



25-06 Addendum 3
GovConnection, Inc.
Connection- Public Sector Solutions
Supplier Response

Event Information

Number: 25-06 Addendum 3
Title: Technology Solutions, Products and Services
Type: Request for Proposal - Region 4 ESC
Issue Date: 6/19/2025
Deadline: 8/7/2025 02:00 PM (CT)
Notes: Oral communications concerning this RFP shall not be binding and shall in no way excuse an Offeror of the obligations set forth in this proposal.

Only online proposals will be accepted. Proposals must be submitted via Region 4 ESC's online procurement system:
region4esc.ionwave.net.

No manual, emailed, or faxed proposals will be accepted.

NON-MANDATORY PRE-PROPOSAL CONFERENCE

Meeting to be held on
Wednesday, July 9, 2025, at 10:00 am CST
via ZOOM at <https://esc4.zoom.us/j/98882807596?from=addon>

Offerors are strongly encouraged but not required to participate in a pre-proposal conference with the Procurement Contract Specialist.

Contact Information

Address: Procurement
7145 West Tidwell Road
TX 77092

Email: questions@esc4.net

GovConnection, Inc. Information

Contact: Corey Petersen
Address: 2275 Research Boulevard, Suite 360
Rockville, MD 20850-3268
Phone: (800) 800-0019 x75554
Email: corey.petersen@connection.com
Web Address: www.connection.com/ps

By submitting your response, you certify that you are authorized to represent and bind your company.

Robert Marconi, VP SLED Sales

Signature

Submitted at 8/6/2025 03:34:30 PM (CT)

sledcontracts@connection.com

Email

Requested Attachments

Offer and Contract Signature Form

Offer and Contract Signature
Form Signed.pdf

Please complete, sign and upload the Offer and Contract Signature Form, located on the Attachments tab.
(REQUIRED)

Deviation Form

Deviation Form_M-1031545.pdf

Please complete and upload the Deviation Form, located on the Attachments tab. *NOTE: Any and add Deviations to any term or condition found in this RFP must be noted on this form. (REQUIRED)

W-9 Upload

GovConnection DBA W9
(2025).pdf

Interested offerors must upload an updated Form W-9 prior to submitting a proposal.

Products and Pricing

Products and Pricing.pdf

Each offeror awarded an item under this solicitation may offer their complete product and service offering/a balance of line. Describe the full line of products and services offered by supplier.

Disclosure of Interested Parties form or Evidence of Exemption

Form 1295 Certificate 101406371
Signed.pdf

If you are required under statute to submit a Disclosure of Interested Parties form (1295 form), you must do so here. Section 6 must be completed in its entirety. Alternatively, if you are exempt under the statute, you must provide documentation affirming your exemption. (REQUIRED, see Attribute titled "DISCLOSURE OF INTERESTED PARTIES")

Conflict of Interest Questionnaire

CIQ Signed.pdf

If a conflict exists that requires the submission of a Conflict of Interest Questionnaire (CIQ), complete and upload the document here. (REQUIRED ONLY IF A CONFLICT EXISTS, see Attribute titled "CONFLICT OF INTEREST QUESTIONNAIRE" for additional information.)

Diversity, HUB Certifications

No response

If your firm holds a certification from certifying agencies related to M/WBE, DBE, HUB, or other diverse business designations, you may upload the certificate here. (OPTIONAL)

Value Added Services

Connection Value Added
Services.pdf

Provide any additional information related to products and services the Offeror proposes to enhance and add value to the Contract. For example, a proposal for furniture may include additional value-added selections such as installation, white glove delivery options, setup/cleaning, classroom design/layout, special orders, etc. (OPTIONAL)

OMNIA Partners - Exhibit F Federal Funds Certifications

OMNIA Partners - Exhibit F
Federal Funds Certifications Form
Signed.pdf

Complete and upload your response to Exhibit F - Federal Funds Certification. This upload should consist of a single document completed with all checkboxes, initials, signatures, and information fields filled in as appropriate.

OMNIA Partners - Exhibit G New Jersey Business Compliance

OMNIA Partners - Exhibit G New
Jersey Compliance Form for
Region IV ESC Signed.pdf

Complete and upload your response to Exhibit G - New Jersey Business Compliance. This upload should consist of a single document that is comprised of DOC #1 through DOC #10, with all checkboxes, initials, signature, and information fields completed as appropriate.

Additional Agreements Offeror will require Participating Agencies to sign.

No response

If the Offeror will require individual agencies to complete any additional requirements or agreements outside of what is proposed and agreed to during this proposal solicitation, Offeror must submit such requirements or agreements as an uploaded file here. If uploading more than one file, select "New" under the "Other Response Attachments" section found lower on this webpage, and upload as many documents as is necessary to submit all additional requirements for participating agencies.

Dunn & Bradstreet Report

PC Connection Inc.-
DUNS166964986_07-28-2025.pdf
25-06 Addendum No. 1 Signed.pdf

Addendum No. 1

Please sign and upload Addendum No. 1 here.

Addendum No. 2

Please sign and upload Addendum No. 2 here.

25-06 Addendum No 2 Signed.pdf

Addendum No. 3

Please sign and upload Addendum No. 3 here.

25-06 Addendum No 3 Signed.pdf

Redlined Response, if applicable

New OMNIA Partners - Exhibit A -
Redlined_M-1031549.docx

Bid Attributes

1 CONTRACT DURATION

The initial term of the Contract is for a period of three (3) years unless terminated, canceled, or extended as otherwise provided herein. Region 4 ESC shall have the right in its sole discretion to renew the Contract for additional terms up to two (2) years after the end of the initial term or for a lesser period of time as determined by Region 4 ESC by providing written notice to the Contractor of Region 4 ESC's intent to renew thirty (30) days prior to the expiration of the original term. Contractor acknowledges and understands Region 4 ESC is under no obligation whatsoever to extend the term of this Contract. In the event the proposal term, including renewals, ends before another proposal is executed, proposal prices and discounts may be extended on a month-to-month basis by mutual consent. Extensions are limited to the lesser of: a) six (6) additional monthly terms, or b) the time which is required to complete a new solicitation for the goods and services provided for in this solicitation. Notwithstanding the foregoing paragraph, the term of the Contract, including any extension of the original term, shall be further extended until the expiration of any Purchase Order issued within the Contract term for a period of up to one year beyond the Contract term.

I certify compliance with this attribute.

2 NAME OF INDIVIDUAL COMPLETING THIS PROPOSAL

Robert Marconi, VP SLED Sales

3 HOW MANY YEARS HAS YOUR BUSINESS OPERATED UNDER ITS PRESENT NAME

9

4	WHAT IS YOUR CURRENT NUMBER OF CUSTOMER ACCOUNTS? <input type="text" value="5776"/>
5	WHAT ARE YOUR BUSINESS HOURS? <input type="text" value="Connection's business hours are Monday through Friday, 8:00 a.m. – 5:30 p.m. ET"/>
6	IS 30 DAYS AFTER RECEIPT OF INVOICE AN ACCEPTABLE PAYMENT SCHEDULE FOR YOUR BUSINESS? If Yes, type "YES". If No, describe your payment schedule in the field provided. <input type="text" value="Yes"/>
7	WHAT IS THE STANDARD LEAD TIME FOR RECEIPT OF PRODUCTS AFTER ORDER IS RECIEVED (ARO), IN DAYS? Provide your answer in number of DAYS after receipt of order (ARO). <input type="text" value="In-stock products are typically delivered within 2-5 business days."/>
8	ACCOUNT MANAGER NAME Please indicate the name of the account manager we should speak to with concerns about the products and/or services in this proposal. <input type="text" value="Robert Marconi, VP SLED Sales"/>
9	ACCOUNT MANAGER EMAIL <input type="text" value="sledcontracts@connection.com"/>
10	ACCOUNT MANAGER PHONE <input type="text" value="(800) 800-0019"/>
11	PAYMENT REMITTANCE ADDRESS <input type="text" value="GovConnection, Inc. PO Box 536477 Pittsburgh, PA 15253-5906 Remit@connection.com"/>
12	PAYMENT REMITTANCE PHONE <input type="text" value="(800) 800-0019"/>
13	CONTRACT/PURCHASE ORDER/QUOTE EMAIL Vendors may choose to have purchase orders emailed to them in PDF format in lieu of having them faxed or mailed. To elect this option, please offer the preferred email address in the accompanying field. This email address will apply to any purchases from your company, so the use of a generic email address is suggested, such as bids@companyname.com or purchaseorders@businessname.com. <input type="text" value="sledcontracts@connection.com"/>
14	CONTRACT/PURCHASE ORDER/QUOTE FAX NUMBER, IF APPLICABLE If applicable, please provide a fax number to send orders and quote requests. <input type="text" value="(603) 683-1104"/>

1 5	REQUIRED REFERENCE QUOTE OR CONTRACT NUMBER, IF APPLICABLE Enter your quote or contract number and/or any other information our staff would need provide on the face of purchase orders in order to receive discount percentages and contract pricing. <input type="text" value="N/A"/>
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1 6	COMPANY WEBSITE ADDRESS, IF APPLICABLE <input type="text" value="www.connection.com"/>
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1 7	HOW WERE YOU NOTIFIED OF THIS BID OPPORTUNITY? In order to verify the efficiency of communication tools used to notify vendors of bidding opportunities, we ask that you provide us with the manner in which you received notification of this request for bid/proposal. <input type="text" value="Email notification"/>
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1 8	REFERENCE 1 Please provide the reference of a school and/or business who have utilized the same equipment/products within the last two years. Include: <ul style="list-style-type: none">• Entity Name• Contact name and title• Contact phone number and email address• Contact city and state• Years of service provided• Description of services/products provided• Annual volume of business handled for the customer <input type="text" value="• South Dakota Board of Regents • Karen Bravek, Purchasing Manager • Phone: (605) 688-4451, Email: Karen.Bravek@sdstate.edu • Brookings, SD • 5 years • Full catalog of Connection's solutions • \$1,076,190.27"/>
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1 9	REFERENCE 2 Please provide the reference of a school and/or business who have utilized the same equipment/products within the last two years. Include: <ul style="list-style-type: none">• Entity Name• Contact name and title• Contact phone number and email address• Contact city and state• Years of service provided• Description of services/products provided• Annual volume of business handled for the customer <input type="text" value="• Whiteriver USD 20 • Pierre Dehombreux, Director of Information Technology Services • 928-358-5720 / PDehombreux@wusd.us • Whiteriver, Arizona • 11 Years • Full catalog of Connection's solutions • \$304,872.00"/>
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20 REFERENCE 3

Please provide the reference of a school and/or business who have utilized the same equipment/products within the last two years. Include:

- Entity Name
- Contact name and title
- Contact phone number and email address
- Contact city and state
- Years of service provided
- Description of services/products provided
- Annual volume of business handled for the customer

• City of Long Beach • Rob Centeno - Deputy Director • Phone: (562)-570-5553, Email: rob.centeno@longbeach.gov • Long Beach, CA • 12 Years • Full catalog of Connection's solutions • \$2,593,079.34

21 THE U.S. STATE YOUR PRINCIPAL PLACE OF BUSINESS IS LOCATED.

New Hampshire

22 RECIPROCITY

For Businesses not located in Texas: Does your state of residence or incorporation require out-of-state bidders to underbid vendors residing in your state by a prescribed amount or percentage to receive a comparable contract? If Yes, please input that percentage; If No, please leave the adjacent field blank.

No response

23 PARTIAL AWARD ACCEPTANCE

REGION 4 ESC retains the right to award this contract in such a manner that it receives the best overall value for the goods and/or services requested in this request for proposal or bid, which may include awarding to multiple vendors.

I understand.

24 PURCHASE ORDER POLICY

REGION 4 ESC purchases tangible goods and services through the use of approved Purchase Orders. Vendors are highly discouraged from sending products, and/or performing services without prior receipt of an approved District Purchase Order. While campuses and departments may call for quotes and information, please be advised the District is not obligated to pay for any services and/or products ordered via telephone or email in without the presence of a properly executed Purchase Order.

I understand.

25 ADDENDA NOTIFICATIONS

Any addenda to this proposal will be issued electronically through this system. It is vendor's responsibility to review addenda upon e-mailed notice and retract/amend their submission as deemed necessary. REGION 4 ESC may choose to mark a proposal received prior to the issuance of an addendum as non-responsive should REGION 4 ESC, in its sole determination, finds the addendum to be of such material change that it warrants such determination. If such proposal is found non-responsive, REGION 4 ESC will not consider the proposal for evaluation or further consideration.

I understand.

26 How does the Offeror handle returns and restocking? Describe the return policy, restocking fees, and how these processes are managed.

• If any problems or discrepancies are discovered, the Region 4 ESC member should notify their Account Manager within 30 days of purchase, to return incorrect or defective product, for repair, credit or replacement, for up to 30 days from the date of receipt. The Contractor agrees to pay all shipping costs for the return shipment. Contractor shall be responsible for arranging the return of the defective or incorrect material. • After this period, the individual manufacturer's warranty/return policy will come into effect. • Within 30 days, all non-defective returns authorized by Connection, whether opened or unopened, will not be assessed a restocking fee, and must be authorized for return within 30 days from date of receipt • After the 30-day period, a 15% restocking fee will be charged. • Certain items such as CTOs, BTOs and Software are not returnable, except for defects requiring repair under warranty.

27 How does the Offeror respond to emergencies? Please outline the emergency response process for urgent orders.

Connection can ensure that in the event of a Region 4 ESC emergency situation or immediate need, our Single Point of Contact and Account Manager will be available 24 hours a day, 7 days a week to assist in any way possible in order to initiate the order process. Based on the urgency, expedited shipping can be offered for an additional charge. In addition, Corey Petersen, Director of SLED Sales, will also be available to assist. Contact Information for Corey is as follows: Phone: 800-800-0019 ext. 75554 Cell Phone: 605-659-6442 Email: corey.petersen@connection.com

28 What is Offeror's average Fill Rate?

Connection maintains a same day order fulfillment rate for in-stock, pick and ship products of 99.5%. • Order Accuracy: 99.998% • Delivery time frame: In-stock products are typically delivered within 2-5 business days.

29 What is the Offeror's history of meeting delivery timelines? Provide the vendor's average on-time delivery and fill rates.

Connection maintains a 97% on-time delivery. Our orders are filled with a 99.998% accuracy rate, and we ship 97% of our orders on the day that those orders are printed.

30 How does the Offeror ensure product/service quality? Describe the quality standards and warranty options for products/services.

Connection employs a comprehensive, multi-faceted approach to ensure the quality of the products and services it delivers. This includes defined return and warranty policies, robust customer satisfaction tracking, layered support and escalation mechanisms, and contractual commitments to quality and transparency. Warranty terms for each product/service are primarily sourced from the manufacturer; Connection acts as the facilitator in honoring these standards rather than specifying unique, company-wide warranty enhancements.

31 Describe Offeror's customer service/problem resolution process. Include hours of operation, number of services, etc.

The first point of contact to resolve any customer service issue is your dedicated Account Manager. If there is a problem that your Account Manager is unable to resolve, issues are immediately escalated up the sales management chain. Escalation Team Contacts: * Corey Peterson, Director of SLED Sales Phone: 800-800-0019 ext. 75554, or 605-659-6442 * Bob Marconi, VP SLED Sales Phone: 800-800-0019 ext. 33331 * Lisa Reid (Trisciani), VP Field Sales Phone: 800-800-0019 ext. or 603-533-0916 When informed of a potential issue, they commit to respond within 2 hours to address the situation. Connection is available to Region 4 ESC members, 24 x 7, and have included the following contact for after-hour emergencies: Corey Petersen, Director SLED Sales Phone: 800-800-0019 ext. 75554 Cell: 605-659-6442 Email: corey.petersen@connection.com Additionally, there is a Connection Customer Care Center located in Keene, NH 888-213-0259 M-F 8:30am to 6:30pm, ET

3 2 Describe Offeror's invoicing process. Include payment terms and acceptable methods of payments. Offerors shall describe any associated fees pertaining to credit cards/p-cards.

Customer invoicing is done daily for all shipped orders. Special development & processing may be required to generate invoices on a monthly basis. Invoices can be generated electronically and will become available to the customer via our B2B portal. Connection will not charge additional fees for P-card/Credit Card payment processing. Connection's payment terms are Net 30, by ACH, check or wire. Credit cards may be used for payment at the time of order. Net 30 accounts may not be paid by credit card. Connection can accept payments several different ways. • Credit or Procurement Cards: Connection accepts all credit or procurement cards ("P-Cards") issued by an established and accredited bank, either online or over the phone. • Purchase Order: A purchase order with net terms may be provided. Bill to information is stored so that all invoices are directed to the exact location the customer requires. • EDI and electronic transfers. • Check payment

3 3 How will the Offeror ensure smooth contract implementation? Describe the transition plan for customers adopting the Offeror's goods/services.

By continuing to partner with Connection, Region 4 ESC will have a seamless, zero-downtime transition to the new contract, with the same pricing as the current contract live on Day One in the e-procurement site. Success relies on open collaboration: Region 4 ESC will help identify needs, set system preferences, provide feedback, and communicate openly. Connection will deliver tailored contract training, develop a joint transition plan with key milestones, and promote the contract through multiple channels. Ongoing support includes sales team training, weekly calls, quarterly reviews, and flexible process updates to ensure continuous improvement, transparency, and a positive partnership.

3 4 Describe the financial condition of Offeror.

With \$3 billion dollars of buying power, Connection has priority access to the biggest IT brands in the industry—granting us the ability to maximize product availability. Connection is part of the Connection family of PC Connection, Inc. As such, we offer a financially stable, Fortune 1000 company you can count on. Connection has the financial ability and breadth of resources to meet all the requirements outlined within your RFP. All financial reporting for Connection Public Sector Solutions is made through our parent company PC Connection, Inc. The most current corporation financial statements and annual reports can be read at <http://ir.pcconnection.com>.

3 5 Provide a website link in order to review website ease of use, availability, and capabilities related to ordering, returns and reporting. Describe the website's capabilities and functionality.

Region 4 ESC-specific pricing and website can be viewed at www.govconnection.com using the login and password listed below. Login: region4bid@pcc.ide Password: Connection321. Connection delivers a robust, secure, and customizable online order management system for Region 4 ESC. Our e-commerce platform streamlines IT purchasing, offers contract-specific pricing, and restricts orders to approved products only. Unique contract codes prevent unauthorized orders—both for end-users and Connection representatives. The B2B site supports standardization, cost control, and efficiency, with customizable dashboards and agency-approved product catalogs. Over 425,000 discounted technology items are available, and real-time reporting and purchasing authorization controls boost productivity while reducing paperwork and unauthorized spend.

3 6 Describe the Offeror's safety record.

Connection's most recently stated Experience Modification Rate (EMR) and OSHA Incident Rate are as follows: 2024 Experience Modification Rate (EMR): 0.53 2024 OSHA Incident Rate: 0.21.

3 7 Provide a brief history of the Offeror, including year it was established and corporate office location. Please also provide experience providing similar products and services.

Connection was founded in 1982 by Patricia Gallup and David Hall to provide "a better way to buy information technology products," offering expert advice, superior service, and competitive pricing. Originally known as PC Connection, the company quickly grew with the expanding personal computer market, evolving into a Fortune 1000 technology solutions provider with a strong, customer-focused model. In 2016, all subsidiaries unified under the "Connection" brand, streamlining offerings across public sector, business, and enterprise clients. Connection's corporate headquarters are in Merrimack, NH, with legal and administrative offices in Rockville, MD, plus offices nationwide. The company also operates an ISO 9001:2015-certified Technical Integration and Distribution Center in Wilmington, OH.

**3
8** What is the Offeror's reputation in the industry? Provide a brief description of the vendor's standing and reliability in the market.

Connection has a strong reputation in the industry, bolstered by over four decades of experience. Connection's service quality is highly regarded, as indicated by a company-wide Net Promoter Score (NPS) of 79, which significantly exceeds industry norms. They maintain long-standing relationships with manufacturers, possess deep expertise in the public sector, and have a robust support and escalation structure tailored for complex technology environments. The company has been recognized on the Fortune 1000 list for 25 consecutive years and has received several accolades, including being named one of the "World's Most Trustworthy Companies" by Newsweek for three years running. Additionally, Forbes has twice named Connection as "America's Best-in-State Employers" and recognized them as one of "America's Most Trustworthy Companies." They have also been included in Businessweek's listing of the "Top 100 Technology Companies."

**3
9** Are the Offeror's products/services well regarded? Please describe how the Offeror's products and services are perceived by customers. You are welcome to include any customer reviews or feedback to illustrate your response.

Connection's products and services are well regarded in the IT industry. Connection's company's service quality is highlighted by a commendable Net Promoter Score (NPS) of 79, as of Fall 2024, significantly above industry norms. This score reflects strong customer satisfaction and loyalty, demonstrating a positive perception of their offerings among clients. Moreover, Connection benefits from long-standing relationships with manufacturers & possesses extensive public sector expertise. Connection's support & escalation structure are designed to cater to complex & mission-critical technological environments, further enhancing customer trust & reliability in our product & services delivery. Connection emphasizes a customer-centric approach, including dedicated account teams & custom procurement portals aimed at improving user satisfaction & maximizing adoption. Any negative experiences are managed proactively, with alternative solutions offered in rare case-specific circumstances.

**4
0** Describe if distributors/dealers/resellers/subsidiaries/partners ("affiliates") will be used to fulfill the contract. Submit a list of those affiliates authorized to sell under the proposed contract.

Where and how does Offeror propose to maintain an authorized affiliate list so it may be accessed by Participating Agencies? How often does the supplier propose to update the affiliate list? Confirm the Offeror reviews the financial health, debarment status and overall general capacity of authorized affiliates. Offerors who use authorized affiliates are responsible for ensuring authorized affiliates are performing in accordance with the contract.

Connection delivers nationwide installation and a full suite of professional technology services—including data center, cloud, security, mobility, networking, software, and lifecycle support—to Region 4 and its member businesses. Backed by over 425,000 products and strong vendor partnerships, Connection's Account Managers and technical experts can support projects of any size and scope. When specialized expertise or geographic coverage is needed, Connection leverages a national network of more than 100 thoroughly vetted service partners to expand their capabilities. These partners are carefully selected and onboarded to provide additional services as required, and as part of the partner selection process Connection reviews financial stability, debarment status and other factors including overall capacity and quality. Subcontractors are typically engaged only when necessary for certain projects; standard product or direct sales generally do not involve third parties. Clients access these partner resources through Connection's services team, which conducts an initial scoping call to determine project needs and assign the most suitable resources for projects requiring our partner services.

**4
1** Describe the experience and qualifications of key employees.

Connection's sales force is our customers' lifeline, so we prioritize ongoing training and development. New Account Managers complete three months of in-depth onboarding before assignment. Our team benefits from regular manufacturer-led education, certifications from industry leaders like HP, Cisco, VMware, and Microsoft, and ongoing professional development in communication, technology, and compliance. With over 140 experienced sales professionals and a Technology Solutions Group holding 2,500+ technical certifications, we align expertise to deliver responsive customer support, competitive solutions, and guidance across all major manufacturers.

4 2	<p>Describe Offeror's experience working with the government sector.</p> <p>Connection has achieved industry leadership by consistently upholding rigorous standards of quality across our people, products, partnerships, & technology. Even as we continue to grow, customer satisfaction remains at the heart of our success. With a wide selection of product offerings, skilled marketing support, & a recognized track record for delivering comprehensive service, Connection consistently upholds its award-winning reputation. Connection addresses the fundamental business challenges of IT projects by first understanding each customer's unique needs & core issues. Our staff will identify & recommend the most appropriate solutions, tailoring services to meet specific requirements, ensuring comprehensive knowledge transfer so customers can confidently maintain self-sufficiency. Following implementation, Connection provides ongoing maintenance & support to extend the reliability & lifecycle of each solution, helping customers maximize the value of their IT investments.</p>
4 3	<p>Describe any past or present litigation, bankruptcy, reorganization involving supplier.</p> <p>From time to time, GovConnection, Inc. dba Connection Public Sector Solutions or Connection is party, as plaintiff or defendant, to various types of legal proceedings, audits and claims, which arise in the ordinary course of business. Publicly available information on material matters, if any, is as reported in our SEC filings located at https://ir.connection.com</p>
4 4	<p>Provide Offeror's expertise in working with public sector and understanding of the unique technical regulatory requirements.</p> <p>Connection brings proven expertise serving thousands of public sector customers nationwide, including K–12, higher education, and government agencies for over 40 years. Specialized public sector teams understand complex technical and regulatory needs—delivering contract-compliant eCommerce solutions, robust security aligning with federal and state mandates (FERPA, CIPA, CJIS, HIPAA), and accessible (ADA/WCAG) platforms. Solutions support procurement transparency, audit readiness, and asset control. Managed, cloud, and lifecycle services are tailored for public agencies. Connection continually monitors regulatory updates to ensure customer compliance and secure, efficient operations.</p>
4 5	<p>Indicate if Offeror is licensed to do business in all 50 states.</p> <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>
4 6	<p>Value Add - Provide any additional information related to products and services Offeror proposes to enhance and add value to the Contract.</p> <p>Connection has submitted a detailed Value Added Services document with our response attachments.</p>
4 7	<p>For Non-Normal Working Hours, indicate if there is a minimum charge of hours and what the number of hours is.</p> <p>If any after hours services are needed, Connection will put members in contact with the manufacturer or warranty servicing entities that are the best fit to rectify any issues you may be experiencing. Non-normal working hours may incur a fee, dependent on the situation and will be determined on a case by case basis.</p>

48 How does the Offeror price their products or services?

- Is pricing based on a discount from a manufacturer's price list, catalog, or a fixed price?
- Include price and product, service, and/or solutions lists with the following information, if applicable: manufacturer or other part number, product/service description, manufacturers suggested or another list price, and net price.

Connection has created an online purchasing portal that includes our full inventory of products & services at Region 4 ESC's Account Specific Pricing Discounts for the current contract. Connection proposes to keep the current pricing model & structure – ensuring a seamless transition between the current agreement & new contract, with minimal disruption to Region 4 members who are already familiar with our pricing & online purchasing portals. Contract pricing is based on fixed discounts from our standard web catalog list price. Pricing is available via our online purchasing portal, located at www.govconnection.com. Login: region4bid@pcc.ide Password: Connection321. Pricing will be dynamic & based on the publicly available list prices at the time of order. The proposed discounts will remain firm for the term of the contract. If a percentage discount causes the sell price to fall below our standard cost, the sell price shall be adjusted & honored at Connection's standard cost.

49 Describe any shipping charges (where applicable).

Connection ships 99% of in-stock items same day. FREE FOB, ground shipping is offered on most products, except heavyweight, expedited, or hazardous materials. Region 4 ESC members get a wide range of delivery options: overnight, second day, ground, time-definite, and truckload. Standard carriers include USPS, UPS, FedEx, Roadway, and Yellow; "Ground Best Way" services are used as appropriate. For heavyweight (single item >150 lbs or multiple >300 lbs) or DIMM (large size/weight ratio) orders, discounted shipping and special service charges (liftgate, inside delivery, appointments) are added to invoices. BOT (Alaska/Hawaii) incurs extra fees, quoted case by case. Specialized services, including inside delivery, package removal, and setup, are available upon request through your Account Manager.

50 Provide pricing for warranties on all products and services.

All products and services will ship with their base warranty in place, Connection does offer extended warranties on most of our available products, please contact your dedicated account manager to discuss available options and all warranties and service plans will be list minus 7% per our Products and Pricing page.

51 Describe any return or restocking fees.

If an issue is discovered, the Region 4 ESC member will notify their Account Manager within 30 days to return the defective product, for repair, credit or replacement. After 30 days, the individual manufacturer's warranty/return policy will come into effect. All authorized non-defective returns within 30 days of receipt will not be subject to a restocking fee. After 30 days, a 15% restocking fee will be charged. Returned items must be 100% complete, contain ALL original boxes and packing material, have original UPC codes on the manufacturer's packaging, contain all blank warranty cards, accessories, and documentation provided by the manufacturer. Authorization for return may be obtained by calling your Account Manager. Members will be issued a Return Merchandise Authorization (RMA), valid for 10 days. Failure to return a product within the 10-day authorization period will be deemed to be an acceptance of the product. Exceptions may be made on a case-by-case basis.

52 Are there additional discounts or rebates for larger orders or other factors? Please describe any potential savings based on volume, annual spending, or other incentives.

In addition to the aggressive pricing proposed herein, Connection will work with manufacturers and internal programs to apply a volume discount for orders of six (6) or more of the same item. As manufacturer practices and pricing vary widely, this offer is dependent upon the manufacturer and their ability to offer volume discounts. These opportunities will be pursued, and Connection will pass along discounts when available.

53 How can the Offeror ensure contract pricing? How can customers verify that they are getting the agreed-upon contract prices?

There is the possibility of further discounts depending on project, order size and other factors. Please work with your dedicated account manager to discuss options. As manufacturer practices and pricing vary widely, this offer is dependent upon the manufacturer and their ability to offer volume discounts. These opportunities will be pursued, and Connection will pass along discounts when available.

54	<p>How will price updates be handled? Describe the frequency and method for price adjustments during the contract term.</p> <p>Pricing will be dynamic and based on these publicly available list prices at the time of order and based on discounts off of our standard Web Catalog List Price. The offered discount will remain firm for the term of the contract.</p>
55	<p>How are future product introductions priced? Explain how new products or services introduced during the contract will align with current pricing?</p> <p>Future product introductions will be priced at the same category discounts offered within this response. We are continuously expanding our product portfolio to meet the specific needs of our customers and to offer the latest advancements in technology. In the event of a new product categories being added during the contract term, Connection is open to negotiation with OMNIA to establish a pricing guideline.</p>
56	<p>Describe any diversity programs or partners supplier does business with and how Participating Agencies may use diverse partners through the Master Agreement.</p> <p>Indicate how, if at all, pricing changes when using the diversity program. If there are any diversity programs, provide a list of diversity alliances and a copy of their certifications.</p> <p>Connection utilizes numerous small, disadvantaged, minority-owned, women-owned, HUB Zone businesses, when possible. Each situation will be analyzed, & the partner that best fits the needs of each customer will be used when possible. Connection has a Federal Government Approved Small Business Subcontracting Plan valid for FY2025, committing subcontracting dollars to small business concerns that are diverse partners. Participating Agencies may utilize diverse partners via the Master Agreement in several ways: • Agencies can request the use of specific diverse partners or set additional diversity requirements as part of a supplemental agreement, over and above the minimums set in the Master Agreement. • Pricing is analyzed for each project at time of project scoping. Contract pricing is not affected by the use of a diverse supplier. • The terms and pricing established under the Master Agreement are the same for all Participating Public Agencies, ensuring consistency and compliance.</p>
57	<p>Minority Women Business Enterprise Certification</p> <p>If yes, list certifying agency.</p> <p>N/A</p>
58	<p>Small Business Enterprise (SBE) or Disadvantaged Business Enterprise (DBE) Certification</p> <p>If yes, list certifying agency.</p> <p>N/A</p>
59	<p>Historically Underutilized Business (HUB) Certification</p> <p>If yes, list certifying agency.</p> <p>N/A</p>
60	<p>Historically Underutilized Business Zone Enterprise (HUBZone) Certification</p> <p>If yes, list certifying agency.</p> <p>N/A</p>
61	<p>Other recognized diversity certificate holder</p> <p>If yes, list certifying agency</p> <p>N/A</p>

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2** Describe how Supplier will transition any existing Public Agency customers' accounts to the Master Agreement available nationally through OMNIA Partners.

Include a list of current cooperative contracts (regional and national) Offeror holds and describe how the Master Agreement will be positioned among the other cooperative agreements.

By partnering with Connection, the transition of any existing Public Agency customers' accounts to the Master Agreement will be seamless. Contract pricing will be integrated within the online portal for Omnia and Region 4 ESC and will be available on Day One of the new contract, resulting in no downtime. At that point, Connection will reach out to members to discuss the new Master Agreement and their individual, dedicated e-commerce sites. The following list is a sampling of Connection's contract launch activities used to transition accounts to the new Master Agreement: • Set up strategy sessions with the Omnia field team • Targeted call campaigns for each state talking about the value of the Region 4 ESC/Omnia Partners contract; • Set up customized websites for e-Procurement and B2B customers; • Provide marketing and information about Region 4 ESC/Omnia Partners for regional and national shows and summits; • Educate and work with major and emerging technology manufacturers with Region 4 ESC/Omnia Partners; • Create member specific agreements using the baseline of the Master Agreement; • Create special bundles and vertical specific solutions under the Master Agreement • Partner with other key Omnia Partners contract holders, i.e. Carahsoft, Grainger, etc. to bring complete, dynamic offerings to members; • Support all Omnia Partners regional summits as a top supplier; • Work with Omnia Partners executive team on development of an Amazon like Marketplace specific to Education and State and Local. By partnering with Connection, the transition of any existing Public Agency customers' accounts to the Master Agreement will be seamless, efficient and done with ease. Contract pricing will be integrated within the Connection-created e-Procurement Omnia and Region 4 ESC and will be available on Day One of the new contract, resulting in no downtime. Connection will reach out to members to discuss the new Master Agreement and their individual, dedicated e-commerce sites. Our sales force is instrumental in informing customers of the benefits of this Master Agreement and its ease of use. Each member that has a current interest in exploring the benefits further will work with the Account Manager or Business Development Manager to further define the member's needs and how this Master Agreement can satisfy them. Connection will target certain manufacturers to create Omnia Partners specific solutions and pricing, allowing for acquisition savings for Omnia Partners members. We will also educate customers on strategic procurement initiatives around enterprise services and solutions to provide opportunities to leverage competing technologies and manufacturers to obtain the best possible value. Connection has more than twenty (20) years' experience successfully supporting and promoting both State and Local Education (SLED) and Federal cooperative and consortium contracts. Listed below is a sampling of Connection's current SLED consortium / cooperative contracts. National and Multi-state Contracts that Connection holds include the below agreements. Additionally, we hold hundreds of public sector contracts supporting customers of all sizes, both as a contract owner and reseller of some of our major OEMs: • MISBO • Vizient (Novation) IT-0033 • PEPPM 2022 Supplemental Catalog Bid – PA General HW & SW Category - #532462-004 • Buy Board Cooperative Purchasing 759-25 • Buy Board Cooperative Purchasing 760-25 • Equalis-Region 10 EQ-013120-01A • 791 Purchasing Cooperative 202303002 • Harris County DOE/Choice Partners 25/018MF-26 • OMNIA Partners/Region 4 ESC Technology Solutions, Products & Services R210402 • NCPA: National Cooperative Purchasing Alliance NCPA 01-144 • Axia Cooperative 240025

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3** Acknowledge Supplier agrees to provide its logo(s) to OMNIA Partners and agrees to provide permission for reproduction of such logo in marketing communications and promotions.

Acknowledge that use of OMNIA Partners logo will require permission for reproduction, as well.

- Yes
- No

64 Confirm Supplier will be proactive in direct sales of Supplier's goods and services to Public Agencies nationwide and the timely follow up to leads established by OMNIA Partners.

All sales materials are to use the OMNIA Partners logo. At a minimum, the Offeror's sales initiatives should communicate:

- Master Agreement was competitively solicited and publicly awarded by a Principal Procurement Agency
- Best government pricing
- No cost to participate
- Non-exclusive

Yes

No

65 Confirm Offeror will train its national sales force on the Master Agreement. At a minimum, sales training should include:

- Key features of Master Agreement
- Working knowledge of the solicitation process
- Awareness of the range of Public Agencies that can utilize the Master Agreement through OMNIA Partners
- Knowledge of benefits of the use of cooperative contracts

Yes

No

66 Provide the name, title, email and phone number for the person(s), who will be responsible for:

- Executive Support
- Marketing
- Sales
- Sales Support
- Financial Reporting
- Accounts Payable
- Contracts

Executive Support: Robert Marconi, Vice President SLED Sales 800-800-0019 ext. 33331, Bob.marconi@connection.com Marketing: Autumn Terzopoulos Marketing Manager – Segment Marketing 800-800-0019 ext., Autumn.Terzopoulos@connection.com Sales: Corey Petersen, Dir. SLED Sales 800-800-0019 ext. 75554, Corey.petersen@connection.com Sales Support: Corey Petersen, Dir. SLED Sales 800-800-0019 ext. 75554, Corey.petersen@connection.com" Financial Reporting: D'Arcy Mello, Mgr SLED Contracts 800-800-0019 ext 33811, darcy.mello@connection.com" Accounts Payable: Sharon Furtado, Director of Credit and Collections 800-800-0019 ext 2058. sharon.furtado@connection.com" Contracts: D'Arcy Mello, Mgr SLED Contracts 800-800-0019 ext 33811

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Describe in detail how Supplier's national sales force is structured, including contact information for the highest-level executive in charge of the sales team.

Connection's sales team is among the most experienced in the industry. We foster lasting customer partnerships by offering both primary and secondary points of contact — ensuring members have access to knowledgeable professionals who understand the specific needs of public sector IT leaders. Your dedicated Account Manager (AM) and Business Development Manager (BDM) collaborate closely with a team of specialists to support every aspect of your IT initiatives, from assessment and planning to design and implementation. They also assist with day-to-day transactions and the effective management of all relevant contract purchasing vehicles. Our team supports customers nationwide and is backed by the full support of the entire Connection executive team. Account Managers, Sales Managers, Sales Directors and our Acquisition Sales team are our inside sales force, and report to Robert Marconi, Vice President SLED Sales. The sales and services team collaborate with our manufacturers, partners, and internal experts to act as dedicated advocates for our customers. They focus on driving cost savings, enhancing service quality, and managing daily orders as well as marketing and sales activities. Connection Public Sector Solutions' National Inside Sales Force Breakdown • Account Managers: 132 • Sales Managers: 11 • Acquisition Sales: 8 Business Development Managers report to Lisa Trisciani, Vice President Field Sales. BDMs are our outside sales force, providing sales, marketing, and product demonstrations, maintaining a local field presence within their assigned community. Vertical Alliance Managers report directly to Bob Marconi, Vice President SLED Sales and serve as an education strategist working with schools and districts around the country to: • Drive strategic initiatives • Provide strategic planning support for implementations of technology in the classroom for teaching and learning • Share experiences from other districts on how they are solving today's education challenges • Focus on ensuring that customers get the right solutions to fit their specific needs • Carefully vet out solutions for our K-12 / HIED catalog and focus only on solutions that have the potential to positively impact the student's outcome Connection's national Field Sales Force Breakdown: • Business Development Managers: 18 • Vertical Alliance Managers: 3 Executive Contact Information: • Larry Kirsch, President, Phone: 800-800-0019 ext. 33020; Email: larry.kirsch@connection.com • Robert Marconi, Vice President SLED Sales, Phone: 800-800-0019 ext. 33331; Email: bob.marconi@connection.com • Lisa Trisciani, Vice President SLED Field Sales, Phone: 800-800-0019 ext. 77896; Cell: 603-533-0916; Email: lisa.trisciani@connection.com • Corey Petersen, Director, SLED Sales, Phone: 800-800-0019 ext. 75554; Email: corey.petersen@connection.com

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Explain in detail how the sales teams will work with the OMNIA Partners team to implement, grow and service the national program.

In addition to the strategies highlighted in the Marketing section, Connection offers a comprehensive suite of solutions to support the implementation, growth, and ongoing success of national programs. We employ a range of approaches to keep customers updated on new products and developments. As we maintain no ownership ties with our partners, we are positioned to provide the most objective, cost-effective, and up-to-date technology recommendations to Region 4 ESC and OMNIA members. Our strong partnerships also enable us to deliver technology road maps for key products whenever available. Below is a summary of methods we use to keep Region 4 ESC informed about new offerings: Product Technology Road Maps: Manufacturer representatives and Subject Matter Experts deliver detailed presentations on current and emerging technologies, road maps, and best practices, either in person or via WebEx. Product Demonstrations: Upon request, Connection and our OEM partners can provide hands-on demonstrations of new products. Lunch & Learns: We organize catered, multi-customer events where vendor partners present on the latest products and technological advancements. Speed Training or One-to-Many Events: We coordinate sessions where vendor partners provide concise updates on new technologies or offerings. Attendees rotate through a series of short, focused presentations, with opportunities to schedule follow-up discussions. Vendor Fairs: Connection manages events ranging from four to six hours in length, allowing attendees to visit vendor booths at their convenience and learn about available solutions through direct interaction with vendor representatives. Onsite Visits: Our Business Development Managers visit customer locations to understand upcoming projects, recommend suitable vendor partners, and arrange for subject matter experts to provide tailored solutions. Training: We provide guidance on leveraging your B2B website, including training on customization and sharing best practices based on proven customer use cases. We continuously assess and expand our technology offerings, introducing new products and services as they become available or in response to customer needs.

69 Explain in detail how Offeror will manage the overall national program throughout the term of the Master Agreement, including ongoing coordination of marketing and sales efforts, timely new Participating Public Agency account set-up, timely contract

administration, etc.

By continuing our long term partnership with Connection, the transition to the new contract will be seamless. The contract pricing that we are proposing to stay the same, is already integrated within the existing e-procurement site and available on Day One of the new contract, resulting in no downtime for Region 4 or OMNIA members. As part of our long term partnership with OMNIA, contract training is required by the Connection sales team, the management team, the vendors, manufacturers, and the contract managers. Connection commits to continuously train and aggressively promote the Region 4 and OMNIA contracts. Ongoing OMNIA contract training required by Connection include: • Regional team meetings for AMs and AAMs • Online webinars for Business Development Managers and remote Account Managers • Onsite manufacturer training sessions with each of the highlighted partners • Repository available for OMNIA collateral and tutorial Communication and marketing of the awarded contract will be done verbally, with all existing and new customers, as well as in the following ways: • Co-branded email communication to entire Connection's education and state and local agencies lists highlighting contract and special offers for members • Listings on www.connection.com contracts page linking to customized OMNIA and Region 4 contract webpages • Social media campaign to increase awareness of contract • Webinars with OMNIA and/or Region 4 members custom collateral

70 State the amount of Supplier's Public Agency sales for the previous fiscal year. Provide a list of Supplier's top 10 Public Agency customers, the total purchases for each for the previous fiscal year along with a key contact for each.

Please see the pre-audit sales data listed below for the previous fiscal year of 2024. Please see Connection's top 10 Public Agency customers listed also listed below. Contact information can be provided upon award. Division 2024 Sales PSG Total \$ 600,000,000.000 This information below is proprietary and should only be used for the purpose of evaluating the proposal. Brevard County School District \$27,883,729 Hillsborough County School District \$32,190,105 University of South Florida \$16,490,737 Yale University \$18,695,143 Auburn University \$16,767,995 Southern New Hampshire University \$12,440,248 University of Central Florida \$10,393,562 Clay County School District \$9,186,681 City of Atlanta \$11,286,807 NY Department of Education \$8,839,708

71 Year 1 - Provide the Contract Sales (as defined in Section 12 of OMNIA Partners Administration Agreement) that Supplier will guarantee each year under the Master Agreement for the initial three years of the Master Agreement ("Guaranteed Contract Sales").

To the extent Supplier guarantees minimum Contract Sales, the Administrative Fee shall be calculated based on the greater of the actual Contract Sales and the Guaranteed Contract Sales.

72 Year 2 - Provide the Contract Sales (as defined in Section 12 of OMNIA Partners Administration Agreement) that Supplier will guarantee each year under the Master Agreement for the initial three years of the Master Agreement

To the extent Supplier guarantees minimum Contract Sales, the Administrative Fee shall be calculated based on the greater of the actual Contract Sales and the Guaranteed Contract Sales.

73 Year 3 - Provide the Contract Sales (as defined in Section 12 of OMNIA Partners Administration Agreement) that Supplier will guarantee each year under the Master Agreement for the initial three years of the Master Agreement

To the extent Supplier guarantees minimum Contract Sales, the Administrative Fee shall be calculated based on the greater of the actual Contract Sales and the Guaranteed Contract Sales.

7 4	<p>Please download and thoroughly review the Scope of Work, located on the Attachments Tab. Indicate your review and acceptance.</p> <p><input checked="" type="checkbox"/> Yes</p>
7 5	<p>Oral Communications concerning this RFP shall not be binding and shall in no way excuse an Offeror of the obligations set forth in this proposal.</p> <p><input checked="" type="checkbox"/> Yes</p>
7 6	<p>Please download and thoroughly review the Terms and Conditions, located on the Attachments Tab. Indicate your review and acceptance.</p> <p><input checked="" type="checkbox"/> Yes</p>
7 7	<p>Not to Exceed Pricing</p> <p>Region 4 ESC requests pricing be submitted as not to exceed pricing. Unlike fixed pricing, the Contractor can adjust submitted pricing lower if needed but, cannot exceed original pricing submitted. Contractor must allow for lower pricing to be available for similar product and service purchases. Cost plus pricing as a primary pricing structure is not acceptable.</p>
7 8	<p>Provide the number, size and location of Supplier’s distribution facilities, warehouses and retail network as applicable.</p> <p>With \$3B in buying power, Connection has priority access to top IT brands, maximizing product availability. Our 268,000 sq. ft. ISO 9001:2015-certified Wilmington, OH, facility centrally stocks our 11,000 most-ordered items and configures equipment for rapid fulfillment, shipping 6,000 to 8,000 orders daily. Inventory is replenished via daily via next-day deliveries. We also source products directly from manufacturers and major distributors—including Ingram Micro, Tech Data, D&H, and Synnex—for fast, nationwide drop-shipments, ensuring broad product access and prompt delivery for our customers.</p>

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Provide a detailed ninety-day plan beginning from award date of the Master Agreement describing the strategy to immediately implement the Master Agreement as supplier's primary go to market strategy for Public Agencies to supplier's teams nationwide,

to include, but not limited to:

- i. Executive leadership endorsement and sponsorship of the award as the public sector go-to-market strategy within first 10 days
- ii. Training and education of Supplier's national sales force with participation from the Supplier's executive leadership, along with the OMNIA Partners team within first 90 days

This 90-day rollout plan outlines Connection's approach to launching the Master Agreement as the primary go-to-market strategy for Public Agencies nationwide. The strategy ensures rapid cross-team adoption, visible executive commitment, robust enablement for sales and operations, and collaboration with OMNIA Partners. Each phase includes clear objectives, action items, and deliverables to maximize contract utilization and public sector impact.

Phase 1: Executive Endorsement & Internal Launch (Days 1–10) Objective: Establish the Master Agreement as the public sector priority via executive sponsorship.

- **Announcement:** CEO and key executives issue a company-wide email and/or video, emphasizing the contract's strategic importance, benefits, and organizational commitment.
- **National Town Hall:** Host a virtual, all-hands meeting led by executives and public sector leadership; include OMNIA Partners to highlight partnership value.
- **Strategic Alignment:** Share the vision, key metrics, benefits for public sector customers, and team expectations. Distribute an FAQ and a quick reference guide.

Phase 2: Readiness, Enablement & Communication (Days 10–30) Objective: Equip teams, systems, and processes to operationalize the Master Agreement.

- **Sales Playbook:** Develop and distribute a playbook covering contract details, scope, eligibility, pricing, differentiators, compliance, and quoting processes.
- **Targeted Communication:** Segment updates for sales leaders, field/inside reps, contracts, and support teams.
- **Enablement Resources:** Launch a digital portal housing resources—templates, FAQs, customer materials, and brand assets—aligned to the new agreement.
- **OMNIA Partners Onboarding:** Hold planning session with OMNIA Partners leadership to sync on training, outreach calendar, and joint messaging.

Phase 3: National Sales Training & Engagement (Days 31–70) Objective: Ensure consistent, contract-focused execution across all public sector-facing teams with OMNIA Partners' direct input.

- **Training Modules:** Deliver a series of mandatory, instructor-led webinars (live/recorded), led jointly by executives, subject matter experts, and OMNIA Partners.
 - o **Topics:** contract overview, eligible agencies/use cases, sales processes, compliance, systems updates, and top customer FAQs.
- **Certification:** Require completion of a knowledge assessment for all customer-facing staff; issue recognition (e.g., "contract champion" badges).
- **Deep Dives:** Host vertical-specific workshops with OMNIA Partners (K12, Higher Ed, State, Local) for targeted market strategies.

Phase 4: Field Activation & Performance Acceleration (Days 71–90) Objective: Drive early adoption, pipeline growth, and measure initial contract utilization.

- **Marketing Launch:** Deploy public sector-focused collateral via email, web, and social; enable sales teams to deliver tailored outreach to key accounts and prospects.
- **First 50 Accounts:** Rapidly target and pursue high-potential public sector opportunities to establish early contract wins; provide real-time support via rep helpdesk.
- **Field Reinforcement:** Hold live Q&A with executives and OMNIA Partners to address in-field questions, share early wins, and reinforce success.
- **Measurement:** Monitor pipeline activity, contract usage rates, and customer feedback; share progress in weekly leadership reviews and adjust rollout as needed.

This plan ensures rapid, coordinated deployment of the Master Agreement as the core public sector strategy, leveraging cross-functional alignment, education, OMNIA partnership, and early measurable outcomes.

