

**State of Maine  
Master Score Sheet**

RFA# 202508115				
Women in Commercial Driver's License Training				
Bidder Name:		Ellsworth School Department	Maine Community College System	Maranacook Adult and Community Education
Proposed Cost:		\$252,000	\$300,000	\$96,000
Scoring Sections	Points Available			
Section I: Preliminary Information	Pass/Fail	Pass	Pass	Pass
Section II: Organization Qualifications and Experience	25	17	16	22
Section III: Proposed Project	50	25	44	42
Section IV: Budget and Budget Narrative	25	10	20	19
<b>TOTAL</b>	<b><u>100</u></b>	<b><u>52</u></b>	<b><u>80</u></b>	<b><u>83</u></b>



**STATE OF MAINE  
DEPARTMENT OF LABOR**

**LAURA FORTMAN  
Commissioner**

**Janet T. Mills  
Governor**

December 11, 2025

Ann Sargent  
Ellsworth School Department  
11 Avery Lane  
Ellsworth, ME 04605

**SUBJECT: Notice of Conditional Contract Awards under RFA # 202508115, Women in Commercial Driver's License Training**

Dear Ann Sargent:

This letter is in regard to the subject Request for Applications (RFA), issued by the State of Maine Department of Labor for 202508115, Women in Commercial Driver's License Training. The Department has evaluated the proposals received using the evaluation criteria identified in the RFA, and the Department is hereby announcing its conditional contract awards to the following bidders:

- Maranacook Adult and Community Education (full award)
- Maine Community College System (partial award)

The bidders listed above received the evaluation team's highest rankings. The Department will be contacting the aforementioned bidders soon to negotiate a contract. As provided in the RFA, the Notice of Conditional Contract Award is subject to execution of a written contract and, as a result, this Notice does NOT constitute the formation of a contract between the Department and the apparent successful vendor. The vendor shall not acquire any legal or equitable rights relative to the contract services until a contract containing terms and conditions acceptable to the Department is executed. The Department further reserves the right to cancel this Notice of Conditional Contract Award at any time prior to the execution of a written contract.

As stated in the RFA, following announcement of this award decision, all submissions in response to the RFA are considered public records available for public inspection pursuant to the State of Maine Freedom of Access Act (FOAA). 1 M.R.S. §§ 401 et seq.; 5 M.R.S. § 1825-B (6).

This award decision is conditioned upon final approval by the State Procurement Review Committee and the successful negotiation of a contract. A Statement of Appeal Rights has been provided with this letter; see below.

Thank you for your interest in doing business with the State of Maine.

Sincerely,



\_\_\_\_\_  
Signature

Daniel Estes  
Infrastructure Workforce Policy Lead  
Maine Department of Labor  
54 State House Station  
Augusta, Maine 04333-0054  
Office: (207) 621-5096

## **STATEMENT OF APPEAL RIGHTS**

Any person aggrieved by an award decision may request an appeal hearing. The request must be made to the Director of the Bureau of General Services, in writing, within 15 days of notification of the contract award as provided in 5 M.R.S. § 1825-E (2) and the Rules of the Department of Administrative and Financial Services, Bureau of General Services, Office of State Procurement Services [formerly the Division of Purchases], Chapter 120, § (2) (2).



**STATE OF MAINE  
DEPARTMENT OF LABOR**

**LAURA FORTMAN  
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**Janet T. Mills  
Governor**

December 11, 2025

Charles Collins  
Executive Director for Workforce Training  
Harold Alfond Center for the Advancement of Maine's Workforce  
Maine Community College System  
323 State Street  
Augusta, ME 04330

**SUBJECT:** Notice of Conditional Contract Awards under RFA # 202508115, Women in Commercial Driver's License Training

Dear Charles Collins:

This letter is in regard to the subject Request for Applications (RFA), issued by the State of Maine Department of Labor for 202508115, Women in Commercial Driver's License Training. The Department has evaluated the proposals received using the evaluation criteria identified in the RFA, and the Department is hereby announcing its conditional contract awards to the following bidders:

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**STATE OF MAINE  
DEPARTMENT OF LABOR**

**LAURA FORTMAN  
Commissioner**

**Janet T. Mills  
Governor**

December 11, 2025

Stephen Vose  
Maranacook Adult and Community Education  
2250 Millard Harrison Dr.  
Readfield, ME 04355

**SUBJECT: Notice of Conditional Contract Awards under RFA # 202508115, Women in Commercial Driver's License Training**

Dear Stephen Vose:

This letter is in regard to the subject Request for Applications (RFA), issued by the State of Maine Department of Labor for 202508115, Women in Commercial Driver's License Training. The Department has evaluated the proposals received using the evaluation criteria identified in the RFA, and the Department is hereby announcing its conditional contract awards to the following bidders:

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Sincerely,



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Signature

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Infrastructure Workforce Policy Lead  
Maine Department of Labor  
54 State House Station  
Augusta, Maine 04333-0054  
Office: (207) 621-5096

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<b>Applicant Name</b>	<b>Ellsworth School Department</b>
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<b>Date of Team Evaluation</b>	<b>10/10/2025</b>
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**State of Maine**

**Department of Labor**

*Commissioner's Office*

**RFA # 202508115**

**Women in Commercial Driver's License Training**

**TEAM CONSENSUS EVALUATION NOTES**

<b>RFA Coordinator</b>	<b>Name</b>	Daniel Estes
	<b>Title</b>	Infrastructure Workforce Policy Lead
	<b>Email</b>	daniel.estes@maine.gov

<b>Evaluation Team</b>	
<b>Samantha Dina</b>	Associate Commissioner, Maine Department of Labor
<b>Angelina Klouthis Jean</b>	Director of Innovation and Strategy, Maine Department of Labor
<b>Jonathan Umland</b>	Jonathan Umland, SESC Deputy Director, Department of Administrative and Financial Services
<b>William Gayle</b>	Assistant Director, Bureau of Planning, Maine Department of Transportation
<b>Lindsey Norton</b>	Human Resources Generalist, Maine Department of Transportation

<b>Applicant Name</b>	<b>Ellsworth School Department</b>
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<b>Date of Team Evaluation</b>	<b>10/10/2025</b>
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**SUMMARY**

		<b>Points Available</b>	<b>Points Awarded</b>
<b>File 1</b>	<b>Preliminary Information</b>	N/A	Pass
<b>File 2</b>	<b>Organization Qualifications and Experience</b>	25	17
<b>File 3</b>	<b>Proposed Services</b>	50	25
<b>File 4</b>	<b>Cost Proposal</b>	25	10
		<b>Total: 100</b>	<b>Total: 52</b>

<b>Applicant Name</b>	<b>Ellsworth School Department</b>
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<b>Date of Team Evaluation</b>	<b>10/10/2025</b>
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<b>File 1 Preliminary Information</b>	
	<b>Team Notes</b>
<b>Appendix A</b> (Proposal Cover Page)	Provided
<b>Appendix B</b> (Responsible Bidder Certification)	Provided
<b>Eligibility to Submit Bids</b>	
Is your entity part of Maine’s public workforce system, as defined in the RFA?	Pass
Is your entity an existing provider of CDL training or partnering with one?	Pass
Please list any other partner organizations that are part of this application.	
<b>Final Eligibility Determination</b>	Pass
Failure Reason(s), if applicable	
Bidders who fail to meet all eligibility requirements, as determined by the evaluation team, are removed from further consideration for award by the evaluation team.	

