



# Solicitation Summary Report

*City of Pittsburgh*

*Solicitation# RFP19000419: Cross Cultural Training*

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## General Header Information

**No.** RFP19000419  
**Title:** Cross Cultural Training  
**Type:** Formal Public Request for Proposal (RFP)  
**Start Date:** July 02, 2019 at 1:00:00 PM EDT  
**End Date:** August 09, 2019 at 3:00:00 PM EDT  
**Collaboration Start Date:**  
**Collaboration End Date:**  
**Estimated Total Value:**  
**Description:** The primary objective is to create a cultural competency training for the Public Safety Academies that utilizes:  

- In-person instructors
- Instructional video modules
- Collaboration with local community leaders

**Delivery Terms:** Free On Board Destination  
**Payment Terms:** Vendor Specified  
**Contact Information:** City of Pittsburgh  
Cody Winiesdorffer  
Sourcing Specialist  
414 Grant Street Room 502  
Pittsburgh PA, 15219  
Tel: 412-255-2422  
Email: cody.winiesdorffer@pittsburghpa.gov

**Contact Details:** If you have any questions, Please contact:  
Cody Winiesdorffer  
Sourcing Specialist  
414 Grant Street Room 502  
Pittsburgh PA, 15219  
Tel: 412-255-2422  
Email: cody.winiesdorffer@pittsburghpa.gov

**Selected Categories:** Community and social services (93140000)  
Education and Training Services (86000000)  
Politics and Civic Affairs Services (93000000)

## Solicitation Requirements: Tentative Schedule of Events

Field Title	Field Description
Tentative Schedule of Events	<p>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.</p> <p>Anticipated release date – July 2, 2019 1:00 PM            Cut-off for questions – July 19, 2019 3:00 PM            Submission deadline – August 9, 2019 3:00 PM</p>

## Scope of Services

Field Title	Field Description
Background	<p>Through a grant from the Heinz Endowments, the City of Pittsburgh's Department of Public Safety established a Multicultural Liaison Unit, a community policing recommendation laid out in the 2014 Welcoming Pittsburgh Plan. The unit aims to increase trust and reliance of Public Safety employees within immigrant and refugee communities through cooperation with the Welcoming Pittsburgh Steering Committee, comprised of community and civic leaders. This goal is also guided by 3 major initiatives – communication and language access; outreach and education; and multicultural trainings. One critical element of multicultural trainings (to be implemented under the guidance of the Multicultural Liaison Unit) is cultural competency trainings for law enforcement and first responders. These cultural competency trainings are to be designed to build sustainable and trustworthy relationships between Public Safety and these under-represented communities. It is to be built with assurance that Public Safety officials have the training, skill set, and resources required for effective interaction, protection, and service of our immigrant and refugee communities. These trainings will be incorporated into the new recruit training for each of the Public Safety Bureaus with the goal of equipping first responders to effectively address and support the public safety needs of Pittsburgh residents with various cultural backgrounds and limited English language skills. In addition, Multicultural Overviews will be designed for each of the 6 Police Zones to provide information on the various immigrant and refugee communities populating that zone. These overviews have the objective of increasing our officers' understanding, respect, and appropriate cultural response to when responding to the needs of these communities.</p>

**Scope Details**

The primary objective is to create a cultural competency training for the Public Safety Academies that utilizes:

- In-person instructors
- Instructional video modules
- Collaboration with local community leaders

Consisting of one or multiple videos, this module is customized according to the type of Public Safety employee (law enforcement or first responder). It will be determined by the vendor with input from the Multicultural Liaison Unit of Pittsburgh Public Safety (MLU), which includes relevant members from the Mayor's Welcoming Pittsburgh Steering Committee, according to the needs of the Pittsburgh Public Safety Department, in consultation with relevant local communities, and the constraints on price. The design process of the video(s) will developed with input, oversight, and assistance from the Multicultural Liaison Unit and input of relevant local communities. The completion of the training by Public Safety personnel will be contingent on an accompanying evaluation designed to measure the retention of skills taught through the module. A certificate of completion will be issued after successfully completing the training. The cultural competency training should also be designed and provide necessary copies of presentation and resources for easy adaptation to an in person training.

