

State of Maine
Master Score Sheet

RFP# 202506088					
Bureau of Human Resources, Talent Management Division, Employee Engagement Survey					
Bidder Name:		1- Berry Dunn	2-Custom Insights	3-DecisionWise	4-Deloitte
Proposed Cost:		183,550	36,000	\$100,000	\$258,575
Scoring Sections	Points Available				
Section I: Preliminary Information	Pass/Fail	Pass	Pass	Pass	Pass
Section II: Organization Qualifications and Experience	30	25	28	18	30
Section III: Proposed Services	45	33	18	20	40
Section IV: Cost Proposal	25	4.9	25	9	3.5
TOTAL	<u>100</u>	<u>62.9</u>	<u>71</u>	<u>47</u>	<u>73.5</u>
Bidder Name:		5-Gallagher	6-Gallup	7-Intellectyx	8-KornFerry
Proposed Cost:		165,000	289,270	235,200	59,850
Scoring Sections	Points Available				
Section I: Preliminary Information	Pass/Fail	Pass	Pass	Pass	Pass
Section II: Organization Qualifications and Experience	30	20	30	18	28
Section III: Proposed Services	45	20	40	20	29
Section IV: Cost Proposal	25	5.5	3.1	3.8	15.0
TOTAL	<u>100</u>	<u>45.5</u>	<u>73.1</u>	<u>41.8</u>	<u>72</u>

RFP# 202506088					
Bureau of Human Resources, Talent Management Division, Employee Engagement Survey					
Bidder Name:		9-MarketDecisions	10-MGT	11-NYAA	12-PowerTrain
Proposed Cost:		51,960	178,837	336,500	175,038.96
Scoring Sections	Points Available				
Section I: Preliminary Information	Pass/Fail	Pass	Pass	Pass	Pass
Section II: Organization Qualifications and Experience	30	30	23	18	22
Section III: Proposed Services	45	33	18	28	17
Section IV: Cost Proposal	25	17.3	5.0	2.7	5.1
TOTAL	<u>100</u>	<u>80.3</u>	<u>46</u>	<u>48.7</u>	<u>44.1</u>
Bidder Name:		13-Public Consulting Group	14-SESRC	15-Slalom	16-Sogolytics
Proposed Cost:		170,484	67,789	200,000	40,000
Scoring Sections	Points Available				
Section I: Preliminary Information	Pass/Fail	Pass	Pass	Pass	Pass
Section II: Organization Qualifications and Experience	30	26	20	28	10
Section III: Proposed Services	45	23	22	32	10
Section IV: Cost Proposal	25	5.3	13.3	4.5	22.5
TOTAL	<u>100</u>	<u>54.3</u>	<u>55.3</u>	<u>64.5</u>	<u>42.5</u>

RFP# 202506088					
Bureau of Human Resources, Talent Management Division, Employee Engagement Survey					
Bidder Name:		17-Strategic Research Group	18-TriWest		
Proposed Cost:		68,163.68	112,372		
Scoring Sections	Points Available				
Section I: Preliminary Information	Pass/Fail	Pass	Pass		
Section II: Organization Qualifications and Experience	30	26	18		
Section III: Proposed Services	45	28	26		
Section IV: Cost Proposal	25	13.2	8		
TOTAL	<u>100</u>	<u>67.2</u>	<u>52</u>		

Award Justification Statement
RFP# 202506088 – Employee Engagement Survey)

I. Summary

The State of Maine Bureau of Human Resources, Talent Management Division (Department/TMD) sought proposals for a vendor to assist with the design, implementation, data collection, analysis, and reporting for the State of Maine's Workforce Engagement Survey.

II. Evaluation Process

Proposals were due on August 15th, 2025, no later than 11:59pm local time. The three evaluators reviewed each of the 18 bids individually over the following two weeks, then met on September 3rd and September 4th for the consensus scoring. The evaluators were:

- Jessica Crosby, Director of the Talent Management Division in the Bureau of Human Resources. Jess has lead the prior two Workforce Engagement Survey initiatives for the Bureau of Human Resources, including design, implementation, vendor management for data analysis, report distribution and interpretation.
- Cari Gochenouer, Talent Development Coordinator in the Talent Management Division in the Bureau of Human Resources. Cari has experience in qualitative research methods as well as survey design. Cari has participated in the past two Workforce Engagement Surveys for the Bureau of Human Resources. Cari's involvement focused on question design and data analysis.
- David Strohl, a Systems Analyst at the Office of Information Technology, has 2.75 years' experience determining business and technical requirements for information systems. As a former professor of anthropology, he has over 10 years' experience teaching research methods (including surveying) and evaluating research proposals.

III. Qualifications & Experience

The awarded bidder, Market Decisions Research, has previously provided services to the Bureau of Human Resources in survey data analysis and report creation. In addition, they have experience working with other agencies within Maine state government on surveys. Market Decisions Research provided three relevant prior project examples and can offer telephonic interviews for surveys and the ability to process paper surveys, in addition to online collection and focus groups. They have 20 years of experience analyzing data to inform public policy topics and provided a thorough explanation of their methodology when analyzing data to ensure valid responses.

IV. Proposed Services

Market Decisions Research responded to key areas of the RFP, including:

- Communication Plan
- Project Management
- Survey Planning and Design
- Implementation, including a clear work plan with phases, tasks, dates and responsibilities.
- Data Analysis Methodology
- Proposed Timeline
- Reporting, including the option to provide interactive reporting using PowerBI and benchmark comparisons to better understand our results.
 - o The vendor is also willing to meet with other State decisions upon request to answer questions on the survey and results.
 - o The vendor will offer recommendations and a post survey action plan, including action tools, resources and guidance for leaders. This was a comprehensive plan, including communication strategies for sharing results and priorities with employees and best practices for addressing challenges.

V. Cost Proposal

Market Decisions Research submitted one of the more reasonable and cost-effective bids. Bids ranged from \$36,000.00 to \$289,270.00, with only 2 bids coming in at a lower cost than Market Decisions Research.

VI. Conclusion

Market Decisions Research provided a well rounded and comprehensive bid at a competitive price. They have prior experience working with Maine state government on workforce engagement surveys, which reduces the amount of time required from the Talent Management Division in getting the vendor up to speed. They also have experience weighting state government data which would also reduce the amount of time needed after the survey to create reports for the agencies. This is critical, as agencies have a need to receive their survey reports in a timely manner in order to take action on any issues and challenges. Market Decisions Research is also willing to speak directly with agency leadership as requested to explain their methodology and reporting insights, which is critical in helping agency leaders understand their data. Overall, selecting Market Decisions Research will reduce the project timeline and time/resources of the Talent Management Division.



**STATE OF MAINE
DEPARTMENT OF ADMINISTRATIVE
AND FINANCIAL SERVICES**

**Janet T. Mills
Governor**

**Kirsten Figueroa
Commissioner**

February 2nd, 2026

Berry, Dunn, McNeil & Parker, LLC
2211 Congress Street, Portland, ME 04102

SUBJECT: Notice of Conditional Contract Award under RFP # 202506088, Employee Engagement Survey

Dear Charlie Leadbetter:

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Administrative and Financial Services for Employee Engagement Survey. The Department has evaluated the proposals received using the evaluation criteria identified in the RFP, and the Department is hereby announcing its conditional contract award to the following bidder:

- Market Decisions Research

The bidder listed above received the evaluation team's highest ranking. The Department will be contacting the aforementioned bidder soon to negotiate a contract. As provided in the RFP, 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 RFP, following announcement of this award decision, all submissions in response to the RFP 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,

Handwritten signature of Jessica Crosby in cursive script.