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Provide a detailed ninety-day plan beginning from award date of the Master Agreement describing the strategy to market the Master Agreement to current Participating Public Agencies, existing Public Agency customers of Supplier, as well as to prospective

Public Agencies nationwide immediately upon award, to include, but not limited to:

- i. Creation and distribution of a co-branded press release to trade publications
- ii. Announcement, Master Agreement details and contact information published on the Supplier’s website within first 90 days
- iii. Design, publication and distribution of co-branded marketing materials within first 90 days
- iv. Commitment to attendance and participation with OMNIA Partners at national (i.e. NIGP Annual Forum, NPI Conference, etc.), regional (i.e. Regional NIGP Chapter Meetings, Regional Cooperative Summits, etc.) and supplier-specific trade shows, conferences and meetings throughout the term of the Master Agreement
- v. Commitment to attend, exhibit and participate at the NIGP Annual Forum in an area reserved by OMNIA Partners for partner suppliers. Booth space will be purchased and staffed by Supplier. In addition, Supplier commits to provide reasonable assistance to the overall promotion and marketing efforts for the NIGP Annual Forum, as directed by OMNIA Partners.
- vi. Design and publication of national and regional advertising in trade publications throughout the term of the Master Agreement
- vii. Ongoing marketing and promotion of the Master Agreement throughout its term (case studies, collateral pieces, presentations, promotions, etc.)
- viii. Dedicated OMNIA Partners internet web-based homepage on Supplier’s website with:
 - OMNIA Partners standard logo;
 - Copy of original Request for Proposal;
 - Copy of Master Agreement and amendments between Principal Procurement Agency and Supplier;
 - Summary of Products and pricing;
 - Marketing Materials
 - Electronic link to OMNIA Partners’ website including the online registration page;
 - A dedicated toll-free number and email address for OMNIA Partners

i. Connection will be able to professionally write and distribute a co-branded press release to trade publications within 90 days. ii. Connection currently has an OMNIA Partners landing page on our website. The page could be updated with an announcement, agreement details and contact information within two weeks of receiving that information. iii. Connection has a full creative department that would be able to create co-branded marketing targeted towards K-12, Higher Education and State and Local government within two weeks of award announcement. This would be distributed to our inside and field sales teams and added to the OMNIA Partners landing page on our website. We would also include these materials as collateral used in tradeshow we attend. iv. Connection has a full creative department that would be able to create co-branded marketing targeted towards K-12, Higher Education and State and Local government within two weeks of award announcement. This would be distributed to our inside and field sales teams and added to the OMNIA Partners landing page on our website. We would also include these materials as collateral used in tradeshow we attend. v. Connection commits to attending, exhibiting and participating at the NIGP Annual Forum in the OMNIA Partners reserved area. We will present a professional booth with applicable technology demos, knowledgeable booth staff and fun giveaways. vi. Connection is experienced in producing print and digital advertising and will be able to provide appropriate ads to participate in trade publications. vii. Connection is committed to promoting the OMNIA Partners Master Agreement throughout the term. Our marketing manager will work with the marketing contact at OMNIA Partners to build a relationship and work on promotion ideas and campaigns to strengthen the relationship and provide value. Connection will be able to produce professional looking case studies, collateral pieces, presentations, emails, social media and more to promote the Master Agreement. viii. As a current OMNIA Partners Master Agreement holder, we have an OMNIA Partners landing page. A link from our home page will help direct customers to this page quickly. This page can be updated, or a new page created to include all the new documents supporting the Master Agreement which would include, but are not limited to: • OMNIA Partners standard logo; • Copy of original Request for Proposal; • Copy of Master Agreement and amendments between Principal Procurement Agency and Supplier; • Summary of Products and pricing; • Marketing Materials • Electronic link to OMNIA Partners’ website including the online registration page; • A dedicated toll-free number and email address for OMNIA Partners.

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GENERAL TERMS AND CONDITIONS

Respondent agrees to comply with the Contract and General Terms and Conditions provided as an attachment to this online bid event. Any deviations to the Contract and General Terms and Conditions may be provided using the procedures set forth in the attribute pertaining to deviations.

I certify compliance with this attribute.

8 2 DEVIATIONS TO TERMS AND CONDITIONS

Any Deviation from the RFP documents, including the General Terms and Conditions, Notice to Offeror, or any other document presented with terms for consideration by the proposer MUST be documented and presented on the Deviation Form and attached to this electronic bid event via an electronic upload to the "Response Attachments" tab. In addition to indicating the requested deviations on the form, additional pages may be provided to more thoroughly explain each deviation listed on the Deviation Form.

I certify compliance with this attribute.

8 3 FELONY CONVICTION NOTIFICATION

State of Texas Legislative Senate Bill No. 1 Section 44.034, Notification of Criminal History, Subsection (a), states "a person or business entity that enters into an agreement with a school district must give advance notice to the district if the person or an owner or operator of the business entity has been convicted of a felony. The notice must include a general description of the conduct resulting in the conviction of a felony".

Subsection (b) states "a school district may terminate the agreement with a person or business entity if the district determines that the person or business entity failed to give notice as required by Subsection (a), or misrepresented the conduct resulting in the conviction. The district must compensate the person or business entity for services performed before the termination of the contract".

Subsection (c) states "this section does not apply to a publicly held corporation".

Use the list of values associated with this item to identify your status as it relates to this legal requirement.

Not Applicable-firm is a publicly held corporation

8 4 NAME OF FELON AND NATURE OF FELONY, IF APPLICABLE

If response to previous attribute was "Felon - person/owner IS a convicted felon", vendor shall give the name of the felon and details of conviction.

If you did not answer "Felon - person/owner IS a convicted felon" in the previous question, type "N/A" in the respective field.

N/A

8 5 CRIMINAL HISTORY RECORDS REVIEW OF CERTAIN CONTRACT EMPLOYEES

Texas Education Code Chapter §22.0834 requires that criminal history records be obtained regarding covered employees of entities that contract with a school entity in Texas to provide services for that school entity ("Contractors") and entities that contract with school entity contractors ("Subcontractors"). Covered employees with disqualifying criminal histories are prohibited from serving at a school entity. Contractors/Subcontractors contracting with a school entity shall (1) maintain compliance with the requirements of Texas Education Code Chapter 22 to the school entity; and (2) require that each of their subcontractors complies with the requirements of Texas Education Code Chapter 22. Contractors performing work at a school entity in Texas must comply with these statutes.

Compliance includes providing or causing employees and sub-contractor employees to provide requested information and fingerprinting upon request.

Covered employees: Employees of a Contractor/Subcontractor who have or will have continuing duties related to the service to be performed at a school entity and have or will have direct contact with students. The school entity will be the final arbiter of what constitutes *continuing duties* and *direct contact* with students at their school.

I certify compliance with this attribute.

8 6 HISTORICALLY UNDERUTILIZED BUSINESS (HUB) CERTIFICATION

Businesses that have been certified by the Texas Building and Procurement Commission (TBPC) or other qualified agency as Historically Underutilized Business (HUB) entities are encouraged to indicate their HUB status when responding to this proposal invitation. The electronic catalogs will indicate HUB certifications for vendors that properly indicate and document their HUB certification on this form. Select one of the available options:

OPTION A: My business has NOT been certified as HUB.

OPTION B: I certify that my business has been certified as a Historically Underutilized Business (HUB), and I have/will upload the certification information into the "Response Attachments" Tab located in this online bidding event.

OPTION A - Not HUB

8 7 DISCLOSURE OF INTERESTED PARTIES

Texas state law requires the Disclosure of Interested Parties be filed with a public entity, including regional service centers and school districts, for any contract which:

- (1) requires an action or vote by the governing body; or
- (2) has a value of \$1 million or more; or
- (3) for any services provided that would require an individual to register as a lobbyist under TX Gov't Code Chapter 305.

NOTE: This form is not required if the vendor is a publicly-traded business entity, including a wholly-owned subsidiary of the business entity (a company in which ownership is dispersed among the general public via shares of stock which are traded via at least one stock exchange or over-the-counter market).

If you are required by law to submit this form, it must be completed online at the Texas Ethics Commission website. Obtain a numbered certificate and click the link below to access the instructions and to complete this required form. Upon completion, vendors required to submit the form must attach it to the proposal via the "Response Attachments" Tab.

[Click here to complete the form on the Texas Ethic Commission's 1295 Form webpage.](#)

Please note: The District must verify receipt of all required 1295 forms received within 30 days on the Texas Ethics Commission website. This verification does not indicate a contract award. Contract awards will be issued via direct communication from the Region 4 ESC Purchasing Department. A contract requiring a Disclosure of Interested Parties form is voidable at any time if:

- (1) the governmental entity or state agency submits to the business entity written notice of the business entity's failure to provide the required disclosure; and
- (2) the business entity fails to submit to the governmental entity or state agency the required disclosure on or before the 10th business day after the date the business entity receives the written notice.

IF UNDER LAW YOU ARE EXEMPT FROM SUBMITTING THIS 1295 FORM, PROPOSERS MUST SUBMIT A DOCUMENT THAT SHOWS PROOF OR PROVIDES EXPLANATION OF THIS EXEMPTION.

THE FOLLOWING CONTRACTS ARE EXEMPT FROM THE REQUIREMENTS OF TEXAS DISCLOSURE OF INTERESTED PARTIES LAWS:

- a sponsored research contract of an institution of higher education;
- an interagency contract of a state agency or an institution of higher education;
- a contract related to health and human services if:
 - the value of the contract cannot be determined at the time the contract is executed; and
 - any qualified vendor is eligible for the contract;
- a contract with a publicly traded business entity, including a wholly owned subsidiary of the business entity;
- a contract with an electric utility, as that term is defined by Section 31.002, Utilities Code; or
- a contract with a gas utility, as that term is defined by Section 121.001, Utilities Code.

I certify compliance with this attribute.

CONFLICT OF INTEREST QUESTIONNAIRE

Region 4 Education Service Center (Region 4) is required to comply with Texas Local Government Code Chapter 176, Disclosure of Certain Relationships with Local Government Officers. House Bill 23 significantly changed Chapter 176 as well as the required disclosures and the corresponding forms. As of September 1, 2015, any vendor who does business with Region 4 or who seeks to do business with Region 4 must fill out the new Conflict of Interest Questionnaire (CIQ) if a conflict of interest exists. A conflict of interest exists in the following situations:

- 1) If the vendor has an employment or other business relationship with a local government officer of Region 4 or a family member of the officer, as described by section 176.003(a)(2)(A) of the Texas Local Government Code; or
- 2) If the vendor has given a local government officer of Region 4, or a family member of the officer, one or more gifts with the aggregate value of \$100, excluding any gift accepted by the officer or a family member of the officer if the gift is: (a) a political contribution as defined by Title 15 of the Election Code; or (b) a gift of food accepted as a guest; or
- 3) If the vendor has a family relationship with a local government officer of Region 4.

"Vendor" means a person who enters or seeks to enter into a contract with a local governmental entity. The term includes an agent of a vendor. The term includes an officer or employee of a state agency when that individual is acting in a private capacity to enter into a contract. The term does not include a state agency except for Texas Correctional Industries. Texas Local Government Code 176.001(7).

"Business relationship" means a connection between two or more parties based on commercial activity of one of the parties. The term does not include a connection based on: (A) a transaction that is subject to rate or fee regulation by a federal, state, or local governmental entity or an agency of a federal, state, or local governmental entity; (B) a transaction conducted at a price and subject to terms available to the public; or (C) a purchase or lease of goods or services from a person that is chartered by a state or federal agency and that is subject to regular examination by, and reporting to, that agency. Texas Local Government Code 176.001(3).

"Family relationship" means a relationship between a person and another person within the third degree by consanguinity or the second degree by affinity, as those terms are defined by Subchapter B, Chapter 573, Government Code. Texas Local Government Code 176.001(2-a).

"Local government officer" means: (A) a member of the governing body of a local governmental entity; (B) a director, superintendent, administrator, president, or other person designated as the executive officer of a local governmental entity; or (C) an agent of a local governmental entity who exercises discretion in the planning, recommending, selecting, or contracting of a vendor. Texas Local Government Code 176.001(4).

Individuals serving as a Member of the Board of Directors, the Executive Director, Cabinet Members, and other local government officers may be found at: <https://www.esc4.net/about/about-region-4>.

For additional information on Conflict of Interest Questionnaire, and the statutes that mandate it, please visit the following links:

[Texas Local Government Code, Section 176](#)

[Texas House Bill 23](#)

A blank Conflict of Interest Questionnaire is available by clicking:

<https://www.ethics.state.tx.us/data/forms/conflict/CIQ.pdf>.

If your firm is required to return a completed Conflict of Interest Questionnaire with your proposal submission, use the "Response Attachments" Tab to upload the completed document.

I certify compliance with this attribute.

8 ENTITIES THAT BOYCOTT ISRAEL

Pursuant to Chapter 2271 of the Texas Government Code, the Respondent hereby certifies and verifies that neither the Respondent, nor any affiliate, subsidiary, or parent company of the Respondent, if any (the "Respondent Companies"), boycotts Israel, and the Respondent agrees that the Respondent and Respondent Companies will not boycott Israel during the term of this Agreement. For purposes of this Agreement, the term "boycott" shall mean and include refusing to deal with, terminating business activities with, or otherwise taking any action that is intended to penalize, inflict economic harm on, or limit commercial relations with Israel, or with a person or entity doing business in Israel or in an Israeli-controlled territory, but does not include an action made for ordinary business purposes.

EXCEPTIONS: Clause only applies to contracts and contractors that meet the following criteria: (i) Respondent is not a sole proprietorship; (ii) with 10 or more full-time employees; and (iii) with a contract to be paid a value of \$100,000 or more wholly or partially from public funds of the governmental entity.

I certify compliance with this attribute.

9 FOREIGN TERRORIST ORGANIZATIONS

Section 2252.152 of the Texas Government Code prohibits Region 4 ESC from awarding a contract to any person who does business with Iran, Sudan, or a foreign terrorist organization as defined in Section 2252.151 of the Texas Government Code. Respondent certifies that it not ineligible to receive the contract.

I certify compliance with this attribute.

9 FIREARMS ENTITIES AND TRADE ASSOCIATIONS DISCRIMINATION

Respondent verifies that: (1) it does not, and will not for the duration of the contract, have a practice, policy, guidance, or directive that discriminates against a firearm entity or firearm trade association or (2) the verification required by Section 2274.002 of the Texas Government Code does not apply to the contract. If circumstances relevant to this provision change during the course of the contract, Respondent shall promptly notify Region 4 ESC.

APPLICABILITY: This clause applies only to a contract that: (1) is between a governmental entity and a company with at least 10 full-time employees; and (2) has a value of at least \$100,000 that is paid wholly or partly from public funds of the governmental entity.

EXCEPTIONS: This clause is not required when a state Agency: (1) contracts with a sole-source provider; or (2) does not receive any bids from a company that is able to provide the written verification required by Section 2274.002(b) of the Texas Government Code.

I certify compliance with this attribute.

9 ENERGY COMPANY BOYCOTT PROHIBITED

Respondent represents and warrants that: (1) it does not, and will not for the duration of the contract, boycott energy companies or (2) the verification required by Section 2274.002 of the Texas Government Code does not apply to the contract. If circumstances relevant to this provision change during the course of the contract, Respondent shall promptly notify Region 4 ESC.

EXCEPTIONS: Clause only applies to contracts and contractors that meet the following criteria: (i) a "company" within the definitions of Section 2274.001(2) of the Tex. Gov't Code; (ii) with 10 or more full-time employees; and (iii) with a contract to be paid a value of \$100,000 or more wholly or partially from public funds of the governmental entity.

I certify compliance with this attribute.

9 CRITICAL INFRASTRUCTURE AFFIRMATION

Pursuant to Government Code Section 2274.0102, Respondent certifies that neither it nor its parent company, nor any affiliate of Respondent or its parent company, is: (1) majority owned or controlled by citizens or governmental entities of China, Iran, North Korea, Russia, or any other country designated by the Governor under Government Code Section 2274.0103, or (2) headquartered in any of those countries.

EXCEPTION: Clause only applies to solicitations and contracts in which the contractor would be granted direct or remote access to or control of critical infrastructure, as defined by Section 2274.0101 of the Texas Government Code, in this state, other than access specifically allowed for product warranty and support purposes.

The Governor of the State of Texas may designate countries as a threat to critical infrastructure under Section 2274.0103 of the Texas Government Code. Agencies should promptly add any country that is designated by the Governor to this clause."

I certify compliance with this attribute.

**9
4** **OPEN RECORDS POLICY**

All proposals, information and documents submitted are subject to the Public Information Act requirements governed by the State of Texas once a Contract(s) is executed. If an Offeror believes its response, or parts of its response, may be exempted from disclosure, the Offeror must specify page-by-page and line-by-line the parts of the response, which it believes, are exempt and include detailed reasons to substantiate the exemption. Price is not confidential and will not be withheld. Any unmarked information will be considered public information and released, if requested under the Public Information Act.

The determination of whether information is confidential and not subject to disclosure is the duty of the Office of Attorney General (OAG). Region 4 ESC must provide the OAG sufficient information to render an opinion and therefore, vague and general claims to confidentiality by the Offeror are not acceptable. Region 4 ESC must comply with the opinions of the OAG. Region 4 ESC assumes no responsibility for asserting legal arguments on behalf of any Offeror. Offeror is advised to consult with their legal counsel concerning disclosure issues resulting from this procurement process and to take precautions to safeguard trade secrets and other proprietary information.

Check one of the following responses to the Acknowledgment and Acceptance of Region 4 ESC's Open Records Policy below:

OPTION A: We acknowledge Region 4 ESC's Open Records Policy and declare that no information submitted with this proposal, or any part of our proposal, is exempt from disclosure under the Public Information Act.

OPTION B: We declare the following information to be a trade secret or proprietary and exempt from disclosure under the Public Information Act and these requested exemptions are uploaded into the "Response Attachments" Tab located in this online bidding event.

(Note: Offeror must specify page-by-page and line-by-line the parts of the response, which it believes, are exempt. In addition, Offeror must include detailed reasons to substantiate the exemption(s). Price is not confidential and will not be withheld. All information believed to be a trade secret or proprietary must be listed. It is further understood that failure to identify such information, in strict accordance with the instructions, will result in that information being considered public information and released, if requested under the Public Information Act.)

OPTION A - No proprietary information

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5** **CONSENT TO RELEASE PROPOSAL TABULATION**

Notwithstanding anything explicitly and properly declared as Confidential or Proprietary Information to the contrary, by submitting a Proposal, Vendor consents and agrees that, upon Contract award, the District may publicly release, including posting on the public Region 4 ESC and/or OMNIA Partners website(s), a copy of the proposal tabulation for the Contract including Vendor name; proposed catalog/pricelist name(s); proposed percentage discount(s), unit price(s), hourly labor rate(s), or other specified pricing; and Vendor award notice information.

I certify compliance with this attribute.

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6 **CONTRACTING INFORMATION**

If Vendor is not a governmental body and

- (a) this Agreement has a stated expenditure of at least \$1 million in public funds for the purchase of goods or services by REGION 4 ESC; or
- (b) this Agreement results in the expenditure of at least \$1 million in public funds for the purchase of goods or services by REGION 4 ESC in a fiscal year of REGION 4 ESC, the following certification shall apply; otherwise, this certification is not required.

As required by Tex. Gov't Code § 552.374(b), the following statement is included in the RFP and the Agreement (unless the Agreement is

- (1) related to the purchase or underwriting of a public security;
- (2) is or may be used as collateral on a loan; or
- (3) proceeds from which are used to pay debt service of a public security of loan):

"The requirements of Subchapter J, Chapter 552, Government Code, may apply to this RFP and Agreement and the contractor or vendor agrees that the contract can be terminated if the contractor or vendor knowingly or intentionally fails to comply with a requirement of that subchapter."

Pursuant to Subchapter J, Chapter 552, Texas Government Code, the Vendor hereby certifies and agrees to

- (1) preserve all contracting information related to this Agreement as provided by the records retention requirements applicable to REGION 4 ESC for the duration of the Agreement;
- (2) promptly provide to REGION 4 ESC any contracting information related to the Agreement that is in the custody or possession of the Vendor on request of REGION 4 ESC; and
- (3) on completion of the Agreement, either
 - (a) provide at no cost to AISD all contracting information related to the Agreement that is in the custody or possession of Vendor, or
 - (b) preserve the contracting information related to the Agreement as provided by the records retention requirements applicable to REGION 4 ESC.

I certify compliance with this attribute.

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7 **ANTI-TRUST CERTIFICATION STATEMENT**

Vendor affirms under penalty of perjury of the laws of the State of Texas that:

- (1) I am duly authorized to execute this contract on my own behalf or on behalf of the company, corporation, firm, partnership or individual (Company) listed below;
- (2) In connection with this bid, neither I nor any representative of the Company have violated any provision of the Texas Free Enterprise and Antitrust Act, Tex. Bus. & Comm. Code Chapter 15;
- (3) In connection with this bid, neither I nor any representative of the Company have violated any federal antitrust law; and
- (4) Neither I nor any representative of the Company have directly or indirectly communicated any of the contents of this bid to a competitor of the Company or any other company, corporation, firm, partnership or individual engaged in the same line of business as the Company.

I certify compliance with this attribute.

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8 **FEDERAL RULE (A) - CONTRACT TERM VIOLATIONS**

(A) Contracts for more than the simplified acquisition threshold currently set at \$250,000 (2 CFR §200.320), which is the inflation adjusted amount determined by the Civilian Agency Acquisition Council and the Defense Acquisition Regulations Council (Councils) as authorized by 41 U.S.C. 1908, must address administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms, and provide for such sanctions and penalties as appropriate.

Pursuant to Federal Rule (A) above, when federal funds are expended by Region 4 ESC, Region 4 ESC reserves all rights and privileges under the applicable laws and regulations with respect to this procurement in the event of breach of contract by either party.

I certify compliance with this attribute.

99 FEDERAL RULE (B) - TERMINATION CONDITIONS

(B) Termination for cause and for convenience by the grantee or subgrantee including the manner by which it will be effected and the basis for settlement. (All contracts in excess of \$10,000)

Pursuant to Federal Rule (B) above, when federal funds are expended by REGION 4 ESC, REGION 4 ESC reserves the right to immediately terminate any agreement in excess of \$10,000 resulting from this procurement process in the event of a breach or default of the agreement by Vendor, in the event vendor fails to: (1) meet schedules, deadlines, and/or delivery dates within the time specified in the procurement solicitation, contract, and/or a purchase order; (2) make any payments owed; or (3) otherwise perform in accordance with the contract and/or the procurement solicitation; (4) to the greatest extent authorized by law, if an award no longer effectuates the program goals or priorities of the Federal awarding agency or REGION 4 ESC. REGION 4 ESC also reserves the right to terminate the contract immediately, with written notice to vendor, for convenience, if REGION 4 ESC believes, in its sole discretion that it is in the best interest of REGION 4 ESC to do so. The vendor will be compensated for work performed and accepted and goods accepted by REGION 4 ESC as of the termination date if the contract is terminated for convenience of REGION 4 ESC. Any award under this procurement process is not exclusive and REGION 4 ESC reserves the right to purchase goods and services from other vendors when it is in the best interest of REGION 4 ESC.

I certify compliance with this attribute.

100 FEDERAL RULE (C) - EQUAL EMPLOYMENT OPPORTUNITY

(C) Except as otherwise provided under 41 CFR Part 60, all contracts that meet the definition of “federally assisted construction contract” in 41 CFR Part 60-1.3 must include the equal opportunity clause provided under 41 CFR 60-1.4(b), in accordance with Executive Order 11246, “Equal Employment Opportunity” (30 FR 12319, 12935, 3 CFR Part, 1964-1965 Comp., p. 339), as amended by Executive Order 11375, “Amending Executive Order 11246 Relating to Equal Employment Opportunity,” and implementing regulations at 41 CFR part 60, “Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor.”

It is the policy of REGION 4 ESC not to discriminate on the basis of race, color, national origin, gender, limited English proficiency or disabling conditions in its programs. Vendor agrees not to discriminate against any employee or applicant for employment to be employed in the performance of this Contract, with respect to hire, tenure, terms, conditions and privileges of employment, or a matter directly or indirectly related to employment, because of age (except where based on a bona fide occupational qualification), sex (except where based on a bona fide occupational qualification) or race, color, religion, national origin, or ancestry. Vendor further agrees that every subcontract entered into for the performance of this Contract shall contain a provision requiring non-discrimination in employment herein specified binding upon each subcontractor. Breach of this covenant may be regarded as a material breach of the Contract.

Pursuant to Federal Rule (C) and the requirements stated above, when federal funds are expended by REGION 4 ESC on any federally assisted construction contract, the equal opportunity clause is incorporated by reference herein.

I certify compliance with this attribute.

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1 **FEDERAL RULE (D) - DAVIS BACON ACT/COPELAND ACT**

(D) Davis-Bacon Act, as amended (40 U.S.C. 3141-3148). When required by Federal program legislation, all prime construction contracts in excess of \$2,000 awarded by non-Federal entities must include a provision for compliance with the Davis-Bacon Act (40 U.S.C. 3141-3144, and 3146- 3148) as supplemented by Department of Labor regulations (29 CFR Part 5, “Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction”). In accordance with the statute, contractors must be required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor. In addition, contractors must be required to pay wages not less than once a week. The non-Federal entity must place a copy of the current prevailing wage determination issued by the Department of Labor in each solicitation. The decision to award a contract or subcontract must be conditioned upon the acceptance of the wage determination. The non-Federal entity must report all suspected or reported violations to the Federal awarding agency. The contracts must also include a provision for compliance with the Copeland “Anti-Kickback” Act (40 U.S.C. 3145), as supplemented by Department of Labor regulations (29 CFR Part 3, “Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States”). The Act provides that each contractor or subrecipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The non-Federal entity must report all suspected or reported violations to the Federal awarding agency.

Pursuant to Federal Rule (D) above, when federal funds are expended by REGION4 ESC, during the term of an award for all contracts and subgrants for construction or repair, the vendor will be in compliance with all applicable Davis-Bacon Act provisions.

I certify compliance with this attribute.

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2 **FEDERAL RULE (E) - CONTRACT WORK HOURS AND SAFETY STANDARDS ACT**

(E) (40 U.S.C. 3701-3708). Where applicable, all contracts awarded by the non-Federal entity in excess of \$100,000 that involve the employment of mechanics or laborers must include a provision for compliance with 40 U.S.C. 3702 and 3704, as supplemented by Department of Labor regulations (29 CFR Part 5). Under 40 U.S.C. 3702 of the Act, each contractor must be required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of 40 hours in the work week. The requirements of 40 U.S.C. 3704 are applicable to construction work and provide that no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous or dangerous. These requirements do not apply to the purchases of supplies or materials or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence.

Pursuant to Federal Rule (E) above, when federal funds are expended by REGION 4 ESC, the vendor certifies that during the term of an award for all contracts by REGION 4 ESC resulting from this procurement process, the vendor will be in compliance with all applicable provisions of the Contract Work Hours and Safety Standards Act.

I certify compliance with this attribute.

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3 **FEDERAL RULE (F) - RIGHTS TO INVENTIONS MADE UNDER A CONTRACT OR AGREEMENT**

(F) If the Federal award meets the definition of “funding agreement” under 37 CFR §401.2 (a) and the recipient or subrecipient wishes to enter into a contract with a small business firm or nonprofit organization regarding the substitution of parties, assignment or performance of experimental, developmental, or research work under that “funding agreement,” the recipient or subrecipient must comply with the requirements of 37 CFR Part 401, “Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements,” and any implementing regulations issued by the awarding agency.

Pursuant to Federal Rule (F) above, when federal funds are expended by REGION 4 ESC, the vendor certifies that during the term of an award for all contracts by REGION 4 ESC resulting from this procurement process, the vendor agrees to comply with all applicable requirements as referenced in Federal Rule (F) above.

I certify compliance with this attribute.

FEDERAL RULE (G) - CLEAN AIR ACT/FEDERAL WATER POLLUTION CONTROL ACT

(G) The Clean Air Act (42 U.S.C. 7401-7671q.) and the Federal Water Pollution Control Act (33 U.S.C. 1251-1387), as amended—Contracts and subgrants of amounts in excess of \$150,000 must contain a provision that requires the non-Federal award to agree to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act (42 U.S.C. 7401-7671q) and the Federal Water Pollution Control Act as amended (33 U.S.C. 1251- 1387). Violations must be reported to the Federal awarding agency and the Regional Office of the Environmental Protection Agency (EPA).

When federal funds are expended by REGION 4 ESC for any contract resulting from this procurement process, the vendor certifies that the vendor will be in compliance with mandatory standards and policies relating to energy efficiency which are contained in the state energy conservation plan issued in compliance with the Energy Policy and Conservation Act (Pub. L. 94-163, 89 Stat. 871).

When federal funds are expended by REGION 4 ESC for any contract resulting from this procurement process in excess of \$100,000, the vendor certifies that the vendor is in compliance with all applicable standards, orders, regulations, and/or requirements issued pursuant to the Clean Air Act of 1970, as amended (42 U.S.C. 1857(h)), Section 508 of the Clean Water Act, as amended (33 U.S.C. 1368), Executive Order 117389 and Environmental Protection Agency Regulation, 40 CFR Part 15.

Pursuant to Federal Rule (G) above, when federal funds are expended by REGION 4 ESC, the vendor certifies that during the term of an award for all contracts by REGION 4 ESC resulting from this procurement process, the vendor agrees to comply with all applicable requirements as referenced in Federal Rule (G) above.

I certify compliance with this attribute.

FEDERAL RULE (H) - DEBARMENT AND SUSPENSION

(H) (Executive Orders 12549 and 12689)—A contract award (see 2 CFR 180.220) must not be made to parties listed on the governmentwide exclusions in the System for Award Management (SAM), in accordance with the OMB guidelines at 2 CFR 180 that implement Executive Orders 12549 (3 CFR part 1986 Comp., p. 189) and 12689 (3 CFR part 1989 Comp., p. 235), "Debarment and Suspension." SAM Exclusions contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549.

Pursuant to Federal Rule (H) above, when federal funds are expended by REGION 4 ESC, the vendor certifies that during the term of an award for all contracts by REGION 4 ESC resulting from this procurement process, the vendor certifies that neither it nor its principals is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation by any federal department or agency or by the State of Texas. Vendor shall immediately provide written notice to REGION 4 ESC if at any time the vendor learns that this certification was erroneous when submitted or has become erroneous by reason of changed circumstances. REGION 4 ESC may rely upon a certification of a vendor that the vendor is not debarred, suspended, ineligible, or voluntarily excluded from the covered contract, unless REGION 4 ESC knows the certification is erroneous.

I certify compliance with this attribute.

FEDERAL RULE (I) - BYRD ANTI-LOBBYING AMENDMENT

(I) (31 U.S.C. 1352)—Contractors that apply or bid for an award exceeding \$100,000 must file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any Federal contract, grant or any other award covered by 31 U.S.C. 1352. Each tier must also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the non-Federal award.

Pursuant to Federal Rule (I) above, when federal funds are expended by REGION 4 ESC, the vendor certifies that during the term and after the awarded term of an award for all contracts by REGION 4 ESC resulting from this procurement process, the vendor certifies that it is in compliance with all applicable provisions of the Byrd Anti-Lobbying Amendment (31 U.S.C. 1352). The undersigned further certifies that:

(1) No Federal appropriated funds have been paid or will be paid by or on behalf of the undersigned, to any person for influencing or attempting 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 a Federal contract, the making of a Federal grant, the making of a Federal loan, the entering into a cooperative agreement, and the extension, continuation, renewal, amendment, or modification of a Federal contract, grant, loan, or cooperative agreement.

(2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting 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 this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying", in accordance with its instructions.

(3) The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certificate is a prerequisite for making or entering into this transaction imposed by Section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

I certify compliance with this attribute.

FEDERAL RULE (J) - PROCUREMENT OF RECOVERED MATERIALS

(J) When federal funds are expended by REGION 4 ESC, REGION 4 ESC and its contractors must comply with section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act. The requirements of Section 6002 include: (1) procuring only items designated in guidelines of the Environmental Protection Agency (EPA) at 40 CFR part 247 that contain the highest percentage of recovered materials practicable, consistent with maintaining a satisfactory level of competition, where the purchase price of the item exceeds \$10,000 or the value of the quantity acquired during the preceding fiscal year exceeded \$10,000; (2) procuring solid waste management services in a manner that maximizes energy and resource recovery; and (3) establishing an affirmative procurement program for procurement of recovered materials identified in the EPA guidelines.

Pursuant to Federal Rule (J) above, when federal funds are expended REGION 4 ESC, as required by the Resource Conservation and Recovery Act of 1976 (42 U.S.C. § 6962(c)(3)(A)(i)), the vendor certifies, by signing this document, that the percentage of recovered materials content for EPA-designated items to be delivered or used in the performance of the contract will be at least the amount required by the applicable contract specifications or other contractual requirements.

I certify compliance with this attribute.

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FEDERAL RULE (K) - PROHIBITION ON CERTAIN TELECOM AND SURVEILLANCE SERVICE AND EQUIPMENT

(K) Region 4 ESC, as a non-federal entity, is prohibited from obligating or expending Federal financial assistance, to include loan or grant funds, to: (1) procure or obtain, (2) extend or renew a contract to procure or obtain, or (3) enter into a contract (or extend or renew a contract) to procure or obtain, equipment, services, or systems that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as a critical technology as part of any system. Covered telecommunications equipment is telecommunications equipment produced Huawei Technologies Company or ZTE Corporation (or any subsidiary or affiliate of such entities) and physical security surveillance of critical infrastructure and other national security purposes, and video surveillance and telecommunications equipment produced by Hytera Communications Corporation, Hangzhou Hikvision Digital Technology Company, or Dahua Technology Company (or any subsidiary or affiliate of such entities) for the purpose of public safety, security of government facilities, physical security surveillance of critical infrastructure, and other national security purposes detailed in 2 CFR § 200.216.

The Respondent certifies that it will not purchase equipment, services, or systems that use covered telecommunications, as defined herein, as a substantial or essential component of any system, or as critical technology as part of any system.

I certify compliance with this attribute.

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FEDERAL RULE (L) - BUY AMERICAN PROVISIONS

(L) As appropriate and to the extent consistent with law, REGION 4 ESC has a preference for the purchase, acquisition, or use of goods, products, or materials produced in the United States, including but not limited to iron, aluminum, steel, cement, and other manufactured products, when spending federal funds. Vendor agrees that the requirements of this section will be included in all subawards including all contracts and purchase orders for work or products under this award, to the greatest extent practicable under a Federal award. Purchases that are made with non-federal funds or grants are excluded from the Buy American Act.

Vendor certifies that it is in compliance with all applicable provisions of the Buy American Act. Purchases made in accordance with the Buy American Act must still follow the applicable procurement rules calling for free and open competition.

"Produced in the United States" means, for iron and steel products, that all manufacturing processes, from the initial melting stage through the application of coatings, occurred in the United States. "Manufactured products" means items and construction materials composed in whole or in part of non-ferrous metals such as aluminum; plastics and polymer-based products such as polyvinyl chloride pipe; aggregates such as concrete; glass, including optical fiber; and lumber.

I certify compliance with this attribute.

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FEDERAL RULE - REQUIRED AFFIRMATIVE STEPS FOR SMALL, MINORITY, AND WOMEN-OWNED FIRMS FOR CONTRACTS PAID FOR WITH FEDERAL FUNDS

When federal funds are expended by REGION 4 ESC, Vendor is required to take all affirmative steps set forth in 2 CFR 200.321 to solicit and reach out to small, minority and women owned firms for any subcontracting opportunities on the project, including:

- 1) Placing qualified small and minority businesses and women's business enterprises on solicitation lists;
- 2) Assuring that small and minority businesses, and women's business enterprises are solicited whenever they are potential sources;
- 3) Dividing total requirements, when economically feasible, into smaller tasks or quantities to permit maximum participation by small and minority businesses, and women's business enterprises;
- 4) Establishing delivery schedules, where the requirement permits, which encourage participation by small and minority businesses, and women's business enterprises; and
- 5) Using the services and assistance, as appropriate, of such organizations as the Small Business Administration and the Minority Business Development Agency of the Department of Commerce.

I certify compliance with this attribute.

1 FEDERAL RULE - FEDERAL RECORD RETENTION

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1 When federal funds are expended by REGION 4 ESC for any contract resulting from this procurement process, the vendor certifies that it will comply with the record retention requirements detailed in 2 CFR §200.334. The vendor further certifies that vendor will retain all records as required by 2 CFR §200.334 for a period of five (5) years after grantees or subgrantees submit final expenditure reports or quarterly or annual financial reports, as applicable, and all other pending matters are closed.

Vendor agrees that REGION 4 ESC, Inspector General, Department of Homeland Security, FEMA, the Comptroller General of the United States, or any of their duly authorized representatives shall have access to any books, documents, papers and records of Vendor, and its successors, transferees, assignees, and subcontractors that are directly pertinent to the Contract for the purpose of making audits, examinations, excerpts, and transcriptions. The right also includes timely and reasonable access to Vendor's personnel for the purpose of interview and discussion relating to such documents. Vendor agrees to permit any of the foregoing parties to reproduce by any means whatsoever or to copy excerpts and transcriptions as reasonably needed. Vendor agrees to provide the FEMA Administrator or his authorized representative access to construction or other work sites pertaining to the work being completed under the Contract.

I certify compliance with this attribute.

1 FEDERAL RULE - PROFIT NEGOTIATION

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2 For purchases using Federal funds in excess of \$250,000, REGION 4 ESC may be required to negotiate profit as a separate element of the price. (See 2 CFR 200.324(b)).

When required by REGION 4 ESC, Vendor agrees to provide information relating to profitability of the given transaction and itemize the profit margin as a separate element of the price.

I certify compliance with this attribute.

1 FEDERAL RULE - SOLID WASTE DISPOSAL ACT

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3 A non-Federal entity that is a state agency or agency of a political subdivision of a state and its contractors must comply with section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act. The requirements of Section 6002 include procuring only items designated in guidelines of the Environmental Protection Agency (EPA) at 40 CFR Part 247 that contain the highest percentage of recovered materials practicable, consistent with maintaining a satisfactory level of competition, where the purchase price of the item exceeds \$10,000 or the value of the quantity acquired during the preceding fiscal year exceed \$10,000; procuring solid waste management services in a manner that maximizes energy and resource recovery; and establishing an affirmative procurement program for procurement of recovered materials identified in the EPA guidelines. (78 FR 78608, Dec. 26, 2013, as amended at 79 FR 75885, Dec. 19, 2014.)

Pursuant to this federal rule, when federal funds are expended by REGION 4 ESC, the vendor certifies that during the term of all contracts resulting from this procurement process, the vendor agrees to comply with all applicable requirements as referenced in this paragraph.

I certify compliance with this attribute.

1 APPLICABILITY TO SUBCONTRACTORS

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4 Vendor agrees that all contracts it awards pursuant to this procurement action shall be bound by the terms and conditions of this procurement action.

I certify compliance with this attribute.

1 COMPLIANCE WITH THE ENERGY POLICY AND CONSERVATION ACT

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5 When REGION 4 ESC expends federal funds for any contract resulting from this procurement process, Vendor certifies that it will comply with the mandatory standards and policies relating to energy efficiency which are contained in the state energy conservation plan issued in compliance with the Energy Policy and Conservation Act (42 U.S.C. 6321 et seq.; 49 C.F.R. Part 18).

I certify compliance with this attribute.

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INDEMNIFICATION

Acts or Omissions

Vendor shall indemnify and hold harmless Region 4, AND/OR THEIR OFFICERS, AGENTS, EMPLOYEES, REPRESENTATIVES, CONTRACTORS, ASSIGNEES, AND/OR DESIGNEES FROM ANY AND ALL LIABILITY, ACTIONS, CLAIMS, DEMANDS, OR SUITS, AND ALL RELATED COSTS, ATTORNEY FEES, AND EXPENSES arising out of, or resulting from any acts or omissions of the Vendor or its agents, employees, subcontractors, Order Fulfillers, or suppliers of subcontractors in the execution or performance of the Contract and any Purchase Orders issued under the Contract.

Infringements

a) Vendor shall indemnify and hold harmless Region 4 and Customers, AND/OR THEIR EMPLOYEES, AGENTS, REPRESENTATIVES, CONTRACTORS, ASSIGNEES, AND/OR DESIGNEES from any and all third party claims involving infringement of United States patents, copyrights, trade and service marks, and any other intellectual or intangible property rights in connection with the PERFORMANCES OR ACTIONS OF VENDOR PURSUANT TO THIS CONTRACT. VENDOR AND THE CUSTOMER AGREE TO FURNISH TIMELY WRITTEN NOTICE TO EACH OTHER OF ANY SUCH CLAIM. VENDOR SHALL BE LIABLE TO PAY ALL COSTS OF DEFENSE INCLUDING ATTORNEYS' FEES.

b) Vendor shall have no liability under this section if the alleged infringement is caused in whole or in part by: (i) use of the product or service for a purpose or in a manner for which the product or service was not designed, (ii) any modification made to the product without Vendor's written approval, (iii) any modifications made to the product by the Vendor pursuant to Customer's specific instructions, (iv) any intellectual property right owned by or licensed to Customer, or (v) any use of the product or service by Customer that is not in conformity with the terms of any applicable license agreement.

c) If Vendor becomes aware of an actual or potential claim, or Customer provides Vendor with notice of an actual or potential claim, Vendor may (or in the case of an injunction against Customer, shall), at Vendor's sole option and expense; (i) procure for the Customer the right to continue to use the affected portion of the product or service, or (ii) modify or replace the affected portion of the product or service with functionally equivalent or superior product or service so that Customer's use is non-infringing.

Taxes/Workers' Compensation/Unemployment Insurance – Including Indemnity

a) VENDOR AGREES AND ACKNOWLEDGES THAT DURING THE EXISTENCE OF THIS CONTRACT, VENDOR SHALL BE ENTIRELY RESPONSIBLE FOR THE LIABILITY AND PAYMENT OF VENDOR'S AND VENDOR'S EMPLOYEES' TAXES OF WHATEVER KIND, ARISING OUT OF THE PERFORMANCES IN THIS CONTRACT. VENDOR AGREES TO COMPLY WITH ALL STATE AND FEDERAL LAWS APPLICABLE TO ANY SUCH PERSONS, INCLUDING LAWS REGARDING WAGES, TAXES, INSURANCE, AND WORKERS' COMPENSATION. THE CUSTOMER AND/OR REGION 4 SHALL NOT BE LIABLE TO THE VENDOR, ITS EMPLOYEES, AGENTS, OR OTHERS FOR THE PAYMENT OF TAXES OR THE PROVISION OF UNEMPLOYMENT INSURANCE AND/OR WORKERS' COMPENSATION OR ANY BENEFIT AVAILABLE TO A STATE EMPLOYEE OR EMPLOYEE OF ANOTHER GOVERNMENTAL ENTITY CUSTOMER.

b) VENDOR AGREES TO INDEMNIFY AND HOLD HARMLESS CUSTOMERS, REGION 4 AND/OR THEIR EMPLOYEES, AGENTS, REPRESENTATIVES, CONTRACTORS, AND/OR ASSIGNEES FROM ANY AND ALL LIABILITY, ACTIONS, CLAIMS, DEMANDS, OR SUITS, AND ALL RELATED COSTS, ATTORNEYS' FEES, AND EXPENSES, RELATING TO TAX LIABILITY, UNEMPLOYMENT INSURANCE AND/OR WORKERS' COMPENSATION IN ITS PERFORMANCE UNDER THIS CONTRACT, VENDOR SHALL BE LIABLE TO PAY ALL COSTS OF DEFENSE INCLUDING ATTORNEYS' FEES.

I certify compliance with this attribute.

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EXCESS OBLIGATIONS PROHIBITED

Proposer understands that all obligations of Region 4 ESC under the contract are subject to the availability of state funds. If such funds are not appropriated or become unavailable, the contract may be terminated by Region 4 ESC.

I certify compliance with this attribute.

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SUSPENSION AND DEBARMENT

Respondent certifies that neither it nor its principals are debarred, suspended, proposed for debarment, declared ineligible, or otherwise excluded from participation in the contract by any state or federal agency.

I certify compliance with this attribute.

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9** **CHANGE IN LAW AND COMPLIANCE WITH LAWS**

Proposer shall comply with all laws, regulations, requirements and guidelines applicable to a vendor providing services and products required by the contract to the Region 4 ESC, as these laws, regulations, requirements and guidelines currently exist and as amended throughout the term of the contract. Region 4 ESC reserves the right, in its sole discretion, to unilaterally amend the contract prior to award and throughout the term of the contract to incorporate any modifications necessary for compliance with all applicable state and federal laws, regulations, requirements and guidelines.

I certify compliance with this attribute.

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0** **Does the Offerors offer provide a percentage discount for different categories of products/services? If yes, please describe the discounts for each category. The discount shall remain the same throughout the term of the contract and at the renewal options**

Connection is offering pricing in the form of fixed discounts from our standard web catalog list price on all products and SKU'd services. The pricing model is one that is fluid and adaptive to the market. As our list prices automatically change to meet demand in the market, account-specific pricing will also automatically change for Region 4 ESC members. This list price is available via our web site catalog located at www.connection.com/ps, and we have provided the Products and Pricing document with our response. We offer discounts by product category. Pricing will be dynamic and based on these publicly available list prices at the time of order. All the Region 4 ESC account-specific pricing will offer our sales team the flexibility to work with vendors and manufacturers to negotiate additional discounts when available. Region 4's discounted pricing can be viewed at www.govconnection.com by using the following login and password listed below: Login: region4bid@pcc.ide Password: Connection321 The offered discount will remain firm for the term of the contract. If a percentage discount causes the sell price to fall below our standard cost, the sell price shall be adjusted and honored at Connection's standard cost. However, contract fees cannot be paid on purchases made at Connection's standard cost.

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1** **Has the Offeror had a previous business relationship with Region 4? Briefly describe any past contracts or interactions.**

Connection has a long standing partnership with Region 4 ESC spanning decades, providing a wide range of technology products, services and solutions. Our current agreement with Region 4 ESC covers a comprehensive range of IT hardware, software, cloud solutions, managed services, and professional services. The current #R210402 national master agreement is conducted in partnership with OMNIA Partners through cooperative purchasing and available to public sector entities nationwide — expanding Connection's engagement beyond Texas to state and local governments, K-12, higher education, and non-profits nationally. Connection's existing engagements with Region 4 and OMNIA partners includes contract negotiation, national roll-out, marketing, customer support, and participation in Region 4 ESC's cooperative purchasing framework. Connection is widely recognized as a qualified supplier due to its long, successful history serving Region 4 ESC and its participating member agencies.

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2** **Does the Offeror have any conflicts of interest with any employees of Region 4 ESC? Please explain any potential conflicts that may exist and submit the proper documentation required under Texas law if a conflict does exist.**

Connection does not have any conflicts of interest with any employees of Region 4 ESC to the best of our knowledge at the time of submittal.

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3** **Total number and location of salespersons employed by Supplier.**

Connection has approximately 135 salespersons, with physical offices in Rockville, MD, Merrimack NH, and Wilmington, OH that support public sector, with a variety of work schedules including in-office, hybrid and remote roles. In addition, Connection has 35 employees supporting public sector in a variety of administrative, marketing, contract operations, sales operations and other support roles that work in those locations or remotely.

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4** Please provide the number and location of support centers (if applicable) and location of corporate office.

Connection has 4 locations supporting public sector including our Headquarters located at 2275 Research Boulevard, Suite 360, Rockville, MD. 20850. Additional locations include our Merrimack Office, 732 Milford Road, Merrimack, NH. 03054, Willington Office, 3336 Progress Way, Building #11, Wilmington, OH, 45177 and our Dakota Dunes Office located at 800 Stevens Port Drive, Suite 900, Dakota Dunes, SD, 57049.

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5** Please provide the annual sales for the three previous fiscal years. Please submit FEIN and Dunn & Bradstreet report.

Connection's annual sales for the previous 3 years were: 2024 \$2.8B, 2023 \$2.9B, 2022 \$3.1B. Connection is a publicly traded company on NASDAQ, CNXN. For more information, please visit our Investor Relations page at https://ir.connection.com/?cm_sp=content-_-about-us-_-investor-relations&. Connection's FEIN is 52-1837891, and a copy of Connection's Dunn & Bradstreet report is included in our supporting documentation.

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6** List any relationships with subcontractors or affiliates intended to be used when providing services and identify if subcontractors meet minority-owned standards.

If any, list which certifications subcontractors hold and certifying agency.

Connection delivers nationwide installation and professional services to Region 4 and its members, covering data center, cloud, security, mobility, networking, software, and lifecycle needs. With extensive vendor partnerships and a selection of over 425,000 products, our technical experts can support projects of any size. When specialized skills or broader coverage are needed, we draw from a premier partner network of 100+ vetted service providers across the country. Partner selection is determined through an initial scoping call to ensure the right expertise, resources, and timely fulfillment for each customer requirement. Connection combines extensive pre-vetting with a detailed, project-level scoping process to ensure the selected service provider is both highly qualified and the best match for each customer's specific needs. This approach provides flexibility, quality assurance, and transparency—ensuring every project is staffed by the most suitable partner available.

