



Solicitation Number: RFP19000591

**Insurance Consulting and Brokerage for Excess Workers
Compensation**

Request for Proposal (RFP)

City of Pittsburgh

November 13, 2019 - December 11, 2019

General Header Information

No. RFP19000591
Title: Insurance Consulting and Brokerage for Excess Workers Compensation
Type: Formal Public Request for Proposal (RFP)
Start Date: November 13, 2019 at 3:45:00 PM EST
End Date: December 11, 2019 at 3:00:00 PM EST
Collaboration Start Date: November 13, 2019 at 4:00:00 PM EST
Collaboration End Date: November 27, 2019 at 3:00:00 PM EST
Estimated Total Value:
Description: The City of Pittsburgh is requesting proposals from qualified firms for Insurance Consulting and Brokerage Services to assist in obtaining excess worker's compensation insurance.

Justification:
Delivery Terms: Free On Board Destination
Payment Terms: Vendor Specified
Contact Information: City of Pittsburgh
Dan Tobin
414 Grant Street Room 502 Office of Management and Budget Pittsburgh
PA, 15219 United States
Tel: 412-255-2458
Fax:
daniel.tobin@pittsburghpa.gov

Contact Details: If you have any questions, Please contact:
Dan Tobin
414 Grant Street Room 502 Office of Management and Budget Pittsburgh
PA, 15219 United States
Tel: 412-255-2458
Fax:
daniel.tobin@pittsburghpa.gov

Selected Categories: Financial Instruments, Products, Contracts and Agreements (64000000)
Management and Business Professionals and Administrative Services
(80000000)
Financial and Insurance Services (84000000)

Solicitation Requirements: Tentative Schedule of Events

Tentative Schedule of Events

The following represents the tentative schedule for this project. Any change in the scheduled dates for the Pre-Proposal Conference (if applicable), Deadline for Submission of Written Questions, or Proposal Submission Deadline will be advertised in the form of an addendum to this RFP. The schedule for the evaluation process and other future dates may be adjusted without notice.

RFP released:	<i>November 13, 2019</i>
Cut-off questions:	<i>November 27, 2019</i>
Proposal submission deadline:	<i>December 11, 2019</i>
Proposal review & supplier scoring:	<i>December 2019</i>
Contract award:	<i>December 2019</i>
Council approval:	<i>January 2020</i>

Scope of Services

Background

The City of Pittsburgh employs over 3500 employees including over 900 police officers, over 650 firefighters and near 200 Paramedics in addition to hundreds of laborers & office workers. The city's workers' compensation program is self-insured and as a consequence it is of utmost importance that the city acquires excess workers' compensation insurance to help secure the financial feasibility of their operations. Each year a new policy must be secured and a broker is needed to find the most fiscally sound option.

The City of Pittsburgh is seeking to enter into a one year contract with with a qualified brokerage firm with two one-year renewal options.

Scope Details

The City of Pittsburgh is requesting insurance consulting and brokerage services to assist in the acquisition of Excess Workers' Compensation insurance. Brokerage and consulting services must be provided for annual policy renewals and on an as needed basis. The selected broker must provide a thorough renewal presentation each year with policy recommendations to include an analysis of available alternatives in consideration of the City of Pittsburgh's exposures. Brokerage services must also include market research, policy endorsements, certificates of insurance, and coverage consultation on City of Pittsburgh claims. Broker would also advocate with insurance companies on behalf of the City of Pittsburgh and advise on a continuing basis and in a timely manner on any and all significant matters and developments regarding the process of carrier service issues.

The City is currently self-insured with an excess policy through Safety National. The cost of the City's most recent policy is \$638,683 with a total current reported payroll of \$235,676,492. The chart below provides information on annual claims.

Year	2016	2017	2018
Incident Only	476	389	405
Lost Time	171	171	194
Medical Only	209	234	224
Restricted	71	98	64
Total	887	893	893

Broker's responsibilities and Expectations:

- Assist in designing the most cost-effective risk-financing including the review of retention levels, insurance limits and the marketing of the city coverage for placement in the excess/reinsurance marketplace
- Report to the city in March of the best estimate of program insurance renewal premiums for each program for the June renewal
- Meet with the city in the first calendar quarter before the renewal period for a renewal strategy meeting which will include an analysis of market conditions and recommendations for renewal in June
- Prepare renewal specifications for review by the city. Broker shall prepare a summary comparing last year's coverage with impending renewal proposals, identifying any differences with respect to the program.
- Verify accuracy and adequacy of excess/reinsurance contracts, endorsement and invoices including a review of city coverage documents
- Assist city in identifying and evaluating existing and emerging exposures of risk for the program
- Partner with city workers compensation third party administrator and or internal staff as an advocate in presenting program claims to excess of loss/reinsurance companies as requested
- Manage all claims on excess insurance, and provide technical assistance, as requested on member claims.
- Maintain written records for the Program, including records of marketing packages, policies, premiums, audits, loss data and any other pertinent information affecting coverage placed by Broker
- Be available up on reasonable notice to meet with City's members, officers, committees and staff as necessary at Broker's expense.
- Provide any other related services deemed appropriate by the city and/or Broker.

