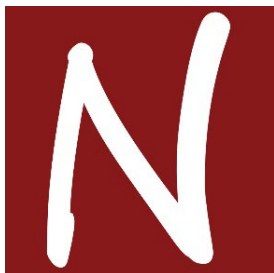# City of Madeira Beach
Request for Qualifications #2023-07

Security Focused Information Technology Support and Consulting Services

June 28th, 2023

Network People, Inc.

13075 US Highway 19 N, Clearwater, FL 33764

727-446-4564

Hunt Brand

H.Brand@NetworkPeople.com

Table of Contents

1. Introduction

Network People specializes in providing a full range of IT management, security, and project work for municipalities. Our strategic objective is to be one of the top IT support companies for municipalities in the state of Florida. For purposes of the City of Madeira Beach, our past performance over the last 9 ½ years has enabled us to understand with detailed knowledge and personal experience the needs of the city. Network People knows the staff, the equipment, and the specific needs and challenges—the documented history—around the physical structure and components and decisions made. Knowing this history is extremely valuable when making recommendations for future needs or for troubleshooting. It has been a pleasure to serve the City of Madeira Beach for the last decade.

Network People has also served the Town of Belleair for the last 14 years. It is the best comparison for what we believe will be the right approach for this Request for Qualifications #2023-07.

Network People has been managing IT for organizations in Central Florida since 1996. We currently service more than 65 of these organizations on a monthly basis managing their IT, technology strategy, security, vendors, procurement, projects, and delivery and support of all technology related equipment.

Firm Information

Company Name: Network People Inc.

Address: 13075 US Hwy 19 N, Clearwater, FL 33764

Phone #:   727-446-4564

Email Address: H.Brand@NetworkPeople.com

Name of Authorized Representative: Hunt Brand, COO

2. Positioned to Provide the Services Requested

Business Description and Position

Network People is a full-service IT Service Provider offering IT Management, Cyber Security Remediation and Prevention, and Project Management services for the last 27 years in the Tampa Bay area. We have over 14 years of experience in the public sector partnering with municipalities and law enforcement, so we understand how cities work and the complexities that exist in their environments.

Network People is a Woman Owned Small Business with the majority ownership held by CEO, Kelly Freeman. Our administrative offices moved seven years ago (from Largo to our current location in Clearwater near the corner of US Highway 19 and Ulmerton) to accommodate the growing team and technology solutions.

Network People understands the importance of attracting and keeping good talent. The organization has experienced compounding double digit growth the last 11 years (Covid year being the only exception) and has successfully served clients in the Tampa Bay area and beyond for 27 years since owners/founders Kelly & Nate Freeman started Network People. The current customer satisfaction score is 98%. Success is not an accident. It requires excellent people who are the right culture fit who are dynamite communicators, love computers, and love to learn. But people are only as good as the training and systems that support them. The secret sauce at Network People is bullet proof systems and detailed training the holds people accountable for their best performance. Great people beget more great people. A team of 19 including an in-house human resources expert enables the right growth and a constant pipeline of new and experienced talent. High level technicians and engineers need more than just a good company and good pay to stick around. They want to know they are making a difference. At Network People, that difference comes from helping our clients use technology efficiently and effectively. They are doing this in a challenging high-tech environment where they are working side-by-side smart people who push each other to learn and grow professionally.

Network People helps clients with the following:

Managing IT

Network People understands organizations have enough on their plate to run operations and service their constituents without having to be IT experts as well. Knowing how to fix computers efficiently and effectively with the latest industry knowledge and according to current standards and keeping up with the

changes to technology and standards is a full-time job. Knowing how to service servers, configure them in the correct manner, make effective use of GPOs (Group Policy Objects), secure the client data so that the right employees have access to the right information and the wrong people do not, is a full-time job. It is no longer enough to simply configure and fix computers systems like could be done a decade ago. Now, proper IT management requires using sophisticated tools that manage, detect, alert, respond, document, and secure the entire network.

Understanding which tool is the right one to use and knowing how to configure and monitor those tools in the correct fashion is a full-time job. Network People uses over 35 manufactures of tools from MDR Anti-Virus tools to enterprise class document management tools to sophisticated scripting and updating tools. Keeping these installed, updated, and configured correctly while meeting the latest compliance is a full-time job. It is for these reasons and more that we vehemently believe at Network People that no organization can do a quality and effective and safe job of managing their own IT. We call our service ACTIVE-IT.

Network People actively manages over 4000 endpoints with a staff of 19 people. Our size gives us the deep bench of team members to effectively manage our customers with a personal touch and friendly relationship with people you know and trust. Bigger IT companies become an impersonal corporate machine that centralizes all support and loses the personal touch and quality. Smaller IT companies don't have the number of staff to provide diversified skillsets and redundancy to get the job done. Our approach for IT management is to help the organization predict their needs, advise on how to handle those needs, manage the day-to-day of maintenance and helpdesk and troubleshooting, and preemptively fix issues when possible before they cause interruption to the client. We have experience with nearly half of our staff having over a decade of experience that helps us to push one another towards a better delivery, bounce questions off one another, and ultimately train new team members to execute the same.