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7** Describe how supplier differentiates itself from its competitors.

Connection differentiates itself through an experienced, relationship-driven sales force, ensuring continuity and deep understanding of client needs. The company invests heavily in customized inventory and rapid fulfillment via its Technology Integration and Distribution Center, supporting quick response and tailored solutions. Seamless transitions, integrated e-Procurement, and a nationwide distribution network enable Connection to deliver efficient, reliable, and customized IT solutions—setting us apart from competitors who may lack this level of personalized service and operational scale. We don't just get IT, we solve IT for our customers.

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Describe any green or environmental initiatives or policies.

Connection demonstrates a robust, organization-wide commitment to environmental stewardship, integrating sustainability into operations, corporate culture, and business strategy. The 2024 Sustainability Report provides clear evidence of Connection's focused initiatives and continuous progress.

- 1. Corporate Sustainability Governance** Connection's ESG (Environmental, Social, and Governance) program is guided by a dedicated ESG Manager, reporting to the SVP of Operations, and overseen by senior leadership and the Board. The program aligns with the Sustainability Accounting Standards Board (SASB), United Nations Global Compact (UNGC), and UN Sustainable Development Goals (SDGs).
- 2. Energy Efficiency and Facilities** Energy-efficient practices are implemented across all major sites, including the 268,000 sq. ft. Technology Integration and Distribution Center (TIDC). Facilities feature LED lighting, skylights for natural light, occupancy sensors, insulated exteriors, and automated HVAC systems. The Tampa, FL office is housed in a LEED Silver-certified building, and Connection prioritizes green-certified spaces for new leases or renovations.
- 3. Carbon Emissions and Climate Risk** Connection calculates and transparently reports Scope 1, 2, and 3 greenhouse gas emissions according to the Greenhouse Gas Protocol, obtaining third-party assurance for Scope 1 and 2. The company regularly collaborates with suppliers to reduce emissions and is working toward alignment with the Task Force on Climate-related Financial Disclosures (TCFD).
- 4. Waste Management and Resource Efficiency** Comprehensive recycling programs cover cardboard (approx. 140 tons/year), paper, toner, shrink wrap, airbags, and e-waste, all managed through certified partners. Packaging improvements include eliminating foam packing peanuts, adopting cartons with 45–65% recycled content and 40% recycled packing paper, and maximizing pallet and dunnage reuse. All offices operate in repurposed buildings, reducing construction impact.
- 5. Product Lifecycle and IT Asset Disposition (ITAD)** Tens of thousands of IT asset units annually are processed through a rigorous ITAD program for data sanitization, recycling, refurbishment, or responsible donation, targeting zero waste to landfill. Depot repair and return programs extend product life and further reduce electronic waste.
- 6. Sustainable Procurement and Supply Chain** A strict Supplier Code of Conduct prohibits child and forced labor and requires environmentally responsible practices, in line with the UN Global Compact and SDGs. Connection partners with programs like Lenovo 360 Circle, HP Amplify Impact, and Cisco Environmental Sustainability Specialization to drive eco-friendly procurement and industry collaboration.
- 7. Employee Engagement and Community Involvement** Employees engage in sustainability through the "Green Pledge," Earth Day campaigns, and the "Connection Cares" volunteer platform, with paid time allotted for community and environmental work.
- 8. Product Transparency, Compliance, and Certifications** Connection's product catalog highlights ENERGY STAR, EPEAT, TCO, and RoHS certifications. All new company technology acquisitions prioritize sustainability labels wherever possible.
- 9. Transparent Reporting and Recognition** The 2024 Sustainability Report adheres to SASB standards. Connection is recognized by Newsweek, Forbes, and TIME for trustworthiness and ethical business practices. Notable 2024 Achievements: Recycled over 191.5 tons of waste at the TIDC, with only 49 tons sent to landfill. Processed 42,580 ITAD units and returned 59,666 depot-repair items to inventory in one year. Continued supplier engagement and third-party emissions verification to refine sustainability practices.

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Describe how supplier proposes to distribute the products/service nationwide. Include any states where products and services will not be offered under the Master Agreement, including U.S. Territories and Outlying Areas.

At our TIDC, unlike many IT Resellers, we are heavily invested in stocking and maintaining customized inventory, consisting of our most frequently ordered items. Connection has rapid access to products, can offer value-added custom configuration services at our ISO-Certified TIDC. This strategic location is within one hour of three metro areas, giving greater access to a large skilled labor pool as well as a wide range of transportation providers. This facility is also within a two-hour drive to UPS' Louisville Air Express Hub; within 3-day UPS ground transit time to 74% of the population. For additional information on the dependable and seamless distribution and fulfillment offered by Connection's state-of-the-art Custom Configuration / Distribution Center, we hope you will enjoy the video located at the bottom of the page via the following link: <http://www.govconnection.com/technology-services/distribution-and-configuration-center> Supplementing the efforts of our Distribution and Configuration Center are our approximately 38 nationwide drop-ship partner locations. These locations blanket the country and are distribution centers for partners such as, but not limited to, Synnex, Ingram Micro, Tech Data, D&H and Douglas Stewart. Products from these locations ship for next-day delivery, of in-stock products, provided orders are placed by 3:00 p.m. ET. Connection's delivery options are among the most convenient in the industry. Members designate their desired shipping levels at the time of purchase; options include next-day, next-day early morning, two-day, ground, Saturday delivery, and other standard alternatives. Customers may also utilize their own shipping accounts.

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Identify all other companies that will be involved in processing, handling or shipping the products/service to the end user.

Supplementing the efforts of our Distribution and Configuration Center are our distribution partners, whose locations blanket the country, for expeditious nationwide delivery. Products from these locations ship for next-day delivery, of in-stock products, provided orders are placed by 3:00 p.m. ET. Heavyweight order cutoff time is 12:00 Noon and will not always be available for next day delivery. These partners include: • AB Distributing: Arlington Heights, IL; North Las Vegas, NV • Axiom: Irvine, CA • Blue Star: Florence, KY • D&H: Atlanta, GA; California; Chicago, IL; Harrisburg, PA; Harrisburg-West, PA • Digital Storage: Columbus, OH • Douglas Stewart: Madison, WI; Sparks, NV • Edge Technology: Pflugerville, TX • Ingram Micro: Carol Stream, IL; Carrollton, TX; Jonestown, PA; Millington, TN; Mira Loma, CA; Plainfield, IN • Scansource: Southhaven, MS • Synnex: Beaverton, OR; Chantilly, VA; Chicago, IL; Dallas, TX; Fremont, CA; Grove City, OH; Keasby, NJ; Miami, FL; Olive Branch, MS; Ontario, CA • Tech Data: Fontana, CA; Ft. Worth, TX; Miami, FL; South Bend, IN; Suwanee, GA; Swedesboro, NJ Currently, Connection utilizes the following Shipping/Freight Carriers: • UPS • FedEx • FedEx Freight • Pitt Ohio • US Postal Service • Panther • CEVA • Pegasus • XPO • DBA • MMS • Clipper Ship • Globaltranz • TQL • DS Freight

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Provide ordering methods, online ordering, order tracking, search options, order history.

Connection’s ordering and support infrastructure for Region 4 ESC ensures participants have transparent control over purchasing, order status, contract compliance, supported by a dedicated public sector contract team. We offer multiple ordering methods including: • Online: Customers may place orders directly through our existing online portal configured for Region 4 ESC & OMNIA Partners. The portal provides real-time catalog access, pricing, contract terms and the ability to review order history and reporting capabilities. • Email: Orders can be submitted via email to a designated account representative or general orders inbox. Requests for quotes, formal purchase orders, or questions can also be directed by email. • Phone: Customers can place orders, request assistance, or discuss product options with Connection’s public sector sales team over the phone. • Fax: Fax may be accepted for purchase orders, but this method is rarely used and largely replaced by email and web options.

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Can the vendor provide all requested goods and services? Explain how the Offeror's products/services fulfill Region 4's needs. Include whether specific categories or items are excluded.

Connection delivers a complete portfolio to Region 4 ESC—a wide catalog of IT hardware, software, and accessories, plus managed, cloud, and professional services for deployment and lifecycle management. The contract supports Region 4 ESC, its members, and public entities nationwide via OMNIA Partners. Flexible ordering (online portal, email, phone), real-time tracking, custom reporting, and dedicated support streamline procurement. Connection provides custom procurement portals, account teams, and user training to ensure full alignment with Region 4 ESC needs, with rare exclusions managed case by case.

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What standard price adjustments can be anticipated? Identify any standard increases related to cost-of-living adjustments or other factors that may impact pricing throughout the duration of the contract.

Pricing will be dynamic and based on these publicly available list prices at the time of order. The offered discount will remain firm for the term of the contract. IT pricing can be volatile based on economic conditions and other factors including product availability and other conditions outside of Connection's control. We strive to keep our prices the same where possible, and discounts off of Web Category List Price will remain the same during the life of the contract.

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What is the Offeror's capability to meet service and warranty needs? Detail how service requests and warranty claims will be handled.

Connection resells 425,000+ products from 1,600+ manufacturers. Warranty, technical support, and replacement parts are governed by each manufacturer’s terms and handled case by case. Connection passes through all manufacturer warranties and will provide service facility details and contacts upon request. Additional technical support depends on the product and warranty, but sales support is always available at no additional charge. Connection warrants good title to products sold, but makes no independent product performance or fitness warranties, and does not provide separate indemnification; any manufacturer indemnities are passed through. For exact coverage, members should request details for specific products.

135 What is the Offeror's capability to comply with laws and rules relating to historically underutilized businesses, if any? Confirm compliance and include any relevant details.

Connection fully complies with all applicable laws and rules relating to historically underutilized businesses, including those required by Region 4 ESC and the State of Texas. Although not HUB-certified, Connection demonstrates commitment through active supplier diversity initiatives, submission of required compliance documentation, and ongoing good faith efforts to include HUBs in contract performance. These practices align with and exceed standard public sector contract compliance expectations.

136 Are there any additional factors identified in the request for proposal that are relevant to the decision for award?

Connection and OMNIA's partnership delivers long-term, scalable IT value to public sector customers nationwide, built on a durable contract structure, ongoing governance, national sales enablement, and outstanding customer support. With Connection's financial strength, Fortune 1000 recognition, and NPS of 79, our track record ensures high performance and stability. Retaining our current pricing model allows for seamless contract transitions and continued cost-efficient, transparent procurement. Comprehensive implementation support, dedicated relationship management, and proactive marketing enable consistent, compliant solutions that serve government, education, and nonprofit organizations on a national scale.

137 What is the long-term cost impact of the Offeror's products/services? Describe how the pricing and services offered affect Region 4's long-term costs.

Connection and OMNIA's partnership delivers sustainable long-term cost savings for Region 4 by retaining current pricing, ensuring seamless contract transitions, and enabling transparent, cost-efficient cooperative procurement. The partnership's national reach, proactive governance, and record of financial stability and high performance (NPS 79, Fortune 1000) assure consistent value. Comprehensive implementation support, account management, and ongoing customer training streamline adoption, reduce administrative burden, and maintain compliance, minimizing total long-term costs for Region 4 and its agencies.

138 Describe in detail what level of assistance will be provided to a Participating Agency to secure e-rate funding.

Identify how much effort will be required in obtaining this funding. Specify the services available to the agency for project planning, specialized program assistance, and other services provided to the agency dealing with the E-Rate program.

Connection supports hundreds of districts nationwide, with active customers across the US. In 2024, nearly half of Connection's education business was attributed to K-12 institutions, highlighting the focus and breadth of the education program. Recent enhancements include Increased capacity for rapid-response delivery from their Technology Integration and Distribution Center, supporting large-scale K-12 deployments alongside E-Rate opportunities and expanded marketing technology stack (MarTech), supporting more targeted and efficient outreach to school districts Connection has created a dedicated team to proactively reach out & address responding to ERate opportunities and assist customers in maximizing their experience with USAC Funding. The ERate team consists of regional based Account managers, and dedicated resources from our Capture Management, Contracts & Proposal teams. Connection's promotion of the E-Rate program in K-12 is a coordinated effort across education-focused marketing, personalized account management, expert-led guidance, vendor partnerships, and constant engagement with customer needs at every touchpoint.

DEVIATION FORM for Region 4 ESC Terms ONLY
(Deviations for OMNIA Partners should be submitted by redlining the document)

Signature on the Offer and Contract Signature form certifies complete acceptance of the terms and conditions in this solicitation and draft Contract except as noted below with proposed substitute language (additional pages may be attached, if necessary). The provisions of the RFP cannot be modified without the express written approval of Region 4 ESC. If a proposal is returned with modifications to the draft Contract provisions that are not expressly approved in writing by Region 4 ESC, the Contract provisions contained in the RFP shall prevail.

Check one of the following responses:

Offeror takes no exceptions to the terms and conditions of the RFP and draft Contract.
(Note: If none are listed below, it is understood that no exceptions/deviations are taken.)

Offeror takes the following exceptions to the RFP and draft Contract. All exceptions must be clearly explained, reference the corresponding term to which Offeror is taking exception and clearly state any proposed modified language, proposed additional terms to the RFP and draft Contract must be included:

(Note: Unacceptable exceptions may remove Offeror's proposal from consideration for award. Region 4 ESC shall be the sole judge on the acceptance of exceptions and modifications and the decision shall be final.)

If an offer is made with modifications to the contract provisions that are not expressly approved in writing, the contract provisions contained in the RFP shall prevail.)

Section/Page/Line	Term, Condition, or Specification	Exception/Proposed Modification (Deviation should be submitted in detail by redlining the document when possible)	Accepted (For Region 4 ESC's use)
[REDACTED]	[REDACTED]	[REDACTED]	
		[REDACTED]	

OFFER AND CONTRACT SIGNATURE FORM

The undersigned hereby offers and, if awarded, agrees to furnish goods and/or services in strict compliance with the terms, specifications and conditions at the prices proposed within response unless noted in writing on the Deviation Form submitted with the request for proposal.

Company Name GovConnection, Inc. dba Connection - Public Sector Solutions
Address 732 Milford Road
City/State/Zip Merrimack, NH, 03054
Telephone No. 800-800-0019 ext. 33331
Email Address bob.marconi@connection.com
Printed Name Robert Marconi
Title Vice President, SLED Sales
Authorized signature *Robert Marconi*

Accepted by Region 4 ESC:

Contract No. _____

Initial Contract Term _____ to _____

Region 4 ESC Authorized Board Member

Date

Print Name

Region 4 ESC Authorized Board Member

Date

Print Name

Value Added Services

Region 4 Education Service Center

PROJECT: **25-06 Technology Solutions, Products & Services**

DUE: **August 7th, 2025, by 2:00 PM CST**



Longstanding Relationship with Region 4 ESC & OMNIA

For more than 20 years, Connection has partnered closely with Region 4 ESC, serving as both a proposer and contract holder while delivering comprehensive technology solutions. Our involvement encompasses regional and national cooperative contracts initially with TCPN, then NIPA, and currently with OMNIA Partners helping Region 4 ESC fulfill its mission by offering robust procurement channels, exceptional customer support, and a dedicated compliance infrastructure to public agencies across the country.



From our first cooperative contract with Region 4 ESC under TCPN, which provided competitively solicited contracts to schools, colleges, governments, and nonprofits, Connection has played an active role supporting Region 4 ESC as both an individual entity and as a lead agency. As the cooperative purchasing industry consolidated from TCPN to NIPA and now to OMNIA Partners, Connection has adapted and grown alongside Region 4 ESC and its national membership.

This consolidation into OMNIA Partners represents a significant step toward greater unity and efficiency in public sector cooperative purchasing. For Connection and our public sector clients, the transition maintains access to competitively awarded, fully compliant master agreements, now enhanced by broader national support, expanded resources, and streamlined administration.

Thanks to our longstanding relationship and deep understanding of Region 4 ESC's approach, members have experienced minimal to no disruption throughout these transitions. In fact, members now benefit from wider access, easier program onboarding, and the assurance of using a market-leading contract vehicle built for transparency, efficiency, and auditability in public procurement.

Throughout every phase of this evolution, Connection has been dedicated to supporting Region 4 ESC's leadership role in national cooperative contracting, both as a lead agency and as a valued member agency. We commend Region 4 ESC for its continued excellence and innovation in contract administration.

Looking forward, Connection's collaboration with OMNIA Partners—and our commitment to Region 4 ESC will continue to provide sustained cost savings by maintaining current contract pricing under the new Master Agreement, ensuring smooth contract transitions, and promoting cost-effective cooperative procurement. Drawing on our national reach, robust governance, financial stability, and high performance (NPS 79, Fortune 1000), Connection remains dedicated to delivering value. Our comprehensive support—including implementation, account management, and ongoing training—ensures smooth adoption, reduces administrative workload, maintains compliance, and helps minimize long-term costs for Region 4 ESC, OMNIA Partners, and their members.

Connecting Value with Contract Expertise

Connection believes in a world of IT where choosing the technology that Region 4 ESC and OMNIA members need feels simple, not stressful. That’s what motivates to always put the customer first – to serve as an extension of their team. As organizations face challenges caused by the ever-evolving worlds of business and technology, our experts are there to provide solutions, services, and capabilities backed by real-world experience and deep knowledge. Whether it’s optimizing a digital workspace or modernizing infrastructure, Connection helps organizations prepare for and adapt to what comes next. We connect people with technology to enhance growth, elevate productivity and empower innovation. Change Happens, Expertise Wins.

Connection’s Evolution

As technology transforms human capabilities, it significantly boosts productivity, efficiency, and agility, leading the way toward unprecedented opportunities for growth and innovation. Connection is dedicated to empowering our customers to confidently and clearly navigate this rapidly evolving IT landscape, ensuring their success, and strengthening our value proposition with integrated solutions.

Since Connection’s founding in 1982, Connection has been driven by a passion for helping others. Building on our bedrock foundation of exceptional customer service, Connection has invested in talent, resources, and partnerships to level up our capabilities and help organizations ready their data, infrastructure, and workforces for a new generation of AI-powered devices and workloads in a sustainable, socially responsible environment.

As a leader in the technology solutions industry, we recognize the profound impact Connection can have in effecting positive change and driving progress toward a vibrant, healthier planet, more inclusive communities, and the robust frameworks necessary to safeguard these valuable resources for future generations.

Connection’s inaugural Connection Sustainability Report marks a significant milestone in our evolution as we launched exciting initiatives and commitments that underscore our dedication to sustainable and responsible business practices. The full document is attached as an appendix to this section.

By the Numbers




Key Verticals: Healthcare; Manufacturing; Retail;
Higher Education; K-12;
Federal, State, and Local Government Agencies

TIDC Technical Certifications:



Areas of Expertise

Our dedicated Account Team members and in-house solution architects, engineers, and technical specialists partner with customers to design, deploy, and support cutting-edge IT environments using the latest hardware, software, and services.

We provide a wide range of IT solutions, from the desktop to the cloud, including computer systems, data center solutions, software and peripheral equipment, networking communications, and other products and accessories that we purchase from more than 2,500 manufacturers, distributors, and partners.

2,500 manufacturers, distributors, and partners

Connection holds hundreds of certifications with top vendors including Microsoft Azure Expert MSP status and offers expertise across multiple technology areas, including:



Industry Recognition

We believe a culture that supports and empowers employees is essential to our success—and our continued growth depends on an inclusive, collaborative work environment. We're proud to share, because of that commitment, Connection has been named to the Forbes America's Best Midsize Employers list for three consecutive years.

Award-winning Service, Built on Trust

We are proud to share that Connection has been honored with several awards for our commitment to earning customer, investor, and employee trust. Our team was recognized on TIME's list of America's Best Mid-Size Companies, Forbes' America's Best Midsize Employers list for the last three years, Newsweek's list of Most Trustworthy Companies in America for the third consecutive year, and awarded a spot on Newsweek's List of World's Most Trustworthy Companies.



Forbes America's Best Midsize Employers 2025



2025 CRN® MSP 500 List in the Elite 150 Category



World's Most Trustworthy Companies 2024



America's Best Mid-Size Companies 2024

Go to Market & Growth Strategy

Our growth strategies are designed to increase revenues by maximizing operational efficiencies while offering innovative products and value-added service offerings, expanding our offerings to our existing customers, and expanding our customer base. Our seven key elements of growth are:

- **Expanding hardware and software offerings.** We offer our customers an extensive range of IT hardware and software products, and in response to customer demand, we continually evaluate and add new products to our offerings as they become available. We also work closely with vendors to identify and source first-to-market product offerings at aggressive prices.
- **Expanding IT solution services offerings.** We strive to accelerate solution and service growth by providing creative solutions to the increasingly complex hardware and software needs of our customers. Our cloud, cybersecurity, data center, workplace transformation, and technology services teams consist of industry certified and product-certified engineers, as well as highly specialized third-party providers. We believe our investment in these areas may increase our share of our existing customers' annual IT expenditures by broadening the range of products and services they purchase from us.
- **Delivering artificial intelligence, or AI, and automation solutions.** We believe that the AI services we offer can be deployed in tailored, efficient, and cost-effective manners to drive our clients' success. We currently offer AI workshops, which we deliver to customers, and AI infrastructure design and optimization services for core AI infrastructure. We are currently in the process of expanding these services to include other areas that we believe are relevant to the broader AI ecosystem of development. Working alongside leaders within our partner ecosystem, we are expanding our capabilities and capacity to identify and bring to market the technologies and guidance that customers—across a broad range of industries and specialized verticals—require to ensure a seamless transition into the AI era. We believe our focus on helping customers understand this intricate landscape, discover and define their unique AI value path, and realize AI's envisioned potential will enable us to serve as a trusted advisor and deliver a holistic approach to AI and automation that encompasses strategy, technical expertise, and integration. We have developed and are investing in a core AI capability that is driven through our CNXN Helix effort, which was launched in 2023 and brings together industry-leading experts, resources, and support designed to help organizations of all sizes realize the benefits of AI and automation. We believe this effort will set the foundation for our expanded capabilities and services within this fast-growing AI ecosystem.
- **Targeting customer segments.** Through increased targeted marketing, we seek to expand the number of our active customers and generate additional sales to existing customers by providing more value-added services and solutions. We have also developed digital marketing capabilities, which include but are not limited to digital

remarketing, digital buying guides, Google shopping integration, along with social media advertising and search engine optimization. All of these methods also help us to fine tune and optimize our Internet marketing campaigns that focus on select markets, such as healthcare, retail, finance, and manufacturing.

- **Increasing productivity of our sales representatives.** We believe that higher sales productivity is the key to leveraging our expense structure and driving future profitability improvements. We invest significant resources in training new sales representatives and providing ongoing training to experienced personnel. Our training and evaluation programs are focused towards assisting our sales personnel in understanding and anticipating our customers' IT needs, with the goal of fostering loyal customer relationships. We also provide our sales representatives with technical support on more complex sales opportunities through our group of technical solution specialists.

- **Migrating to cloud-based solutions for our customers.** Cloud computing is a key driver of new IT spending as our customers seek scalable, cost-effective solutions. We plan to expand our cloud-based solution sales and assist our customers in navigating the complex and growing field of multi-cloud-solution offerings. This focus on cloud includes investing in the training and certification resources required to help our customers adopt and optimize cloud technologies. Connection is a Microsoft Azure Expert Managed Service Provider—an exclusive designation that requires an intensive auditing process and a proven record of delivering exceptional customer service and in-depth technical expertise around core cloud competencies.

- **Pursuing strategic acquisitions and alliances.** We seek acquisitions and alliances that add new customers, strengthen our product and solution offerings, add management talent, and produce operating results which are accretive to our core business earnings.

Technology Integration and Distribution Center

ISO-Certified, State-of-the-Art Custom Configuration

Connection's state-of-the-art Technology Integration and Distribution Center (TIDC) in Wilmington Ohio conducts order fulfillment, warehousing and advanced configuration. Through the TIDC, we are able to offer customers turnkey solutions for all of their IT needs, including hardware configuration, imaging and provisioning, asset management, remote management, white glove enrollment services, kitting, custom packaging, and depot repair services. This 268,000-square-foot facility completed more than 550,000 custom configurations in 2024 including personal computing, and depot repair services, while championing industry-leading conservation, recycling, and waste reduction strategies.

Setting us apart from many of our competitors, we maintain our own inventory, stocking our 11,000 most frequently purchased items in our warehouse. This ensures regular shipments of over 6,000–8,000 orders per day. Replenishments are ordered on a daily basis and are delivered the next day to our distribution center via dedicated trucks.

Responsible Supply Chain

Respect, integrity, and corporate citizenship are part of Connection's core values, and these values foster a culture of mutual trust and respect that drive our company's commitment to including, belonging and environmentally sound business practices. Our Supplier Code of Conduct Policy is designed to communicate and align our expectations with our suppliers.



The code was written with reference to international business conduct models, supporting the Universal Declaration of Human Rights, the United Nations Global Compact Principles, the Sustainable Development Goals (SDGs), and the Convention on the Rights of the Child. This policy aims to ensure ethical practices by prohibiting child labor, human trafficking, and forced labor, while promoting fair wages, collective bargaining, and non-discrimination within our supply chain. It emphasizes environmental responsibility, anti-corruption measures, and compliance with global trade laws, encouraging our suppliers to uphold high standards of ethical business practices. Any violations of the code can be reported through different channels, including an ethics hotline and anonymous reporting.

Supplier Diversity

Impact by the numbers:

\$523.8M USD spent on small or diverse suppliers

179 small and/or diverse suppliers (all suppliers)

69 women-owned businesses (all suppliers)

76 ethnically owned businesses (all suppliers)

Connection is committed to integrating diverse perspectives and contributions into all aspects of the business. The company provides opportunities for suppliers with varied backgrounds to compete in all aspects of sourcing.

All employees are required to make reasonable efforts in the utilization of suppliers which include disability-owned business enterprises, LGBT-owned business enterprises, veteran-owned business enterprises, women-owned business enterprises, and small business enterprises in all sourcing events and purchasing activities. This approach reflects the company's belief in being a good corporate citizen and ensuring inclusion and belonging.

ERate Team & Resources

Connection has successfully participated in the ERate program since its inception, in 1998, bringing discounted technology to K-12 school districts all over the country. Our ERate

customers rely on Connection to provide complete turn-key solutions around internal connections to include networking, wireless, cabling, implementation, and support.

To our K-12 customers, we offer the expertise of our experienced E-Rate team to educate, assist and provide guidance to our customers while navigating E-Rate and understanding USAC rules. Our ERate team, under the direction of Thomas Halberda, Director of ERate, has worked with K-12 districts and libraries and consortiums, instructional leaders as well as technical leaders, and has the technical background needed to help identify needs, assemble the required technology partners to create unique solutions, get them integrated and assist in getting the funding required to implement the desired results.



What sets Connection apart is our ability to offer this specialized ERate guidance combined with our highly trained sales team, 400 engineering, services, and technical staff to help design, implement, and manage the most complex of networking designs.

We are uniquely positioned to ensure that every school district has successful experience with the ERate Program and to secure the funding requested to support digital equity.

[Thomas Halberda, Director of ERate and Data Center Sales](#)

Thomas has been in the Public Sector Sales/Education Market, specifically the ERate Program for over 2 two decades where he has served in a variety of leadership positions. Throughout Tom's career as a business owner, VP of Sales, Director of Channel Operations for a leading networking manufacturer and the Director of Sales for a Texas based K-12 Education Team he and the teams he has led consistently exceeded growth expectations and he developed many sales strategies and programs earning him numerous awards.

Working with K-12 Districts and Libraries and Consortiums, Instructional Leaders as well as Technical Leaders, Tom has the technical background needed to help identify needs, assemble the required technology partners to create unique solutions, get them integrated and assist in getting the funding required to implement the desired results. Participating in the ERate Program for over 20 years, Tom has managed over \$2B of Awards as a Category 2 Service Provider. Tom has multiple manufacturer's certifications including Cisco Networking Sales Certification and VMware Certification.

Change is inevitable, in today's challenging time it is critical that organizations take advantage of all the technical resources funding sources available to them. Tom has the experience and knowledge of several programs, including the ERate Program help guide organizations take full advantage of the available technical and financial resources available to them. Tom and the Educational Leadership Team of Connection have the experience and expertise to produce results. Tom reports to Bob Marconi, Vice President SLED Sales.

Contact information for Tom:

800-800-0019 ext. 33226

Thomas.halberda@connection.com

ERate 470 Support Team

Connection supports hundreds of districts nationwide, with active customers across the US. In 2024, nearly half of Connection's education business was attributed to K-12 institutions, highlighting the focus and breadth of the education program. Recent enhancements include Increased capacity for rapid-response delivery from their Technology Integration and Distribution Center, supporting large-scale K-12 deployments alongside ERate opportunities and expanded marketing technology stack (MarTech), supporting more targeted and efficient outreach to school districts

Connection has created a dedicated team to proactively reach out & address responding to ERate opportunities and assist customers in maximizing their experience with USAC Funding. The ERate team consists of regional based Account managers, and dedicated resources from our Capture Management, Contracts & Proposal teams.

Connection's promotion of the ERate program in K-12 is a coordinated effort across education-focused marketing, personalized account management, expert-led guidance, vendor partnerships, and constant engagement with customer needs at every touchpoint.

Vertical Alliance Management Resources

Connection assigns dedicated Vertical Alliance Managers (VAMs) to each SLED sector—K-12, higher education, and state and local government. VAMs develop and execute growth strategies, leverage deep industry experience, and work with emerging tech vendors to provide complete, innovative solutions. They routinely seek out niche products and stay current through ongoing training, seminars, and customer interactions, sharing sector insights with account managers.

[Nicki Williams, Vertical Alliances Manager, State and Local Government](#)

Nicki Williams is Connection's Vertical Alliance Manager for state and local government entities. Nicki joined Connection in 2023 and is responsible for developing and implementing Connection's overall strategy for state and local governments. Nicki works with states and localities including cities, municipalities, and special districts nationwide to help develop and implement technology solutions to help with their digital transformation.

Nicki has been in the technology industry for over 25 years. Nicki is part of a Public Sector advisory council with one of our distribution partners to help provide strategic guidance and industry insights within state and local government. Her expertise is invaluable in helping serve government end users and strengthening our ability to deliver full technological solutions that

support vibrant communities across the country. Nicki reports to Lisa Reid (Trisciani), Vice President SLED Sales.

Contact Information for Nicki:

800.800.0019

Mobile: 937.941.8995

Nicki.Williams@connection.com

Pam Aulakh, M. Ed. Vertical Alliances Manager, K-12 Education

Pam Aulakh is Connection's Sr. Vertical Alliance Manager for K-12 and joined Connection in 2019. She is responsible for developing and implementing Connection's overall strategy for K-12. She works with districts across the nation to help develop and implement K-12 educational technology solutions in support of improving learning environments and student outcomes. After spending more than fifteen years as an educator, instructional technology leader, and project manager, Pam understands the importance of leveraging solutions and funding to support equity-based technology programs and structures.

Pam's experience includes designing and implementing model digital learning campus programs to support over 75,000 students and 4,000 teachers. Her expertise includes planning and executing software and hardware implementation programs, building technology professional development programs, and helping schools build community relationships in support of innovation and maker programs. Pam is a former President of the Florida Council for Instructional Technology Leaders and is a member of COSN and ISTE. She holds a Bachelor of Science degree in Business Administration and a Master's degree in Educational Leadership. She holds certifications in Microsoft, Google, and Project Management. Pam reports to Lisa Reid (Trisciani), Vice President SLED Sales.

Contact information for Pam:

800-800-0019

Mobile: 321.423.2085

Pamela.Aulakh@connection.com

Bobby Sears, Sr. Vertical Alliance Manager, Higher Education

Bobby Sears serves as the Senior Vertical Alliance Manager (Higher Education) at Connection, where he leads strategic engagement and partnership initiatives within the higher education sector. In addition to his core responsibilities in alliance development, Bobby plays an essential role in shaping pricing strategies and facilitating internal coordination for major bids. He is recognized as a key recipient and decision-maker for communications related to bid strategy and alliance management within the education vertical.

Bobby's leadership is further reflected in his work as Strategic Initiatives Coordinator for the BLN Board, where he supports cross-functional collaboration and advances forward-thinking organizational initiatives. His consistent influence and strategic oversight are highlighted by his

regular inclusion in organizational charts and board-level documents, underscoring his significant contributions to Connection's public sector and higher education divisions. Bobby reports to Lisa Reid (Trisciani), Vice President SLED Sales.

Contact Information for Bobby:

800-800-0019

Bobby.Sears@connection.com

Connection Cares



Our "Connection Cares" program builds on Connection's inclusive culture and corporate good citizenship and longstanding history of employee volunteerism. Connection Cares is Connection's formalized, company-wide cohesive program of community engagement, sustainability, and diversity and inclusion.

We work in amazing communities, full of creative, compassionate individuals. Taking care of these communities matters a great deal to the Connection family. Connection Cares empowers employees to make a difference—both within our communities and our company—building upon four pillars:

- Diversity, Equity, and Inclusion
- Sustainability
- Charitable Contributions
- Employee Recognition

Whether supporting our co-workers, charities, friends and neighbors, or the environment—our employees lead the way with a commitment to community that makes us proud to call Connection home. It's who we are as a company—and, more importantly, who our employees are as people.

Charitable Contributions

We have always taken pride in positively contributing to the communities we are a part of. Our team is constantly working to identify the most productive ways for us to give back, including:

- Charitable donation/drives
- Volunteer opportunities
- Funding employee charity requests



Diversity, Equity, and Inclusion: Connection is committed to fostering equity, fairness, and opportunity by learning from its communities. Unique perspectives empower the company to build a respectful, diverse, and inclusive culture.

Employee Resource Groups: Connection has established Employee Resource Groups (ERGs) to celebrate inclusivity, diversity, and collaboration. These voluntary, employee-driven groups provide a platform for employees to connect, receive and share support, and discover opportunities for growth. Current ERGs include:

- Black Leaders Network
- Empowered (supporting women)
- LIDER (celebrating Latinx cultures)
- Mighty Minds (mental health awareness)
- Rainbow Alliance (supporting LGBTQ+ community)
- VALOR (supporting veterans and service members).



Training Programs: Connection offers required and optional training opportunities focused on creating a more welcoming, inclusive, and supportive workplace for everyone. These include:

- Using Pronouns in the Workplace Training
- Unconscious Bias Training
- Dignity and Respect in the Global Workplace.

Culture of Caring

Connection believes its employees are its most valuable assets and is committed to creating a culture where team members can thrive and make the communities and company stronger, healthier, and more inclusive.

Key initiatives include the Heritage Celebrations program, which recognizes and honors the diverse culture and backgrounds that make the organization strong. Celebrations include Black History Month, Women’s History Month, Pride Month, Asian American and Pacific Islander History Month, and Hispanic American History Month.



Inclusion and Belonging

Our Equal Employment Opportunity Policy underscores our dedication to providing equal opportunities for all applicants and employees. Connection does not discriminate based upon any protected characteristics under Title VII of the Civil Rights Act, state laws, and/or federal laws. Our recruitment, hiring, training, and promotion practices are free from discrimination,

regardless of any protected characteristics, and are based solely on merit, ensuring a fair and inclusive workplace.

Our commitment to inclusion is reflected in our workforce demographics. Within our leadership team, 31% of the positions are held by females, while 69% are held by males. Among all other employees, females constitute 40%, and males 60%. We are proud of the diverse backgrounds of our employees, which include representation from various ethnic groups.

Social Impact Metrics

Leadership Team



All Other Employees

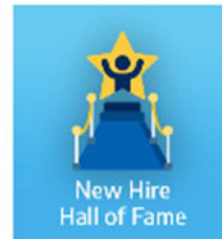


Recognition

Connection has implemented several employee recognition programs designed to appreciate and celebrate the contributions of their workforce. These initiatives are grounded in fostering a culture of appreciation and support within the workplace.

Key Initiatives in Employee Recognition Programs

- Milestone Anniversary Program:** Celebrates employees for every five years of service with various rewards, including a commemorative yearbook and a complimentary gift of their choice. This initiative recognizes long-term commitment and enhances employee morale
- Sales New Hire Program:** Acknowledges new hires in the sales department who achieve exceptional sales results, fostering a sense of accomplishment and integration within the team.



- **Spirit Recognition Program:** Encourages employees to nominate their peers who embody the company's values and spirit, promoting a culture of mutual recognition and encouragement
- **Departmental Recognition Programs:** Many departments have tailored initiatives to recognize employees who go above and beyond in their roles, allowing for personalized acknowledgment that resonates within specific teams
- **Special Recognition Days:** The company celebrates various occasions such as Employee Appreciation Day and Veterans Day with activities like raffles and meals to express gratitude to employees for their hard work
- **Future Plans:** Ongoing efforts include enhancing recognition initiatives for individual and departmental achievements, and developing programs for "unsung heroes" in various departments who contribute significantly yet may not receive regular recognition

Commitment to Employee Value

Connection Cares is dedicated to creating an internal culture that appreciates employee contributions. The belief underpinning this commitment is that motivated and recognized employees enhance collaboration and success, positioning Connection as an employer of choice. These recognition programs not only foster a positive workplace environment but also aim to drive productivity and innovation within the company.

In addition to our DEI, ERG and continual Training programs, Connection also actively solicits feedback from employees via engagement surveys, a perpetual feedback button on our internal landing page and an open-door policy across all levels of management to ensure that our employees' voices and ideas are heard and that Connection cares and listens to every voice.

The Connection Cares Leadership Council helps drive support for social responsibility efforts in the following areas and continues to evolve, embodying the spirit of Connection. Based on feedback from previous CCLC teams and the CCLC Advisory Council, we have identified several exciting opportunities to develop new projects around topics that embody the spirit of Connection, including:

- Establishing an Employee Suggestion Program
- Regional Group Volunteer Opportunities
- Creating Employee Appreciation Events
- Celebrating New Roles and Retirements
- Reviewing and Approving Employee Contribution Requests

The Connection ERGs are a testament to our commitment to sustainability through diversity and inclusion. They not only enhance the employee experience but also contribute to the overall success and sustainability of our organization.



indicated that ERGs have increased the likelihood that they will stay with Connection



of respondents indicated that they have learned and applied new skills as a direct result of their ERG involvement.



said that the ERG has increased their sense of community and belonging within Connection.

Empowering Employees through Training and Development

The Connection Learning & Development team spearheads initiatives focused on training through a comprehensive approach to employee development, underscoring the significance of continuous learning and skill enhancement. The training program commences with New Hire Onboarding Training, which is customized to align with each employee's role and department.

This foundational training incorporates a variety of delivery methods, including virtual or in-person instructor-led sessions, self-paced learning, skills practice, job shadowing, and coaching



- 16% ■ New Hire Training
- 15% ■ Business Projects
- 9% ■ Compliance
- 25% ■ Leadership / Professional Development
- 35% ■ Technical Skills Training

Helix Center for Applied AI and Robotics

Connection focuses on providing innovative, affordable, and accessible technology solutions, ensuring that students, faculty, and staff have access to modern devices and collaborative IT infrastructures. This access is crucial for goal achievement, research, and digital literacy, which are foundational elements for success. Furthermore, Connection assists institutions in responsibly deploying emerging technologies, creating opportunities for public agencies and educational institutions to engage with tools that shape future of workplaces and academia.



CNXN Helix & SLED: Driving Innovation

CNXN Helix Center for Applied AI and Robotics is at the forefront of innovation, leveraging strategic partnerships with top-tier manufacturers in both hardware and software AI domains, in partnership with leading technology partners such as Lenovo, HPE, Nvidia, Intel, Dell Technologies, Google, AWS, Qualcomm, AMD, Microsoft, Apple, APC and others.

These collaborations empower Helix to offer cutting-edge solutions that seamlessly integrate advanced technology into everyday operations. By aligning with industry leaders, Helix ensures its products and services remain at the pinnacle of performance and reliability, providing solutions for our customers to meet current needs and embrace the future of AI assistive solutions.

CNXN Helix understands AI and IT technology, has deep domain expertise, and can stitch together a strategic roadmap that combines Region 4 and OMNIA's unique objectives, existing infrastructure investments, and integrates prioritized use cases to help members to understand and adopt AI with a purpose and impact.

As a strategic partner to Region 4 and OMNIA, Connection can help transform operations across the membership base with AI technologies designed to enhance productivity, streamline operations, and ensure safety across OMNIA members' programs.

Connection's Helix Center for Applied AI and Robotics offers technical expertise, end-to-end solutions, and deep partnerships to harness the power of artificial intelligence.

Focus Areas

Advisory Services

Our CNXN Helix™ AI advisory services, powered by world-class experts, are designed to help you unlock the full potential of artificial intelligence within your organization. By providing strategic guidance and tailored AI solutions, we ensure that your business can effectively harness AI to drive significant value and competitive advantage. Our team of experts collaborates with you to navigate the complexities of AI implementation, delivering measurable results and sustainable growth.

Agentic AI

At the leading edge of AI evolution, the shift from copilots to autonomous agents isn't just a technological breakthrough - it's a business transformation. While copilots provide conversational access to data and RAG systems add enterprise context, agentic AI takes the next leap: autonomous systems that reason, act, and adapt in real time.

At CNXN Helix™, we don't just explain agentic AI - we engineer it. From architecture design to low-code/pro-code agent frameworks, we help enterprises move from concept to production, embedding intelligent agents into critical workflows across manufacturing, finance, retail, and more. Our experts work hands-on with your teams to build, train, and deploy agents that integrate with your existing systems, persist memory across tasks, and drive real operational impact. This is more than automation—it's strategic AI that learns, decides, and scales with your business.

AI Partnerships

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AI Skills Development

One of the challenges that many organizations face when adopting AI is developing the skills and competencies required to design, build, deploy, and manage AI solutions effectively. As AI becomes more pervasive and complex, the demand for AI talent and expertise grows exponentially. However, the supply of qualified and experienced AI professionals is limited and often expensive to acquire and retain. Therefore, it is essential for organizations to invest in developing their own AI capabilities and culture, and to empower their employees and teams to become AI-savvy and proficient.

Data Orchestration

CNXN Helix™ empowers businesses by streamlining data orchestration processes, ensuring seamless integration and management of diverse datasets crucial for AI implementation. Leveraging advanced analytics and machine learning techniques, we optimize data pipelines, enabling clients to extract valuable insights and drive informed decision-making. With CNXN Helix's expertise, companies unlock the full potential of AI, transforming raw data into actionable intelligence to fuel innovation and growth.

Infrastructure & Optimization

Our Managed Infrastructure services ensure your organization's data and machine learning operations are supported by scalable, reliable cloud infrastructure. We can set up and manage public and private cloud platforms like AWS, Azure, and Google Cloud, tailored to your specific needs. Additionally, we provide robust data storage solutions, including data lakes, warehouses, and databases, to ensure your data is efficiently managed and accessible.

CNXN Helix Workshops

Our CNXN Helix™ AI workshops provide comprehensive training on critical topics such as Data Orchestration and Infrastructure Design, ensuring participants gain a robust understanding of AI implementation. Tailored to specific business verticals, these workshops cover essential insights for industries like Retail, Manufacturing, and Healthcare, enabling attendees to apply AI strategies effectively in their respective fields. By bridging technical knowledge with industry-specific applications, our workshops empower professionals to drive innovation and achieve business success.

The Workshop Process

WORKSHOP STEP 1



Pre-Design Assessment

Our pre-design assessment involves in-depth consultations to comprehend your unique requirements and establish precise project objectives. Through collaborative discussions, we aim to align our strategies with your goals and ensure a tailored approach to meet your needs effectively.

WORKSHOP STEP 2



Envisioning Call

During the envisioning call between our AI experts and your key experts, we aim to establish baseline parameters of your current AI maturity level. This discussion will help us identify the key drivers and initiatives that are crucial for your organization. We'll also define specific swim lanes and guardrails to shape the design, form, and structure of the upcoming workshop. This collaborative effort ensures that the workshop is tailored to meet your unique needs and strategic goals.

WORKSHOP STEP 3



Workshop Design & Industry Alignment

In the design and alignment phase of the workshop, we use the information gathered during the envisioning call to customize the workshop parameters, ensuring alignment with your specific business needs and vertical impacts. This internal process within our team is critical for tailoring the workshop to your unique requirements and strategic objectives. During this stage, we often identify opportunities to develop a small proof of concept (PoC) or lab environment to highlight a key requirement from your organization. This focused approach ensures that the workshop delivers actionable insights and practical solutions aligned with your goals.

WORKSHOP STEP 4



Workshop Validation

In the Validation stage, we present the broad constructs and parameters of the workshop to you for validation or critical feedback. This crucial step ensures that the workshop aligns with your expectations and objectives, allowing us to make any necessary adjustments based on your input. By securing your feedback, we ensure that we remain on task and aligned with your needs. This is the final step before the workshop delivery, making it essential for maintaining the workshop's relevance and effectiveness.

WORKSHOP STEP 5



Workshop Delivery

In the Lab Delivery stage, we conduct a comprehensive 6+ hour engagement over one or two days. It is essential to ensure that the right stakeholders from your organization participate, including business line owners and technology leaders. Due to the lab's modular design, attendees can choose which sessions to attend based on their relevance, ensuring a focused and efficient use of their time. The pre-set schedule and designated tasks for each session allow all participants to come prepared, maximizing the value derived from the workshop. This in-person engagement, conducted on-site or at a dedicated location, requires a commitment of time and resources from your team, emphasizing the importance of hands-on involvement and collaboration. The interactive nature of the lab fosters a deeper understanding and practical application of the concepts discussed, tailored to your organization's specific needs and goals.

WORKSHOP STEP 6



Post Workshop Analysis & Survey

In the post-workshop stage, we deliver a survey to all attendees to gather their feedback and conduct a quick analysis of the workshop interactions. This analysis is provided shortly after the workshop to ensure all data points and considerations are accurately captured and validated. The feedback and analysis serve as a final check before developing and delivering the workshop's deliverables and artifacts, ensuring alignment with the goals and expectations of all parties involved.

Kinetic Bridging

CNXN Helix™ specializes in empowering organizations to harness the full potential of artificial intelligence, thereby revolutionizing their application into a classification we call Intelligent Applications. Our expertise lies in guiding companies to derive deeper insights from their data, optimizing the consumption and interpretation of information to deliver more impactful outcomes. We excel at creating robust data frameworks, enhancing the quality and relevance of data, which forms the backbone of a stronger data fabric and intelligent applications.

MLOps, DataOps & Support Management

At CNXN Helix™, we specialize in delivering comprehensive MLOps, Data Ops, and Support Management services tailored to the unique needs of your AI initiatives. Our expert team ensures seamless integration, deployment, and management of machine learning models, while optimizing data operations for maximum efficiency and reliability. With CNXN Helix's dedicated support management, your AI projects are backed by responsive and proactive assistance, ensuring smooth operations and driving continuous innovation.

Modeling Training & Inference

At CNXN Helix™, our expertise extends to meticulously identifying optimal AI models tailored to specific use cases. We not only assist in fine-tuning these models but also specialize in advanced techniques like Retrieval-Augmented Generation (RAG), ensuring enhanced performance and adaptability. Moreover, our comprehensive approach encompasses agentic ecosystem development and rigorous measures to mitigate concerns such as model overfitting, drift, poisoning, as well as ensuring robust security, audits, and controls.

Professional Learning Expertise

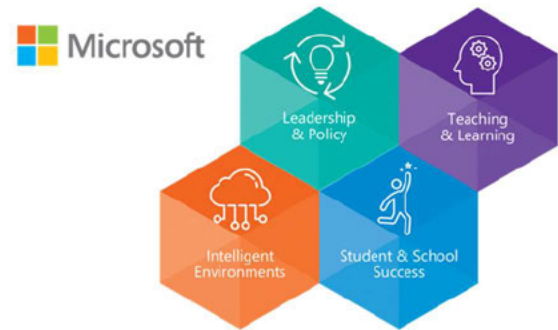
Microsoft Innovative Educator Resources

Connection's professional learning services assist teachers with integrating appropriate and meaningful instructional technology tools for effective teaching and learning. We offer webinars, in-person and virtual training solutions that allow Region 4 & OMNIA member institutions and their communities to choose training that is relevant and meaningful to each institutions' needs for their classrooms, administration and students.

Connection's professional learning courses cover a wide variety of topics:

- Pedagogy and Methodology
- 21st century STEM learning across all curriculum areas
- Microsoft In Education, including Office 365, OneNote, Teams, and Sway
- Digital learning
- Problem-based learning, and much more

Bringing teachers and students together through modern and effective technology is what we do. Connection understands it's not always as easy as that. As devices and applications evolve—or are being replaced by something entirely new — the need for professional learning becomes much more apparent. We want to help you adapt to an ever-changing world by continually improving your skills. Our courses focus on today's top needs, are led by certified trainers, and are built to help you progress like never before.



As a member of the Microsoft Global Training Partner program, Connection can help OMNIA members leverage new technology and apps through learning consultants that have undergone official certification to deliver training on Microsoft's behalf. Through courses led by our MIE Certified Professional Development Specialists, OMNIA members and their communities join fellow educators in uncovering the possibilities within Microsoft Office 365 Education, new trends, and more.