Appendix Items

NA

Proposal Format

Format Requirements

All submitted responses shall follow the formatting below, and all proposals will need to be provided electronically through Beacon. Each numbered section is to be uploaded as a separate file. If hard copies of submissions are required, each numbered section shall be a removable tab. Document pages shall be 8-1/2 inches by 11 inches in size or folded to such a size.

1. Response to Scope

1. Firm's Qualifications, Experience and References

2. Qualifications of Team

3. Project Approach and Plan

2. Cost Proposal

3. Demonstration of Good Faith Effort (if applicable)

Failure to include all of the elements specified may be cause for rejection. Additional information may be provided, but should be succinct and relevant to the goals of this RFP. Excessive information will not be considered favorably.

If additional hard copies are requested under Submittal Requirements, the proposal should be bound or contained in a loose leaf binder. Document pages shall be 8-1/2 inches by 11 inches in size or folded to such a size. Use section dividers, tabbed in accordance with this Section as specified below. All proposals will need to be provided electronically so the following format will apply for the electronic submittal through the Beacon website.

Firm's Qualifications, Experience & References

Describe the firm and provide a statement of the firm's qualifications for providing the scope of services. Identify the services which would be completed by your firm's staff and those that would be provided by sub-consultants, if any. Identify any sub-consultants you proposed to utilize to supplement your firm's staff.

Provide a summary of the firm's experience in providing these or similar services. Provide a minimum of three references for related projects, including dates, contact person, phone number, email, and a brief description of the project or scope of work.

Qualifications of Team

Provide a brief summary of the qualifications and experience of each team member assigned to this project, including length of service with the firm and resume/bio, and the qualifications /experience of any sub-consultant staff on your project team.

Project Approach and Plan

Provide a detailed discussion of your firm's approach to the successful completion of the scope of services outlined in this RFP. Include thorough discussions of methodologies you believe are essential to accomplishing this project or completing the scope of services. Include a proposed work schedule to accomplish all of the required tasks within the desired timeline. Identify the staff roles who would be assigned to each major task, including sub-consultants.

Cost Proposal

Provide a total cost proposal for all services to be delivered, and a breakdown of costs delineated by major phase and/or deliverable as described in your project plan. Include a schedule of hourly rates for all proposed staff and the amount of time each person will be devoted to this project. Define any reimbursable expenses (e.g., travel) requested to be paid by the City. Note: If travel expenses are included, the rate assumptions generally should not exceed the United States General Services Administration (GSA) rates for Pittsburgh.

PLEASE NOTE: The City does not agree to late fees, penalties, interest, attorney's fees or other contingent liability. In no event shall the City be liable for special, indirect, incidental, reliance, lost profits or other business interest damages.

Submittal Requirements

Submittal Requirements

1. All applicants must register on Beacon to submit a bid for this opportunity. The registration link can be found here: <http://pittsburghpa.gov/beacon/registration.html>
2. Once registered, applicants must login and find the RFP for which they intend to submit a proposal. The list of RFPs can be found here: <http://pittsburghpa.gov/beacon/bid-opportunities.html>
3. If additional assistance is needed with registration or submitting a proposal in response to the RFP, please email support webprocure-support@proactis.com or call the support line at 866-889-8533.
4. Bidding participants must submit their proposals electronically within the eProcurement tool located on Beacon by the submission deadline.
5. Bidding participants are required to provide one (1) electronic copy of their proposal in either MS Word or PDF by the submission deadline. Two (2) hard copies are to be submitted to the RFP Coordinator.
6. Questions regarding proposals should be delivered **ONLY** to the RFP Coordinator, whose contact information can be found in the header of this solicitation.
- 7 Additional submission considerations:
 - Late proposals will not be accepted or considered. Bidding participants should allow enough time to register company on Beacon, search the solicitation they wish to respond to and complete the submission process online before the deadline.
 - The City of Pittsburgh shall not be responsible for proposals delivered to a person or location other than that specified herein.
 - All submittals, whether selected or rejected, shall become the property of the City of Pittsburgh and will not be returned.
 - All costs associated with proposal preparation shall be borne by the applicant.