<b>Applicant Name</b>	<b><u>Ellsworth School Department</u></b>
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<b>Date of Team Evaluation</b>	<b><u>10/10/2025</u></b>
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<b>File 2</b>	
<b>Organization Qualifications and Experience</b>	
<b>Points Available</b>	<b>Points Awarded</b>
25	17

<b>Section</b>	<b>Team Notes</b>
<b>Projects</b>	<ol style="list-style-type: none"> <li>1. Has partnerships with local workforce board and community-based organizations.</li> <li>2. Didn't demonstrate expertise recruiting women.</li> <li>3. Training provider is a women-owned business with a women trainer.</li> <li>4. No demonstrated partnership with MaineDOT.</li> </ol>
<b>Subcontractors</b>	<ol style="list-style-type: none"> <li>1. Adult Eds they would be relying on not listed as subs.</li> </ol>
<b>Organizational Chart</b>	<ol style="list-style-type: none"> <li>1. Could not access hyperlink, though organizational structure described in the MOU and budget.</li> </ol>
<b>Litigation</b>	<ol style="list-style-type: none"> <li>1. No litigation.</li> </ol>
<b>Financial Viability</b>	<ol style="list-style-type: none"> <li>1. Adult Ed has demonstrated experience providing fiscal capacity.</li> </ol>
<b>Certificate of Insurance</b>	<ol style="list-style-type: none"> <li>1. Provided.</li> </ol>

<b>Applicant Name</b>	<b>Ellsworth School Department</b>
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<b>Date of Team Evaluation</b>	<b>10/10/2025</b>
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<b>File 3 Proposed Services</b>	
<b>Points Available</b>	<b>Points Awarded</b>
50	25

<b>Section</b>	<b>Team Notes</b>
<b>Proposed Project</b>	<ol style="list-style-type: none"> <li>1. Language characterizing serving only women as “counterproductive” may not line align with the specific goal of this proposal.</li> <li>2. Would serve Hancock, Penobscot and Washington counties.</li> <li>3. Three sessions to serve 42 people. One intensive week, then occasional time over next few months – allows flexibility for workers.</li> <li>4. Industry advisory partnership is a strong program element.</li> <li>5. Concerns around potential charging of a \$500 fee reimbursed by employers. Could potentially prohibit participation from the target audience.</li> <li>6. Had strategies for employer engagement but didn’t name specific employers.</li> <li>7. Recruitment would be through local AE but nothing specific to recruiting women.</li> <li>8. Question – is one trainer enough to serve the projected participants?</li> <li>9. Will rely on WIOA provider partnerships, but no other supportive services identified for those not WIOA-eligible.</li> </ol>
<b>Participant Projections</b>	<ol style="list-style-type: none"> <li>1. Fewer than 15 total women obtaining CDL and entering employment over the grant period, below the goal of 40.</li> <li>2. No projected participants in Q1.</li> </ol>

<b>Applicant Name</b>	<b>Ellsworth School Department</b>
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<b>Date of Team Evaluation</b>	<b>10/10/2025</b>
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<b>File 4 Budget and Budget Narrative</b>	
<b>Points Available</b>	<b>Points Awarded</b>
25	10

- | <b>Team Notes</b>   |
|---|
| <ol style="list-style-type: none"><li>1. Cost per participant is exactly \$6K, right at the participant ceiling. Price per woman is \$14K with no support services, outside of WIOA partner-provided services.</li><li>2. Majority of funds go to training costs. No funds for recruitment. Travel was blank and narrative was incomplete.</li><li>3. Question – do training fees include the books, license, etc. fees noted in the proposed project section? Potential barrier for students.</li><li>4. Minimal marketing budget in Q1; raises concerns around ramping up for Q2.</li></ol> |

<b>Applicant Name</b>	<b>Maine Community College System</b>
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<b>Date of Team Evaluation</b>	<b>10/10/2025</b>
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**State of Maine**

**Department of Labor**

*Commissioner's Office*

**RFA # 202508115**

**Women in Commercial Driver's License Training**

**TEAM CONSENSUS EVALUATION NOTES**

<b>RFA Coordinator</b>	<b>Name</b>	Daniel Estes
	<b>Title</b>	Infrastructure Workforce Policy Lead
	<b>Email</b>	daniel.estes@maine.gov

<b>Evaluation Team</b>	
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<b>Applicant Name</b>	<b>Maine Community College System</b>
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<b>Date of Team Evaluation</b>	<b>10/10/2025</b>
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**SUMMARY**

		<b>Points Available</b>	<b>Points Awarded</b>
<b>File 1</b>	<b>Preliminary Information</b>	N/A	Pass
<b>File 2</b>	<b>Organization Qualifications and Experience</b>	25	16
<b>File 3</b>	<b>Proposed Services</b>	50	44
<b>File 4</b>	<b>Cost Proposal</b>	25	20
		<b>Total: 100</b>	<b>Total: 80</b>

<b>Applicant Name</b>	<b>Maine Community College System</b>
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<b>Date of Team Evaluation</b>	<b>10/10/2025</b>
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<b>File 1 Preliminary Information</b>	
	<b>Team Notes</b>
<b>Appendix A</b> (Proposal Cover Page)	Provided
<b>Appendix B</b> (Responsible Bidder Certification)	Provided
<b>Eligibility to Submit Bids</b>	
Is your entity part of Maine’s public workforce system, as defined in the RFA?	Pass
Is your entity an existing provider of CDL training or partnering with one?	Pass
Please list any other partner organizations that are part of this application.	
<b>Final Eligibility Determination</b>	Pass
Failure Reason(s), if applicable	
Bidders who fail to meet all eligibility requirements, as determined by the evaluation team, are removed from further consideration for award by the evaluation team.	