In-person trainings will incorporate the material created for the video modules and will have a curriculum format designed that utilizes trainers both from the respective Public Safety Academy and from the local immigrant and refugee community. The training will thus be explicitly designed, through the use of community trainers, in addition to public safety trainers, to incorporate community involvement in the cultural competency training. In addition to designing the curriculum for the in-person training, the vendor will also produce a "train the trainer" curriculum to be utilized to train future Public Safety and community trainers. The curriculum will be designed with appropriate community input, as determined by the Multicultural Liaison Unit of Pittsburgh Public Safety (MLU). Before engaging in the design process, the vendor will work with MLU to establish an appropriate timeline for the process and adequate methods of reporting and community input. The vendor will work with the MLU to help determine appropriate levels of compensation for community members involved in the design process and for community trainers as the trainings are carried out by Public Safety moving forward.

The following are the desired outcomes of the training. Each individual, once trained, should be able to:

- Understand the principles in undertaking cultural awareness and competency training
- Develop skills in cross-cultural communication and action that ensure respectful engagement and opens opportunity to building relationships with a community
- Develop skills to integrate the training into employment responsibilities, particularly emergency situations
- Come away with essential basic information regarding the communities being served, the history of those communities with Public Safety services and how those factors play a role in the circumstances, attitudes and beliefs of those cultures – particularly in their interactions with Public Safety services
- Develop skills to interpret and actively advocate for improvements in services, additional training, or enhancement of service delivery
- Improve skills for communicating in a culturally competent manner to ensure proper engagement with and protection of those being served, including those who are unable to be supported but require referral. This will be complimented by the use of resources available (which the Multicultural Liaison Unit will assist in integrating into the training) and other consultation processes.

In addition to the baseline cultural competency video trainings, vendors will also be required to design Multicultural Overviews for each Police Zone in Pittsburgh. Multicultural Overviews will provide information on the various immigrant and refugee communities residing in that zone, with the objective of helping officers understand, respect, and appropriately respond to cultural norms when responding to the needs of these communities. These overviews will be developed with input from the Multicultural Liaison Unit and from input from the communities, a process which will be facilitated appropriately through the Multicultural Liaison Unit. The overview will take the form of a written manual or quick guide that is easily accessible and referenceable digitally. Additional supplemental formats of providing this information (application platforms, videos, etc.) can be explored providing that they are not cost-prohibitive.

The training modules, Multicultural overviews all things created as a result of this RFP will be owned by the City of Pittsburgh.

Required Aspects of Multicultural Overview:

- Have essential basic information regarding the communities being served, the history of those communities with Public Safety services, and how those factors play a role in the circumstances, attitudes and beliefs in the said communities – particularly in their interactions with Public Safety services
- Be Pittsburgh-specific in design of guide and presentation of material

All trainings, curriculum, and materials created by the vendor will be designed with processes for accountability and updating, informed by community input, so that they remain relevant over time. This input can be facilitated through the Welcoming Pittsburgh Steering Committee while it remains in existence.

	<i>The City reserves the right to modify the scope of services at any time before execution of a contract to add, delete, or otherwise amend any item(s), as it deems necessary, in its sole judgment, and in the best interest of the City.</i>
<b>Appendix Items</b>	There are no Appendix Items for this solicitation.

## Proposal Format

<b>Field Title</b>	<b>Field Description</b>
<b>Format Requirements</b>	<p>Each response to this RFP shall include the information described in this section. Provide the information in the specified order in a single Word or PDF document format. 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.</p> <p>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.</p>
<b>Firm's Qualifications, Experience &amp; References</b>	<p>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.</p> <p>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.</p>
<b>Qualifications of Team</b>	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.
<b>Project Approach and Plan</b>	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.

<b>Cost Proposal</b>	<p>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.</p> <p>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.</p>
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## Submittal Requirements