Proposal Evaluation & Selection

Selection Procedure

1. Your Proposal will be evaluated by a Proposal Committee comprised of the Director or other supervisor of the Using Department, one or more members of the Director's staff, at least one member of the Office of Management & Budget and any other department representatives as deemed necessary.
2. Submittals will be reviewed for responsiveness, and responsive submittals will further be screened by a selection committee in accordance with the criteria listed below. The firm(s) submitting the highest rated proposal may be invited for interviews.

Criteria

All proposals will be evaluated using the following criteria:

- Firm's Qualifications, Experience and References (15 points)
- Qualifications of Team (15 points)
- Project Approach and Plan (30 points)
- Cost Proposal (40 points)

Award and Contract

Award

After the City has received all Proposals and conducted its initial Evaluation, described above, the Proposal Committee may invite one or more Respondents to a follow-up interview to further discuss their Proposal(s).

The Proposal Committee may decide to accept the Proposal of one or more Respondents. It may decide to reject all proposals. Once a Proposal is accepted, the contract negotiation process will commence. This RFP and your response to it, in the form of your entire Proposal, will become part of the Contract. If a real or apparent conflict should arise between this RFP/Proposal and other language contained in the final Contract, the language of the final Contract shall control.

Contracting Process

Successful Respondents will be required to enter into a Contract with the City of Pittsburgh, contingent upon the approval of City Council. This Contract will be directed and managed by the issuing department and the Office of Management & Budget.

Work cannot commence on the Scope of the RFP until it a contract is fully executed. The City cannot process invoices nor approve payments until this Contract has been fully executed by the Respondent and all required City signatories, including the issuing department, the Law Department, and the City Controller.

City laws and policies mandate the incorporation of various custom terms and conditions into all City contracts. For this reason the City will not sign any standard contract proffered by the respondent.

An agreement shall not be binding or valid with the City unless and until it is fully executed by authorized representatives of the City and of the Proposer. Once the Contract is fully executed the City will notify Respondent in writing and give the order to proceed.

General Terms & Conditions

Examination of Proposal Documents

1. The submission of a proposal shall be deemed a representation and certification by the Respondent that they:
 - Have carefully read and fully understand the information that was provided by the City to serve as the basis for submission of the proposal
 - Have the capability to successfully undertake and complete the responsibilities and obligations of the proposal being submitted.
 - Represent that all information contained in the proposal is true and correct.
 - Did not, in any way, collude; conspire to agree, directly or indirectly, with any person, firm, corporation or other proposer in regard to the amount, terms or conditions of this proposal.
 - Acknowledge that the City has the right to make any inquiry it deems appropriate to substantiate or supplement information supplied by a proposer, and proposer hereby grants the City permission to make these inquiries, and to provide any and all related documentation in a timely manner.
2. No request for modification of the proposal shall be considered after its submission on the grounds that the proposer was not fully informed to any fact or condition.

RFP Term

Respondent's proposal shall remain firm and effective, subject to the City's review and approval, for a period of one hundred twenty (120) days from the closing date for the receipt of proposals.

The City may enter into negotiations with one or more Respondents during the one hundred twenty (120) day period during which all proposals will stay effective. The purpose of such negotiations will be to address questions and identify issues as the parties move towards the execution of a final contract or contracts.

RFP Communications

Unauthorized contact regarding this RFP with employees or officials of the City of Pittsburgh other than the RFP Coordinator named in the header section of this solicitation may result in disqualification from this procurement process.

Neither Respondent(s) nor any person acting on Respondent(s)'s behalf shall attempt to influence the outcome of the award by the offer, presentation or promise of gratuities, favors, or anything of value to any appointed or elected official or employee of the City of Pittsburgh, their families or staff members. All inquiries regarding the solicitation are to be directed to the designated RFP Coordinator. Outside of pertinent RFP questions directed to the City of Pittsburgh as specified above, any other attempts to contact any City of Pittsburgh personnel regarding this RFP, without prior approval by the RFP Coordinator will be considered grounds for dismissal and immediate disqualification from the RFP process. This includes, but is not limited to, all verbal, voice, text, e-mail, and social media (e.g. – LinkedIn) contact.