Jessica Crosby

Director, Talent Management Division

Bureau of Human Resources/Department of Administrative and Financial Services

111 Sewall Street, Augusta, Maine 04330

207-624-7761

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 ADMINISTRATIVE
AND FINANCIAL SERVICES**

**Janet T. Mills
Governor**

**Kirsten Figueroa
Commissioner**

February 2nd, 2026

CustomInsight, LLC
204 E. 2nd Ave., #127
San Mateo, CA 94401

SUBJECT: Notice of Conditional Contract Award under RFP # 202506088, Employee Engagement Survey

Dear Bill Freund:

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Administrative and Financial Services for Employee Engagement Survey. The Department has evaluated the proposals received using the evaluation criteria identified in the RFP, and the Department is hereby announcing its conditional contract award to the following bidder:

- Market Decisions Research

The bidder listed above received the evaluation team's highest ranking. The Department will be contacting the aforementioned bidder soon to negotiate a contract. As provided in the RFP, 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 RFP, following announcement of this award decision, all submissions in response to the RFP 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,


Jessica Crosby

Director, Talent Management Division

Bureau of Human Resources/Department of Administrative and Financial Services

111 Sewall Street, Augusta, Maine 04330

207-624-7761

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 ADMINISTRATIVE
AND FINANCIAL SERVICES**

**Janet T. Mills
Governor**

**Kirsten Figueroa
Commissioner**

February 2nd, 2026

DecisionWise
380 South Technology Court, Suite 200
Lindon, Utah, 84042

SUBJECT: Notice of Conditional Contract Award under RFP # 202506088, Employee Engagement Survey

Dear Matthew Wride:

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Administrative and Financial Services for Employee Engagement Survey. The Department has evaluated the proposals received using the evaluation criteria identified in the RFP, and the Department is hereby announcing its conditional contract award to the following bidder:

- Market Decisions Research

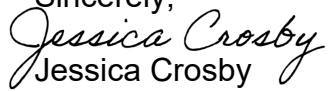
The bidder listed above received the evaluation team's highest ranking. The Department will be contacting the aforementioned bidder soon to negotiate a contract. As provided in the RFP, the Notice of Conditional Contract Award is subject to execution of a written contract and, as a result, this Notice 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 RFP, following announcement of this award decision, all submissions in response to the RFP 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,


Jessica Crosby

Director, Talent Management Division

Bureau of Human Resources/Department of Administrative and Financial Services

111 Sewall Street, Augusta, Maine 04330

207-624-7761

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 ADMINISTRATIVE
AND FINANCIAL SERVICES**

**Janet T. Mills
Governor**

**Kirsten Figueroa
Commissioner**

February 2nd, 2026

Deloitte Consulting, LLP
115 Federal Street
Boston, MA 02110

SUBJECT: Notice of Conditional Contract Award under RFP # 202506088, Employee Engagement Survey

Dear Atresha Whitmore:

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Administrative and Financial Services for Employee Engagement Survey. The Department has evaluated the proposals received using the evaluation criteria identified in the RFP, and the Department is hereby announcing its conditional contract award to the following bidder:

- Market Decisions Research

The bidder listed above received the evaluation team's highest ranking. The Department will be contacting the aforementioned bidder soon to negotiate a contract. As provided in the RFP, 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 RFP, following announcement of this award decision, all submissions in response to the RFP 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,

Handwritten signature of Jessica Crosby in cursive script.

Director, Talent Management Division

Bureau of Human Resources/Department of Administrative and Financial Services

111 Sewall Street, Augusta, Maine 04330

207-624-7761

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 ADMINISTRATIVE
AND FINANCIAL SERVICES**

**Janet T. Mills
Governor**

**Kirsten Figueroa
Commissioner**

February 2nd, 2026

Gallagher Benefit Services, Inc.
2850 Golf Road
Rolling Meadows, IL 60008

SUBJECT: Notice of Conditional Contract Award under RFP # 202506088, Employee Engagement Survey

Dear Chris Dustin:

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Administrative and Financial Services for Employee Engagement Survey. The Department has evaluated the proposals received using the evaluation criteria identified in the RFP, and the Department is hereby announcing its conditional contract award to the following bidder:

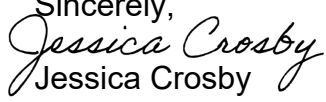
- Market Decisions Research

The bidder listed above received the evaluation team's highest ranking. The Department will be contacting the aforementioned bidder soon to negotiate a contract. As provided in the RFP, 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 RFP, following announcement of this award decision, all submissions in response to the RFP 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,

Jessica Crosby

Director, Talent Management Division

Bureau of Human Resources/Department of Administrative and Financial Services

111 Sewall Street, Augusta, Maine 04330

207-624-7761

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 ADMINISTRATIVE
AND FINANCIAL SERVICES**

**Janet T. Mills
Governor**

**Kirsten Figueroa
Commissioner**

February 2nd, 2026

Gallup, Inc.
901 F ST NW
Washington, DC 20003

SUBJECT: Notice of Conditional Contract Award under RFP # 202506088, Employee Engagement Survey

Dear Jen Taranto:

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Administrative and Financial Services for Employee Engagement Survey. The Department has evaluated the proposals received using the evaluation criteria identified in the RFP, and the Department is hereby announcing its conditional contract award to the following bidder:

- Market Decisions Research

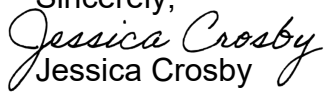
The bidder listed above received the evaluation team's highest ranking. The Department will be contacting the aforementioned bidder soon to negotiate a contract. As provided in the RFP, the Notice of Conditional Contract Award is subject to execution of a written contract and, as a result, this Notice 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 RFP, following announcement of this award decision, all submissions in response to the RFP 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,

Handwritten signature of Jessica Crosby in cursive script.

Jessica Crosby

Director, Talent Management Division

Bureau of Human Resources/Department of Administrative and Financial Services

111 Sewall Street, Augusta, Maine 04330

207-624-7761

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 ADMINISTRATIVE
AND FINANCIAL SERVICES**

**Janet T. Mills
Governor**

**Kirsten Figueroa
Commissioner**

February 2nd, 2026

Intellectyx, Inc
600 17th Street 2800 South
Denver, CO 80202

SUBJECT: Notice of Conditional Contract Award under RFP # 202506088, Employee Engagement Survey

Dear Trevor Anthony James:

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Administrative and Financial Services for Employee Engagement Survey. The Department has evaluated the proposals received using the evaluation criteria identified in the RFP, and the Department is hereby announcing its conditional contract award to the following bidder:

- Market Decisions Research

The bidder listed above received the evaluation team's highest ranking. The Department will be contacting the aforementioned bidder soon to negotiate a contract. As provided in the RFP, 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 RFP, following announcement of this award decision, all submissions in response to the RFP 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,


Jessica Crosby

Director, Talent Management Division

Bureau of Human Resources/Department of Administrative and Financial Services

111 Sewall Street, Augusta, Maine 04330

207-624-7761

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 ADMINISTRATIVE
AND FINANCIAL SERVICES**

**Janet T. Mills
Governor**

**Kirsten Figueroa
Commissioner**

February 2nd, 2026

Korn Ferry (US)
1900 Avenue of the Stars; Suite 1225
Los Angeles, CA 90067

SUBJECT: Notice of Conditional Contract Award under RFP # 202506088, Employee Engagement Survey

Dear Irene King:

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Administrative and Financial Services for Employee Engagement Survey. The Department has evaluated the proposals received using the evaluation criteria identified in the RFP, and the Department is hereby announcing its conditional contract award to the following bidder:

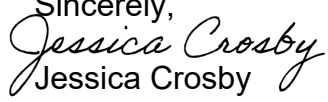
- Market Decisions Research

The bidder listed above received the evaluation team's highest ranking. The Department will be contacting the aforementioned bidder soon to negotiate a contract. As provided in the RFP, 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 RFP, following announcement of this award decision, all submissions in response to the RFP 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,

Jessica Crosby

Director, Talent Management Division

Bureau of Human Resources/Department of Administrative and Financial Services

111 Sewall Street, Augusta, Maine 04330

207-624-7761

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 ADMINISTRATIVE
AND FINANCIAL SERVICES**

**Janet T. Mills
Governor**

**Kirsten Figueroa
Commissioner**

February 2nd, 2026

Market Decisions Research
511 Congress Street, Suite 801
Portland, Maine 04101

SUBJECT: Notice of Conditional Contract Award under RFP # 202506088, Employee Engagement Survey

Dear Candace Walsh:

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Administrative and Financial Services for Employee Engagement Survey. The Department has evaluated the proposals received using the evaluation criteria identified in the RFP, and the Department is hereby announcing its conditional contract award to the following bidder:

- Market Decisions Research

The bidder listed above received the evaluation team's highest ranking. The Department will be contacting the aforementioned bidder soon to negotiate a contract. As provided in the RFP, 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 RFP, following announcement of this award decision, all submissions in response to the RFP 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,

Jessica Crosby

Jessica Crosby

Director, Talent Management Division

Bureau of Human Resources/Department of Administrative and Financial Services

111 Sewall Street, Augusta, Maine 04330

207-624-7761

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 ADMINISTRATIVE
AND FINANCIAL SERVICES**

**Janet T. Mills
Governor**

**Kirsten Figueroa
Commissioner**

February 2nd, 2026

MGT Impact Solutions, LLC
4320 West Kennedy Boulevard, Ste 200
Tampa, Florida 33609

SUBJECT: Notice of Conditional Contract Award under RFP # 202506088, Employee Engagement Survey

Dear Mary Jacobs:

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Administrative and Financial Services for Employee Engagement Survey. The Department has evaluated the proposals received using the evaluation criteria identified in the RFP, and the Department is hereby announcing its conditional contract award to the following bidder:

- Market Decisions Research

The bidder listed above received the evaluation team's highest ranking. The Department will be contacting the aforementioned bidder soon to negotiate a contract. As provided in the RFP, 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 RFP, following announcement of this award decision, all submissions in response to the RFP 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,

Handwritten signature of Jessica Crosby in cursive script.