When a persistent issue is identified, our management of IT allows us to fix the problem right the first time and under the agreement so there is no extra cost. That way, the goals of both organizations are aligned. Our clients want problems fixed fast and right the first time, so they aren't inconvenienced. Our organization wants the same so that we have happy clients and can move on to helping them with security, projects, and strategy.

Cyber Security Incident Response and Breach Remediation:

Our Security Division provides Managed Security services to companies in Florida and North America. Our Security Incident Response team, which responds to cyber security breaches, has significant experience working on large scale cases throughout North America and partners with clients of Lloyds of London.

Managing Security

The full Active-IT managed security service that Network People will be delivering in this proposal comes with the approach that each organization needs cyber security specialists who know what to look for and how to interpret the information once they find it. Network People Security Operations engineers have been contracted to conduct, and have successfully performed, incident response work for clients with as few as a handful of devices to hundreds of servers and thousands of workstations and accounts.

Through our incident response work we have assisted small businesses up through large multinational corporations, with a myriad of others in between, to recover and resume business after having experienced a "cyber incident". We have a proven track record in quickly and efficiently handling incidents from business email compromise through full-scale ransomware. Many IT security firms can produce an exhaustive list of alerts and security protocols for their clients.   This list is meaningless without the skilled expertise to vet the list according to the most important issues and ability to respond to those issues in a very short amount of time. Network People has crafted a system of alerting and detecting that produces the best usable information so that our team of security experts are able to respond to threats immediately. If there is a zero-day threat, our team is on it that morning and scripting custom tools to deliver the preventative measures immediately to all client machines and servers with instantaneous delivery from the time we dispatch.   Our security team is also able to review each client with managed security on a monthly basis and look at their unique needs compared to the threat landscape and make strategic suggestions to prevent issues or meet better compliance.

Network People has been awarded some of the top cyber security incident response cases in the nation for a company of our size with Lloyds of London using Network People as one of their top contracted companies to refer cases to. In 2022, Network People remediated 13 ransomware cases (majority of which had a ransom of over 6 figures) across the nation. The complexity varied from a 13,000-node school district to a case of 400+ law firms in North America all encrypted where the remediation was led by Network People.

Providing Strategic Leadership:

Network People has invested in high level leadership to help organizations navigate complex decisions. Clients with an Active-IT agreement can schedule specific meetings with our CIO, CISO, Security Manager, Director of Service, Marketing Manager, and President to get strategic advice and guidance. This resource is included in the agreement. Network People also schedules proactive periodic meetings with clients to provide a meeting rhythm to deliver technical expertise from our leadership team as well as get feedback from the client and provide reports on technology and guidance.

At times, clients need specific help for a project and invest in a fractional time with our CIO or CISO for services like undergoing a compliance study, reviewing a risk report, designing a process or system to solve a business need. This enables access to decades of experience to provide guidance without the cost of finding, hiring, training, and maintaining an employee or contractor.

Delivering Project Work and Project Management

The project team at Network People conducts technology assessments and/or paid discoveries for organizations to determine the best approach to solve problems or deliver new innovations. Often the Network People team is asked by an organization, "Can we do this?" Yet our team is concerned with not just can something be done but should it be done. Once a discovery is complete, the project team will engineer the solution, procure the right equipment, implement and configure, train the staff, and manage the project throughout that process. Projects vary from a simple office move to a migration from on-premises servers to cloud servers to a buildout of new database technologies.

Managing Vendors

We consistently find that organizations struggle with their technology vendors. They are told confusing facts or fed misrepresentations and since they don't speak the "tech lingo" are taken advantage of by 3rd party vendors. Vendors can be confusing and difficult to work with or they blame your computer, your user, your office, your network . . . clients tell us it feels like they blame anything and everything if it's not that vendor's fault. This is frustrating. In addition, companies are paying too high a price for the vendors yet don't know this because they don't have an easy way to compare with other companies. When Network People is managing with an Active-IT agreement, we view this as a partnership where our responsibility is to provide the best service and take responsibility for delivering clients the best information, weeding through the confusion, to enable you to make the best decision. Network People partners with clients to take responsibility, maintain professional relations with vendors, and get the problem solved. We are "on the same team" as our clients to get the job done.