<b>Field Title</b>	<b>Field Description</b>
<b>Submittal Requirements</b>	<ol style="list-style-type: none"> <li>1. All applicants must register on Beacon to submit a bid for this opportunity. The registration link can be found here: <a href="http://pittsburghpa.gov/beacon/registration.html">http://pittsburghpa.gov/beacon/registration.html</a></li> <li>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: <a href="http://pittsburghpa.gov/beacon/bid-opportunities.html">http://pittsburghpa.gov/beacon/bid-opportunities.html</a></li> <li>3. If additional assistance is needed with registration or submitting a proposal in response to the RFP, please email <a href="mailto:support.webprocure-support@proactis.com">support.webprocure-support@proactis.com</a> or call the support line at 866-889-8533.</li> <li>4. Bidding participants must submit their proposals electronically within the eProcurement tool located on Beacon by the submission deadline.</li> <li>5. Bidding participants are required to provide one (1) electronic copy of their proposal in either MS Word or PDF by the submission deadline. Additional need for hard copies should be specified here by department.</li> <li>6. Questions regarding proposals should be delivered <b>ONLY</b> to the RFP Coordinator, whose contact information can be found in the header of this solicitation.</li> <li>7 Additional submission considerations: <ul style="list-style-type: none"> <li>•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.</li> <li>•The City of Pittsburgh shall not be responsible for proposals delivered to a person or location other than that specified herein.</li> <li>•All submittals, whether selected or rejected, shall become the property of the City of Pittsburgh and will not be returned.</li> <li>•All costs associated with proposal preparation shall be borne by the applicant.</li> </ul> </li> </ol>

## Proposal Evaluation & Selection

<b>Field Title</b>	<b>Field Description</b>
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<b>Selection Procedure</b>	<p>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 &amp; Budget and any other department representatives as deemed necessary.</p> <p>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.</p>
<b>Criteria</b>	<p>All proposals will be evaluated using the following criteria:</p> <p>Firm's Qualifications, Experience and References (15 points)</p> <p>Qualifications of Team (25 points)</p> <p>Project Approach and Plan (40 points)</p> <p>Cost Proposal (20 points)</p>

## Award and Contract

<b>Field Title</b>	<b>Field Description</b>
<b>Award</b>	<p>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).</p> <p>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.</p>
<b>Contracting Process</b>	<p>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 &amp; Budget.</p> <p>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.</p> <p>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.</p> <p>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.</p>

## General Terms & Conditions

Field Title	Field Description
<b>Examination of Proposal Documents</b>	<p>1. The submission of a proposal shall be deemed a representation and certification by the Respondent that they:</p> <ul style="list-style-type: none"> <li>•Have carefully read and fully understand the information that was provided by the City to serve as the basis for submission of the proposal</li> <li>•Have the capability to successfully undertake and complete the responsibilities and obligations of the proposal being submitted.</li> <li>•Represent that all information contained in the proposal is true and correct.</li> <li>•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.</li> <li>•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.</li> </ul> <p>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.</p>
<b>RFP Term</b>	<p>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.</p> <p>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.</p>



<b>RFP Communications</b>	<p>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.</p> <p>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.</p> <p>Please note the following:</p> <ul style="list-style-type: none"> <li>•The City shall not be responsible for nor bound by any oral instructions, interpretations or explanations issued by the City or its representatives.</li> <li>•Each proposer shall assume the risk of the method of dispatching any communication or proposal.</li> <li>•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.</li> <li>•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.</li> <li>•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. <ul style="list-style-type: none"> <li>•All addenda for this RFP will be distributed via the City of Pittsburgh procurement website at <a href="http://procurement.pittsburghpa.gov/beacon/opportunities">procurement.pittsburghpa.gov/beacon/opportunities</a></li> </ul> </li> <li>•Only the City's official, written responses and communications shall be considered binding with regard to this RFP.</li> </ul>
<b>Addenda/Clarifications</b>	<p>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.</p>
<b>Withdrawal of Proposals</b>	<p>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.</p>

<b>Public Record</b>	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.
<b>Non-Conforming Proposal</b>	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.
<b>Disqualification</b>	<p>Factors such as, but not limited to, any of the following may be considered just cause to disqualify a proposal without further consideration:</p> <ul style="list-style-type: none"> <li>•Evidence of collusion, directly or indirectly, among proposers in regard to the amount, terms or conditions of this proposal;</li> <li>•Any attempt to improperly influence any member of the evaluation team;</li> <li>•Existence of any lawsuit, unresolved contractual claim, or dispute between the proposer and the City;</li> <li>•Evidence of incorrect information submitted as part of the proposal;</li> <li>•Evidence of proposer’s inability to successfully complete the responsibilities and obligation of the proposal; and</li> <li>•Proposer’s default under any previous agreement with the City, which results in termination of the agreement.</li> </ul>
<b>Restrictions on Gifts &amp; Activities</b>	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.

