

THIS IS NOT AN INVOICE

Contract Records		Order Details	
<b>Account Number:</b>	A-1178	<b>Order #:</b>	Q-433061
<b>Customer:</b>	Madison Police Department (AL)	<b>Valid Until:</b>	12/30/2025
<b>Effective Employee Count:</b>	149		
<b>Sales Rep:</b>	Taylor Rapp		

Customer Contact		Shipping Contact	
<b>Billing Contact:</b>	Madison Police Department (AL) Jennifer Schwartz 100 Hughes Rd Madison, AL 35758	<b>Shipping Contact :</b>	Madison Police Department (AL) Gregory Dees 100 Hughes Rd Madison, AL 35758
<b>Billing Address:</b>		<b>Shipping Address:</b>	
<b>Billing Contact Email:</b>	jennifer.schwartz@madisonal.gov	<b>Shipping Contact Email:</b>	greg.dees@madisonal.gov
<b>Billing Phone:</b>		<b>Shipping Phone:</b>	(256) 772-5690

Payment Terms		Notes:	
<b>Payment Term:</b>	Net 60	// Activating Professional Standards Suite in PowerDMS // Setup costs are one-time costs // PowerDMS to only invoice the Bridge Portion in Jan as the full year will be deferred to Dec '26 // Engage Module added at \$0 for the entire duration of the agency's utilization of the PSSuite // Nonappropriations of Funds clause applied //	
<b>PO Number:</b>		DISCOUNT EXPIRES 12.30.25 // NEED SIGNED QUOTE BACK BY 12.30.25 //	

Subscription Service

Bridge Portion - Discounted

Item	Type	Start Date	End Date	Qty.	License Type	Total (USD)
PowerIA Subscription	Recurring	1/15/2026	12/14/2026	149	Employee Based	\$298.37
The PowerIA Annual subscription provides an agency-specific license for the use of the PowerIA modules for Internal Affairs case management and internal and external complaint management and tracking						
PowerIA Setup	Services			149	Employee Based	\$1,305.00
The one-time implementation fee to build the site includes access to online resources , system configuration training, train the trainer, legacy data import from CSV, user-materials, and an implementation consultant.						
PowerAction Subscription	Recurring	1/15/2026	12/14/2026	149	Employee Based	\$224.12
The PowerAction Annual subscription provides an agency-specific license for the use of the PowerAction modules for collecting, tracking and reporting on actions taken by officers from a standard library of reports, that can be tailored to agency needs.						
PowerAction Setup	Services			149	Employee Based	\$975.00
The one-time implementation fee to build the site includes access to online resources , system configuration training, train the trainer, user-materials, and an implementation consultant.						
PowerVitals Subscription	Recurring	1/15/2026	12/14/2026	149	Employee Based	\$302.50
The PowerVitals Annual subscription provides an agency-specific license for the use the PowerVitals module that provides tracking of indicators, alerts and assistance plans for early indication and intervention of officers by supervisors.						

Item	Type	Start Date	End Date	Qty.	License Type	Total (USD)
PowerVitals Setup	Services			149	Employee Based	\$1,305.00
The one-time implementation fee to build the site includes access to online resources , system configuration training, train the trainer,user-materials, and an implementation consultant.						
PowerEngage LE Subscription	Recurring	1/15/2026	12/14/2026	149	Employee Based	\$287.10
Automated text message / text survey platform for law enforcement agencies sent based on interaction with a single department. Includes Rules Engine, Survey Builder - about the agency or officers, Measurement Dashboards, Task Creation and Positive Feedback. Includes connection to agency Computer Aided Dispatch (CAD) and Law Records Management System (RMS). Does not include fees, if any, charged by the CAD or RMS vendor.						
PowerEngage LE Setup	Services			149	Employee Based	\$0.00
Includes the onboarding services to assist in the implementation and set up of the PowerEngage product. Includes the workshops and services described in the Statement of Work.						
<b>Bridge Portion - Discounted TOTAL:</b>						<b>\$4,697.09</b>