Managing Procurement

Network People has a department dedicated to identifying the right technological equipment to fulfill the requirement. Procurement will work with technical engineers to make sure the parts will be the right fit, then source the parts at the best negotiated price using our high-volume discounts, receive the parts, register the warranties, and deliver to your organization when our team has assembled and configured the solution. Procurement can be as simple as sourcing a monitor or computer or as complex as sourcing an off-premises data center with full redundancy. Finding the right part at the right price with the proper configuration is not easy and one mistake can leave the organization stuck with equipment that is not fit for the solution. This happens surprisingly often, and we know this because of the problematic technology we've inherited with new clients. All of the procurement process takes time and money. When a vendor ships the wrong part or delivers the wrong warranty, it costs the organization. Network People's aim is to get the right technology at the best price and do this as a value-add service to our clients, so they don't have to mess with it.

3. Key Staff Resources and Experience

Our team includes 19 FTE located in Pinellas, Hillsborough, and Pasco County. Our office is 11 miles from City of Madeira Beach City Hall.

Key Personnel Organizational Chart
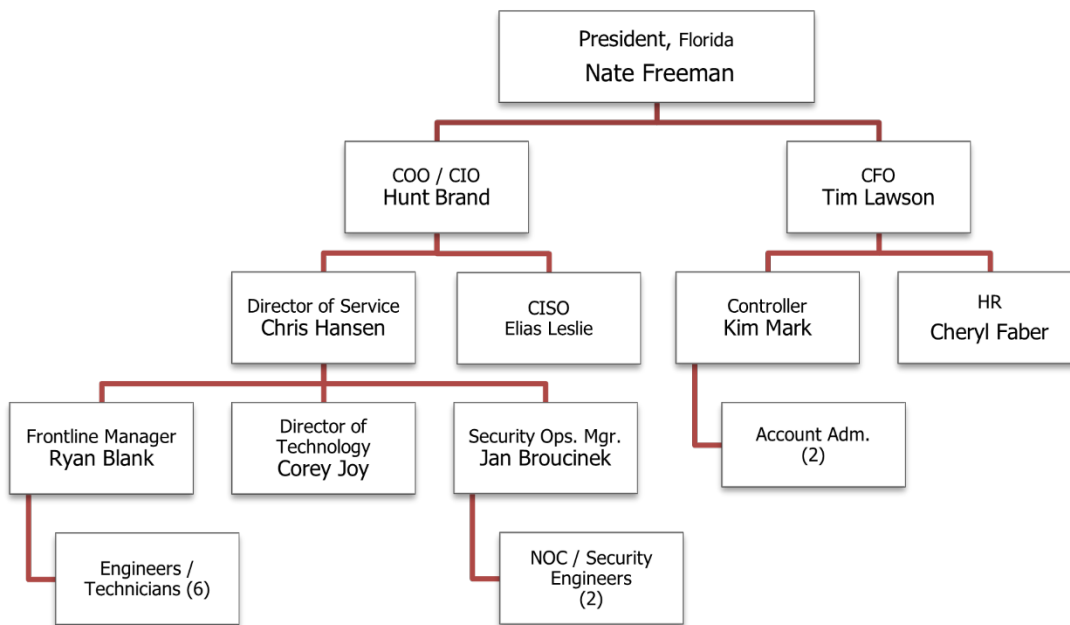
Personnel Biographies

Nate Freeman, President
27 years at Network People – 29 years of Technology Leadership

Responsibilities: Co-owner and founder, Nate Freeman, built Network People from the ground up. He is the sales team manager, works with clients, and leads the company.

Education/Certifications:

- Leader in Evolve Owner's peer group (2011-present)
- CIO Leadership Training (2021)
- Cybersecurity Fundamentals (2020)
- CISSP (2015)
- CNA (2005)
- MCSE (1997)
- B.S., Business Economics – Willamette Univ. (1992)

Hunt Brand, Chief Operating Officer
5 years at Network People – 31 years of Technology Leadership

Responsibilities: Oversees daily operations of IT Management and Security Division.

Experience ranges from large scale digital signage systems to highly regulated high volume international IT solutions for multinational financial operations.

Experience:

- Senior Leadership
  - Digital Network Systems, Outcome Health/Accent Health
  - Franklin Templeton
  - Precision Systems
- Principal Consulting: Origin Technology, Neal Laboratories, Inc. (for Chemical Bank)
- Mayor, City of Belleair Bluffs

Education/Certifications:

- B.S., Computer Systems - Florida Atlantic University (1984)
- Cybersecurity Fundamentals for Engineers - ConnectWise (April 2020)
- Member in Evolve Owner's peer group (2021-present)

Tim Lawson, Chief Financial Officer
1 year at Network People – 31 years of experience (CFO, COO, Vice President, Controller, Operations Manager, VP of Sales & Service)

**Responsibilities:** Contracts, Financials, Advisor to the Board

Tim is past CFO of two technology companies FoxGuard Solutions, Inc. and Qualtrax, Inc. Prior to becoming Chief Financial Officer, he served in various leadership roles including: Vice President/Controller, Purchasing and Quality Manager, Operations Manager, Vice President of Sales and Service, and Vice President of Operations. Mr. Lawson was named CFO of the Year by Virginia Business Magazine in 2006. From 2006 until divesture, both companies experienced significant growth in both the top and bottom lines. Currently CFO for Network People, Inc.

