225	Level 2 \$202
		Level 3 \$300	Level 3 \$270
	Program Manager	Level 1 \$150	Level 1 \$135
		Level 2 \$225	Level 2 \$202
		Level 3 \$300	Level 3 \$270
Category 2: Training	Agile Project manager	Level 1 \$150	Level 1 \$135
		Level 2 \$225	Level 2 \$202
		Level 3 \$300	Level 3 \$270
	Scrum Master	Level 1 \$150	Level 1 \$135
		Level 2 \$225	Level 2 \$202
		Level 3 \$300	Level 3 \$270
	Program Manager	Level 1 \$150	Level 1 \$135
		Level 2 \$225	Level 2 \$202
		Level 3 \$300	Level 3 \$270
Category 3: Facilitating Agile Process Improvement	Agile Project manager	Level 1 \$150	Level 1 \$135
		Level 2 \$225	Level 2 \$202
		Level 3 \$300	Level 3 \$270
	Scrum Master	Level 1 \$150	Level 1 \$135
		Level 2 \$225	Level 2 \$202
		Level 3 \$300	Level 3 \$270
	Program Manager	Level 1 \$150	Level 1 \$135
		Level 2 \$225	Level 2 \$202
		Level 3 \$300	Level 3 \$270
M. Mobile App Development	Developer/Programmer	Level 1 \$95 Level 2 \$170 Level 3 \$250	Level 1 \$85 Level 2 \$155 Level 3 \$225
	UX/UI Developer/Programmer	Level 1 \$95 Level 2 \$135 Level 3 \$175	Level 1 \$85 Level 2 \$120 Level 3 \$155

IT Service Category	Title of Positions	Hourly Rate	
		On-Site	Remote
M. Mobile App Development	Full Stack Developer/Programmer	Level 1 \$95	Level 1 \$85
		Level 2 \$135	Level 2 \$120
		Level 3 \$175	Level 3 \$155
	Project Manager	Level 1 \$125	Level 1 \$112
		Level 2 \$175	Level 2 \$156
		Level 3 \$225	Level 3 \$200
	Business Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Technical Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Quality Assurance Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
N. Analytics, SEO, SEM	No Bid		
O. Delivery Manager	Engagement Manager	Level 1 \$150	Level 1 \$135
		Level 2 \$200	Level 2 \$180
		Level 3 \$250	Level 3 \$225
	Program Manager	Level 1 \$125	Level 1 \$135
		Level 2 \$187	Level 2 \$180
		Level 3 \$250	Level 3 \$225
	Project Manager	Level 1 \$125	Level 1 \$112
		Level 2 \$175	Level 2 \$156
		Level 3 \$225	Level 3 \$200
	Subject Matter Expert	Level 1 \$150	Level 1 \$135
		Level 2 \$200	Level 2 \$180
		Level 3 \$250	Level 3 \$225
	Project Coordinator	Level 1 \$85	Level 1 \$75
		Level 2 \$117	Level 2 \$105
		Level 3 \$150	Level 3 \$135
P. DevOps Engineer	No Bid		
Q. Digital Performance Analyst	Business Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Technical Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155

IT Service Category	Title of Positions	Hourly Rate	
		On-Site	Remote
Q Digital Performance Analyst	Quality Assurance Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Systems Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
R. Interaction Designer	Business Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Technical Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Quality Assurance Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Systems Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
S. Product Manager	Agile Project Manager	Level 1 \$125	Level 1 \$112
		Level 2 \$212	Level 2 \$191
		Level 3 \$300	Level 3 \$270
	Scrum Master	Level 1 \$125	Level 1 \$112
		Level 2 \$212	Level 2 \$191
		Level 3 \$300	Level 3 \$270
	Program Manager	Level 1 \$150	Level 1 \$135
		Level 2 \$200	Level 2 \$180
		Level 3 \$250	Level 3 \$225
	Project Coordinator	Level 1 \$85	Level 1 \$75
		Level 2 \$117	Level 2 \$105
		Level 3 \$150	Level 3 \$135
T. Security Engineer	Project Manager	Level 1 \$125	Level 1 \$112
		Level 2 \$175	Level 2 \$156
		Level 3 \$225	Level 3 \$200
	Network Architect	Level 1 \$125	Level 1 \$112
		Level 2 \$212	Level 2 \$191
		Level 3 \$300	Level 3 \$270
	Network Administrator/Engineer	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155

IT Service Category	Title of Positions	Hourly Rate	
		On-Site	Remote
T. Security Engineer	Systems Administrator/Engineer	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Security Engineer	Level 1 \$125	Level 1 \$112
		Level 2 \$212	Level 2 \$191
		Level 3 \$300	Level 3 \$270
	Security Analyst	Level 1 \$125	Level 1 \$112
		Level 2 \$212	Level 2 \$191
		Level 3 \$300	Level 3 \$270
U. Technical Architect	Architect	Level 1 \$125	Level 1 \$115
		Level 2 \$200	Level 2 \$180
		Level 3 \$275	Level 3 \$245
	Sr Developer/Programmer	Level 1 \$100	Level 1 \$90
		Level 2 \$175	Level 2 \$157
		Level 3 \$250	Level 3 \$225
	Developer/Programmer	Level 1 \$95	Level 1 \$85
		Level 2 \$160	Level 2 \$145
		Level 3 \$225	Level 3 \$205
V. Visual Designer	Architect	Level 1 \$125	Level 1 \$115
		Level 2 \$200	Level 2 \$180
		Level 3 \$275	Level 3 \$245
	Sr Developer/Programmer	Level 1 \$100	Level 1 \$90
		Level 2 \$175	Level 2 \$157
		Level 3 \$250	Level 3 \$225
	Developer/Programmer	Level 1 \$95	Level 1 \$85
		Level 2 \$160	Level 2 \$145
		Level 3 \$225	Level 3 \$205
	UX/UI Developer/Programmer	Level 1 \$95	Level 1 \$85
		Level 2 \$135	Level 2 \$120
		Level 3 \$175	Level 3 \$155
	Web Designer	Level 1 \$95	Level 1 \$85
		Level 2 \$135	Level 2 \$120
		Level 3 \$175	Level 3 \$155
	Content Designer	Level 1 \$95	Level 1 \$85
		Level 2 \$135	Level 2 \$120
		Level 3 \$175	Level 3 \$155

**Appendix A: Vendor Participation and Rate Table**

IT Service Category	Title of Position	Hourly Rate	
		On-Site	Remote
W. Writer/Content Designer/Content Strategist	Architect	Level 1 \$125	Level 1 \$115
		Level 2 \$200	Level 2 \$180
		Level 3 \$275	Level 3 \$245
	Sr Developer/Programmer	Level 1 \$100	Level 1 \$90
		Level 2 \$175	Level 2 \$157
		Level 3 \$250	Level 3 \$225
	Developer/Programmer	Level 1 \$95	Level 1 \$85
		Level 2 \$160	Level 2 \$145
		Level 3 \$225	Level 3 \$205
	Content Designer	Level 1 \$95	Level 1 \$85
		Level 2 \$135	Level 2 \$120
		Level 3 \$175	Level 3 \$155
	Project Manager	Level 1 \$125	Level 1 \$112
		Level 2 \$212	Level 2 \$156
		Level 3 \$300	Level 3 \$200
X. User Researcher	Business Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Technical Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Quality Assurance Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Systems Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Research Analyst	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
Y. Cyber Security Incident Response and Management	Project Manager	Level 1 \$125	Level 1 \$112
		Level 2 \$175	Level 2 \$156
		Level 3 \$225	Level 3 \$200
	Network Architect	Level 1 \$125	Level 1 \$112
		Level 2 \$212	Level 2 \$191
		Level 3 \$300	Level 3 \$270
	Network Administrator/Engineer	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155

IT Service Category	Title of Positions	Hourly Rate	
		On-Site	Remote
Y. Cyber Security Incident Response and Management	Systems Administrator/Engineer	Level 1 \$85	Level 1 \$75
		Level 2 \$130	Level 2 \$115
		Level 3 \$175	Level 3 \$155
	Security Engineer	Level 1 \$125	Level 1 \$112
		Level 2 \$212	Level 2 \$191
		Level 3 \$300	Level 3 \$270
	Security Analyst	Level 1 \$125	Level 1 \$112
		Level 2 \$212	Level 2 \$191
		Level 3 \$300	Level 3 \$270
AA. Backend Web Developer Services	Architect	Level 1 \$125	Level 1 \$115
		Level 2 \$200	Level 2 \$180
		Level 3 \$275	Level 3 \$245
	Sr Developer/Programmer	Level 1 \$100	Level 1 \$90
		Level 2 \$175	Level 2 \$157
		Level 3 \$250	Level 3 \$225
	Developer/Programmer	Level 1 \$95	Level 1 \$85
		Level 2 \$160	Level 2 \$145
		Level 3 \$225	Level 3 \$205
BB. Frontend Web Developer Services	Architect	Level 1 \$125	Level 1 \$115
		Level 2 \$200	Level 2 \$180
		Level 3 \$275	Level 3 \$245
	Sr Developer/Programmer	Level 1 \$100	Level 1 \$90
		Level 2 \$175	Level 2 \$157
		Level 3 \$250	Level 3 \$225
	Developer/Programmer	Level 1 \$95	Level 1 \$85
		Level 2 \$160	Level 2 \$145
		Level 3 \$225	Level 3 \$205

4. Contractor will be paid for actual hours worked (no overtime). Contractor shall not bill for travel time.
5. **Invoicing.** Payment will only be made upon completion and acceptance of the deliverables as defined in the applicable SOW Agreement. The Contractor shall submit invoices for payment upon acceptance of separately priced deliverables, or on a time and materials basis, as the case may be, following written acceptance from the Contracting Agency that the deliverable is complete. A copy of the notice(s) of acceptance shall accompany all invoices submitted for payment. Invoices shall be sent to the Contracting Agency at the address provided in the SOW Agreement.



6. Payment of invoices shall be Net 30 from the date the State receives an error-free invoice **with full and complete supporting documentation.**
7. **Retainage.** Contractor agrees that any SOW Agreement may provide, in the discretion of the Agency, that the Agency withhold a percentage, determined in the discretion of the Agency, of the total amount payable for each SOW Agreement deliverable, to be payable only after satisfactory completion and the State's final acceptance of the SOW Project.

**ATTACHMENT C: STANDARD STATE PROVISIONS  
FOR CONTRACTS AND GRANTS  
REVISED DECEMBER 15, 2017**

**1. Definitions:** For purposes of this Attachment, “Party” shall mean the Contractor, Grantee or Subrecipient, with whom the State of Vermont is executing this Agreement and consistent with the form of the Agreement. “Agreement” shall mean the specific contract or grant to which this form is attached.

**2. Entire Agreement:** This Agreement, whether in the form of a contract, State-funded grant, or Federally-funded grant, represents the entire agreement between the parties on the subject matter. All prior agreements, representations, statements, negotiations, and understandings shall have no effect.

**3. Governing Law, Jurisdiction and Venue; No Waiver of Jury Trial:** This Agreement will be governed by the laws of the State of Vermont. Any action or proceeding brought by either the State or the Party in connection with this Agreement shall be brought and enforced in the Superior Court of the State of Vermont, Civil Division, Washington Unit. The Party irrevocably submits to the jurisdiction of this court for any action or proceeding regarding this Agreement. The Party agrees that it must first exhaust any applicable administrative remedies with respect to any cause of action that it may have against the State with regard to its performance under this Agreement. Party agrees that the State shall not be required to submit to binding arbitration or waive its right to a jury trial.

**4. Sovereign Immunity:** The State reserves all immunities, defenses, rights or actions arising out of the State’s sovereign status or under the Eleventh Amendment to the United States Constitution. No waiver of the State’s immunities, defenses, rights or actions shall be implied or otherwise deemed to exist by reason of the State’s entry into this Agreement.

**5. No Employee Benefits For Party:** The Party understands that the State will not provide any individual retirement benefits, group life insurance, group health and dental insurance, vacation or sick leave, workers compensation or other benefits or services available to State employees, nor will the State withhold any state or Federal taxes except as required under applicable tax laws, which shall be determined in advance of execution of the Agreement. The Party understands that all tax returns required by the Internal Revenue Code and the State of Vermont, including but not limited to income, withholding, sales and use, and rooms and meals, must be filed by the Party, and information as to Agreement income will be provided by the State of Vermont to the Internal Revenue Service and the Vermont Department of Taxes.

**6. Independence:** The Party will act in an independent capacity and not as officers or employees of the State.

**7. Defense and Indemnity:** The Party shall defend the State and its officers and employees against all third party claims or suits arising in whole or in part from any act or omission of the Party or of any agent of the Party in connection with the performance of this Agreement. The State shall notify the Party in the event of any such claim or suit, and the Party shall immediately retain counsel and otherwise provide a complete defense against the entire claim or suit. The State retains the right to participate at its own expense in the defense of any claim. The State shall have the right to approve all proposed settlements of such claims or suits.

After a final judgment or settlement, the Party may request recoupment of specific defense costs and may file suit in Washington Superior Court requesting recoupment. The Party shall be entitled to recoup costs only upon a showing that such costs were entirely unrelated to the defense of any claim arising from an act or omission of the Party in connection with the performance of this Agreement.

The Party shall indemnify the State and its officers and employees if the State, its officers or employees become legally obligated to pay any damages or losses arising from any act or omission of the Party or an agent of the Party in connection with the performance of this Agreement.

Notwithstanding any contrary language anywhere, in no event shall the terms of this Agreement or any document furnished by the Party in connection with its performance under this Agreement obligate the State to (1) defend or indemnify the Party or any third party, or (2) otherwise be liable for the expenses or reimbursement, including attorneys' fees, collection costs or other costs of the Party or any third party.

**8. Insurance:** Before commencing work on this Agreement the Party must provide certificates of insurance to show that the following minimum coverages are in effect. It is the responsibility of the Party to maintain current certificates of insurance on file with the State through the term of this Agreement. No warranty is made that the coverages and limits listed herein are adequate to cover and protect the interests of the Party for the Party's operations. These are solely minimums that have been established to protect the interests of the State.