Please note the following:

- The City shall not be responsible for nor bound by any oral instructions, interpretations or explanations issued by the City or its representatives.
- Each proposer shall assume the risk of the method of dispatching any communication or proposal.
- The RFP Coordinator must receive all written comments, including questions and requests for clarification, no later than the Deadline for Submission Questions listed in the tentative project schedule.
- The City reserves the right to determine, at its sole discretion, the appropriate and adequate responses to written comments, questions, and requests for clarification. The City's official responses and other official communications pursuant to this RFP shall constitute an addendum of this RFP.
- The City will publish all official responses and communications pursuant to this RFP to the City of Pittsburgh procurement website. It is the responsibility of each proposer to check the site and incorporate all addenda into their response.
 - All addenda for this RFP will be distributed via the City of Pittsburgh procurement website at procurement.pittsburghpa.gov/beacon/opportunities
- Only the City's official, written responses and communications shall be considered binding with regard to this RFP.

Addenda/Clarifications

Should discrepancies or omissions be found in this RFP or should there be a need to clarify this RFP, questions or comments regarding this RFP must be put in writing and received by the RFP Coordinator as outlined in the submittal requirements section of this solicitation.

Withdrawal of Proposals

A proposer may withdraw its proposal at any time before the expiration of the time for submission of proposals as provided in this RFP by delivering a written request for withdrawal signed by, or on behalf of, the proposer.

Public Record

Respondent, by submittal of a proposal, acknowledges that all proposals may be considered public information in accordance with the Commonwealth of Pennsylvania Right to Know laws. Subject to award of this RFP, all or part of any submittal may be released to any person or firm who may request it. Therefore, proposers shall specify in their proposal response if any portion of their submittal should be treated as proprietary and not releasable as public information. Proposers should be aware that all such requests may be subject to legal review and challenge.

Any information considered proprietary should be indicated as such or not included in the response.

Non-Conforming Proposal

A proposal shall be prepared and submitted in accordance with the provisions of these RFP instructions and specifications. Any alteration, omission, addition, variance, or limitation of, from or to a proposal may be sufficient grounds for non-acceptance of the proposal, at the sole discretion of the City.

Disqualification

Factors such as, but not limited to, any of the following may be considered just cause to disqualify a proposal without further consideration:

- Evidence of collusion, directly or indirectly, among proposers in regard to the amount, terms or conditions of this proposal;
- Any attempt to improperly influence any member of the evaluation team;
- Existence of any lawsuit, unresolved contractual claim, or dispute between the proposer and the City;
- Evidence of incorrect information submitted as part of the proposal;
- Evidence of proposer's inability to successfully complete the responsibilities and obligation of the proposal; and
- Proposer's default under any previous agreement with the City, which results in termination of the agreement.

Restrictions on Gifts & Activities

The City of Pittsburgh Ethics Code and Chapter 198 of the City Code (Code of Conduct) was established to promote public confidence in the proper operation of our local government. These resources outline the requirements for disclosure of interests and restricted activities as related to public procurement processes. Proposers are responsible to determine the applicability of these requirements to their activities and to comply with its requirements.

Rights of the City of Pittsburgh

This RFP does not commit the City to enter into a contract, nor does it obligate the City to pay for any costs incurred in preparation and submission of proposals or in anticipation of a contract. The City reserves the right to:

- Reject any and all proposals;
- Issue subsequent Requests for Proposals;
- Cancel this RFP with or without issuing another RFP;
- Remedy technical errors in the Request for Proposals process;
- Approve or disapprove the use of particular sub-consultants;
- Make an award without further discussion of the submittal with the proposer (therefore, the proposal should be submitted initially on the most favorable terms that the firm or individual might propose);
- Meet with select proposers at any time to gather additional information;
- Make adjustments to the scope of services at any time if deemed by the Office of Management and Budget to be in the best interest of the City;
- Accept other than the lowest offer.
- Waive any informality, defect, non-responsiveness, or deviation from this RFP that is not material to the Respondent's proposal;
- Reject the proposal of any Respondent who, in the City's sole judgment, has been delinquent or unfaithful in the performance of any contract with the City;
- Reject the proposal of any Respondent who, in the City's sole judgment, is financially or technically incapable of performing in accordance with this RFP;
- Negotiate with any, all, or none of the Offerors and to enter into an agreement with another Offeror in the event that the originally selected finalist defaults or fails to execute an agreement with the City.
- Award a contract to the firm(s) that presents the best qualifications and whose proposal best accomplishes the desired results; and/or
- Enter into an agreement with another proposer in the event the originally selected proposer defaults or fails to execute an agreement with the City.
- Require a performance bond and/or other "failure to deliver" agreement by the awardee at time of contracting.