Experience:

- Past CFO of FoxGuard Solutions, Inc.
- Past CFO of Qualtrax, Inc.

Education/Certifications:

- BS in Marketing Management
- MBA from Virginia Tech
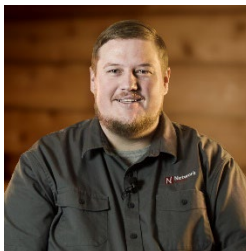
Chris Hansen, President
11 years at Network People – 11 years of IT and Technology Leadership

Responsibilities & Areas of Expertise: Directs and manages service team and ticket resolution; Identifies correct technical solutions for client tickets. Chris has extensive experience in the areas of networking, Windows Server and Desktop support, and Backup/Disaster Recovery. He primarily works with supporting customers directly with service issues and assisting other team members in technical training.

Experience:

- Current Service Manager, Network People
- Service Team Lead, Network People
- Engineer, Network People
- Project Manager, Network People
- Technician, Network People
- Member of ConnectWise Evolve Service Executive peer group program.

Elias Leslie, Chief Information Security Officer
16 years at Network People – 20 years of IT and Technology Leadership

Responsibilities & Areas of Expertise: Elias overseas our Security Division. Advises clients on IT security planning and strategy; Offensive and defensive security; Leads Incident Response Management; Forensics; Programming; Database Design and Admin; Security solution research and development; Automation Design and Admin; Linux and Window; Virtual /Cloud Architecture and Management.

Experience:

- Director of IT Security
- Director of IT
- IT Engineer
- IT Specialist

Certifications:

- OSCP; CCNA; GSEC; MCP; A+; IPTX; Citrix XenAPP; SonicWall; Datto

Corey Joy, Director of Technology
18 years at Network People – 22 years of IT and Technology Leadership

Responsibilities & Areas of Expertise: Leads infrastructure roll outs. Handles level 3 escalations from Service Team. The Director of Technology works with clients to help them strategically think through their IT infrastructure, so that IT becomes a driving force to grow the company.

Experience:

- Senior Engineer, Network People
- Network Engineer, Law Office Technology
- IT Specialist, Xray Duplication Company

Education/Certifications:

- MCSE; MCSA; CISSP Certifications
- Ongoing CE hours to maintain certifications
- B.S., Church Ministries - Liberty University (1992)
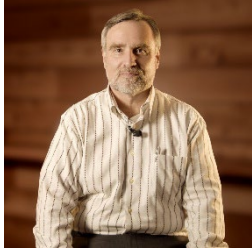
Jan Broucinek, Security Operations Manager
2 years at Network People – 30 years of IT and Technology Leadership

Responsibilities & Areas of Expertise: Jan manages our Network and Security Operations Centers. He guides and manages the teams and oversees Incident Response cases. He is a dedicated professional with experience in nearly every aspect of computing.
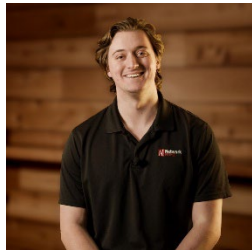
Experience:

- Infrastructure/Telecom Manager, Arthur Rutenburg Homes
- System Operator/Computer Technician, Arthur Rutenburg Homes
- Network Coordinator, Corning Clinical Laboratories
- Computer Support Technician

Ryan Blank, Frontline Manager
8 years at Network People – 8 years of Experience

Responsibilities & Areas of Expertise: Ryan manages the Frontline support team. He ensures the client service tickets are processed and getting to the right technician or engineer. He has a broad understanding of our clients on both a micro and macro level which allows him to provide the service needed to resolve issues.

Experience:

- Service Supervisor, Network People
- Service Dispatcher, Network People
- ConnectWise Evolve Peer Groups
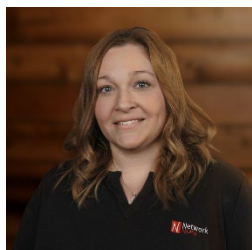
Kim Mark, Controller
16 years at Network People – 16 years of IT Accounting and Purchasing

Responsibilities & Areas of Expertise: Work with clients and vendors on procurement; Microsoft Licensing; Account Management; A/R; A/P.