Together, we can unlock the keys to streamlining communication and collaboration among staff, students, and all members of the OMNIA community – meeting each institution's unique training and development needs during the entire contract lifecycle.

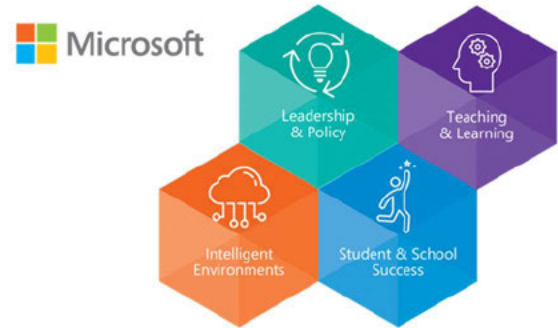


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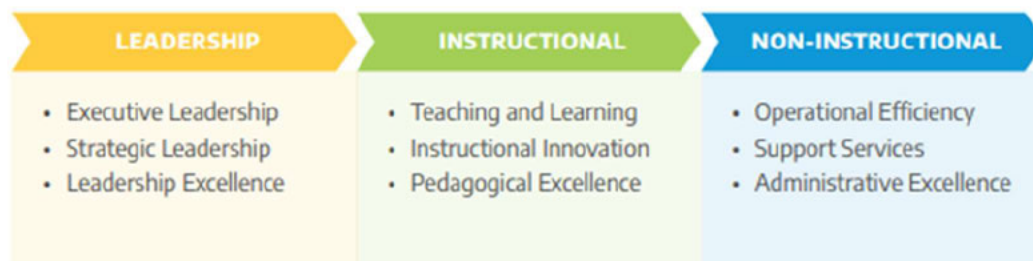


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Innovative Learning Solutions for K-12 and Higher Education

As a Certified Microsoft Global Training Partner, Connection's Microsoft Educator courses and professional development services for Microsoft products give educators appropriate and meaningful tools to increase the effectiveness of both teaching and learning.

Three Learning Pathways



Examples of our current offerings across three learning pathways that OMNIA members can take advantage of, including:

Modern Work	Training on core applications and tools to increase collaboration with colleagues, enhance productivity and time management, and streamline overall communication. #WorkSmarterNotHarder
Microsoft Educator Institute	Earn your ME certification through foundational training with essential tools like Teams, OneNote, and Forms. This program is specifically designed for teaching and learning, supporting academic environments, fostering communication and collaboration, and enhancing performance assessments.
Microsoft Advanced Educator Institute	Earn your MAE certification by delving into innovative teaching methods with Microsoft 365, designed for flipped learning experiences. Explore how 21st Century Learning Design (21st CLD) emphasizes critical skills in a student centered learning environment.
Microsoft Copilot	Leading the way in educational excellence by inspiring growth and driving success. Use AI effectively and responsibly to redefine modern work and instructional practices with the support of a personal assistant to streamline tasks and enhance productivity.
Student Institute	Equip students for success in modern academics and professional settings by leveraging core applications, collaboration tools, and sharpening communication skills—all while fostering strong digital citizenship.
Customizable Institute	Collaborate with our professional learning specialists to customize a Microsoft Institute that meets the needs of your campus.

Appendix: Supporting Documentation

Connection Sustainability Report 2024

Connection Certifications and Authorizations

Connection[®]
we solve IT[®]



SUSTAINABILITY REPORT

2024



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Letter from the CEO



Tim McGrath

Dear Valued Stakeholders,

On behalf of the entire Connection team, I am proud to present our inaugural Sustainability Report. This report marks a significant milestone for our company, as we share with you the exciting initiatives and commitments that underscore our dedication to sustainable and responsible business practices. As a leader in the technology solutions industry, we recognize the profound impact Connection can have in effecting positive change and driving progress toward a vibrant, healthier planet, more inclusive communities, and the robust frameworks necessary to safeguard these valuable resources for future generations.

Environmental—Responsible, Sustainable Growth

Our commitment to environmental sustainability is reflected in the numerous initiatives we have undertaken in our 43 years of business. Early on, we pioneered waste reduction and recycling practices that are now industry standards. From eliminating foam peanuts and redesigning shipping packages to developing electronic ordering and promoting office-wide recycling programs, we made a conscious decision to lead by example. Over the years, we've made significant investments to

support that goal, including designing energy-efficient facilities, such as our office buildings and state-of-the-art Technology Integration and Distribution Center (TIDC). We believe that responsible, environmentally sound business practices are essential to our long-term success—and I look forward to sharing our efforts with you in this report.

Social—Putting People First

As a company dedicated to exceptional customer service and built on a foundation of deep, personal relationships, Connection has always put people first. This dedication to social responsibility is evident in our diverse and inclusive corporate culture and the quality of our most important resource—our people. Six years ago, we formalized our commitment to social responsibility with Connection Cares, a cohesive program that empowers our employees to make a difference within our communities and our company. The program unites our efforts across key pillars: Sustainability; Charitable Contributions; Inclusive Excellence; and Employee Recognition. These pillars ensure we create a positive impact on our employees, customers, partners, and the communities where we live and work.

continued...

Governance—Forward-thinking Policies Built on Empathy and Trust

Integrity, above all else, is our guiding principle. It informs everything we do, from each customer interaction to our hiring practices to our daily operations. Connection is dedicated to maintaining the highest standards of transparency and accountability. Our governance practices are designed to ensure that Connection operates ethically and responsibly, meeting the expectations of our stakeholders while driving long-term value. Our dedication has been recognized with numerous awards for marketplace ethics and industry leadership, including being named to TIME's list of America's Best Mid-Size Companies, Forbes' America's Best Midsize Employers list for the last three years, Newsweek's list of Most Trustworthy Companies in America for the third consecutive year, and Newsweek's List of World's Most Trustworthy Companies.

Committed to Leadership

It's an exciting time to be at the forefront of the technology industry. New trends and cutting-edge products and services are driving IT buyers to Connection for the expertise they need to get more value out of their technology and transform their organizations. As we move forward, we remain steadfast in our mission to help people connect with exceptional technology, service, and support—from Modern Infrastructure and Multicloud offerings that accelerate innovation to Digital Workforce solutions that boost productivity and security. Connection stands ready to deliver the guidance and expertise needed to navigate the complexities of the modern technology landscape—with the efficiency, reliability, and accountability our stakeholders deserve.

Our Evolving ESG Journey

Inside this report, you will find detailed accounts and insightful statistics related to our environmental, social, and governance activities. From company-wide energy efficiency and waste-reduction programs to our partnerships with responsible manufacturers and suppliers, we are guided by an enduring commitment to sustainability and social responsibility. I am pleased to formalize that commitment with several key measures, including joining the United Nations Global Compact as a signatory, pledging to support the UN's Sustainable Development Goals, and adopting the Sustainability Accounting Standards Board (SASB) framework for our reporting efforts. Driven by our history of innovation, we will continue to evolve and adapt our ESG strategies as new opportunities, challenges, and technologies emerge.

Thank you to our customers, partners, employees, and community members for joining us on this journey—and for your support in building a sustainable, inclusive future. We look forward to sharing our progress with you in the years to come.

Sincerely,

Tim McGrath
President and Chief Executive Officer



Purpose and Scope of the Report

This is Connection's inaugural Sustainability report, which covers the fiscal year 2024 (January 1–December 31, 2024) unless otherwise noted. This report was prepared with guidance from the Sustainability Accounting Standards Board (SASB), multiline and specialty retailers and distributors, the United Nations (UN) Global Compact, and the UN Sustainable Development Goals (SDGs). We disclose GHG emissions based on the Greenhouse Gas (GHG) Protocol. The information included in, and any issues identified as material for purposes of, this document may not be considered material for Securities and Exchange Commission (SEC) reporting purposes. In the context of this report, the term “material” is distinct from, and should not be confused with, such a term as defined for SEC reporting purpose.

Safe Harbor Statement

Statements in this report concerning Connection that are not historical facts may constitute forward-looking statements as defined by Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. Forward-looking statements can be identified using terms such as believe, expect, may, will, provide, could, should, and similar expressions, including their negatives.

These statements include, but are not limited to, references to strategies and goals, and are subject to risks and uncertainties that may cause actual results to differ materially from those described. For information on risk factors that may result in material differences between actual and projected outcomes, refer to documents filed with the Securities and Exchange Commission, including the most recent Form 10-K and subsequent SEC filings. The information presented in this report is based on data available to Connection as of the date of this report, and the company does not undertake any obligation to update this information unless required to do so by applicable regulations.





Environmental, Social, and Governance

Our Approach to ESG

Our ESG approach is rooted in a comprehensive Materiality Assessment, which informs our ESG strategy by identifying and prioritizing the most significant environmental, social, and governance issues that impact our business and stakeholders. This ensures that our efforts are focused on the areas that deliver the greatest value and address the most critical concerns. We ensure alignment with established frameworks such as the [Sustainability Accounting Standards Board \(SASB\)](#) and the [United Nations Global Compact \(UNGC\)](#). These frameworks offer structured guidance that assists in aligning our initiatives with global standards and best practices. Our ESG strategy encompasses key pillars of environmental, social, and governance, and aligns with the [United Nations Sustainable Development Goals \(UN SDGs\)](#), which provide a global framework for achieving a better and more sustainable future.

Our commitment to sustainability is reflected in our alignment with the United Nations' 17 SDGs, particularly focusing on promoting good health and well-being (SDG 3), quality education (SDG 4), gender equality (SDG 5), decent work and economic growth (SDG 8), reduced inequalities (SDG 10), responsible consumption and production (SDG 12), climate action (SDG 13), peace, justice, and strong institutions (SDG 16), and partnerships for the goals (SDG 17), as we strive to create a more sustainable and equitable world by 2030.

SUSTAINABLE DEVELOPMENT GOALS



About Connection

Our Story

Since the company's founding in 1982, Connection has been driven by a passion for helping others. When co-founders Patricia Gallup and David Hall met on the Appalachian Trail in 1976, serving on a support crew for through-hikers, they planted the seed for an idea that would grow into a Fortune 1000 company. Envisioning a technology provider that does business differently, Patricia and David found like-minded folks who shared their passion and—together—they built a company that not only delivers exceptional technology solutions and services but also prioritizes the well-being of our communities and the environment. From our long-standing commitment to green building practices in the design of office spaces to the collaboration and constant pursuit of efficiency that drive our teams, this vision is deeply embedded in our corporate culture and continues to inspire and inform our ESG efforts today.



Our Vision

We believe in a world of IT where choosing the tech you need feels simple, not stressful. That's what motivates us to always put the customer first—to serve as an extension of their team. As organizations face challenges caused by the ever-evolving worlds of business and technology, our experts are there to provide solutions, services, and capabilities backed by real-world experience and deep knowledge. Whether it's optimizing a digital workspace or modernizing infrastructure, Connection helps organizations prepare for and adapt to what comes next. We connect people with technology to enhance growth, elevate productivity, and empower innovation. As we like to say, Change Happens. EXPERTISE WINS.™

Change Happens.
EXPERTISE WINS.™



Our Values



Respect

Respect starts with empathy. We have a customer-first mentality. Our culture is based upon mutual trust and respect. In other words, what you worry about, we worry about.



Excellence

We continuously look for ways to better serve you. We strive for long-lasting relationships that grow stronger over time.



Teamwork

Working together drives innovation and success. We are accountable to our customers, employees, and shareholders by being curious about how we can better help them grow. Our curiosity inspires us to ask better questions which leads to better solutions.



Integrity

We're honest and direct. We believe integrity comes from transparency which leads to excellence. Earning your trust is job #1.



Corporate Citizenship

We foster a socially responsible culture that supports inclusive excellence, drives environmentally sound business practices, and encourages engagement in the communities where we work and live.

Our Brand, Family of Businesses, and Solutions Offerings



As a Fortune 1000 Global Solutions Provider, Connection offers a wide range of products and services designed to meet the diverse needs of customers across key markets and industries. The Connection brand includes Connection Business Solutions, Connection Enterprise Solutions, and Connection Public Sector Solutions, which provide customer-centric IT solutions and services to SMB, enterprise, and public sector markets, respectively.



BUSINESS SOLUTIONS



Small and Midsize Business



ENTERPRISE SOLUTIONS



Enterprise



PUBLIC SECTOR SOLUTIONS



Federal Government



State and Local Government



Higher Education



K-12 Education

INDUSTRY SOLUTIONS



Manufacturing



Healthcare



Retail



Banking and Financial

Connection[®]
we solve IT[®]



Global Reach

Our GlobalServe offering ensures worldwide coverage for multinational customers, delivering global procurement solutions through our network of in-country suppliers in more than 150 countries.



AI Visionaries

The CNXN Helix Center for Applied AI and Robotics brings together industry-leading experts, resources, and support designed to help organizations of all sizes realize the benefits of AI and automation.



Our Areas of Expertise

Our dedicated Account Team members and in-house solution architects, engineers, and technical specialists partner with customers to design, deploy, and support cutting-edge IT environments using the latest hardware, software, and services. We provide a wide range of IT solutions, from the desktop to the cloud—including computer systems, data center solutions, software and peripheral equipment, networking communications, and other products and accessories that we purchase from more than 2,500 manufacturers, distributors, and partners. Connection holds hundreds of certifications with top vendors—including Microsoft Azure Expert MSP status—and offers expertise across multiple technology areas, including:



AI



Digital Workspace



Cybersecurity



Multicloud



Data Center



Technology Services

Microsoft
Partner
 Microsoft | Azure
Expert
MSP

2,500 manufacturers,
distributors,
and partners

Technology Integration and Distribution Center

Our state-of-the-art Technology Integration and Distribution Center (TIDC) in Wilmington, Ohio conducts order fulfillment, warehousing, and advanced configuration. Through the TIDC, we are able to offer customers turnkey solutions for all of their IT needs, including hardware configuration, imaging and provisioning, asset management, remote management, white glove enrollment services, kitting, custom packaging, and depot repair services. This 268,000-square-foot facility completed more than 550,000 custom configurations in 2024—including personal computing devices, servers, mobile devices, and networking hardware—while championing industry-leading conservation, recycling, and waste-reduction strategies.

550,000+ custom configurations
in 2024





By the Numbers



1982
Founding Year



2,500+
Partners



10
Office Locations



2,500+
Employees



\$2.8 billion
Annual Net Sales
(2024)



5,000+
Professional
Certifications



Key Verticals: Healthcare; Manufacturing; Retail;
Higher Education; K-12;
Federal, State, and Local Government Agencies

TIDC Technical Certifications:



ISO 20000-1:2018



ISO 27001:2013



ISO 9001:2015



System and Organization
Controls 2 (SOC 2®)



ISO 22301:2019

Awards and Commendations



- ★ Channel Insider Hybrid Solution Provider 250, 2024
- ★ CRN® MSP 500 list in the Elite 150 category, 2024
- ★ CRN® Solution Provider 500, 2024
- ★ CRN® Tech Elite 250, 2024
- ★ NH Veteran-Friendly Business, Gold 2024
- ★ TIME—America's Best Mid-Size Companies, 2024

A Team Like No Other—With
A Desire to Exceed Expectations



- ★ Forbes America's Best Midsize Employers list, 2024
- ★ Fortune 1000—#918, 2024
- ★ Newsweek—Most Trustworthy Companies in America, 2024
- ★ Newsweek—World's Most Trustworthy Companies, 2024

Connection Partners with Proven Expertise



SAMSUNG

servicenow.



- ★ Dell Technologies Federal Rising Star Partner of the Year, 2024
- ★ HP U.S. Personal Systems National Solutions Provider Partner of the Year, 2024
- ★ HP U.S. Print Hardware National Solutions Provider Partner of the Year, 2024
- ★ HP U.S. Commercial Supplies Partner of the Year, 2024
- ★ Samsung B2B Display National Partner of the Year, 2024
- ★ ServiceNow Americas Reseller Partner of the Year, 2024
- ★ Veeam VAR Growth Partner of the Year Award (Americas), 2024

ENVIRONMENTAL

Championing Sustainability:
Connection's Commitment to Environmental
Stewardship and Corporate Citizenship

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CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION



17 PARTNERSHIPS
FOR THE GOALS



Sustainability Reporting

In 2024, Connection conducted its first Environmental, Social, and Governance materiality assessment in collaboration with a consulting firm to identify the most significant economic, environmental, and social impacts of our company. The assessment began by defining its scope based on our organizational reach, internal and external stakeholders, and relevant industry/sector dynamics.

The next steps involved developing a comprehensive list of material topics by benchmarking against established sustainability frameworks such as Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD), and

Global Reporting Initiative (GRI), along with thorough market, industry, and competitor research. To prioritize our ESG risks and opportunities, we engaged our key stakeholders, gathering their qualitative insights through surveys and interviews.

Engaging these stakeholders allowed us to understand their perspectives and expectations, enabling us to map out and prioritize topics based on their importance. The results of this prioritization highlighted several key material topics, which have been incorporated into this report. These findings will guide Connection’s ESG strategy and priorities moving forward.





Environment

- ★ EoL Product Management
- ★ Climate Risks Management
- ★ GHG Emissions Management
- ★ Energy Efficiency



Social

- ★ DEI Work Culture
- ★ Employee Wellness and Belonging
- ★ Foster Sustainable Work Culture
- ★ Employee Education and Development



Governance

- ★ Data Security and Privacy
- ★ Anti-bribery and Corruption
- ★ Strong Corporate Governance
- ★ Transparent and Ethical Business Practices



Frameworks and Standards Alignment

From Connection’s inception, the co-founders have shared two common values: a passion for helping others and a commitment to safeguarding the environment for future generations. With these principles in mind, we aim to enhance transparency around our business practices and build trust with our stakeholders by implementing an Environmental, Social, and Governance framework designed to deliver long-term value for our business. This document represents Connection’s inaugural report on our ESG program. In alignment with Connection’s core value of corporate citizenship, we strive to increase transparency.

To reinforce our sustainable practices and accountability, we have chosen to participate in various initiatives aligned with our strategy:

WE SUPPORT



United Nations Global Compact: In 2024, Tim McGrath, our President and CEO, made a significant commitment for Connection to align with the Ten Principles of the United Nations Global Compact. This alignment reflects our dedication to values such as human rights, labor standards, environmental protection, and anti-corruption measures. By joining over 24,000 other participants from 167 countries, we are actively contributing to the achievement of the Sustainable Development Goals (SDGs).



Sustainable Development Goals: The SDGs encompass 17 interconnected goals aimed at creating a more sustainable and equitable world by 2030. This initiative underscores our responsibility to implement practices that foster sustainability and ethical governance. We have aligned ourselves with the following goals:

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS





CDP: CDP is a global nonprofit organization, formerly known as the Carbon Disclosure Project, that provides disclosure for a company's environmental impacts, focusing on climate change, water security, and deforestation. Engaging with CDP allows us to transparently disclose our carbon emissions, thereby building trust with stakeholders and identifying areas for improvement.



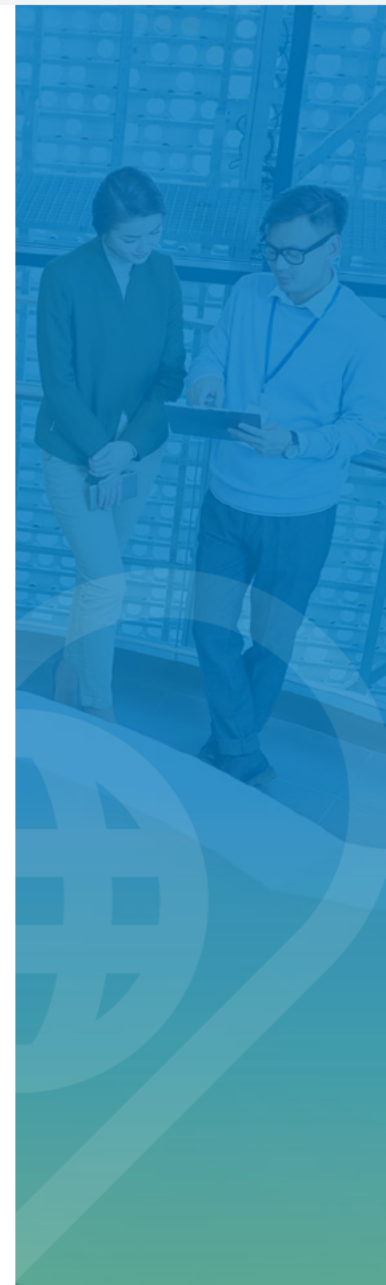
Sustainability Accounting Standards Board (SASB): The SASB framework helps companies disclose essential sustainability information. By using SASB standards, we ensure transparent reporting of our environmental, social, and governance impacts, focusing on key metrics relevant to stakeholders and financial performance. This enables us to maintain accountability and identify key opportunities for improvement.



EcoVadis: EcoVadis is a platform that performs a comprehensive evaluation of our sustainability management systems. This enables us to benchmark against industry standards and drive targeted improvements. Our participation in 2024 marked the first time we engaged as a corporate entity, and our enhanced focus on ESG led us to be awarded a Committed badge.



Greenhouse Gas Protocol: The Greenhouse Gas Protocol offers a standardized methodology for measuring and managing greenhouse gas emissions. Our engagement with the Greenhouse Gas Protocol allows us to quantify our carbon footprint accurately. By implementing the protocol's guidelines, we ensure that our emissions data is robust and comparable, facilitating transparency and trust with our stakeholders.



Energy Efficiency Initiatives

Monitoring energy consumption is essential for assessing and reducing energy usage, helping our team ensure operational efficiency and reduce environmental impacts. As we lease 100% of the space we occupy, collaboration with landlords is key to exploring opportunities to leverage natural light, enhance energy efficiency, and consider other investment strategies to decrease our environmental footprint. When evaluating new lease options, we consider sustainability factors and energy certifications whenever they are available.

Energy Efficiency Measures at the Technology Integration and Distribution Center

Our state-of-the-art Technology Integration and Distribution Center (TIDC) in Wilmington, Ohio employs several practices to enhance sustainability. These include using low-energy lamps, electronic ballasts, and ENERGY STAR-rated equipment. Environmentally friendly air conditioning coolants and advanced refrigeration systems have been adopted. All new equipment purchases prioritize sustainability, and the walls and roofs are well-insulated to conserve energy effectively.

An internal audit was conducted on November 2024, focused on evaluating the Quality Management System (QMS) in accordance with ISO 9001:2015 standards, with specific attention to environmental and safety aspects. The audit revealed several strengths, opportunities for improvement, and findings that require attention.

Energy Efficiency Measures at Our Offices

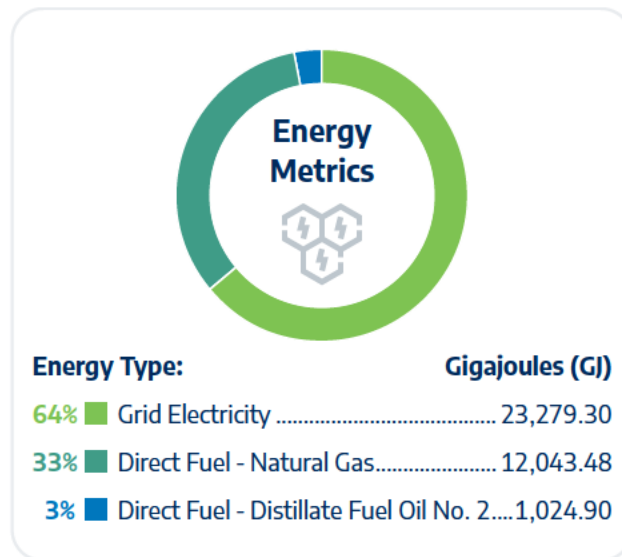
Our corporate headquarters in Merrimack, New Hampshire employs advanced irrigation systems, energy-saving

lighting solutions, and automated HVAC controls. Facilities utilize low-energy LED flat panels for primary lighting, and occupancy sensors are installed in high-traffic areas, such as breakrooms and restrooms, to reduce energy consumption.

At our Keene, New Hampshire location, new thermostat controls connected to a Honeywell portal provide automated notifications about heating and cooling operations, allowing for timely adjustments. Occupied and unoccupied schedules are set to minimize unnecessary heating or cooling when the facility is empty, ensuring efficient energy usage.

LEED Certification

Our leased Tampa, Florida location is housed within a LEED-certified Silver building. This certification is awarded to buildings that meet stringent criteria for energy efficiency, water conservation, reduced CO₂ emissions, improved indoor environmental quality, and resource conservation. By choosing to lease office space in this building, we actively support green building practices and demonstrate our dedication to reducing our environmental footprint.



Carbon Emissions

Connection continues to demonstrate its commitment to sustainability with a robust and transparent approach to managing carbon emissions. This marks our third consecutive year calculating our carbon footprint, a significant milestone in our environmental journey.

In 2024, we achieved a major accomplishment by obtaining limited assurance from an external third party on our Scope 1 and Scope 2 emissions. This milestone reflects our dedication to accurate and credible reporting. View our [2024 Verification Statement](#).

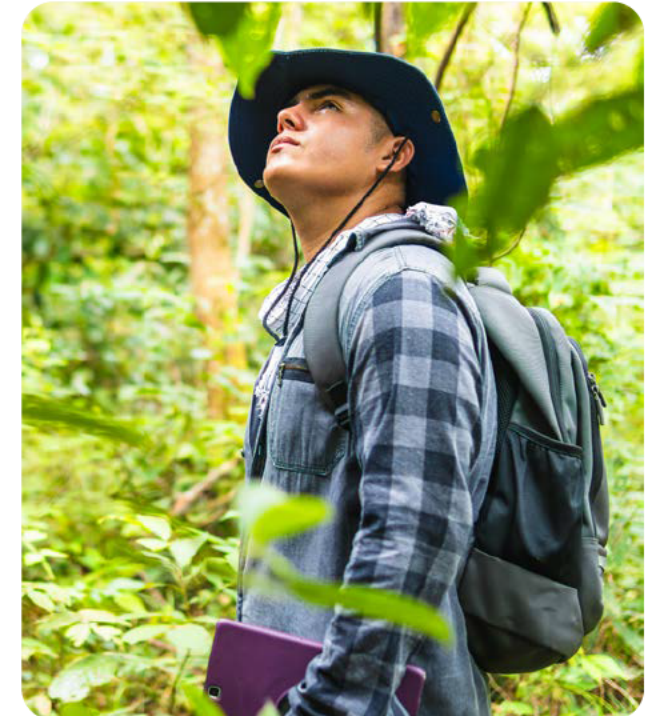
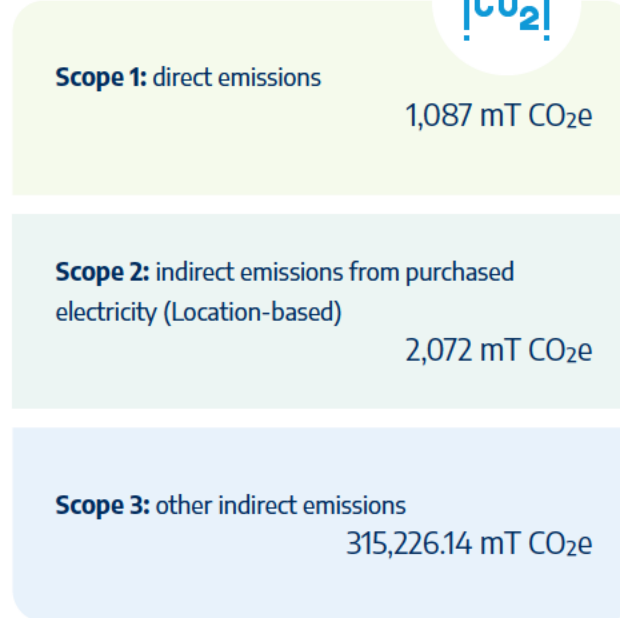
Our Greenhouse Gas (GHG) Inventory Management Plan forms the foundation of our efforts to measure and report emissions effectively. This plan ensures adherence to the five guiding principles of GHG accounting and reporting established by the World Resources Institute/ World Business Council for Sustainable Development's Greenhouse Gas Protocol: relevance, completeness, consistency, transparency, and accuracy.

Using a control approach, we define our organizational boundaries to account for GHG emissions across Connection's operations and subsidiaries. Operational boundaries include direct emissions from sources owned

or controlled by Connection (Scope 1), indirect emissions from purchased energy (Scope 2), and other indirect emissions across the value chain (Scope 3).

As part of our continuous improvement efforts, we have implemented a carbon accounting platform and enhanced our collection of primary data. Since Scope 3 emissions

constitute the majority of our footprint, improving primary data will enable us to achieve emissions reductions through active engagement with our supply chain partners on sustainability initiatives. These advancements will significantly enhance the accuracy, credibility, and reliability of our carbon emissions reporting for the upcoming year.



Climate Risk

Connection is committed to addressing climate risk as a critical component of our ESG strategy. In 2024, we took a significant step by hiring a dedicated sustainability professional to lead our efforts in managing ESG risks and integrating ESG principles into the core operations of our business.

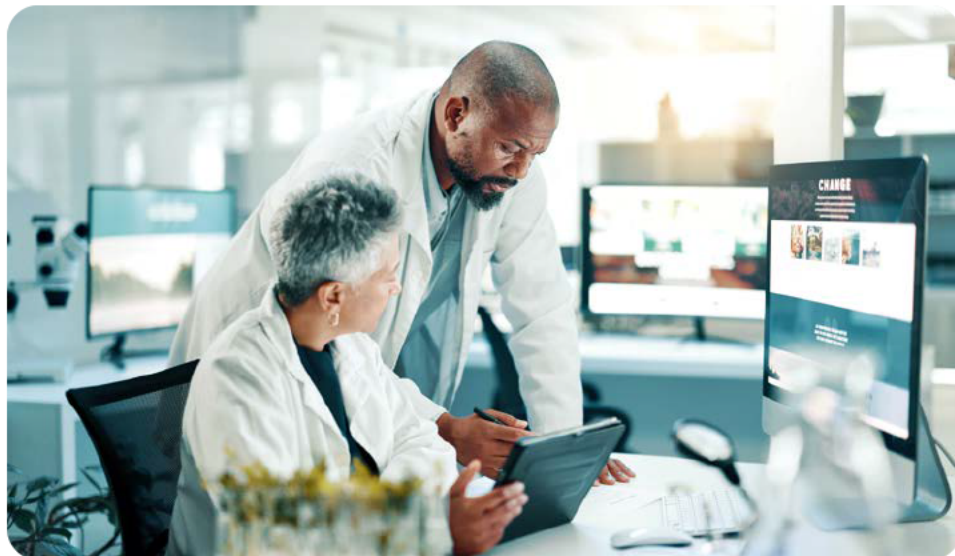
We also engaged a third-party consultant to conduct our inaugural Materiality Assessment which identified key environmental, social, and governance issues impacting

our business—with climate risk being a top priority. Using benchmarks from SASB, TCFD, and GRI, we defined the scope based on geographical reach, stakeholders, and industry context.

Through surveys and interviews with employees, management, customers, and suppliers, we identified and prioritized risks and opportunities. The findings underscored the importance of managing climate risk and controlling greenhouse gas emissions. The

recent Materiality Assessment has allowed us to gain a foundational understanding of climate-related risks and opportunities significant to Connection, reinforcing our commitment to environmental sustainability and resilience.

In 2025, we are implementing a strategy to assess our climate scenarios and identify specific environmental outcomes. This will prepare us to develop our first TCFD-aligned report in 2026.



Waste Management and Resource Efficiency

As part of our unwavering commitment to environmental sustainability, Connection has implemented comprehensive waste management and sustainable packaging practices across our operations. Our dedication to minimizing environmental impact is exemplified through our efforts at Connection's largest facilities, our Technology Integration and Distribution Center and corporate headquarters.



Best Practices at the Technology Integration and Distribution Center

At the TIDC, we prioritize sustainable packaging practices to support our environmental, social, and governance commitments. Our plans to reduce waste and improve resource efficiency include efforts such as recycling of cartons and pallets as well as initiatives to reduce packaging.


- The cardboard we source is made from ECT, which incorporates a high rate of recycled material.
- We use packing paper manufactured with 40% recycled post-consumer waste as dunnage in our shipping cartons.
- All corrugated boxes received from vendors are baled and sent to a corrugated recycling company.
- We reuse pallets for storage and outbound shipping, sourcing them from inbound shipments.
- Dunnage material from inbound shipments is either reused in outbound shipments or provided to local businesses for use as packing material.
- Many packages we handle are self-shippers, meaning they are packaged by the manufacturer and never opened by the TIDC; we adhere to the manufacturer's recommended minimum level of packaging material.

Expanding on these practices, our TIDC also engages in continuous improvement initiatives to enhance our sustainability measures. For instance, we conduct regular audits to ensure compliance with environmental

regulations and industry standards. We monitor and optimize our supply chain processes to minimize environmental impact. These efforts not only benefit the planet but also contribute to cost savings and operational efficiency.


Impact by the Numbers at the TIDC

**Box / Weight Reduction Totals
through Reduced Packaging Efforts**



29,277


box reduction



46,974 lbs.


of packaging reduced

Recycling of Pallets



5,185

pallets recycled



49 tons of waste

from the TIDC were sent to a landfill in 2024, while **191.5 tons** were recycled



Our actions at the TIDC and Merrimack demonstrate our strong commitment to environmental sustainability, responsible waste management, and the use of sustainable packaging. These efforts significantly contribute to minimizing our environmental footprint and reinforcing our dedication to ESG principles.



All of the **used lamps and bulbs** are sent to a local recycling company, Cleanlites, with a total of **495 recycled** in 2024

Best Practices at Headquarters

Our corporate headquarters in Merrimack, New Hampshire proudly showcases responsible waste management and resource efficiency strategies:

- Our Facilities and IT teams in Merrimack collaborate to recycle electronic waste, limiting landfill contributions by partnering with local organizations.

- We collect and compact recycled paper using an industrial-grade paper baler to sell to a recycler.
- Our copy center uses Forest Stewardship Council (FSC) certified paper for specialty print jobs.
- Our cafeteria vendor, NexDine, uses compostable food containers and cutlery, and prioritizes glass bottles over plastic.
- Our facility is equipped with low-water-use flush-o-meters and low-flow faucets.



5,789 Lithium-ion batteries were recycled in 2024



End-of-Life Product Management

In 2024, our IT Asset Disposition (ITAD) program saw significant success, processing a total of 42,580 units from customers. This program ensures that outdated or unused electronic equipment is responsibly recycled, repurposed, or disposed of to minimize environmental impact.

Our depot operations—including Advanced Exchange, Reverse Logistics, Hot-swap, Warranty, and Authorized

OEM Repair services—also played a crucial role in our sustainability efforts. Throughout 2024, 59,666 depot-repair completed units were placed back into inventory, demonstrating our commitment to reusing and repurposing equipment wherever possible. Additionally, 30,252 depot units were liquidated, allowing us to recover value and ensure responsible disposal of equipment that could not be reused.



Impact by the numbers:

42,580 ITAD units processed

59,666 Depot completed units placed back into inventory

30,252 Depot units that were liquidated

Sustainability Partner Engagement

We actively collaborate with our manufacturing partners to enhance our sustainability efforts and drive impactful results. By partnering with industry leaders, we leverage their expertise and resources to implement innovative solutions and best practices. Our collaborations with Cisco, Dell Technologies, HP, HPE, and Lenovo ensure that we stay at the forefront of environmental sustainability, responsible waste management, and the use of sustainable packaging. These partnerships are instrumental in helping us achieve our ESG goals and in making meaningful contributions to a more sustainable future.

The Lenovo logo, consisting of the word "Lenovo" in white sans-serif font on a red rectangular background.

Lenovo 360 Circle Community

Connection was a founding partner of the [Lenovo 360 Circle community](#). The Lenovo 360 Circle is a collaborative approach that promotes responsible procurement and consumption, aiming to accelerate the sustainability journey within the channel ecosystem by breaking down barriers. As a community, Lenovo 360 Circle addresses sustainability as a new business driver while unlocking new business opportunities as well as sustainability as being a good corporate citizen aligning on common ESG goals and adhering to established frameworks like the Science Based Target Initiative and the United Nations Global Compact Sustainable Development Goals.

Connection is an active and engaged member in the Lenovo 360 Circle community and has participated in multiple global focus groups around topics such as ESG Data Management, Sustainability Leadership, and the Circular Economy. Through community partnerships, we have actively engaged in sustainability initiatives such as the Climate Choice assessment and the Lenovo 360 Global Channel Advisory Board. These collaborations have allowed us to learn about best practices, explore



innovative technologies, and start co-creating solutions that drive towards a more sustainable future.

“Lenovo is helping its global community of channel partners in their own sustainability journeys through the recent launch of its Lenovo 360 Circle community. A sustainability-focused community approach to ESG initiatives, Lenovo 360 Circle helps partners to align on common goals, best practices, and sustainability strategies to offer a collective approach to success as a group, rather than leaving each business to its own journey in isolation.”

Tim McGrath participated in the Lenovo 360 Global Channel Advisory Board



HP Amplify Impact Program

We participate in the HP Amplify Impact program, proudly achieving 3-star partner status in 2024 as a reflection of our commitment to sustainability. The requirements for eligibility include signing the sustainability pledge and committing to the Amplify Impact Journey to integrate sustainable practices and reduce our environmental footprint.

We also participate in a comprehensive Sustainability Self-Assessment to evaluate our practices, identify improvement areas, and set actionable goals, aligning with HP's standards and our environmental objectives. By meeting these requirements, we enhanced our capabilities and demonstrated our commitment to driving positive change within our industry.



Cisco Environmental Sustainability Specialization

When Cisco introduced its inaugural partner specialization centered on sustainability, Connection eagerly embraced the initiative. The Environmental Sustainability Specialization prioritizes product takeback and reuse, commonly known as circular consumption. Cisco offers exclusive trade-in incentives, comprehensive guides for customer discussions, co-branded materials, and training programs such as Product Takeback and Reuse.

Cisco Gold Integrator
and Premier Provider



Dell Technologies' Sustainability Commitment

Dell Technologies supports partners like Connection by offering comprehensive resources to drive sustainable impact and foster responsible technology practices. Dell's resources for partners are designed to support these initiatives—ensuring that, together, we can drive meaningful change and contribute to a more sustainable future. Among the key resources provided are the ESG Messaging Toolkit, which offers communication tools for partners, and the RFP Tool, which assists in navigating sustainability-related proposals. Dell also provides Product Carbon Footprint (PCF) Data for informed decision-making and conducts quarterly and personalized Sustainability Workshops to share best practices and innovative solutions.



Hewlett Packard Enterprise IT Sustainability Solutions

HPE offers a variety of solutions that Connection leverages to provide sustainable IT services. HPE emphasizes a holistic approach to IT sustainability through advisory services, Sustainability Insight Center, and addressing customer challenges like high energy consumption and regulatory compliance.



SOCIAL



Building Stronger
Communities Through
Engagement and Inclusion

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

Championing Fair Labor Practices and Human Rights



At Connection, the well-being of our workforce is paramount. We are dedicated to robust and effective labor standards and policies, creating an inclusive environment that fosters support and collaboration among our employees. Our corporate strategies, practices, guidelines, and supplier requirements align with our steadfast commitment to human rights. As a signatory to the United Nations Global Compact (UNGC), the company adheres to the human rights, labor, and other principles outlined therein.

We take compliance with state, local, and federal laws seriously, maintaining up-to-date labor law posters in physical locations and virtually on our company intranet. We collaborate closely with a top employment law firm, receiving weekly updates on new laws to promptly adjust policies. Our HR team, certified through SHRM, participates in legal webinars and subscribes to premier HR sources to stay informed about compliance and the legal landscape. Violations of rules or laws trigger our Corrective Action Policy, which may include performance improvement plans, written warnings, suspension, or termination.



The Company is not aware of any cases of child labor or forced labor at its locations. Concerns about possible human rights violations must be reported to the Company's management and can also be reported through the Human Resources, Legal Department, or MySafeWorkplace by Convercent (anonymous hotline). The Company takes all allegations and concerns seriously.

Prioritizing Health, Safety, and Wellbeing



We take working conditions seriously to ensure employees feel safe and supported. The Connection Safety Program is a comprehensive initiative designed to ensure a safe, healthy, and productive work environment for all employees, subcontractors, and visitors at Connection facilities. The program is managed by the Safety Committee, which is responsible for implementing, updating, and maintaining the plan.

The program's mission is to promote safety and health in the workplace, fostering a cooperative effort between employees and management. The primary objectives are to minimize hazards and injuries, protect human resources, and avoid financial losses and decreased productivity. The Safety Committee, comprised of elected employee representatives and appointed management representatives, meets quarterly to address safety issues and ensure compliance with applicable state and federal laws.

Key components of the program include:

- **Safety Policy and Procedure:** Employees must report safety concerns, injuries, and unsafe conditions promptly to the Safety Committee.
- **Workplace Safety and Security:** Policies prevent injuries and ensure a secure workplace, including the safe operation of company vehicles and adherence to site safety measures.
- **Physical Safety:** Our facilities and employees are protected with on-site security professionals, RFID badge access, and campus monitoring.
- **Employee Safety Training:** Comprehensive training covers ergonomics, task-specific safety, and proper use of personal protective equipment (PPE).
- **Accident Investigation and Emergency Procedures:** Trained personnel investigate accidents to prevent future incidents, and detailed emergency procedures are established for notification, fire prevention, and evacuation.

• **Lockout/Tagout and Restricted Areas:** Procedures control hazardous energy during maintenance, and restricted areas minimize the risk of injury and damage.



• **Ergonomics and Return to Work Program:** Workstations are ergonomically designed, and temporary alternative work arrangements are available for employees injured or ill due to work-related causes.

• **Smoking Policy:** Smoking is prohibited on company property and in company vehicles.

Overall, the Connection Safety Program reflects the company’s commitment to sustainability by prioritizing the well-being of its employees and ensuring a safe and secure work environment.



Safety Performance

	2022	2023	2024
 Total number of recordable cases	4	2	1
 Total Recordable Incident Rate	0.21	0.12	0.041

Employee Health

Our range of health and wellness benefits is designed to enhance employee health, well-being, and financial security, contributing to our organization’s sustainability and resilience. We offer generous Vacation Time, Care & Sick Time Policy, Wellness Days for employees’ well-being, and Holiday Programs. Recognizing the importance of time off to rest, recharge, and care for loved ones, we also provide a Volunteer Time Off (VTO) Policy, which allows employees to spend time supporting a charity important to them. Our Paid Parental Leave program provides new parents with the support they need during a crucial time.

We offer comprehensive medical, dental, and vision programs that include healthcare, preventive care, and prescription coverage. Our Cost Relief Program reduces the costs of specialty medications through copay assistance.



Our financial wellness benefits include accounts that help employees save for medical expenses with company contributions, pre-tax contribution options for eligible expenses, and employer matching for retirement plan contributions. We offer life insurance and accidental death and dismemberment insurance, as well as short-term and long-term disability insurance. Employees have access to mental health services and various work/life benefits, including pet insurance, auto/home insurance, legal services, identity protection, fitness reimbursement, travel assistance, and smoking cessation programs.

Wellbeing Programs

At Connection, we prioritize the wellbeing of our employees through a variety of comprehensive programs designed to support their mental, physical, and financial health. Our Employee Assistance Program (EAP) with Lyra Health offers employees and their family members 12 complimentary, confidential therapy and coaching sessions per year, providing access to licensed mental health professionals. Since its launch in 2021, 3,038 employees have utilized this valuable resource, with 17% (509) engaging with Lyra to date.

In addition to mental health support, we host at least four Stress Management workshops annually through Lyra, covering topics from stress management to grief sessions. These workshops are part of our broader commitment to fostering a supportive and resilient workforce.

Our fitness programs encourage employees to maintain an active lifestyle. Connection's fitness reimbursement program offers an annual reimbursement for gym and exercise memberships. Since January 2024, Connection has provided complimentary memberships for all employees at a yoga studio local to the Connection headquarters in Merrimack, New Hampshire. Employees who are local can attend in person, while all employees nationwide benefit from the virtual live stream options of the yoga studio as well as the on-demand classes.



Employees frequently attend classes in groups during lunchtime, head over to the studio after work, and have reported that they and their family members enjoy the virtual option from home. We also engage our employees in wellness challenges throughout the year, including participation in various walking challenges and sponsoring an annual 5K hosted by Millennium Running. These initiatives not only promote physical activity but also foster a sense of community and teamwork among our employees.

Furthermore, we recognize the importance of financial wellness. In 2024, we hosted eight Financial Wellness

workshops in collaboration with Fidelity, providing our employees with the knowledge and tools to manage their finances effectively.

Through these diverse wellbeing programs, Connection is committed to supporting the holistic health of our employees, ensuring they have the necessary resources and support they need to thrive both personally and professionally. By offering these comprehensive benefits, we foster a supportive work environment that enhances employee health, well-being, and financial security, ultimately contributing to our organization's sustainability and resilience.

Building Stronger Communities Through Engagement

At Connection, our people are the cornerstone of our success. We believe that a workforce enriched by varied perspectives and contributions is essential for fostering innovation, driving growth, and creating positive social impact.

Inclusion and Belonging

Our Equal Employment Opportunity Policy underscores our dedication to providing equal opportunities for all applicants and employees. Connection does not discriminate based upon any protected characteristics under Title VII of the Civil Rights Act, state laws, and/or federal laws. Our recruitment, hiring, training, and promotion practices are free from discrimination, regardless of any protected characteristics, and are based solely on merit, ensuring a fair and inclusive workplace.

Our commitment to inclusion is reflected in our workforce demographics. Within our leadership team, 31% of the positions are held by females, while 69% are held by males. Among all other employees, females constitute 40%, and males 60%. We are proud of the diverse backgrounds of our employees, which include representation from various ethnic groups.

Social Impact Metrics

Leadership Team



Gender:

- 31% Female
- 69% Male



Diversity Group:

- 91% White
- 3% Hispanic or Latino
- 1% Black or African American
- 5% Asian

All Other Employees



Gender:

- 40% Female
- 60% Male



Diversity Group:

- 39% White
- 23% Hispanic or Latino
- 12% Black or African American
- 13% Asian
- 13% Other



Protection from Harassment

Connection is steadfast in maintaining a harassment-free workplace. Our robust Sexual and Other Unlawful Harassment Policy ensures that no employee faces harassment due to protected characteristics or any other reason. The policy outlines inappropriate behavior, consequences, reporting procedures, non-retaliation clauses, and the responsibilities of both the company and its employees.



Human Rights Campaign (HRC)

Connection signed the Business Coalition for the Equality Act during Pride month, June 2023. The Business Coalition for the Equality Act includes 557 companies with operations in all 50 states, headquartered in 34 states, generating \$7.8 trillion in revenue, and employing over 16 million people. The Act ensures consistent protections against discrimination based on sexual orientation and gender identity in employment, housing, credit, jury service, public spaces, services, and federal funding.

Employee Resource Groups

The Connection Employee Resource Groups (ERGs) initiative is a vital part of our company’s unwavering commitment to integrating diverse perspectives and contributions into all aspects within our workforce. ERGs are voluntary, employee-led groups that the organization formally supports. They are designed to create a more inclusive workplace by bringing together employees who share common interests or backgrounds and providing opportunities for networking and personal growth.

Testimonials from current ERG members underline the benefits:



“As a fully remote employee, it has been an important way for me to build Community at Connection. Each ERG also has an array of events that have aided my personal and professional growth.”

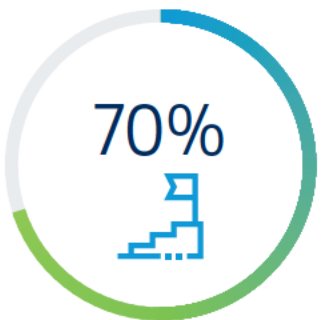
“I find being able to make an impact within the organization as well as beyond it through outreach efforts to be incredibly rewarding. But also, being able to turn to one another in a safe space and be a resource for each other is one of my favorite aspects of being in an ERG.”



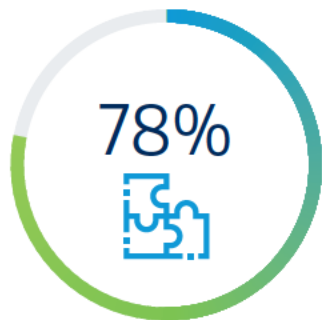


To strike a balance between ERG activities and core job responsibilities, we emphasize respect for job duties, coordinated calendars, and opportune meeting times. Employees can support ERGs by attending events, becoming guest speakers, sharing their career journeys, becoming members, encouraging others to join, and recognizing the value that ERGs bring to the workplace.

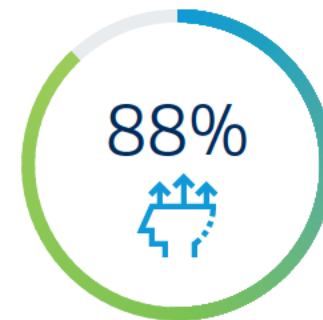
The Connection ERGs are a testament to our commitment to sustainability through diversity and inclusion. They not only enhance the employee experience but also contribute to the overall success and sustainability of our organization.



70% indicated that ERGs have increased the likelihood that they will stay with Connection



78% of respondents indicated that they have learned and applied new skills as a direct result of their ERG involvement.