Miscellaneous Requirements

Acknowledgements

- 1. Conflict of Interest**-By submission of a proposal to this RFP, Respondent agrees that it presently has no interest and shall not have any interest, direct or indirect, which would conflict in any manner with the performance of the services required under this RFP.
- 2. Code of Ethics**-By submission of a proposal to this RFP, Respondent agrees to abide by the Code of Ethics of The City of Pittsburgh. The full Ethics Handbook can be found here:http://pittsburghpa.gov/humanresources/files/policies/10_Ethics_Handbook.pdf
- 3. Fair Trade Certification**-By responding to this RFP, the Respondent certifies that no attempt has been made, or will be made, by the Respondent to induce any other person or firm to submit or not to submit a submission for the purpose of restricting competition.
- 4. Non-Disclosure**-By responding to this RFP, the Respondent acknowledges they may be required to sign a Non-Disclosure Agreement during the contracting process if they are the successful bidder.
- 5. Debarment** -This RFP is also subject to Section 161.22 of the City of Pittsburgh Code related to debarment from bidding on and participating in City contracts.
- 6. Financial Interest**-No proposal shall be accepted from, or contract awarded to, any individual or firm in which any City employee, director, or official has a direct or indirect financial interest in violation of applicable City and State ethics rules. Entities that are legally related to each other or to a common entity which seek to submit separate and competing proposals must disclose the nature of their relatedness.
- 7. Full Fee Disclosure**-Pursuant to Section 161.36 of the Pittsburgh City Code, a Respondent must include a disclosure of any finder's fees, fee splitting, firm affiliation or relationship with any broker-dealer, payments to consultants, lobbyists, or commissioned representatives or other contractual arrangements of the firm that could present a real or perceived conflict of interest.

This bid has no questions defined.

Documents:

RFP 19000591 - QA Document.pdf

Solicitation has been designated as having no line items.

This bid does not have any evaluation committee

Vendors Who Will Receive Solicitation by Email/Fax:

232 Creative
321Blink LLC
4Consulting
4Forward LLC
A O Business Services LLC
A to Z Communications
A.B. Data, Ltd.
ABATOR INFORMATION SERVICES, INC.
Access Information
Active Web Group Inc
Acuta Digital
Ad Hoc LLC
AD Marble Co Inc
ADP LLC
Advanced Process Optimization Inc
ADVANTECH INC
AFL Internationa Consulting Staff and Services Inc
African American Chamber Foundation of Western PA
Agio Brand Solutions
AH Actuarial Solutions
Ahmad Zaffarese LLC
Aimpoint Research, LLC
Akraya Inc.
Alisha L Branson
Alliant Insurance Services
Allyis Inc
ALROWS LLC
Amec Foster Wheeler Environment Infrastructure
America Walks Inc
American General Services
American Municipal Tax-Exempt Compliance Corporation
American Personnel Managers Consultants Inc
AmeriServ Financial Bank
Amick Brown LLC
Andrea Geraghty
Aon Risk Services Central Inc (Self Invited)

Apex Systems LLC
Apple-Localization
Applied Decision Technologies, Incorporated
Aptude, Inc.
ARM Services Group Inc
Arthur J Gallagher (Self Invited)
Arthur J Gallagher Risk Management Services Inc (Self Invited)
Aspire Grant Development LLC
Astyra Corporation
ath Power Consulting Corporation
Atlantic Personnel Tenant Screening, Inc.
Attribution Cyber Consulting Inc
Augr LLC
Aureus Medical Group
AutonomousSafety LLC
Avalon Staffing LLC
AVC Solutions
AVENU INSIGHTS AND ANALYTICS LLC
Avon Graf Architects LLC
Axiom Re LP
Baker Tilly Virchow Krause, LLP
Bancroft Capital LLC
Bank of America NA
BCS BACKGROUND SCREENING, LLC
BEATTYS SERVICES INC
Bendex Resources, Inc.
Bendsen Signs Graphics Inc
Benefits Plus Consulting Group Inc
Bern Cappelli LLC
BEST Employment SoluTions, LLC
BI INCORPORATED
Bidilla, Inc.
BidPrime (Self Invited)
BKD, LLP
Black Ink Creative Partners LLC
BlackBeltHelp
Blender Inc

Blue Oceans Satellite Systems Inc
BlueWave Resource Partners, LLC
BNY Mellon Capital Markets
BondLink Inc
Boone Business Products Incorporated
Bradley Law LLC
BrandAlliance
Bright Bay Advisors, LLC
BrightKey, Inc.
BriteStar Business Solutions
Broadleaf
BROADRIDGE FINANCIAL SOLUTIONS INC
Brocade LLC
Broniec Associates
Buell Kratzer Powell LTD
Burns White LLC
Bynums Marketing Communications Inc
C.A. Friend Enterprises, LLC
Calfe Associates
Campos Inc
Carahsoft Technology Corporation
Career Resource Center Limited Liability Company
Carmine Carapella
Cascadia Partners LLC
Cash Tiers Ltd
CBS Broadcasting Inc
Center for Victory Inc
Ceridian HCM Inc
Certified Credit Reporting
CherryRoad Technologies Inc.
Chimicles Tikellis LLP
Chris Watts
Christine Michel Enterprises, LLC.
Cicely Blain Consulting
Cigna Health and Life Insurance Company
Cisco Systems
Citibank NA