Full Year - Next FY

Item	Type	Start Date	End Date	Qty.	License Type	Total (USD)
PowerIA Subscription	Recurring	12/15/2026	12/14/2027	149	Employee Based	\$11,392.50
The PowerIA Annual subscription provides an agency-specific license for the use of the PowerIA modules for Internal Affairs case management and internal and external complaint management and tracking						
PowerAction Subscription	Recurring	12/15/2026	12/14/2027	149	Employee Based	\$8,557.50
The PowerAction Annual subscription provides an agency-specific license for the use of the PowerAction modules for collecting, tracking and reporting on actions taken by officers from a standard library of reports, that can be tailored to agency needs.						
PowerVitals Subscription	Recurring	12/15/2026	12/14/2027	149	Employee Based	\$11,550.00
The PowerVitals Annual subscription provides an agency-specific license for the use the PowerVitals module that provides tracking of indicators, alerts and assistance plans for early indication and intervention of officers by supervisors.						
PowerEngage LE Subscription	Recurring	12/15/2026	12/14/2027	149	Employee Based	\$0.00
Automated text message / text survey platform for law enforcement agencies sent based on interaction with a single department. Includes Rules Engine, Survey Builder - about the agency or officers, Measurement Dashboards, Task Creation and Positive Feedback. Includes connection to agency Computer Aided Dispatch (CAD) and Law Records Management System (RMS). Does not include fees, if any, charged by the CAD or RMS vendor.						
<b>Full Year - Next FY TOTAL:</b>						<b>\$31,500.00</b>

**This price does NOT include any sales tax. Total in USD**

**Additional Terms and Conditions**

**License Terms:** Enterprise license denotes that Customer has purchased an enterprise wide license up to the employee count specified above. User based license denotes that Customer has purchased the number of licenses set forth in the quantity column. Item count denotes the number of items that Customer has licensed as set forth in the quantity column.

**Payment Terms:** All invoices issued hereunder are due upon the invoice due date. If the Order is for a period longer than one year, the fees for the first period shown shall be invoiced immediately and the fees for future years/periods shall be invoiced annually in advance of each 12 month



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period shown on the Order, but regardless of the billing cycle, Customer is responsible for the fees for the entire Order. The fees set forth in this Service Order are exclusive of all applicable taxes, levies, or duties imposed by taxing authorities and Customer shall be responsible for payment of any such applicable taxes, levies, or duties. All payment obligations are non-cancellable, and all fees paid are non-refundable. Payment for services ordered hereunder shall be made to PowerDMS, Inc. a wholly owned subsidiary of Governmentjobs.com, Inc. (D/B/A NEOGOV).

**Terms & Conditions:** This Order Form creates a legally binding contract on the parties. Unless otherwise agreed in a written agreement between GovernmentJobs.com, Inc. (D/B/A/ NEOGOV), parent company of PowerDMS, Inc., Cuehit, Inc., Ragnasoft LLC (D/B/A/ PlanIT Schedule), and Design PD, LLC (D/B/A Agency360) (collectively, "NEOGOV") and Customer, this Order Form and the services to be furnished pursuant to this Order Form are subject to the terms and conditions set forth in the Order Form #Q-403514 dated August 14, 2025 between Madison Police Department (AL) and NEOGOV.

**Special Condition:**

If this Order Form is executed and/or returned to NEOGOV by the Customer after the Subscription Start Date stated in this Order Form, NEOGOV may adjust the Subscription Start Date and the corresponding Subscription End Date, without increasing the total fees, based on the date NEOGOV activates the subscription, provided the total length of the subscription term does not change. Following activation, any adjustments to such Subscription Start Date and Subscription End Date may be confirmed by reference to the invoice sent by NEOGOV.

**Your signature below constitutes acceptance of terms herein and contractual commitment to purchase the items listed above.**

Accepted and Agreed By Authorized Representative of:  
**Madison Police Department (AL)**

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

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

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

Date \_\_\_\_\_

Accepted and Agreed By Authorized Representative of:  
**NEOGOV**

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

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

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

Date \_\_\_\_\_



**THE INFORMATION AND PRICING CONTAINED IN THIS ORDER FORM IS STRICTLY CONFIDENTIAL.**



Subject: NEOGOV Sole Source Letter

Aug 14, 2025

This letter is to confirm that Governmentjobs.com, Inc. (D/B/A NEOGOV), on behalf of itself and its subsidiaries PowerDMS, Inc., Cuehit, Inc., Ragnasoft LLC (D/B/A/ PlanIT Schedule), and Design PD, LLC (D/B/A Agency360) (collectively, "NEOGOV") is the sole source provider of PowerDMS by NEOGOV, the only software platform designed to recruit, train, equip, and protect employees across their careers. As a result of our investment in innovation and unique expertise working in public safety, we have created one-of-a-kind solutions. A few of the unique properties of the each solution include:

## PowerPolicy

- PowerPolicy uniquely links critical content to state and national standards to alert staff when changes may impact their compliance.
- PowerPolicy helps manage and maintain crucial content including digital signatures and comprehensive workflows.
- PowerPolicy, coupled with PowerStandards, uniquely links critical content to state and national standards to track and maintain continual compliance.
- PowerPolicy offers public-facing linkability for public transparency.
- PowerPolicy offers a fully compatible mobile application that allows full acknowledgment as well as importing documents anytime from anywhere.
- PowerPolicy offers a full integration to most document formats for ease of editing.
- PowerPolicy offers side-by-side comparison across all version's history of documents.
- PowerPolicy offers customized analytics and scheduled delivery reporting.

## PowerTraining

- PowerTraining offers the ability to create custom online courses using videos, PowerPoint presentations, policies, procedures, and more.
- PowerTraining offers the ability to set automatic reminders for employees to renew their mandatory certifications and training courses.
- PowerTraining offers the ability to create custom tests using multiple-choice, short-answer, fill-in-the-blank, and true/false question types.
- PowerTraining offers the ability to collect feedback (via surveys) on training content to measure course effectiveness, engagement, and new opportunities.
- PowerTraining can track and measure training completion with PowerTraining's reporting feature. See which employees need to renew their training credits.
- PowerTraining ensures comprehension of policies and training by attaching a test for your staff to take before acknowledging or completing the content.
- PowerTraining allows staff to submit requests to attend external training or to make the agency aware of a training need.

## PowerRecall

- PowerRecall uses artificial intelligence to create personalized and engaging microlearning flash cards based on policies and job critical documents stored in PowerPolicy, driving knowledge retention and workforce readiness.
- PowerRecall's algorithm (SM-2, © Copyright SuperMemo World, 1991) uses spaced repetition to create personalized learning paths for employees. The algorithm assesses each employee's strengths and weaknesses, ensuring that material requiring more attention is reviewed more frequently, while information already mastered is spaced out over longer periods of time.
- PowerRecall allows organizations to identify gaps in policies and training by tracking employee recall with the system's analytics and reports.

PowerReady

- PowerReady offers a template library that can be configured quickly to make an immediate impact for agencies
- PowerReady offers customizable forms and workflows to align with unique state requirements.
- PowerReady offers the ability to track Probationary and Promotional roles
- PowerReady uniquely integrate to the full PowerPolicy solution to map relevant policies to the program
- PowerReady standardizes the onboarding process by utilizing one platform to track on-the-job/field training, specialized assignments, and promotions of sworn and non-sworn teams and units throughout the agency.

PowerIA

- PowerIA uniquely links critical policies within PowerDMS Policy to internal affairs investigations and complaints
- PowerIA provides departments with the ability to create customized notification letters to employees as per department policy and other agreements.
- PowerIA, coupled with PowerDMS, provides a method for single user management and access across the PowerDMS platform

PowerVitals

- PowerVitals supports officers earlier than traditional alerts and elevates assistance further with an anonymous well-being app
- PowerVitals empowers supervisors with officer indicators, timely alerts, and customizable assistance plans all in one place.
- PowerVitals documents officer indicators and tracks data across agency-defined groups in a user-friendly dashboard to inform decisions.
- PowerVitals is a specialized solution exclusively designed to support public sector organizations in monitoring and managing employee engagement, performance, and well-being. As a fully integrated component of the NEOGOV and PowerDMS software suite, Power Vitals offers seamless interaction with existing HR systems and provides a comprehensive, data-driven approach to employee management that is unmatched in the market.
- PowerVitals is uniquely equipped to handle the specific challenges faced by government agencies, including compliance with regulatory requirements and the need for transparent, real-time insights into workforce health. Its advanced analytics, customizable dashboards, and integrated feedback mechanisms empower organizations to proactively address employee concerns, enhance productivity, and reduce turnover.
- No other solution offers the same level of integration with public sector HR systems, nor the depth of features specifically tailored to meet the needs of government agencies. Given the critical importance of maintaining a healthy and engaged workforce in the public sector, Power Vitals is the only solution that can deliver the necessary tools and insights without the additional costs and complexities associated with alternative products.