88% said that the ERG has increased their sense of community and belonging within Connection.



Community Engagement

Our company is our people. The Connection Cares program focuses on community engagement and social impact, aiming to motivate our employees and strengthen our communities through charitable donations and volunteer opportunities. We support and connect our employees with various volunteer opportunities, fostering a sense of pride in the charitable aspects of Connection and our role in various communities by clearly identifying and sharing those successes.

In 2024, Connection employees volunteered 4,262 hours at more than 26 organizations, participating in activities that support and enhance their communities, such as the New Hampshire Food Bank, One Wish Project, Toys for Tots, and Salvation Army. Connection also contributed \$30,300 in charitable contributions through employee charitable requests for their local charities, supporting organizations such as the American Heart Association, United Way, National Breast Cancer Foundation, and the Yankee Golden Retriever Rescue.

Technology Solutions Xplore Event Give Back

At our recent Technology Solutions Xplore conference, the team took time to give back to the community by preparing 180 solar car kits for donation to the Boys & Girls Club of Greater Nashua. They partnered with Lenovo and Impact 4 Good to create Go GREEN Racing kits to help kids learn about STEM.



CNXN Live 2024 Connection Cares Activity

Our Connection Cares event was a great opportunity for attendees to compete for a good cause, bringing together cross-segment teams to build donation kits for the Boys & Girls Club of West Palm Beach.

With 20 different teams competing, the first team to fill their cart with kits wins.



4,262 hours volunteered
by Connection employees
in 2024

Other notable events that Connection hosted in 2024:

- **PSG Sales Conference:**
Boys & Girls Club of Virginia
- **BSG BDM Meeting:**
Boys & Girls Club of Nashua, New Hampshire
- **Technology Solutions Xplore:**
Boys & Girls Club of Nashua, New Hampshire
- **CNXN Live:**
Boys & Girls Club of West Palm Beach, Florida

At Connection, our dedication to inclusion, belonging, and community engagement is unwavering. Through our policies, programs, and initiatives, we empower our people and positively impact our communities. We look forward to continuing our efforts and building a more inclusive and sustainable future.

Empowering Employees through Training and Development

The Connection Learning & Development team spearheads initiatives focused on training through a comprehensive approach to employee development, underscoring the significance of continuous learning and skill enhancement. The training program commences with New Hire Onboarding Training, which is customized to align with each employee’s role and department. This foundational training incorporates a variety of delivery methods, including virtual or in-person instructor-led sessions, self-paced learning, skills practice, job shadowing, and coaching.



43,266

Participant Training Hours by Category

(Technical Skills Training hours are not fully represented in this dataset.)

Following the onboarding phase, employees are encouraged to participate in Ongoing Development Training. Connection University offers a wide range of professional development opportunities, including training on Microsoft Office applications at various levels, soft skills training in effective communication, meeting management, and customer service skills. Additionally,

technical training is available to keep employees updated on industry trends and role-specific skills.

For managers, a dedicated Manager Level Development Training program is available. Newly hired or promoted managers undergo comprehensive training to develop their managerial skills, while tenured managers are encouraged to attend refresher sessions as needed.

Employees also have access to LinkedIn Learning, where they can self-enroll in courses based on their interests and development goals. Managers can assign courses to support development goals or address performance gaps. Connection has curated topic-specific playlists within the Learning Management System, which includes LinkedIn Learning courses, articles, podcasts, and other related collateral.

Finally, Tailored Training is provided to meet individual development needs. Initial training requirements are determined at the department and role level, while ongoing development needs are identified by the employee and their leadership team. Managers can engage Connection University to develop individual training plans, which may include self-paced online

learning, instructor-led courses, one-on-one reviews, skill refreshers, practice exercises, or other methodologies as appropriate.



Responsible Supply Chain

Respect, integrity, and corporate citizenship are part of Connection's core values, and these values foster a culture of mutual trust and respect that drive our company's commitment to inclusion, belonging, and environmentally sound business practices. Our [Supplier Code of Conduct Policy](#) is designed to communicate and align our expectations with our suppliers. The code was written with reference to international business conduct models, supporting the Universal Declaration of Human Rights, the United Nations Global Compact Principles, the Sustainable Development Goals (SDGs), and the Convention on the Rights of the Child. This



policy aims to ensure ethical practices by prohibiting child labor, human trafficking, and forced labor, while promoting fair wages, collective bargaining, and non-discrimination within our supply chain. It emphasizes environmental responsibility, anti-corruption measures, and compliance with global trade laws, encouraging our suppliers to uphold high standards of ethical business practices. Any violations of the code can be reported through different channels, including an ethics hotline and anonymous reporting.

Supplier Diversity

Connection is committed to integrating diverse perspectives and contributions into all aspects of the business. The company provides opportunities for suppliers with varied backgrounds to compete in all aspects of sourcing. All employees are required to make reasonable efforts in the utilization of suppliers which include disability-owned business enterprises, LGBT-owned business enterprises, veteran-owned business enterprises, women-owned business enterprises, and small business enterprises in all sourcing events and purchasing activities. This approach reflects the company's belief in being a good corporate citizen and ensuring inclusion and belonging.



Impact by the numbers:

\$523.8M USD spent on small or diverse suppliers

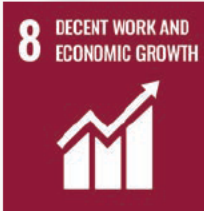
179 small and/or diverse suppliers (all suppliers)

69 women-owned businesses (all suppliers)

76 ethnically owned businesses (all suppliers)

GOVERNANCE

Fostering Integrity, Responsibility, and Compliance to Achieve Excellence and Respect



Corporate Governance

Governance Structure

At Connection, we acknowledge the critical role of robust governance and ethical practices in maintaining our business and establishing trust among stakeholders. Our governance structure is designed to ensure smooth operations and alignment with strategic objectives. This framework includes the Audit and Compensation Committee, each with specific responsibilities, as well as the Board of Directors, the Executive Leadership Team, and management.

In addition to the Board of Directors, various committees augment our governance and operational integrity. The Safety Committee is committed to securing a safe working environment by developing and implementing safety protocols, conducting regular safety audits, and fostering a culture of safety awareness.

Furthermore, the Regulatory Compliance Task Force ensures that our operations adhere to relevant laws and regulations. This task force collaborates with different departments to monitor compliance, perform risk assessments, and execute necessary corrective actions.

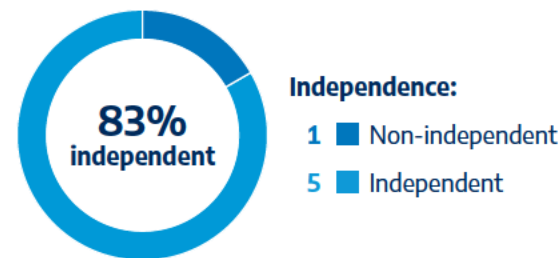
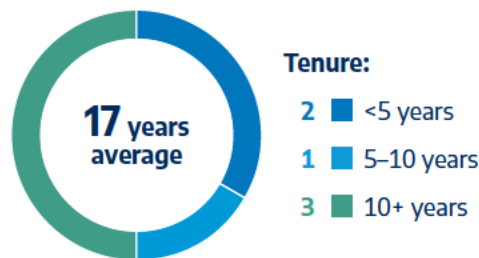
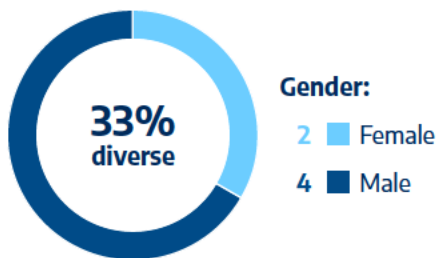
Board Diversity and Tenure

In 2024, our Board of Directors consisted of one Executive Officer and five independent Directors, two of whom identified as female. This diversity promotes a balanced perspective and innovative decision-making processes. Each of our two standing Board committees—the Audit Committee and the Compensation Committee—is chaired by and composed of independent Directors. These committees are essential in maintaining oversight and accountability within the organization.

Board Oversight

The Board of Directors plays a critical role in overseeing ESG risks at Connection. The CEO and CFO lead the Board's efforts in strategy, financial planning (including budgets, capital expenditures, acquisitions, and divestitures), and risk management.

The Senior Vice President (SVP) of Operations and Product Management provides regular updates to the Board on climate-related and environmental issues influencing the company's strategy. Additionally, the Finance team collaborates with the CEO and CFO to conduct comprehensive reviews of various risk factors, including climate considerations. This integrated approach enables the board to effectively incorporate ESG factors into Connection's overall business strategy.



[Corporate governance documents](#) are available online.

Ethical Business Practices

At the core of our operations is a formal [Code of Business Conduct](#) and [Ethics Policy](#), which upholds the highest legal and ethical standards for all employees. Reinforced annually through mandatory training sessions, this policy ensures that every employee understands and commits



to these standards. The policy outlines specific reporting mechanisms for any violations or concerns, which can be reported to the head of human resources, the head of legal, or anonymously through MySafeWorkplace—an ethics hotline accessible via an online Web portal or a toll-free number.

We take all reports seriously, with prompt investigations conducted by HR. To ensure compliance, we enforce our Corrective Action Policy, stipulating consequences for violations of the Code of Business Conduct and Ethics. Depending on the severity of the violation, employees may face a performance improvement plan, written warnings, suspension, or termination.

Compliance Policies

Connection has established a suite of compliance policies to uphold legal and ethical standards across the organization. The compliance policies at Connection are designed to address several key themes and focus areas, including integrity, responsibility, and compliance. Each policy is designed to ensure that Connection's operations are conducted ethically and responsibly, aligning with the company's values of respect, integrity, and corporate citizenship.



- **Expense Procurement Policy**—ensures responsible spending and cost-effectiveness in third-party purchases.
- **Trade Compliance**—outlines guidelines for export, including vendor restrictions and review procedures.
- **Contract Compliance Sourcing**—prevents unauthorized product sourcing and maintains procurement integrity.
- **Acceptable Use Policy**—governs the proper use of IT resources to protect data integrity and security.
- **Information Assurance Policy**—offers a framework for managing and safeguarding information assets, ensuring compliance with legal and regulatory requirements.

Anti-corruption and Bribery

Our Insider Trading Policy, established in February 2023, exemplifies our dedication to ethical business practices. This policy comprehensively outlines expectations for employees regarding the purchase or sale of company securities, ensuring that transactions are conducted with the utmost integrity. It addresses the use of non-public information, particularly concerning the company's financial health and strategic initiatives, which could otherwise lead to unfair advantages and undermine market integrity.

Key elements of the Insider Trading Policy include:

- **Blackout periods:** Specified times when trading is prohibited to prevent conflicts of interest.
- **Transaction notices:** Mandates for timely disclosure of any securities transactions.
- **Penalties:** Clear consequences for violations, reinforcing the seriousness of compliance.

Compliance Training

Connection mandates annual compliance training for all employees. The training covers various topics, including the Code of Business Conduct and Ethics, data security, protecting personal and private information,



anti-harassment and discrimination, trade compliance, safety and violence prevention, and responsible use of generative AI. This training is tailored to meet the requirements of state, local, and federal laws and varies by geographic location. Employees are required to complete

these courses by the stated due dates, and formalized escalation processes are in place for those who do not complete the training on time. These training courses are designed to uphold our values of respect, excellence, teamwork, integrity, and corporate citizenship.

APPENDIX:

Sustainability Accounting Standards Board (SASB) Index

The Sustainability Accounting Standards Board (SASB) sets standards for companies to disclose financially material sustainability information useful to investors. Connection uses the SASB Standard for Multiline and Specialty Retailers & Distributors to provide relevant data. As of August 2022, the International Sustainability Standards Board (ISSB) oversees

the SASB standards, committed to maintaining and evolving them and encourages their use. Information is based on our fiscal year end 2024. We evaluated our strategy against key sustainability topics and identified applicable SASB provisions for our industry. Some information is not disclosed due to its applicability or unavailability in the required format.

Multiline and Specialty Retailers and Distributors

Table 1. Sustainability Disclosure Topics and Metrics

Disclosure Topic	Metric	Code	Unit of Measure	2024 Response
Energy Management ^{1,2}	Total energy consumed (GJ)	CG-MR-130a.1	GJ	23,279.3
	Percentage grid electricity (%)	CG-MR-130a.1	Percentage (%)	31.1
	Percentage renewable energy (%)	CG-MR-130a.1	Percentage (%)	2.8
Data Security	Description of approach to identifying and addressing data security risks	CG-MR-230a.1	n/a	Connection maintains a comprehensive information security program that includes policies, standards, procedures, and guidelines to ensure the secure processing, storage, and transmission of customer data. The program is built and maintained using industry best practices aligned with NIST 800-53, NIST 800-171 and the OWASP frameworks, aimed at protecting data from accidental or unlawful destruction, loss, alteration, or unauthorized access or disclosure. To ensure ongoing effectiveness, Connection conducts regular internal and external assessments. Employees receive continuous computer-based training on information security and data privacy, with annual training required as part of the company's Security Awareness Policy.

Disclosure Topic	Metric	Code	Unit of Measure	2024 Response
Labor Practices	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of customers affected	CG-MR-230a.2	n/a	There are no known material security incidents or data breaches for the reporting period.
	(1) Average hourly wage and (2) percentage of in-store and distribution center employees earning minimum wage, by region	CG-MR-310a.1	n/a	Not applicable to our business model.
	(1) Voluntary and (2) involuntary turnover rate for in-store and distribution center employees	CG-MR-310a.2	n/a	Not applicable to our business model.
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	CG-MR-310a.3	n/a	In 2024, Connection experienced no material legal proceedings associated with labor law violations.
Workforce Diversity and Inclusion	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management and (c) all other employees	CG-MR-330a.1	Percentage (%)	<p>(a) Executive Management</p> <p>(1) Male: 86.7%, Female: 13.3%</p> <p>(2) White:80%, Hispanic or Latino:7%, Black or African American:12%, Asian: 13%</p> <p>(b) Non-executive Management</p> <p>(1) Male:69%, Female:31%</p> <p>(2) White:91%, Hispanic or Latino:3%, Black or African American:1%, Asian:5%</p> <p>(c) All other employees</p> <p>(1) Male:60%, Female:40%</p> <p>(2) White:39%, Hispanic or Latino:23%, Black or African American:12%, Asian:13%, Other: 13%</p>

Disclosure Topic	Metric	Code	Unit of Measure	2024 Response
Product Sourcing and Packaging	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	CG-MR-330a.2	n/a	In 2024, Connection experienced no material legal proceedings associated with labor law violations.
	Revenue from products third-party certified to environmental and social sustainability standards (\$)	CG-MR-410a.1	n/a	At this time, we do not have information available for revenue from products that are third-party certified to environmental or social sustainability standards.
	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	CG-MR-410a.2	n/a	As an IT reseller, Connection obtains products from manufacturers and distribution partners without being directly involved in their production processes. Consequently, we depend on our partners for their chemical management practices. Our partners inform us if any products do not comply with chemical regulations.
	Discussion of strategies to reduce the environmental impact of packaging	CG-MR-410a.3	n/a	2024 Sustainability Report > Environmental > Waste Management and Resource Efficiency

1. Fuel volume was converted to energy using HHVs from the 2025 US EPA Emission Factors Hub.

2. The totals only reflect energy directly consumed by Connection (ie. only Scope 1 and 2 energy activities).

Table 2. Activity Metrics

Activity Metric	Code	Unit of Measure	2024 Response
Number of: (1) retail locations and (2) distribution centers	CG-MR-000.A	Number	Connection has one distribution center. We do not have retail locations.
Total area of: (1) retail space and (2) distribution centers	CG-MR-000.B	Square feet (ft ²)	Our distribution center covers 26,800 square feet. We do not have retail locations



For more information about our Sustainability efforts,
visit connection.com/CorporateCitizenship
or contact us at sustainability@connection.com

Certifications and Authorizations



Connection holds premier certifications and authorizations from leading vendors—including Cisco Gold, Hewlett Packard Enterprise Platinum, Lenovo Platinum, and Microsoft Gold. In addition, our talented engineers have acquired more than 2500+ professional certifications. These certifications allow us to offer you enterprise-class service, access to volume pricing and in-demand products, software licensing programs, and expert technical service and support.

Partner Authorizations

Adobe Platinum

- Connect Pro Value Added Reseller (VAR)
- Contractual (CLP), Transactional (TLP), Enterprise (EA) and Volume Incentive Program (VIP)
- Non-Profit Licensing Reseller
- World Wide Adobe License Center

APC Elite

Apple Corporate Reseller

- Apple Authorized Service Provider (AASP)
- Apple Certified Support Professional (ACSP)

Audiocodes Platinum Partner

Autodesk Volume Channel Partner (VCP)

Avaya Emerald Partner

- Contact Center
- IP Office
- Scopia Endpoints
- SME Communication
- Unified Communication

Broadcom Select Partner

- Archiving and E-Discover
- Core Security
- Cyber Security Services
- Data Protection
- Encryption
- Endpoint Management
- Enterprise Security
- High Availability
- Information Protection
- Mobility Solutions
- Storage Management
- Threat Protection

Check Point 3 Stars Partner

Cisco Gold Integrator Partner

- Advanced Collaboration Architecture Specialization
- Advanced Data Center Architecture Specialization
- Advanced Enterprise Networks Architecture Specialization
- Advanced Security Architecture Specialization
- Cisco Certified Design Associate (CCDA)
- Cisco Certified Design Professional (CCDP)

- Cisco Certified Internetwork Expert Routing and Switching (CCIE Routing and Switching)
- Cisco Certified Internetwork Expert Voice (CCIE Voice)
- Cisco Certified Network Associate (CCNA)
 - Data Center
 - Route Switch
 - Security
 - Wireless
- Cisco Certified Network Professional
 - Collaboration and Security
 - Data Center
 - Route Switch
- Cisco Hyperflex Authorization
- Cisco IoT Authorization
- Cisco ISE System Engineer
- Cisco Security Masters
- Cisco Unity Support Specialist
- Collaboration Architecture Design Specialist
- Collaboration SaaS Authorization
- Collaboration Support Specialist
- Collaboration Systems Engineer
- Customer Experience Specialization
 - Advisor Enterprise Networking Advisor
 - Collaboration Adoption Advisor
 - Data Center Adoption Advisor
 - Enterprise Agreements Adoption Advisor
 - Security Adoption Advisor
- Data Center Application Services Support Specialist
- Data Center Architecture Design Specialist
- Data Center Unified Fabric Support Specialist
- IoT Advantage Specialization
- Lifecycle Advisor for Collaboration
- Lifecycle Advisor for Enterprise Agreements
- Lifecycle Advisor for Enterprise Networking
- Master Security Certification
- Security Architecture Systems Engineer
- Unified Computing Technology Field Engineer

Cisco Specializations

- Advanced Collaboration Architecture
- Advanced Data Center Architecture
- Advanced Enterprise Networks Architecture
- Advanced Security Architecture
- Cisco ONE–Access
- Cisco ONE–Data Center
- Cisco ONE–WAN
- Collab ELA UC WBX OnPrem TP PC

- Hyperflex Resellers Authorization
- IoT Authorized Partner
- U.S. Federal Authorization
- Webex Telepresence Program

Citrix Platinum Solution Advisor

- Citrix Cloud Integrated Apps and Data Suite
- Citrix Cloud Lifecycle Management
- Citrix Cloud Virtual Apps and Desktops
- Citrix Cloud Virtual Desktops
- Citrix NetScaler
- Citrix NetScaler Gateway
- Citrix NetScaler SD-WAN
- Citrix ShareFile
- Citrix Workspace Suite
- Citrix XenApp
- Citrix XenDesktop

Commvault Premier Partner

CompTIA

- CompTIA Network
- CompTIA Security
- CompTIA Server

CrowdStrike Authorized Partner

DataDog Authorized Reseller

Dell Technologies Titanium Partner

- Converged Infrastructure
 - Converged/Hyperconverged Infrastructure Services – VCF on VxRail – Deployment
 - Converged/Hyperconverged Infrastructure Services – VxRail – Deployment
- Core Client
- Data Protection
 - Data Protection Services – Integrated Data Protection Appliance – DP4400 – Deployment
 - Data Protection Services – PowerProtect DD – Deployment
 - Data Protection Services – RecoverPoint – Deployment
- Networking
- Server
- Storage
 - Storage Services – PowerStore – Deployment
 - Storage Services – SC Series – Deployment
 - Storage Services – Unity – Deployment

Digital Signage Experts Group Certifications

- AVIXA Certified Technology Specialist
- Digital Signage Certified Expert (DSCE) certified
- Digital Signage Content and Media Expert (DCME) certified
- Digital Signage Display Expert (DSDE) certified
- Digital Signage Network Expert (DSNE) certified

- Digital Signage Sales Professional (DSSP) certified

Fortinet Platinum Partner

Google Premier

- Google Chrome Enterprise
 - Google Cloud Platform
 - Google for Education
 - Google G Suite Enterprise for Education
 - Google Workspace
 - Google Workspace Enterprise for Education
-

Hewlett Packard Enterprise Platinum

- Aruba Certified Design Experts (ACDX)
 - Aruba Certified Mobility Professionals (ACMP)
 - Aruba Certified Switching Professionals (ACSP)
 - HPE Data Center Network Integrators (HPE ASE)
 - HPE FlexNetwork Integrators (HPE ASE)
 - HPE FlexNetwork Solutions (HPE Master ASE)
 - HPE Hybrid IT Solutions Architect (HPE ASE)
 - HPE Sales Certified – Aruba Products and Solutions
 - HPE Sales Certified – Hybrid Cloud Solutions
 - HPE Server Solutions Architects (HPE Master ASE)
 - HPE Storage Solutions Architects (HPE Master ASE)
-

HP, Inc. Premier Power Services

- HP, Inc. Authorized Professional Services Partner (APSP)
 - HP, Inc. Authorized Support Partner (ASP)
 - HP, Inc. DaaS Specialist
 - HP, Inc. Desktop, Workstations, and Notebooks (APS)
 - HP, Inc. DesignJet Specialist
 - HP, Inc. Digital Signage Solutions
 - HP, Inc. Education Solutions Specialist
 - HP, Inc. Flow CM
 - HP, Inc. HA LaserJet Solutions (APS)
 - HP, Inc. Healthcare Specialist
 - HP, Inc. Imaging and Printing Solutions (APC)
 - HP, Inc. Managed Print Specialist Select
 - HP, Inc. Partner First Healthcare Specialist
 - HP, Inc. Retail Point of Sale (ASC)
 - HP, Inc. Technical Production Specialist
 - HP, Inc. Verified Online Supplies Reseller
-

IBM Silver Business Partner

- IBM Midrange Storage Certified
-

Intel® Technology Provider Platinum Partner

Ivanti Premier Status

- IT Management Solutions
-

JAMF Gold Partner

- JAMF Certified Administrator
- JAMF Certified Technician

- JAMF Managed Service Provider
-

Juniper Elite

- JNCIA
 - JNCDA
 - JNCIS MIST
-

Last Pass Authorized Reseller

Lenovo Platinum Infrastructure Solutions Partner

- Platinum PC Partner
-

Lexmark Platinum Partner

Microfocus Authorized Reseller

Microsoft Gold Partner

- Microsoft Certified Database Administrator (MCDBA)
 - Microsoft Certified IT Professional (MCITP)
 - Microsoft Certified Professional (MCP)
 - Microsoft Certified Solutions Developer (MCSO)
 - Microsoft Certified Systems Administrator (MCSA)
 - Microsoft Certified Systems Engineer (MCSE)
 - Microsoft Certified Technical Professional (MCTP)
 - Microsoft Endpoint Certified
 - Gold Application Development
 - Gold Cloud Platform
 - Gold Collaboration and Content
 - Gold Datacenter
 - Gold DevOps
 - Gold Enterprise Mobility Management
 - Gold Enterprise Resource Planning
 - Gold Messaging
 - Gold Microsoft Surface Reseller
 - Gold Microsoft Surface Hub Reseller
 - Gold Productivity
 - Gold Small and Midmarket Cloud Solutions
 - Gold Windows and Devices
 - Silver Security
-

Microsoft Select, Open, Charity, and Academic Volume Licensing Programs with Service and Support for Microsoft Enterprise Agreements

Microsoft Products and Services Agreement (MPSA)

- Microsoft Authorized Education Partner (AEP)
- Microsoft Authorized Surface Provider
- Microsoft Cloud Services Partner (CSP Tier-1)
- Microsoft Delivery Service Partner (DSP)
- Microsoft Double Gold Operational Excellence Award Winner, 2017
- Microsoft Licensing Solution Provider (LSP)

Mimecast **Authorized Reseller**

MobileIron **Gold Partner**

- Certified Administrator
- Certified Sales Engineer

NetApp Storage **Gold Partner**

NETSCOUT **Authorized Reseller**

Nutanix **Cloud Champion**

- Nutanix Certified Sales (NCSR)
- Nutanix Certified Sales Expert (NCSX)
- Nutanix Certified Systems Engineer (NCSE)
- Nutanix Certified Multi-Cloud Infrastructure (NCP-MCI)
- Nutanix Certified Services Consultant (NCS C*)

NVIDIA **Solution Provider**

- Elite Competency for Visualization
- Standard Competency for Compute
- Standard Competency for Networking
- Standard Competency for Software
- Standard Competency for Virtualization

Oracle **Gold Partner†**

Palo Alto Networks **NextWave Innovator Partner**

- ASE Foundation
- PSE Platform Associate

Panasonic **Diamond Partner**

- Connection® Business Solutions and Connection® Public Sector Solutions: Diamond Partners
- Connection® Enterprise Solutions: Platinum Partner

Poly **Platinum Partner**

- Installed Voice
- Microsoft Optimized CX Devices
- RealPresence Environments
- RealPresence Platform

Pure Storage **Silver Partner**

Red Hat **Premier Reseller**

Ruckus Networks **Elite Partner**

Samsung **National Solution Provider**

- Authorized Service Provider
- Samsung Knox Authorized Reseller

Service Now **Premier Partner**

Splunk **Partnervse Reseller†**

Tenable Network Security **Silver Medallion**

Toshiba **Preferred Partner**

Trellix **Platinum Partner**

Tripp Lite **Premier Alliance Partner**

Veeam **Platinum Partner**

- Veeam Accredited Service Provider (VASP)
- Veeam Certified Engineer (VMCE)
- Veeam Sales Professional (VMSP)
- Veeam Technical Sales Professional (VMTSP)

VMware **Premier Corporate Reseller**

- Business Continuity (VSP/VTSP)
- Cloud (VCP)
- Cloud Management and Automation (VCP)
- Cloud Provider (VSP)
- DaaS (VTSP)
- Data Center Administration (VCAP)
- Data Center Design (VCAP)
- Data Center Virtualization (VCP)
- Desktop Mobility (VCP)
- Desktop Management (VCP)
- Digital Workspace (VCP)
- Management Operations (VSP/VTSP)
- Master Solution Competency: Data Center Virtualization (MSC)
- Master Solution Competency: Digital Workspace (MSC)
- Master Solution Competency: Hybrid Cloud (MSC)
- Master Solution Competency: Network Virtualization (MSC)
- Master Solution Competency: VMC on AWS (MSC)
- Master Solution Competency: VMware Cloud Foundation (MSC)
- Mobility Management (VSP/VTSP)
- Network Virtualization Deployment (VCAP)
- VMware Certified Master Specialist (HCI)
- VMware Certified Professional (VCP)
- VMware Sales Professional (VSP)
- VMware Technical Sales Professional (VTSP)

Xerox **Gold Partner**

Zebra **Premier Broadline Technology Reseller**

- Healthcare GPO Provider Specialist
- Advanced Printer Repair Specialist—Label Printers
- RFID Specialist

*Industry standard certifications for digital signage.

†Authorization only applicable to Connection® Enterprise Solutions.

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Web Catalog List Price Minus by Market Group*

Market Group	List Minus %
Apple Products (for Higher Ed customers)	Apple's Higher Ed Discount
Systems Accessories	5.50%
Digital Imaging & Sound	5.50%
Software-Bus/Home/Office	5.50%
Desktops	4.50%
Client Networking	6.50%
Enterprise Networking	6.50%
Home & Leisure Software	5.50%
Internet-Graphics/Publishing	5.50%
Memory	8.00%
Monitors & Projectors	5.50%
Power Management	8.00%
Portable Computing - Accessories	6.50%
Printers - Ink Jet	5.50%
Drives, Storage & Media	5.50%
Notebooks	5.00%
PDA's	5.50%
Consumer Electronics	6.50%
Service Offerings / Warranty Services*	7.00%
Enterprise Storage	6.50%
Network Software	5.75%
Accessories - Printer Supplies	6.00%
Printers-Multifunction	6.00%
Servers	6.75%
Video	5.50%
Workstations	5.00%
Point of Sale Equipment	5.50%
Mobile Electronics	6.50%
Systems Enhancements	6.50%
Printers - Laser	6.25%
Monitors & Projectors Accessories	6.50%
Cables	10.50%
Storage Media & Accessories	6.50%
Professional Services **	5.50%
Configuration Services	5.50%
Repair Services	5.50%
Cloud Services	5.50%
Software Support	5.50%
Cybersecurity Services	LIST

IMPORTANT NOTICE

Please reference the table titled, Connection's "Web Catalog List Price" (WCLP) by Market Group, for the discounts we offer to OMNIA members. If a percentage discount causes the sell price to fall below our standard cost, the sell price shall be adjusted and honored at Connection's standard cost. Connection will not be required to sell below Connection's standard cost due to percent discount from list. In addition, there shall be no administrative fees paid on purchases made at Connection's standard cost.

Credit/Purchase Card purchases and purchases that are below Connection's Cost plus 3% are excluded from administrative fees/payments. Cost is defined as the "CNXN Public Sector Contract Cost I" which incorporates general, administrative, and acquisition costs related to the inventory of product including the warehousing and distribution of product. Please note that there are restrictions on Apple products to K-12 institutions.

* To fully satisfy the requirements of RFP # 25-06 for Technology Solutions Products and Services, Connection is proposing fixed discounts from our verifiable Web Catalog List Price (WCLP). Connection's WCLP is available via our web site catalog located at www.connection.com/PS. The offered discount will remain firm for the term of the contract. The pricing model is one that is fluid and adaptive to the market. As our list prices automatically change to meet demand in the market, OMNIA-specific pricing will also automatically change.

** Connection is offering sku'd services, made available by our OEM partners. Although, Connection has the capabilities and professionals on staff to offer a full scope of Professional Services. Connection is not able to include a response to each of these as Services rates vary widely, based on the scope of work required. However, we would be pleased to provide estimates and/or a tailored Statement of Work on a case-by-case basis, upon request.

Exhibit F
Federal Funds Certifications

FEDERAL CERTIFICATIONS
ADDENDUM FOR AGREEMENT FUNDED BY U.S. FEDERAL GRANT

TO WHOM IT MAY CONCERN:

Participating Agencies may elect to use federal funds to purchase under the Master Agreement. This form should be completed and returned.

DEFINITIONS

Contract means a legal instrument by which a non-Federal entity purchases property or services needed to carry out the project or program under a Federal award. The term as used in this part does not include a legal instrument, even if the non-Federal entity considers it a contract, when the substance of the transaction meets the definition of a Federal award or subaward

Contractor means an entity that receives a contract as defined in Contract.

Cooperative agreement means a legal instrument of financial assistance between a Federal awarding agency or pass-through entity and a non-Federal entity that, consistent with 31 U.S.C. 6302-6305:

- (a) Is used to enter into a relationship the principal purpose of which is to transfer anything of value from the Federal awarding agency or pass-through entity to the non-Federal entity to carry out a public purpose authorized by a law of the United States (see 31 U.S.C. 6101(3)); and not to acquire property or services for the Federal government or pass-through entity's direct benefit or use;
- (b) Is distinguished from a grant in that it provides for substantial involvement between the Federal awarding agency or pass-through entity and the non-Federal entity in carrying out the activity contemplated by the Federal award.
- (c) The term does not include:
 - (1) A cooperative research and development agreement as defined in 15 U.S.C. 3710a; or
 - (2) An agreement that provides only:
 - (i) Direct United States Government cash assistance to an individual;
 - (ii) A subsidy;
 - (iii) A loan;
 - (iv) A loan guarantee; or
 - (v) Insurance.

Federal awarding agency means the Federal agency that provides a Federal award directly to a non-Federal entity

Federal award has the meaning, depending on the context, in either paragraph (a) or (b) of this section:

- (a)(1) The Federal financial assistance that a non-Federal entity receives directly from a Federal awarding agency or indirectly from a pass-through entity, as described in § 200.101 Applicability; or
- (2) The cost-reimbursement contract under the Federal Acquisition Regulations that a non-Federal entity receives directly from a Federal awarding agency or indirectly from a pass-through entity, as described in § 200.101 Applicability.
- (b) The instrument setting forth the terms and conditions. The instrument is the grant agreement, cooperative agreement, other agreement for assistance covered in paragraph (b) of § 200.40 Federal financial assistance, or the cost-reimbursement contract awarded under the Federal Acquisition Regulations.
- (c) Federal award does not include other contracts that a Federal agency uses to buy goods or services from a contractor or a contract to operate Federal government owned, contractor operated facilities (GOCOs).
- (d) See also definitions of Federal financial assistance, grant agreement, and cooperative agreement.

Non-Federal entity means a state, local government, Indian tribe, institution of higher education (IHE), or nonprofit organization that carries out a Federal award as a recipient or subrecipient.

Nonprofit organization means any corporation, trust, association, cooperative, or other organization, not including IHEs, that:

- (a) Is operated primarily for scientific, educational, service, charitable, or similar purposes in the public interest;
- (b) Is not organized primarily for profit; and
- (c) Uses net proceeds to maintain, improve, or expand the operations of the organization.

Obligations means, when used in connection with a non-Federal entity's utilization of funds under a Federal award, orders placed for property and services, contracts and subawards made, and similar transactions during a given period that require payment by the non-Federal entity during the same or a future period.

Pass-through entity means a non-Federal entity that provides a subaward to a subrecipient to carry out part of a Federal program.

Recipient means a non-Federal entity that receives a Federal award directly from a Federal awarding agency to carry out an activity under a Federal program. The term recipient does not include subrecipients.

Simplified acquisition threshold means the dollar amount below which a non-Federal entity may purchase property or services using small purchase methods. Non-Federal entities adopt small purchase procedures in order to expedite the purchase of items costing less than the simplified acquisition threshold. The simplified acquisition threshold is set by the Federal Acquisition Regulation at 48 CFR Subpart 2.1 (Definitions) and in accordance with 41 U.S.C. 1908. As of the publication of this part, the simplified acquisition threshold is \$250,000, but this threshold is periodically adjusted for inflation. (Also see definition of § 200.67 Micro-purchase.)

Subaward means an award provided by a pass-through entity to a subrecipient for the subrecipient to carry out part of a Federal award received by the pass-through entity. It does not include payments to a contractor or payments to an individual that is a beneficiary of a Federal program. A subaward may be provided through any form of legal agreement, including an agreement that the pass-through entity considers a contract.

Subrecipient means a non-Federal entity that receives a subaward from a pass-through entity to carry out part of a Federal program; but does not include an individual that is a beneficiary of such program. A subrecipient may also be a recipient of other Federal awards directly from a Federal awarding agency.

Termination means the ending of a Federal award, in whole or in part at any time prior to the planned end of period of performance.

The following provisions may be required and apply when Participating Agency expends federal funds for any purchase resulting from this procurement process. Per FAR 52.204-24 and FAR 52.204-25, solicitations and resultant contracts shall contain the following provisions.

52.204-24 Representation Regarding Certain Telecommunications and Video Surveillance Services or Equipment (Oct 2020)

The Offeror shall not complete the representation at paragraph (d)(1) of this provision if the Offeror has represented that it "does not provide covered telecommunications equipment or services as a part of its offered products or services to the Government in the performance of any contract, subcontract, or other contractual instrument" in paragraph (c)(1) in the provision at [52.204-26](#), Covered Telecommunications Equipment or Services—Representation, or in paragraph (v)(2)(i) of the provision at [52.212-3](#), Offeror Representations and Certifications-Commercial Items. The Offeror shall not complete the representation in paragraph (d)(2) of this provision if the Offeror has represented that it "does not use covered telecommunications equipment or services, or any equipment, system, or service that uses covered telecommunications equipment or services" in paragraph (c)(2) of the provision at [52.204-26](#), or in paragraph (v)(2)(ii) of the provision at [52.212-3](#).

(a) *Definitions.* As used in this provision—

Backhaul, covered telecommunications equipment or services, critical technology, interconnection arrangements, reasonable inquiry, roaming, and substantial or essential component have the meanings provided in the clause [52.204-25](#), Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment.

(b) *Prohibition.*

(1) Section 889(a)(1)(A) of the John S. McCain National Defense Authorization Act for Fiscal Year 2019 (Pub. L. 115-232) prohibits the head of an executive agency on or after August 13, 2019, from procuring or obtaining, or extending or renewing a contract to procure or obtain, any equipment, system, or service that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system. Nothing in the prohibition shall be construed to—

(i) Prohibit the head of an executive agency from procuring with an entity to provide a service that connects to the facilities of a third-party, such as backhaul, roaming, or interconnection arrangements; or

(ii) Cover telecommunications equipment that cannot route or redirect user data traffic or cannot permit visibility into any user data or packets that such equipment transmits or otherwise handles.

(2) Section 889(a)(1)(B) of the John S. McCain National Defense Authorization Act for Fiscal Year 2019 (Pub. L. 115-232) prohibits the head of an executive agency on or after August 13, 2020, from entering into a contract or extending or renewing a contract with an entity that uses any equipment, system, or service that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system. This prohibition applies to the use of covered telecommunications equipment or services, regardless of whether that use is in performance of work under a Federal contract. Nothing in the prohibition shall be construed to—

(i) Prohibit the head of an executive agency from procuring with an entity to provide a service that connects to the facilities of a third-party, such as backhaul, roaming, or interconnection arrangements; or

(ii) Cover telecommunications equipment that cannot route or redirect user data traffic or cannot permit visibility into any user data or packets that such equipment transmits or otherwise handles.

(c) *Procedures.* The Offeror shall review the list of excluded parties in the System for Award Management (SAM) (<https://www.sam.gov>) for entities excluded from receiving federal awards for "covered telecommunications equipment or services".

(d) *Representation.* The Offeror represents that—

(1) It will, will not provide covered telecommunications equipment or services to the Government in the performance of any contract, subcontract or other contractual instrument resulting from this solicitation. The Offeror shall provide the additional disclosure information required at paragraph (e)(1) of this section if the Offeror responds "will" in paragraph (d)(1) of this section; and

(2) After conducting a reasonable inquiry, for purposes of this representation, the Offeror represents that—

It does, does not use covered telecommunications equipment or services, or use any equipment, system, or service that uses covered telecommunications equipment or services. The Offeror shall provide the additional disclosure information required at paragraph (e)(2) of this section if the Offeror responds "does" in paragraph (d)(2) of this section.

(e) *Disclosures.*

(1) Disclosure for the representation in paragraph (d)(1) of this provision. If the Offeror has responded "will" in the representation in paragraph (d)(1) of this provision, the Offeror shall provide the following information as part of the offer.

(i) For covered equipment—

(A) The entity that produced the covered telecommunications equipment (include entity name, unique entity identifier, CAGE code, and whether the entity was the original equipment manufacturer (OEM) or a distributor, if known);

(B) A description of all covered telecommunications equipment offered (include brand; model number, such as OEM number, manufacturer part number, or wholesaler number; and item description, as applicable); and

(C) Explanation of the proposed use of covered telecommunications equipment and any factors relevant to determining if such use would be permissible under the prohibition in paragraph (b)(1) of this provision.

(ii) For covered services—

(A) If the service is related to item maintenance: A description of all covered telecommunications services offered (include on the item being maintained: Brand; model number, such as OEM number, manufacturer part number, or wholesaler number; and item description, as applicable); or

(B) If not associated with maintenance, the Product Service Code (PSC) of the service being provided; and explanation of the proposed use of covered telecommunications services and any factors relevant to determining if such use would be permissible under the prohibition in paragraph (b)(1) of this provision.

(2) Disclosure for the representation in paragraph (d)(2) of this provision. If the Offeror has responded "does" in the representation in paragraph (d)(2) of this provision, the Offeror shall provide the following information as part of the offer:

(i) For covered equipment—

(A) The entity that produced the covered telecommunications equipment (include entity name, unique entity identifier, CAGE code, and whether the entity was the OEM or a distributor, if known);

(B) A description of all covered telecommunications equipment offered (include brand; model number, such as OEM number, manufacturer part number, or wholesaler number; and item description, as applicable); and

(C) Explanation of the proposed use of covered telecommunications equipment and any factors relevant to determining if such use would be permissible under the prohibition in paragraph (b)(2) of this provision.

(ii) For covered services—

(A) If the service is related to item maintenance: A description of all covered telecommunications services offered (include on the item being maintained: Brand; model number, such as OEM number, manufacturer part number, or wholesaler number; and item description, as applicable); or

(B) If not associated with maintenance, the PSC of the service being provided; and explanation of the proposed use of covered telecommunications services and any factors relevant to determining if such use would be permissible under the prohibition in paragraph (b)(2) of this provision.

52.204-25 Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment (Aug 2020).

(a) *Definitions.* As used in this clause—

Backhaul means intermediate links between the core network, or backbone network, and the small subnetworks at the edge of the network (e.g., connecting cell phones/towers to the core telephone network). Backhaul can be wireless (e.g., microwave) or wired (e.g., fiber optic, coaxial cable, Ethernet).

Covered foreign country means The People's Republic of China.

Covered telecommunications equipment or services means—

(1) Telecommunications equipment produced by Huawei Technologies Company or ZTE Corporation (or any subsidiary or affiliate of such entities);

(2) For the purpose of public safety, security of Government facilities, physical security surveillance of critical infrastructure, and other national security purposes, video surveillance and telecommunications equipment produced by Hytera Communications Corporation, Hangzhou Hikvision Digital Technology Company, or Dahua Technology Company (or any subsidiary or affiliate of such entities);

(3) Telecommunications or video surveillance services provided by such entities or using such equipment; or

(4) Telecommunications or video surveillance equipment or services produced or provided by an entity that the Secretary of Defense, in consultation with the Director of National Intelligence or the Director of the Federal Bureau of Investigation, reasonably believes to be an entity owned or controlled by, or otherwise connected to, the government of a covered foreign country.

Critical technology means—

(1) Defense articles or defense services included on the United States Munitions List set forth in the International Traffic in Arms Regulations under subchapter M of chapter I of title 22, Code of Federal Regulations;

(2) Items included on the Commerce Control List set forth in Supplement No. 1 to part 774 of the Export Administration Regulations under subchapter C of chapter VII of title 15, Code of Federal Regulations, and controlled—

(i) Pursuant to multilateral regimes, including for reasons relating to national security, chemical and biological weapons proliferation, nuclear nonproliferation, or missile technology; or

(ii) For reasons relating to regional stability or surreptitious listening;

(3) Specially designed and prepared nuclear equipment, parts and components, materials, software, and technology covered by part 810 of title 10, Code of Federal Regulations (relating to assistance to foreign atomic energy activities);

(4) Nuclear facilities, equipment, and material covered by part 110 of title 10, Code of Federal Regulations (relating to export and import of nuclear equipment and material);

(5) Select agents and toxins covered by part 331 of title 7, Code of Federal Regulations, part 121 of title 9 of such Code, or part 73 of title 42 of such Code; or

(6) Emerging and foundational technologies controlled pursuant to section 1758 of the Export Control Reform Act of 2018 (50 U.S.C. 4817).

Interconnection arrangements means arrangements governing the physical connection of two or more networks to allow the use of another's network to hand off traffic where it is ultimately delivered (e.g., connection of a customer of telephone provider A to a customer of telephone company B) or sharing data and other information resources.

Reasonable inquiry means an inquiry designed to uncover any information in the entity's possession about the identity of the producer or provider of covered telecommunications equipment or services used by the entity that excludes the need to include an internal or third-party audit.

Roaming means cellular communications services (e.g., voice, video, data) received from a visited network when unable to connect to the facilities of the home network either because signal coverage is too weak or because traffic is too high.

Substantial or essential component means any component necessary for the proper function or performance of a piece of equipment, system, or service.

(b) *Prohibition.*

(1) Section 889(a)(1)(A) of the John S. McCain National Defense Authorization Act for Fiscal Year 2019 (Pub. L. 115-232) prohibits the head of an executive agency on or after August 13, 2019, from procuring or obtaining, or extending or renewing a contract to procure or obtain, any equipment, system, or service that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system. The Contractor is prohibited from providing to the Government any equipment, system, or service that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system, unless an exception at paragraph (c) of this clause applies or the covered telecommunication equipment or services are covered by a waiver described in FAR [4.2104](#).

(2) Section 889(a)(1)(B) of the John S. McCain National Defense Authorization Act for Fiscal Year 2019 (Pub. L. 115-232) prohibits the head of an executive agency on or after August 13, 2020, from entering into a contract, or extending or renewing a contract, with an entity that uses any equipment, system, or service that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system, unless an exception at paragraph (c) of this clause applies or the covered telecommunication equipment or services are covered by a waiver described in FAR [4.2104](#). This prohibition applies to the use of covered telecommunications equipment or services, regardless of whether that use is in performance of work under a Federal contract.

(c) *Exceptions.* This clause does not prohibit contractors from providing—

- (1) A service that connects to the facilities of a third-party, such as backhaul, roaming, or interconnection arrangements;
- or
- (2) Telecommunications equipment that cannot route or redirect user data traffic or permit visibility into any user data or packets that such equipment transmits or otherwise handles.

(d) *Reporting requirement.*

(1) In the event the Contractor identifies covered telecommunications equipment or services used as a substantial or essential component of any system, or as critical technology as part of any system, during contract performance, or the Contractor is notified of such by a subcontractor at any tier or by any other source, the Contractor shall report the information in paragraph (d)(2) of this clause to the Contracting Officer, unless elsewhere in this contract are established procedures for reporting the information; in the case of the Department of Defense, the Contractor shall report to the website at <https://dibnet.dod.mil>. For indefinite delivery contracts, the Contractor shall report to the Contracting Officer for the indefinite delivery contract and the Contracting Officer(s) for any affected order or, in the case of the Department of Defense, identify both the indefinite delivery contract and any affected orders in the report provided at <https://dibnet.dod.mil>.

(2) The Contractor shall report the following information pursuant to paragraph (d)(1) of this clause

(i) Within one business day from the date of such identification or notification: the contract number; the order number(s), if applicable; supplier name; supplier unique entity identifier (if known); supplier Commercial and Government Entity (CAGE) code (if known); brand; model number (original equipment manufacturer number, manufacturer part number, or wholesaler number); item description; and any readily available information about mitigation actions undertaken or recommended.

(ii) Within 10 business days of submitting the information in paragraph (d)(2)(i) of this clause: any further available information about mitigation actions undertaken or recommended. In addition, the Contractor shall describe the efforts it undertook to prevent use or submission of covered telecommunications equipment or services, and any additional efforts that will be incorporated to prevent future use or submission of covered telecommunications equipment or services.

(e) *Subcontracts.* The Contractor shall insert the substance of this clause, including this paragraph (e) and excluding paragraph (b)(2), in all subcontracts and other contractual instruments, including subcontracts for the acquisition of commercial items.

The following certifications and provisions may be required and apply when Participating Agency expends federal funds for any purchase resulting from this procurement process. Pursuant to 2 C.F.R. § 200.327, all contracts, including small purchases, awarded by the Participating Agency and the Participating Agency's subcontractors shall contain the procurement provisions of Appendix II to Part 200, as applicable.

APPENDIX II TO 2 CFR PART 200

(A) Contracts for more than the simplified acquisition threshold currently set at \$250,000, which is the inflation adjusted amount determined by the Civilian Agency Acquisition Council and the Defense Acquisition Regulations Council (Councils) as authorized by 41 U.S.C. 1908, must address administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms, and provide for such sanctions and penalties as appropriate.

Pursuant to Federal Rule (A) above, when a Participating Agency expends federal funds, the Participating Agency reserves all rights and privileges under the applicable laws and regulations with respect to this procurement in the event of breach of contract by either party.

Does offeror agree? YES BM Initials of Authorized Representative of offeror

(B) All contracts in excess of \$10,000 must address termination for cause and for convenience by the non-Federal entity including the manner by which it will be effected and the basis for settlement.

Pursuant to Federal Rule (B) above, when a Participating Agency expends federal funds, the Participating Agency reserves the right to immediately terminate any agreement in excess of \$10,000 resulting from this procurement process in the event of a breach or default of the agreement by Offeror as detailed in the terms of the contract.

Does offeror agree? YES BM Initials of Authorized Representative of offeror

(C) Equal Employment Opportunity. Except as otherwise provided under 41 CFR Part 60, all contracts that meet the definition of "federally assisted construction contract" in 41 CFR Part 60-1.3 must include the equal opportunity clause provided under 41 CFR 60-1.4(b), in accordance with Executive Order 11246, "Equal Employment Opportunity" (30 CFR 12319, 12935, 3 CFR Part, 1964-1965 Comp., p. 339), as amended by Executive Order 11375, "Amending Executive Order 11246 Relating to Equal Employment Opportunity," and implementing regulations at 41 CFR part 60, "Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor."