Citizens Bank National Association
City of Pittsburgh Procurement (Self Invited)
Cityfi LLC
Citymart US Inc
CityStream Solutions LLC
Civic Design and Planning LLC
Civic Method
Civic Square LLC
CJIS GROUP
Clark Hill PLC
CLARKE EXECUTIVE SERVICES GROUP LLC (Self Invited)
Classroom Captioning
Clearscapes PA
Clearwater Analytics
CMT Services, Inc.
Coastal Displays of Pittsburgh Inc
Cobalt MedPlans
Colette Holt Associates
Comprehensive Drug Testing Inc
CompuGroup Technologies LLC
CONDUENT STATE LOCAL SOLUTIONS, INC.
Connections 4 Success
Consolidated Forensic Experts
Consultants for Children, LLC
Converge Communications Incorporated
Conversions Global Marketing
CORA Corporation
Corporate Mailing Services Inc
Cover Your Assets LLC
Cowden Associates Inc
Crawford Consulting Services
Creative Services Inc
Cummins Allison
Cushman Wakefield
CustomerFirst Renewables LLC
DALL GROUP LLC
Daryl Milliner Media

DDI Leasing Inc
DeLoJe LLC
Delores Ritzman Esquire
DELTAWRX
Denovo Ventures, LLC
Design Impact
Design Labor Staffing Agency
Destination Think! USA Inc.
Dinsmore Shohl LLP
DLJ Associates LLC
DM TRANS, LLC
Doherty and Associates
Donia LLC
DRAKE COOPER
Drexel Hamilton, LLC
DRNS Corp
Dylan Rooke
E H Griffith
E Holdings Inc
Eckert Seamans Cherin Mellott LLC
eDocs Technologies, LLC
Educational Data Systems Inc
EIM Services Inc
ELLIS ASSOCIATES INC
Em Media Inc
Eminence Entertainment Enterprises LLC
Empathia, Inc.
Endicott Associates LLC
Environmental Data Services LTD
Environmental Data Validaiton Inc
ENVIRONMENTAL SYSTEMS RESEARCH INSTITUTE
Epiq Global
Estep Security Professionals, LLC
Etek IT Services, Inc
evolve LLC
Extend Your Reach
Federal Compliance Consulting LLC

Federal Engineering, Inc.
Fire Horse Films Inc
Firespring Print Inc
FIRST NATIONAL BANK
FirstIdea, Inc.
Five Star Development Inc
Flexible Road LLC
Flyspace Productions
Ford Business Machines Inc
Forte Payment Systems
Foursquare Integrated Transportation Planning Inc
Fourth Economy Consulting
Fukui Architects PC
Fully Executed Decision Strategies LLC
Gallagher Benefit Services Inc
Gaming Laboratories International LLC
GARTNER INC
Gatto Cycle Shop
Genzeon Corporation
Geographic Technologies Group
German-Bliss Equipment, Inc.
Global Logistics Group LLC
Go Phleb LLC
Golabs Eclipse Displays
Golden Holley James LLP
Goody Clancy Associates Inc
GovDeals, Inc.
Govolution
Grant Thornton LLP
Grey Matter Group
Griffin Strong PC
Griffin Commons Consulting Co
Group O, Inc
Group Services
Growth Capital Management, LLC
Gud Marketing Inc
H Rizvi Consulting Inc

Hacking Solutions
Hands 2 Help Senior Services Inc
Handsfree Group
HDS Marketing Inc
Henderson Brothers Inc
Herbein Company
HFT MANAGEMENT INC
HHW Group LLC
Hireclout Inc
HispaniSpace LLC
HJA Strategies LLC
HK Equipment
Howroyd-Wright Employment Agency Inc
HPW Associates
HR Consultants Inc
HR Help4You
I.C. System, Inc.
IBEX IT BUSINESS EXPERTS
Idea Learning Group
IFS Industries LLC
Imagebox Productions Inc
IMG Advisory LLC
Impress Ink
Independent Living Systems LLC
Industrial Organizational Solutions Inc
Infinity Contractors LLC
Infojini Inc
Infolob Solutions Inc
InfoMart Inc
INNOVA Consulting LLC
Innovative Business Products Services LLC
Innovative Business Products Services LLC
Innovative Claims Strategies LLC
Inquiries Screening
Inservco Insurance Services
Insight Policy Research Inc
inSITE Advisory Group LLC