Jessica Crosby

Director, Talent Management Division

Bureau of Human Resources/Department of Administrative and Financial Services

111 Sewall Street, Augusta, Maine 04330

207-624-7761

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 ADMINISTRATIVE
AND FINANCIAL SERVICES**

**Janet T. Mills
Governor**

**Kirsten Figueroa
Commissioner**

February 2nd, 2026

Nyaa Scientific Research Services—Nyaa Health
4753 Arapaho Trl.
Okemos, MI 48864

SUBJECT: Notice of Conditional Contract Award under RFP # 202506088, Employee Engagement Survey

Dear Petal Grower:

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Administrative and Financial Services for Employee Engagement Survey. The Department has evaluated the proposals received using the evaluation criteria identified in the RFP, and the Department is hereby announcing its conditional contract award to the following bidder:

- Market Decisions Research

The bidder listed above received the evaluation team's highest ranking. The Department will be contacting the aforementioned bidder soon to negotiate a contract. As provided in the RFP, 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 RFP, following announcement of this award decision, all submissions in response to the RFP 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,

Handwritten signature of Jessica Crosby in cursive script.

Director, Talent Management Division

Bureau of Human Resources/Department of Administrative and Financial Services

111 Sewall Street, Augusta, Maine 04330

207-624-7761

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 ADMINISTRATIVE
AND FINANCIAL SERVICES**

**Janet T. Mills
Governor**

**Kirsten Figueroa
Commissioner**

February 2nd, 2026

PowerTrain, Inc.
8201 Corporate Drive, Suite 500
Hyattsville, MD 20785

SUBJECT: Notice of Conditional Contract Award under RFP # 202506088, Employee Engagement Survey

Dear Paul Jesukiewicz:

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Administrative and Financial Services for Employee Engagement Survey. The Department has evaluated the proposals received using the evaluation criteria identified in the RFP, and the Department is hereby announcing its conditional contract award to the following bidder:

- Market Decisions Research

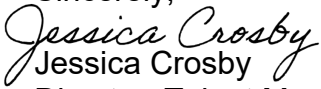
The bidder listed above received the evaluation team's highest ranking. The Department will be contacting the aforementioned bidder soon to negotiate a contract. As provided in the RFP, the Notice of Conditional Contract Award is subject to execution of a written contract and, as a result, this Notice 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 RFP, following announcement of this award decision, all submissions in response to the RFP 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,


Jessica Crosby

Director, Talent Management Division

Bureau of Human Resources/Department of Administrative and Financial Services

111 Sewall Street, Augusta, Maine 04330

207-624-7761

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 ADMINISTRATIVE
AND FINANCIAL SERVICES**

**Janet T. Mills
Governor**

**Kirsten Figueroa
Commissioner**

February 2nd, 2026

Public Consulting Group LLC
148 State Street 10th floor
Boston, MA 02109

SUBJECT: Notice of Conditional Contract Award under RFP # 202506088, Employee Engagement Survey

Dear Kathleen Fallon:

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Administrative and Financial Services for Employee Engagement Survey. The Department has evaluated the proposals received using the evaluation criteria identified in the RFP, and the Department is hereby announcing its conditional contract award to the following bidder:

- Market Decisions Research

The bidder listed above received the evaluation team's highest ranking. The Department will be contacting the aforementioned bidder soon to negotiate a contract. As provided in the RFP, 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 RFP, following announcement of this award decision, all submissions in response to the RFP 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,

Handwritten signature of Jessica Crosby in cursive script.

Jessica Crosby

Director, Talent Management Division

Bureau of Human Resources/Department of Administrative and Financial Services

111 Sewall Street, Augusta, Maine 04330

207-624-7761

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 ADMINISTRATIVE
AND FINANCIAL SERVICES**

**Janet T. Mills
Governor**

**Kirsten Figueroa
Commissioner**

February 2nd, 2026

Social & Economic Sciences Research Center (SESRC)—Washington State University (WSU)
Wilson-Short Hall 133
Pullman, Washington 99164-4014

SUBJECT: Notice of Conditional Contract Award under RFP # 202506088, Employee Engagement Survey

Dear Dr. Ruben Arias:

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Administrative and Financial Services for Employee Engagement Survey. The Department has evaluated the proposals received using the evaluation criteria identified in the RFP, and the Department is hereby announcing its conditional contract award to the following bidder:

- Market Decisions Research

The bidder listed above received the evaluation team's highest ranking. The Department will be contacting the aforementioned bidder soon to negotiate a contract. As provided in the RFP, 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 RFP, following announcement of this award decision, all submissions in response to the RFP 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,


Jessica Crosby

Director, Talent Management Division

Bureau of Human Resources/Department of Administrative and Financial Services

111 Sewall Street, Augusta, Maine 04330

207-624-7761

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 ADMINISTRATIVE
AND FINANCIAL SERVICES**

**Janet T. Mills
Governor**

**Kirsten Figueroa
Commissioner**

February 2nd, 2026

Slalom, Inc.
Slalom Hawk Tower, 255 S. King Street, Suite 1800
Seattle, Washington 98104

SUBJECT: Notice of Conditional Contract Award under RFP # 202506088, Employee Engagement Survey

Dear Molly Plaisted:

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Administrative and Financial Services for Employee Engagement Survey. The Department has evaluated the proposals received using the evaluation criteria identified in the RFP, and the Department is hereby announcing its conditional contract award to the following bidder:

- Market Decisions Research

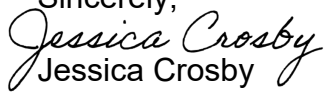
The bidder listed above received the evaluation team's highest ranking. The Department will be contacting the aforementioned bidder soon to negotiate a contract. As provided in the RFP, the Notice of Conditional Contract Award is subject to execution of a written contract and, as a result, this Notice 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 RFP, following announcement of this award decision, all submissions in response to the RFP 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,


Jessica Crosby

Director, Talent Management Division

Bureau of Human Resources/Department of Administrative and Financial Services

111 Sewall Street, Augusta, Maine 04330

207-624-7761

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 ADMINISTRATIVE
AND FINANCIAL SERVICES**

**Janet T. Mills
Governor**

**Kirsten Figueroa
Commissioner**

February 2nd, 2026

Sogolytics LLC
2291 Wood Oak Drive Suite 300
Herndon, VA 20171

SUBJECT: Notice of Conditional Contract Award under RFP # 202506088, Employee Engagement Survey

Dear Maryo Bruno:

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Administrative and Financial Services for Employee Engagement Survey. The Department has evaluated the proposals received using the evaluation criteria identified in the RFP, and the Department is hereby announcing its conditional contract award to the following bidder:

- Market Decisions Research

The bidder listed above received the evaluation team's highest ranking. The Department will be contacting the aforementioned bidder soon to negotiate a contract. As provided in the RFP, 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 RFP, following announcement of this award decision, all submissions in response to the RFP 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,


Jessica Crosby

Director, Talent Management Division

Bureau of Human Resources/Department of Administrative and Financial Services

111 Sewall Street, Augusta, Maine 04330

207-624-7761

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 ADMINISTRATIVE
AND FINANCIAL SERVICES**

**Janet T. Mills
Governor**

**Kirsten Figueroa
Commissioner**

February 2nd, 2026

Strategic Research Group
995 Goodale Blvd, Ste. 200
Columbus, Ohio 43212

SUBJECT: Notice of Conditional Contract Award under RFP # 202506088, Employee Engagement Survey

Dear Kristen Heimdal:

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Administrative and Financial Services for Employee Engagement Survey. The Department has evaluated the proposals received using the evaluation criteria identified in the RFP, and the Department is hereby announcing its conditional contract award to the following bidder:

- Market Decisions Research

The bidder listed above received the evaluation team's highest ranking. The Department will be contacting the aforementioned bidder soon to negotiate a contract. As provided in the RFP, 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 RFP, following announcement of this award decision, all submissions in response to the RFP 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,

Handwritten signature of Jessica Crosby in cursive script.