<b>Applicant Name</b>	<b>Maine Community College System</b>
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<b>Date of Team Evaluation</b>	<b>10/10/2025</b>
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<b>File 2</b>	
<b>Organization Qualifications and Experience</b>	
<b>Points Available</b>	<b>Points Awarded</b>
25	16

<b>Section</b>	<b>Team Notes</b>
<b>Projects</b>	<ol style="list-style-type: none"> <li>1. Trained 105 people since 2022 for class A, with a 76% completion rate. Trained 127 class B drivers, with a 75% completion rate.</li> <li>2. Examples cited seem to be current or proposed. Propose all women cohort with a stipend.</li> <li>3. Workforce partnership example had unclear relationship to this application.</li> </ol>
<b>Subcontractors</b>	<ol style="list-style-type: none"> <li>1. Ancora has trained over 1,000 women CDL drivers.</li> <li>2. No letter of support or memorandum of understanding provided by Ancora, a named subcontractor, per the RFA's requirements.</li> </ol>
<b>Organizational Chart</b>	<ol style="list-style-type: none"> <li>1. Provided high level org chart with few details.</li> </ol>
<b>Litigation</b>	<ol style="list-style-type: none"> <li>1. Eight different examples of current litigation, including discrimination.</li> </ol>
<b>Financial Viability</b>	<ol style="list-style-type: none"> <li>1. Audit included a significant finding from Berry Dunn showing a material weakness in their cash management.</li> </ol>
<b>Certificate of Insurance</b>	<ol style="list-style-type: none"> <li>1. Provided.</li> </ol>

<b>Applicant Name</b>	<b>Maine Community College System</b>
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<b>Date of Team Evaluation</b>	<b>10/10/2025</b>
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<b>File 3 Proposed Services</b>	
<b>Points Available</b>	<b>Points Awarded</b>
50	44

<b>Section</b>	<b>Team Notes</b>
<b>Proposed Project</b>	<ol style="list-style-type: none"> <li>1. Focused on Penobscot, Hancock, and Washington counties.</li> <li>2. Provided detailed curriculum.</li> <li>3. Discussed plans for MaineDOT partnership. Reference compact members, but don't specify how much of those are in the transportation/construction industry and have CDL hiring needs.</li> <li>4. Wrote NA for pre-apprenticeship integration.</li> <li>5. Plans to run women-only CDL cohorts. Plans to run rolling cohorts, providing flexibility to participants.</li> <li>6. Strong funding sources to sustain the programming long-term.</li> <li>7. Strong evidence around enrollment of those that receive student support stipends.</li> <li>8. Plans to recruit with CAP agencies and EMDC but didn't identify any organizations that explicitly focus on serving women.</li> <li>9. Will work with CareerCenters to recruit and place participants.</li> <li>10. Job placements strategies are abstract and don't articulate how the applicant will leverage their employer relationships, including with MaineDOT.</li> <li>11. Question – what's the role of the remedial training and how does that factor into the participant counts?</li> <li>12. Letter of support provided by Northeastern Workforce Development Board.</li> </ol>
<b>Participant Projections</b>	<ol style="list-style-type: none"> <li>1. Propose serving 56 women in total, with 40 – the topline goal of the RFA – obtaining licensure.</li> <li>2. Absent identified strategies for explicitly recruiting women, question of whether participant projections are realistic.</li> <li>3. Total securing licensure is 71%, below their past completion rates. Support services will help promote completion.</li> <li>4. Question – if they have to expand the cohorts because they cannot recruit enough women, what would this funding cover?</li> <li>5. Questions – how do participants break down by the two campuses? Do they anticipate recruitment challenges at one campus more than the other?</li> </ol>

<b>Applicant Name</b>	<b>Maine Community College System</b>
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<b>Date of Team Evaluation</b>	<b>10/10/2025</b>
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<b>File 4 Budget and Budget Narrative</b>	
<b>Points Available</b>	<b>Points Awarded</b>
25	20

- | <b>Team Notes</b>   |
|---|
| <ol style="list-style-type: none"><li>1. Leveraging an additional \$58K from the community college system to provide stipends and cover emergency expenses.</li><li>2. Cost per trainee is exclusive to women - \$5,357.</li><li>3. Line item for advertising and recruitment may exceed the 15% threshold identified in the RFA. Additional information is needed on the allocation of associated staff travel, outside of the staff travel line item.</li><li>4. A vast majority of the funding is going to a subcontractor without a provided MOU.</li></ol> |

<b>Applicant Name</b>	<b>Maranacook Adult and Community Education</b>
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<b>Date of Team Evaluation</b>	<b>10/17/2025</b>
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**State of Maine**

**Department of Labor**

*Commissioner's Office*

**RFA # 202508115**

**Women in Commercial Driver's License Training**

**TEAM CONSENSUS EVALUATION NOTES**

<b>RFA Coordinator</b>	<b>Name</b>	Daniel Estes
	<b>Title</b>	Infrastructure Workforce Policy Lead
	<b>Email</b>	daniel.estes@maine.gov

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<b>Applicant Name</b>	<b><u>Maranacook Adult and Community Education</u></b>
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<b>Date of Team Evaluation</b>	<b><u>10/17/2025</u></b>
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**SUMMARY**

		<b>Points Available</b>	<b>Points Awarded</b>
<b>File 1</b>	<b>Preliminary Information</b>	N/A	Pass
<b>File 2</b>	<b>Organization Qualifications and Experience</b>	25	22
<b>File 3</b>	<b>Proposed Services</b>	50	42
<b>File 4</b>	<b>Cost Proposal</b>	25	19
		<b>Total: 100</b>	<b>Total: 83</b>

<b>Applicant Name</b>	<b><u>Maranacook Adult and Community Education</u></b>
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<b>Date of Team Evaluation</b>	<b><u>10/17/2025</u></b>
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<b>File 1 Preliminary Information</b>	
	<b>Team Notes</b>
<b>Appendix A</b> (Proposal Cover Page)	Provided
<b>Appendix B</b> (Responsible Bidder Certification)	Provided
<b>Eligibility to Submit Bids</b>	
Is your entity part of Maine’s public workforce system, as defined in the RFA?	Pass
Is your entity an existing provider of CDL training or partnering with one?	Pass
Please list any other partner organizations that are part of this application.	
<b>Final Eligibility Determination</b>	Pass
Failure Reason(s), if applicable	
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<b>Applicant Name</b>	<b>Maranacook Adult and Community Education</b>
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<b>Date of Team Evaluation</b>	<b>10/17/2025</b>
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<b>File 2</b>	
<b>Organization Qualifications and Experience</b>	
<b>Points Available</b>	<b>Points Awarded</b>
25	22

<b>Section</b>	<b>Team Notes</b>
<b>Projects</b>	<ol style="list-style-type: none"> <li>1. Two women CDL trainers in past projects, including one with experience with Women Unlimited.</li> <li>2. Past experience graduating 1,000 drivers. MJRP project demonstrates 95%+ completion rates, with 115/120 obtaining licensure. 100% placement rate for CDL student graduates.</li> <li>3. Host multiple career fairs.</li> <li>4. Not subcontractors – all training in house.</li> <li>5. They have a defined marketing budget they use to recruit participants. Not explicit on past success of marketing or other efforts in recruiting women.</li> <li>6. Have employment counselors to make sure participants are placed in the right fit for them.</li> <li>7. Strong existing employer relationships, including with MaineDOT.</li> <li>8. Mention of several other grants awarded to fund associated activities.</li> </ol>
<b>Subcontractors</b>	<ol style="list-style-type: none"> <li>1. None.</li> </ol>
<b>Organizational Chart</b>	<ol style="list-style-type: none"> <li>1. No org chart but narrative description sufficiently demonstrates project roles.</li> </ol>
<b>Litigation</b>	<ol style="list-style-type: none"> <li>1. None.</li> </ol>
<b>Financial Viability</b>	<ol style="list-style-type: none"> <li>1. No audit findings.</li> </ol>
<b>Certificate of Insurance</b>	<ol style="list-style-type: none"> <li>1. Provided.</li> </ol>