Institute of Individual and Organizational Change
Integrative Staffing Group, LLC.
Intelligent Decision Systems Inc.
International Investigative Group LTD
Ivy Planning Group LLC
Jacob Hospodar
Jacobs Management Corporation
Jacobson Associates Inc
JAMA Enterprises dba Strategic Consulting Partners
James L Smith Insurance Agency Inc
JEFF MARTIN AUCTIONEERS
Jennifer Perkins
Jennifer Rhea Whitmer Taylor
JH Technical Services Inc
JLK Global
Joel A. Dvoskin, Ph.D.
JPMorgan Chase Bank
Judge Technical Services Inc
Kabeyia Kompany LLC
Kaplan Kirsch Rockwell LLP
Karen Ann Cofield
Karen Brean Associates
Karen Peterson-Colonial Life
KBM Management Inc
Keen Independent Research LLC
Keller Rohrback LLP
Kensevick Inc
KeyBank USA NA
Kforce Inc
KJ Consulting Environmental Services LLC
KJS CONSULTING , LLC
KLM Consulting LLC DBA Kompl
KM Systems, Inc
KnowledgeCity
Knox McLaughlin Gornall Sennett PC
Komolafe and Young Staffing Agency LLC
Korn Ferry International

KPMG

KS Goins Associates LLC

KUBRA Data Transfer Ltd

Lake Research Partners, Inc.

Lamont Financial Services Corporation

LAR Consulting LLC

Laurel Mountain Leasing

Law Office of Nathaniel M Holmes LLC

Lawrence A Celli

Leadervation Learning LLC

Level Access

Livery Management Consultants

Logix Guru

Lota Shapiro

Lu Zhu

LUMSDEN INSURANCE AGENCY

LUXE Creative

Maher Duessel

Malady Wooten Inc

Malor Company Inc

Managed Medical Review Organization, Inc. MMro

MANAGEMENT REGISTRY, INC.

Mandli Communications

Marketing Instincts, Inc

MarketSpace Communications LLC

Martina Bacarella Architect

Mary Beth McDonald

MAS Financial Advisory Services LLC

Maslow Lumia Bartorillo Advertising

Mason Tillman Associates, Ltd.

MASSolutions

Mathtech

MAXIMUS Consulting Services, Inc.

McClelland Legal Search

MedTech Enginuity Corp.

Menlo Technologies

Merchant Preservation Services

Mercury Incorporated
MFR Consultants Inc
MGT of America Consulting LLC
MGT of America Consulting LLC
Miami Dade College
Midwest Presort Services Inc
Miller Brother Staffing Solutions LLC
Mindful Kreative Inc
Mirage Software Inc DBA Bourntec Solutions
Missouri Lawyers Media LLC
MJ Brunner Inc
Mockenhaupt Benefits Group
Modius Inc
Motivf Corporation
Motley Rice LLC
MSI Communications Inc
MuniServices LLC
MWIDM Inc
My3Tech Inc
MyWingman LLC
Naked Media
Napoli Shkolnik PLLC
National Health Care Solutions LLC
National Processing Solutions
National Testing Network Inc
Negometrix USA Inc.
Nesco Resource, LLC
Netra Helping Hotline Corporation
New Beginnings LLC
New Growth Group LLC
Nexlevel Consulting Services LLC
Nexus bec Inc
Nimdzi Insights LLC
Nitsom Promotional Manufacturing Corp
Nivo1 LLC
OBrien Rulis Bochicchio
ON TIME MARKETING CORP

Online Image LLC
PA Consulting Group Inc
Pacific East Research Inc
Palisade Capital Management LLC
Paragould Staffing LLC
Paramount Enterprises LLC
Pat Davis Design Group, Inc.
Pathfinder Labs Inc
Paylocity Corporation
PDDM Solutions LLC
Perfido Weiskopf Wagstaff and Goettel LLC
Periscope Intermediate Corporation
Peritia LLC
Peter Margittai Architects LLC
Pfaffmann Associates PC
Pink Frog Interactive
Pipl, Inc.
Pittsburgh Water and Sewer Authority
PNC Bank National Association
Point Emblems LLC
Portable Restroom Trailers LLC
PRE-EMPLOY.COM
PREA Auditors of America, LLC
Precision Copy Products Inc
Precixa
Predictive Index LLC
Prequel Solutions LLC
PricewaterhouseCoopers Public Sector LLP
Primal Equity Partners
Probitas Technology Inc
Process Safety Solutions LLC
Process Control Concepts Inc
Procopia LLC
Professional Services Resources, Inc
ProFromGo Internet Marketing LLC
PROVOX SYSTEMS Inc
Purlegator