<b>Rights of the City of Pittsburgh</b>	<p>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:</p> <ul style="list-style-type: none"> <li>•Reject any and all proposals;</li> <li>•Issue subsequent Requests for Proposals;</li> <li>•Cancel this RFP with or without issuing another RFP;</li> <li>•Remedy technical errors in the Request for Proposals process;</li> <li>•Approve or disapprove the use of particular sub-consultants;</li> <li>•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);</li> <li>•Meet with select proposers at any time to gather additional information;</li> <li>•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;</li> <li>•Accept other than the lowest offer.</li> <li>•Waive any informality, defect, non-responsiveness, or deviation from this RFP that is not material to the Respondent’s proposal;</li> <li>•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;</li> <li>•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;</li> <li>•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.</li> <li>•Award a contract to the firm(s) that presents the best qualifications and whose proposal best accomplishes the desired results; and/or</li> <li>•Enter into an agreement with another proposer in the event the originally selected proposer defaults or fails to execute an agreement with the City.</li> <li>•Require a performance bond and/or other “failure to deliver” agreement by the awardee at time of contracting.</li> </ul>
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## Miscellaneous Requirements

Field Title	Field Description
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**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](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.**

**This bid does not have any documents.**

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:**

Action Resources, LLC  
Acuta Digital  
Advance Education  
Advanced Process Optimization Inc  
ADVANTECH INC  
African American Chamber Foundation of Western PA  
Akraya Inc.  
Alisha L Branson  
America Walks Inc  
American Bio Medica Corporation  
American Municipal Tax-Exempt Compliance Corporation  
American Personnel Managers Consultants Inc  
Apex Systems LLC  
Arbor ET  
Art of Natiq  
Atlantic Tactical, Inc  
AutonomousSafety LLC  
Barton Kirk  
Bendex Resources, Inc.  
BI INCORPORATED  
Big Show Industries  
BJ Chagnon Corp  
BKD, LLP  
BlackBeltHelp  
BNY Mellon Capital Markets  
Brenda Stumpf Studios LLC  
BROADRIDGE FINANCIAL SOLUTIONS INC  
Brocade LLC  
C.A. Friend Enterprises, LLC  
Carin Mincemoyer  
Cascadia Partners LLC  
Center for Employment Opportunities  
Ceridian HCM Inc  
Certified Credit Reporting  
Change Agency  
CherryRoad Technologies Inc.

Childrens Museum of Pittsburgh  
Chris Watts  
Cicely Blain Consulting  
Citibank NA  
Cityfi LLC  
CityStream Solutions LLC  
Civic Method  
Civic Square LLC  
CJIS GROUP  
Clarix Technologies, Inc.  
Classroom Library Company  
Clearwater Analytics  
Collision Forensic Solutions  
Commonwealth Trading Partners, Inc.  
Conservatech International Inc.  
Constructors Association of Western Pennsylvania  
Consultants for Children, LLC  
Consulting Professional Resources Inc  
Core Companion LLC  
COUNCIL ON LICENSURE ENFORCEMENT AND REGULATION  
CPI Holdings  
Dagostino Electronic Services Inc  
DAngelo Technologies LLC  
Danielle Davis  
Darrell Andrews Enterprises  
Debora Rodrigues  
Deloitte Transactions and Business Analytics LLP  
DeLoJe LLC  
Dennis J Smiddle  
Design Labor Staffing Agency  
Destination Think! USA Inc.  
DiVal Safety Equipment  
Drexel Hamilton, LLC  
Drummond Carpenter PLLC  
E Holdings Inc  
Education Direction  
Educational Data Systems Inc



ELB US INC  
Elite Investigations LTD  
Endicott Associates LLC  
Energy Shrink LLC  
Environmental Data Validaiton Inc  
ENVIRONMENTAL SYSTEMS RESEARCH INSTITUTE  
Epiq Global  
Facility Solutions Group  
Federal Compliance Consulting LLC  
First Hospital Laboratories  
Five Star Development Inc  
Flexible Road LLC  
Forerunner Technologies Inc  
Foundation of HOPE  
Founders Education  
Fourth Economy Consulting  
Freeman Systems LLC  
Gateway Development Group LLC  
GBWH Pittsburgh LLC  
GEO Reentry Services, LLC  
GIS Associates  
Goodwill of Southwestern Pennsylvania  
Goody Clancy Associates Inc  
Government Utilities Technology Service Inc  
Griffin Strong PC  
Griffin Commons Consulting Co  
GSL Consulting Group LLC  
H Rizvi Consulting Inc  
Hacking Solutions  
Hands 2 Help Senior Services Inc  
Hezel Associates, LLC  
HR Help4You  
Idea Learning Group  
IKM Architects  
Inclusant  
Infojini Inc  
Insight Policy Research Inc