*Workers Compensation:* With respect to all operations performed, the Party shall carry workers' compensation insurance in accordance with the laws of the State of Vermont. Vermont will accept an out-of-state employer's workers' compensation coverage while operating in Vermont provided that the insurance carrier is licensed to write insurance in Vermont and an amendatory endorsement is added to the policy adding Vermont for coverage purposes. Otherwise, the party shall secure a Vermont workers' compensation policy, if necessary to comply with Vermont law.

*General Liability and Property Damage:* With respect to all operations performed under this Agreement, the Party shall carry general liability insurance having all major divisions of coverage including, but not limited to:

- Premises - Operations

- Products and Completed Operations

- Personal Injury Liability

- Contractual Liability

The policy shall be on an occurrence form and limits shall not be less than:

- \$1,000,000 Each Occurrence

- \$2,000,000 General Aggregate

- \$1,000,000 Products/Completed Operations Aggregate

- \$1,000,000 Personal & Advertising Injury

*Automotive Liability:* The Party shall carry automotive liability insurance covering all motor vehicles, including hired and non-owned coverage, used in connection with the Agreement. Limits of coverage shall not be less than \$500,000 combined single limit. If performance of this Agreement involves construction, or the transport of persons or hazardous materials, limits of coverage shall not be less than \$1,000,000 combined single limit.

*Additional Insured.* The General Liability and Property Damage coverages required for performance of this Agreement shall include the State of Vermont and its agencies, departments, officers and employees as Additional Insureds. If performance of this Agreement involves construction, or the transport of persons or hazardous materials, then the required Automotive Liability coverage shall include the State of Vermont and its agencies, departments, officers and employees as Additional Insureds. Coverage shall be primary and non-contributory with any other insurance and self-insurance.

*Notice of Cancellation or Change.* There shall be no cancellation, change, potential exhaustion of aggregate limits or non-renewal of insurance coverage(s) without thirty (30) days written prior written notice to the State.

**9. Reliance by the State on Representations:** All payments by the State under this Agreement will be made in reliance upon the accuracy of all representations made by the Party in accordance with this Agreement, including but not limited to bills, invoices, progress reports and other proofs of work.

**10. False Claims Act:** The Party acknowledges that it is subject to the Vermont False Claims Act as set forth in 32 V.S.A. § 630 *et seq.* If the Party violates the Vermont False Claims Act it shall be liable to the State for civil penalties, treble damages and the costs of the investigation and prosecution of such violation, including attorney's fees, except as the same may be reduced by a court of competent jurisdiction. The Party's liability to the State under the False Claims Act shall not be limited notwithstanding any agreement of the State to otherwise limit Party's liability.

**11. Whistleblower Protections:** The Party shall not discriminate or retaliate against one of its employees or agents for disclosing information concerning a violation of law, fraud, waste, abuse of authority or acts threatening health or safety, including but not limited to allegations concerning the False Claims Act. Further, the Party shall not require such employees or agents to forego monetary awards as a result of such disclosures, nor should they be required to report misconduct to the Party or its agents prior to reporting to any governmental entity and/or the public.

**12. Location of State Data:** No State data received, obtained, or generated by the Party in connection with performance under this Agreement shall be processed, transmitted, stored, or transferred by any means outside the continental United States, except with the express written permission of the State.

**13. Records Available for Audit:** The Party shall maintain all records pertaining to performance under this agreement. "Records" means any written or recorded information, regardless of physical form or characteristics, which is produced or acquired by the Party in the performance of this agreement. Records produced or acquired in a machine readable electronic format shall be maintained in that format. The records described shall be made available at reasonable times during the period of the Agreement and for three years thereafter or for any period required by law for inspection by any authorized representatives of the State or Federal Government. If any litigation, claim, or audit is started before the expiration of the three-year period, the records shall be retained until all litigation, claims or audit findings involving the records have been resolved.

**14. Fair Employment Practices and Americans with Disabilities Act:** Party agrees to comply with the requirement of 21 V.S.A. Chapter 5, Subchapter 6, relating to fair employment practices, to the full extent applicable. Party shall also ensure, to the full extent required by the Americans with Disabilities Act of 1990, as amended, that qualified individuals with disabilities receive equitable access to the services, programs, and activities provided by the Party under this Agreement.

**15. Set Off:** The State may set off any sums which the Party owes the State against any sums due the Party under this Agreement; provided, however, that any set off of amounts due the State of Vermont as taxes shall be in accordance with the procedures more specifically provided hereinafter.

**16. Taxes Due to the State:**

- A. Party understands and acknowledges responsibility, if applicable, for compliance with State tax laws, including income tax withholding for employees performing services within the State, payment of use tax on property used within the State, corporate and/or personal income tax on income earned within the State.
- B. Party certifies under the pains and penalties of perjury that, as of the date this Agreement is signed, the Party is in good standing with respect to, or in full compliance with, a plan to pay any and all taxes due the State of Vermont.

- C. Party understands that final payment under this Agreement may be withheld if the Commissioner of Taxes determines that the Party is not in good standing with respect to or in full compliance with a plan to pay any and all taxes due to the State of Vermont.
- D. Party also understands the State may set off taxes (and related penalties, interest and fees) due to the State of Vermont, but only if the Party has failed to make an appeal within the time allowed by law, or an appeal has been taken and finally determined and the Party has no further legal recourse to contest the amounts due.

**17. Taxation of Purchases:** All State purchases must be invoiced tax free. An exemption certificate will be furnished upon request with respect to otherwise taxable items.

**18. Child Support:** (Only applicable if the Party is a natural person, not a corporation or partnership.) Party states that, as of the date this Agreement is signed, he/she:

- A. is not under any obligation to pay child support; or
- B. is under such an obligation and is in good standing with respect to that obligation; or
- C. has agreed to a payment plan with the Vermont Office of Child Support Services and is in full compliance with that plan.

Party makes this statement with regard to support owed to any and all children residing in Vermont. In addition, if the Party is a resident of Vermont, Party makes this statement with regard to support owed to any and all children residing in any other state or territory of the United States.

**19. Sub-Agreements:** Party shall not assign, subcontract or subgrant the performance of this Agreement or any portion thereof to any other Party without the prior written approval of the State. Party shall be responsible and liable to the State for all acts or omissions of subcontractors and any other person performing work under this Agreement pursuant to an agreement with Party or any subcontractor.

In the case this Agreement is a contract with a total cost in excess of \$250,000, the Party shall provide to the State a list of all proposed subcontractors and subcontractors' subcontractors, together with the identity of those subcontractors' workers compensation insurance providers, and additional required or requested information, as applicable, in accordance with Section 32 of The Vermont Recovery and Reinvestment Act of 2009 (Act No. 54).

Party shall include the following provisions of this Attachment C in all subcontracts for work performed solely for the State of Vermont and subcontracts for work performed in the State of Vermont: Section 10 ("False Claims Act"); Section 11 ("Whistleblower Protections"); Section 12 ("Location of State Data"); Section 14 ("Fair Employment Practices and Americans with Disabilities Act"); Section 16 ("Taxes Due the State"); Section 18 ("Child Support"); Section 20 ("No Gifts or Gratuities"); Section 22 ("Certification Regarding Debarment"); Section 30 ("State Facilities"); and Section 32.A ("Certification Regarding Use of State Funds").

**20. No Gifts or Gratuities:** Party shall not give title or possession of anything of substantial value (including property, currency, travel and/or education programs) to any officer or employee of the State during the term of this Agreement.

**21. Copies:** Party shall use reasonable best efforts to ensure that all written reports prepared under this Agreement are printed using both sides of the paper.

**22. Certification Regarding Debarment:** Party certifies under pains and penalties of perjury that, as of the date that this Agreement is signed, neither Party nor Party's principals (officers, directors, owners, or partners) are presently debarred, suspended, proposed for debarment, declared ineligible or excluded from participation in Federal programs, or programs supported in whole or in part by Federal funds.

Party further certifies under pains and penalties of perjury that, as of the date that this Agreement is signed, Party is not presently debarred, suspended, nor named on the State's debarment list at: <http://bgs.vermont.gov/purchasing/debarment>

**23. Conflict of Interest:** Party shall fully disclose, in writing, any conflicts of interest or potential conflicts of interest.

**24. Confidentiality:** Party acknowledges and agrees that this Agreement and any and all information obtained by the State from the Party in connection with this Agreement are subject to the State of Vermont Access to Public Records Act, 1 V.S.A. § 315 et seq.

**25. Force Majeure:** Neither the State nor the Party shall be liable to the other for any failure or delay of performance of any obligations under this Agreement to the extent such failure or delay shall have been wholly or principally caused by acts or events beyond its reasonable control rendering performance illegal or impossible (excluding strikes or lock-outs) ("Force Majeure"). Where Force Majeure is asserted, the nonperforming party must prove that it made all reasonable efforts to remove, eliminate or minimize such cause of delay or damages, diligently pursued performance of its obligations under this Agreement, substantially fulfilled all non-excused obligations, and timely notified the other party of the likelihood or actual occurrence of an event described in this paragraph.

**26. Marketing:** Party shall not refer to the State in any publicity materials, information pamphlets, press releases, research reports, advertising, sales promotions, trade shows, or marketing materials or similar communications to third parties except with the prior written consent of the State.

**27. Termination:**

- A. Non-Appropriation:** If this Agreement extends into more than one fiscal year of the State (July 1 to June 30), and if appropriations are insufficient to support this Agreement, the State may cancel at the end of the fiscal year, or otherwise upon the expiration of existing appropriation authority. In the case that this Agreement is a Grant that is funded in whole or in part by Federal funds, and in the event Federal funds become unavailable or reduced, the State may suspend or cancel this Grant immediately, and the State shall have no obligation to pay Subrecipient from State revenues.
- B. Termination for Cause:** Either party may terminate this Agreement if a party materially breaches its obligations under this Agreement, and such breach is not cured within thirty (30) days after delivery of the non-breaching party's notice or such longer time as the non-breaching party may specify in the notice.
- C. Termination Assistance:** Upon nearing the end of the final term or termination of this Agreement, without respect to cause, the Party shall take all reasonable and prudent measures to facilitate any transition required by the State. All State property, tangible and intangible, shall be returned to the State upon demand at no additional cost to the State in a format acceptable to the State.

**28. Continuity of Performance:** In the event of a dispute between the Party and the State, each party will continue to perform its obligations under this Agreement during the resolution of the dispute until this Agreement is terminated in accordance with its terms.

**29. No Implied Waiver of Remedies:** Either party's delay or failure to exercise any right, power or remedy under this Agreement shall not impair any such right, power or remedy, or be construed as a waiver of any such right, power or remedy. All waivers must be in writing.

**30. State Facilities:** If the State makes space available to the Party in any State facility during the term of this Agreement for purposes of the Party's performance under this Agreement, the Party shall only use the space in accordance with all policies and procedures governing access to and use of State facilities which shall be made available upon request. State facilities will be made available to Party on an "AS IS, WHERE IS" basis, with no warranties whatsoever.

**31. Requirements Pertaining Only to Federal Grants and Subrecipient Agreements:** If this Agreement is a grant that is funded in whole or in part by Federal funds:

**A. Requirement to Have a Single Audit:** The Subrecipient will complete the Subrecipient Annual Report annually within 45 days after its fiscal year end, informing the State of Vermont whether or not a Single Audit is required for the prior fiscal year. If a Single Audit is required, the Subrecipient will submit a copy of the audit report to the granting Party within 9 months. If a single audit is not required, only the Subrecipient Annual Report is required.

For fiscal years ending before December 25, 2015, a Single Audit is required if the subrecipient expends \$500,000 or more in Federal assistance during its fiscal year and must be conducted in accordance with OMB Circular A-133. For fiscal years ending on or after December 25, 2015, a Single Audit is required if the subrecipient expends \$750,000 or more in Federal assistance during its fiscal year and must be conducted in accordance with 2 CFR Chapter I, Chapter II, Part 200, Subpart F. The Subrecipient Annual Report is required to be submitted within 45 days, whether or not a Single Audit is required.

**B. Internal Controls:** In accordance with 2 CFR Part II, §200.303, the Party must establish and maintain effective internal control over the Federal award to provide reasonable assurance that the Party is managing the Federal award in compliance with Federal statutes, regulations, and the terms and conditions of the award. These internal controls should be in compliance with guidance in "Standards for Internal Control in the Federal Government" issued by the Comptroller General of the United States and the "Internal Control Integrated Framework", issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO).

**C. Mandatory Disclosures:** In accordance with 2 CFR Part II, §200.113, Party must disclose, in a timely manner, in writing to the State, all violations of Federal criminal law involving fraud, bribery, or gratuity violations potentially affecting the Federal award. Failure to make required disclosures may result in the imposition of sanctions which may include disallowance of costs incurred, withholding of payments, termination of the Agreement, suspension/debarment, etc.

**32. Requirements Pertaining Only to State-Funded Grants:**

**A. Certification Regarding Use of State Funds:** If Party is an employer and this Agreement is a State-funded grant in excess of \$1,001, Party certifies that none of these State funds will be used to interfere with or restrain the exercise of Party's employee's rights with respect to unionization.

**B. Good Standing Certification (Act 154 of 2016):** If this Agreement is a State-funded grant, Party hereby represents: (i) that it has signed and provided to the State the form prescribed by the Secretary of Administration for purposes of certifying that it is in good standing (as provided in Section 13(a)(2) of Act 154) with the Agency of Natural Resources and the Agency of Agriculture, Food and Markets, or otherwise explaining the circumstances surrounding the inability to so certify, and (ii) that it will comply with the requirements stated therein.

(End of Standard Provisions)

ATTACHMENT D  
INFORMATION TECHNOLOGY PROFESSIONAL SERVICES  
TERMS AND CONDITIONS (rev. 3/21/19)

**1. OWNERSHIP AND LICENSE IN DELIVERABLES**

**1.1 Contractor Intellectual Property.** Contractor shall retain all right, title and interest in and to any work, ideas, inventions, discoveries, tools, methodology, computer programs, processes and improvements and any other intellectual property, tangible or intangible, that has been created by Contractor prior to entering into this Contract (“Contractor Intellectual Property”). Should the State require a license for the use of Contractor Intellectual Property in connection with the development or use of the items that Contractor is required to deliver to the State under this Contract, including Work Product (“Deliverables”), the Contractor shall grant the State a royalty-free license for such development and use. For the avoidance of doubt, Work Product shall not be deemed to include Contractor Intellectual Property, provided the State shall be granted an irrevocable, perpetual, non-exclusive royalty-free license to use any such Contractor Intellectual Property that is incorporated into Work Product.