Qminder
Quik Stage Inc.
Quintana Investigation
Radgov Inc
Rafilson Associates, LLC
RAMA Consulting Group
Rapid Results Background Check Solutions LLC
RCM Consultants Inc
Real Estate Strategies Inc
Real World Technologies Inc
RedefineHR Inc
Reyna Information Technology Services LLC
RFX ANALYST INC
Right 2 Left LLC
Riverside Sales Group LLC
RJ Manray Inc
RSB Solutions LLC
Sanders Search Group Inc
SB Friedman Development Advisors
SB Thomas Associates Inc
Schmidt Market Research Inc
Schnader Harrison Segal Lewis LLP
Schneider Downs Co Inc
Scottie Public Affairs
SDI Engineering Inc
SecureOne Outsource Solutions Inc
Seventy 7 Productions
SG Americas Securities LLC
Sheffield Scientific LLC
Shenandoah Fleet Maintenance and Management, LLC
Shift Collaborative LLC
Shindig Programs Inc
Sigma Resources LLC
Simmons Hanly Conroy LLC
Simpatico Cleaning LLC (Self Invited)
Skelly and Loy Inc
SLCK Enterprises

SMITHGROUP

Social Climber Pro LLC

SoftHQ Inc

Southport Actuarial Services

Space Machine LLC

SPECIALTY PRIVATE INVESTIGATORS INCORPORATED

SpendWorx LLC

Spiral Scout LLC.

Spry Digital LLC

Stafford Multimedia LLC

STAFFusion

Standard Bank PaSB

Standard Insurance Company

Start Something Solutions LLC

Stern Brothers Co.

STL Mobile Tech

Storm King Analytics, LLC

Strada Architecture LLC

Strassburger McKenna Gutnick Gefsky

Strategic Medicare Solutions, LLC

Strategy Matters LLC 01-059-0087

Struck

Sundance Technologies

Sunny City Enterprises, Inc.

Superior Skilled Trades LLC

Surveillance Resources and Investigations

Susan Cepicka Dietrich

Sustainability Partners LLC

Sustainable Modular Management, Inc.

Synergy Real Estate Corporation

T F Exploration LP

Talcott Franklin PC

Tallan Inc

Tano Partners Inc

Taylor Oswald LLC

TD Support Services Corporation

TechBase IT

TECHNOCRAFT SOLUTIONS LLC

The Bradley Partnerships Inc

The Dering Consulting Group Inc

The ED-TECH Group

The Fedeli Group

The Ferguson Group, LLC

The Glen Price Group

The Hill Group

The Home Depot

The Huntington National Bank

The Ray Organization LLC

The Segal Company

The Segal Company Midwest Inc

The Temple Group Inc

Thomson Rhodes Cowie PC

ThoughtForm Inc

TISOMO CONSULTING GROUP LLC

TJD Consulting

TMI Action, LLC

TopKerv Consulting LLC

Touloukian Touloukian Inc

Towers Watson Delaware Inc

TrailBlaze Creative LLC

Trane US Inc

Transcend Engagement LLC

TranSystems Corporation

Travelers Marketing LLC

TreCom Systems Group Inc

Triangle Press Inc

Triangle Systems Inc

Tryon Clear View Group

Tshibanda Associates

TSS Inc

Turners Office Management for Small Business

TwentyEighty Strategy Execution Inc

Tyrone A Goodwin MBA

UBS Financial Services Inc.

UCCS

Unemployment Insurance Services Inc
United Refrigeration Inc.
United We Stand
Urban Design Ventures, LLC
Urban Redevelopment Authority of Pittsburgh
UrbanLeap
USI Insurance Services National
V Diane Freeman
Vantage Energy Consulting LLC
Vector Fleet Management
Verizon Wireless
Veterans Express Total Services Inc
Vinformax Systems inc
Virgin Pulse Incorporated
Virtual Alliance Consultants
Virtual Staffing Source
VISIMO LLC
Walker Group, LLC
Wall Capital Group LLC
Weddings of Pittsburgh
Wells Fargo Bank
Will to Health LLC DBA LEADHR365
William Dorofy
Willis Towers Watson (Self Invited)
Windstream Holdings Inc
Wonderware
Workscape Inc
World Promotional Services
World Wide Technology
Zelenkofske Axelrod LLC
Zero Model LLC
Zilo International Group LLC
Zions Bancorporation National Association
Zolon Tech, Inc.
Zoltun Studios Inc