<b>Applicant Name</b>	<b>Maranacook Adult and Community Education</b>
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<b>Date of Team Evaluation</b>	<b>10/17/2025</b>
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<b>File 3 Proposed Services</b>	
<b>Points Available</b>	<b>Points Awarded</b>
50	42

<b>Section</b>	<b>Team Notes</b>
<b>Proposed Project</b>	<ol style="list-style-type: none"> <li>1. Provided detailed training plan, including course times convenient for households with qualified instructors, that is in line with federal standards.</li> <li>2. Industry partnership structure to facilitate warm handoffs and make use of recruitment counselors to highlight different driving opportunities and help students attain employment that's the right fit for them.</li> <li>3. Innovative supportive service strategy to provide child care to participants.</li> <li>4. Marketing efforts involve partnership with Maine Motor Transport Association to extend reach of their efforts.</li> <li>5. Marketing budget seems independent from this grant funding.</li> <li>6. Mention upcoming trainings but unclear relationship to this grant.</li> <li>7. Unclear level of interest in pursuing pre-apprenticeship as part of their program design.</li> <li>8. Has a long waitlist to help with recruitment. Unclear how many on waitlist are women.</li> <li>9. No mention of CBO partnership or other recruitment mechanisms to reach women outside of marketing efforts.</li> </ol>
<b>Participant Projections</b>	<ol style="list-style-type: none"> <li>1. Project that 16 women will obtain a CDL and employment.</li> <li>2. They project 100% of those enrolled will complete the training. Concerns around a completion rate that high being feasible, despite the historically strong completion rates.</li> </ol>

<b>Applicant Name</b>	<b>Maranacook Adult and Community Education</b>
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<b>Date of Team Evaluation</b>	<b>10/17/2025</b>
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<b>File 4 Budget and Budget Narrative</b>	
<b>Points Available</b>	<b>Points Awarded</b>
25	19

- | <b>Team Notes</b>  |
|--|
| <ol style="list-style-type: none"><li>1. Applicant covers some costs for students, such as background checks.</li><li>2. Price per participant is \$1.6K if incorporating all participants, including those funded through leverage, price per women participant is \$6K. Unclear relationship between the line items identified here and participants funded through Alford funding.</li><li>3. Dedicated funding for support services to address barriers.</li></ol> |

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 202508115

**RFP TITLE:** Women in Commercial Driver's License Training

**BIDDER NAME:** Ellsworth School Department

**DATE:** 10/6/2025

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

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**Individual Evaluator Comments:**

I. Qualifications and Experience

1. Several partners including Adult education and the local workforce board
2. Women owned driving school with high training completion & credential attainment rates but only one woman of 42
3. Ellsworth school will be fiscal agent with budget experience
4. Partner with adult ed to recruit women---unsure of track record recruiting women of NTOs
5. Several other NGOs listed through none specially focusing on women
6. Heart of driving school is the subcontractor to deliver the training
7. Why aren't adult eds or recruiting partners subs?
8. Ellsworth school Dept & Adult Ed are fiscal agent & project coordinator—including tasks like managing advisory group and identify sustainability plan

II. Proposed Project and Participant Projections

1. Focus on hancock, Penobscot and Washington counties
2. Three training sessions to serve 42 people
3. Structured as one intensive week and then 1-2 month occasional time—good flexibility
4. Advisory committee including employers to review curriculum
5. Mention of charging participants a \$500 fee—I don't think that would be allowable.
6. Plans to connect to business are vague without naming specific employers—but include activities like mock interviews, job tours
7. Plans to connect to apprenticeship are vague
8. Recruitment relies on adult education but no evidence that these partners are effective at recruiting women for non traditional occupations
9. Proposing that less than half of the participants are women—likely realistic but only translates to 15 women total over grant period

III. Budget and Budget Narrative

1. Majority is training costs, why is there none for recruitment
2. Travel is blank and narrative incomplete
3. Cost per individual is \$6000 exactly
  - Cost per woman participant is \$16,800
4. Does this include the drug testing, books, license fees?

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 202508115

**RFP TITLE:** Women in Commercial Driver's License Training

**BIDDER NAME:** Ellsworth School Department

**DATE:** October 1, 2025

**EVALUATOR NAME:** Angelina Klouthis Jean

**EVALUATOR DEPARTMENT:** Maine Department of Labor, Bureau of Employment Services

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**Individual Evaluator Comments:**

I. Qualifications and Experience

1. Past Experience Providing CDL Training: Multiple partnerships with Heart of Driving Driver Education School.
2. Past experience recruiting women: Not demonstrated in past work.
3. Partnership with MDOT: Not highlighted.
4. Partnership with employers: Multiple local school districts in partnership and past experience with 29 unique businesses.
5. Fiscal capacity: Experience with other similar sized funding opportunities.
6. Org chart: Can not access org chart hyperlink in the attached document, although ample detail for the positions involved across organizations offered in MOU attachment.
7. Litigation: None
8. Financial Viability/Insurance: No issues.

II. Proposed Project and Participant Projections

1. CDL Program Overview: 3 training sessions, 42 participants. Includes classroom and behind the wheel training.
2. CDL Instructor Overview: Woman owned business to conduct training featuring woman staff.
3. MDOT/ Employer Partnership Plan: MDOT invite to advisory team, and offer to connect in other mechanisms.
4. Apprenticeship Partnership Plan: Willing to explore process and value of establishing a pre-apprenticeship.
5. Support Services Plan: Experience partnering with WIOA service providers to offer this.
6. Recruitment Plan: Through existing networks.
7. Sustainability Plan: Will make a strategic plan to maintain an ongoing pipeline through grant applications, job training funds, employer sponsorship, research state, regional and national organizations like Women in Trucking Organization & Foundation and the Harold Alfond Fund, and the Maine State Apprenticeship program.

8. Risk Plan: Potential that prioritization of woman will not ensure majority of participants are woman.
9. Outcomes:
  - # of participants: 42
  - # of women: 6
  - # of credentials earned: 12
  - # who obtain employment: 11
  - # of female participants who obtain credential and employment: 4

III. Budget and Budget Narrative

Cost per trainee is \$6k. RFA request cost per trainee to be no more than \$6k.  
Cost per woman = \$14,000. No grant funding for support services.