Experience:

- Accounting and Purchasing Manager

4. Support Services

a. Help desk description

With one call, Network People clients have a familiar face to help with their IT needs. Requests can be received via phone to the help desk support line or via email to ticket@networkpeople.com. Clients receive remote and onsite support which may include weekly onsite visits. When dealing with critical issues, clients will have an experienced engineer looking at their issue within 15 minutes. When called, Network People promises a human will answer and an on-call engineer will address your issues.

b. Support availability (days of week and times)

Network People provides helpdesk support Monday – Friday between 8am – 5pm. After hours support times are: Monday—Friday from 5:00 PM to 12:00 midnight. Sat/Sun 7:00AM-Midnight. An on-call engineer can be reached through our Helpdesk line for any afterhours emergencies.

c. Structure of charges for support

The service agreement defines the normal monthly IT support services provided. Work outside the scope of the agreement will be billed at the rate stated under the "Service Response and Rates" section of the agreement.   Out of scope work includes but is not excluded to onboarding new sites, projects to implement or remove technology systems or infrastructure, troubleshooting, diagnosing, fixing, configuring of computers, mobile devices, or servers/printers/NOC equipment that is not itemized and paid for under the support agreement.

d. Steps for resolving problem escalation

Network People uses 3 ticket priorities: Critical, High Priority, & Tier 1. Working with the client, we use an Impact & Urgency matrix in order to appropriately determine the correct priority of each ticket. Impact represents the severity of an issue, while Urgency represents the number of users affected.

e. Final authority regarding conflicts

Conflict regarding projects or tickets for the organization are resolved by the Network People service leaders meeting with the organization for a transparent conversation about what was expected and what is needed to resolve the issue.   Our Service Supervisor will advise on context around any technical issues, our Director of Service will advise on prioritization and selection of resources, our COO will make the final call for Network People in solving the issue in way that is realistic and in alignment with the capabilities of the technology and also meets the requirements of the organization.

f. Response time and goal for resolving problems

Network People holds itself to a high standard for resolution time within SLA (Service Level Agreement). The response time and goals for each tier of SLA for Network People are listed below.

SLA: Response Time (Priority) for Service Requests are as follows:

Critical: Server or Network Down – 15 min (Respond) / 4 hr (Solve)

High Priority: Computer or AV down – 1 hr (Respond) / 6 hr (Solve)

Tier 1: Workstation issue or Printer down- 1 hr (Respond) / 32 hr (Solve)

After Hours: 4hr (Respond) / 16 hr (Solve)

f. Response time and goal for resolving problems

5. Explanation of any Contract Terminations

Network People has had no contract terminations for default or non-performance or poor performance.

6. Scope of Work Beyond RFQ

Consulting:

In addition to our executive consulting, the firm offers a range of additional consulting capabilities which include executive coaching, security, process re-engineering and workflow / process automation. Network People team members possess a diverse range of skillsets with years of expertise.   For example, team members have been recognized for expertise in areas as varied as ADA Compliance, Point of Care, Digital Signage, Cyber Security Audits, Team Building, and Business Management.

Advanced Managed Security:

Network People offers a comprehensive security defense plan with persistent threat protection against cybercriminals who are always learning and creating new ways to breach organizations. If you want to protect your organization, you need a Cyber Security team on your side that is just as creative and knowledgeable managing your security defense.

- Ongoing scanning and monitoring of your IT system for vulnerabilities using state-of-the-art security tools that detect if you've been compromised.
- When new or greater risks are identified, we alert you and give a review and recommendation for next steps.
- Access to our team of security experts and engineers. They have significant experience managing live attacks from cybercriminals and security incident responses.
- If you are breached, you receive senior level remediation, direction, and coaching for your internal IT team.
- Executive level CISO consulting for your organization: Someone to prioritize your risks, so you know what to work on next.

Incident Response / Cyber Breach Remediation:

Our Incident response team handles the entire process of recovery from a cyber event. Our goal is to make sure your business and team members are up and running as securely and as quickly as possible.

Fractional C-Level Consulting:

Experienced C-level leaders who work with your leaders to problem solve and plan for growth and change. Your consultant operates as a functional part of your leadership team, offering strategic and operational guidance.

