



Knowledge services

Serving those who serve others, and we want to serve you.

Utah Solicitation No. CH16012
Master Agreement #AR2504

Additions to Master Agreement

Overview

GuideSoft, Inc. dba Knowledge Services submitted our response to the State of Utah Solicitation No. CH16012, in conjunction with NASPO ValuePoint in 2016. Within our technical proposal we listed our Cloud Solution options:

- Provider Pro Solution
- Provider Mobile Pro Solution
- Full-Time Employee Pro Solution
- Full-Time Employee Mobile Pro Solution

Since the Solicitation and subsequent award, Knowledge Services wanted to clarify that our Employer of Record (EOR) solution was included as a part of our Provider Pro Solution.

What is Employer of Record (EOR)

The Knowledge Services' Cloud Solution includes all of our dotStaff™ Vendor Management System (VMS) functionality, in conjunction with our Managed Service Provider (MSP). The Provider Pro Solution delivers government entities robust functionality to efficiently and effectively contract temporary and contingent-based labor which is streamlined, automated, invoiced, and billed through our Cloud Solution. Our EOR is a part of the VMS + MSP solution.

When a temporary resource is identified and/or recruited by the client (or State) and not found through a temporary staffing vendor, the VMS + MSP solution provides the temporary resource at a significantly reduced rate, offering the client hard dollar cost savings while reducing risk and providing compliance. Knowledge Services becomes the employer of record responsible for administering the payroll and payroll related costs, as well as employer mandated taxes and insurance.

Experience in EOR

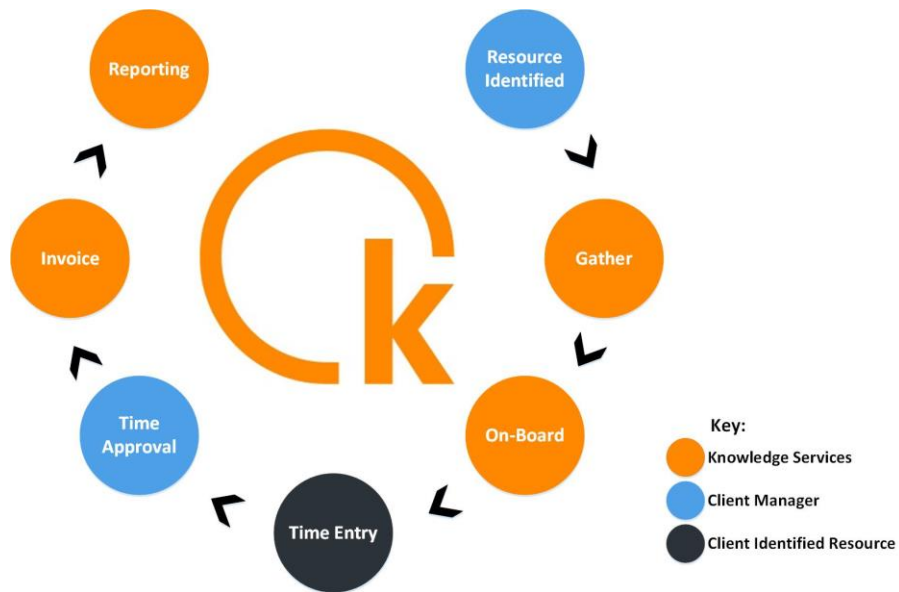
Knowledge Services has been delivering EOR to State government since 2009 as a part of our VMS + MSP solution. In utilizing EOR, our clients have experienced significant cost savings. For example, the State of Arizona has realized over \$1.3 million dollars in savings and the State of Indiana has realized over \$5.2 million dollars in savings utilizing EOR within the VMS + MSP solution.

Our clients have found EOR ideal for short term duration, seasonal workers, special projects, Legacy technology system updates, and previous State employees.

How It Works

When the client has identified a temporary resource, without the assistance of a temporary staffing vendor, they will notify the Knowledge Services VMS + MSP team member. The position will be posted within the dotStaff™ VMS Cloud Solution and the client-identified temporary resource will be attached to the position. The EOR temporary resource will simply enter time and expenses within the dotStaff™ VMS Cloud Solution and the client will approve entered time and expenses for billing and invoicing.

We have provided below a high-level process flow.



Pricing

Provided below is the pricing calculation and price.

The EOR rate percentage is inclusive of all statutory costs and/or taxes, which include but are not limited to Medicare, FICA, SUTA, FUTA, PPACA, and Workers Compensation Insurance. We will partner with the client to define the final agreed upon rate percentage.

EOR Rate Percentage: 30%