Jessica Crosby

Director, Talent Management Division

Bureau of Human Resources/Department of Administrative and Financial Services

111 Sewall Street, Augusta, Maine 04330

207-624-7761

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 ADMINISTRATIVE
AND FINANCIAL SERVICES**

**Janet T. Mills
Governor**

**Kirsten Figueroa
Commissioner**

February 2nd, 2026

TriWest Group LLC
4450 Arapahoe Ave. Suite 100
Boulder, CO 80303

SUBJECT: Notice of Conditional Contract Award under RFP # 202506088, Employee Engagement Survey

Dear Dr. Tonya Aultman-Bettridge:

This letter is in regard to the subject Request for Proposals (RFP), issued by the State of Maine Department of Administrative and Financial Services for Employee Engagement Survey. The Department has evaluated the proposals received using the evaluation criteria identified in the RFP, and the Department is hereby announcing its conditional contract award to the following bidder:

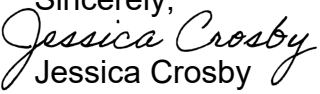
- Market Decisions Research

The bidder listed above received the evaluation team's highest ranking. The Department will be contacting the aforementioned bidder soon to negotiate a contract. As provided in the RFP, 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 RFP, following announcement of this award decision, all submissions in response to the RFP 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,
 Jessica Crosby

Director, Talent Management Division

Bureau of Human Resources/Department of Administrative and Financial Services

111 Sewall Street, Augusta, Maine 04330

207-624-7761

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
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYMENT ENGAGEMENT SURVEY
BIDDER NAME: BERRY DUNN
DATE: 9-3-2025

SUMMARY PAGE

Department Name: Department of Administrative and Financial Services
Name of RFP Coordinator: Jess Crosby
Names of Evaluators: Jess Crosby, David Strohl, Cari Gochenouer

<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)		
• List all other pass/fail criteria of the RFP, if any.	Pass	
•		
•		
<u>Scoring Sections</u>	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Organization Qualifications and Experience	30	25
Section III. Proposed Services	45	33
Section IV. Cost Proposal	25	4.9
<u>Total Points</u>	<u>100</u>	<u>62.9</u>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYMENT ENGAGEMENT SURVEY
BIDDER NAME: BERRY DUNN
DATE: 9-3-2025

**OVERVIEW OF SECTION I
Preliminary Information**

Section I. Preliminary Information

Evaluation Team Comments:

Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYMENT ENGAGEMENT SURVEY
BIDDER NAME: BERRY DUNN
DATE: 9-3-2025

**EVALUATION OF SECTION II
Organization Qualifications and Experience**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section II. Organization Qualifications and Experience	30	25

Evaluation Team Comments:

- I. Overview of the Organization
 - Provided a qualifications statement.
 - Experience with the Maine State Government and other clients of similar scale
 - Team approach
 - Focus Groups for deeper insights
 - Strategic initiatives based upon findings
 - 3 projects provided
- II. Subcontractors
 - None
- III. Organizational Chart
 - Provided
- IV. Litigation
 - Has litigation in the past 5 years
- V. Financial Viability
 - Provided
- VI. Certificate of Insurance
 - Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYMENT ENGAGEMENT SURVEY
BIDDER NAME: BERRY DUNN
DATE: 9-3-2025

**EVALUATION OF SECTION III
Proposed Services**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section III. Proposed Services	45	33

Evaluation Team Comments:

+ COMMUNICATIONS PLAN

+DATA ANALYSIS COMPOSITE METHOD

+METHODOLOGY AND SURVEY DESIGN

+REPORTING AND POST SURVEY SUPPORT

+PROPOSED TIMELINE

+QUALTRICS

-TECHNOLOGY WAS WEAK, AND FURTHER INFORMATION WOULD BE NEEDED PRIOR TO A CONTRACT

-SOME PROPOSAL SECTIONS WERE VAGUE

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYMENT ENGAGEMENT SURVEY
BIDDER NAME: BERRY DUNN
DATE: 9-3-2025

**EVALUATION OF SECTION IV
Cost Proposal**

Lowest Submitted Cost Proposal	,	Cost Proposal Being Scored	x	Score Weight	=	Score
36,000.00	,	183,550.00	x	25 points	=	4.9

Evaluation Team Comments:

Score value based upon the State of Maine formula.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Berry Dunn

DATE: 08-26-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

Consensus Comments - Technical Assessment Team:

Consensus Decision: <i>Not Met</i>		
Overall quality of response and evidence: Weak, Bidder claims in proposal to deploy a secure digital survey, but in TA Spreadhseet claims this is a service contract. It remains unclear what technology they might be using. Risk: There is not enough technical description to properly assess this solution for viability.		
Data Compliance		
Publicly available information	NIST 800-171	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation: <i>Provided</i>
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: No description of controls in place or evidence provided.
	Maine FOAA	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation: <i>Provided</i>
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: No description in place or evidence provided.
Confidential Personally Identifiable Information (PII)	Maine Breach Notification Law	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation: <i>Provided</i>
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: In the event of a breach, bidder provides a notification according to their policy. It remains unclear if that policy conforms to the MBN Law.
	NIST 800-53: Rev5	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation: <i>Response Provided</i>
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: No description of controls in place or evidence provided.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Berry Dunn

DATE: 08-26-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	Privacy Act of 1974	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i> <i>Explanation:</i> <i>Provided</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i> <i>Explanation:</i> No description of controls in place or evidence provided.
Bill of Materials (BoM)		
(Product Name)	<i>Quality of Response:</i> ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i> <i>Explanation:</i> <i>No Response</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i> <i>Explanation:</i> <i>No Response</i>	
MaineIT		
H1	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i> <i>Explanation:</i> <i>Provided</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i> <i>Explanation:</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys,” but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Bidder should describe who will host the data and provide details.	
H2	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i> <i>Explanation:</i> <i>Provided</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i> <i>Explanation:</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys,” but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Bidder should describe who will host the data and provide details.	
H3	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i> <i>Explanation:</i> <i>Provided</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i> <i>Explanation:</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys,” but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Bidder should describe who will host the data and provide details.	
A1	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i> <i>Explanation:</i> <i>Provided</i>	

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Berry Dunn

DATE: 08-26-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys,” but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Bidder should describe who will host the data and provide details.
A2	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i> Provided
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys,” but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Bidder should describe who will host the data and provide details.
A3	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i> Provided
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys,” but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Bidder should describe who will host the data and provide details.
A4	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i> Provided
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys,” but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Bidder should describe who will host the data and provide details.
Information Security Standards	
S1	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i> Provided
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i> No description of controls in place or evidence provided.
S2	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i> Provided
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i> No description of controls in place or evidence provided.
S3	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Berry Dunn

DATE: 08-26-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Provided</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i>
S4	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i>
Cloud Service Provider Reqs	
CSP1	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i>
CSP2	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i>
CSP3	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i>
CSP4	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i>
CSP5	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i>
CSP6	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Berry Dunn

DATE: 08-26-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i>
CSP7	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i>
CSP8	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i>
CSP9	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i>
CSP10	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i>
CSP11	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i>
CSP12	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i>
CSP13	Quality of Response: ☒ Provided a Response ☐ Did not provide a response

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Berry Dunn

DATE: 08-26-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i>
CSP14	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i>
CSP15	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i>
CSP16	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i>
CSP17	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i>
CSP18	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i>
CSP19	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i>
NIST Requirements	

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Berry Dunn

DATE: 08-26-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

N1	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: <i>Quality of response was adequate however no articles of evidence were provided.</i>
N2	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation:
N3	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation:
N4	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation:
N5	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation:
N6	Quality of Response: ☐ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:
N7	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Berry Dunn

DATE: 08-26-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation:</i>
N8	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i>
N9	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i>
N10	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i>
N11	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i>
N12	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i>
N13	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation:</i>
N14	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Berry Dunn

DATE: 08-26-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation:</i>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: CUSTOMINSIGHT
DATE: 9/3/2025

SUMMARY PAGE

Department Name: Department of Administrative and Financial Services
Name of RFP Coordinator: Jess Crosby
Names of Evaluators: Jess Crosby, David Strohl, Cari Gochenouer

<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)		
• List all other pass/fail criteria of the RFP, if any .	Pass	
•		
•		
<u>Scoring Sections</u> (Edit sections below to match evaluation criteria within RFP)	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Organization Qualifications and Experience	30	28
Section III. Proposed Services	45	18
Section IV. Cost Proposal	25	25
<u>Total Points</u>	<u>100</u>	<u>71</u>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: CUSTOMINSIGHT
DATE: 9/3/2025

**OVERVIEW OF SECTION I
Preliminary Information**

Section I. Preliminary Information

Evaluation Team Comments:

Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: CUSTOMINSIGHT
DATE: 9/3/2025