**1.2 State Intellectual Property.** The State shall retain all right, title and interest in and to (i) all content and all property, data and information furnished by or on behalf of the State or any agency, commission or board thereof, and to all information that is created under this Contract, including, but not limited to, all data that is generated under this Contract as a result of the use by Contractor, the State or any third party of any technology systems or knowledge bases that are developed for the State and used by Contractor hereunder, and all other rights, tangible or intangible; and (ii) all State trademarks, trade names, logos and other State identifiers, Internet uniform resource locators, State user name or names, Internet addresses and e-mail addresses obtained or developed pursuant to this Contract (collectively, “State Intellectual Property”).

Contractor may not use State Intellectual Property for any purpose other than as specified in this Contract. Upon expiration or termination of this Contract, Contractor shall return or destroy all State Intellectual Property and all copies thereof, and Contractor shall have no further right or license to such State Intellectual Property.

Contractor acquires no rights or licenses, including, without limitation, intellectual property rights or licenses, to use State Intellectual Property for its own purposes. In no event shall the Contractor claim any security interest in State Intellectual Property.

**1.3 Work Product.** All Work Product shall belong exclusively to the State, with the State having the sole and exclusive right to apply for, obtain, register, hold and renew, in its own name and/or for its own benefit, all patents and copyrights, and all applications and registrations, renewals and continuations thereof and/or any and all other appropriate protection. To the extent exclusive title and/or complete and exclusive ownership rights in and to any Work Product may not originally vest in the State by operation of law or otherwise as contemplated hereunder, Contractor shall immediately upon request, unconditionally and irrevocably assign, transfer and convey to the State all right, title and interest therein.



“Work Product” means any tangible or intangible ideas, inventions, improvements, modifications, discoveries, development, customization, configuration, methodologies or processes, designs, models, drawings, photographs, reports, formulas, algorithms, patterns, devices, compilations, databases, computer programs, work of authorship, specifications, operating instructions, procedures manuals or other documentation, technique, know-how, secret, or intellectual property right whatsoever or any interest therein (whether patentable or not patentable or registerable under copyright or similar statutes or subject to analogous protection), that is specifically made, conceived, discovered or reduced to practice by Contractor, either solely or jointly with others, pursuant to this Contract. Work Product does not include Contractor Intellectual Property or third party intellectual property.

To the extent delivered under this Contract, upon full payment to Contractor in accordance with Attachment B, and subject to the terms and conditions contained herein, Contractor hereby (i) assigns to State all rights in and to all Deliverables, except to the extent they include any Contractor Intellectual Property; and (ii) grants to State a perpetual, non-exclusive, irrevocable, royalty-free license to use for State’s internal business purposes, any Contractor Intellectual Property included in the Deliverables in connection with its use of the Deliverables and, subject to the State’s obligations with respect to Confidential Information, authorize others to do the same on the State’s behalf. Except for the foregoing license grant, Contractor or its licensors retain all rights in and to all Contractor Intellectual Property.

The Contractor shall not sell or copyright a Deliverable without explicit permission from the State. If the Contractor is operating a system or application on behalf of the State of Vermont, then the Contractor shall not make information entered into the system or application available for uses by any other party than the State of Vermont, without prior authorization by the State. Nothing herein shall entitle the State to pre-existing Contractor Intellectual Property or Contractor Intellectual Property developed outside of this Contract with no assistance from State.

## **2. CONFIDENTIALITY AND NON-DISCLOSURE; SECURITY BREACH REPORTING**

**2.1** For purposes of this Contract, confidential information will not include information or material which (a) enters the public domain (other than as a result of a breach of this Contract); (b) was in the receiving party’s possession prior to its receipt from the disclosing party; (c) is independently developed by the receiving party without the use of confidential information; (d) is obtained by the receiving party from a third party under no obligation of confidentiality to the disclosing party; or (e) is not exempt from disclosure under applicable State law.

**2.2 Confidentiality of Contractor Information.** The Contractor acknowledges and agrees that this Contract and any and all Contractor information obtained by the State in connection with this Contract are subject to the State of Vermont Access to Public Records Act, 1 V.S.A. § 315 et seq. The State will not disclose information for which a reasonable claim of exemption can be made pursuant to 1 V.S.A. § 317(c), including, but not limited to, trade secrets, proprietary information or financial information, including any formulae, plan, pattern, process, tool, mechanism, compound, procedure, production data, or compilation of information which is not patented, which is known only to the Contractor, and which gives the Contractor an opportunity to obtain business advantage over competitors who do not know it or use it.

The State shall immediately notify Contractor of any request made under the Access to Public Records Act, or any request or demand by any court, governmental agency or other person asserting a demand or request for Contractor information. Contractor may, in its discretion, seek an appropriate protective order, or otherwise defend any right it may have to maintain the confidentiality of such information under applicable State law within three business days of the State's receipt of any such request. Contractor agrees that it will not make any claim against the State if the State makes available to the public any information in accordance with the Access to Public Records Act or in response to a binding order from a court or governmental body or agency compelling its production. Contractor shall indemnify the State for any costs or expenses incurred by the State, including, but not limited to, attorneys' fees awarded in accordance with 1 V.S.A. § 320, in connection with any action brought in connection with Contractor's attempts to prevent or unreasonably delay public disclosure of Contractor's information if a final decision of a court of competent jurisdiction determines that the State improperly withheld such information and that the improper withholding was based on Contractor's attempts to prevent public disclosure of Contractor's information.

The State agrees that (a) it will use the Contractor information only as may be necessary in the course of performing duties, receiving services or exercising rights under this Contract; (b) it will provide at a minimum the same care to avoid disclosure or unauthorized use of Contractor information as it provides to protect its own similar confidential and proprietary information; (c) except as required by the Access to Records Act, it will not disclose such information orally or in writing to any third party unless that third party is subject to a written confidentiality agreement that contains restrictions and safeguards at least as restrictive as those contained in this Contract; (d) it will take all reasonable precautions to protect the Contractor's information; and (e) it will not otherwise appropriate such information to its own use or to the use of any other person or entity.

Contractor may affix an appropriate legend to Contractor information that is provided under this Contract to reflect the Contractor's determination that any such information is a trade secret, proprietary information or financial information at time of delivery or disclosure.

**2.3 Confidentiality of State Information.** In performance of this Contract, and any exhibit or schedule hereunder, the Party acknowledges that certain State Data (as defined below), to which the Contractor may have access may contain individual federal tax information, personal protected health information and other individually identifiable information protected by State or federal law or otherwise exempt from disclosure under the State of Vermont Access to Public Records Act, 1 V.S.A. § 315 et seq ("State Data"). [In addition to the provisions of this Section, the Contractor shall comply with the requirements set forth in the State's HIPAA Business Associate Agreement attached hereto as Attachment E]. Before receiving or controlling State Data, the Contractor will have an information security policy that protects its systems and processes and media that may contain State Data from internal and external security threats and State Data from unauthorized disclosure, and will have provided a copy of such policy to the State.

State Data shall not be stored, accessed from, or transferred to any location outside the United States.

The Contractor agrees that (a) it will use the State Data only as may be necessary in the course of performing duties or exercising rights under this Contract; (b) it will provide at a minimum the same care to avoid disclosure or unauthorized use of State Data as it provides to protect its own similar confidential and proprietary information; (c) it will not publish, reproduce, or otherwise divulge any State Data in whole or in part, in any manner or form orally or in writing to any third party unless it has received written approval from the State and that third party is subject to a written confidentiality agreement that contains restrictions and safeguards at least as restrictive as those contained in this Contract; (d) it will take all reasonable precautions to protect the State's information; and (e) it will not otherwise appropriate such information to its own use or to the use of any other person or entity. Contractor will take reasonable measures as are necessary to restrict access to State Data in the Contractor's possession to only those employees on its staff who must have the information on a "need to know" basis. The Contractor shall not retain any State Data except to the extent required to perform the services under this Contract.

Contractor shall not access State user accounts or State Data, except in the course of data center operations, response to service or technical issues, as required by the express terms of this Contract, or at State's written request.

Contractor may not share State Data with its parent company or other affiliate without State's express written consent.

The Contractor shall promptly notify the State of any request or demand by any court, governmental agency or other person asserting a demand or request for State Data to which the Contractor or any third party hosting service of the Contractor may have access, so that the State may seek an appropriate protective order.

### **3. SECURITY OF STATE INFORMATION.**

**3.1 Security Standards.** To the extent Contractor has access to, processes, handles, collects, transmits, stores or otherwise deals with State Data, the Contractor represents and warrants that it has implemented and it shall maintain during the term of this Contract the highest industry standard administrative, technical, and physical safeguards and controls consistent with NIST *Special Publication 800-53* (version 4 or higher) and *Federal Information Processing Standards Publication 200* and designed to (i) ensure the security and confidentiality of State Data; (ii) protect against any anticipated security threats or hazards to the security or integrity of the State Data; and (iii) protect against unauthorized access to or use of State Data. Such measures shall include at a minimum: (1) access controls on information systems, including controls to authenticate and permit access to State Data only to authorized individuals and controls to prevent the Contractor employees from providing State Data to unauthorized individuals who may seek to obtain this information (whether through fraudulent means or otherwise); (2) industry-standard firewall protection; (3) encryption of electronic State Data while in transit from the Contractor networks to external networks; (4) measures to store in a secure fashion all State Data which shall include multiple levels of authentication; (5) dual control procedures, segregation of duties, and pre-employment criminal background checks for employees with responsibilities for or access to State Data; (6) measures to ensure that the State Data shall not be altered or corrupted without the prior written consent of the State; (7) measures to protect against destruction, loss or damage of State

Data due to potential environmental hazards, such as fire and water damage; (8) staff training to implement the information security measures; and (9) monitoring of the security of any portions of the Contractor systems that are used in the provision of the services against intrusion on a twenty-four (24) hour a day basis.

**3.2 Security Breach Notice and Reporting.** The Contractor shall have policies and procedures in place for the effective management of Security Breaches, as defined below, which shall be made available to the State upon request.

In addition to the requirements set forth in any applicable Business Associate Agreement as may be attached to this Contract, in the event of any actual security breach or reasonable belief of an actual security breach the Contractor either suffers or learns of that either compromises or could compromise State Data (a “Security Breach”), the Contractor shall notify the State within 24 hours of its discovery. Contractor shall immediately determine the nature and extent of the Security Breach, contain the incident by stopping the unauthorized practice, recover records, shut down the system that was breached, revoke access and/or correct weaknesses in physical security. Contractor shall report to the State: (i) the nature of the Security Breach; (ii) the State Data used or disclosed; (iii) who made the unauthorized use or received the unauthorized disclosure; (iv) what the Contractor has done or shall do to mitigate any deleterious effect of the unauthorized use or disclosure; and (v) what corrective action the Contractor has taken or shall take to prevent future similar unauthorized use or disclosure. The Contractor shall provide such other information, including a written report, as reasonably requested by the State. Contractor shall analyze and document the incident and provide all notices required by applicable law.

In accordance with Section 9 V.S.A. §2435(b)(3), the Contractor shall notify the Office of the Attorney General, or, if applicable, Vermont Department of Financial Regulation (“DFR”), within fourteen (14) business days of the Contractor’s discovery of the Security Breach. The notice shall provide a preliminary description of the breach. The foregoing notice requirement shall be included in the subcontracts of any of Contractor’s subcontractors, affiliates or agents which may be “data collectors” hereunder.

The Contractor agrees to fully cooperate with the State and assume responsibility at its own expense for the following, to be determined in the sole discretion of the State: (i) notice to affected consumers if the State determines it to be appropriate under the circumstances of any particular Security Breach, in a form recommended by the AGO; and (ii) investigation and remediation associated with a Security Breach, including but not limited to, outside investigation, forensics, counsel, crisis management and credit monitoring, in the sole determination of the State.

The Contractor agrees to comply with all applicable laws, as such laws may be amended from time to time (including, but not limited to, Chapter 62 of Title 9 of the Vermont Statutes and all applicable State and federal laws, rules or regulations) that require notification in the event of unauthorized release of personally-identifiable information or other event requiring notification.

In addition to any other indemnification obligations in this Contract, the Contractor shall fully indemnify and save harmless the State from any costs, loss or damage to the State resulting from a Security Breach or the unauthorized disclosure of State Data by the Contractor, its officers, agents, employees, and subcontractors.

## **4. CONTRACTOR'S REPRESENTATIONS AND WARRANTIES**

**4.1 General Representations and Warranties.** The Contractor represents, warrants and covenants that:

- (i) The Contractor has all requisite power and authority to execute, deliver and perform its obligations under this Contract and the execution, delivery and performance of this Contract by the Contractor has been duly authorized by the Contractor.
- (ii) There is no pending litigation, arbitrated matter or other dispute to which the Contractor is a party which, if decided unfavorably to the Contractor, would reasonably be expected to have a material adverse effect on the Contractor's ability to fulfill its obligations under this Contract.
- (iii) The Contractor will comply with all laws applicable to its performance of the services and otherwise to the Contractor in connection with its obligations under this Contract.
- (iv) The Contractor (a) owns, or has the right to use under valid and enforceable agreements, all intellectual property rights reasonably necessary for and related to delivery of the services and provision of the services as set forth in this Contract; (b) shall be responsible for and have full authority to license all proprietary and/or third party software modules, including algorithms and protocols, that Contractor incorporates into its product; and (c) none of the services or other materials or technology provided by the Contractor to the State will infringe upon or misappropriate the intellectual property rights of any third party.
- (v) The Contractor has adequate resources to fulfill its obligations under this Contract.
- (vi) Neither Contractor nor Contractor's subcontractors has past state or federal violations, convictions or suspensions relating to miscoding of employees in NCCI job codes for purposes of differentiating between independent contractors and employees.

