

## Request for Qualifications

### Legal Services RFQ Number FIN LS 0301

#### QUESTIONS & ANSWERS

1. To assist us in developing a meaningful and accurate fee proposal, it would be helpful to have information on CareerSource's legal spend on the areas that are part of the RFP for years 2016, 2017 and year to date and/or projected for 2018, separately stated for:
  - a. Advice and counsel unrelated to administrative charges or lawsuits;
  - b. Legal spend for defense of claims not subject to EPL insurance, such as wage-hour lawsuits, enforcement of restrictive covenants, etc.;
  - c. Management and employee educational sessions about, for example, sexual and other forms of harassment or discrimination;
  - d. Expenditures on immigration –related services, such as VISA applications, ICE audits, etc.

#### RESPONSE:

- a. \$0 spent by CareerSource Central Florida (CSCF) for advice and counsel unrelated to administrative charges or lawsuits during 2016 and 2017.
  - b. \$10,210 (2016) and \$14,461 (2017) spent by CSCF for legal-spend for defense of claims not subject to EPL insurance, such as wage-hour lawsuits, enforcement of restrictive covenants, etc.
  - c. Management and employee educational sessions were handled by CSCF Human Resources during 2016 and 2017; therefore, \$0 spent for outside counsel.
  - d. \$0 expenditures for immigration–related services, such as VISA applications, ICE audits, etc. during 2016 and 2017.
2. Do you anticipate the same level of services moving forward over the next three years (or are mergers, divestitures, significant growth, etc., expected)?

RESPONSE: Same level of services is anticipated by CSCF.

|Denotes Change