**EVALUATION OF SECTION II
Organization Qualifications and Experience**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section II. Organization Qualifications and Experience	30	28

Evaluation Team Comments:

- I. Overview of the Organization
 - Provided a qualifications statement.
 - Experience with other States
 - Experience with office and field staff
 - Inclusivity, with paper, electronic surveys in multiple languages, and scree reader capability
 - 3 projects provided
- II. Subcontractors
 - None
- III. Organizational Chart
 - Provided
- IV. Litigation
 - None in past 5 years
- V. Financial Viability
 - Provided
- VI. Certificate of Insurance
 - Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: CUSTOMINSIGHT
DATE: 9/3/2025

EVALUATION OF SECTION III

Proposed Services

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section III. Proposed Services	45	18

Evaluation Team Comments:

+ COMMUNICATIONS PLAN

+DATA ANALYSIS COMPOSITE METHOD

+SURVEY DESIGN, AND DASHBOARDS

+REPORTING AND POST SURVEY SUPPORT, AND GOALS

+PROPOSED TIMELINE

-TECHNOLOGY WAS WEAK, AND FURTHER INFORMATION WOULD BE NEEDED PRIOR TO A CONTRACT

-AI APPEARS TO BE USED SIGNIFICANTLY

-ANALYSIS MISSING THE HOW

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: CUSTOMINSIGHT

DATE: 9/3/2025

**EVALUATION OF SECTION IV
Cost Proposal**

Lowest Submitted Cost Proposal	,	Cost Proposal Being Scored	x	Score Weight	=	Score
36,000	,	36,000	x	25 points	=	25

Evaluation Team Comments:

Score value based upon the State of Maine formula.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Custom Insights

DATE: 08-28-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

Consensus Comments - Technical Assessment Team:

Consensus Decision: <i>Not Met</i>		
Overall quality of response and evidence: Weak Bidder did not complete TA form. That raises questions about the risk we would take on with this proposal. Not enough information to understand solution/architecture.		
Data Compliance		
Publicly available information	NIST 800-171	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation:
	Maine FOAA	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation:
Confidential Personally Identifiable Information (PII)	Maine Breach Notification Law	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
		Explanation: Stated they would respond within regulatory framework
	NIST 800-53: Rev5	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation: No description of controls in place
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: No description of controls in place
	Privacy Act of 1974	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation: No description of controls in place
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: No description of controls in place
Bill of Materials (BoM)		

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Custom Insights

DATE: 08-28-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

(Product Name)	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation:
MaineIT	
H1	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation:
H2	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation:
H3	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation:
A1	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation:
A2	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation:
A3	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation:
A4	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation: Requirement is to disaggregate data, response raises questions about that.
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation:

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Custom Insights

DATE: 08-28-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

Information Security Standards	
S1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:
S2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:
S3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:
S4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:
CSP2	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:
CSP3	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:
CSP4	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	Explanation:

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Custom Insights

DATE: 08-28-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:
CSP5	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:
CSP6	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:
CSP7	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:
CSP8	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:
CSP9	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:
CSP10	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:
CSP11	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Custom Insights

DATE: 08-28-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation:</i>
CSP12	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i>
CSP13	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i>
CSP14	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i>
CSP15	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i>
CSP16	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i>
CSP17	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i>
CSP18	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Custom Insights

DATE: 08-28-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

CSP19	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:
NIST Requirements	
N1	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:
N2	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:
N3	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:
N4	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:
N5	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:
N6	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Custom Insights

DATE: 08-28-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

N7	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i>
N8	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i>
N9	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i>
N10	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i>
N11	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i>
N12	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i>
N13	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Custom Insights

DATE: 08-28-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

N14	<i>Quality of Response:</i> ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation:</i>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: DECISIONWISE
DATE: 9/3/25

SUMMARY PAGE

Department Name: Department of Administrative and Financial Services
Name of RFP Coordinator: Jess Crosby
Names of Evaluators: Jess Crosby, David Strohl, Cari Gochenouer

<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)		
• List all other pass/fail criteria of the RFP, if any .	PASS	
•		
•		
<u>Scoring Sections</u> (Edit sections below to match evaluation criteria within RFP)	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Organization Qualifications and Experience	30	18
Section III. Proposed Services	45	20
Section IV. Cost Proposal	25	9
<u>Total Points</u>	<u>100</u>	<u>47</u>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: DECISIONWISE
DATE: 9/3/25

**OVERVIEW OF SECTION I
Preliminary Information**

Section I. Preliminary Information

Evaluation Team Comments:

Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: DECISIONWISE
DATE: 9/3/25

**EVALUATION OF SECTION II
Organization Qualifications and Experience**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section II. Organization Qualifications and Experience	30	18

Evaluation Team Comments:

- I. Overview of the Organization
 - Provided a qualifications statement.
 - Experience with other States
 - 3 projects provided
- II. Subcontractors
 - None
- III. Organizational Chart
 - Provided
- IV. Litigation
 - None in past 5 years
- V. Financial Viability
 - Provided
- VI. Certificate of Insurance
 - Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: DECISIONWISE
DATE: 9/3/25

**EVALUATION OF SECTION III
Proposed Services**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section III. Proposed Services	45	20

Evaluation Team Comments:

+ COMMUNICATIONS PLAN

+REPORTING AND POST SURVEY SUPPORT

+PROPOSED TIMELINE

-NO REFERENCE TO WEIGHTING IN THE ANALYSIS

-NO PAPER SURVEY DISCUSSED

-TECHNOLOGY WAS ADEQUATE; FURTHER INFORMATION WOULD BE NEEDED PRIOR TO A CONTRACT

-SOME PROPOSAL SECTIONS WERE LACKING DETAILS

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: DECISIONWISE
DATE: 9/3/25

EVALUATION OF SECTION IV

Cost Proposal

Lowest Submitted Cost Proposal	,	Cost Proposal Being Scored	x	Score Weight	=	Score
36,000	,	100,000	x	25 points	=	9

Evaluation Team Comments:

Score value based upon the State of Maine formula

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DecisionWise

DATE: 08-26-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

Consensus Comments - Technical Assessment Team:

Consensus Decision: <i>Met</i>		
Overall quality of response and evidence: Adequate The responses were generic, which raises some concerns. However, the policy and soc2 type2 submitted were strong evidence of compliance with SOM policy.		
Data Compliance		
Publicly available information	NIST 800-171	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation:
	Maine FOAA	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation:
Confidential Personally Identifiable Information (PII)	Maine Breach Notification Law	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation:
	NIST 800-53: Rev5	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation:
	Privacy Act of 1974	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation:
Bill of Materials (BoM)		

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DecisionWise

DATE: 08-26-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

(Product Name)	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation:
MaineIT	
H1	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:
H2	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:
H3	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:
A1	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation: No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:
A2	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation: No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:
A3	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation: No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation: No description of controls in place
A4	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation: No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:
Information Security Standards	

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DecisionWise

DATE: 08-26-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

S1	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation: No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:
S2	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation: No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:
S3	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation: No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:
S4	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation: No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation: No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation: No description of controls in place
CSP2	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation: No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:
CSP3	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation: No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation: No description of controls in place
CSP4	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation: No description of controls in place

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DecisionWise

DATE: 08-26-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation:
CSP5	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation: No description of controls in place
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation:
CSP6	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation: No description of controls in place
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation:
CSP7	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation: No description of controls in place
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation:
CSP8	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation: No description of controls in place
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation:
CSP9	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation: No description of controls in place
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation:
CSP10	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation: No description of controls in place
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation:
CSP11	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation: No description of controls in place
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DecisionWise

DATE: 08-26-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation:</i>
CSP12	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i> No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation:</i>
CSP13	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i> No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation:</i>
CSP14	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i> No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation:</i>
CSP15	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i> No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation:</i>
CSP16	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i> No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation:</i>
CSP17	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i> No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation:</i>
CSP18	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i> No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation:</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DecisionWise

DATE: 08-26-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

CSP19	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation: No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:
NIST Requirements	
N1	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation: No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:
N2	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation: No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:
N3	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation: No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:
N4	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation: No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:
N5	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation: No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:
N6	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation: No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DecisionWise

DATE: 08-26-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

N7	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i> No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation:</i>
N8	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i> No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation:</i>
N9	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i> No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation:</i>
N10	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i> No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation:</i>
N11	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i> No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation:</i>
N12	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i> No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation:</i>
N13	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i> No description of controls in place
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation:</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DecisionWise