- A CIO and CTO that helps you align your business goals with your IT strategy.
- Access to a CISO who advises on the most efficient and effective way to proceed when making decisions about cyber security.
- CISO consulting during an incident response or a security crisis. (Managed Security)
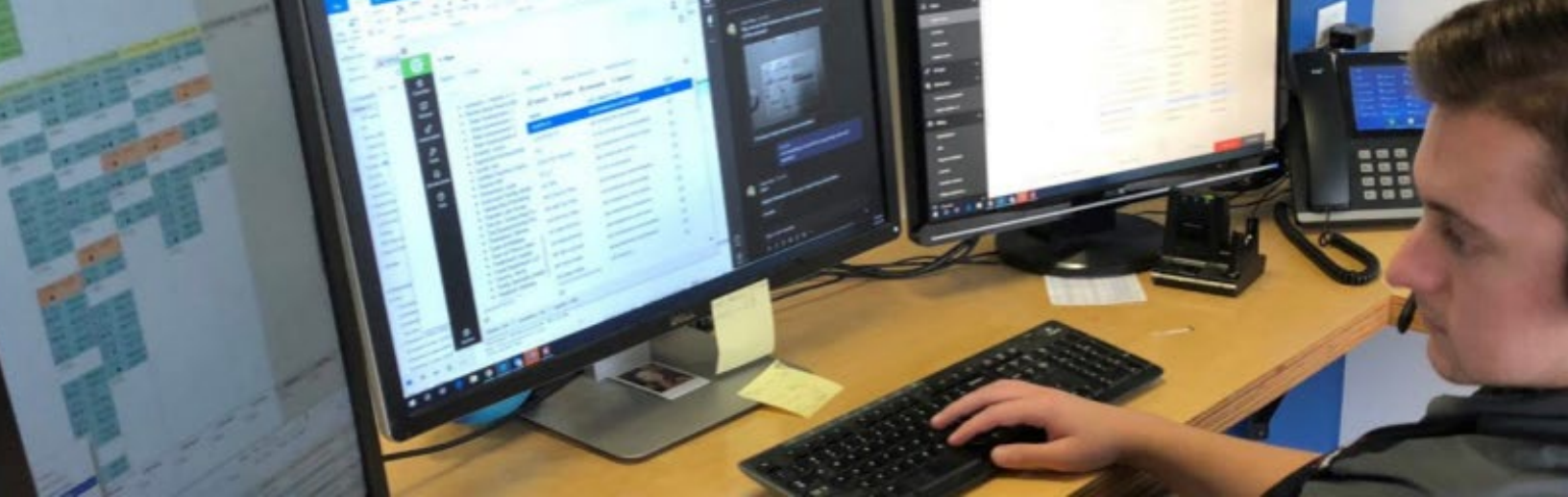
7. Proposal Summary

Unique Qualifications

Network People has managed IT services for the City of Madeira Beach for the past 9 ½ years. We have detailed knowledge and personal experience of the needs of the city. Network People knows the staff, understands the equipment, has documented the history of specific needs and challenges around the physical structure and components there-in. Knowing this history is extremely valuable when making recommendations for future needs or for troubleshooting. It has been a pleasure to serve the City of Madeira Beach for the last decade.

Network People has managed the IT services of The Town of Belleair for 14 years and the Pasco County Economic Development Council for 26 years.

Network People maintains average customer satisfaction scores above 97% the last 8 years and a 5-star rating on google.

Network People has over 14 years of experience in public sector and law enforcement agency support with 4 CJIS certified engineers.

Since our strategic objective is to be one of the top IT management and support companies for municipalities in the state of Florida, we look forward to continuing to partner with The City of Madeira Beach for their IT needs.

Summary of Services Provided with Active IT Managed Services Agreement:

1. Unlimited User Support, Helpdesk, & Management
2. Cyber Security Training and Phishing Training
3. Virtual Server Support
4. Managed Environment including Client Dashboard, Managed Firewall, Documentation Mgmt., Server Room Mgmt.
5. Remote Device Management
6. 3rd Party Application Update System
7. Managed Endpoint SOC Protection
8. Advanced Security Monitoring
9. Privileged Access Management
10. Email Security Filtering for Business with Encryption
11. Managed Security
12. CIO and CISO Strategic Management and Scheduled Progress Meetings

(See detailed description of deliverables at https://www.networkpeople.com/service-descriptions/)

Outcomes Delivered to Client with Active IT Managed Services Agreement:

IT Management and Cyber Security Divisions provide comprehensive IT and cyber security services which include the range of capability and experience listed here:

- Environment Assessment
    - Review all hardware and applications in use and determine end of life
    - Establish a technology refresh plan with focus on technology risk areas

- IT Support
    - Proven experience with supporting the operational requirements of municipalities
    - Provide 8 am to 5 pm EST, Monday – Friday with after-hours support available.
    - Support staff available remotely and onsite on regular basis to support and review infrastructure
    - Network monitoring 24 x 7 x 365
    - Client dashboard provides inventory information and real time status of open issues
    - Assist with the scheduling and installing of updates on third party software
    - Troubleshoot local desktop and server applications
    - Handle installation of physical hardware of workstations, servers, and network equipment
    - Establish incident / request response level and estimated resolution times
    - Provide failover/BDR capability and support for core infrastructure
    - Advanced experience supporting M365 suite of tools and products