**4.2 Contractor's Performance Warranties.** Contractor represents and warrants to the State that:

- (i) Each and all of the services shall be performed in a timely, diligent, professional and skillful manner, in accordance with the highest professional or technical standards applicable to such services, by qualified persons with the technical skills, training and experience to perform such services in the planned environment.
- (ii) Any time software is delivered to the State, whether delivered via electronic media or the internet, no portion of such software or the media upon which it is stored or delivered will have any type of software routine or other element which is designed to facilitate unauthorized access to or intrusion upon; or unrequested disabling or erasure of; or unauthorized interference with the operation of any hardware, software, data or peripheral equipment of or utilized by the State. Without limiting the generality of the foregoing, if the State believes that harmful code may be present in any software delivered hereunder, Contractor will, upon State's request, provide a new or clean install of the software. Notwithstanding the foregoing, Contractor assumes no responsibility for the State's negligence or failure to protect data from viruses, or any unintended modification, destruction or disclosure.
- (iii) To the extent Contractor resells commercial hardware or software it purchased from a third party, Contractor will, to the extent it is legally able to do so, pass through any such third party warranties to the State and will reasonably cooperate in enforcing them. Such

warranty pass-through will not relieve the Contractor from Contractor's warranty obligations set forth herein.

## **5. PROFESSIONAL LIABILITY AND CYBER LIABILITY INSURANCE COVERAGE**

In addition to the insurance required in Attachment C to this Contract, before commencing work on this Contract and throughout the term of this Contract, Contractor agrees to procure and maintain (a) Technology Professional Liability insurance for any and all services performed under this Contract, with minimum third party coverage of \$1,000,000.00 per claim, \$2,000,000.00 aggregate. To the extent Contractor has access to, processes, handles, collects, transmits, stores or otherwise deals with State Data, Contractor shall maintain first party Breach Notification Coverage of not less than \$1,000,000.00.

Before commencing work on this Contract the Contractor must provide certificates of insurance to show that the foregoing minimum coverages are in effect.

With respect to the first party Breach Notification Coverage, Contractor shall name the State of Vermont and its officers and employees as additional insureds for liability arising out of this Contract.

- 6. REMEDIES FOR DEFAULT.** In the event either party is in default under this Contract, the non-defaulting party may, at its option, pursue any or all of the remedies available to it under this Contract, including termination for cause, and at law or in equity.

## **7. TERMINATION**

**7.1** Contractor shall reasonably cooperate with other parties in connection with all services to be delivered under this Contract, including without limitation any successor provider to whom State Data, State Intellectual Property or other State information and materials are to be transferred in connection with termination. Contractor shall assist the State in exporting and extracting any and all State data, in a format usable without the use of the Services and as agreed to by State, at no additional cost. Any transition services requested by State involving additional knowledge transfer and support may be subject to a contract amendment for a fixed fee or at rates to be mutually agreed upon by the parties.

If the State determines in its sole discretion that a documented transition plan is necessary, then no later than sixty (60) days prior to termination, Contractor and the State shall mutually prepare a Transition Plan identifying transition services to be provided.

**7.2 Return of Property.** Upon termination of this Contract for any reason whatsoever, Contractor shall immediately deliver to State all State Intellectual Property and State Data (including without limitation any Deliverables for which State has made payment in whole or in part), that are in the possession or under the control of Contractor in whatever stage of development and form of recordation such State property is expressed or embodied at that time.

- 8. DESTRUCTION OF STATE DATA.** At any time during the term of this Contract within thirty days of (i) the State's written request or (ii) termination or expiration of this Contract for any

reason, Contractor shall securely dispose of all copies, whether in written, electronic or other form or media, of State Data according to National Institute of Standards and Technology (NIST) approved methods, and certify in writing to the State that such State Data has been disposed of securely. Further, upon the relocation of State Data, Contractor shall securely dispose of such copies from the former data location according to National Institute of Standards and Technology (NIST) approved methods and certify in writing to the State that such State Data has been disposed of securely. Contractor shall comply with all reasonable directions provided by the State with respect to the disposal of State Data.

**9. IRS TERMS IF FEDERAL TAX INFORMATION WILL BE PROCESSED OR STORED  
(Per IRS Publication 1075)**

To the extent Contractor's performance under this Contract involves the processing or storage of Federal tax information, then, pursuant to IRS Publication 1075, the following provisions shall apply in addition to any other security standard or requirements set forth in this Contract:

**A. PERFORMANCE**

In performance of this Contract, the Contractor agrees to comply with and assume responsibility for compliance by its employees with the following requirements:

1. All work will be done under the supervision of the Contractor or the Contractor's employees.
2. The Contractor and the Contractor's employees with access to or who use Federal tax information must meet the background check requirements defined in IRS Publication 1075.
3. Any return or return information made available in any format shall be used only for the purpose of carrying out the provisions of this Contract. Information contained in such material will be treated as confidential and will not be divulged or made known in any manner to any person except as may be necessary in the performance of this Contract. Disclosure to anyone other than an officer or employee of the Contractor will be prohibited.
4. All returns and return information will be accounted for upon receipt and properly stored before, during, and after processing. In addition, all related output will be given the same level of protection as required for the source material.
5. The Contractor certifies that the data processed during the performance of this Contract will be completely purged from all data storage components of his or her computer facility, and no output will be retained by the Contractor at the time the work is completed. If immediate purging of all data storage components is not possible, the Contractor certifies that any IRS data remaining in any storage component will be safeguarded to prevent unauthorized disclosures.
6. Any spoilage or any intermediate hard copy printout that may result during the processing of IRS data will be given to the State or his or her designee. When this is not possible, the Contractor will be responsible for the destruction of the spoilage or any intermediate hard copy printouts, and will provide the State or its designee with a statement containing the date of destruction, description of material destroyed, and the method used.

7. All computer systems processing, storing, or transmitting Federal tax information must meet the requirements defined in IRS Publication 1075. To meet functional and assurance requirements, the security features of the environment must provide for the managerial, operational, and technical controls. All security features must be available and activated to protect against unauthorized use of and access to Federal tax information.
8. No work involving Federal tax information furnished under this Contract will be subcontracted without prior written approval of the IRS.
9. The Contractor will maintain a list of employees authorized access. Such list will be provided to the State and, upon request, to the IRS reviewing office.
10. The State will have the right to void the Contract if the Contractor fails to provide the safeguards described above.

#### **B. CRIMINAL/CIVIL SANCTIONS:**

1. Each officer or employee of any person to whom returns or return information is or may be disclosed will be notified in writing by such person that returns or return information disclosed to such officer or employee can be used only for a purpose and to the extent authorized herein, and that further disclosure of any such returns or return information for a purpose or to an extent unauthorized herein constitutes a felony punishable upon conviction by a fine of as much as \$5,000 or imprisonment for as long as 5 years, or both, together with the costs of prosecution. Such person shall also notify each such officer and employee that any such unauthorized further disclosure of returns or return information may also result in an award of civil damages against the officer or employee in an amount not less than \$1,000 with respect to each instance of unauthorized disclosure. These penalties are prescribed by IRC sections 7213 and 7431 and set forth at 26 CFR 301.6103(n)-1.
2. Each officer or employee of any person to whom returns or return information is or may be disclosed shall be notified in writing by such person that any return or return information made available in any format shall be used only for the purpose of carrying out the provisions of this Contract. Information contained in such material shall be treated as confidential and shall not be divulged or made known in any manner to any person except as may be necessary in the performance of the Contract. Inspection by or disclosure to anyone without an official need to know constitutes a criminal misdemeanor punishable upon conviction by a fine of as much as \$1,000 or imprisonment for as long as 1 year, or both, together with the costs of prosecution. Such person shall also notify each such officer and employee that any such unauthorized inspection or disclosure of returns or return information may also result in an award of civil damages against the officer or employee in an amount equal to the sum of the greater of \$1,000 for each act of unauthorized inspection or disclosure with respect to which such defendant is found liable or the sum of the actual damages sustained by the plaintiff as a result of such unauthorized inspection or disclosure plus in the case of a willful inspection or disclosure which is the result of gross negligence, punitive damages, plus the costs of the action. These penalties are prescribed by IRC section 7213A and 7431, and set forth at 26 CFR 301.6103(n)-1.
3. Additionally, it is incumbent upon the Contractor to inform its officers and employees of the penalties for improper disclosure imposed by the Privacy Act of 1974, 5 U.S.C. 552a. Specifically, 5 U.S.C. 552a(i)(1), which is made applicable to contractors by 5 U.S.C.



552a(m)(1), provides that any officer or employee of a contractor, who by virtue of his/her employment or official position, has possession of or access to State records which contain individually identifiable information, the disclosure of which is prohibited by the Privacy Act or regulations established thereunder, and who knowing that disclosure of the specific material is prohibited, willfully discloses the material in any manner to any person or agency not entitled to receive it, shall be guilty of a misdemeanor and fined not more than \$5,000.

4. Prior to Contractor having access to Federal tax information, Contractor shall certify that each Contractor employee or other individual with access to or who use Federal tax information on Contractor's behalf pursuant to this Contract understands the State's security policy and procedures for safeguarding Federal tax information. Contractor's authorization to access Federal tax information hereunder shall be contingent upon annual recertification. The initial certification and recertification must be documented and placed in the State's files for review. As part of the certification, and at least annually afterwards, Contractor will be advised of the provisions of IRCs 7431, 7213, and 7213A (see IRS Publication 1075 *Exhibit 4, Sanctions for Unauthorized Disclosure*, and *Exhibit 5, Civil Damages for Unauthorized Disclosure*). The training provided before the initial certification and annually thereafter must also cover the incident response policy and procedure for reporting unauthorized disclosures and data breaches (See Publication 1075, Section 10). For both the initial certification and the annual certification, the Contractor must sign a confidentiality statement certifying its understanding of the security requirements.

### **C. INSPECTION:**

The IRS and the State, with 24 hours' notice, shall have the right to send its officers, employees, and inspectors into the offices and plants of the Contractor for inspection of the facilities and operations provided for the performance of any work under this Contract. for compliance with the requirements defined in IRS Publication 1075. The IRS's right of inspection shall include the use of manual and/or automated scanning tools to perform compliance and vulnerability assessments of information technology assets that access, store, process or transmit Federal tax information. On the basis of such inspection, corrective actions may be required in cases where the Contractor is found to be noncompliant with Contract safeguards.

#### **10. SOV Cybersecurity Standard 19-01**

All products and service provided to or for the use of the State under this Contract shall be in compliance with State of Vermont Cybersecurity Standard 19-01, which Contractor acknowledges has been provided to it, and is available on-line at the following URL:

<https://digitalservices.vermont.gov/cybersecurity/cybersecurity-standards-and-directives>

**Attachment D1: Form Statement of Work RFP (SOW-RFP)**

**STATE OF VERMONT - STATEMENT OF WORK (SOW)**  
**Request for Proposal (RFP)**

**IT Service Category:**

**Request for Proposal**  
**Month DD, YYYY**

**CIO APPROVAL**

**This SOW RFP is approved for issuance by the Vermont Chief Information Officer/Secretary of the Agency of Digital Services.**

\_\_\_\_\_  
CIO Approval

\_\_\_\_\_  
Date

**ADMINISTRATIVE INFORMATION**

**AGENCY/DEPT RESPONSIBILITY FOR SOW-RFP AND SOW AGREEMENT**

Name the person/s and Agency/Dept.

This SOW RFP is being issued in accordance with the Master Agreement between the Contractor and the State of Vermont, Department of Buildings and General Services, Office of Purchasing and Contracting. After an evaluation of Contractor's response to this SOW RFP, the Contracting Agency may elect to enter into a specific SOW Agreement which will outline all SOW Agreement requirements and payment provisions.

**SOW PROPOSAL SUBMISSIONS**

All SOW Proposals are due no later than: **(Date) and Time**

Proposals must be submitted by email to: [SOV.ITContractingandProcurement@vermont.gov](mailto:SOV.ITContractingandProcurement@vermont.gov). The email submission must reference the procurement name "SOW-RFP Project Name".

- The SOW RFP Response is to be submitted to the contact set forth above via e-mail as four attachments. The "subject" line in the e-mail submission shall state the SOW-RFP Project Name. The first file, to be submitted in Word and pdf formats, will be the technical response to this SOW-RFP and titled, "SOW-RFP Project Name Technical". The second file, to be submitted in Word or Excel and pdf formats, will

be the financial response to this SOW-RFP and titled, "SOW-RFP Project Name Financial".

- There is an attachment size limit of 25 MB. It is the Bidder's responsibility to compress the PDF file containing its bid if necessary in order to meet this size limitation.

All SOW RFP Responses become the property of the State and, once the resulting SOW Agreement is finalized, are subject to disclosure under the State's Public Records Act, 1 V.S.A. §§ 315-320. If a SOW RFP Response includes material that is considered by the Contractor to be a trade secret under 1 V.S.A. § 317(c)(9), the Contractor shall clearly designate the material as such in its submission. In accordance therewith, the State will not disclose information for which a reasonable claim of trade secret can be made pursuant to 1 VSA § 317(c)(9).

**In the cover letter to any SOW RFP Response, the Contractor must identify each page or section of the response that it believes is a trade secret and provide a written explanation relating to each marked portion to justify the denial of a public record request should the State receive such a request.**

## **STATEMENT OF RIGHTS**

The State of Vermont reserves the right to obtain clarification or additional information necessary to properly evaluate a proposal. The Contractor may be asked to give a verbal presentation of its proposal after submission. Failure of Contractor to respond to a request for additional information or clarification could result in rejection of the Contractor's proposal. To secure a project that is deemed to be in the best interest of the State, the State reserves the right to accept or reject any and all bids, in whole or in part, with or without cause, and to waive technicalities in submissions. The State also reserves the right to make purchases outside of the awarded contracts where it is deemed in the best interest of the State.

## **METHOD OF AWARD**

Awards will be made in the best interest of the Contracting Agency. The Contracting Agency may award one or more SOW Agreements and reserves the right to make additional awards to other compliant bidders at any time during the term of the SOW Agreement if such award is deemed to be in the best interest of the Contracting Agency.

## **ORAL PRESENTATIONS/INTERVIEWS**

The Contracting Agency will conduct a pre-bid conference call on (Replace with Date and Time) to answer any questions potential bidders may have. The call in number will be (Replace with Phone Number). [If no call will be held, delete this section.]