DATE: 08-26-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

N14	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i> No description of controls in place
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation:</i>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: DELOITTE
DATE: 9/3/2025

SUMMARY PAGE

Department Name: Department of Administrative and Financial Services
Name of RFP Coordinator: Jess Crosby
Names of Evaluators: Jess Crosby, David Strohl, Cari Gochenouer

<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)		
• List all other pass/fail criteria of the RFP, if any .	Pass	
•		
•		
<u>Scoring Sections</u> (Edit sections below to match evaluation criteria within RFP)	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Organization Qualifications and Experience	30	30
Section III. Proposed Services	45	40
Section IV. Cost Proposal	25	3.5
<u>Total Points</u>	<u>100</u>	<u>73.5</u>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: DELOITTE
DATE: 9/3/2025

**OVERVIEW OF SECTION I
Preliminary Information**

Section I. Preliminary Information

Evaluation Team Comments:

Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: DELOITTE
DATE: 9/3/2025

**EVALUATION OF SECTION II
Organization Qualifications and Experience**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section II. Organization Qualifications and Experience	30	30

Evaluation Team Comments:

- I. Overview of the Organization
 - Prior experience
 - 3 public sector projects provided
 - Project details how it would compare to Maine
- II. Subcontractors
 - None
- III. Organizational Chart
 - Provided
- IV. Litigation
 - None
- V. Financial Viability
 - Provided
- VI. Certificate of Insurances
 - Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: DELOITTE
DATE: 9/3/2025

**EVALUATION OF SECTION III
Proposed Services**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section III. Proposed Services	45	40

Evaluation Team Comments:

**+TECHNOLOGY WAS STRONGLY DOCUMENTED EVIDENCE OF COMPLIANCE; FURTHER INFORMATION
WOULD BE NEEDED PRIOR TO A CONTRACT**
+ COMMUNICATIONS PLAN
+DATA ANALYSIS COMPOSITE METHOD
+METHODOLOGY AND SURVEY DESIGN
+REPORTING AND POST SURVEY SUPPORT
+PROPOSED TIMELINE
+POWERBI DASHBOARDS

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: DELOITTE
DATE: 9/3/2025

**EVALUATION OF SECTION IV
Cost Proposal**

Lowest Submitted Cost Proposal	,	Cost Proposal Being Scored	x	Score Weight	=	Score
36,000	,	258,575	x	25 points	=	3.5

Evaluation Team Comments:

Score value based upon the State of Maine formula.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: Deloitte
DATE: 08-28-2025
TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl
TA REVIEWER DEPARTMENT: MaineIT

Consensus Comments - Technical Assessment Team:

Consensus Decision: Met		
Overall quality of response and evidence: Adequate Responses indicate compliance with MaineIT policy and standards. Prior to contract we would need to see stronger documented evidence supporting responses provided.		
Publicly available information		
Publicly available information	NIST 800-171	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
		Explanation:
		Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Maine FOAA	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
		Explanation:
		Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
Confidential Personally Identifiable Information (PII)	Maine Breach Notification Law	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
		Explanation:
		Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	NIST 800-53: Rev5	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
		Explanation:
		Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Privacy Act of 1974	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
		Explanation:
		Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
Bill of Materials (BoM)		

Commented [LK1]: These should be in the same order as the TA Form.

Commented [LK2]: There needs to be comments under each of these designations, once chosen, to define why that designation was chosen. Please add the prompt "Explanation" in each space where that information goes.

Commented [SH3R2]: @Pushard, Angela can you add explanation to all of the sections?

Commented [AP4R2]: Done @Horne, Sharon

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Deloitte

DATE: 08-28-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

(Product Name)	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation:
MaineIT	
H1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation:
H2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation:
H3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation:
A1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:
A2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:
A3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:
A4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:
Information Security Standards	

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Deloitte

DATE: 08-28-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

S1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation:
S2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation:
S3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation:
S4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation:
CSP2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation:
CSP3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation:
CSP4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Deloitte

DATE: 08-28-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation:
CSP5	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation:
CSP6	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation:
CSP7	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation:
CSP8	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation:
CSP9	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation:
CSP10	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation:
CSP11	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Deloitte

DATE: 08-28-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation:</i>
CSP12	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Explanation:</i>
CSP13	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Explanation:</i>
CSP14	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Explanation:</i>
CSP15	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Explanation:</i>
CSP16	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☒ Adequate ☒ Weak
	<i>Explanation:</i>
CSP17	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Explanation:</i>
CSP18	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Explanation:</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Deloitte

DATE: 08-28-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

CSP19	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation:
NIST Requirements	
N1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation:
N2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation:
N3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation:
N4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation:
N5	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation:
N6	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation:

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Deloitte

DATE: 08-28-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

N7	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:
N8	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:
N9	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:
N10	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:
N11	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:
N12	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:
N13	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Deloitte

DATE: 08-28-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

N14	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: GALLAGHER
DATE: 9/3/2025

SUMMARY PAGE

Department Name: Department of Administrative and Financial Services
Name of RFP Coordinator: Jess Crosby
Names of Evaluators: Jess Crosby, David Strohl, Cari Gochenouer

<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)		
• List all other pass/fail criteria of the RFP, if any.	Pass	
•		
•		
<u>Scoring Sections</u> (Edit sections below to match evaluation criteria within RFP)	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Organization Qualifications and Experience	30	20
Section III. Proposed Services	45	20
Section IV. Cost Proposal	25	5.5
<u>Total Points</u>	<u>100</u>	<u>45.5</u>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: GALLAGHER
DATE: 9/3/2025

**OVERVIEW OF SECTION I
Preliminary Information**

Section I. Preliminary Information

Evaluation Team Comments:

Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: GALLAGHER
DATE: 9/3/2025

**EVALUATION OF SECTION II
Organization Qualifications and Experience**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section II. Organization Qualifications and Experience	30	20

Evaluation Team Comments:

- I. Overview of the Organization
 - Experience in HR and Consulting
 - 3 project examples with the public sector, none with a similar sample size
 -
- II. Subcontractors
 - None
- III. Organizational Chart
 - Overall structure provided, no support/role details
- IV. Litigation
 - Not provided
- V. Financial Viability
 - Provided
- VI. Certificate of Insurance
 - Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: GALLAGHER
DATE: 9/3/2025

**EVALUATION OF SECTION III
Proposed Services**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section III. Proposed Services	45	20

Evaluation Team Comments:

+ DETAILED IMPLEMENTATION PLAN

+FEEDBACK SESSIONS

+/- DIFFERENCE IN SCALE OF 6 POINTS WITH NO DETAILS OF LONGITUDINAL COMPARISONS

-TECHNOLOGY WAS WEAK, AND FURTHER INFORMATION WOULD BE NEEDED PRIOR TO A CONTRACT

-DISTRIBUTION BY ELECTRONIC MEANS ONLY

-QUESTIONS ON CONFIDENTIALITY, DEMOGRAPHIC INFORMATION WITH 3RD PARTY

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: GALLAGHER
DATE: 9/3/2025

**EVALUATION OF SECTION IV
Cost Proposal**

Lowest Submitted Cost Proposal	,	Cost Proposal Being Scored	x	Score Weight	=	Score
36,000	,	165,000	x	25 points	=	5.5

Evaluation Team Comments:

Score value based upon the State of Maine formula.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Gallagher

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

Consensus Comments - Technical Assessment Team:

Consensus Decision: <i>Not Met</i>		
Overall quality of response and evidence: Weak <i>Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>		
Data Compliance		
Publicly available information	NIST 800-171	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
		Explanation:
		Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
		Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.
	Maine FOAA	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
		Explanation:
		Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
		Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.
Confidential Personally Identifiable Information (PII)	Maine Breach Notification Law	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
		Explanation:
		Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
		Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.
	NIST 800-53: Rev5	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
		Explanation:

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Gallagher

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

		Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
		Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.
	Privacy Act of 1974	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
		Explanation:
		Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
		Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.
Bill of Materials (BoM)		
(Product Name)	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	Explanation:	
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak	
	Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.	
MaineIT		
H1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	Explanation:	
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak	
	Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.	
H2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	Explanation:	
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak	
	Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.	
H3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	Explanation:	

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Gallagher

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.
A1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.
A2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.
A3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.
A4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.
Information Security Standards	
S1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.
S2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Gallagher

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
S3	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
S4	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
Cloud Service Provider Reqs	
CSP1	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
CSP2	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
CSP3	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Gallagher

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
CSP4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
CSP5	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
CSP6	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
CSP7	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
CSP8	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Gallagher

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
CSP9	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
CSP10	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
CSP11	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
CSP12	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
CSP13	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Gallagher