- Cybersecurity
    - CISO directed security review and planning with proven experience with unique security requirements of municipalities
    - Cyber Incident Response team with relevant security certs and actual experience with large scale business resumption responses who remain up to date on threat actor tactics
    - Business Resilience (IR, DR, and Business resumption planning)
    - Define and plan security best practices which may include: Network segmentation including guest Wi-Fi; access control; application allowlist; vulnerability scans, security assessments; zero trust; security awareness training with phishing campaigns; Gateway security; Secure online password manager; Dark web scanning of city owned domains;
    - MDR with 24/7/365 SOC
    - Securely encrypt all city administrative technology passwords
    - Maintain patch management on operating systems and other equipment as applicable
    - Cyber Security & Phishing Training and 3rd party email filtering and security
    - Backups: Local and cloud immutable backups with multiple geographically dispersed datacenters; Microsoft 365 backup, encryption, archiving, and security

- Network and Server Management
    - Maintain network and server configurations
    - Provide support for new software or hardware installation on network
    - Monitor network utilization to ensure proper uptime and plan capacity for growth

- Vendor Management
    - Manage and maintain leadership position with technology vendors utilized by the City of Madeira Beach to assist with proper operation and issue resolution
- Consulting
    - Create technology roadmap to meet City of Madeira Beach's business objectives
    - Proven experience providing executive consulting to municipalities
    - Hold regular CIO level meetings to guide the IT strategy and alignment with city objectives, build and manage IT budgets, evaluate technology and processes of the City, and recommend approaches to leverage and improve productivity

8. References

Town of Belleair – Local Government

(A) Name of Entity: _____ Town of Belleair _____

Nature of Services Provided: _____ Managed Active-IT Service & Security Services _____

_____

Contact Name: _____ Kathrine Bleakly _____

Contact Phone Number: _____ 727-588-3769 _____

PASCO Economic Development Council – Economic Development Organization

(B) Name of Entity: _____ PASCO Economic Development Council _____

Nature of Services Provided: _____ Managed Active-IT Service _____

_____

Contact Name: _____ Suzanne Renczkowski _____

Contact Phone Number: _____ 813-926-0827 _____
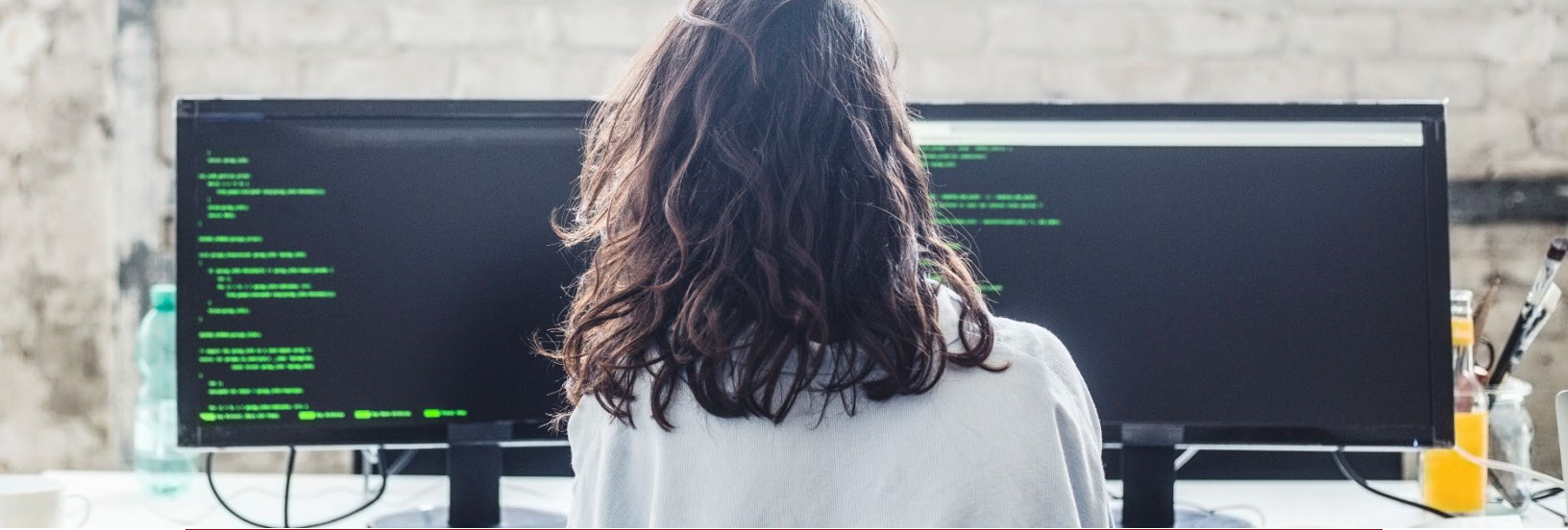
Wannemacher Jensen Architects

(C) Name of Entity: _____ Wannemacher Jensen Architects _____

Nature of Services Provided: ___ Managed Active-IT Service & Security Services _____
_____

Contact Name: _____ Jason Jensen _____

Contact Phone Number: _____ 727-822-5566 _____

Compliance With Applicable Laws

Network People complies with all applicable local, state, and federal laws and codes.