Prior to making a final selection, the Contracting Agency will determine whether to conduct oral presentations. The decision will be based on the quality and quantity of responses received. If it is determined that oral presentations are needed they will be conducted at no expense to the State. Oral presentation may be by phone or in person. In-person presentations will take place as directed by the Contracting Agency on a yet to be determined date at no expense to the State.

As part of the selection process, the State reserves the right to interview, either in person or via phone, all candidates for on-site staff that are proposed to perform the work defined within this SOW RFP. The State may also request a change to vendor staffing after a vendor has been selected if upon on-site efforts the State deems the relationship to not be acceptable. Replacement staff will be subject to additional interviewing and approval by the State at no additional cost to the State.

### **NON-DISCLOSURE AGREEMENT**

Contractors and each employee or subcontractor with access to State Data, as defined in the Master Agreement will be required to sign a standard State non-disclosure agreement if there is not already one on file.

## **SCOPE OF WORK**

### **PURPOSE**

#### **BACKGROUND**

High level description of Contracting Agency's business unit and the business case or situation leading to this Project

#### **EXISTING TECHNOLOGY ENVIRONMENT**

Detailed description of existing technology architecture and environments

### **REQUIREMENTS:**

For this particular request, knowledge requirements include:

XXX.

For this particular request, Functional requirements include:

XXX

For this particular request, Non-Functional requirements include:

XX

## **ADDITIONAL ATTACHMENTS/ASSURANCES**

For this particular request, the current versions of AHS Attachments E (BAA) and F (AHS Customary Terms) as attached to this SOW-RFP, shall be incorporated into the resulting SOW Agreement **INCLUDE ATTACHMENTS OR DELETE THIS PARAGRAPH IF NOT APPLICABLE**

For this particular request, the following additional assurances required by federal or state law, shall be incorporated into the resulting SOW Agreement:

**INSERT CLAUSES OR DELETE THIS PARAGRAPH IF NOT APPLICABLE**

## **PROJECT MANAGEMENT**

### **PROJECT MANAGEMENT APPROACH (change or remove as needed)**

Describe the project management approach required by your agency or business unit. If certain project management methodologies are to be employed and project progress reports and project team meetings are to take place, they need to also be defined as deliverables below.

### **PROJECT MANAGEMENT SERVICES (Remove this section if this SOW is not related to Project Management/ Business Analyst/Enterprise Architect Services)**

All proposed SOW Agreements for Project Management, Business Analyst or Enterprise Architect Services shall be submitted to the State of Vermont Office of the Attorney General for a determination in accordance with 3 V.S.A. § 342 that such engagement is not contrary to the spirit and intent of the classification plan and merit system principles and standards provided by Chapter 13 of Title 3 of the Vermont Statutes.

### **PM Approach**

The Contractor shall follow project management methodologies that are consistent with the Project Management Institute's (PMI) *Project Management Body of Knowledge (PMBOK) Guide*.

Contractor staff will produce project deliverables using Microsoft Office products in v2007 or newer (Word, Excel, Project, Visio, etc.), and Adobe PDF, or other formats acceptable to the State.

### PROJECT DELIVERABLES

Describe required deliverables in detail. Under no circumstance should a SOW be developed or an SOW RFP be released where the deliverables are not quantified or the criteria for acceptance are not defined. Be clear and concise. The deliverables identified here should be directly tied to payment provisions.

Example: DELIVERABLE/ DELIVERY SCHEDULE

ID	Deliverables	Expected Completion: <If known>
	Deliverable A	
	Deliverable B	
	Deliverable C	

Example: DELIVERABLES MATRIX

ID	Acceptance Criteria	Est Completion Date	Quoted Cost
	(1)		
	(2)		
	(3)		
	(4)		
	Total		

### SOW AMENDMENTS

Change orders are not anticipated, however, if one becomes necessary, such work must be authorized by the State in writing before such work can proceed and requires an SOW Amendment to the SOW Agreement. Reference Attachment D3.

### REFERENCES

Provide the names, addresses, and phone numbers of at least three companies or State Agencies with whom you have transacted similar business in the last 12 months. You must include contact names who can talk knowledgeable about performance and deliverables.

## **OFFSHORE OUTSOURCING**

Please indicate whether or not any services being provided are or will be outsourced as part of bidding on this project.

## **SOW PROPOSAL FORMAT**

Email PDF's or Microsoft Office documents as set forth above under SOW PROPOSAL SUBMISSIONS

A SOW RFP Proposal shall provide the following:

### **Proposed Services – Work Plan**

- a) Proposed Services: A description of the Contractor's proposed services to accomplish the specified work requirements, including dates of completion.
- b) Risk Assessment: An assessment of any risks inherent in the work requirements and actions to mitigate these risks.
- c) Proposed Tools: A description of proposed tools that may be used to facilitate the work.
- d) Tasks and Deliverables: A description of and the schedule for each task and deliverable, illustrated by a Gantt chart. Start and completion dates for each task, milestone, and deliverable shall be indicated. Must include deliverables specified in SOW-RFP as well as other deliverables that may be proposed by Contractor.
- e) Work Breakdown Structure: A detailed work breakdown structure and staffing schedule, with labor hours by skill category that will be applied to meet each milestone and deliverable, and to accomplish all specified work requirements.

### **Proposed Personnel**

- a) Identify all personnel by name and skill set who will be working on the project, include resumes
- b) Certification that all proposed personnel meet the minimum required qualifications and possess the required certifications to complete the work as required.
- c) Provide the names and titles of all key management personnel who will be involved with supervising the services rendered under the Agreement.

### **Subcontractors**

Identify all proposed subcontractors and their full roles that may be involved completing the Scope of Work. **No work shall be subcontracted without knowledge of and approval by the State.**

### **State Assistance**

Provide an estimate of expectation concerning participation by State personnel.

### **Confidentiality**

To the extent portions of a bidder's proposal may be confidential, proprietary commercial information or trade secrets, the bidder shall highlight these sections, and provide justification why such materials, upon request, should not be disclosed by the

State under the State’s Public Record Law (1 V.S.A. § 315 et seq.) . Contractor is advised that, upon request for this information from a third party, the Agency representative will be required to make an independent determination regarding whether the information may be disclosed.

**Transmittal Letter**

The Contractor must submit a signed letter acknowledging the terms and conditions of the Master Agreement and any special requirements that may be included in a specific SOW Agreement.

**REQUIRED PRICE PROPOSAL RESPONSE**

All pricing must be fixed cost, inclusive of all expenses and fees if this Statement of Work proposal is for a fixed price agreement. (Remove if Time and Materials agreement)

For Time and Materials the pricing proposal must include estimated effort hours, hourly rate for proposed personnel, projected timeline, including timing expectations for the State functional and technical resources and be submitted as a separate document from the rest of the proposal. (Remove if not Time and Materials)

**INVOICING AND PAYMENT**

Price each deliverable individually and understand that the final agreement may only contain certain deliverables. Deliverables should be performance-based and payments should not be made until final acceptance by the State – avoid prepayments and “front-loaded payment schedules. The Contractor may invoice the State only after each agreed to deliverable has been accepted as satisfactory by the State.

All work performed by the Contractor must be approved in advance by the State. Once work has been completed, delivered and accepted by the State, invoicing can occur. The State’s payment terms are net 30 days.

**EXAMPLE of  
PRICE PROPOSAL FORM**  
(not inclusive of all requirements defined above)

PRICE PROPOSAL FOR SOW-RFP PROJECT NAME\_\_\_\_\_

<b>Deliverables</b>	<b>Expected Completion:</b>	<b>Hourly Rate (applicable for Time and Materials)</b>	<b>Price (aggregate hourly cost or Fixed price per Deliverable)</b>
Deliverable I	Date		



Deliverable II	Date		
Deliverable III	Date		
Combined Bid	Date		

The Price Proposal form must use the same deliverables as outlined in the Request from the State.

## **PROCEDURE FOR AWARDING A SOW AGREEMENT**

### **EVALUATION CRITERIA (Verify evaluation criteria below is appropriate for your project)**

The responses will be evaluated based on the following:

- Quality of proposal content
- Cost
- Prior Experience with this type of work
- Timeline for completion of work to be performed

Contractor selection, or the determination to terminate the SOW RFP without award shall be done in the best interest of the State.

### **COMMENCEMENT OF WORK UNDER A SOW AGREEMENT**

Commencement of work as a result of the SOW-RFP process shall be initiated only upon issuance of a fully executed SOW Agreement and Purchase Order.

### **SOW AGREEMENTS**

If selected, the Contractor will sign an SOW Agreement with the Contracting Agency to provide the deliverables set forth in its response and at prices agreed by the Contracting Agency. Minimum support levels set forth in this SOW RFP and terms, and conditions from the Master Agreement, including Attachment C thereto, will become part of each SOW Agreement. Each SOW Agreement will be subject to review throughout its term. The Contracting Agency will consider cancellation of each SOW Agreement, as well as the Master Agreement upon discovery that the Contractor is in violation of any portion of the Master Agreement or an SOW Agreement, including an inability by the Contractor to provide the products, support, and/or service offered in its response. Each SOW Agreement shall specify the term of the Agreement.

## STATEMENT OF WORK AGREEMENT

SOW-AGREEMENT # \_\_\_\_\_  
SOW-RFP PROJECT TITLE \_\_\_\_\_  
PRE-QUALIFICATION CONTRACT # \_\_\_\_\_ (“Master Agreement”)

This is a Statement of Work Agreement (“SOW Agreement”) between the State of Vermont, [CONTRACTING AGENCY] (hereafter called “State”) and \_\_\_\_\_, with principal place of business at \_\_\_\_\_, (hereafter called “Contractor”). This SOW Agreement is entered into in accordance with the above-identified Master Agreement. This SOW Agreement shall supplement the Master Agreement and the parties acknowledge and agree that all of the terms and conditions of the Master Agreement are hereby incorporated by reference into this SOW Agreement.

### 1. Time for Performance

The term of this SOW Agreement shall begin on \_\_\_\_\_ and end on \_\_\_\_\_ (the “Initial Term”). The Initial Term may be extended as the parties may agree. The State may terminate this SOW for convenience upon thirty days prior written notice to the Contractor. If the Master Agreement should expire or otherwise terminate prior to the end of the term of this SOW Agreement, this SOW Agreement shall continue to the end of its existing term, unless or until terminated in accordance with the terms of this SOW Agreement, and the Parties acknowledge and agree that the terms of the Master Agreement shall survive and apply to this SOW Agreement.

### 2. Scope of Work

The Contractor shall, in full satisfaction of the specific requirements of this SOW Agreement, provide the services set forth herein. These services shall be provided in accordance with the Master Agreement and this SOW Agreement.

#### Additional Attachments and/or Assurances Applicable to this Work:

List clauses here and/or cross reference to the attachments included with this SOW, consistent with the items noticed in the SOW RFP section “Additional Attachments/Assurances”. Otherwise, remove this section if not applicable.

#### In Scope:

XXXXXXXXXX

#### Deliverables and Services Produced

XXXXXXXXXX

**Phases (Remove or add if not needed)**

XXXXXXXXXX

**Approach (modify as needed)**

Contractor shall provide a project manager to work as the primary point of contact with the State. As a part of its project management duties, the Contractor Project Manager will attend an agreed upon number of informational and status meetings and, when appropriate, call and lead such meetings. Such meetings may include the Project Management Team, the Contract Administrator, other consultants, elected officials, and other stakeholders as designated by the State. The Contractor Project Manager shall work directly with the State Project Manager to define, manage, and control the project scope, timeline, issue escalation and resolution processes. Contractor shall deliver written status reports on a weekly basis.

Status information shall include, at a minimum: all planned tasks accomplished, planned tasks that are incomplete, or behind schedule in the previous week (with reasons given for those behind schedule); all tasks planned for the upcoming two weeks; an updated status of tasks (entered into the project plan and attached to the status report – e.g., percent completed, resources assigned to tasks, etc.); and the status of any corrective actions undertaken. The report will also contain items such as the current status of the project’s technical progress and contractual obligations; achievements to date; risk management activities; unresolved issues; requirements to resolve unresolved issues; action items; problems; installation and maintenance results; and significant changes to Contractor’s organization or method of operation, to the project management team, or to the deliverable schedule, where applicable.

In addition, Contractor will create and routinely update the project plan, if any, to reflect changes in the nature and timing of project activities, all changes being subject to the State Project Manager’s approval. Project deliverables and activities will be subject to the State’s quality management process to be defined by the State prior to the project kick-off.

**Project Management/Business Analyst/Enterprise Architect** **DELETE SECTION OR REVISE AS NEEDED**

XXXXXXXXXXXX

Indicate State Resources and Central Point of Contact  
Indicate Key Contractor Staff and Contractor Project Manager  
Indicate Project Management Methodology, If Applicable

**SOV Responsibilities (modify as needed)**

XXXXXXX

**ORGANIZATION (modify as needed)**

XXXXXXX

## PAYMENT PROVISIONS

1. The maximum amount payable under this SOW Agreement is \$ **\_\_\_\_\_**. Payments of invoices shall be made in accordance with the payment provisions in the Master Agreement as further supplemented herein.
2. Contractor shall submit invoices to: **INSERT STATE ADDRESS FOR INVOICING**.
3. **Invoices shall include the SOW Agreement # and Master Agreement # which appear atop the first page of this SOW Agreement.**
4. **DELETE SECTION OR REVISE TABLE AS NEEDED** For fixed price deliverables, Contractor shall be paid in accordance with the payment schedule included below. Amount shall be inclusive of any and all Contractor costs and expenses.

SERVICES	Deliverable Deadline	Invoice Amount
Deliverable A		
Deliverable B		
Deliverable C		
Deliverable D		

5. **DELETE SECTION OR REVISE HIGHLIGHTED AREAS AS NEEDED** For services performed on a time and materials basis, Contractor shall be paid in accordance with the schedule of rates set forth in the Master Agreement, which may be set forth herein for reference. Total payment for time and materials services shall not exceed \$ **\_\_\_\_\_**.

### **INSERT RATES FROM MASTER AGREEMENT**

6. **DELETE OR REVISE AS NEEDED** The State shall withhold 10% of each payment as retainage. Upon completion of the SOW Project in accordance with the prescribed project timeline, and to the satisfaction of the State, Contractor may submit a single invoice for the amount of retainage.
7. The State shall not be responsible for reimbursement of any expenses of the Contractor.