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
CSP14	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
CSP15	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
CSP16	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
CSP17	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
CSP18	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Gallagher

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
CSP19	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
NIST Requirements	
N1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
N2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
N3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
N4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Gallagher

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
N5	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
N6	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
N7	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
N8	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
N9	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Gallagher

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
N10	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
N11	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
N12	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
N13	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
N14	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Gallagher

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: GALLUP
DATE: 9/3/25

SUMMARY PAGE

Department Name: Department of Administrative and Financial Services
Name of RFP Coordinator: Jess Crosby
Names of Evaluators: Jess Crosby, David Strohl, Cari Gochenouer

<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)		
• List all other pass/fail criteria of the RFP, if any.	Pass	
•		
•		
<u>Scoring Sections</u> (Edit sections below to match evaluation criteria within RFP)	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Organization Qualifications and Experience	30	30
Section III. Proposed Services	45	40
Section IV. Cost Proposal	25	3.1
<u>Total Points</u>	<u>100</u>	<u>73.1</u>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: GALLUP
DATE: 9/3/25

**OVERVIEW OF SECTION I
Preliminary Information**

Section I. Preliminary Information

Evaluation Team Comments:

Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: GALLUP
DATE: 9/3/25

**EVALUATION OF SECTION II
Organization Qualifications and Experience**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section II. Organization Qualifications and Experience	30	30

Evaluation Team Comments:

- I. Overview of the Organization
 - Provided 3 examples that included the public sector
 - Sample size exceeded eligibility requirements
 - Long established in survey research
 - Government subject matter expert
- II. Subcontractors
 - None
- III. Organizational Chart
 - Provided
- IV. Litigation
 - None
- V. Financial Viability
 - Provided
- VI. Certificate of Insurances
 - Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: GALLUP
DATE: 9/3/25

**EVALUATION OF SECTION III
Proposed Services**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section III. Proposed Services	45	40

Evaluation Team Comments:

+METHODODOLOGY AND SURVEY DESIGN
+81% AVERAGE RESPONSE RATE
+REPORTING AND POST SURVEY SUPPORT
+ COMMUNICATIONS PLAN INCLUDED 60 LANGUAGES
+DATA ANALYSIS COMPOSITE METHOD
+PROPOSED TIMELINE
+TECHNOLOGY WAS STRONG, AND FURTHER INFORMATION WOULD BE NEEDED PRIOR TO A CONTRACT

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: GALLUP

DATE: 9/3/25

**EVALUATION OF SECTION IV
Cost Proposal**

Lowest Submitted Cost Proposal	,	Cost Proposal Being Scored	x	Score Weight	=	Score
36,000	,	289,270	x	25points	=	3.1

Evaluation Team Comments:

Score value based upon the State of Maine formula.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME:

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

Consensus Comments - Technical Assessment Team:

Consensus Decision: <i>Met</i>		
Overall quality of response and evidence: Strong Bidder's responses, policy, and audit indicate strong compliance with MaineIT's Policies and standards.		
Data Compliance		
Publicly available information	NIST 800-171	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: <i>Stated they were not compliant with NIST.</i>
	Maine FOAA	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: <i>Stated that it did not apply to them.</i>
Confidential Personally Identifiable Information (PII)	Maine Breach Notification Law	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
		Explanation: <i>Policy included.</i>
	NIST 800-53: Rev5	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: <i>Stated they were not compliant with NIST.</i>
	Privacy Act of 1974	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: <i>Stated that it did not apply to them.</i>
Bill of Materials (BoM)		

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME:

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

(Product Name)	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: Provided links to all environments proposed.
MaineIT	
H1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
H2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
H3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
A1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
A2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
A3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Bidder states any SLA will need to be prepared by State and approved by Gallup legal team.
A4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME:

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

Information Security Standards	
S1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
S2	Quality of Response: ☐ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
S3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
S4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
CSP2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
CSP3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
CSP4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME:

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
CSP5	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
CSP6	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
CSP7	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
CSP8	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
CSP9	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
CSP10	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
CSP11	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME:

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: All of policies and SOC 2 Type 2 provided.</i>
CSP12	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Explanation: All of policies and SOC 2 Type 2 provided.</i>
CSP13	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Explanation: All of policies and SOC 2 Type 2 provided.</i>
CSP14	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Explanation: All of policies and SOC 2 Type 2 provided.</i>
CSP15	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Explanation: All of policies and SOC 2 Type 2 provided.</i>
CSP16	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Explanation: All of policies and SOC 2 Type 2 provided.</i>
CSP17	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Explanation: All of policies and SOC 2 Type 2 provided.</i>
CSP18	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Explanation: All of policies and SOC 2 Type 2 provided.</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME:

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

CSP19	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
NIST Requirements	
N1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
N2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
N3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
N4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
N5	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
N6	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME:

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

N7	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
N8	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
N9	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
N10	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
N11	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
N12	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.
N13	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: All of policies and SOC 2 Type 2 provided.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME:

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

N14	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: INTELLECTYZ INC
DATE: 8/21/25

SUMMARY PAGE

Department Name: Department of Administrative and Financial Services
Name of RFP Coordinator: Jess Crosby
Names of Evaluators: Jess Crosby, David Strohl, Cari Gochenouer

<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)		
• List all other pass/fail criteria of the RFP, if any .	Pass	
•		
•		
<u>Scoring Sections</u> (Edit sections below to match evaluation criteria within RFP)	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Organization Qualifications and Experience	30	18
Section III. Proposed Services	45	20
Section IV. Cost Proposal	25	3.8
<u>Total Points</u>	<u>100</u>	<u>41.8</u>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: INTELLECTYZ INC
DATE: 8/21/25

**OVERVIEW OF SECTION I
Preliminary Information**

Section I. Preliminary Information

Evaluation Team Comments:

Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: INTELLECTYZ INC
DATE: 8/21/25

**EVALUATION OF SECTION II
Organization Qualifications and Experience**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section II. Organization Qualifications and Experience	30	18

Evaluation Team Comments:

- I. Overview of the Organization
 - 14 years of experience
 - Has worked with public sector organizations
 - Provided 3 project examples, but included one internal project
- II. Subcontractors
 - None
- III. Organizational Chart
 - Provided
- IV. Litigation
 - Provided
- V. Financial Viability
 - Provided
- VI. Certificate of Insurances
 - Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: INTELLECTYZ INC
DATE: 8/21/25

**EVALUATION OF SECTION III
Proposed Services**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section III. Proposed Services	45	20

Evaluation Team Comments:

+ COMMUNICATIONS PLAN
+METHODOLOGY AND SURVEY DESIGN
+REPORTING AND POST SURVEY SUPPORT
+STRONG RESPONSE RATE
-VAGUE PROPOSED TIMELINE
-TECHNOLOGY WAS WEAK, AND FURTHER INFORMATION WOULD BE NEEDED PRIOR TO A CONTRACT
-SOME PROPOSAL SECTIONS WERE VAGUE
-PROPOSED SERVICES TECH AND PLATFORM FOCUSED
-DATA ANALYSIS COMPOSITE METHOD LACKED DETAILS
-AI USE UNCLEAR

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: INTELLECTYZ INC
DATE: 8/21/25

**EVALUATION OF SECTION IV
Cost Proposal**

Lowest Submitted Cost Proposal	,	Cost Proposal Being Scored	x	Score Weight	=	Score
36,000	,	235,200	x	25 points	=	3.8

Evaluation Team Comments:

Score value based upon the State of Maine formula.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Intellectyx

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

Consensus Comments - Technical Assessment Team:

Consensus Decision: <i>Not Met</i>		
Overall quality of response and evidence: Weak, Bidder has policies, and audits available after signing an NDA. Without this evidence and more detail about controls in place, MaineIT would require further vetting before contract.		
Data Compliance		
Publicly available information	NIST 800-171	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: <i>Compliance indicated with insufficient detail.</i>
	Maine FOAA	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: <i>No supporting documentation.</i>
Confidential Personally Identifiable Information (PII)	Maine Breach Notification Law	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: <i>Compliance indicated with insufficient detail.</i>
	NIST 800-53: Rev5	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: <i>Compliance indicated with insufficient detail.</i>
	Privacy Act of 1974	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Intellectyx