Pursuant to Federal Rule (C) above, when a Participating Agency expends federal funds on any federally assisted construction contract, the equal opportunity clause is incorporated by reference herein.

Does offeror agree to abide by the above? YES BM Initials of Authorized Representative of offeror

(D) Davis-Bacon Act, as amended (40 U.S.C. 3141-3148). When required by Federal program legislation, all prime construction contracts in excess of \$2,000 awarded by non-Federal entities must include a provision for compliance with the Davis-Bacon Act (40 U.S.C. 3141-3144, and 3146-3148) as supplemented by Department of Labor regulations (29 CFR Part 5, "Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction"). In accordance with the statute, contractors must be required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor. In addition, contractors must be required to pay wages not less than once a week. The non-Federal entity must place a copy of the current prevailing wage determination issued by the Department of Labor in each solicitation. The decision to award a contract or subcontract must be conditioned upon the acceptance of the wage determination. The non-Federal entity must report all suspected or reported violations to the Federal awarding agency. The contracts must also include a provision for compliance with the Copeland "Anti-Kickback" Act (40 U.S.C. 3145), as supplemented by Department of Labor regulations (29 CFR Part 3, "Contractors and Subcontractors on Public Building or Public Work

Financed in Whole or in Part by Loans or Grants from the United States”). The Act provides that each contractor or subrecipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The non-Federal entity must report all suspected or reported violations to the Federal awarding agency.

Pursuant to Federal Rule (D) above, when a Participating Agency expends federal funds during the term of an award for all contracts and subgrants for construction or repair, offeror will be in compliance with all applicable Davis-Bacon Act provisions.

Does offeror agree? YES BM Initials of Authorized Representative of offeror

(E) Contract Work Hours and Safety Standards Act (40 U.S.C. 3701-3708). Where applicable, all contracts awarded by the non-Federal entity in excess of \$100,000 that involve the employment of mechanics or laborers must include a provision for compliance with 40 U.S.C. 3702 and 3704, as supplemented by Department of Labor regulations (29 CFR Part 5). Under 40 U.S.C. 3702 of the Act, each contractor must be required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of 40 hours in the work week. The requirements of 40 U.S.C. 3704 are applicable to construction work and provide that no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous or dangerous. These requirements do not apply to the purchases of supplies or materials or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence.

Pursuant to Federal Rule (E) above, when a Participating Agency expends federal funds, offeror certifies that offeror will be in compliance with all applicable provisions of the Contract Work Hours and Safety Standards Act during the term of an award for all contracts by Participating Agency resulting from this procurement process.

Does offeror agree? YES BM Initials of Authorized Representative of offeror

(F) Rights to Inventions Made Under a Contract or Agreement. If the Federal award meets the definition of “funding agreement” under 37 CFR §401.2 (a) and the recipient or subrecipient wishes to enter into a contract with a small business firm or nonprofit organization regarding the substitution of parties, assignment or performance of experimental, developmental, or research work under that “funding agreement,” the recipient or subrecipient must comply with the requirements of 37 CFR Part 401, “Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements,” and any implementing regulations issued by the awarding agency.

Pursuant to Federal Rule (F) above, when federal funds are expended by Participating Agency, the offeror certifies that during the term of an award for all contracts by Participating Agency resulting from this procurement process, the offeror agrees to comply with all applicable requirements as referenced in Federal Rule (F) above.

Does offeror agree? YES BM Initials of Authorized Representative of offeror

(G) Clean Air Act (42 U.S.C. 7401-7671q.) and the Federal Water Pollution Control Act (33 U.S.C. 1251-1387), as amended—Contracts and subgrants of amounts in excess of \$150,000 must contain a provision that requires the non-Federal award to agree to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act (42 U.S.C. 7401-7671q) and the Federal Water Pollution Control Act as amended (33 U.S.C. 1251- 1387). Violations must be reported to the Federal awarding agency and the Regional Office of the Environmental Protection Agency (EPA)

In the event Federal Transit Administration (FTA) or Department of Transportation (DOT) funding is used by Participating Public Agency, Offeror also agrees to include Clean Air and Clean Water requirements in each subcontract exceeding \$100,000 financed in whole or in part with Federal assistance provided by FTA.

Pursuant to Federal Rule (G) above, when federal funds are expended by Participating Agency, the offeror certifies that during the term of an award for all contracts by Participating Agency member resulting from this procurement process, the offeror agrees to comply with all applicable requirements as referenced in Federal Rule (G) above.

Does offeror agree? YES BM Initials of Authorized Representative of offeror

(H) Debarment and Suspension (Executive Orders 12549 and 12689)—A contract award (see 2 CFR 180.220) must not be made to parties listed on the government wide exclusions in the System for Award Management (SAM), in accordance with the Executive Office of the President Office of Management and Budget (OMB) guidelines at 2 CFR 180 that implement Executive Orders 12549 (3 CFR part 1986 Comp., p. 189) and 12689 (3 CFR part 1989 Comp., p. 235), "Debarment and Suspension." SAM Exclusions contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549.

Pursuant to Federal Rule (H) above, when federal funds are expended by Participating Agency, the offeror certifies that during the term of an award for all contracts by Participating Agency resulting from this procurement process, the offeror certifies that neither it nor its principals is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation by any federal department or agency. If at any time during the term of an award the offeror or its principals becomes debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation by any federal department or agency, the offeror will notify the Participating Agency.

Does offeror agree? YES BM Initials of Authorized Representative of offeror

(I) Byrd Anti-Lobbying Amendment (31 U.S.C. 1352)—Contractors that apply or bid for an award exceeding \$100,000 must file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any Federal contract, grant or any other award covered by 31 U.S.C. 1352. Each tier must also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the non-Federal award.

Pursuant to Federal Rule (I) above, when federal funds are expended by Participating Agency, the offeror certifies that during the term and after the awarded term of an award for all contracts by Participating Agency resulting from this procurement process, the offeror certifies that it is in compliance with all applicable provisions of the Byrd Anti-Lobbying Amendment (31 U.S.C. 1352). The undersigned further certifies that:

(1) No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any Federal 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, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

(2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in accordance with its instructions.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by Section 1352, Title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

(3) The prospective participant also agrees by submitting his or her bid or proposal that he or she shall require that the language of this certification be included in all lower tier subcontracts, which exceed \$100,000 and that all such subrecipients shall certify and disclose accordingly.

Does offeror agree? YES BM Initials of Authorized Representative of offeror

RECORD RETENTION REQUIREMENTS FOR CONTRACTS INVOLVING FEDERAL FUNDS

When federal funds are expended by Participating Agency for any contract resulting from this procurement process, offeror certifies that it will comply with the record retention requirements detailed in 2 CFR § 200.333. The offeror further certifies that offeror will retain all records as required by 2 CFR § 200.333 for a period of three years after grantees or subgrantees submit final expenditure reports or quarterly or annual financial reports, as applicable, and all other pending matters are closed.

Does offeror agree? YES BM Initials of Authorized Representative of offeror

CERTIFICATION OF COMPLIANCE WITH THE ENERGY POLICY AND CONSERVATION ACT

When Participating Agency expends federal funds for any contract resulting from this procurement process, offeror certifies that it will comply with the mandatory standards and policies relating to energy efficiency which are contained in the state energy conservation plan issued in compliance with the Energy Policy and Conservation Act (42 U.S.C. 6321 et seq.; 49 C.F.R. Part 18).

Does offeror agree? YES BM Initials of Authorized Representative of offeror

CERTIFICATION OF COMPLIANCE WITH BUY AMERICA PROVISIONS

To the extent purchases are made with Federal Highway Administration, Federal Railroad Administration, or Federal Transit Administration funds, offeror certifies that its products comply with all applicable provisions of the Buy America Act and agrees to provide such certification or applicable waiver with respect to specific products to any Participating Agency upon request. Purchases made in accordance with the Buy America Act must still follow the applicable procurement rules calling for free and open competition. Additionally:

- (1) The Contractor agrees to comply with 49 USC 5323(j) and 49 CFR Part 661, which provide that federal funds may not be obligated unless steel, iron and manufactured products used in FTA-funded projects are produced in the United States, unless a waiver has been granted by FTA or the product is subject to a general waiver. General waivers are listed in 49 CFR 661.7. A general public interest waiver from the Buy America requirements applies to microprocessors, computers, microcomputers, software or other such devices, which are used solely for the purpose of processing or storing data. This general waiver does not extend to a product or device that merely contains a microprocessor or microcomputer and is not used solely for the purpose of processing or storing data. Separate requirements for rolling stock are set out at 5323(j)(2)(C) and 49 CFR 661.11.
- (2) A bidder or offeror must submit to the FTA recipient the appropriate Buy America certification with all bids on FTA-funded contracts, except those subject to a general waiver. Bids or offers that are not accompanied by a completed Buy America certification must be rejected as nonresponsive. This requirement does not apply to lower tier subcontractors.

The following certificates titled FTA and DOT Buy America Certification should be completed and returned with the response as part of FTA and DOT requirements.

**FEDERAL TRASIT ADMINISTRATION (FTA) AND DEPARTMENT OF TRANSPORTATION (DOT) -
BUY AMERICA: CERTIFICATION REQUIREMENT FOR PROCUREMENTOF ROLLING STOCK**

CERTIFICATE OF COMPLIANCE

(select one of the two options, NOT BOTH)

Certificate of Compliance with 49 USC §5323(j)

The proposer hereby certifies that it will comply with the requirements of 49 U.S.C. 5323(j), and the applicable regulations of 49 CFR 661.11.

Check for YES:

OR

Certificate of Non-Compliance with 49 USC §5323(j)

Version February 12, 2025

The proposer hereby certifies that it cannot comply with the requirements of 49 U.S.C. 5323(j), but may qualify for an exception to the requirement consistent with 49 U.S.C. 5323(j)(2)(C), and the applicable regulations in 49 CFR 661.7.
Check for YES:

**FEDERAL TRASIT ADMINISTRATION (FTA) AND DEPARTMENT OF TRANSPORTATION (DOT) -
BUY AMERICA: CERTIFICATION REQUIREMENT FOR PROCUREMENT OF STEEL OR MANUFACTURED PRODUCTS**

CERTIFICATE OF COMPLIANCE (select one of the two options, NOT BOTH)

Certificate of Compliance with 49 USC §5323(j)(1)

The proposer hereby certifies that it will comply with the requirements of 49 U.S.C. 5323(j)(1), and the applicable regulations in 49 CFR part 661.

Check for YES:

OR

Certificate of Non-Compliance with 49 USC §5323(j)(1)

The proposer hereby certifies that it cannot comply with the requirements of 49 U.S.C. 5323(j), but it may qualify for an exception to the requirement pursuant to 49 U.S.C. 5323(j)(2), as amended, and the applicable regulations in 49 CFR 661.7.

Check for YES:

Does offeror agree? YES BM Initials of Authorized Representative of offeror

Offeror's Name: GovConnection, Inc. dba Connection - Public Sector Solutions
Address, City, State, and Zip Code: 732 Milford Road, Merrimack, NH. 03054
Phone Number: 800-800-0019 ext 33331
Fax Number: 603-683-1104

Printed Name and Title of Authorized Representative: Robert Marconi, Vice President SLED Sales
Email Address: bob.marconi@connection.com
Signature of Authorized Representative: *Robert Marconi*
Date: 8/5/2025

CERTIFICATION OF COMPLIANCE WITH BUY AMERICAN PROVISIONS

Unless Supplier is exempt (See FAR 25.103), when authorized by statute or explicitly indicated by Participating Public Agency, Buy American requirements will apply where only unmanufactured construction material mined or produced in the United States shall be used (see Subpart 25.6 – American Recovery and Reinvestment Act-Buy American statute for additional details).

CERTIFICATION OF ACCESS TO RECORDS – 2 C.F.R. § 200.336

Offeror agrees that the Inspector General of the Agency or any of their duly authorized representatives shall have access to any documents, papers, or other records of offeror that are pertinent to offeror's discharge of its obligations under the Contract for the purpose of making audits, examinations, excerpts, and transcriptions. The right also includes timely and reasonable access to offeror's personnel for the purpose of interview and discussion relating to such documents.

Does offeror agree? YES BM Initials of Authorized Representative of offeror

CERTIFICATION OF APPLICABILITY TO SUBCONTRACTORS

Offeror agrees that all contracts it awards pursuant to the Contract shall be bound by the foregoing terms and conditions.

Does offeror agree? YES BM Initials of Authorized Representative of offeror

COMMUNITY DEVELOPMENT BLOCK GRANTS

Purchases made under this contract may be partially or fully funded with federal grant funds. Funding for this work may include Federal Funding sources, including Community Development Block Grant (CDBG) funds from the U.S. Department of Housing and Urban Development. When such funding is provided, Offeror shall comply with all terms, conditions and requirements enumerated by the grant funding source, as well as requirements of the State statutes for which the contract is utilized, whichever is the more restrictive requirement. When using Federal Funding, Offeror shall comply with all wage and latest reporting provisions of the Federal Davis-Bacon Act. HUD-4010 Labor Provisions also applies to this contract.

Does offeror agree? YES BM Initials of Authorized Representative of offeror

Offeror agrees to comply with all federal, state, and local laws, rules, regulations and ordinances, as applicable. It is further acknowledged that offeror certifies compliance with all provisions, laws, acts, regulations, etc. as specifically noted above.

Offeror's Name: GovConnection, Inc. dba Connection - Public Sector Solutions

Address, City, State, and Zip Code: 732 Milford Road, Merrimack, NH, 03054

Phone Number: 800-800-0019 ext. 33331 Fax Number: _____

Printed Name and Title of Authorized Representative:
Robert Marconi, Vice President SLED Sales

Email Address: bob.marconi@connection.com

Signature of Authorized Representative: *Robert Marconi* Date: 8/5/2025

FEMA AND ADDITIONAL FEDERAL FUNDING SPECIAL CONDITIONS

Awarded Supplier(s) (also referred to as Contractors) may need to respond to events and losses where products and services are needed for the immediate and initial response to emergency situations such as, but not limited to, water damage, fire damage, vandalism cleanup, biohazard cleanup, sewage decontamination, deodorization, and/or wind damage during a disaster or emergency situation. By submitting a proposal, the Supplier is accepted these FEMA and Additional Federal Funding Special Conditions required by the Federal Emergency Management Agency (FEMA) and other federal entities.

“Contract” in the below pages under FEMA AND ADDITIONAL FEDERAL FUNDING SPECIAL CONDITIONS is also referred to and defined as the “Master Agreement”.

“Contractor” in the below pages under FEMA AND ADDITIONAL FEDERAL FUNDING SPECIAL CONDITIONS is also referred to and defined as “Supplier” or “Awarded Supplier”.

Conflicts of Interest

No employee, officer, or agent may participate in the selection, award, or administration of a contract supported by a FEMA award if he or she has a real or apparent conflict of interest. Such a conflict would arise when the employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of these parties, has a financial or other interest in or a tangible personal benefit from a firm considered for award. 2 C.F.R. § 200.318(c)(1); See also Standard Form 424D, ¶ 7; Standard Form 424B, ¶ 3. i. FEMA considers a “financial interest” to be the potential for gain or loss to the employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of these parties as a result of the particular procurement. The prohibited financial interest may arise from ownership of certain financial instruments or investments such as stock, bonds, or real estate, or from a salary, indebtedness, job offer, or similar interest that might be affected by the particular procurement. ii. FEMA considers an “apparent” conflict of interest to exist where an actual conflict does not exist, but where a reasonable person with knowledge of the relevant facts would question the impartiality of the employee, officer, or agent participating in the procurement. c. Gifts. The officers, employees, and agents of the Participating Public Agency nor the Participating Public Agency (“NFE”) must neither solicit nor accept gratuities, favors, or anything of monetary value from contractors or parties to subcontracts. However, NFE’s may set standards for situations in which the financial interest is de minimus, not substantial, or the gift is an unsolicited item of nominal value. 2 C.F.R. § 200.318(c)(1). d. Violations. The NFE’s written standards of conduct must provide for disciplinary actions to be applied for violations of such standards by officers, employees, or agents of the NFE. 2 C.F.R. § 200.318(c)(1). For example, the penalty for a NFE’s employee may be dismissal, and the penalty for a contractor might be the termination of the contract.

Contractor Integrity

A contractor must have a satisfactory record of integrity and business ethics. Contractors that are debarred or suspended, as described in and subject to the debarment and suspension regulations implementing Executive Order 12549, *Debarment and Suspension* (1986) and Executive Order 12689, *Debarment and Suspension* (1989) at 2 C.F.R. Part 180 and the Department of Homeland Security’s regulations at 2 C.F.R. Part 3000 (Non-procurement Debarment and Suspension), must be rejected and cannot receive contract awards at any level.

Notice of Legal Matters Affecting the Federal Government

In the event FTA or DOT funding is used by Participating Public Agency, Contractor agrees to:

- 1) The Contractor agrees that if a current or prospective legal matter that may affect the Federal Government emerges, the Contractor shall promptly notify the Participating Public Agency of the legal matter in accordance with 2 C.F.R. §§ 180.220 and 1200.220.

- 2) The types of legal matters that require notification include, but are not limited to, a major dispute, breach, default, litigation, or naming the Federal Government as a party to litigation or a legal disagreement in any forum for any reason.
- 3) The Contractor further agrees to include the above clause in each subcontract, at every tier, financed in whole or in part with Federal assistance provided by the FTA.

Public Policy

A contractor must comply with the public policies of the Federal Government and state, local government, or tribal government. This includes, among other things, past and current compliance with the:

- a. Equal opportunity and nondiscrimination laws
- b. Five affirmative steps described at 2 C.F.R. § 200.321(b) for all subcontracting under contracts supported by FEMA financial assistance; and FEMA Procurement Guidance June 21, 2016 Page IV- 7
- c. Applicable prevailing wage laws, regulations, and executive orders

Affirmative Socioeconomic Steps

For any subcontracting opportunities, Contractor must take the following Affirmative steps:

1. Placing qualified small and minority businesses and women's business enterprises on solicitation lists;
2. Assuring that small and minority businesses, and women's business enterprises are solicited whenever they are potential sources;
3. Dividing total requirements, when economically feasible, into smaller tasks or quantities to permit maximum participation by small and minority businesses, and women's business enterprises;
4. Establishing delivery schedules, where the requirement permits, which encourage participation by small and minority businesses, and women's business enterprises; and
5. Using the services and assistance, as appropriate, of such organizations as the Small Business Administration and the Minority Business Development Agency of the Department of Commerce.

Prevailing Wage Requirements

When applicable, the awarded Contractor (s) and any and all subcontractor(s) agree to comply with all laws regarding prevailing wage rates including the Davis-Bacon Act, applicable to this solicitation and/or Participating Public Agencies. The Participating Public Agency shall notify the Contractor of the applicable pricing/prevailing wage rates and must apply any local wage rates requested. The Contractor and any subcontractor(s) shall comply with the prevailing wage rates set by the Participating Public Agency.

Federal Requirements

If products and services are issued in response to an emergency or disaster recovery the items below, located in this FEMA Special Conditions section of the Federal Funds Certifications, are activated and required when federal funding may be utilized.

2 C.F.R. § 200.326 and 2 C.F.R. Part 200, Appendix II, Required Contract Clauses

1. CONTRACT REMEDIES

Contracts for more than the federal simplified acquisition threshold (SAT), the dollar amount below which an NFE may purchase property or services using small purchase methods, currently set at \$250,000 for procurements made on or after June 20, 2018,⁴ must address administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms and must provide for sanctions and penalties as appropriate.

1.1 Applicability

This contract provision is required for contracts over the SAT, currently set at \$250,000 for procurements made on or after June 20, 2018. Although not required for contracts at or below the SAT, FEMA suggests including a remedies provision.

1.2 Additional Considerations

For FEMA's Assistance to Firefighters Grant (AFG) Program, recipients must include a penalty clause in all contracts for any AFG-funded vehicle, regardless of dollar amount. In that situation, the contract must include a clause addressing that non-delivery by the contract's specified date or other vendor nonperformance will require a penalty of no less than \$100 per day until such time that the vehicle, compliant with the terms of the contract, has been accepted by the recipient. This penalty clause should, however, account for force majeure or acts of God. AFG recipients should refer to the applicable year's Notice of Funding Opportunity (NOFO) for additional information, which can be accessed at FEMA.gov.

2. TERMINATION FOR CAUSE AND CONVENIENCE

- a. Standard. All contracts in excess of \$10,000 must address termination for cause and for convenience by the non-Federal entity, including the manner by which it will be effected and the basis for settlement. See 2 C.F.R. Part 200, Appendix II(B).
- b. Applicability. This requirement applies to all FEMA grant and cooperative agreement programs.

3. EQUAL EMPLOYMENT OPPORTUNITY

When applicable:

- a. Standard. Except as otherwise provided under 41 C.F.R. Part 60, all contracts that meet the definition of "federally assisted construction contract" in 41 C.F.R. § 60-1.3 must include the equal opportunity clause provided under 41 C.F.R. § 60- 1.4(b), in accordance with Executive Order 11246, *Equal Employment Opportunity* (30 Fed. Reg. 12319, 12935, 3 C.F.R. Part, 1964-1965 Comp., p. 339), as amended by Executive Order 11375, *Amending Executive Order 11246 Relating to Equal Employment Opportunity*, and implementing regulations at 41 C.F.R. Part 60 (Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor). See 2 C.F.R. Part 200, Appendix II(C).
- b. Key Definitions.
 - i. Federally Assisted Construction Contract. The regulation at 41 C.F.R. § 60-1.3 defines a "federally assisted construction contract" as any agreement or modification thereof between any applicant and a person for construction work which is paid for in whole or in part with funds obtained from the Government or borrowed on the credit of the Government pursuant to any Federal program involving a grant, contract, loan, insurance, or guarantee, or undertaken pursuant to any Federal program involving such grant, contract, loan, insurance, or guarantee, or any application or modification thereof approved by the Government for a grant, contract,

loan, insurance, or guarantee under which the applicant itself participates in the construction work.

- ii. Construction Work. The regulation at 41 C.F.R. § 60-1.3 defines “construction work” as the construction, rehabilitation, alteration, conversion, extension, demolition or repair of buildings, highways, or other changes or improvements to real property, including facilities providing utility services. The term also includes the supervision, inspection, and other onsite functions incidental to the actual construction.
- c. Applicability. This requirement applies to all FEMA grant and cooperative agreement programs.
- d. Required Language. The regulation at 41 C.F.R. Part 60-1.4(b) requires the insertion of the following contract clause.

During the performance of this contract, the contractor agrees as follows:

(1) The contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, or national origin. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin. Such action shall include, but not be limited to the following:

Employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided setting forth the provisions of this nondiscrimination clause.

(2) The contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin.

(3) The contractor will not discharge or in any other manner discriminate against any employee or applicant for employment because such employee or applicant has inquired about, discussed, or disclosed the compensation of the employee or applicant or another employee or applicant. This provision shall not apply to instances in which an employee who has access to the compensation information of other employees or applicants as a part of such employee's essential job functions discloses the compensation of such other employees or applicants to individuals who do not otherwise have access to such information, unless such disclosure is in response to a formal complaint or charge, in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or is consistent with the contractor's legal duty to furnish information.

(4) The contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice to be provided advising the said labor union or workers' representatives of the contractor's commitments under this section and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

(5) The contractor will comply with all provisions of Executive Order 11246 of September

24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.

(6) The contractor will furnish all information and reports required by Executive Order 11246 of September 24, 1965, and by rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the administering agency and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

(7) In the event of the contractor's noncompliance with the nondiscrimination clauses of this contract or with any of the said rules, regulations, or orders, this contract may be canceled, terminated, or suspended in whole or in part and the contractor may be declared ineligible for further Government contracts or federally assisted construction contracts in accordance with procedures authorized in Executive Order 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

(8) The contractor will include the portion of the sentence immediately preceding paragraph (1) and the provisions of paragraphs (1) through (8) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to section 204 of Executive Order 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontract or purchase order as the administering agency may direct as a means of enforcing such provisions, including sanctions for noncompliance:

Provided, however, that in the event a contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the administering agency, the contractor may request the United States to enter into such litigation to protect the interests of the United States.

The applicant further agrees that it will be bound by the above equal opportunity clause with respect to its own employment practices when it participates in federally assisted construction work: *Provided*, That if the applicant so participating is a State or local government, the above equal opportunity clause is not applicable to any agency, instrumentality or subdivision of such government which does not participate in work on or under the contract.

The applicant agrees that it will assist and cooperate actively with the administering agency and the Secretary of Labor in obtaining the compliance of contractors and subcontractors with the equal opportunity clause and the rules, regulations, and relevant orders of the Secretary of Labor, that it will furnish the administering agency and the Secretary of Labor such information as they may require for the supervision of such compliance, and that it will otherwise assist the administering agency in the discharge of the agency's primary responsibility for securing compliance.

The applicant further agrees that it will refrain from entering into any contract or contract modification subject to Executive Order 11246 of September 24, 1965, with a contractor debarred from, or who has not demonstrated eligibility for, Government contracts and federally assisted construction contracts pursuant to the Executive Order and will carry out such sanctions and penalties for violation of the equal opportunity clause as may be imposed upon contractors and subcontractors by the administering agency or the Secretary of Labor pursuant to Part II, Subpart D of the Executive Order. In addition, the applicant agrees that if it fails or refuses to comply with these undertakings, the administering agency may take any or all of the following actions: Cancel, terminate, or

suspend in whole or in part this grant (contract, loan, insurance, guarantee); refrain from extending any further assistance to the applicant under the program with respect to which the failure or refund occurred until satisfactory assurance of future compliance has been received from such applicant; and refer the case to the Department of Justice for appropriate legal proceedings.

4. DAVIS-BACON ACT

- a. Standard. All prime construction contracts in excess of \$2,000 awarded by non-Federal entities must include a provision for compliance with the Davis-Bacon Act (40 U.S.C. §§ 3141-3144 and 3146-3148) as supplemented by Department of Labor regulations at 29 C.F.R. Part 5 (Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction). See 2 C.F.R. Part 200, Appendix II(D). In accordance with the statute, contractors must be required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor. In addition, contractors must be required to pay wages not less than once a week.
- b. Applicability. The Davis-Bacon Act applies to the Emergency Management Preparedness Grant Program, Homeland Security Grant Program, Nonprofit Security Grant Program, Tribal Homeland Security Grant Program, Port Security Grant Program, and Transit Security Grant Program, intercity Passenger Rail Program, and Rehabilitation of High Hazard Potential Dams Program.
- c. Requirements. If applicable, the non-federal entity must do the following:
 - i. The non-Federal entity must place a copy of the current prevailing wage determination issued by the Department of Labor in each solicitation. The decision to award a contract or subcontract must be conditioned upon the acceptance of the wage determination. The non-Federal entity must report all suspected or reported violations to the Federal awarding agency.
 - ii. Additionally, pursuant 2 C.F.R. Part 200, Appendix II(D), contracts subject to the Davis-Bacon Act, must also include a provision for compliance with the Copeland "Anti-Kickback" Act (40 U.S.C. § 3145), as supplemented by Department of Labor regulations at 29 C.F.R. Part 3 (Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States). The Copeland Anti-Kickback Act provides that each contractor or subrecipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The non-Federal entity must report all suspected or reported violations to FEMA.
 - iii. Include a provision for compliance with the Davis-Bacon Act (40 U.S.C. 3141-3144, and 3146-3148) as supplemented by Department of Labor regulations (29 CFR Part 5, "Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction").

Suggested Language. The following provides a sample contract clause:

Compliance with the Davis-Bacon Act.

- a. All transactions regarding this contract shall be done in

compliance with the Davis-Bacon Act (40 U.S.C. 3141- 3144, and 3146-3148) and the requirements of 29 C.F.R. pt. 5 as may be applicable. The contractor shall comply with 40 U.S.C. 3141-3144, and 3146-3148 and the requirements of 29 C.F.R. pt. 5 as applicable.

- b. Contractors are required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor.
- c. Additionally, contractors are required to pay wages not less than once a week.

5. COPELAND ANTI-KICKBACK ACT

- a. Standard. Recipient and subrecipient contracts must include a provision for compliance with the Copeland “Anti-Kickback” Act (40 U.S.C. 3145), as supplemented by Department of Labor regulations (29 CFR Part 3, “Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States”).
- b. Applicability. This requirement applies to all contracts for construction or repair work above \$2,000 in situations where the Davis-Bacon Act also applies. It DOES NOT apply to the FEMA Public Assistance Program.
- c. Requirements. If applicable, the non-federal entity must include a provision for compliance with the Copeland “Anti-Kickback” Act (40 U.S.C. § 3145), as supplemented by Department of Labor regulations at 29 C.F.R. Part 3 (Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States). Each contractor or subrecipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The non-Federal entity must report all suspected or reported violations to FEMA. Additionally, in accordance with the regulation, each contractor and subcontractor must furnish each week a statement with respect to the wages paid each of its employees engaged in work covered by the Copeland Anti-Kickback Act and the Davis Bacon Act during the preceding weekly payroll period. The report shall be delivered by the contractor or subcontractor, within seven days after the regular payment date of the payroll period, to a representative of a Federal or State agency in charge at the site of the building or work.

Sample Language. The following provides a sample contract clause:

Compliance with the Copeland “Anti-Kickback” Act.

- a. Contractor. The contractor shall comply with 18 U.S.C. §874, 40 U.S.C. § 3145, and the requirements of 29 C.F.R. pt. 3 as may be applicable, which are incorporated by reference into this contract.
- b. Subcontracts. The contractor or subcontractor shall insert in any subcontracts the clause above and such other clauses as FEMA may by appropriate instructions require, and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for the compliance by any subcontractor or lower tier subcontractor with all of these contract

clauses.

- c. Breach. A breach of the contract clauses above may be grounds for termination of the contract, and for debarment as a contractor and subcontractor as provided in 29 C.F.R. §5.12.”

6. CONTRACT WORK HOURS AND SAFETY STANDARDS ACT

- a. Standard. Where applicable (see 40 U.S.C. §§ 3701-3708), all contracts awarded by the non-Federal entity in excess of \$100,000 that involve the employment of mechanics or laborers must include a provision for compliance with 40 U.S.C. §§ 3702 and 3704, as supplemented by Department of Labor regulations at 29 C.F.R. Part 5. See 2 C.F.R. Part 200, Appendix II(E). Under 40 U.S.C. § 3702, each contractor must be required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of 40 hours in the work week. Further, no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous, or dangerous.
- b. Applicability. This requirement applies to all FEMA contracts awarded by the non-federal entity in excess of \$100,000 under grant and cooperative agreement programs that involve the employment of mechanics or laborers. It is applicable to construction work. These requirements do not apply to the purchase of supplies or materials or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence.
- c. Suggested Language. The regulation at 29 C.F.R. § 5.5(b) provides contract clause language concerning compliance with the Contract Work Hours and Safety Standards Act. FEMA suggests including the following contract clause:

Compliance with the Contract Work Hours and Safety Standards Act.

(1) *Overtime requirements*. No contractor or subcontractor contracting for any part of the contract work which may require or involve the employment of laborers or mechanics shall require or permit any such laborer or mechanic in any workweek in which he or she is employed on such work to work in excess of forty hours in such workweek unless such laborer or mechanic receives compensation at a rate not less than one and one-half times the basic rate of pay for all hours worked in excess of forty hours in such workweek.

(2) *Violation; liability for unpaid wages; liquidated damages*. In the event of any violation of the clause set forth in paragraph (b)(1) of this section the contractor and any subcontractor responsible therefor shall be liable for the unpaid wages. In addition, such contractor and subcontractor shall be liable to the United States (in the case of work done under contract for the District of Columbia or a territory, to such District or to such territory), for liquidated damages. Such liquidated damages shall be computed with respect to each individual laborer or mechanic, including watchmen and guards, employed in violation of the clause set forth in paragraph (b)(1) of this section, in the sum of \$27 for each calendar day on which such individual was required or permitted to work in excess of the standard workweek of forty hours without payment of the overtime wages required by the clause set forth in paragraph (b)(1) of this section.

(3) *Withholding for unpaid wages and liquidated damages.* The Federal agency or loan/grant recipient shall upon its own action or upon written request of an authorized representative of the Department of Labor withhold or cause to be withheld, from any moneys payable on account of work performed by the contractor or subcontractor under any such contract or any other Federal contract with the same prime contractor, or any other federally-assisted contract subject to the Contract Work Hours and Safety Standards Act, which is held by the same prime contractor, such sums as may be determined to be necessary to satisfy any liabilities of such contractor or subcontractor for unpaid wages and liquidated damages as provided in the clause set forth in paragraph (b)(2) of this section.

(4) *Subcontracts.* The contractor or subcontractor shall insert in any subcontracts the clauses set forth in paragraph (b)(1) through (4) of this section and also a clause requiring the subcontractors to include these clauses in any lower tier subcontracts. The prime contractor shall be responsible for compliance by any subcontractor or lower tier subcontractor with the clauses set forth in paragraphs (b)(1) through (4) of this section.

7. RIGHTS TO INVENTIONS MADE UNDER A CONTRACT OR AGREEMENT

- a. Standard. If the FEMA award meets the definition of “funding agreement” under 37 C.F.R. § 401.2(a) and the non-Federal entity wishes to enter into a contract with a small business firm or nonprofit organization regarding the substitution of parties, assignment or performance of experimental, developmental, or research work under that “funding agreement,” the non-Federal entity must comply with the requirements of 37 C.F.R. Part 401 (Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements), and any implementing regulations issued by FEMA. See 2 C.F.R. Part 200, Appendix II(F).
- b. Applicability. This requirement applies to “*funding agreements*,” but it DOES NOT apply to the Public Assistance, Hazard Mitigation Grant Program, Fire Management Assistance Grant Program, Crisis Counseling Assistance and Training Grant Program, Disaster Case Management Grant Program, and Federal Assistance to Individuals and Households – Other Needs Assistance Grant Program, as FEMA awards under these programs do not meet the definition of “funding agreement.”
- c. Funding Agreements Definition. The regulation at 37 C.F.R. § 401.2(a) defines “funding agreement” as any contract, grant, or cooperative agreement entered into between any Federal agency, other than the Tennessee Valley Authority, and any contractor for the performance of experimental, developmental, or research work funded in whole or in part by the Federal government. This term also includes any assignment, substitution of parties, or subcontract of any type entered into for the performance of experimental, developmental, or research work under a funding agreement as defined in the first sentence of this paragraph.

8. CLEAN AIR ACT AND THE FEDERAL WATER POLLUTION CONTROL ACT

- a. Standard. If applicable, contracts must contain a provision that requires the contractor to agree to comply with all applicable standards, orders, or regulations issued pursuant to the Clean Air Act (42 U.S.C. §§ 7401-7671q.) and the Federal Water Pollution Control Act as amended (33 U.S.C. §§ 1251-1387). Violations must be reported to FEMA and the Regional Office of the Environmental Protection Agency. See 2 C.F.R. Part 200,

Appendix II(G).

- b. Applicability. This requirement applies to contracts awarded by a non-federal entity of amounts in excess of \$150,000 under a federal grant.
- c. Suggested Language. The following provides a sample contract clause.

Clean Air Act

1. The contractor agrees to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act, as amended, 42 U.S.C. § 7401 et seq.
2. The contractor agrees to report each violation to the Participating Public Agency and understands and agrees that the Participating Public Agency will, in turn, report each violation as required to assure notification to the Federal Emergency Management Agency, and the appropriate Environmental Protection Agency Regional Office.
3. The contractor agrees to include these requirements in each subcontract exceeding \$150,000 financed in whole or in part with Federal assistance provided by FEMA.

Federal Water Pollution Control Act

1. The contractor agrees to comply with all applicable standards, orders, or regulations issued pursuant to the Federal Water Pollution Control Act, as amended, 33 U.S.C. 1251 et seq.
2. The contractor agrees to report each violation to the Participating Public Agency and understands and agrees that the Participating Public Agency will, in turn, report each violation as required to assure notification to the Federal Emergency Management Agency, and the appropriate Environmental Protection Agency Regional Office.
3. The contractor agrees to include these requirements in each subcontract exceeding \$150,000 financed in whole or in part with Federal assistance provided by FEMA.

9. DEBARMENT AND SUSPENSION

- a. Standard. Non-Federal entities and contractors are subject to the debarment and suspension regulations implementing Executive Order 12549, *Debarment and Suspension* (1986) and Executive Order 12689, *Debarment and Suspension* (1989) at 2 C.F.R. Part 180 and the Department of Homeland Security's regulations at 2 C.F.R. Part 3000 (Non-procurement Debarment and Suspension).
- b. Applicability. This requirement applies to all FEMA grant and cooperative agreement programs.

c. Requirements.

- i. These regulations restrict awards, subawards, and contracts with certain parties that are debarred, suspended, or otherwise excluded from or ineligible for participation in Federal assistance programs and activities. See 2 C.F.R. Part 200, Appendix II(H); and 2 C.F.R. § 200.213. A contract award must not be made to parties listed in the SAM Exclusions. SAM Exclusions is the list maintained by the General Services Administration that contains the names of parties debarred, suspended, or otherwise excluded by agencies, as well as parties declared ineligible under statutory or regulatory authority other than Executive Order 12549. SAM exclusions can be accessed at www.sam.gov. See 2 C.F.R. § 180.530.
- ii. In general, an “excluded” party cannot receive a Federal grant award or a contract within the meaning of a “covered transaction,” to include subawards and subcontracts. This includes parties that receive Federal funding indirectly, such as contractors to recipients and subrecipients. The key to the exclusion is whether there is a “covered transaction,” which is any non-procurement transaction (unless excepted) at either a “primary” or “secondary” tier. Although “covered transactions” do not include contracts awarded by the Federal Government for purposes of the non-procurement common rule and DHS’s implementing regulations, it does include some contracts awarded by recipients and subrecipients.
- iii. Specifically, a covered transaction includes the following contracts for goods or services:
 1. The contract is awarded by a recipient or subrecipient in the amount of at least \$25,000.
 2. The contract requires the approval of FEMA, regardless of amount.
 3. The contract is for federally-required auditservices.
 4. A subcontract is also a covered transaction if it is awarded by the contractor of a recipient or subrecipient and requires either the approval of FEMA or is in excess of \$25,000.
- d. Suggested Language. The following provides a debarment and suspension clause. It incorporates an optional method of verifying that contractors are not excluded or disqualified.

Suspension and Debarment

- (1) This contract is a covered transaction for purposes of 2 C.F.R. pt. 180 and 2 C.F.R. pt. 3000. As such, the contractor is required to verify that none of the contractor’s principals (defined at 2 C.F.R. § 180.995) or its affiliates (defined at 2 C.F.R. § 180.905) are excluded (defined at 2 C.F.R. § 180.940) or disqualified (defined at 2 C.F.R. § 180.935).
- (2) The contractor must comply with 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C, and must include a requirement to comply with these regulations in any lower tier covered transaction it enters into.

- (3) This certification is a material representation of fact relied upon by the Participating Public Agency. If it is later determined that the contractor did not comply with 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C, in addition to remedies available to the Participating Public Agency, the Federal Government may pursue available remedies, including but not limited to suspension and/or debarment.
- (4) The bidder or proposer agrees to comply with the requirements of 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C while this offer is valid and throughout the period of any contract that may arise from this offer. The bidder or proposer further agrees to include a provision requiring such compliance in its lower tier covered transactions.

10. BYRD ANTI-LOBBYING AMENDMENT

- a. Standard. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, officer or employee of Congress, or an employee of a Member of Congress in connection with obtaining any Federal contract, grant or any other award covered by 31 U.S.C. § 1352. FEMA's regulation at 44 C.F.R. Part 18 implements the requirements of 31 U.S.C. § 1352 and provides, in Appendix A to Part 18, a copy of the certification that is required to be completed by each entity as described in 31 U.S.C. § 1352. Each tier must also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the Federal awarding agency.
- b. Applicability. This requirement applies to all FEMA grant and cooperative agreement programs. Contractors that apply or bid for a contract of \$100,000 or more under a federal grant must file the required certification. See 2 C.F.R. Part 200, Appendix II(I); 31 U.S.C. § 1352; and 44 C.F.R. Part 18.
- c. Suggested Language.

Byrd Anti-Lobbying Amendment, 31 U.S.C. § 1352 (as amended)

Contractors who apply or bid for an award of \$100,000 or more shall file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, officer or employee of Congress, or an employee of a Member of Congress in connection with obtaining any Federal contract, grant, or any other award covered by 31 U.S.C. § 1352. Each tier shall also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the recipient who in turn will forward the certification(s) to the awarding agency.

- d. Required Certification. If applicable, contractors must sign and submit to the non-federal entity the following certification.

APPENDIX A, 44 C.F.R. PART 18 – CERTIFICATION REGARDING LOBBYING

Certification for Contracts, Grants, Loans, and Cooperative Agreements

The undersigned certifies, to the best of his or her knowledge and belief, that:

1. No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an 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, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.
2. If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting 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 this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.
3. The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

The Contractor, GovConnection, Inc. dba Connection - Public Sector Solutions, certifies or affirms the truthfulness and accuracy of each statement of its certification and disclosure, if any. In addition, the Contractor understands and agrees that the provisions of 31 U.S.C. Chap. 38, Administrative Remedies for False Claims and Statements, apply to this certification and disclosure, if any.

Robert Marconi

Signature of Contractor's Authorized Official

Robert Marconi, Vice President, SLED Sales

Name and Title of Contractor's Authorized Official

8/5/2025

Date

11. PROCUREMENT OF RECOVERED MATERIALS

- a. Standard. A non-Federal entity that is a state agency or agency of a political subdivision of a state and its contractors must comply with Section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act. See 2 C.F.R. Part 200, Appendix II(J); and 2 C.F.R. §200.322.
- b. Applicability. This requirement applies to all contracts awarded by a non- federal entity under FEMA grant and cooperative agreement programs.
- c. Requirements. The requirements of Section 6002 include procuring only items designated in guidelines of the EPA at 40 C.F.R. Part 247 that contain the highest percentage of recovered materials practicable, consistent with maintaining a satisfactory level of competition, where the purchase price of the item exceeds \$10,000 or the value of the quantity acquired by the preceding fiscal year exceeded \$10,000; procuring solid waste management services in a manner that maximizes energy and resource recovery; and establishing an affirmative procurement program for procurement of recovered materials identified in the EPA guidelines.
- d. Suggested Language.
 - i. In the performance of this contract, the Contractor shall make maximum use of products containing recovered materials that are EPA-designated items unless the product cannot be acquired—
 1. Competitively within a timeframe providing for compliance with the contract performance schedule;
 2. Meeting contract performance requirements; or
 3. At a reasonable price.
 - ii. Information about this requirement, along with the list of EPA- designated items, is available at EPA’s Comprehensive Procurement Guidelines web site, <https://www.epa.gov/smm/comprehensive-procurement-guideline-cpg-program>.
 - iii. The Contractor also agrees to comply with all other applicable requirements of Section 6002 of the Solid Waste Disposal Act.”

12. DOMESTIC PREFERENCES FOR PROCUREMENTS

As appropriate, and to the extent consistent with law, CONTRACTOR should, to the greatest extent practicable under a federal award, provide a preference for the purchase, acquisition, or use of goods, products or materials produced in the United States. This includes, but is not limited to, iron, aluminum, steel, cement, and other manufactured products.

Applicability For purchases in support of FEMA declarations and awards issued on or after November 12, 2020, all FEMA recipients and subrecipients are required to include in all contracts and purchase orders for work or products a contract provision encouraging domestic preference for procurements.

Domestic Preference for Procurements As appropriate, and to the extent consistent with law, the contractor should, to the greatest extent practicable, provide a preference for the purchase, acquisition, or use of goods, products, or materials produced in the United States. This includes, but is not limited to iron, aluminum, steel, cement, and other manufactured products. For purposes of this clause: Produced in the United States means, for iron and steel products, that all manufacturing processes, from the initial melting stage through the application of coatings, occurred in the United States. Manufactured products mean items and construction materials composed in whole or in part of non-ferrous metals such as aluminum; plastics and polymer-based products such as polyvinyl chloride pipe; aggregates such as concrete; glass, including optical fiber; and lumber.”

13. ACCESS TO RECORDS

- a. Standard. All recipients, subrecipients, successors, transferees, and assignees must acknowledge and agree to comply with applicable provisions governing DHS access to records, accounts, documents, information, facilities, and staff. Recipients must give DHS/FEMA access to, and the right to examine and copy, records, accounts, and other documents and sources of information related to the federal financial assistance award and permit access to facilities, personnel, and other individuals and information as may be necessary, as required by DHS regulations *and* other applicable laws or program guidance. See DHS Standard Terms and Conditions: Version 8.1 (2018). Additionally, Section 1225 of the Disaster Recovery Reform Act of 2018 prohibits FEMA from providing reimbursement to any state, local, tribal, or territorial government, or private non-profit for activities made pursuant to a contract that purports to prohibit audits or internal reviews by the FEMA administrator or Comptroller General.

Access to Records. The following access to records requirements apply to this contract:

- i. The Contractor agrees to provide Participating Public Agency, the FEMA Administrator, the Comptroller General of the United States, or any of their authorized representatives access to any books, documents, papers, and records of the Contractor which are directly pertinent to this contract for the purposes of making audits, examinations, excerpts, and transcriptions.
- ii. The Contractor agrees to permit any of the foregoing parties to reproduce by any means whatsoever or to copy excerpts and transcriptions as reasonably needed.
- iii. The Contractor agrees to provide the FEMA Administrator or his authorized representatives access to construction or other work sites pertaining to the work being completed under the contract.
- iv. In compliance with the Disaster Recovery Act of 2018, the Participating Public Agency and the Contractor acknowledge and agree that no language in this contract is intended to prohibit audits or internal reviews by the FEMA Administrator or the Comptroller General of the United States.

14. CHANGES

- a. Standard. To be eligible for FEMA assistance under the non-Federal entity's FEMA grant or cooperative agreement, the cost of the change, modification, change order, or constructive change must be allowable, allocable, within the scope of its grant or cooperative agreement, and reasonable for the completion of project scope.
- b. Applicability. FEMA recommends, therefore, that a non-Federal entity include a changes clause in its contract that describes how, if at all, changes can be made by either party to alter the method, price, or schedule of the work without breaching the contract. The language of the clause may differ depending on the nature of the contract and the end-item procured.

15. DHS SEAL, LOGO, AND FLAGS

- a. Standard. Recipients must obtain permission prior to using the DHS seal(s), logos, crests, or reproductions of flags or likenesses of DHS agency officials. See DHS Standard Terms and Conditions: Version 8.1 (2018).
- b. Applicability. FEMA recommends that all non-Federal entities place in their contracts a provision that a contractor shall not use the DHS seal(s), logos, crests, or reproductions of flags or likenesses of DHS agency officials without specific FEMA pre-approval.
- c. "The contractor shall not use the DHS seal(s), logos, crests, or reproductions of flags or likenesses of DHS agency officials without specific FEMA pre-approval. The contractor shall include this provision in any subcontracts".

16. COMPLIANCE WITH FEDERAL LAW, REGULATIONS, AND EXECUTIVE ORDERS

- a. Standard. The recipient and its contractors are required to comply with all Federal laws, regulations, and executive orders.
- b. Applicability. FEMA recommends that all non-Federal entities place into their contracts an acknowledgement that FEMA financial assistance will be used to fund the contract along with the requirement that the contractor will comply with all applicable Federal law, regulations, executive orders, and FEMA policies, procedures, and directives.
- c. "This is an acknowledgement that FEMA financial assistance will be used to fund all or a portion of the contract. The contractor will comply with all applicable Federal law, regulations, executive orders, FEMA policies, procedures, and directives."

17. NO OBLIGATION BY FEDERAL GOVERNMENT

- a. Standard. FEMA is not a party to any transaction between the recipient and its contractor. FEMA is not subject to any obligations or liable to any party for any matter relating to the contract.
- b. Applicability. FEMA recommends that the non-Federal entity include a provision in its contract that states that the Federal Government is not a party to the contract and is not subject to any obligations or liabilities to the non-Federal entity, contractor, or any other party pertaining to any matter resulting from the contract.
- c. "The Federal Government is not a party to this contract and is not subject to any obligations or liabilities to the non-Federal entity, contractor, or any other party pertaining to any matter resulting from the contract."