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 202508115

**RFP TITLE:** Women in Commercial Driver's License Training

**BIDDER NAME:** Ellsworth School Department

**DATE:** 10/6/2025

**EVALUATOR NAME:** Jon Umland

**EVALUATOR DEPARTMENT:** Department of Financial and Administrative Services

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**Individual Evaluator Comments:**

- I. Qualifications and Experience
  - 1. I-1 instructor that will be a sub-contractor
  - 2. P-Woman owned Heart of Driving business, 6 years as licensed trainer
  - 3. P-Finances managed by the Ellsworth School District
  - 4. I-Not finding audited financials
  
- II. Proposed Project and Participant Projections
  - 1. N-Charging potential participants \$500 to ensure completion and placement with the \$500 to be reimbursed by future employers
  - 2. I-Lowest number of participants projected
  - 3. I-Plan to leverage WIOA funding/partnership for support services
  - 4. I-Creating an Advisory group for strategic planning
  
- III. Budget and Budget Narrative
  - 1. I-Ellsworth deleted the budget category of cost per student amount
  - 2. I-Taking a full quarter to ramp up
  - 3. I-Added the per participant cost into the narrative

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 202508115

**RFP TITLE:** Women in Commercial Driver's License Training

**BIDDER NAME:** Ellsworth School Department

**DATE:** 10/8/2025

**EVALUATOR NAME:** William R. Gayle

**EVALUATOR DEPARTMENT:** Department of Transportation

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**Individual Evaluator Comments:**

I. Qualifications and Experience

1. P – Ellsworth School Department and Heart of Driving School provided solid qualifications and experience in recruitment and previous experience. Women-owned business will provide good recruitment and networking.

II. Proposed Project and Participant Projections

1. P – Pipeline advisory group will be formed with the mission to establish a sustainable pipeline.
2. P – Targets specific geographic area of Washington, Hancock, and Penobscot Counties
3. P – strong fiscal agent with Ellsworth School Department
4. P – Notes strong performance tracking and reporting of outcomes.
5. I – Eastern Maine CDL pipeline advisory group for hiring.
6. N – New program, not an existing one.
7. Q – Unrealistic and counter productive to commit to serving only women in a region that is desperate for truck drivers.
8. N – Participant projects do not meet 40 female participants.

III. Budget and Budget Narrative

1. Q – total cost per participant - \$1,973 per student on contracted services
2. P – at \$6,000 per participant (\$252,000 / 42 students)
3. Q – no budget for supportive services, provided by Eastern Maine Development Corp, DOL programs and additional partnerships over the year.

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 202508115

**RFP TITLE:** Women in Commercial Driver’s License Training

**BIDDER NAME:** Ellsworth School Department

**DATE:** 10/6/2025

**EVALUATOR NAME:** Lindsey Norton

**EVALUATOR DEPARTMENT:** Department of Transportation

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**Individual Evaluator Comments:**

I. Qualifications and Experience

1. P: Partnered with Heart of Driving Driver Education.
2. Q: Minimal students completed although with 100% success rate – through partnership with HDDE
3. P – Offers 34 years of combined experience in the transportation and driver education industry.
4. P – Partnering with Heart of Driving School – will have ELDT instructor for classroom instruction and behind the wheel instruction
5. P—Partnered with local adult education program administrators to recruit individuals from underserved populations in Downeast Maine.
6. P—Ability to provide career advising and readiness activities focused on preparing women for employment with local employers.

II. Proposed Project and Participant Projections

1. P—Three training sessions to be offered to serve 42 participants
2. P—Priority being focused on women, providing work readiness skill sand credentials, CDL licensing and endorsements.
3. P – Partnered with Heart of Driving Driver Education School – which is woman – owned and opeareted business founded on deep commitment to transportation safety and excellence.
4. Q – Would have liked examples of partners that have offered pre-apprenticeship programs in other areas and the plans that align with this.

III. Budget and Budget Narrative

1. P—Project Coordinator filled by Adult Edcuation Director –
2. Q – What is the anticipated breakdown of students per quarter?

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 202508115

**RFP TITLE:** Women in Commercial Driver's License Training

**BIDDER NAME:** MCCS

**DATE:** 10/6/2025

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

I. Qualifications and Experience

1. Trained 105 since 2022 with 76% completion rate
2. Trained 127 in class b with 75% completion rate
3. Experience with multimillion dollar grant initiatives
4. The project examples cited seem to be future examples or ongoing versus historical
5. Mention of creating all female cohort for mutual support and a stipend
6. Example of construction workforce partnership—unclear how that's connected to proving CDL training experience
7. Subcontractor is EMCC and ancora who have trained 3,000 women cdls—unclear if instructor is a woman
8. WCCC other subcontractor

II. Proposed Project and Participant Projections

1. Rolling basis cohorts offered every 4 weeks—unsure how many?
2. EMCC and WCCC as host sites
3. Will collaborate with existing compact partners—200 in construction industry
4. N/A in reference to pre-apprenticeship question
5. Student support grants—99% who have received are still enrolled
6. Stipend—500 at completion and 500 at driving requirements
7. Plans to offer womens only cohorts—recruit through EMDC and CAP
  - Doesn't provide strong support that these will reach women
8. References connections to carer centers
9. Proposed 56 women and 100% women participants though unsure if realistic

III. Budget and Budget Narrative

1. Total served 56 with 56 women
2. 71% job placement rate
3. Leverage is \$58k, total request is the max at \$300k
  - Cost exceeds 6k with leverage
4. 56k per year in other expenses such as social media and attending events feels really high—why would these not be covered in travel or non instructional supplies
5. Are the drug testing, license, book fees all included in Ancora?
6. Like that there is a stipend and that leverage is included

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 202508115

**RFP TITLE:** Women in Commercial Driver's License Training

**BIDDER NAME:** Maine Community College System

**DATE:** October 2, 2025

**EVALUATOR NAME:** Angelina Klouthis Jean

**EVALUATOR DEPARTMENT:** Maine Department of Labor, Bureau of Employment Services

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**Individual Evaluator Comments:**

I. Qualifications and Experience

1. Past Experience Providing CDL Training: about 15 years of experience in a variety of campuses. All references internal to MCCS.
2. Past experience recruiting women:
3. Partnership with MDOT:
4. Partnership with employers:
5. Fiscal capacity: Demonstrated with financial statements.
6. Org chart: Provided in attachment.
7. Litigation: Pending discrimination cases.
8. Financial Viability/Insurance:

II. Proposed Project and Participant Projections

1. CDL Program Overview: Focus on Penobscot, Hancock, and Washington counties.
2. CDL Instructor Overview: Provided detailed curriculum, and named training partner company (subcontractor) but no specific instructor is identified.
3. MDOT/ Employer Partnership Plan: Plan to work with Region 4. Has current MDOT partnership and experience working with employers through the compact. Question: How many of the compact employers have been connected to the transportation industry? How many CDL has the compact invested in? How many are woman?
4. Apprenticeship Partnership Plan: Wrote NA.
5. Support Services Plan: Through existing SOS program as well as stipends.
6. Recruitment Plan: Intends to offer women only cohorts.
7. Sustainability Plan: MCCS began CDL training in 2021 and has done 40 CDL classes that supported 230 students. The grant funding that built these programs and helps with costs extends into 2030.
8. Risk Plan: Identified 2 main risks. Finding women, and securing employment.
9. Outcomes:

- # of participants 56
- # of women 56
- # of credentials earned 44
- # who obtain employment 40
- # of female participants who obtain credential and employment 40

III. Budget and Budget Narrative

1. Price per person = price per woman. \$5,357.14 which meets RFA standard of below \$6k per student. Includes robust match/in-kind.