## REQUIRED CONTRACTOR CERTIFICATIONS

**Taxes Due to the State.** Contractor certifies under the pains and penalties of perjury that, as of the date this SOW Agreement is signed, the Contractor is in good standing with respect to, or in full compliance with a plan to pay, any and all taxes due the State of Vermont.

**Certification Regarding Suspension or Debarment.** Contractor certifies under the pains and penalties of perjury that, as of the date this SOW Agreement is signed, neither Contractor nor Contractor's principals (officers, directors, owners, or partners) are presently debarred, suspended,

proposed for debarment, declared ineligible or excluded from participation in federal programs, or programs supported in whole or in part by federal funds.

Contractor further certifies under pains and penalties of perjury that, as of the date this SOW Agreement is signed, Contractor is not presently debarred, suspended, nor named on the State's debarment list at: <http://bgs.vermont.gov/purchasing/debarment>.

**Child Support (Applicable to natural persons only; not applicable to corporations, partnerships or LLCs).** Contractor certifies that it is under no obligation to pay child support or is in good standing with respect to or in full compliance with a plan to pay any and all child support payable under a support order as of the date of this amendment.

### REQUIRED PRIOR APPROVALS

**All SOW Agreements, regardless of value, shall be approved by the Vermont Chief Information Officer/Secretary of the Agency of Digital Services prior to execution.**

\_\_\_\_\_  
CIO Approval

\_\_\_\_\_  
Date

**All SOW Agreements valued at \$25,000 or more per year shall be certified by the Vermont Office of the Attorney General in accordance with 3 V.S.A. § 342 prior to execution.** Further, there shall be no limitation of liability, including a waiver of consequential, indirect, special, punitive or exemplary damages, or disclaimers of warranty without approval from the Office of the Attorney General.

\_\_\_\_\_  
Certified by

\_\_\_\_\_  
Date

**WE THE UNDERSIGNED PARTIES AGREE TO BE BOUND BY THIS SOW AGREEMENT.**

<Insert SOW contractor Name>

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

STATE OF VERMONT, <Insert Requesting Agency or business unit>

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Attachment D3: Form SOW Amendment

**SOW AMENDMENT**

SOW-AGREEMENT # \_\_\_\_\_ Amendment No. \_\_\_\_\_  
PRE-QUALIFICATION CONTRACT # \_\_\_\_\_ ("Master Agreement")

It is hereby agreed by and between the State of Vermont, **AGENCY/DEPARTMENT** (the "State") and **CONTRACTOR NAME**, with a principal place of business in **CITY, STATE** (the "Contractor") that the above SOW Agreement between them originally dated as of **SOW START DATE**, as amended to date, (the "SOW Agreement") is hereby amended as follows:

**REMOVE/EXPAND/REVISE THE BELOW AMENDMENT ITEMS, AS APPLICABLE**

- I. **Time of Performance.** The SOW Agreement end date, wherever such reference appears in the SOW Agreement, shall be changed from **OLD SOW END DATE** to **NEW SOW END DATE**.
- II. **Maximum Amount.** The maximum amount payable under the SOW Agreement, wherever such reference appears in the SOW Agreement, shall be changed from \$ \_\_\_\_\_ to \$ \_\_\_\_\_, representing **an increase / a decrease** of \$ \_\_\_\_\_.
- III. **Scope of Work.** The scope of work is amended as follows:

**EXAMPLE:** Section ## is amended by the addition of the following requirements [OR]  
Section ## is hereby deleted in its entirety and replaced as set forth below:

- IV. **Payment Provisions.** The payment provisions are amended as follows:

**EXAMPLE:** Section ## is amended by the addition of the following requirements [OR]  
Section ## is hereby deleted in its entirety and replaced as set forth below:

**REQUIRED CONTRACTOR CERTIFICATIONS**

**Taxes Due to the State.** Contractor certifies under the pains and penalties of perjury that, as of the date this SOW Amendment is signed, the Contractor is in good standing with respect to, or in full compliance with a plan to pay, any and all taxes due the State of Vermont.

**Certification Regarding Suspension or Debarment.** Contractor certifies under the pains and penalties of perjury that, as of the date this SOW Amendment is signed, neither Contractor nor Contractor's principals (officers, directors, owners, or partners) are presently debarred, suspended, proposed for debarment, declared ineligible or excluded from participation in federal programs, or programs supported in whole or in part by federal funds.

Contractor further certifies under pains and penalties of perjury that, as of the date this SOW Amendment is signed, Contractor is not presently debarred, suspended, nor named on the State's debarment list at: <http://bgs.vermont.gov/purchasing/debarment>.

**Child Support (Applicable to natural persons only; not applicable to corporations, partnerships or LLCs).** Contractor certifies that it is under no obligation to pay child support or is in good standing with respect to or in full compliance with a plan to pay any and all child support payable under a support order as of the date of this amendment.

### REQUIRED PRIOR APPROVALS

**This SOW Amendment shall not be valid unless approved by the Vermont Chief Information Officer/Secretary of the Agency of Digital Services prior to execution.**

\_\_\_\_\_  
CIO Approval

\_\_\_\_\_  
Date

This document consists of [ ] pages. Except as modified by this SOW Amendment No. [ ], all provisions of the SOW Agreement remain in full force and effect.

**WE THE UNDERSIGNED PARTIES AGREE TO BE BOUND BY THIS AMENDMENT TO THE SOW AGREEMENT.**

<Insert Contractor Name>

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

STATE OF VERMONT, <Insert Requesting Agency/Dept>

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

## ATTACHMENT E

### **BUSINESS ASSOCIATE AGREEMENT (VT ADS/AHS)**

Revised MAY 23, 2019

**SOV Contractor or Vendor (*Contractor Business Associate*):**

**SOV Contract Number:**

**Date of Contract:**

This Business Associate Agreement (“Agreement”) is entered into by and between the State of Vermont Agency of Digital Services as a Business Associate (“ADS”) of the State of Vermont Agency of Human Services (“Covered Entity”) (together “the State”) and the party identified in this Agreement above as Contractor or Vendor (“Contractor Business Associate”). This Agreement supplements and is made a part of the contract identified above (“Contract”).

ADS and Contractor Business Associate enter into this Agreement to comply with the Business Associate Agreement between Covered Entity and ADS, and with standards promulgated under the Health Insurance Portability and Accountability Act of 1996 (“HIPAA”), including the Standards for the Privacy of Individually Identifiable Health Information, at 45 CFR Parts 160 and 164 (“Privacy Rule”), and the Security Standards, at 45 CFR Parts 160 and 164 (“Security Rule”), as amended by Subtitle D of the Health Information Technology for Economic and Clinical Health Act (HITECH), and any associated federal rules and regulations.

#### **The parties agree as follows:**

**1. Definitions.** All capitalized terms used but not otherwise defined in this Agreement have the meanings set forth in 45 CFR Parts 160 and 164 as amended by HITECH and associated federal rules and regulations. Terms defined in this Agreement are italicized. Unless otherwise specified, when used in this Agreement, defined terms used in the singular shall be understood if appropriate in their context to include the plural when applicable.

“*ADS Vendor Manager*” means that person designated in the Contract as the *ADS Vendor Manager*, or such person who is subsequently designated in writing by ADS to the *Contractor Business Associate*. The *ADS Vendor Manager* is not authorized to enter into Contract amendments on behalf of ADS or the State.”

“*Agent*” means an *Individual* acting within the scope of the agency of the *Contractor Business Associate*, in accordance with the Federal common law of agency, as referenced in 45 CFR § 160.402(c) and includes Workforce members and *Subcontractors*.

“*Breach*” means the acquisition, Access, Use or Disclosure of *Protected Health Information (PHI)* which compromises the Security or privacy of the *PHI*, except as excluded in the definition of *Breach* in 45 CFR § 164.402.

“*Business Associate*” shall have the meaning given for “Business Associate” in 45 CFR § 160.103.

“*Contractor Business Associate*” shall have the meaning given for “Business Associate” in 45 CFR § 160.103 and means Vendor and includes its Workforce, *Agents* and *Subcontractors*.

“*Electronic PHI*” shall mean *PHI* created, received, maintained or transmitted electronically in accordance with 45 CFR § 160.103.



“*Individual*” includes a Person who qualifies as a personal representative in accordance with 45 CFR § 164.502(g).

“*Protected Health Information*” (“*PHI*”) shall have the meaning given in 45 CFR § 160.103, limited to the *PHI* created or received by *Contractor Business Associate* from or on behalf of ADS or Covered Entity.

“*Required by Law*” means a mandate contained in law that compels an entity to make a use or disclosure of *PHI* and that is enforceable in a court of law and shall have the meaning given in 45 CFR § 164.103.

“*Report*” means submissions required by this Agreement as provided in section 2.3.

“*Security Incident*” means the attempted or successful unauthorized Access, Use, Disclosure, modification, or destruction of information or interference with system operations in an Information System relating to *PHI* in accordance with 45 CFR § 164.304.

“*Services*” includes all work performed by the *Contractor Business Associate* for or on behalf of the State that requires the Use and/or Disclosure of *PHI* to perform a *Business Associate* function described in 45 CFR § 160.103.

“*Subcontractor*” means a Person to whom *Contractor Business Associate* delegates a function, activity, or service, other than in the capacity of a member of the Workforce of such *Contractor Business Associate*.

“*Successful Security Incident*” shall mean a *Security Incident* that results in the unauthorized Access, Use, Disclosure, modification, or destruction of information or interference with system operations in an Information System.

“*Unsuccessful Security Incident*” shall mean a *Security Incident* such as routine occurrences that do not result in unauthorized Access, Use, Disclosure, modification, or destruction of information or interference with system operations in an Information System, such as: (i) unsuccessful attempts to penetrate computer networks or services maintained by *Contractor Business Associate*; and (ii) immaterial incidents such as pings and other broadcast attacks on *Contractor Business Associate*’s firewall, port scans, unsuccessful log-on attempts, denials of service and any combination of the above with respect to *Contractor Business Associate*’s Information System.

“*Targeted Unsuccessful Security Incident*” means an *Unsuccessful Security Incident* that appears to be an attempt to obtain unauthorized Access, Use, disclosure, modification or destruction of the Covered Entity’s *Electronic PHI*.

## **2. Contact Information for Privacy and Security Officers and Reports.**

2.1 *Contractor Business Associate* shall provide, within ten (10) days of the execution of this Agreement, written notice to the *ADS Vendor Manager* the names and contact information of both the HIPAA Privacy Officer and HIPAA Security Officer of the *Contractor Business Associate*. This information must be updated by *Contractor Business Associate* any time these contacts change.

2.2 Covered Entity’s HIPAA Privacy Officer and HIPAA Security Officer contact information is posted at: <http://humanservices.vermont.gov/policy-legislation/hipaa/hipaa-info-beneficiaries/ahs-hipaa-contacts/>

2.3 *Contractor Business Associate* shall submit all *Reports* required by this Agreement to the following email address:  
[AHS.PrivacyAndSecurity@vermont.gov](mailto:AHS.PrivacyAndSecurity@vermont.gov)

## **3. Permitted and Required Uses/Disclosures of PHI.**

3.1 Subject to the terms in this Agreement, *Contractor Business Associate* may Use or Disclose *PHI* to perform *Services*, as specified in the Contract. Such Uses and Disclosures are limited to the minimum necessary to provide the *Services*. *Contractor Business Associate* shall not Use or Disclose *PHI* in any manner that would constitute a violation of the Privacy Rule if Used or Disclosed by Covered Entity in that manner. *Contractor Business Associate* may not Use or Disclose *PHI* other than as permitted or required by this Agreement or as *Required by Law* and only in compliance with applicable laws and regulations.

3.2 *Contractor Business Associate* may make *PHI* available to its Workforce, *Agent* and *Subcontractor* who need Access to perform *Services* as permitted by this Agreement, provided that *Contractor Business Associate* makes them aware of the Use and Disclosure restrictions in this Agreement and binds them to comply with such restrictions.

3.3 *Contractor Business Associate* shall be directly liable under HIPAA for impermissible Uses and Disclosures of *PHI*.

4. **Business Activities.** *Contractor Business Associate* may Use *PHI* if necessary for *Contractor Business Associate's* proper management and administration or to carry out its legal responsibilities. *Contractor Business Associate* may Disclose *PHI* for *Contractor Business Associate's* proper management and administration or to carry out its legal responsibilities if a Disclosure is *Required by Law* or if *Contractor Business Associate* obtains reasonable written assurances via a written agreement from the Person to whom the information is to be Disclosed that such *PHI* shall remain confidential and be Used or further Disclosed only as *Required by Law* or for the purpose for which it was Disclosed to the Person, and the Agreement requires the Person to notify *Contractor Business Associate*, within five (5) business days, in writing of any *Breach* of Unsecured *PHI* of which it is aware. Such Uses and Disclosures of *PHI* must be of the minimum amount necessary to accomplish such purposes.

5. **Electronic PHI Security Rule Obligations.**

5.1 With respect to *Electronic PHI*, *Contractor Business Associate* shall:

a) Implement and use Administrative, Physical, and Technical Safeguards in compliance with 45 CFR sections 164.308, 164.310, and 164.312;

b) Identify in writing upon request from the State all the safeguards that it uses to protect such Electronic PHI;

c) Prior to any Use or Disclosure of *Electronic PHI* by an *Agent* or *Subcontractor*, ensure that any *Agent* or *Subcontractor* to whom it provides *Electronic PHI* agrees in writing to implement and use Administrative, Physical, and Technical Safeguards that reasonably and appropriately protect the Confidentiality, Integrity and Availability of Electronic PHI. The written agreement must identify the State as a direct and intended third party beneficiary with the right to enforce any breach of the agreement concerning the Use or Disclosure of *Electronic PHI*, and be provided to the State upon request;

d) Report in writing to Covered Entity any *Successful Security Incident* or *Targeted Security Incident* as soon as it becomes aware of such incident and in no event later than five (5) business days after such awareness. Such report shall be timely made notwithstanding the fact that little information may be known at the time of the report and need only include such information then available;

e) Following such report, provide Covered Entity with the information necessary for Covered Entity to investigate any such incident; and

f) Continue to provide to Covered Entity information concerning the incident as it becomes available to it.