18. PROGRAM FRAUD AND FALSE OR FRAUDULENT STATEMENTS OR RELATED ACTS

- a. Standard. Recipients must comply with the requirements of The False Claims Act (31 U.S.C. §§ 3729-3733) which prohibits the submission of false or fraudulent claims for payment to the federal government. See DHS Standard Terms and Conditions: Version 8.1 (2018); and 31 U.S.C. §§ 3801-3812, which details the administrative remedies for false claims and statements made. The non-Federal entity must include a provision in its contract that the contractor acknowledges that 31 U.S.C. Chap. 38 (Administrative Remedies for False Claims and Statements) applies to its actions pertaining to the contract.
- b. Applicability. FEMA recommends that the non-Federal entity include a provision in its contract that the contractor acknowledges that 31 U.S.C. Chap. 38 (Administrative Remedies for False Claims and Statements) applies to its actions pertaining to the contract.
- c. "The Contractor acknowledges that 31 U.S.C. Chap. 38 (Administrative Remedies for False Claims and Statements) applies to the Contractor's actions pertaining to this contract."
- d. In the event FTA or DOT funding is used by a Participating Public Agency, Contractor further acknowledges U.S. DOT regulations, "Program Fraud Civil Remedies," 49 CFR Part 31, and apply to its actions pertaining to this Contract. Upon execution of the underlying Contract, Contractor certifies or affirms the truthfulness and accuracy of any statement it has made, it makes, it may make, or causes to be made, pertaining to the underlying Contract or the FTA assisted project for which this Contract Work is being performed.

In addition to other penalties that may be applicable, Contractor further acknowledges that if it makes, or causes to be made, a false, fictitious, or fraudulent claim, statement, submission, or certification, the Federal Government reserves the right to impose the penalties of the Program Fraud Civil Remedies Act of 1986 on Contractor to the extent the Federal Government deems appropriate.

Contractor also acknowledges that if it makes, or causes to be made, a false, fictitious, or fraudulent claim, statement, submission, or certification to the Federal Government under a contract connected with a project that is financed in whole or in part with Federal assistance originally awarded by FTA under the authority of 49 U.S.C. § 5307, the Government reserves the right to impose the penalties of 18 U.S.C. § 1001 and 49 U.S.C. § 5307 (n)(1) on the Contractor, to the extent the Federal Government deems appropriate.

Contractor agrees to include the above clauses in each subcontract financed in whole or in part with Federal assistance provided by FTA. It is further agreed that the clauses shall not be modified, except to identify the subcontractor who will be subject to the provisions.

Offeror agrees to comply with all terms and conditions outlined in the FEMA Special Conditions section of this solicitation.

Offeror's Name: GovConnection, Inc. dba Connection - Public Sector Solutions

Address, City, State, and Zip Code: 732 Milford Road, Merrimack, NH. 03054

Phone Number: 800-800-0019 x 33331 Fax Number: 603-683-1104

Printed Name and Title of Authorized Representative:
Robert Marconi, Vice President, SLED Sales

Email Address: bob.marconi@connection.com

Signature of Authorized Representative: *Robert Marconi*

Date: 8/5/2025

Exhibit G
New Jersey Business Compliance

NEW JERSEY BUSINESS COMPLIANCE

Suppliers intending to do business in the State of New Jersey must comply with policies and procedures required under New Jersey statutes. All offerors submitting proposals must complete the following forms specific to the State of New Jersey. Completed forms should be submitted with the offeror's response to the RFP. Failure to complete the New Jersey packet will impact OMNIA Partners' ability to promote the Master Agreement in the State of New Jersey.

DOC #1	Ownership Disclosure Form
DOC #2	Non-Collusion Affidavit
DOC #3	Affirmative Action Affidavit
DOC #4	Political Contribution Disclosure Form
DOC #5	Stockholder Disclosure Certification
DOC #6	Disclosure of Investment Activities in Iran
DOC #7	Certification of Non-Involvement in Prohibited Activities in Russia or Belarus
DOC #8	New Jersey Business Registration Certificate
DOC #9	EEOAA Evidence
DOC #10	MacBride Principals Form

New Jersey suppliers are required to comply with the following New Jersey statutes when applicable:

- all anti-discrimination laws, including those contained in N.J.S.A. 10:2-1 through N.J.S.A. 10:2-14, N.J.S.A. 10:5-1, and N.J.S.A. 10:5-31 through 10:5-38;
- Prevailing Wage Act, N.J.S.A. 34:11-56.26, for all contracts within the contemplation of the Act;
- Public Works Contractor Registration Act, N.J.S.A. 34:11-56.26; and
- Bid and Performance Security, as required by the applicable municipal or state statutes.

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- Prevailing Wage Act, N.J.S.A. 34:11-56.26, for all contracts within the contemplation of the Act;
- Public Works Contractor Registration Act, N.J.S.A. 34:11-56.26; and
- Bid and Performance Security, as required by the applicable municipal or state statutes.

STATEMENT OF OWNERSHIP DISCLOSURE

N.J.S.A. 52:25-24.2 (P.L. 1977, c.33, as amended by P.L. 2016, c.43)

This statement shall be completed, certified to, and included with all bid and proposal submissions. Failure to submit the required information is cause for automatic rejection of the bid or proposal.

Name of Organization: GovConnection, Inc. dba Connection - Public Sector Solutions

Organization Address: 732 Milford Road, Merrimack, NH. 03054

Part I Check the box that represents the type of business organization:

- Sole Proprietorship (skip Parts II and III, execute certification in Part IV)
- Non-Profit Corporation (skip Parts II and III, execute certification in Part IV)
- For-Profit Corporation (any type) Limited Liability Company (LLC)
- Partnership Limited Partnership Limited Liability Partnership (LLP)
- Other (be specific): _____

Part II

- The list below contains the names and addresses of all stockholders in the corporation who own 10 percent or more of its stock, of any class, or of all individual partners in the partnership who own a 10 percent or greater interest therein, or of all members in the limited liability company who own a 10 percent or greater interest therein, as the case may be. **(COMPLETE THE LIST BELOW IN THIS SECTION)**

OR

- No one stockholder in the corporation owns 10 percent or more of its stock, of any class, or no individual partner in the partnership owns a 10 percent or greater interest therein, or no member in the limited liability company owns a 10 percent or greater interest therein, as the case may be. **(SKIP TO PART IV)**

(Please attach additional sheets if more space is needed):

Name of Individual or Business Entity	Home Address (for Individuals) or Business Address
PC Connection, Inc. dba Connection Business Solutions	730 Milford Rd. Merrimack, NH 03054

Part III DISCLOSURE OF 10% OR GREATER OWNERSHIP IN THE STOCKHOLDERS, PARTNERS OR LLC MEMBERS LISTED IN PART II

If a bidder has a direct or indirect parent entity which is publicly traded, and any person holds a 10 percent or greater beneficial interest in the publicly traded parent entity as of the last annual federal Security and Exchange Commission (SEC) or foreign equivalent filing, ownership disclosure can be met by providing links to the website(s) containing the last annual filing(s) with the federal Securities and Exchange Commission (or foreign equivalent) that contain the name and address of each person holding a 10% or greater beneficial interest in the publicly traded parent entity, along with the relevant page numbers of the filing(s) that contain the information on each such person. **Attach additional sheets if more space is needed.**

Website (URL) containing the last annual SEC (or foreign equivalent) filing	Page #'s
www.connection.com/ps	

Please list the names and addresses of each stockholder, partner or member owning a 10 percent or greater interest in any corresponding corporation, partnership and/or limited liability company (LLC) listed in Part II **other than for any publicly traded parent entities referenced above.** The disclosure shall be continued until names and addresses of every noncorporate stockholder, and individual partner, and member exceeding the 10 percent ownership criteria established pursuant to N.J.S.A. 52:25-24.2 has been listed. **Attach additional sheets if more space is needed.**

Stockholder/Partner/Member and Corresponding Entity Listed in Part II	Home Address (for Individuals) or Business Address
PC Connection, Inc. dba Connection Business Solutions	730 Milford Rd. Merrimack, NH 03054

Part IV Certification

I, being duly sworn upon my oath, hereby represent that the foregoing information and any attachments thereto to the best of my knowledge are true and complete. I acknowledge: that I am authorized to execute this certification on behalf of the bidder/proposer; that the **<name of contracting unit>** is relying on the information contained herein and that I am under a continuing obligation from the date of this certification through the completion of any contracts with **<type of contracting unit>** to notify the **<type of contracting unit>** in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification, and if I do so, I am subject to criminal prosecution under the law and that it will constitute a material breach of my agreement(s) with the, permitting the **<type of contracting unit>** to declare any contract(s) resulting from this certification void and unenforceable.

Full Name (Print):	Robert Marconi	Title:	VP of SLED Sales
Signature:	<i>Robert Marconi</i>	Date:	8/5/2025

NON-COLLUSION AFFIDAVIT

STANDARD BID DOCUMENT REFERENCE	
	Reference: VII-H
Name of Form:	NON-COLLUSION AFFIDAVIT
Statutory Reference:	No specific statutory reference State Statutory Reference N.J.S.A. 52:34-15
Instructions Reference:	Statutory and Other Requirements VII-H
Description:	The Owner's use of this form is optional. It is used to ensure that the bidder has not participated in any collusion with any other bidder or Owner representative or otherwise taken any action in restraint of free and competitive bidding.

NON-COLLUSION AFFIDAVIT

State of New Hampshire
County of Hillsborough

ss:

I, Robert Marconi residing in GovConnection, Inc. dba Connection - Public Sector Solutions
(name of affiant) (name of municipality)
in the County of Hillsborough and State of New Hampshire of full age,
being duly sworn according to law on my oath depose and say that:

I am VP of SLED Sales of the firm of GovConnection, Inc. dba Connection - Public Sector Solutions
(title or position) (name of firm)

GovConnection, Inc. dba Connection - Public Sector Solutions the bidder making this Proposal for the bid
entitled Technology Solutions, Products and Services, and that I executed the said proposal with
(title of bid proposal)

full authority to do so that said bidder has not, directly or indirectly entered into any agreement, participated in any collusion, or otherwise taken any action in restraint of free, competitive bidding in connection with the above named project; and that all statements contained in said proposal and in this affidavit are true and correct, and made with full knowledge that the Region 4 Education Service Unit relies upon
(name of contracting unit)

and in the statements contained in this affidavit in awarding the contract for the said project.

I further warrant that no person or selling agency has been employed or retained to solicit or secure such contract upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, except bona fide employees or bona fide established commercial or selling agencies maintained by GovConnection, Inc. dba Connection - Public Sector Solutions.

Subscribed and sworn to

before me this day

Robert Marconi

Signature

August 5th, 2025

Robert Marconi

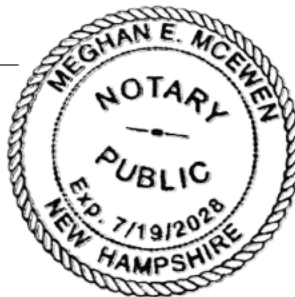
(Type or print name of affiant under signature)

Meghan E. McEwen

Notary public of
Meghan E. McEwen

My Commission expires July 19, 2028

(Seal)



**AFFIRMATIVE ACTION AFFIDAVIT
(P.L. 1975, C.127)**

Company Name: GovConnection, Inc. dba Connection - Public Sector Solutions
Street: 732 Milford Rd.
City, State, Zip Code: Merrimack, NH 03054

Proposal Certification:

Indicate below company's compliance with New Jersey Affirmative Action regulations. Company's proposal will be accepted even if company is not in compliance at this time. No contract and/or purchase order may be issued, however, until all Affirmative Action requirements are met.

Required Affirmative Action Evidence:

Procurement, Professional & Service Contracts (Exhibit A)

Vendors must submit with proposal:

1. A photocopy of a valid letter that the contractor is operating under an existing Federally approved or sanctioned affirmative action program (good for one year from the date of the letter);

OR

2. A photocopy of a Certificate of Employee Information Report approval, issued in accordance with N.J.A.C. 17:27-4; **Included on the following page**

OR

3. A photocopy of an Employee Information Report (Form AA302) provided by the Division of Contract Compliance and Equal Employment Opportunity in Public Contracts and distributed to the public agency to be completed by the contractor in accordance with N.J.A.C. 17:27-4.

Public Work – Over \$50,000 Total Project Cost:

A. No approved Federal or New Jersey Affirmative Action Plan. We will complete Report Form AA201. A project contract ID number will be assigned to your firm upon receipt of the completed Initial Project Workforce Report (AA201) for this contract.

B. Approved Federal or New Jersey Plan – certificate enclosed

I further certify that the statements and information contained herein, are complete and correct to the best of my knowledge and belief.

8/5/2025

Date

Robert Marconi

**Authorized Signature and Title
Robert Marconi, VP SLED Sales**

CERTIFICATE OF EMPLOYEE INFORMATION REPORT RENEWAL

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of **15-Dec-2023** to **15-Dec-2026**



A handwritten signature in black ink, appearing to read "Elizabeth M. Muoio".

ELIZABETH MAHER MUOIO

State Treasurer

GOVCONNECTION INC DBA CONNECTIO

732 MILFORD ROAD

MERRIMACK

NH 03054



P.L. 1995, c. 127 (N.J.A.C. 17:27)
MANDATORY AFFIRMATIVE ACTION LANGUAGE

PROCUREMENT, PROFESSIONAL AND SERVICE
CONTRACTS

During the performance of this contract, the contractor agrees as follows:

The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation. The contractor will take affirmative action to ensure that such applicants are recruited and employed, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this non-discrimination clause.

The contractor or subcontractor, where applicable will, in all solicitations or advertisement for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation.

The contractor or subcontractor, where applicable, will send to each labor union or representative of workers with which it has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer advising the labor union or workers' representative of the contractor's commitments under this act and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to P.L. 1975, c. 127, as amended and supplemented from time to time and the Americans with Disabilities Act.

The contractor or subcontractor agrees to attempt in good faith to employ minority and female workers trade consistent with the applicable county employment goal prescribed by N.J.A.C. 17:27-5.2 promulgated by the Treasurer pursuant to P.L. 1975, C.127, as amended and supplemented from time to time or in accordance with a binding determination of the applicable county employment goals determined by the Affirmative Action Office pursuant to N.J.A.C. 17:27-5.2 promulgated by the Treasurer pursuant to P.L. 1975, C.127, as amended and supplemented from time to time.

The contractor or subcontractor agrees to inform in writing appropriate recruitment agencies in the area, including employment agencies, placement bureaus, colleges, universities, labor unions, that it does not discriminate on the basis of age, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

The contractor or subcontractor agrees to revise any of its testing procedures, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decisions of the state of New Jersey and as established by applicable Federal law and applicable Federal court decisions.

The contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and lay-off to ensure that all such actions are taken without regard to age, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation, and conform with the applicable employment goals, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

The contractor and its subcontractors shall furnish such reports or other documents to the Affirmative Action Office as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Affirmative Action Office for conducting a compliance investigation pursuant to Subchapter 10 of the Administrative Code (NJAC 17:27).

Robert Marconi

Signature of Procurement Agent

Robert Marconi, VP SLED Sales

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Public Agency Instructions

This page provides guidance to public agencies entering into contracts with business entities that are required to file Political Contribution Disclosure forms with the agency. **It is not intended to be provided to contractors.** What follows are instructions on the use of form local units can provide to contractors that are required to disclose political contributions pursuant to N.J.S.A. 19:44A-20.26 (P.L. 2005, c. 271, s.2). Additional information on the process is available in Local Finance Notice 2006-1 (http://www.nj.gov/dca/divisions/dlgs/resources/lfns_2006.html). Please refer back to these instructions for the appropriate links, as the Local Finance Notices include links that are no longer operational.

1. The disclosure is required for all contracts in excess of \$17,500 that are **not awarded** pursuant to a “fair and open” process (N.J.S.A. 19:44A-20.7).
2. Due to the potential length of some contractor submissions, the public agency should consider allowing data to be submitted in electronic form (i.e., spreadsheet, pdf file, etc.). Submissions must be kept with the contract documents or in an appropriate computer file and be available for public access. **The form is worded to accept this alternate submission.** The text should be amended if electronic submission will not be allowed.
3. The submission must be **received from the contractor and** on file at least 10 days prior to award of the contract. Resolutions of award should reflect that the disclosure has been received and is on file.
4. The contractor must disclose contributions made to candidate and party committees covering a wide range of public agencies, including all public agencies that have elected officials in the county of the public agency, state legislative positions, and various state entities. The Division of Local Government Services recommends that contractors be provided a list of the affected agencies. This will assist contractors in determining the campaign and political committees of the officials and candidates affected by the disclosure.
 - a. The Division has prepared model disclosure forms for each county. They can be downloaded from the “County PCD Forms” link on the Pay-to-Play web site at <http://www.nj.gov/dca/divisions/dlgs/programs/lpcl.html#12>. They will be updated from time-to-time as necessary.
 - b. A public agency using these forms **should edit them to properly reflect the correct legislative district(s)**. As the forms are county-based, **they list all legislative districts** in each county. **Districts that do not represent the public agency should be removed from the lists.**
 - c. Some contractors may find it easier to provide a single list that covers all contributions, regardless of the county. These submissions are appropriate and should be accepted.
 - d. The form may be used “as-is”, subject to edits as described herein.
 - e. The “Contractor Instructions” sheet is intended to be provided with the form. It is recommended that the Instructions and the form be printed on the same piece of paper. The form notes that the Instructions are printed on the back of the form; where that is not the case, the text should be edited accordingly.
 - f. The form is a Word document and can be edited to meet local needs, and posted for download on web sites, used as an e-mail attachment, or provided as a printed document.
5. It is recommended that the contractor also complete a “Stockholder Disclosure Certification.” This will assist the local unit in its obligation to ensure that contractor did not make any prohibited contributions to the committees listed on the Business Entity Disclosure Certification in the 12 months prior to the contract (See Local Finance Notice 2006-7 for additional information on this obligation at http://www.nj.gov/dca/divisions/dlgs/resources/lfns_2006.html). A sample Certification form is part of this package and the instruction to complete it is included in the Contractor Instructions. NOTE: This section is not applicable to Boards of Education.

C. 271 POLITICAL CONTRIBUTION DISCLOSURE FORM

Contractor Instructions

Business entities (contractors) receiving contracts from a public agency that are NOT awarded pursuant to a “fair and open” process (defined at N.J.S.A. 19:44A-20.7) are subject to the provisions of P.L. 2005, c. 271, s.2 (N.J.S.A. 19:44A-20.26). This law provides that 10 days prior to the award of such a contract, the contractor shall disclose contributions to:

- any State, county, or municipal committee of a political party
- any legislative leadership committee*
- any continuing political committee (a.k.a., political action committee)
- any candidate committee of a candidate for, or holder of, an elective office:
 - of the public entity awarding the contract
 - of that county in which that public entity is located
 - of another public entity within that county
 - or of a legislative district in which that public entity is located or, when the public entity is a county, of any legislative district which includes all or part of the county

The disclosure must list reportable contributions to any of the committees that exceed \$300 per election cycle that were made during the 12 months prior to award of the contract. See N.J.S.A. 19:44A-8 and 19:44A-16 for more details on reportable contributions.

N.J.S.A. 19:44A-20.26 itemizes the parties from whom contributions must be disclosed when a business entity is not a natural person. This includes the following:

- individuals with an “interest” ownership or control of more than 10% of the profits or assets of a business entity or 10% of the stock in the case of a business entity that is a corporation for profit
- all principals, partners, officers, or directors of the business entity or their spouses
- any subsidiaries directly or indirectly controlled by the business entity
- IRS Code Section 527 New Jersey based organizations, directly or indirectly controlled by the business entity and filing as continuing political committees, (PACs).

When the business entity is a natural person, “a contribution by that person’s spouse or child, residing therewith, shall be deemed to be a contribution by the business entity.” [N.J.S.A. 19:44A-20.26(b)] The contributor must be listed on the disclosure.

Any business entity that fails to comply with the disclosure provisions shall be subject to a fine imposed by ELEC in an amount to be determined by the Commission which may be based upon the amount that the business entity failed to report.

The enclosed list of agencies is provided to assist the contractor in identifying those public agencies whose elected official and/or candidate campaign committees are affected by the disclosure requirement. It is the contractor’s responsibility to identify the specific committees to which contributions may have been made and need to be disclosed. The disclosed information may exceed the minimum requirement.

The enclosed form, a content-consistent facsimile, or an electronic data file containing the required details (along with a signed cover sheet) may be used as the contractor’s submission and is disclosable to the public under the Open Public Records Act.

The contractor must also complete the attached Stockholder Disclosure Certification. This will assist the agency in meeting its obligations under the law. **NOTE: This section does not apply to Board of Education contracts.**

* N.J.S.A. 19:44A-3(s): “The term “legislative leadership committee” means a committee established, authorized to be established, or designated by the President of the Senate, the Minority Leader of the Senate, the Speaker of the General Assembly or the Minority Leader of the General Assembly pursuant to section 16 of P.L.1993, c.65 (C.19:44A-10.1) for the purpose of receiving contributions and making expenditures.”

List of Agencies with Elected Officials Required for Political Contribution Disclosure
N.J.S.A. 19:44A-20.26

County Name:

State: Governor, and Legislative Leadership Committees

Legislative District #s:

State Senator and two members of the General Assembly per district.

County:

Freeholders

{County Executive}

County Clerk

Surrogate

Sheriff

Municipalities (Mayor and members of governing body, regardless of title):

**USERS SHOULD CREATE THEIR OWN FORM, OR DOWNLOAD
FROM THE PAY TO PLAY SECTION OF THE DLGS WEBSITE A
COUNTY-BASED, CUSTOMIZABLE FORM.**

STOCKHOLDER DISCLOSURE CERTIFICATION

Name of Business:

I certify that the list below contains the names and home addresses of all stockholders holding 10% or more of the issued and outstanding stock of the undersigned.

OR

I certify that no one stockholder owns 10% or more of the issued and outstanding stock of the undersigned.

Check the box that represents the type of business organization:

Partnership Corporation Sole Proprietorship

Limited Partnership Limited Liability Corporation Limited Liability Partnership

Subchapter S Corporation

Sign and notarize the form below, and, if necessary, complete the stockholder list below.

Stockholders:

Name: PC Connection, Inc. dba Connection Business Solutions	Name:
Home Address: 730 Milford Rd, Merrimack, NH. 03054	Home Address:
Name:	Name:
Home Address:	Home Address:
Name:	Name:
Home Address:	Home Address:

Subscribed and sworn before me this 5th day of August, 2025

(Notary Public) *Meghan E. McEwen*
Meghan E. McEwen
 My Commission expires: July 19, 2028

Robert Marconi

 (Affiant)
Robert Marconi, VP of SLED Sales
 (Print name & title of affiant)
 (Corporate Seal)





DISCLOSURE OF INVESTMENT ACTIVITIES IN IRAN FORM

STATE OF NEW JERSEY
DEPARTMENT OF THE TREASURY - DIVISION OF PURCHASE AND PROPERTY
33 WEST STATE STREET, P.O. BOX 230 TRENTON, NEW JERSEY 08625-0230

BID SOLICITATION # AND TITLE: 25-06 Technology Solutions Products & Services
VENDOR NAME: GovConnection, Inc. dba Connection - Public Sector Solutions

Pursuant to N.J.S.A. 52:32-57, et seq. (P.L. 2012, c.25 and P.L. 2021, c.4) any person or entity that submits a bid or proposal or otherwise proposes to enter into or renew a contract must certify that neither the person nor entity, nor any of its parents, subsidiaries, or affiliates, is identified on the New Jersey Department of the Treasury's Chapter 25 List as a person or entity engaged in investment activities in Iran.

CHECK THE APPROPRIATE BOX

[X] I certify, pursuant to N.J.S.A. 52:32-57, et seq. (P.L. 2012, c.25 and P.L. 2021, c.4), that neither the Vendor/Bidder listed above nor any of its parents, subsidiaries, or affiliates is listed on the New Jersey Department of the Treasury's Chapter 25 List of entities determined to be engaged in prohibited activities in Iran.

OR

[] I am unable to certify as above because the Vendor/Bidder and/or one or more of its parents, subsidiaries, or affiliates is listed on the New Jersey Department of the Treasury's Chapter 25 List. I will provide a detailed, accurate and precise description of the activities of the Vendor/Bidder, or one of its parents, subsidiaries or affiliates, has engaged in regarding investment activities in Iran by completing the information requested below.

Entity Engaged in Investment Activities
Relationship to Vendor/ Bidder
Description of Activities
Duration of Engagement
Anticipated Cessation Date

*Attach Additional Sheets If Necessary.

CERTIFICATION

I, the undersigned, certify that I am authorized to execute this certification on behalf of the Vendor, that the foregoing information and any attachments hereto, to the best of my knowledge are true and complete. I acknowledge that the State of New Jersey is relying on the information contained herein, and that the Vendor is under a continuing obligation from the date of this certification through the completion of any contract(s) with the State to notify the State in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification. If I do so, I may be subject to criminal prosecution under the law, and it will constitute a material breach of my contract(s) with the State, permitting the State to declare any contract(s) resulting from this certification void and unenforceable.

Robert Marconi
Signature

8/5/2025
Date

Robert Marconi, VP of SLED Sales
Print Name and Title



CERTIFICATION OF NON-INVOLVEMENT IN PROHIBITED ACTIVITIES IN RUSSIA OR BELARUS

Pursuant to N.J.S.A. 52:32-60.1, et seq. ([L. 2022, c. 3](#)) any person or entity (hereinafter "Vendor"ⁱ) that seeks to enter into or renew a contract with a State agency for the provision of goods or services, or the purchase of bonds or other obligations, must complete the certification below indicating whether or not the Vendor is identified on the Office of Foreign Assets Control (OFAC) Specially Designated Nationals and Blocked Persons list, available here: <https://sanctionssearch.ofac.treas.gov/>. If the Department of the Treasury finds that a Vendor has made a certification in violation of the law, it shall take any action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

I, the undersigned, certify that I have read the definition of "Vendor" below, and have reviewed the Office of Foreign Assets Control (OFAC) Specially Designated Nationals and Blocked Persons list, and having done so certify:

(Check the Appropriate Box)

A. That the Vendor is not identified on the [OFAC Specially Designated Nationals and Blocked Persons list on account of activity related to Russia and/or Belarus](#).

OR

B. That I am unable to certify as to "A" above, because the Vendor is identified on the [OFAC Specially Designated Nationals and Blocked Persons list on account of activity related to Russia and/or Belarus](#).

OR

C. That I am unable to certify as to "A" above, because the Vendor is identified on the [OFAC Specially Designated Nationals and Blocked Persons list](#). However, the Vendor is engaged in activity related to Russia and/or Belarus consistent with federal law, regulation, license or exemption. A detailed description of how the Vendor's activity related to Russia and/or Belarus is consistent with federal law is set forth below.

(Attach Additional Sheets If Necessary)

Robert Marconi

8/5/2025

Signature of Vendor's Authorized Representative

Date

Robert Marconi, VP of SLED Sales

52-1837891

Print Name and Title of Vendor's Authorized Representative

Vendor's FEIN

GovConnection, Inc. dba Connection - Public Sector Solutions

800-800-0019 x 33331

Vendor's Name

Vendor's Phone Number

732 Milford Road

603-683-1104

Vendor's Address (Street Address)

Vendor's Fax Number

Merrimack, NH, 03054

bob.marconi@connection.com

Vendor's Address (City/State/Zip Code)

Vendor's Email Address

ⁱ Vendor means: (1) A natural person, corporation, company, limited partnership, limited liability partnership, limited liability company, business association, sole proprietorship, joint venture, partnership, society, trust, or any other nongovernmental entity, organization, or group; (2) Any governmental entity or instrumentality of a government, including a multilateral development institution, as defined in Section 1701(c)(3) of the International Financial Institutions Act, 22 U.S.C. 262r(c)(3); or (3) Any parent, successor, subunit, direct or indirect subsidiary, or any entity under common ownership or control with, any entity described in paragraph (1) or (2). NJ Rev. 1.22.2024

DOC #8

**NEW JERSEY BUSINESS REGISTRATION CERTIFICATE
(N.J.S.A. 52:32-44)**

Offerors wishing to do business in New Jersey must submit their State Division of Revenue issued Business Registration Certificate with their proposal here. Failure to do so will disqualify the Offeror from offering products or services in New Jersey through any resulting contract.

<https://www.njportal.com/DOR/BusinessRegistration/>



STATE OF NEW JERSEY BUSINESS REGISTRATION CERTIFICATE

Taxpayer Name: GOVCONNECTION, INC.

Trade Name:

Address: 730 MILFORD RD
MERRIMACK, NH 03054

Certificate Number: 1005516

Effective Date: August 01, 2003

Date of Issuance: January 15, 2021

For Office Use Only:

20210115094735989

EEOAA EVIDENCE

Equal Employment Opportunity/Affirmative Action
Goods, Professional Services & General Service Projects

EEO/AA Evidence

Vendors are required to submit evidence of compliance with N.J.S.A. 10:5-31 et seq. and N.J.A.C. 17:27 in order to be considered a responsible vendor.

One of the following must be included with submission:

- Copy of Letter of Federal Approval
- Certificate of Employee Information Report
- Fully Executed Form AA302
- Fully Executed EEO-1 Report

See the guidelines at:

https://www.state.nj.us/treasury/contract_compliance/documents/pdf/guidelines/pa.pdf
for further information.

I certify that my bid package includes the required evidence per the above list and State website.

Name: Robert Marconi Title: VP SLED Sales


Signature: *Robert Marconi* Date: 8/5/2025

CERTIFICATE OF EMPLOYEE INFORMATION REPORT RENEWAL

This is to certify that the contractor listed below has submitted an Employee Information Report pursuant to N.J.A.C. 17:27-1.1 et. seq. and the State Treasurer has approved said report. This approval will remain in effect for the period of **15-Dec-2023** to **15-Dec-2026**



GOVCONNECTION INC DBA CONNECTIO
732 MILFORD ROAD
MERRIMACK NH 03054


ELIZABETH MAHER MUOIO
State Treasurer



DOC #10
MACBRIDE-PRINCIPLES

STATE OF NEW JERSEY
 DEPARTMENT OF THE TREASURY - DIVISION OF PURCHASE
 AND PROPERTY 33 WEST STATE STREET, P.O. BOX 230 TRENTON,
 NEW JERSEY 08625-0230

BID SOLICITATION # AND TITLE: 25-06 Technology Solutions, Products and Services

VENDOR NAME: GovConnection, Inc. dba Connection - Public Sector Solutions

Pursuant to Public Law 1995, c. 134, a responsible Vendor/Bidder is required to provide a certification in compliance with the MacBride Principles and Northern Ireland Act of 1989. Pursuant to N.J.S.A. 52:34-12.2, Vendor/Bidder must complete the certification below by checking one of the two options listed below and signing where indicated. If a Vendor/Bidder that would otherwise be awarded a purchase, contract or agreement does not complete the certification, then the Director may determine, in accordance with applicable law and rules, that it is in the best interest of the State to award the purchase, contract or agreement to another Vendor/ Bidder that has completed the certification and has submitted a bid within five (5) percent of the most advantageous bid. If the Director finds contractors to be in violation of the principles that are the subject of this law, he/she shall take such action as may be appropriate and provided by law, rule or contract, including but not limited to, imposing sanctions, seeking compliance, recovering damages, declaring the party in default and seeking debarment or suspension of the party.

I, the undersigned, on behalf the Vendor/Bidder, certify pursuant to N.J.S.A. 52:34-12.2 that:

CHECK THE APPROPRIATE BOX

The Vendor/Bidder has no business operations in Northern Ireland; or

OR

The Vendor/Bidder will take lawful steps in good faith to conduct any business operations it has in Northern Ireland in accordance with the MacBride principles of nondiscrimination in employment as set forth in section 2 of P.L. 1987, c. 177 (N.J.S.A. 52:18A-89.5) and in conformance with the United Kingdom's Fair Employment (Northern Ireland) Act of 1989, and permit independent monitoring of its compliance with those principles.

CERTIFICATION

I, the undersigned, certify that I am authorized to execute this certification on behalf of the Vendor, that the foregoing information and any attachments hereto, to the best of my knowledge are true and complete. I acknowledge that the State of New Jersey is relying on the information contained herein, and that the Vendor is under a continuing obligation from the date of this certification through the completion of any contract(s) with the State to notify the State in writing of any changes to the information contained herein; that I am aware that it is a criminal offense to make a false statement or misrepresentation in this certification. If I do so, I may be subject to criminal prosecution under the law, and it will constitute a material breach of my contract(s) with the State, permitting the State to declare any contract(s) resulting from this certification void and unenforceable.

Robert Marconi

Signature

8/5/2025

Date

Robert Marconi, VP SLED Sales

Print Name and Title

Request for Taxpayer Identification Number and Certification

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

▶ Go to www.irs.gov/FormW9 for instructions and the latest information.

Print or type. See Specific Instructions on page 3.	1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank. GovConnection, Inc.		
	2 Business name/disregarded entity name, if different from above Connection - Public Sector Solutions		
	3 Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only one of the following seven boxes.		4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3): Exempt payee code (if any) _____ Exemption from FATCA reporting code (if any) _____ <i>(Applies to accounts maintained outside the U.S.)</i>
	<input type="checkbox"/> Individual/sole proprietor or single-member LLC <input checked="" type="checkbox"/> C Corporation <input type="checkbox"/> S Corporation <input type="checkbox"/> Partnership <input type="checkbox"/> Trust/estate		
	<input type="checkbox"/> Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ▶ _____ Note: Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is not disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner.		
	<input type="checkbox"/> Other (see instructions) ▶ _____		
	5 Address (number, street, and apt. or suite no.) See instructions. 2275 Research Boulevard, Suite 360		Requester's name and address (optional)
6 City, state, and ZIP code Rockville MD 20850			
7 List account number(s) here (optional)			

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

Note: If the account is in more than one name, see the instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number										
or										
Employer identification number										
5	2		-	1	8	3	7	8	9	1

Part II Certification

Under penalties of perjury, I certify that:

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

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

Sign Here	Signature of U.S. person ▶	Date ▶ January 8, 2025
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General Instructions

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

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to www.irs.gov/FormW9.

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid)

- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)
- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
- Form 1099-C (canceled debt)
- Form 1099-A (acquisition or abandonment of secured property)

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding, later.

LIVE REPORT

PC CONNECTION, INC.
 Tradestyle(s): CONNECTION 4

ACTIVE HEADQUARTERS

D-U-N-S Number: 16-696-4986
Phone: +1 603 683 2000

Address: 730 Milford Rd, Merrimack, NH, 03054, United States Of America
Web: www.pconnection.com
Endorsement: MoscoA@dnb.com

Summary

Currency: USD


KEY DATA ELEMENTS (Formerly: SCORE BAR)

KDE Name		Current Status	Details
PAYDEX®	↓	76	6 Days Beyond Terms
Delinquency Score	↓	90	Low to Moderate Risk of severe payment delinquency.
Failure Score	↑	61	Moderate Risk of severe financial stress.
D&B Viability Rating		1 3 A A	View More Details
Bankruptcy Found		N	
D&B Rating		5A2	US\$ 50,000,000 and over in Net Worth or Equity, Low Risk

ALL ACCOUNTS

Totals	Total Outstanding	Approved Credit Limit	Credit Limit Utilization	Total Past Due
-	-	-	-	-

Account Level Detail

Account Name	Total Outstanding	Approved Credit Limit	Credit Limit Utilization	Total Past Due	Account Status	Folders
 <p>There are currently no account associated with this D-U-N-S. Upload account or create an account to view summary.</p>						

ALL APPLICATIONS

Totals	Total Requested Amount	Total Credit Limit
-	-	-

Application Level Detail

Application Name	Application Status	Date Created	Date Decided	Requested Amount	Credit Limit
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There are no applications associated with this D-U-N-S. Create an application to view summary.

COMPANY PROFILE

D-U-N-S

16-696-4986

History Record

Clear

Date Incorporated

12/27/1999

State of Incorporation

DELAWARE

Ownership

Public: CNXN(NGS)

Mailing Address

Merrimack, NH, 03054, UNITED STATES

Telephone

+1 603 683 2000

Website

www.pcconnection.com

Present Control Succeeded

1982

Annual Sales

2,802,118,000 (USD)

Employees

2,580 (10 here)

Age (Year Started)

43 Years (1982)

Named Principal

Timothy J Mcgrath, PRES-CEO

Line of Business

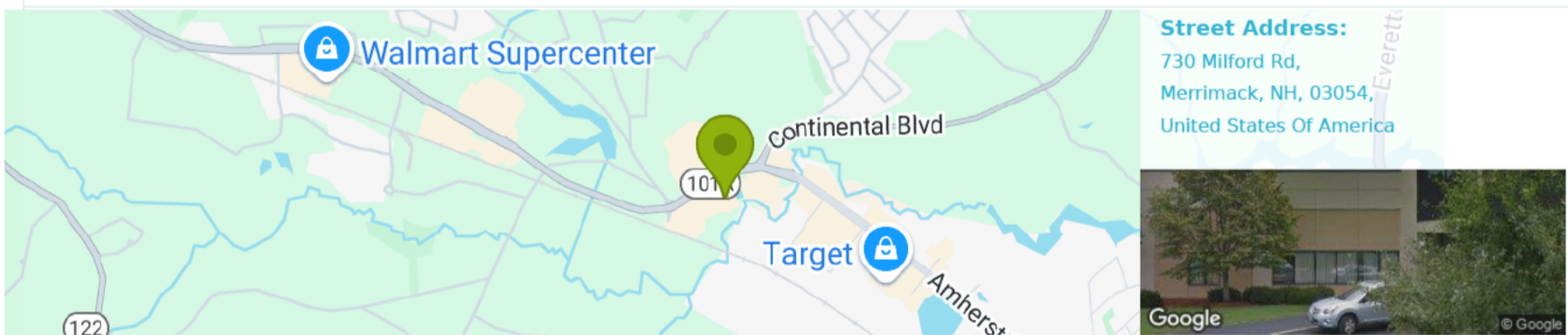
Ret mail-order house

SIC

5961

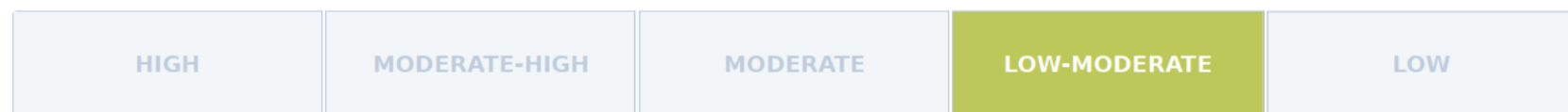
NAICS

449210



OVERALL BUSINESS RISK

Dun & Bradstreet thinks...



Overall assessment of this organization over the next 12 months:

Stable Condition

Based on the predicted risk of business discontinuation:

Likelihood Of Continued Operations

Based on the predicted risk of severely delinquent payments:

Low Potential For Severely Delinquent Payments

D&B MAX CREDIT RECOMMENDATION ⓘ

MAXIMUM CREDIT RECOMMENDATION

30,000 (USD)

The recommended limit is based on a low probability of severe delinquency.

FAILURE SCORE ⓘ (Formerly Financial Stress Score)

Company's Risk Level

MODERATE

Probability of failure over the next 12 months

0.17 %



Past 12 Months

Low Risk

High Risk

DELINQUENCY SCORE ⓘ (Formerly Commercial Credit Score)

Company's Risk Level

LOW-MODERATE

Probability of delinquency over the next 12 months

1.59 %



Past 12 Months

Low Risk

High Risk

VIABILITY RATING SUMMARY ⓘ

Viability Score



Data Depth Indicator



Portfolio Comparison



Financial Data	Available
Trade Payments	Available: 3+Trade
Company Size	Large: Employees:50+ or Sales: \$500K+
Years in Business	Established

D&B PAYDEX® ⓘ



6 days beyond terms

Past 24 Months

Low Risk

High Risk

D&B PAYDEX - 3 MONTHS ⓘ



5 days beyond terms

PAYDEX® TREND CHART ⓘ

SBRI ORIGINATION



No SBRI Origination Score data is currently available.

D&B SBFE SCORE



No D&B SBFE Score data is currently available.

D&B RATING ⓘ

Financial Strength

5A : [50,000,000 \(USD\)](#), (1) and over in Net Worth or Equity.

Current Rating as of 06/14/2023

Risk Indicator

2 : [Low Risk](#)

LEGAL EVENTS		
Events	Occurrences	Last Filed
Bankruptcies	0	-
Judgements	0	-
Liens	0	-
Suits	1	12/06/2022
UCC	43	09/13/2023



DETAILED TRADE RISK INSIGHT™ 13 MONTH TREND

Total Amount Current and Past Due -

FINANCIAL OVERVIEW - BALANCE SHEET

Balance Sheet ^[1]	Amount ^[2]	Last 3 Years
Net Worth	910,990,000 (USD)	
Total Current Assets	1,166,850,000 (USD)	
Total Assets	1,299,354,000 (USD)	
Total Current Liabilities	371,205,000 (USD)	
Working Capital/Net Current Assets	795,645,000 (USD)	
Total Liabilities	388,364,000 (USD)	
Long Term Liabilities	17,159,000 (USD)	

1. Fiscal (Consolidated) 12/31/2024
2. (In Single Units)
Source: Edgar

TRADE PAYMENTS

Highest Past Due:
400,000

Highest Now Owning 40,000,000	Total Trade Experiences 111	Largest High Credit 40,000,000
----------------------------------	--------------------------------	-----------------------------------

FINANCIAL OVERVIEW - PROFIT AND LOSS

Profit & Loss ^[1]	Amount ^[2]	Last 3 Years
Sales	2,802,118,000 (USD)	
EBIT	117,487,000 (USD)	
EBITDA	126,236,000 (USD)	
Net Income	87,095,000 (USD)	

1. Fiscal (Consolidated) 12/31/2024
 2. (In Single Units)
 Source: Edgar

OWNERSHIP

Subsidiaries 5	Branches 10	Total Members 36
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This company is a Global Ultimate, Domestic Ultimate, Headquarters, Parent.

	Global Ultimate	Domestic Ultimate
Name	PC Connection, Inc.	PC Connection, Inc.
Country	United States	United States
D-U-N-S	16-696-4986	16-696-4986
Others	-	-

FINANCIAL OVERVIEW - KEY BUSINESS RATIOS

Key Business Ratios	Business Ratio
Current Ratio	3.14
Quick Ratio	2.85
Current Liabilities/Net Worth	0.41
Sales to Net Working Capital	3.52
Debt to Equity	0.43

Source: Edgar

ALERTS



There are no alerts for this D-U-N-S Number.

NEWS

EARNINGS RELEASE, FINANCIAL NEWS

[What is Sidoti Csr's Estimate for PC Connection Q3 Earnings?](#) | Defense World | 07/26/2025

GENERAL INDUSTRY

[PC Connection \(NASDAQ:CNXN\) Is Reinvesting At Lower Rates Of Return](#) | Yahoo Singapore Finance - News | 07/25/2025

EARNINGS RELEASE, GENERAL INDUSTRY, FINANCIAL NEWS

[PC Connection \(CNXN\) to Release Quarterly Earnings on Wednesday](#) | MarketBeat | 07/23/2025

GENERAL INDUSTRY

[Bank of New York Mellon Corp Has \\$7.75 Million Stock Holdings in PC Connection, Inc. \(NASDAQ:CNXN\)](#) | Defense World | 07/23/2025

GENERAL INDUSTRY

[Bank of New York Mellon Corp Sells 6,458 Shares of PC Connection, Inc. \(NASDAQ:CNXN\)](#) | ETF Daily News - Marketbeat | 07/23/2025

GENERAL INDUSTRY

[Denali Advisors LLC Reduces Stock Position in PC Connection, Inc. \(NASDAQ:CNXN\)](#) | MarketBeat | 07/19/2025

EARNINGS RELEASE, GENERAL INDUSTRY, FINANCIAL NEWS

[1 Cash-Producing Stock with Competitive Advantages and 2 to Avoid](#) | Yahoo! Finance | 07/17/2025

EARNINGS RELEASE, AWARDS, FINANCIAL NEWS

[PC Connection, Inc. \(CNXN\) to Release Second Quarter Results for 2025](#) | CNXN Stock News | GuruFocus - Hardware | 07/17/2025

EARNINGS RELEASE, GENERAL INDUSTRY, FINANCIAL NEWS

[PC Connection, Inc. \(CNXN\) to Release Second Quarter Results for 2025](#) | Morningstar | 07/16/2025

EARNINGS RELEASE, GENERAL INDUSTRY, FINANCIAL NEWS

[PC Connection, Inc. \(CNXN\) to Release Second Quarter Results for 2025](#) | AM 1440 KYCR | 07/16/2025

COUNTRY/REGIONAL INSIGHT



United States Of America

Negotiations on US tariffs continue, with the new August deadline allowing more time to reach deals and avoid higher rates; the latest GBOI survey reveals strains in key US sectors.

Risk Category



Available Reports

[Country Insight Report \(CIR\)](#) ⓘ

Current Publication Date: 07/21/2025

[Country Insight Snapshot \(CIS\)](#) ⓘ

Current Publication Date: 07/21/2025

STOCK PERFORMANCE

History

Daily High

52-Week High

Performance

P/E:

EPS:

Div/Yield

The scores and ratings included in this report are designed as a tool to assist the user in making their own credit related decisions, and should be used as part of a balanced and complete assessment relying on the knowledge and expertise of the reader, and where appropriate on other information sources. The score and rating models are developed using statistical analysis in order to generate a prediction of future events. Dun & Bradstreet monitors the performance of thousands of businesses in order to identify characteristics common to specific business events. These characteristics are weighted by significance to form rules within its models that identify other businesses with similar characteristics in order to provide a score or rating.

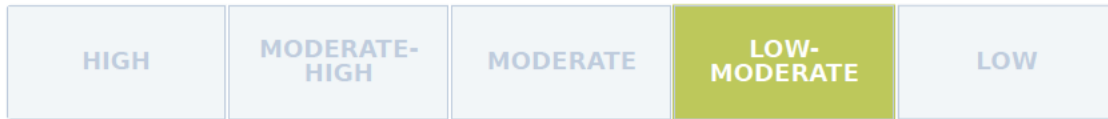
Dun & Bradstreet's scores and ratings are not a statement of what will happen, but an indication of what is more likely to happen based on previous experience. Though Dun & Bradstreet uses extensive procedures to maintain the quality of its information, Dun & Bradstreet cannot guarantee that it is accurate, complete or timely, and this may affect the included scores and ratings. Your use of this report is subject to applicable law, and to the terms of your agreement with Dun & Bradstreet.

Risk Assessment

Currency: All figures in USD unless otherwise stated

D&B RISK ASSESSMENT

OVERALL BUSINESS RISK



MAXIMUM CREDIT RECOMMENDATION

30,000 (USD)

The recommended limit is based on a low probability of severe delinquency.

Dun & Bradstreet thinks...

- Overall assessment of this organization over the next 12 months: **STABLE CONDITION**
- Based on the predicted risk of business discontinuation: **LIKELIHOOD OF CONTINUED OPERATIONS**
- Based on the predicted risk of severely delinquent payments: **LOW POTENTIAL FOR SEVERELY DELINQUENT PAYMENTS**

D&B VIABILITY RATING SUMMARY

The D&B Viability Rating uses D&B's proprietary analytics to compare the most predictive business risk indicators and deliver a highly reliable assessment of the probability that a company will go out of business, become dormant/inactive, or file for bankruptcy/insolvency within the next 12 months. The D&B Viability Rating is made up of 4 components:

Viability Score

Compared to All US Businesses within the D&B Database:

- Level of Risk: **Low Risk**
- Businesses ranked **1** have a probability of becoming no longer viable: **0.2 %**
- Percentage of businesses ranked **1**: **0.3 %**
- Across all US businesses, the average probability of becoming no longer viable: **14 %**

Portfolio Comparison

Compared to All US Businesses within the same MODEL SEGMENT:

- Model Segment : **Available Financial Data**
- Level of Risk: **Low Risk**
- Businesses ranked **3** within this model segment have a probability of becoming no longer viable: **0.2 %**
- Percentage of businesses ranked **3** with this model segment: **15 %**
- Within this model segment, the average probability of becoming no longer viable: **0.6 %**

Data Depth Indicator

Data Depth Indicator:

- ✓ Rich Firmographics
- ✓ Extensive Commercial Trading Activity
- ✓ Comprehensive Financial Attributes

Greater data depth can increase the precision of the D&B Viability Rating assessment.

To help improve the current data depth of this company, you can ask D&B to make a personalized request to this company on your behalf to obtain its latest financial information. To make the request, click the link below. Note, the company must be saved to a folder before the request can be made.

Request Financial Statements

Reference the FINANCIALS tab for this company to monitor the status of your request.