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 202508115

**RFP TITLE:** Women in Commercial Driver's License Training

**BIDDER NAME:** Maine Community College System

**DATE:** 10/6/2025

**EVALUATOR NAME:** Jon Umland

**EVALUATOR DEPARTMENT:** Department of Financial and Administrative Services

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**Individual Evaluator Comments:**

- I. Qualifications and Experience
  - 1. P-Offering CDL training since 2010
  - 2. P-Expanded CDL offerings to additional campuses
  - 3. P-Partnership with EMDC to aid students with anticipated financial shortcomings
  - 4. P-Ancora agreements with multiple
  - 5. N-Ancora not stating who lead trainers are
  - 6. Net overall positive position end 2024 FY
  - 7. Material weakness in financial statements per Berry Dunn (reconciliation in a timely manner for cash, accounts receivable, tuition revenue and payroll submissions).
  - 8. Significant deficiency in Federal in days calculation, requires additional management review as the corrective action.
  
- II. Proposed Project and Participant Projections
  - 1. P-Tanker endorsements in rural areas
  - 2. I-120 total hours for the program
  - 3. P-Women only cohorts
  - 4. P-Projecting 14 female participants
  
- III. Budget and Budget Narrative
  - 1. Approximately 2/3 of budget is being spent on contracted services with Ancora Training
  - 2. Q-Where does in-kind match come from if the participants do not require the emergency set aside.
  - 3. I-Highest Bidder

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 202508115

**RFP TITLE:** Women in Commercial Driver's License Training

**BIDDER NAME:** Maine Community College System

**DATE:** 10/8/2025

**EVALUATOR NAME:** William R. Gayle

**EVALUATOR DEPARTMENT:** Department of Transportation

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**Individual Evaluator Comments:**

- I. Qualifications and Experience
  - 1. P – Over a decade of experience with CDL programs in NMCC and WCCC and EMCC.
  - 2. P – significant experience administering state grant funding for EMCC.
  
- II. Proposed Project and Participant Projections
  - 1. P – EMCC supportive services to students.
  - 2. P – cohort of women to make for an all-female class for mutual support.
  - 3. P - \$1,000 stipend to students.
  - 4. P – Can leverage existing construction industry workforce partnership program for job placement.
  - 5. P – EMCC and WCCC serving Penobscot, Hancock, and Washington Counties.
  - 6. P – established training program that has track record of successful women CDL graduates.
  - 7. P – specifically targeting women cohorts only, meeting the goal of 40 students.
  
- III. Budget and Budget Narrative
  - 1. P – on budget for \$300,000, leveraging an additional \$58,000 from MCCA.
  - 2. P – Clear on the cost per student - \$5,357
  - 3. P – supportive services included at \$2,000 annually.

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 202508115

**RFP TITLE:** Women in Commercial Driver's License Training

**BIDDER NAME:** Maine Community College System

**DATE:** 10/8/2025

**EVALUATOR NAME:** Lindsey Norton

**EVALUATOR DEPARTMENT:** Department of Transportation

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**Individual Evaluator Comments:**

- I. Qualifications and Experience
  - 1. P—a total of 105 individuals have been served in Class A CDL training programs in one of the MCCS's colleges since the 2022-2023 Academic year –
  - 2. P – Most current CDL Training with EMCC 85% completion rate with 100% passing the licensing test.
  
- II. Proposed Project and Participant Projections
  - 1. P—Program coordinated by EMCC and partnered with Ancora Training – nationally recognized leader in workforce training –
  - 2. P—Working relationship with MDOT region 4
  - 3. Q- What roles in the organizational chart will they play in the project?
  
- III. Budget and Budget Narrative
  - 1. P – additional stipend outside of the grant provided to students enrolled in the program to help cut the cost of expenses related to the students ability to successfully attend and persist in the training.
  - 2. P—MCCS will expend up to a 50% match to the stipends of \$1,000 per student and \$30K set aside for emergency expenses that occur with students to enable them to stay and complete the program.

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 202508115

**RFP TITLE:** Women in Commercial Driver's License Training

**BIDDER NAME:** Maranacook

**DATE:** 10/6/2025

**EVALUATOR NAME:** Sam Dina

**EVALUATOR DEPARTMENT:** MDOL

**Individual Evaluator Comments:**

- I. Qualifications and Experience
  1. Federally certified class for 20 years
  2. Graduated nearly 1000 students
  3. Two instructors with 50 years experience
  4. Schools system experience managing large budgets and grants—though no examples
  5. Employers listed include MaineDOT, and several others
  6. Outcomes from recent grant include 115 licenses or 120 students
  7. Experience with employer partnerships
  8. Notes that they have a marketing budget and target women though no results provided
  9. Mention of several other grants—wonder why they need this funding
  
- II. Proposed Project and Participant Projections
  1. Trainings are in already scheduled in noevmber and decemnter
  2. Instructors are both women
  3. Students are provided with a career counselor and matched with employers—no data on job placement given
  4. Not a real understanding of pre-apprenticeship though it does mention that they are willing to pursue partnership with MAP if required
  5. Mention of experience setting up a childcare program at nearby high school
  6. Will leverage marketing campaign
  7. Will consider doing an all women cohort if they are able to field the class
  8. There's a current waitlist of 150 participants to choose from
  9. No mention of particular women partnerships or customized ways to recruit women specifically other than marketing campaign
  
- III. Budget and Budget Narrative
  1. Total served 60 with 16 women
  2. 100% job placement rate
  3. Leverage is \$40k, total request is only \$96k
  4. Grant is only paying for the women but blending them into other cohorts
    - Unsure if we can claim 60 as participant number?
  5. Supportive services included though low to help with 16 students

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 202508115

**RFP TITLE:** Women in Commercial Driver's License Training

**BIDDER NAME:** RSU 38 - Maranacook Adult and Community Education

**DATE:** October 1, 2025

**EVALUATOR NAME:** Angelina Klouthis Jean

**EVALUATOR DEPARTMENT:** Maine Department of Labor, Bureau of Employment Services

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**Individual Evaluator Comments:**

I. Qualifications and Experience

1. Past Experience Providing CDL Training: Maranacook Adult and Community Education, which is part of RSU 38, operates a federally certified CDL Class B truck driving program that has been in operation for 20 years resulting in 1,000 certifications. 45 hours of classroom and 30 hours of range and road driving instruction
2. Past experience recruiting women:
3. Partnership with MDOT/ Employers: Enhanced relationships for the right fit through employment counselors. No mention of current or new relationship with MDOT.
4. Fiscal capacity: Provided.
5. Org chart: List partners in text. Limited detail. No chart.
6. Litigation: None
7. Financial Viability/Insurance: Provided

II. Proposed Project and Participant Projections

1. CDL Program Overview: Maranacook Adult and Community Education is requesting grant funding to provide expanded opportunities to women interested in starting a career in commercial truck driving with a hazmat and/or tanker endorsement as required.
2. CDL Instructor Overview: Women instructors with 25+ years of experience.
3. MDOT/Employer Partnership Plan: No mention of MDOT.
4. Apprenticeship Partnership Plan: If accepted for the grant willing to pursue an application with the Maine Apprenticeship Program and seek a provisional certification for a period of one year, if that is determined to be a grant requirement.
5. Support Services Plan: Partnership with EMDC, HOPE, DHHS, Career Center to offer support services. Offer case management to address housing/ food insecurity/ transportation through referrals to other partners.
6. Recruitment Plan: Aggressive marketing campaigns and female driving instructors. Additionally has a generated a waitlist of over 150 men and

women who have expressed interest in potential future no student cost grant funds. Question: on the waitlist, how many are woman?