Drug Free Workplace Certification

THIS FORM MUST BE SIGNED AND SWORN TO IN THE PRESENCE OF A NOTARY PUBLIC OR OTHER OFFICIAL AUTHORIZED TO ADMINISTER OATHS.

This sworn statement is submitted to the City of Madeira Beach by _Hunt Brand, COO_

    [print individual's name and title]

for _NETWORK PEOPLE INC._

    [print name of entity submitting sworn statement]

whose business address is: _13075 US HWY 19 N, Clearwater, FL 33764_ and (if applicable) its Federal Employer Identification Number (FEIN) is _59-3369083_ (If the entity has no FEIN, include the Social Security Number of the individual signing this sworn statement:

I understand that no person or entity shall be awarded or receive a City contract for public improvements, procurement of goods or services (including professional services) or a City lease, franchise, concession, or management agreement, or shall receive a grant of City monies unless such person or entity has submitted a written certification to the City that it will provide a drug free workplace by:

Providing a written statement to each employee notifying such employee that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance as defined by §893.02(4), Florida Statutes, as the same may be amended from time to time, in the person's or entity's workplace is prohibited specifying the actions that will be taken against employees for violation of such prohibition. Such written statement shall inform employees about:

    (i)   the dangers of drug abuse in the workplace.

    (ii)   the person's or entity's policy of maintaining a drug-free environment at all its workplaces, including but not limited to all locations where employees perform any task relating to any portion of such contract, business transaction or grant.

    (iii)   any available drug counseling, rehabilitation, and employee assistance programs; and

    (iv)   the penalties that may be imposed upon employees for drug abuse violations.

(2)   Requiring the employee to sign a copy of such written statement to acknowledge his or her receipt of same and advice as to the specifics of such policy. Such person or entity shall retain the statements signed by its employees. Such person or entity shall also post in a prominent place at all of its workplaces a written statement of its policy containing the foregoing elements (i) through (iv).

(3)   Notifying the employee in the statement required by subsection (1) that as a condition of employment the employee will:

    (i)   abide by the terms of the statement; and

    (ii)   notify the employer of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such a conviction.

(4)   Notifying the City within ten (10) days after receiving notice under subsection (3) from an employee or otherwise receiving actual notice of such conviction.

(5)   Imposing appropriate personnel action against such employee up to and including termination; or requiring such employee to satisfactorily participate in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local health, law enforcement, or other appropriate agency.

(6)   Making a good faith effort to continue to maintain a drug-free workplace through implementation of sections (1) through (5) stated above.

I UNDERSTAND THAT THE SUBMISSION OF THIS FORM TO THE CITY OF MADEIRA BEACH IS

City of Madeira Beach

VALID THROUGH DECEMBER 31 OF THE CALENDAR YEAR IN WHICH IT IS FILED. I ALSO UNDERSTAND THAT ANY CONTRACT OR BUSINESS TRANSACTION SHALL PROVIDE FOR SUSPENSION OF PAYMENTS, OR TERMINATION, OR BOTH, IF THE CITY DETERMINES THAT:

(1)   Such person or entity has made false certification.

(2)   Such person or entity violates such certification by failing to carry out the requirements of sections (1), (2), (3), (4), (5), or (6) or subsection 3-101(7)(B); or

(3)   Such a number of employees of such person or entity have been convicted of violations occurring in the workplace as to indicate that such person or entity has failed to make a good faith effort to provide a drug free workplace as required by subsection 3-101(7)(B).

Signatory Requirement. In the case of a corporation, this affidavit shall be executed by the corporate president. In the case of a partnership, this affidavit shall be executed by the general partner(s). In the case of a business entity other than a partnership or a corporation, this affidavit shall be executed by an authorized agent of the entity or the individual.

Signature: _Mot h. Pul_

Title: _COO_

Company: _NETWORK PEOPLE INC._

NOTARY PUBLIC

STATE OF FLORIDA

CITY OF _Clearwater_

Sworn to and subscribed before me this   day of _23rd June_ 2023

by _Hunt Brand_ _____ who is

personally known to me   OR (Produced identification)

_FL DL_ _____ [type of identification]

My commission expires _11/14/26_

Notary Public Signature _Torie Hesson_

[Print, type or stamp Commissioned name of Notary Pu

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┌─────────────────────────────────────┐
│  ⬤         TORIE HESSON              │
│      Notary Public - State of Florida│
│         Commission # HH 331743       │
│      My Comm. Expires Nov 14, 2026   │
│    Bonded through National Notary Assn.│
└─────────────────────────────────────┘
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City of Madeira Beach