inSITE Advisory Group LLC  
Intelligent Decision Systems Inc.  
intelliscent k9 inc  
Interactive Health Inc  
Interboro Partners LLC  
Intertech Security LLC  
Iveys Canine Security Investigations  
Jarvis Inc  
Jennifer Rhea Whitmer Taylor  
John W Stephen  
Julie Mallis  
Just Harvest Education Fund  
Karen Engro  
Kensevick Inc  
KinderCare Education at Work LLC  
Kitchen Corps, Inc.  
KJS CONSULTING , LLC  
KnowledgeCity  
KPMG  
KS Goins Associates LLC  
Labor of Love Ministries Inc  
Language Advisors Network Group Inc  
Latamxport LLC  
Latin American Translators Network, Inc.  
LearningRx, Inc.  
Led Solutions Inc.  
Let Science Talk  
Level Access  
Lila Gemellos  
Lori Ann Hepner  
Lu Zhu  
Luna Energy Partners  
M R Consultants Corporation  
M.E. GLOBAL SUPPLIES INC  
Mackin Engineering Company  
MacLachlan Cornelius Filoni Inc  
MaiaLearning, Inc.

Malor Company Inc  
Marilyn A Holt  
Mason Tillman Associates, Ltd.  
MetriTech, Inc.  
MKSK Inc  
MT Library Services, Inc.  
Mulford Community Teaching Garden  
MyWingman LLC  
NEBRASKALAND  
Neighborhood Playbook LLC  
Nemean Engineering Group LLC  
Netra Helping Hotline Corporation  
New Growth Group LLC  
Nexlevel Consulting Services LLC  
Nimdzi Insights LLC  
Northwest Environmental Training Center  
Nspiregreen LLC  
One Degree Agility, LLC  
Operation Better Block Incorporated  
Pathfinder Labs Inc  
Paylocity Corporation  
Pennsylvania Resources Council  
Pennsylvania Resources Council Inc  
Perfect Price Inc  
Pittsburgh Conservation Corps dba Landforce  
Pittsburgh Water and Sewer Authority  
Pontis Structural Ltd  
Prayer and Deliverance Community Opportunities  
PrepForward  
Prevention Research Institute, Inc.  
Process Safety Solutions LLC  
Professional Rehabilitative Options Inc  
Professional Services Resources, Inc  
RE Sales Solutions Inc  
RFX ANALYST INC  
Robert Morris University - Bayer Center for NPM  
RPC Video Inc

RTP ARMOR LLC  
S R Wojdak Associates LP  
Scanlon Counseling Consulting LLC  
SMARTSolution Technologies LP  
Specialized Professional Services Inc  
SpendWorx LLC  
STAFFusion  
Stark Raving Solutions LLC  
Strategy Matters LLC 01-059-0087  
Sufian Munir Inc.  
Sunset Survival First Aid, Inc.  
Synergetic Sounds Inc  
Tallan Inc  
The American National Red Cross  
The ED-TECH Group  
The Home Depot  
The Ray Organization LLC  
TJD Consulting  
To 11  
TopKerv Consulting LLC  
Towner Communications LLC  
Transit Safety Security Solutions, Inc.  
TSS Inc  
TwentyEighty Strategy Execution Inc  
UBS Financial Services Inc.  
UCCS  
Ultimate Defensive Driving School LLC  
Uncle Joes Scuba LLC  
Unemployment Insurance Services Inc  
United We Stand  
University of Pittsburgh  
Urban Design Assocaites  
Urban Design Ventures, LLC  
Urban Redevelopment Authority of Pittsburgh  
URBAN STRATEGIES INC  
UrbanLeap  
Verizon Wireless

Virtual Alliance Consultants

Virtual Staffing Source

Visionary Fabrication LLC DBA Blacksword

Visual Sound, Inc.

Water Safety Consulting and Pool Management LLC

World Promotional Services

Zilo International Group LLC