7. Sustainability Plan: CDL program will continue to thrive with the revenue collected by student tuition costs.
8. Risk Plan: Described student and employer concerns.
9. Outcomes: Plan assumes 100% of enrolled students will graduate and get a job. Question: Would they only bill us for successful students or do they honestly expect all students to complete?
  - # of participants 60
  - # of women 16 (26% woman)
  - # of credentials earned 60
  - # who obtain employment 60
  - # of female participants who obtain credential and employment 16

### III. Budget and Budget Narrative

Price per student of funding is \$1,600, considerably lower than the \$6k per student limit. Price per woman is \$8,500. Where is matching funding from? Is price per student truly enough for actual expenses (CDL typically costs between \$4-7 k per student as a retail price). Proposal also has dedicated funding to pay for support services to address barriers.

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 202508115

**RFP TITLE:** Women in Commercial Driver's License Training

**BIDDER NAME:** Maranacook Adult and Community Education

**DATE:** 10/6/2025

**EVALUATOR NAME:** Jon Umland

**EVALUATOR DEPARTMENT:** Department of Financial and Administrative Services

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**Individual Evaluator Comments:**

- I. Qualifications and Experience
  - 1. P-2 CDL certified trainers both women
  - 2. P-Existing partnerships with local central Maine employers
  - 3. P-Hosted career fairs for enrolled
  - 4. I-Previously used a marketing budget to recruit
  - 5. P-No Audit findings
  
- II. Proposed Project and Participant Projections
  - 1. P-No sub-contractors
  - 2. P-Drug testing up front for eligibility
  - 3. P-Currently operational
  - 4. N-Limited female participants
  
- III. Budget and Budget Narrative
  - 1. I-Primarily weighted to personnel
  - 2. I-Cost of drug testing covered
  - 3. N-No specific class for female students only

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 202508115

**RFP TITLE:** Women in Commercial Driver's License Training

**BIDDER NAME:** RSU 38 – Maranacook Adult and Community Education

**DATE:** 10/8/2025

**EVALUATOR NAME:** William R. Gayle

**EVALUATOR DEPARTMENT:** Department of Transportation

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**Individual Evaluator Comments:**

- I. Qualifications and Experience
  - 1. P – Maranacook AE operates a federally certified CDL driving program for past 20 years – graduating roughly 1,000 drivers
  - 2. P – Good qualifications and experience from CDL director in developing partnerships.
  - 3. P – good experience from school system for budget and grant administration.
  - 4. P – Experience with MJRP award training 120 students with 115 CDLs.
  
- II. Proposed Project and Participant Projections
  - 1. P – annual marketing budget independent from this grant for CDL training. Pipeline advisory group will be formed with the mission to establish a sustainable pipeline.
  - 2. P – 100% placement rate of graduates
  - 3. P – career counselor to help direct students into driving careers that they will enjoy.
  - 4. N – proposing 16 female students.
  
- III. Budget and Budget Narrative
  - 1. Q – very low budget, \$2,266 per student (\$136,000/60students)
  - 2. Q – low amount for non-instructional materials, unclear how much of marketing will be absorbed into concurrent efforts
  - 3. P – supportive services included at \$2,000 annually.

**STATE OF MAINE  
INDIVIDUAL EVALUATION NOTES**

**RFP #:** 202508115

**RFP TITLE:** Women in Commercial Driver’s License Training

**BIDDER NAME:** RSU 38 – Maranacook Adult and Community Education

**DATE:** 10/7/2025

**EVALUATOR NAME:** Lindsey Norton

**EVALUATOR DEPARTMENT:** Department of Transportation

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**Individual Evaluator Comments:**

I. Qualifications and Experience

1. P - Strong professional experience in teachers and directors
2. P – Program Administration – has experience with implementing grants – 14 years of managing CDL driving programs.
3. Working relationship with local employers to speak with students regarding what opportunities with those companies may look like
4. P - Established program partnered with a marketing company to leverage various platforms for recruiting students to the program.

II. Proposed Project and Participant Projections

1. P – Course hours in the evening can be more convenient for households maintaining daytime schedules
2. I – “Entertaining the prospects of running an all-female CDL class, able to recruit enough female students for an acceptably sized cohort” With the understanding if they do not meet the goal needed for students having them join a mixed class

III. Budget and Budget Narrative

1. P – The students selected for this grant will be taking the calls at the same time as students who are selected for for the Harold Alfond Grant which will allow cost sharing.
2. P – Spacing out the spots quarterly throughout the year allow them more time to be successful in finding the required female candidates.



**STATE OF MAINE  
DEPARTMENT OF LABOR**

**Janet T. Mills  
Governor**

**Laura Fortman  
Commissioner**

**AGREEMENT AND DISCLOSURE STATEMENT  
RFP #: 202508115  
RFP TITLE: WOMEN IN COMMERCIAL DRIVER'S LICENSE TRAINING**

I, Samantha Dina, accept the offer to become a member of the Request for Proposals (RFP) Evaluation Team for the State of Maine Department of Labor. I do hereby accept the terms set forth in this agreement AND hereby disclose any affiliation or relationship I may have in connection with a bidder who has submitted a proposal to this RFP.

Neither I nor any member of my immediate family have a personal or financial interest, direct or indirect, in the bidders whose proposals I will be reviewing. "Interest" may include, but is not limited to: current or former ownership in the bidder's company; current or former Board membership; current or former employment with the bidder; current or former personal contractual relationship with the bidder (example: paid consultant); and/or current or former relationship to a bidder's official which could reasonably be construed to constitute a conflict of interest (personal relationships may be perceived by the public as a potential conflict of interest).

I have not advised, consulted with or assisted any bidder in the preparation of any proposal submitted in response to this RFP nor have I submitted a letter of support or similar endorsement.

I understand and agree that the evaluation process is to be conducted in an impartial manner without bias or prejudice. In this regard, I hereby certify that, to the best of my knowledge, there are no circumstances that would reasonably support a good faith charge of bias. I further understand that in the event a good faith charge of bias is made, it will rest with me to decide whether I should be disqualified from participation in the evaluation process.

**I agree to hold confidential all information related to the contents of Requests for Proposals presented during the review process until such time as the Department formally releases the award decision notices for public distribution.**

Signed by:  
*Samantha Dina*  
780320D71BC1426...

10/6/2025

**Signature**

**Date**



**STATE OF MAINE  
DEPARTMENT OF LABOR**

**Janet T. Mills  
Governor**

**Laura Fortman  
Commissioner**

**AGREEMENT AND DISCLOSURE STATEMENT  
RFP #: 202508115  
RFP TITLE: WOMEN IN COMMERCIAL DRIVER'S LICENSE TRAINING**

I, Angelina Klouthis Jean, accept the offer to become a member of the Request for Proposals (RFP) Evaluation Team for the State of Maine Department of Labor. I do hereby accept the terms set forth in this agreement AND hereby disclose any affiliation or relationship I may have in connection with a bidder who has submitted a proposal to this RFP.