5.2 *Reporting Unsuccessful Security Incidents.* *Contractor Business Associate* shall provide Covered Entity upon written request a *Report* that: (a) identifies the categories of Unsuccessful Security Incidents; (b) indicates whether *Business Associate* believes its current defensive security measures are adequate to address all Unsuccessful Security Incidents, given the scope and nature of such attempts; and (c) if the security measures are not adequate, the measures *Business Associate* will implement to address the security inadequacies.

5.3 *Contractor Business Associate* shall comply with any reasonable policies and procedures Covered Entity implements to obtain compliance under the Security Rule.

## **6. Reporting and Documenting Breaches.**

6.1 *Contractor Business Associate* shall *Report* to Covered Entity any *Breach* of Unsecured *PHI* as soon as it, or any Person to whom *PHI* is disclosed under this Agreement, becomes aware of any such *Breach*, and in no event later than five (5) business days after such awareness, except when a law enforcement official determines that a notification would impede a criminal investigation or cause damage to national security. Such *Report* shall be timely made notwithstanding the fact that little information may be known at the time of the *Report* and need only include such information then available.

6.2 Following the *Report* described in 6.1, *Contractor Business Associate* shall conduct a risk assessment and provide it to Covered Entity with a summary of the event. *Contractor Business Associate* shall provide Covered Entity with the names of any *Individual* whose Unsecured *PHI* has been, or is reasonably believed to have been, the subject of the *Breach* and any other available information that is required to be given to the affected *Individual*, as set forth in 45 CFR § 164.404(c). Upon request by Covered Entity, *Contractor Business Associate* shall provide information necessary for Covered Entity to investigate the impermissible Use or Disclosure. *Contractor Business Associate* shall continue to provide to Covered Entity information concerning the *Breach* as it becomes available.

6.3 When *Contractor Business Associate* determines that an impermissible acquisition, Access, Use or Disclosure of *PHI* for which it is responsible is not a *Breach*, and therefore does not necessitate notice to the impacted *Individual*, it shall document its assessment of risk, conducted as set forth in 45 CFR § 402(2). *Contractor Business Associate* shall make its risk assessment available to Covered Entity upon request. It shall include 1) the name of the person making the assessment, 2) a brief summary of the facts, and 3) a brief statement of the reasons supporting the determination of low probability that the *PHI* had been compromised.

7. **Mitigation and Corrective Action.** *Contractor Business Associate* shall mitigate, to the extent practicable, any harmful effect that is known to it of an impermissible Use or Disclosure of *PHI*, even if the impermissible Use or Disclosure does not constitute a *Breach*. *Contractor Business Associate* shall draft and carry out a plan of corrective action to address any incident of impermissible Use or Disclosure of *PHI*. *Contractor Business Associate* shall make its mitigation and corrective action plans available to the State upon request.

## **8. Providing Notice of Breaches.**

8.1 If Covered Entity determines that a *Breach* of *PHI* for which *Contractor Business Associate* was responsible, and if requested by Covered Entity, *Contractor Business Associate* shall provide notice to the *Individual* whose *PHI* has been the subject of the *Breach*. When so requested, *Contractor Business Associate* shall consult with Covered Entity about the timeliness, content and method of notice, and shall receive Covered Entity's approval concerning these elements. *Contractor Business Associate* shall be responsible for the cost of notice and related remedies.

8.2 The notice to affected *Individuals* shall be provided as soon as reasonably possible and in no case later than 60 calendar days after *Contractor Business Associate* reported the *Breach* to Covered Entity.

8.3 The notice to affected *Individuals* shall be written in plain language and shall include, to the extent possible, 1) a brief description of what happened, 2) a description of the types of Unsecured *PHI* that were involved in the *Breach*, 3) any steps *Individuals* can take to protect themselves from potential harm resulting from the *Breach*, 4) a brief description of what the *Contractor Business Associate* is doing to investigate the *Breach* to mitigate harm to *Individuals* and to protect against further *Breaches*, and 5) contact procedures for *Individuals* to ask questions or obtain additional information, as set forth in 45 CFR § 164.404(c).

8.4 *Contractor Business Associate* shall notify *Individuals* of *Breaches* as specified in 45 CFR § 164.404(d) (methods of *Individual* notice). In addition, when a *Breach* involves more than 500 residents of Vermont, *Contractor Business Associate* shall, if requested by Covered Entity, notify prominent media outlets serving Vermont, following the requirements set forth in 45 CFR § 164.406.

9. **Agreements with Subcontractors.** *Contractor Business Associate* shall enter into a Business Associate Agreement with any *Subcontractor* to whom it provides *PHI* to require compliance with HIPAA and to ensure *Contractor Business Associate* and *Subcontractor* comply with the terms and conditions of this Agreement. *Contractor Business Associate* must enter into such written agreement before any Use by or Disclosure of *PHI* to such *Subcontractor*. The written agreement must identify the State as a direct and intended third party beneficiary with the right to enforce any breach of the agreement concerning the Use or Disclosure of *PHI*. *Contractor Business Associate* shall provide a copy of the written agreement it enters into with a *Subcontractor* to the State upon request. *Contractor Business Associate* may not make any Disclosure of *PHI* to any *Subcontractor* without prior written consent of the State.

10. **Access to PHI.** *Contractor Business Associate* shall provide access to *PHI* in a Designated Record Set to Covered Entity or as directed by Covered Entity to an *Individual* to meet the requirements under 45 CFR § 164.524. *Contractor Business Associate* shall provide such access in the time and manner reasonably designated by Covered Entity. Within five (5) business days, *Contractor Business Associate* shall forward to Covered Entity for handling any request for Access to *PHI* that *Contractor Business Associate* directly receives from an *Individual*.

11. **Amendment of PHI.** *Contractor Business Associate* shall make any amendments to *PHI* in a Designated Record Set that Covered Entity directs or agrees to pursuant to 45 CFR § 164.526, whether at the request of Covered Entity or an *Individual*. *Contractor Business Associate* shall make such amendments in the time and manner reasonably designated by Covered Entity. Within five (5) business days, *Contractor Business Associate* shall forward to Covered Entity for handling any request for amendment to *PHI* that *Contractor Business Associate* directly receives from an *Individual*.

12. **Accounting of Disclosures.** *Contractor Business Associate* shall document Disclosures of *PHI* and all information related to such Disclosures as would be required for Covered Entity to respond to a request by an *Individual* for an accounting of disclosures of *PHI* in accordance with 45 CFR § 164.528. *Contractor Business Associate* shall provide such information to Covered Entity or as directed by Covered Entity to an *Individual*, to permit Covered Entity to respond to an accounting request. *Contractor Business Associate* shall provide such information in the time and manner reasonably designated by Covered Entity. Within five (5) business days, *Contractor Business Associate* shall forward to Covered Entity for handling any accounting request that *Contractor Business Associate* directly receives from an *Individual*.

13. **Books and Records.** Subject to the attorney-client and other applicable legal privileges, *Contractor Business Associate* shall make its internal practices, books, and records (including policies and procedures and *PHI*) relating to the Use and Disclosure of *PHI* available to the Secretary of Health and Human Services ("HHS") in the time and manner designated by the Secretary. *Contractor Business Associate* shall make the same information available to Covered Entity, upon Covered Entity's request, in

the time and manner reasonably designated by Covered Entity so that Covered Entity may determine whether *Contractor Business Associate* is in compliance with this Agreement.

**14. Termination.**

14.1 This Agreement commences on the Effective Date and shall remain in effect until terminated by the State or until all the *PHI* is destroyed or returned to Covered Entity subject to Section 18.8.

14.2 If *Contractor Business Associate* fails to comply with any material term of this Agreement, the State may provide an opportunity for *Contractor Business Associate* to cure. If *Contractor Business Associate* does not cure within the time specified by the State or if the State believes that cure is not reasonably possible, the State may immediately terminate the Contract without incurring liability or penalty for such termination. If neither termination nor cure are feasible, Covered Entity shall report the breach to the Secretary of HHS. The State has the right to seek to cure such failure by *Contractor Business Associate*. Regardless of whether the State cures, it retains any right or remedy available at law, in equity, or under the Contract and *Contractor Business Associate* retains its responsibility for such failure.

**15. Return/Destruction of PHI.**

15.1 *Contractor Business Associate* in connection with the expiration or termination of the Contract shall return or destroy, at the discretion of the Covered Entity, *PHI* that *Contractor Business Associate* still maintains in any form or medium (including electronic) within thirty (30) days after such expiration or termination. *Contractor Business Associate* shall not retain any copies of *PHI*. *Contractor Business Associate* shall certify in writing and report to Covered Entity (1) when all *PHI* has been returned or destroyed and (2) that *Contractor Business Associate* does not continue to maintain any *PHI*. *Contractor Business Associate* is to provide this certification during this thirty (30) day period.

15.2 *Contractor Business Associate* shall report to Covered Entity any conditions that *Contractor Business Associate* believes make the return or destruction of *PHI* infeasible. *Contractor Business Associate* shall extend the protections of this Agreement to such *PHI* and limit further Uses and Disclosures to those purposes that make the return or destruction infeasible for so long as *Contractor Business Associate* maintains such *PHI*.

**16. Penalties.** *Contractor Business Associate* understands that: (a) there may be civil or criminal penalties for misuse or misappropriation of *PHI* and (b) violations of this Agreement may result in notification by Covered Entity to law enforcement officials and regulatory, accreditation, and licensure organizations.

**17. Training.** *Contractor Business Associate* understands its obligation to comply with the law and shall provide appropriate training and education to ensure compliance with this Agreement. If requested by the State, *Contractor Business Associate* shall participate in Covered Entity's training regarding the Use, Confidentiality, and Security of *PHI*; however, participation in such training shall not supplant nor relieve *Contractor Business Associate* of its obligations under this Agreement to independently assure compliance with the law and this Agreement.

**18. Miscellaneous.**

18.1 In the event of any conflict or inconsistency between the terms of this Agreement and the terms of the Contract, the terms of this Agreement shall govern with respect to its subject matter. Otherwise, the terms of the Contract continue in effect.

18.2 Each party shall cooperate with the other party to amend this Agreement from time to time as is necessary for such party to comply with the Privacy Rule, the Security Rule, or any

other standards promulgated under HIPAA. This Agreement may not be amended, except by a writing signed by all parties hereto.

18.3 Any ambiguity in this Agreement shall be resolved to permit the parties to comply with the Privacy Rule, Security Rule, or any other standards promulgated under HIPAA.

18.4 In addition to applicable Vermont law, the parties shall rely on applicable federal law (e.g., HIPAA, the Privacy Rule, Security Rule, and HITECH) in construing the meaning and effect of this Agreement.

18.5 *Contractor Business Associate* shall not have or claim any ownership of *PHI*.

18.6 *Contractor Business Associate* shall abide by the terms and conditions of this Agreement with respect to all *PHI* even if some of that information relates to specific services for which *Contractor Business Associate* may not be a "*Contractor Business Associate*" of Covered Entity under the Privacy Rule.

18.7 *Contractor Business Associate* is prohibited from directly or indirectly receiving any remuneration in exchange for an *Individual's PHI*. *Contractor Business Associate* will refrain from marketing activities that would violate HIPAA, including specifically Section 13406 of the HITECH Act. Reports or data containing *PHI* may not be sold without Covered Entity's or the affected Individual's written consent.

18.8 The provisions of this Agreement that by their terms encompass continuing rights or responsibilities shall survive the expiration or termination of this Agreement. For example: (a) the provisions of this Agreement shall continue to apply if Covered Entity determines that it would be infeasible for *Contractor Business Associate* to return or destroy *PHI* as provided in Section 14.2 and (b) the obligation of *Contractor Business Associate* to provide an accounting of disclosures as set forth in Section 12 survives the expiration or termination of this Agreement with respect to accounting requests, if any, made after such expiration or termination.

**For ADS:**

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

**For Contractor Business Associate:**

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

***(End of Attachment E)***

## Attachment F

### AGENCY OF HUMAN SERVICES' CUSTOMARY CONTRACT/GRANT PROVISIONS

- i. **Definitions:** For purposes of this Attachment F, the term “Agreement” shall mean the form of the contract or grant, with all of its parts, into which this Attachment F is incorporated. The meaning of the term “Party” when used in this Attachment F shall mean any named party to this Agreement *other than* the State of Vermont, the Agency of Human Services (AHS) and any of the departments, boards, offices and business units named in this Agreement. As such, the term “Party” shall mean, when used in this Attachment F, the Contractor or Grantee with whom the State of Vermont is executing this Agreement. If Party, when permitted to do so under this Agreement, seeks by way of any subcontract, sub-grant or other form of provider agreement to employ any other person or entity to perform any of the obligations of Party under this Agreement, Party shall be obligated to ensure that all terms of this Attachment F are followed. As such, the term “Party” as used herein shall also be construed as applicable to, and describing the obligations of, any subcontractor, sub-recipient or sub-grantee of this Agreement. Any such use or construction of the term “Party” shall not, however, give any subcontractor, sub-recipient or sub-grantee any substantive right in this Agreement without an express written agreement to that effect by the State of Vermont.
- ii. **Agency of Human Services:** The Agency of Human Services is responsible for overseeing all contracts and grants entered by any of its departments, boards, offices and business units, however denominated. The Agency of Human Services, through the business office of the Office of the Secretary, and through its Field Services Directors, will share with any named AHS-associated party to this Agreement oversight, monitoring and enforcement responsibilities. Party agrees to cooperate with both the named AHS-associated party to this contract and with the Agency of Human Services itself with respect to the resolution of any issues relating to the performance and interpretation of this Agreement, payment matters and legal compliance.
- iii. **Medicaid Program Parties** (*applicable to any Party providing services and supports paid for under Vermont’s Medicaid program and Vermont’s Global Commitment to Health Waiver*):

**Inspection and Retention of Records:** In addition to any other requirement under this Agreement or at law, Party must fulfill all state and federal legal requirements, and will comply with all requests appropriate to enable the Agency of Human Services, the U.S. Department of Health and Human Services (along with its Inspector General and the Centers for Medicare and Medicaid Services), the Comptroller General, the Government Accounting Office, or any of their designees: (i) to evaluate through inspection or other means the quality, appropriateness, and timeliness of services performed under this Agreement; and (ii) to inspect and audit any records, financial data, contracts, computer or other electronic systems of Party relating to the performance of services under Vermont’s Medicaid program and Vermont’s Global Commitment to Health Waiver. Party will retain for ten years all documents required to be retained pursuant to 42 CFR 438.3(u).