PowerAction

- PowerAction streamline reporting for officer actions – from pursuits to use-of-force – with 15 pre-built templates, customizable forms, and limitless agency-defined workflows.
- PowerAction is a comprehensive action management solution specifically designed to meet the needs of public sector organizations. As part of the NEOGOV and PowerDMS software suite, PowerAction provides a seamless and integrated platform for managing and tracking organizational actions, from task assignments to performance evaluations and compliance tracking.



- PowerAction is uniquely tailored to address the complexities of government operations, including the need for rigorous tracking of action items, accountability measures, and compliance with regulatory requirements. Its advanced features, such as automated task management, real-time progress tracking, and detailed reporting, ensure that public sector agencies can efficiently manage and monitor critical tasks and initiatives.

#### PowerLine

- PowerLine is an all-inclusive wellness solution made specifically for law enforcement that offers confidential, 24/7 access to a nationwide network of volunteer peers, a cutting-edge content library, dynamic group sessions, and complete anonymity.
- PowerLine is the only wellness solution that allows officers to directly receive positive feedback from citizens they have provided public safety services to via surveys from PowerEngage, reinforcing desired behavior, promoting well-being, and increasing job satisfaction.

#### Vetted

- Vetted offers configurable tools that can be adapted to meet the unique needs of different job types. This includes the ability to configure the Personal History Statement (PHS), correspondence, waivers, checklists, and more to fit specific agency requirements.
- Vetted streamlines background investigation processes by being the only background investigations solution that integrates with NEOGOV's applicant tracking system, Insight. With one click, candidates can be sent from the Exam Plan or Referred List in Insight to Vetted, allowing reviewers to assess supplemental questions without needing to log into multiple systems.
- Vetted provides advanced flagging and reporting features to identify potentially disqualifying information. This includes the ability to flag contradictions, request credit checks and social media screenings with ease, and leverage user-friendly dashboards for command staff to approve or deny candidates efficiently. Vetted exclusively leverages First Choice for integrated credit checks and social media screenings.
- Vetted enhances communication and tracking throughout the hiring process. It provides tools to view, send, and track all messages with applicants, store this information for easy reference, and includes configurable waiver templates for various authorization needs.

#### PowerEngage

- PowerEngage is the only satisfaction survey supplier that can connect to the Computer Aided Dispatch system without an expensive third-party interface.
- PowerEngage has developed a unique "Positive Feedback Board" that displays comments received from citizens about Communications staff separate from responding officers.
- PowerEngage is the only supplier to create weekly email digests to staff with direct positive feedback received from citizen surveys being connected to the Computer Aided Dispatch system.
- PowerEngage has developed the PowerEngage Positive Satisfaction Score that creates a numeric value of the satisfaction scores received from citizens. PowerEngage can uniquely separate the scores for the 9-1-1 Center from the scores for the Responding Agency.
- PowerEngage acquired the text short code of "CHIEF" which allows citizens to text to that number to take a survey or provide feedback to the Chief of the department.

#### PowerStandards

- PowerStandards maps your policies, procedures, and proofs of compliance to your specific accrediting body's standards manual. Our solution is shown to reduce the time it takes to complete a self-assessment or prepare for an onsite by 50% or more when compared to paper-based methods.
- PowerStandards allow you to assign specific tasks, standards, or chapters to subject matter experts throughout your organization.
- PowerStandards allow you to receive automatic alerts when a policy or standards manual is changed in the middle of the accreditation cycle.

This letter confirms that the PowerStandards software assessment tool is the required platform for demonstrating compliance with the accreditation standards of the following programs:

- Commission on Accreditation for Law Enforcement Agencies (CALEA)

NEOGOV retains exclusive control over the distribution and resale of the PowerDMS suite and related professional services. While NEOGOV has authorized resellers, no reseller has blanket authority to distribute or resell PowerDMS products or services without explicit prior consent from NEOGOV. Consequently, NEOGOV remains the sole source from which customers may acquire PowerDMS products and professional services unless otherwise expressly approved by NEOGOV.

In addition, all PowerPolicy training, system documentation, hosting services, information security, and software maintenance for the products listed herein are provided by or through NEOGOV personnel.

Note, this letter is for information purposes only. Recipients are advised to conduct independent analysis to determine whether procurement regulations applicable to their agency permit sole-source procurement.

Please let us know if you require any further information regarding our services.

Sincerely,



Joshua Snyder  
VP of Business Development