Neither I nor any member of my immediate family have a personal or financial interest, direct or indirect, in the bidders whose proposals I will be reviewing. "Interest" may include, but is not limited to: current or former ownership in the bidder's company; current or former Board membership; current or former employment with the bidder; current or former personal contractual relationship with the bidder (example: paid consultant); and/or current or former relationship to a bidder's official which could reasonably be construed to constitute a conflict of interest (personal relationships may be perceived by the public as a potential conflict of interest).

I have not advised, consulted with or assisted any bidder in the preparation of any proposal submitted in response to this RFP nor have I submitted a letter of support or similar endorsement.

I understand and agree that the evaluation process is to be conducted in an impartial manner without bias or prejudice. In this regard, I hereby certify that, to the best of my knowledge, there are no circumstances that would reasonably support a good faith charge of bias. I further understand that in the event a good faith charge of bias is made, it will rest with me to decide whether I should be disqualified from participation in the evaluation process.

**I agree to hold confidential all information related to the contents of Requests for Proposals presented during the review process until such time as the Department formally releases the award decision notices for public distribution.**

Signed by:  
*Angelina Klouthis Jean*  
88AD1715D65A430...

9/30/2025

**Signature**

**Date**



STATE OF MAINE  
DEPARTMENT OF DEPARTMENT OF  
ADMINISTRATIVE AND FINANCIAL  
SERVICES

Janet T. Mills  
Governor

Kirsten Figueroa  
Commissioner

AGREEMENT AND DISCLOSURE STATEMENT  
RFP #: 202508115  
RFP TITLE: WOMEN IN COMMERCIAL DRIVER’S LICENSE TRAINING

I, Jonathan Umland, accept the offer to become a member of the Request for Proposals (RFP) Evaluation Team for the State of Maine Department of Labor. I do hereby accept the terms set forth in this agreement AND hereby disclose any affiliation or relationship I may have in connection with a bidder who has submitted a proposal to this RFP.

Neither I nor any member of my immediate family have a personal or financial interest, direct or indirect, in the bidders whose proposals I will be reviewing. “Interest” may include, but is not limited to: current or former ownership in the bidder’s company; current or former Board membership; current or former employment with the bidder; current or former personal contractual relationship with the bidder (example: paid consultant); and/or current or former relationship to a bidder’s official which could reasonably be construed to constitute a conflict of interest (personal relationships may be perceived by the public as a potential conflict of interest).

I have not advised, consulted with or assisted any bidder in the preparation of any proposal submitted in response to this RFP nor have I submitted a letter of support or similar endorsement.

I understand and agree that the evaluation process is to be conducted in an impartial manner without bias or prejudice. In this regard, I hereby certify that, to the best of my knowledge, there are no circumstances that would reasonably support a good faith charge of bias. I further understand that in the event a good faith charge of bias is made, it will rest with me to decide whether I should be disqualified from participation in the evaluation process.

**I agree to hold confidential all information related to the contents of Requests for Proposals presented during the review process until such time as the Department formally releases the award decision notices for public distribution.**

Signed by:  
*Jonathan Umland*  
A4E99C5A3D2D434...

9/29/2025

Signature

Date



**STATE OF MAINE  
DEPARTMENT OF TRANSPORTATION**

**Janet T. Mills  
Governor**

**Dale Doughty  
Acting Commissioner**

**AGREEMENT AND DISCLOSURE STATEMENT  
RFP #: 202508115  
RFP TITLE: WOMEN IN COMMERCIAL DRIVER'S LICENSE TRAINING**

I, William Gayle, accept the offer to become a member of the Request for Proposals (RFP) Evaluation Team for the State of Maine Department of Labor. I do hereby accept the terms set forth in this agreement AND hereby disclose any affiliation or relationship I may have in connection with a bidder who has submitted a proposal to this RFP.

Neither I nor any member of my immediate family have a personal or financial interest, direct or indirect, in the bidders whose proposals I will be reviewing. "Interest" may include, but is not limited to: current or former ownership in the bidder's company; current or former Board membership; current or former employment with the bidder; current or former personal contractual relationship with the bidder (example: paid consultant); and/or current or former relationship to a bidder's official which could reasonably be construed to constitute a conflict of interest (personal relationships may be perceived by the public as a potential conflict of interest).

I have not advised, consulted with or assisted any bidder in the preparation of any proposal submitted in response to this RFP nor have I submitted a letter of support or similar endorsement.

I understand and agree that the evaluation process is to be conducted in an impartial manner without bias or prejudice. In this regard, I hereby certify that, to the best of my knowledge, there are no circumstances that would reasonably support a good faith charge of bias. I further understand that in the event a good faith charge of bias is made, it will rest with me to decide whether I should be disqualified from participation in the evaluation process.

**I agree to hold confidential all information related to the contents of Requests for Proposals presented during the review process until such time as the Department formally releases the award decision notices for public distribution.**

Signed by:  
*William Gayle*  
824364537370489...

9/30/2025

**Signature**

**Date**



STATE OF MAINE  
DEPARTMENT OF TRANSPORTATION

Janet T. Mills  
Governor

Dale Doughty  
Acting Commissioner

AGREEMENT AND DISCLOSURE STATEMENT  
RFP #: 202508115  
RFP TITLE: WOMEN IN COMMERCIAL DRIVER'S LICENSE TRAINING

I, Lindsey Norton, accept the offer to become a member of the Request for Proposals (RFP) Evaluation Team for the State of Maine Department of Labor. I do hereby accept the terms set forth in this agreement AND hereby disclose any affiliation or relationship I may have in connection with a bidder who has submitted a proposal to this RFP.

Neither I nor any member of my immediate family have a personal or financial interest, direct or indirect, in the bidders whose proposals I will be reviewing. "Interest" may include, but is not limited to: current or former ownership in the bidder's company; current or former Board membership; current or former employment with the bidder; current or former personal contractual relationship with the bidder (example: paid consultant); and/or current or former relationship to a bidder's official which could reasonably be construed to constitute a conflict of interest (personal relationships may be perceived by the public as a potential conflict of interest).

I have not advised, consulted with or assisted any bidder in the preparation of any proposal submitted in response to this RFP nor have I submitted a letter of support or similar endorsement.

I understand and agree that the evaluation process is to be conducted in an impartial manner without bias or prejudice. In this regard, I hereby certify that, to the best of my knowledge, there are no circumstances that would reasonably support a good faith charge of bias. I further understand that in the event a good faith charge of bias is made, it will rest with me to decide whether I should be disqualified from participation in the evaluation process.

**I agree to hold confidential all information related to the contents of Requests for Proposals presented during the review process until such time as the Department formally releases the award decision notices for public distribution.**

Signed by:  
*Lindsey Norton*  
A70A2558DF1E47F...

10/3/2025

Signature

Date