**Subcontracting for Medicaid Services:** Notwithstanding any permitted subcontracting of services to be performed under this Agreement, Party shall remain responsible for ensuring that this Agreement is fully performed according to its terms, that subcontractor remains in compliance with the terms hereof, and that subcontractor complies with all state and federal laws and regulations relating to the Medicaid program in Vermont. Subcontracts, and any service provider agreements entered into by Party in connection with the performance of this

Agreement, must clearly specify in writing the responsibilities of the subcontractor or other service provider and Party must retain the authority to revoke its subcontract or service provider agreement or to impose other sanctions if the performance of the subcontractor or service provider is inadequate or if its performance deviates from any requirement of this Agreement. Party shall make available on request all contracts, subcontracts and service provider agreements between the Party, subcontractors and other service providers to the Agency of Human Services and any of its departments as well as to the Center for Medicare and Medicaid Services.

**Medicaid Notification of Termination Requirements:** Party shall follow the Department of Vermont Health Access Managed-Care-Organization enrollee-notification requirements, to include the requirement that Party provide timely notice of any termination of its practice.

**Encounter Data:** Party shall provide encounter data to the Agency of Human Services and/or its departments and ensure further that the data and services provided can be linked to and supported by enrollee eligibility files maintained by the State.

**Federal Medicaid System Security Requirements Compliance:** Party shall provide a security plan, risk assessment, and security controls review document within three months of the start date of this Agreement (and update it annually thereafter) in order to support audit compliance with 45 CFR 95.621 subpart F, *ADP System Security Requirements and Review Process*.

- iv. **Workplace Violence Prevention and Crisis Response** (*applicable to any Party and any subcontractors and sub-grantees whose employees or other service providers deliver social or mental health services directly to individual recipients of such services*):

Party shall establish a written workplace violence prevention and crisis response policy meeting the requirements of Act 109 (2016), 33 VSA §8201(b), for the benefit of employees delivering direct social or mental health services. Party shall, in preparing its policy, consult with the guidelines promulgated by the U.S. Occupational Safety and Health Administration for *Preventing Workplace Violence for Healthcare and Social Services Workers*, as those guidelines may from time to time be amended.

Party, through its violence protection and crisis response committee, shall evaluate the efficacy of its policy, and update the policy as appropriate, at least annually. The policy and any written evaluations thereof shall be provided to employees delivering direct social or mental health services.

Party will ensure that any subcontractor and sub-grantee who hires employees (or contracts with service providers) who deliver social or mental health services directly to individual recipients of such services, complies with all requirements of this Section.

- v. **Non-Discrimination:**

Party shall not discriminate, and will prohibit its employees, agents, subcontractors, sub-grantees and other service providers from discrimination, on the basis of age under the Age Discrimination Act of 1975, on the basis of handicap under section 504 of the Rehabilitation Act of 1973, on the basis of sex under Title IX of the Education Amendments of 1972, and on the basis of race, color or national origin under Title VI of the Civil Rights Act of 1964. Party



shall not refuse, withhold from or deny to any person the benefit of services, facilities, goods, privileges, advantages, or benefits of public accommodation on the basis of disability, race, creed, color, national origin, marital status, sex, sexual orientation or gender identity as provided by Title 9 V.S.A. Chapter 139.

No person shall on the grounds of religion or on the grounds of sex (including, on the grounds that a woman is pregnant), be excluded from participation in, be denied the benefits of, or be subjected to discrimination, to include sexual harassment, under any program or activity supported by State of Vermont and/or federal funds.

Party further shall comply with the non-discrimination requirements of Title VI of the Civil Rights Act of 1964, 42 USC Section 2000d, et seq., and with the federal guidelines promulgated pursuant to Executive Order 13166 of 2000, requiring that contractors and subcontractors receiving federal funds assure that persons with limited English proficiency can meaningfully access services. To the extent Party provides assistance to individuals with limited English proficiency through the use of oral or written translation or interpretive services, such individuals cannot be required to pay for such services.

vi. **Employees and Independent Contractors:**

Party agrees that it shall comply with the laws of the State of Vermont with respect to the appropriate classification of its workers and service providers as “employees” and “independent contractors” for all purposes, to include for purposes related to unemployment compensation insurance and workers compensation coverage, and proper payment and reporting of wages. Party agrees to ensure that all of its subcontractors or sub-grantees also remain in legal compliance as to the appropriate classification of “workers” and “independent contractors” relating to unemployment compensation insurance and workers compensation coverage, and proper payment and reporting of wages. Party will on request provide to the Agency of Human Services information pertaining to the classification of its employees to include the basis for the classification. Failure to comply with these obligations may result in termination of this Agreement.

vii. **Data Protection and Privacy:**

**Protected Health Information:** Party shall maintain the privacy and security of all individually identifiable health information acquired by or provided to it as a part of the performance of this Agreement. Party shall follow federal and state law relating to privacy and security of individually identifiable health information as applicable, including the Health Insurance Portability and Accountability Act (HIPAA) and its federal regulations.

**Substance Abuse Treatment Information:** Substance abuse treatment information shall be maintained in compliance with 42 C.F.R. Part 2 if the Party or subcontractor(s) are Part 2 covered programs, or if substance abuse treatment information is received from a Part 2 covered program by the Party or subcontractor(s).

**Protection of Personal Information:** Party agrees to comply with all applicable state and federal statutes to assure protection and security of personal information, or of any personally identifiable information (PII), including the Security Breach Notice Act, 9 V.S.A. § 2435, the Social Security Number Protection Act, 9 V.S.A. § 2440, the Document Safe Destruction Act, 9 V.S.A. § 2445 and 45 CFR 155.260. As used here, PII shall include any information, in any medium, including electronic, which can be used to distinguish or trace an individual's identity, such as his/her name, social security number, biometric records, etc., either alone or

when combined with any other personal or identifiable information that is linked or linkable to a specific person, such as date and place of birth, mother's maiden name, etc.

**Other Confidential Consumer Information:** Party agrees to comply with the requirements of AHS Rule No. 08-048 concerning access to and uses of personal information relating to any beneficiary or recipient of goods, services or other forms of support. Party further agrees to comply with any applicable Vermont State Statute and other regulations respecting the right to individual privacy. Party shall ensure that all of its employees, subcontractors and other service providers performing services under this agreement understand and preserve the sensitive, confidential and non-public nature of information to which they may have access.

**Data Breaches:** Party shall report to AHS, through its Chief Information Officer (CIO), any impermissible use or disclosure that compromises the security, confidentiality or privacy of any form of protected personal information identified above within 24 hours of the discovery of the breach. Party shall in addition comply with any other data breach notification requirements required under federal or state law.

viii. **Abuse and Neglect of Children and Vulnerable Adults:**

**Abuse Registry.** Party agrees not to employ any individual, to use any volunteer or other service provider, or to otherwise provide reimbursement to any individual who in the performance of services connected with this agreement provides care, custody, treatment, transportation, or supervision to children or to vulnerable adults if there has been a substantiation of abuse or neglect or exploitation involving that individual. Party is responsible for confirming as to each individual having such contact with children or vulnerable adults the non-existence of a substantiated allegation of abuse, neglect or exploitation by verifying that fact through (a) as to vulnerable adults, the Adult Abuse Registry maintained by the Department of Disabilities, Aging and Independent Living and (b) as to children, the Central Child Protection Registry (unless the Party holds a valid child care license or registration from the Division of Child Development, Department for Children and Families). See 33 V.S.A. §4919(a)(3) and 33 V.S.A. §6911(c)(3).

**Reporting of Abuse, Neglect, or Exploitation.** Consistent with provisions of 33 V.S.A. §4913(a) and §6903, Party and any of its agents or employees who, in the performance of services connected with this agreement, (a) is a caregiver or has any other contact with clients and (b) has reasonable cause to believe that a child or vulnerable adult has been abused or neglected as defined in Chapter 49 or abused, neglected, or exploited as defined in Chapter 69 of Title 33 V.S.A. shall: as to children, make a report containing the information required by 33 V.S.A. §4914 to the Commissioner of the Department for Children and Families within 24 hours; or, as to a vulnerable adult, make a report containing the information required by 33 V.S.A. §6904 to the Division of Licensing and Protection at the Department of Disabilities, Aging, and Independent Living within 48 hours. Party will ensure that its agents or employees receive training on the reporting of abuse or neglect to children and abuse, neglect or exploitation of vulnerable adults.

ix. **Information Technology Systems:**

**Computing and Communication:** Party shall select, in consultation with the Agency of Human Services' Information Technology unit, one of the approved methods for secure access to the State's systems and data, if required. Approved methods are based on the type of work performed by the Party as part of this agreement. Options include, but are not limited to:

1. Party's provision of certified computing equipment, peripherals and mobile devices, on a separate Party's network with separate internet access. The Agency of Human Services' accounts may or may not be provided.
2. State supplied and managed equipment and accounts to access state applications and data, including State issued active directory accounts and application specific accounts, which follow the National Institutes of Standards and Technology (NIST) security and the Health Insurance Portability & Accountability Act (HIPAA) standards.

**Intellectual Property/Work Product Ownership:** All data, technical information, materials first gathered, originated, developed, prepared, or obtained as a condition of this agreement and used in the performance of this agreement -- including, but not limited to all reports, surveys, plans, charts, literature, brochures, mailings, recordings (video or audio), pictures, drawings, analyses, graphic representations, software computer programs and accompanying documentation and printouts, notes and memoranda, written procedures and documents, which are prepared for or obtained specifically for this agreement, or are a result of the services required under this grant -- shall be considered "work for hire" and remain the property of the State of Vermont, regardless of the state of completion unless otherwise specified in this agreement. Such items shall be delivered to the State of Vermont upon 30-days notice by the State. With respect to software computer programs and / or source codes first developed for the State, all the work shall be considered "work for hire," i.e., the State, not the Party (or subcontractor or sub-grantee), shall have full and complete ownership of all software computer programs, documentation and/or source codes developed.

Party shall not sell or copyright a work product or item produced under this agreement without explicit permission from the State of Vermont.

If Party is operating a system or application on behalf of the State of Vermont, Party shall not make information entered into the system or application available for uses by any other party than the State of Vermont, without prior authorization by the State. Nothing herein shall entitle the State to pre-existing Party's materials.

Party acknowledges and agrees that should this agreement be in support of the State's implementation of the Patient Protection and Affordable Care Act of 2010, Party is subject to the certain property rights provisions of the Code of Federal Regulations and a Grant from the Department of Health and Human Services, Centers for Medicare & Medicaid Services. Such agreement will be subject to, and incorporates here by reference, 45 CFR 74.36, 45 CFR 92.34 and 45 CFR 95.617 governing rights to intangible property.

**Security and Data Transfers:** Party shall comply with all applicable State and Agency of Human Services' policies and standards, especially those related to privacy and security. The State will advise the Party of any new policies, procedures, or protocols developed during the term of this agreement as they are issued and will work with the Party to implement any required.

Party will ensure the physical and data security associated with computer equipment, including desktops, notebooks, and other portable devices, used in connection with this Agreement. Party will also assure that any media or mechanism used to store or transfer data to or from the State includes industry standard security mechanisms such as continually up-to-date malware protection and encryption. Party will make every reasonable effort to ensure

media or data files transferred to the State are virus and spyware free. At the conclusion of this agreement and after successful delivery of the data to the State, Party shall securely delete data (including archival backups) from Party's equipment that contains individually identifiable records, in accordance with standards adopted by the Agency of Human Services.

Party, in the event of a data breach, shall comply with the terms of Section 7 above.

x. **Other Provisions:**

**Environmental Tobacco Smoke.** Public Law 103-227 (also known as the Pro-Children Act of 1994) and Vermont's Act 135 (2014) (An act relating to smoking in lodging establishments, hospitals, and child care facilities, and on State lands) restrict the use of tobacco products in certain settings. Party shall ensure that no person is permitted: (i) to use tobacco products or tobacco substitutes as defined in 7 V.S.A. § 1001 on the premises, both indoor and outdoor, of any licensed child care center or afterschool program at any time; (ii) to use tobacco products or tobacco substitutes on the premises, both indoor and in any outdoor area designated for child care, health or day care services, kindergarten, pre-kindergarten, elementary, or secondary education or library services; and (iii) to use tobacco products or tobacco substitutes on the premises of a licensed or registered family child care home while children are present and in care. Party will refrain from promoting the use of tobacco products for all clients and from making tobacco products available to minors.

Failure to comply with the provisions of the federal law may result in the imposition of a civil monetary penalty of up to \$1,000 for each violation and/or the imposition of an administrative compliance order on the responsible entity. The federal Pro-Children Act of 1994, however, does not apply to portions of facilities used for inpatient drug or alcohol treatment; service providers whose sole source of applicable federal funds is Medicare or Medicaid; or facilities where Women, Infants, & Children (WIC) coupons are redeemed.

**2-1-1 Database:** If Party provides health or human services within Vermont, or if Party provides such services near the Vermont border readily accessible to residents of Vermont, Party shall adhere to the "Inclusion/Exclusion" policy of Vermont's United Way/Vermont 211 (Vermont 211), and will provide to Vermont 211 relevant descriptive information regarding its agency, programs and/or contact information as well as accurate and up to date information to its database as requested. The "Inclusion/Exclusion" policy can be found at [www.vermont211.org](http://www.vermont211.org).

**Voter Registration:** When designated by the Secretary of State, Party agrees to become a voter registration agency as defined by 17 V.S.A. §2103 (41), and to comply with the requirements of state and federal law pertaining to such agencies.

**Drug Free Workplace Act:** Party will assure a drug-free workplace in accordance with 45 CFR Part 76.

**Lobbying:** No federal funds under this agreement may be used to influence or attempt to influence an officer or employee of any agency, a member of Congress, an officer or employee of Congress, or an employee of a member of Congress in connection with the awarding of any federal contract, continuation, renewal, amendments other than federal appropriated funds.