Company Profile:

Company Profile Details:

- Financial Data: **True**
- Trade Payments: **Available: 3+Trade**
- Company Size: **Large: Employees:50+ or Sales: \$500K+**
- Years in Business: **Established: 5+**

A

Financial Data	Trade Payments	Company Size	Years in Business
True	Available: 3+Trade	Large	Established

FAILURE SCORE FORMERLY FINANCIAL STRESS SCORE



- Low proportion of satisfactory payment experiences to total payment experiences
- Negative change in net worth
- UCC Filings reported
- High proportion of slow payment experiences to total number of payment experiences

Level of Risk Moderate	Raw Score 1496	Probability of Failure 0.17 %	Average Probability of Failure for Businesses in D&B Database 0.48	Class 3
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Business and Industry Trends

BUSINESS AND INDUSTRY COMPARISON

Selected Segments of Business Attributes

Norms	National %
This Business	61
Region:(NORTHEAST)	33
Industry:GENERAL RETAIL	33
Employee range:(500-2300000)	53
Years in Business:(26+)	68

DELINQUENCY SCORE FORMERLY COMMERCIAL CREDIT SCORE



- Proportion of slow payments in recent months
- Higher risk industry based on delinquency rates for this industry
- Evidence of open suits

Level of Risk Low-Moderate	Raw Score 577	Probability of Delinquency 1.59 %	Compared to Businesses in D&B Database 10.2 %	Class 2
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Business and Industry Trends

BUSINESS AND INDUSTRY COMPARISON

Selected Segments of Business Attributes

Norms	National %
This Business	90
Region:(NORTHEAST)	43
Industry:GENERAL RETAIL	36
Employee range:(500-2768886)	75
Years in Business:(26+)	79

D&B PAYDEX



When weighted by amount, Payments to suppliers average 6 Days Beyond Terms

- High risk of late payment (Average 30 to 120 days beyond terms)
- Medium risk of late payment (Average 30 days or less beyond terms)
- Low risk of late payment (Average prompt to 30+ days sooner)

Industry Median: 77
Equals 5 Days Beyond Terms

D&B 3 MONTH PAYDEX



Based on payments collected 3 months ago.
When weighted by amount, Payments to suppliers average 5 days beyond terms

- High risk of late payment (Average 30 to 120 days beyond terms)
- Medium risk of late payment (Average 30 days or less beyond terms)
- Low risk of late payment (Average prompt to 30+ days sooner)

Industry Median: 78
Equals 3 Days Beyond Terms

Business and Industry Trends

5961 - Ret mail-order house

D&B RATING

Current Rating as of 06/14/2023

History since 08/04/2009

Date Applied



D&B Rating

Financial Strength 5A : 50,000,000 (USD) and over in Net Worth or Equity	Risk Indicator 2 : Low Risk	03/14/2018	5A1
Previous Rating		08/02/2017	5A2
		05/15/2014	5A1
		05/08/2014	5A2
		03/05/2013	5A1
Financial Strength 5A : 50,000,000 (USD) and over in Net Worth or Equity	Risk Indicator 1 : Very Low Risk		

Trade Payments

Currency: All figures in USD unless otherwise stated

TRADE PAYMENTS SUMMARY (Based on 24 months of data)		
Overall Payment Behaviour 6 Days Beyond Terms	% of Trade Within Terms 63%	Highest Past Due 400,000 (USD)
Highest Now Owing : 40,000,000 (USD)	Total Trade Experiences: 111 Largest High Credit : 40,000,000 (USD) Average High Credit : 1,042,531 (USD)	Total Unfavorable Comments : 0 Largest High Credit: 0 (USD)
		Total Placed in Collections: 2 Largest High Credit: 0 (USD)

D&B PAYDEX	D&B 3 MONTH PAYDEX
 <p>High Risk (1) Low Risk (100)</p>	 <p>High Risk (1) Low Risk (100)</p>
<p>When weighted by amount, Payments to suppliers average 6 Days Beyond Terms</p> <ul style="list-style-type: none"> High risk of late payment (Average 30 to 120 days beyond terms) Medium risk of late payment (Average 30 days or less beyond terms) Low risk of late payment (Average prompt to 30+ days sooner) <p>Industry Median: 77 Equals 5 Days Beyond Terms</p>	<p>Based on payments collected 3 months ago.</p> <p>When weighted by amount, Payments to suppliers average 5 days beyond terms</p> <ul style="list-style-type: none"> High risk of late payment (Average 30 to 120 days beyond terms) Medium risk of late payment (Average 30 days or less beyond terms) Low risk of late payment (Average prompt to 30+ days sooner) <p>Industry Median: 78 Equals 3 Days Beyond Terms</p>

BUSINESS AND INDUSTRY TRENDS		Based on 24 months of data																							
		5961 - Ret mail-order house																							
		8/23	9/23	10/23	11/23	12/23	1/24	2/24	3/24	4/24	5/24	6/24	7/24	8/24	9/24	10/24	11/24	12/24	1/25	2/25	3/25	4/25	5/25	6/25	Current 2025
This Business		79	79	79	79	79	79	79	79	79	79	76	76	76	76	76	76	76	76	76	76	76	76	76	76
Industry Quartile																									
Upper		-	80	-	-	80	-	-	80	-	-	80	-	-	80	-	-	80	-	-	80	-	-	80	-
Median		-	78	-	-	78	-	-	78	-	-	77	-	-	77	-	-	77	-	-	78	-	-	77	-
Lower		-	68	-	-	70	-	-	68	-	-	69	-	-	68	-	-	68	-	-	68	-	-	69	-

TRADE PAYMENTS BY CREDIT EXTENDED (Based on 12 months of data)			
Range of Credit Extended (US\$)	Number of Payment Experiences	Total Value	% Within Terms
100,000 & over	23	92,050,000 (USD)	86
50,000 - 99,999	5	335,000 (USD)	90
15,000 - 49,999	9	270,000 (USD)	51
5,000 - 14,999	11	82,500 (USD)	65
1,000 - 4,999	21	40,500 (USD)	59
Less than 1,000	20	7,300 (USD)	73

TRADE PAYMENTS BY INDUSTRY (BASED ON 24 MONTHS OF DATA)								
Collapse All Expand All								
Industry Category-	Number of Payment Experiences	Largest High Credit (US\$)	% Within Terms (Expand to View)	1 - 30 Days Late (%)	31 - 60 Days Late (%)	61 - 90 Days Late (%)	91 + Days Late (%)	
▼17 - Construction - Special Trade Contractors	1	500	100	0	0	0	0	0
1711 - Mechanical contractor	1	500	100	0	0	0	0	0
▼35 - Industrial and Commercial Machinery and Computer Equipment	11	10,000,000	80	10	0	0	0	10
3571 - Mfg computers	4	10,000,000	98	2	0	0	0	0
3579 - Mfg misc office eqpt	3	1,000	53	47	0	0	0	0
3572 - Mfg computer storage	2	45,000	50	0	0	0	0	50
3577 - Mfg comp peripherals	1	10,000	100	0	0	0	0	0
3534 - Mfg elevator/escaltrs	1	2,500	100	0	0	0	0	0
▼36 - Electronic and other electrical equipment and components except computer equipment	2	1,000,000	50	50	0	0	0	0
3651 - Mfg audio/video equip	1	1,000,000	100	0	0	0	0	0
3679 - Mfg elect. components	1	100,000	0	100	0	0	0	0
▼42 - Motor Freight Transportation and Warehousing	4	30,000	96	0	4	0	0	0
4213 - Trucking non-local	4	30,000	96	0	4	0	0	0
▼47 - Transportation Services	4	30,000	29	29	21	0	0	21
4731 - Arrange cargo transpt	4	30,000	29	29	21	0	0	21
▼48 - Communications	14	200,000	83	0	0	0	0	17
4813 - Telephone communictns	12	200,000	99	1	0	0	0	0
4812 - Radiotelephone commun	1	100,000	100	0	0	0	0	0
4832 - Radio station	1	35,000	50	0	0	0	0	50
▼50 - Wholesale Trade - Durable Goods	11	7,000,000	99	1	0	0	0	0

5045 - Whol computers/softwr	7	7,000,000	96	4	0	0	0
5065 - Whol electronic parts	2	700,000	100	0	0	0	0
5064 - Whol appliances	1	5,000,000	100	0	0	0	0
5085 - Whol industrial suppl	1	2,500	100	0	0	0	0
▼51 - Wholesale Trade - Nondurable Goods	4	500,000	80	21	0	0	0
5112 - Whol office supplies	2	500,000	100	0	0	0	0
5113 - Whol service paper	2	35,000	59	41	0	0	0
▼57 - Home Furniture Furnishings and Equipment Stores	1	1,000	100	0	0	0	0
5712 - Ret furniture	1	1,000	100	0	0	0	0
▼59 - Miscellaneous Retail	1	50	0	0	0	100	0
5999 - Ret misc merchandise	1	50	0	0	0	100	0
▼60 - Depository Institutions	2	50,000	100	0	0	0	0
6021 - Natnl commercial bank	2	50,000	100	0	0	0	0
▼61 - Nondepository Credit Institutions	10	600,000	100	0	0	0	0
6159 - Misc business credit	9	600,000	100	0	0	0	0
6153 - Short-trm busn credit	1	750	100	0	0	0	0
▼73 - Business Services	11	250,000	66	17	17	1	0
7372 - Prepackaged software	3	100,000	100	0	0	0	0
7373 - Computer system desgn	2	250,000	100	0	0	0	0
7363 - Help supply service	2	5,000	1	0	99	0	0
7374 - Data processing svcs	2	2,500	42	50	0	8	0
7361 - Employment agency	1	7,500	100	0	0	0	0
7389 - Misc business service	1	50	50	50	0	0	0
▼83 - Social Services	1	2,500	0	50	50	0	0
8322 - Family social service	1	2,500	0	50	50	0	0

▼87 - Engineering Accounting Research Management and Related Services	5	75,000	70	17	14	0	0
8741 - Management services	4	0	39	33	28	0	0
8732 - Nonphysical research	1	75,000	100	0	0	0	0
▼99 - Nonclassifiable Establishments	9	40,000,000	81	19	0	0	0
9999 - Nonclassified	9	40,000,000	81	19	0	0	0

TRADE LINES

Date of Experience	Payment Status	Selling Terms	High Credit (US\$)	Now Owes (US\$)	Past Due (US\$)	Months Since Last Sale
07/25	Pays Promptly	-	600,000	0	0	Between 4 and 5 Months
06/25	Pays Promptly	-	10,000,000	1,000,000	0	1
06/25	Pays Promptly	-	5,000,000	3,000,000	100,000	1
06/25	Pays Promptly	-	700,000	100,000	0	1
06/25	Pays Promptly	-	250,000	20,000	0	1
06/25	Pays Promptly	-	200,000	100,000	0	1
06/25	Pays Promptly	-	100,000	100,000	0	1
06/25	Pays Promptly	-	100,000	2,500	0	1
06/25	Pays Promptly	-	85,000	0	0	Between 6 and 12 Months
06/25	Pays Promptly	-	75,000	0	0	1
06/25	Pays Promptly	-	55,000	40,000	0	1
06/25	Pays Promptly	-	30,000	5,000	0	1
06/25	Pays Promptly	-	10,000	500	0	1
06/25	Pays Promptly	-	7,500	2,500	0	1
06/25	Pays Promptly	N30	5,000	2,500	0	1
06/25	Pays Promptly	N30	2,500	100	0	1
06/25	Pays Promptly	Lease Agreement	2,500	0	0	1
06/25	Pays Promptly	-	2,500	0	0	1
06/25	Pays Promptly	-	2,500	100	0	1
06/25	Pays Promptly	Lease Agreement	1,000	500	0	1
06/25	Pays Promptly	-	750	500	0	1
06/25	Pays Promptly	-	750	250	0	1
06/25	Pays Promptly	-	750	250	0	1
06/25	Pays Promptly	-	750	250	0	1
06/25	Pays Promptly	-	500	0	0	Between 4 and 5 Months
06/25	Pays Promptly	-	250	250	0	1
06/25	Pays Promptly	-	100	50	0	1
06/25	Pays Prompt to Slow 15+	-	200,000	100,000	0	-
06/25	Pays Prompt to Slow 15+	-	70,000	500	500	-
06/25	Pays Prompt to Slow 30+	-	0	100	0	1

Date of Experience	Payment Status	Selling Terms	High Credit (US\$)	Now Owes (US\$)	Past Due (US\$)	Months Since Last Sale
06/25	Pays Prompt to Slow 30+	N30	4,000,000	90,000	20,000	1
06/25	Pays Prompt to Slow 30+	-	400,000	0	0	Between 6 and 12 Months
06/25	Pays Prompt to Slow 30+	-	200,000	40,000	25,000	1
06/25	Pays Prompt to Slow 30+	-	35,000	5,000	5,000	1
06/25	Pays Prompt to Slow 30+	-	30,000	30,000	15,000	1
06/25	Pays Prompt to Slow 30+	-	5,000	2,500	0	1
06/25	Pays Prompt to Slow 30+	-	2,500	2,500	2,500	1
06/25	Pays Prompt to Slow 30+	-	1,000	250	50	1
06/25	Pays Prompt to Slow 30+	-	500	100	0	1
06/25	Pays Prompt to Slow 60+	-	0	250	0	1
06/25	Pays Prompt to Slow 60+	-	10,000	0	0	Between 6 and 12 Months
06/25	Pays Prompt to Slow 60+	-	2,500	2,500	250	1
06/25	Pays Prompt to Slow 90+	-	45,000	45,000	25,000	1
06/25	Pays Prompt to Slow 90+	-	15,000	15,000	10,000	1
06/25	Pays Slow 30+	-	0	100	0	1
06/25	Pays Slow 30+	-	2,500	0	0	Between 4 and 5 Months
06/25	Pays Slow 60+	-	100	100	100	Between 2 and 3 Months
06/25	Pays Slow 30-90+	-	500	0	0	Between 2 and 3 Months
06/25	Pays Slow 90+	-	500	500	500	-
06/25	Pays Slow 30-120+	-	2,500	2,500	2,500	1
06/25	Pays Slow 90-150+	-	1,000	0	0	Between 6 and 12 Months
06/25	Pays Slow 210+	-	0	0	0	Between 2 and 3 Months
06/25	-	-	500	500	0	1
06/25	-	Cash account	0	0	0	Between 2 and 3 Months
05/25	Pays Prompt to Slow 30+	N30	7,500	0	0	Between 2 and 3 Months
05/25	Pays Prompt to Slow 90+	-	35,000	0	0	1
05/25	-	Cash account	50	0	0	Between 4 and 5 Months
05/25	-	Cash account	50	0	0	1
04/25	Pays Promptly	N30	50,000	0	0	Between 6 and 12 Months
04/25	-	Cash account	100	0	0	1
01/25	Pays Promptly	-	750	0	0	Between 6 and 12 Months
01/25	Pays Prompt to Slow 30+	-	20,000,000	15,000,000	0	1
01/25	Pays Slow 30+	-	400,000	400,000	400,000	-
01/25	Pays Slow 90+	-	10,000	0	0	Between 6 and 12 Months
10/24	Pays Promptly	-	10,000	0	0	Between 6 and 12 Months
10/24	Placed for collection	-	250	250	250	Between 6 and 12 Months

Date of Experience	Payment Status	Selling Terms	High Credit (US\$)	Now Owes (US\$)	Past Due (US\$)	Months Since Last Sale
09/24	Pays Slow 30-60+	-	2,500	0	0	Between 6 and 12 Months
08/24	Pays Promptly	-	1,000,000	0	0	Between 6 and 12 Months
08/24	Pays Promptly	-	1,000	0	0	Between 6 and 12 Months
08/24	Pays Promptly	-	1,000	0	0	Between 6 and 12 Months
08/24	Pays Promptly	-	250	0	0	Between 6 and 12 Months
08/24	Pays Promptly	-	0	0	0	Between 6 and 12 Months
08/24	Pays Slow 45-150+	-	1,000	0	0	Between 6 and 12 Months
03/24	-	-	35,000	0	0	1
01/24	Pays Promptly	N30	1,000	0	0	Between 6 and 12 Months
11/23	Pays Slow 60+	-	100,000	0	0	Between 6 and 12 Months
10/23	Pays Slow 30+	-	2,500	0	0	Between 6 and 12 Months
09/23	Pays Promptly	-	50	0	0	Between 6 and 12 Months
07/23	Pays Slow 60+	N45	5,000	0	0	Between 6 and 12 Months
06/23	Pays Promptly	-	2,500	2,500	0	1

OTHER PAYMENT CATEGORIES

Other Payment Categories	Experience	Total Amount
Cash experiences	12	850 (USD)
Payment record unknown	6	113,550 (USD)
Unfavorable comments	0	0 (USD)
Placed for collections	2	0 (USD)
Total in D&B's file	111	92,899,700 (USD)

Accounts are sometimes placed for collection even though the existence or amount of the debt is disputed. Payment experiences reflect how bills are met in relation to the terms granted. In some instances payment beyond terms can be the result of disputes over merchandise, skipped invoices etc. Each experience shown represents a separate account reported by a supplier. Updated trade experiences replace those previously reported.

Legal Events

Currency: All figures in USD unless otherwise stated

The following Public Filing data is for information purposes only and is not the official record. Certified copies can only be obtained from the official source.

Bankruptcies	Judgements	Liens	Suits	UCCs
No	0 Latest Filing: -	0 Latest Filing: -	1 Latest Filing: 12/06/2022	43 Latest Filing: 09/13/2023

EVENTS

Suit

Filing Date	12/06/2022
Filing Number	221200525
status	Dismissed without prejudice
Date Status Attained	03/07/2023
Received Date	07/21/2023
Plaintiffs	AREZZO SKY CAPITAL LTD, PHILADELPHIA, PA
Defendant	PC CONNECTION INC
Defendant	AND OTHERS
Court	PHILADELPHIA COUNTY COMMON PLEAS COURT, PHILADELPHIA, PA

UCC Filing - Continuation

Filing Date	09/13/2023
Filing Number	2023 6212558
Received Date	02/22/2024
Original Filing Date	01/14/2014
Original Filing Number	2014 0167676
Secured Party	WELLS FARGO CAPITAL FINANCE, LLC, SUCCESSOR BY MERGER TO CASTLE PINES CAPITAL LLC
Debtors	PC CONNECTION, INC.
Filing Office	SECRETARY OF STATE/UCC DIVISION, DOVER, DE

UCC Filing - Original

Filing Date	03/28/2023
Filing Number	2023 2329182
Received Date	08/01/2023
Collateral	Computer equipment and proceeds - Equipment and proceeds
Secured Party	ARROW CAPITAL SOLUTIONS, INC., CENTENNIAL, CO
Debtors	PC CONNECTION, INC.
Filing Office	SECRETARY OF STATE/UCC DIVISION, DOVER, DE

UCC Filing - Amendment

Filing Date	06/15/2022
Filing Number	2022 5050406
Received Date	10/04/2022
Original Filing Date	01/14/2014
Original Filing Number	2014 0167676
Secured Party	WELLS FARGO CAPITAL FINANCE, LLC, SUCCESSOR BY MERGER TO CASTLE PINES CAPITAL LLC, CHICAGO, IL
Debtors	PC CONNECTION, INC.
Filing Office	SECRETARY OF STATE/UCC DIVISION, DOVER, DE

UCC Filing - Amendment

Filing Date	10/25/2021
Filing Number	2021 8525207
Received Date	01/07/2022
Original Filing Date	01/05/2011
Original Filing Number	2011 0044811
Secured Party	IBM CREDIT LLC, ATLANTA, GA
Debtors	PC CONNECTION, INC.
Filing Office	SECRETARY OF STATE/UCC DIVISION, DOVER, DE

UCC Filing - Assignment

Filing Date	09/10/2021
Filing Number	2021 7216261
Received Date	10/19/2021
Original Filing Date	01/05/2011
Original Filing Number	2011 0044811
Secured Party	IBM CREDIT LLC, ATLANTA, GA
Secured Party	PERIDOT FINANCING SOLUTIONS LLC, NEW YORK, NY
Debtors	PC CONNECTION, INC.
Filing Office	SECRETARY OF STATE/UCC DIVISION, DOVER, DE

UCC Filing - Original

Filing Date	06/21/2021
Filing Number	2021 4800844
Received Date	08/03/2021
Collateral	Computer equipment and proceeds
Secured Party	IBM CREDIT LLC, ARMONK, NY
Debtors	PC CONNECTION, INC.
Filing Office	SECRETARY OF STATE/UCC DIVISION, DOVER, DE

UCC Filing - Continuation

Filing Date	09/30/2020
Filing Number	2020 6754867
Received Date	11/24/2020
Original Filing Date	01/05/2011
Original Filing Number	2011 0044811
Secured Party	IBM CREDIT LLC, ATLANTA, GA
Debtors	PC CONNECTION, INC.
Filing Office	SECRETARY OF STATE/UCC DIVISION, DOVER, DE

UCC Filing - Continuation

Filing Date	07/26/2018
Filing Number	2018 5139395
Received Date	08/24/2018
Original Filing Date	01/14/2014
Original Filing Number	2014 0167676
Secured Party	WELLS FARGO CAPITAL FINANCE, LLC, SUCCESSOR BY MERGER TO CASTLE PINES CAPITAL LLC
Debtors	PC CONNECTION, INC.
Filing Office	SECRETARY OF STATE/UCC DIVISION, DOVER, DE

UCC Filing - Amendment

Filing Date	04/25/2018
Filing Number	2018 2806426
Received Date	05/25/2018
Original Filing Date	01/14/2014
Original Filing Number	2014 0167676
Secured Party	CASTLE PINES CAPITAL LLC, ENGLEWOOD, CO
Secured Party	WELLS FARGO CAPITAL FINANCE, LLC, SUCCESSOR BY MERGER TO CASTLE PINES CAPITAL LLC, ENGLEWOOD, CO
Debtors	PC CONNECTION, INC.
Filing Office	SECRETARY OF STATE/UCC DIVISION, DOVER, DE

UCC Filing - Amendment

Filing Date	03/01/2017
Filing Number	20171369369
Received Date	04/04/2017
Collateral	Inventory including proceeds and products - Assets including proceeds and products - Equipment including proceeds and products
Original Filing Date	01/05/2011
Original Filing Number	2011 0044811
Secured Party	IBM CREDIT LLC, ATLANTA, GA
Debtors	PC CONNECTION, INC.
Filing Office	SECRETARY OF STATE/UCC DIVISION, DOVER, DE

UCC Filing - Continuation

Filing Date	02/13/2017
Filing Number	20170993102
Received Date	05/02/2017
Original Filing Date	02/24/2012

Original Filing Number	2012 0726812
Secured Party	RBS CITIZENS, N.A., AS AGENT, WOBURN, MA
Debtors	PC CONNECTION, INC.
Filing Office	SECRETARY OF STATE/UCC DIVISION, DOVER, DE

UCC Filing - Continuation

Filing Date	10/13/2015
Filing Number	20154646948
Received Date	12/04/2015
Original Filing Date	01/05/2011
Original Filing Number	2011 0044811
Secured Party	IBM CREDIT LLC, ATLANTA, GA
Debtors	PC CONNECTION, INC.
Filing Office	SECRETARY OF STATE/UCC DIVISION, DOVER, DE

UCC Filing - Continuation

Filing Date	01/13/2015
Filing Number	2015 0154673
Received Date	03/10/2015
Original Filing Date	06/24/2005
Original Filing Number	5195357 0
Secured Party	CITIZENS BANK, N.A. FORMALLY KNOWN AS RBS CITIZENS, N.A., BOSTON, MA
Debtors	PC CONNECTION SALES CORPORATION
Filing Office	SECRETARY OF STATE/UCC DIVISION, DOVER, DE

UCC Filing - Continuation

Filing Date	01/13/2015
Filing Number	2015 0154665
Received Date	03/10/2015
Original Filing Date	06/24/2005
Original Filing Number	5195340 6
Secured Party	CITIZENS BANK, N.A. FORMALLY KNOWN AS RBS CITIZENS, N.A., BOSTON, MA
Debtors	PC CONNECTION, INC.
Filing Office	SECRETARY OF STATE/UCC DIVISION, DOVER, DE

UCC Filing - Original

Filing Date	01/14/2014
Filing Number	2014 0167684
Received Date	02/11/2014

Collateral	Inventory and proceeds
Secured Party	CASTLE PINES CAPITAL LLC, ENGLEWOOD, CO
Debtors	PC CONNECTION SALES CORPORATION
Filing Office	SECRETARY OF STATE/UCC DIVISION, DOVER, DE

UCC Filing - Original

Filing Date	01/14/2014
Filing Number	2014 0167676
Received Date	02/11/2014
Collateral	Inventory and proceeds
Secured Party	CASTLE PINES CAPITAL LLC, ENGLEWOOD, CO
Debtors	PC CONNECTION, INC.
Filing Office	SECRETARY OF STATE/UCC DIVISION, DOVER, DE

UCC Filing - Amendment

Filing Date	02/24/2012
Filing Number	2012 0750390
Received Date	03/26/2012
Collateral	Negotiable instruments including proceeds and products - Account(s) including proceeds and products - Contract rights including proceeds and products - Computer equipment including proceeds and products - General intangibles(s) including proceeds and products
Original Filing Date	05/15/2002
Original Filing Number	2121497 6
Secured Party	RBS CITIZENS, N.A., AS AGENT
Debtors	PC CONNECTION, INC.
Filing Office	SECRETARY OF STATE/UCC DIVISION, DOVER, DE

UCC Filing - Amendment

Filing Date	02/24/2012
Filing Number	2012 0750283
Received Date	03/26/2012
Collateral	Negotiable instruments including proceeds and products - Account(s) including proceeds and products - General intangibles(s) including proceeds and products - Contract rights including proceeds and products - Computer equipment including proceeds and products
Original Filing Date	06/24/2005
Original Filing Number	5195357 0
Secured Party	RBS CITIZENS, N.A., AS AGENT
Debtors	PC CONNECTION SALES CORPORATION
Filing Office	SECRETARY OF STATE/UCC DIVISION, DOVER, DE

UCC Filing - Original

Filing Date	02/24/2012
Filing Number	2012 0726812
Received Date	03/26/2012
Collateral	Negotiable instruments including proceeds and products - Account(s) including proceeds and products - Contract rights including proceeds and products - Computer equipment including proceeds and products - General intangibles(s) including proceeds and products
Secured Party	RBS CITIZENS, N.A., AS AGENT, WOBURN, MA
Debtors	PC CONNECTION, INC.
Filing Office	SECRETARY OF STATE/UCC DIVISION, DOVER, DE

UCC Filing - Original

Filing Date	02/24/2012
Filing Number	2012 0725921
Received Date	03/26/2012
Collateral	Negotiable instruments including proceeds and products - Account(s) including proceeds and products - Contract rights including proceeds and products - Computer equipment including proceeds and products - General intangibles(s) including proceeds and products
Secured Party	RBS CITIZENS, N.A., AS AGENT, WOBURN, MA
Debtors	PC CONNECTION SALES CORPORATION
Filing Office	SECRETARY OF STATE/UCC DIVISION, DOVER, DE

UCC Filing - Amendment

Filing Date	02/24/2012
Filing Number	2012 0750572
Received Date	03/26/2012
Collateral	Negotiable instruments - Account(s) - Computer equipment - Contract rights - General intangibles(s)
Original Filing Date	06/24/2005
Original Filing Number	5195340 6
Secured Party	RBS CITIZENS, N.A., AS AGENT
Debtors	PC CONNECTION, INC.
Filing Office	SECRETARY OF STATE/UCC DIVISION, DOVER, DE

UCC Filing - Amendment

Filing Date	02/23/2012
Filing Number	2012 0720179
Received Date	03/26/2012
Original Filing Date	05/15/2002
Original Filing Number	2121497 6
Secured Party	RBS CITIZENS, N.A., AS AGENT, SUCCESSOR BY MERGER TO CITIZENS BANK OF MASSACHUSETTS, WOBURN, MA

Debtors PC CONNECTION, INC.
Filing Office SECRETARY OF STATE/UCC DIVISION, DOVER, DE

UCC Filing - Amendment

Filing Date 02/23/2012
Filing Number 2012 0719833
Received Date 03/26/2012
Original Filing Date 06/24/2005
Original Filing Number 5195357 0
Secured Party RBS CITIZENS, N.A., AS AGENT, SUCCESSOR BY MERGER TO CITIZENS BANK OF MASSACHUSETTS, WOBURN, MA
Debtors PC CONNECTION SALES CORPORATION
Filing Office SECRETARY OF STATE/UCC DIVISION, DOVER, DE

UCC Filing - Amendment

Filing Date 02/23/2012
Filing Number 2012 0720195
Received Date 03/26/2012
Original Filing Date 06/24/2005
Original Filing Number 5195340 6
Secured Party RBS CITIZENS, N.A., AS AGENT, SUCCESSOR BY MERGER TO CITIZENS BANK OF MASSACHUSETTS, WOBURN, MA
Debtors PC CONNECTION, INC.
Filing Office SECRETARY OF STATE/UCC DIVISION, DOVER, DE

UCC Filing - Continuation

Filing Date 12/12/2011
Filing Number 2011 4753417
Received Date 01/27/2012
Original Filing Date 05/15/2002
Original Filing Number 2121497 6
Secured Party RBS CITIZENS, N.A. SUCCESSOR BY MERGER TO CITIZENS BANK OF MASSACHUSETTS
Debtors PC CONNECTION, INC.
Filing Office SECRETARY OF STATE/UCC DIVISION, DOVER, DE

UCC Filing - Original

Filing Date 01/05/2011
Filing Number 2011 0044811
Received Date 02/04/2011
Collateral Negotiable instruments and proceeds - Inventory and proceeds - Account(s) and proceeds - Chattel paper and proceeds - and OTHERS

Secured Party	IBM CREDIT LLC, ATLANTA, GA
Debtors	PC CONNECTION, INC.
Filing Office	SECRETARY OF STATE/UCC DIVISION, DOVER, DE

UCC Filing - Continuation

Filing Date	01/07/2010
Filing Number	2010 0049621
Received Date	04/17/2010
Original Filing Date	06/24/2005
Original Filing Number	5195340 6
Secured Party	RBS CITIZENS, N.A. SUCCESSOR BY MERGER TO CITIZENS BANK OF MASSACHUSETTS
Debtors	PC CONNECTION, INC.
Filing Office	SECRETARY OF STATE/UCC DIVISION, DOVER, DE

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If it is indicated that there are defendants other than the report subject, the lawsuit may be an action to clear title to property and does not necessarily imply a claim for money against the subject.

Special Events

Currency: All figures in USD unless otherwise stated

SPECIAL EVENTS

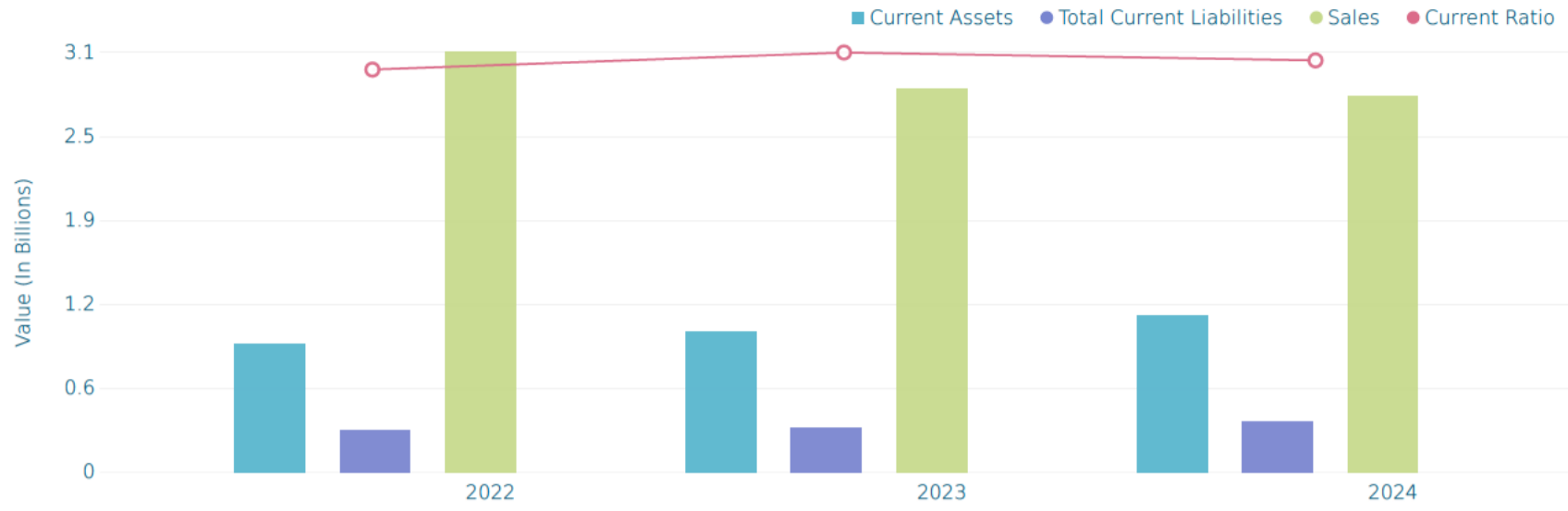
Date	Event Description
05/05/2025	EARNINGS UPDATE: According to published reports, comparative operating results for the 3 months ended March 31, 2025: Revenue of \$701,046,000, Net Income of \$13,481,000; compared to Revenue of \$632,025,000, Net Income of \$13,154,000 for the comparable period in the prior year.

Financials - D&B

Currency: All figures in USD unless otherwise stated

Financials

FINANCIAL STATEMENT COMPARISON



	Fiscal Consolidated 12/31/2024	Fiscal Consolidated 12/31/2023	Fiscal Consolidated 12/31/2022	Last 3 years
Current Assets	1,166,850,000	1,048,639,000	953,792,000	■■■■
Current Liabilities	371,205,000	327,965,000	310,517,000	■■■■
Tangible Net Worth	910,990,000	840,767,000	766,175,000	■■■■
Sales	2,802,118,000	2,850,644,000	3,124,996,000	■■■■
Net Income	87,095,000	83,271,000	89,219,000	■■■■
Current Ratio	3.14	3.2	3.07	■■■■
Working Capital	795,645,000	720,674,000	643,275,000	■■■■
Other Assets	132,504,000	139,742,000	146,034,000	■■■■
Long Term Liabilities	17,159,000	19,649,000	23,134,000	■■■■

Explanations: The net worth of this company includes intangibles.

Accounts receivable shown net less \$3,274,000 allowance. Fixed assets shown net less \$86,932,000 depreciation.
Explanations: The net worth of this company includes intangibles.

Financials

Currency: All figures in USD unless otherwise stated

BALANCE SHEET

Balance Sheet

Assets

Current Assets	Interim 03/31/2025	Fiscal 12/31/2024	Last 2 years
Marketable Securities	USD 157,868,000	USD 264,295,000	■■■
Prepaid Exps & Other Current Assets	USD 20,418,000	USD 15,356,000	■■■
Accounts Receivable	USD 603,984,000	USD 611,433,000	■■■
Cash	USD 182,457,000	USD 178,318,000	■■■
Inventory	USD 151,792,000	USD 95,054,000	■■■
Total Current Assets	USD 1,116,519,000		
Long Term Assets	Interim 03/31/2025	Fiscal 12/31/2024	Last 2 years
Intangibles-Net	USD 1,904,000	-	■

Long Term Assets	Interim 03/31/2025	Fiscal 12/31/2024	Last 2 years
Property, Plant, Fixtures & Equipment	USD 51,658,000	USD 52,520,000	
Goodwill	USD 73,602,000	USD 73,602,000	
Right-Of-Use Assets	USD 2,808,000	-	
Other long term assets	USD 1,012,000	USD 1,096,000	
Total Assets	USD 1,247,503,000		

Liabilities

Total Current Liabilities	Interim 03/31/2025	Fiscal 12/31/2024	Last 2 years
Accruals	USD 80,364,000	USD 70,963,000	
Accounts Payable	USD 273,521,000	USD 300,242,000	
Total Current Liabilities	USD 353,885,000		

Long Term Liabilities	Interim 03/31/2025	Fiscal 12/31/2024	Last 2 years
TREASURY STOCK	(USD 109,142,000)	(USD 63,980,000)	
Common Stock	USD 294,000	USD 294,000	
Other Long Term Liabilities	USD 516,000	USD 516,000	
Retained Earnings	USD 847,037,000	USD 837,466,000	
Operating Lease Liabilities	USD 1,066,000	USD 1,552,000	
Additional Paid In Capital / Capital Surplus	USD 138,725,000	USD 137,036,000	
Deferred Income Taxes	USD 15,061,000	USD 15,091,000	
ACCUM OTHER COMPREHENSIVE INCOME	USD 61,000	USD 174,000	
Total Liabilities & Net Worth	USD 1,247,503,000		

PROFIT AND LOSS INFORMATION

Date	Description
03/31/2025	From JAN 01 2025 to MAR 31 2025 sales \$701,046,000; cost of goods sold \$573,735,000. Gross profit \$127,311,000; operating expenses \$112,789,000. Operating income \$14,522,000; other income \$3,976,000; net income before taxes \$18,498,000; Federal income tax \$5,017,000; net income \$13,481,000.
12/31/2024	From JAN 01 2024 to DEC 31 2024 annual sales \$2,802,118,000; cost of goods sold \$2,282,324,000. Gross profit \$519,794,000; operating expenses \$422,732,000. Operating income \$97,062,000; other income \$20,425,000; net income before taxes \$117,487,000; Federal income tax \$30,392,000. Net income \$87,095,000.

Financial Ratios

Currency: All figures in USD unless otherwise stated

KEY BUSINESS RATIOS

Statement date	Based on Number of Establishments
03/31/2025	23

	Ratio for the business	Industry Median	Industry Quartile
Profitability			
Return On Assets	1.1	(4.4)	2
Return on Net Worth	1.5	(4.2)	2
Return on Sales	1.9	(3.9)	2
Short Term Solvency			
Accounts Payable to Sales	9.8	6.5	1
Assets Over Sale	44.5	84.4	4
Collection Period	78.6	5.0	1
Sales to Inventory	18.5	12.1	2
Sales Over Net Working Capital	3.7	7.6	3
Utilization			
Total Liabilities Over Net Worth	42.3	178.9	4

Efficiency

Income Statement

Currency: All figures in USD unless otherwise stated



Minority Interest Expense	-	-	-	-
Net Income from Continuing Operations	87,095,000	83,271,000	89,219,000	■ ■ ■
Discontinued Operations	-	-	-	-
Effect of Accounting Changes	-	-	-	-
Extraordinary Items	-	-	-	-
Net Income	87,095,000	83,271,000	89,219,000	■ ■ ■
Preferred Stocks & Other Adjustments	-	-	-	-
Net Income Applicable to Common Shares	87,095,000	83,271,000	89,219,000	■ ■ ■

Balance Sheet

Currency: All figures in USD unless otherwise stated

FINANCIAL STATEMENT COMPARISON				
Assets	Fiscal Consolidated 12/31/2024	Fiscal Consolidated 12/31/2023	Fiscal Consolidated 12/31/2022	Trends
Cash and Cash Equivalents	178,318,000	144,954,000	122,930,000	■ ■ ■
Short Term Investments	264,295,000	152,232,000	0	■ ■ ■
Net Trade Receivables	613,827,000	611,182,000	610,280,000	■ ■ ■
Inventory	95,054,000	124,179,000	208,682,000	■ ■ ■
Other Current Assets	15,356,000	16,092,000	11,900,000	■ ■ ■
Total Current Assets	1,166,850,000	1,048,639,000	953,792,000	■ ■ ■
Fixed Assets	55,597,000	60,998,000	66,729,000	■ ■ ■
Long Term Investments	-	-	-	-
Deferred Long Term Asset Charges	-	-	-	-
Other Assets	1,096,000	1,714,000	1,055,000	■ ■ ■
Goodwill	73,602,000	73,602,000	73,602,000	■ ■ ■
Total Assets	1,299,354,000	1,188,381,000	1,099,826,000	■ ■ ■
Accumulated Amortization	-	-	-	-
Intangible Assets	2,209,000	3,428,000	4,648,000	■ ■ ■
Liabilities	Fiscal Consolidated 12/31/2024	Fiscal Consolidated 12/31/2023	Fiscal Consolidated 12/31/2022	Trends
Accounts Payable	371,205,000	327,965,000	310,517,000	■ ■ ■
Short Term and Current Long Term Debt	-	-	-	-
Other Current Liabilities	-	-	-	-
Total Current Liabilities	371,205,000	327,965,000	310,517,000	■ ■ ■
Long Term Debt	-	-	-	-

Deferred Long Term Liability Charges	15,091,000	15,844,000	17,970,000	
Negative Goodwill	-	-	-	-
Minority Interest	-	-	-	-
Other Liabilities	2,068,000	3,805,000	5,164,000	
Misc Stocks, Options & Warrants	-	-	-	-
Total Liabilities	388,364,000	347,614,000	333,651,000	
Shareholder's Equity	Fiscal Consolidated 12/31/2024	Fiscal Consolidated 12/31/2023	Fiscal Consolidated 12/31/2022	Trends
Preferred Stocks	-	-	-	-
Common Stocks	294,000	293,000	291,000	
Retained Earnings	837,466,000	760,898,000	686,037,000	
Treasury Stocks	63,980,000	51,383,000	45,937,000	
Capital Surplus	137,036,000	130,878,000	125,784,000	
Other Equity	174,000	81,000	0	
Total Equity	910,990,000	840,767,000	766,175,000	

Cash Flow

Currency: All figures in USD unless otherwise stated

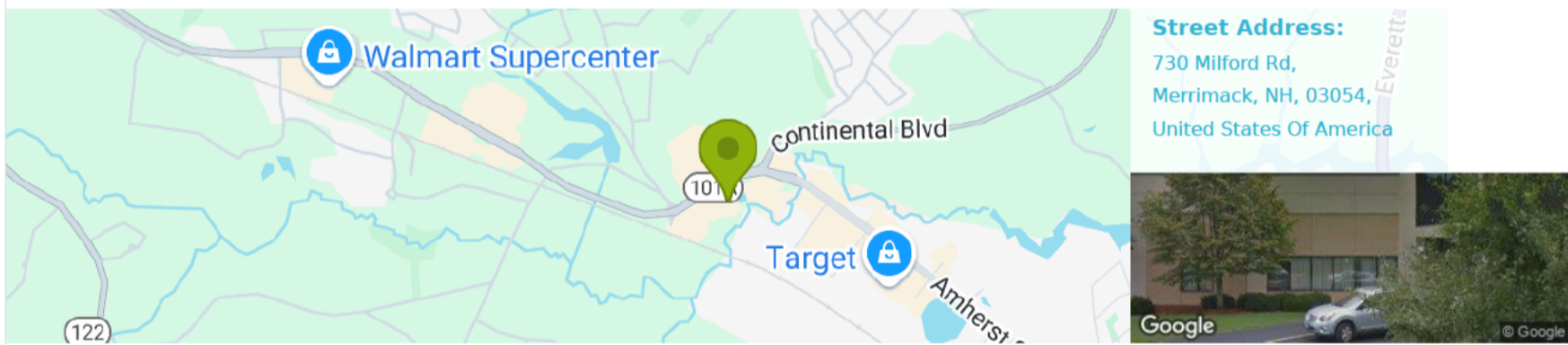
CASH FLOW				
	Fiscal Consolidated 12/31/2024	Fiscal Consolidated 12/31/2023	Fiscal Consolidated 12/31/2022	Last 3 years
Depreciation	8,749,000	11,132,000	11,978,000	
Net Income Adjustments	9,670,000	7,293,000	7,636,000	
Changes in Liabilities	42,434,000	19,355,000	(63,788,000)	
Changes in Accounts Receivables	6,513,000	(1,599,000)	6,000,000	
Changes in Inventories	(29,125,000)	(84,503,000)	2,127,000	
Changes in Other Operating Activities	(3,308,000)	9,199,000	2,029,000	
Net Cash Flows - Operating Activities	173,868,000	197,954,000	34,889,000	
Capital Expenditures	7,575,000	9,595,000	9,077,000	
Investments	107,711,000	150,607,000	-0	
Other Cash Flows from Investing Activities	-	-	-	-
Net Cash Flows - Investing Activities	(115,286,000)	(160,202,000)	(9,077,000)	
Dividends Paid	10,527,000	8,410,000	8,948,000	
Sale and Purchase of Stock	(11,267,000)	(4,303,000)	0	
Net Borrowings	0	0	0	-

Other Cash Flows from Financing Activities	(3,424,000)	(3,015,000)	(2,244,000)	■ ■ ■
Net Cash Flows - Financing Activities	(25,218,000)	(15,728,000)	(11,192,000)	■ ■ ■
Effect of Exchange Rate	-	-	-	-
Change in Cash and Cash Equivalents	33,364,000	22,024,000	14,620,000	■ ■ ■

Company Profile

Currency: All figures in USD unless otherwise stated

COMPANY OVERVIEW		
D-U-N-S 16-696-4986	Mailing Address MERRIMACK, NH, 03054, UNITED STATES	Annual Sales 2,802,118,000 (USD)
History Record Clear	Telephone +1 603 683 2000	Employees 2,580 (10 here)
Date Incorporated 12/27/1999	Website www.pcconnection.com	Age (Year Started) 43 Years (1982)
Business Commenced On 1982	Present Control Succeeded 1982	Named Principal Timothy J Mcgrath, PRES-CEO
State of Incorporation DELAWARE	SIC 5961	Line of Business Ret mail-order house
Ownership Public: CNXN(NGS)	NAICS 449210	



BUSINESS REGISTRATION	
Corporate and business registrations reported by the secretary of state or other official source as of: 2013-07-06 This data is for informational purposes only, certification can only be obtained through the Office of the Secretary of State.	
Registered Name	PC CONNECTION, INC.
State of Incorporation	DELAWARE
Date Incorporated	12/27/1999
Registration ID	3149279
Registration Status	STATUS NOT AVAILABLE
Filing Date	12/27/1999
Where Filed	SECRETARY OF STATE/CORPORATIONS DIVISION
Registered Agent	
Name	THE CORPORATION TRUST COMPANY
Address	CORPORATION TRUST CENTER 1209 ORANGE ST, WILMINGTON, DE, 198010000

PRINCIPALS

Officers

TIMOTHY J MCGRATH, PRES-CEO
PATRICIA GALLUP, CHB-CAO+
JAY E BOTHWICK, V CHB-SEC+
THOMAS C BAKER, SR V PRES-CFO-TREAS

Directors

DIRECTOR(S): The officers identified by (+) and David Beffa-Negrini, Barbara Duckett, Jack Ferguson and Gary Kinyon.

COMPANY EVENTS

The following information was reported on: 03/22/2025

The Delaware Secretary of State business registrations file showed that PC Connection, Inc. was registered as a Corporation on December 27, 1999, under the file registration number 3149279.

Business started 1982.

The company was founded in 1982.

The company's common stock is traded on the NASDAQ Global Select Market under the symbol "CNXN". As of February 14, 2025, there were approximately 36 stockholders of record. As of March 18, 2024, those shareholders identified by the company as beneficially owning 5% or more of the outstanding shares were: David Hall Trust 2003 (26.1%); BlackRock, Inc. (9.4%); Comack Trust (9.3%); Dimensional Fund Advisors, Inc. (7.2%); and Patricia Gallup (54.6%). As of the same date, officers and directors as a group beneficially owns 56.5% of the outstanding shares.

TIMOTHY J MCGRATH. Antecedents not available.

PATRICIA GALLUP. Antecedents not available.

JAY E BOTHWICK. Antecedents not available.

THOMAS C BAKER. Antecedents not available.

AFFILIATES: The following are related through common principals, management and/or ownership: CrossHarbor Capital Partners LLC, Boston, MA. Started '1998'. DUNS #929493252. Operates as closed-end investment office.

Dimensional Fund Advisors Inc, Austin, TX. Started '2010'. DUNS #045654593. Operates as investment advisory service provider.

BUSINESS ACTIVITIES AND EMPLOYEES

The following information was reported on: 03/22/2025

Business Information

Trade Names CONNECTION; PC CONNECTION; GOVCONNECTION; MACCONNECTION; OTHER STYLES - SEE OPERATIONS

Description The company, together with its subsidiaries, provides various information technology (IT) solutions worldwide. The company operates through three segments, Enterprise Solutions, Business Solutions, and Public Sector Solutions. It offers IT solutions, including computer systems, data center solutions, software and peripheral equipment, networking communications, and other products and accessories; and portfolio of managed services and professional services, as well as provides services related to design, configuration, and implementation of IT solutions.

TRADESTYLE(S): we solve IT, Everything Overnight, Mobile Connection, Cloud Connection, Education Connection, MoreDirect, CNXN Helix, WebSPOC, Softmart, GlobalServe, Raccoon Character, Connection Cloud MarkITplace, ConnectOne and QaaM.

Terms are Net 15 and 30 days. Sells to commercial concerns. Territory : International.

Employees 2,580 which includes officer(s). 10 employed here.

Financing Status Unsecured

Financial Condition Good

Seasonality Nonseasonal.

Facilities Leases premises in a building.

Related Concerns

SIC/NAICS Information

Industry Code	Description	Percentage of Business
5961	Ret mail-order house	-
59610200	Computer equipment and electronics, mail order	-
59610201	Computer software, mail order	-
59610202	Computers and peripheral equipment, mail order	-
NAICS Codes	NAICS Description	
449210	Electronics and Appliance Retailers	
449210	Electronics and Appliance Retailers	
449210	Electronics and Appliance Retailers	

GOVERNMENT ACTIVITY	
Activity Summary	
Borrower(Dir/Guar)	No
Administrative Debt	No
Contractor	No
Grantee	No
Party excluded from federal program(s)	No

Your Information Currency: All figures in USD unless otherwise stated

Record additional information about this company to supplement the D&B information.

Note: Information entered in this section will not be added to D&B's central repository and will be kept private under your user ID. Only you will be able to view the information.

In Folders: [View](#)

Account Number	Endorsement/Billing Reference * MoscoA@dnb.com	Sales Representatives
Credit Limit	Total Outstanding	Your Information Currency US Dollar (USD)