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

		<i>Explanation: Compliance indicated with insufficient detail.</i>
Bill of Materials (BoM)		
(Product Name)	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	Explanation:	
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak	
	Explanation: Provided as requested	
MaineIT		
H1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	Explanation:	
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak	
	Explanation: Compliance indicated with insufficient detail.	
H2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	Explanation:	
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak	
	Explanation: Compliance indicated with insufficient detail.	
H3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	Explanation: Compliance indicated with insufficient detail.	
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak	
	Explanation:	
A1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	Explanation:	
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak	
	Explanation: Compliance indicated with insufficient detail.	
A2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	Explanation:	
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak	
	Explanation: Compliance indicated with insufficient detail.	
A3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	Explanation:	
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak	
	Explanation: SLA Provided upon request.	
A4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	Explanation:	

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Intellectyx

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with insufficient detail.
Information Security Standards	
S1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.
S2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.
S3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with insufficient detail.
S4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with insufficient detail.
CSP2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with no evidence provided.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Intellectyx

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

CSP3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with insufficient detail.
CSP4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with insufficient detail.
CSP5	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with insufficient detail.
CSP6	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with insufficient detail.
CSP7	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with insufficient detail.
CSP8	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with insufficient detail.
CSP9	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with insufficient detail.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Intellectyx

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

CSP10	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with insufficient detail.
CSP11	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with insufficient detail.
CSP12	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with insufficient detail.
CSP13	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with insufficient detail.
CSP14	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with insufficient detail.
CSP15	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with insufficient detail.
CSP16	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with insufficient detail.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Intellectyx

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

CSP17	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with insufficient detail.
CSP18	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with insufficient detail.
CSP19	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with insufficient detail.
NIST Requirements	
N1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with no evidence provided.
N2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with no evidence provided.
N3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with no evidence provided.
N4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with no evidence provided.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Intellectyx

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

N5	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with no evidence provided.
N6	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with no evidence provided.
N7	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with no evidence provided.
N8	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with no evidence provided.
N9	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with no evidence provided.
N10	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with no evidence provided.
N11	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Compliance indicated with no evidence provided.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Intellectyx

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

N12	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Compliance indicated with no evidence provided.</i>
N13	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Compliance indicated with no evidence provided.</i>
N14	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Did not provide an answer.</i>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: KORN FERRY
DATE: 9-3-25

SUMMARY PAGE

Department Name: Department of Administrative and Financial Services
Name of RFP Coordinator: Jess Crosby
Names of Evaluators: Jess Crosby, David Strohl, Cari Gochenouer

<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)		
• List all other pass/fail criteria of the RFP, if any .	Pass	
•		
•		
<u>Scoring Sections</u> (Edit sections below to match evaluation criteria within RFP)	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Organization Qualifications and Experience	30	28
Section III. Proposed Services	45	29
Section IV. Cost Proposal	25	15
<u>Total Points</u>	<u>100</u>	<u>72</u>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: KORN FERRY

DATE: 9-3-25

**OVERVIEW OF SECTION I
Preliminary Information**

Section I. Preliminary Information

Evaluation Team Comments:

Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: KORN FERRY

DATE: 9-3-25

**EVALUATION OF SECTION II
Organization Qualifications and Experience**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section II. Organization Qualifications and Experience	30	28

Evaluation Team Comments:

- I. Overview of the Organization
 - Conducted surveys since 1975
 - Holistic approach of surveys
 - Tiered approach
 - Provided 3 project examples
- II. Subcontractors
 - None
- III. Organizational Chart
 - Provided
- IV. Litigation
 - None
- V. Financial Viability
 - None
- VI. Certificate of Insurances
 - None

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: KORN FERRY
DATE: 9-3-25

**EVALUATION OF SECTION III
Proposed Services**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section III. Proposed Services	45	29

Evaluation Team Comments:

+ COMMUNICATIONS PLAN

+DATA ANALYSIS COMPOSITE METHOD

+METHODOLOGY AND SURVEY DESIGN

+REPORTING AND POST SURVEY SUPPORT

+TRAINING ON UNDERSTANDING THE DATA

+PROPOSED TIMELINE

-TECHNOLOGY WAS WEAK, AND FURTHER INFORMATION WOULD BE NEEDED PRIOR TO A CONTRACT

-DATA WOULD NOT BE RETURNED

-PRESENTATIONS ARE NOT INCLUDED IN THE SCOPE OF SERVICE

-SURVEY DESIGN DOESN'T INCLUDE A TELEPHONIC COMPONENT

-NO DASHBOARD REPORTING OUT

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: KORN FERRY

DATE: 9-3-25

**EVALUATION OF SECTION IV
Cost Proposal**

Lowest Submitted Cost Proposal	÷	Cost Proposal Being Scored	x	Score Weight	=	Score
36,000	÷	59,850	x	25 points	=	15

Evaluation Team Comments:

Score value based upon the State of Maine formula.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Korn Ferry

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

Consensus Comments - Technical Assessment Team:

Consensus Decision: <i>Not Met</i>		
Overall quality of response and evidence: Weak <i>Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and MaineIT will require additional vetting prior to contract.</i>		
Data Compliance		
Publicly available information	NIST 800-171	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
		Explanation:
		Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
		Explanation: Compliance indicated with no evidence provided.
	Maine FOAA	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
		Explanation:
		Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
		Explanation: Compliance indicated with no evidence provided.
Confidential Personally Identifiable Information (PII)	Maine Breach Notification Law	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
		Explanation:
		Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
		Explanation: Compliance indicated with no evidence provided.
	NIST 800-53: Rev5	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
		Explanation:
		Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
		Explanation: Compliance indicated with no evidence provided.
	Privacy Act of 1974	Quality of Response: ☒ Provided a Response ☐ Did not provide a response

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Korn Ferry

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

		<i>Explanation:</i>
		<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
		<i>Explanation: Compliance indicated with no evidence provided.</i>
Bill of Materials (BoM)		
(Product Name)	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak	
	<i>Explanation: Provided</i>	
MaineIT		
H1	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation: NDA required to provide evidence.</i>	
H2	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation: NDA required to provide evidence.</i>	
H3	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak	
	<i>Explanation: No description of controls in place or evidence provided.</i>	
A1	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>	
A2	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>	
A3	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response	

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Korn Ferry

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i> Do not comply
A4	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i> Do not comply
Information Security Standards	
S1	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i> Does not comply.
S2	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i> Does not comply.
S3	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i> Do not comply
S4	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i> Does not comply.
Cloud Service Provider Reqs	
CSP1	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i> Does not comply.
CSP2	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i> Does not comply.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Korn Ferry

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

CSP3	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Does not comply.</i>
CSP4	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Does not comply.</i>
CSP5	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Does not comply.</i>
CSP6	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Does not comply.</i>
CSP7	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Does not comply.</i>
CSP8	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Does not comply.</i>
CSP9	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Does not comply.</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Korn Ferry

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

CSP10	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Does not comply.</i>
CSP11	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Does not comply.</i>
CSP12	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Does not comply.</i>
CSP13	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Does not comply.</i>
CSP14	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Does not comply.</i>
CSP15	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Does not comply.</i>
CSP16	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Does not comply.</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Korn Ferry

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

CSP17	Quality of Response: ☐ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Does not comply.
CSP18	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Does not comply.
CSP19	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Does not comply.
NIST Requirements	
N1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.
N2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.
N3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Korn Ferry

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
N4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
N5	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
N6	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
N7	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
N8	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Korn Ferry

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
N9	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
N10	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
N11	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
N12	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
N13	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Korn Ferry

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>
N14	<i>Quality of Response: ☒ Provided a Response ☐ Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak</i>
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review.</i>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: MARKET DECISIONS
DATE: 9/3/25

SUMMARY PAGE

Department Name: Department of Administrative and Financial Services
Name of RFP Coordinator: Jess Crosby
Names of Evaluators: Jess Crosby, David Strohl, Cari Gochenouer

<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)		
• List all other pass/fail criteria of the RFP, if any .	Pass	
•		
•		
<u>Scoring Sections</u> (Edit sections below to match evaluation criteria within RFP)	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Organization Qualifications and Experience	30	30
Section III. Proposed Services	45	33
Section IV. Cost Proposal	25	17.3
<u>Total Points</u>	<u>100</u>	<u>80.3</u>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: MARKET DECISIONS
DATE: 9/3/25

**OVERVIEW OF SECTION I
Preliminary Information**

Section I. Preliminary Information

Evaluation Team Comments:

Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: MARKET DECISIONS
DATE: 9/3/25

**EVALUATION OF SECTION II
Organization Qualifications and Experience**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section II. Organization Qualifications and Experience	45	33

Evaluation Team Comments:

- I. Overview of the Organization
 - Experience working with the State of Maine on surveys
 - Provided 3 project examples
 - Completes 100,000 surveys annually
- II. Subcontractors
 - Yes
- III. Organizational Chart
 - Provided
- IV. Litigation
 - Provided
- V. Financial Viability
 - Provided
- VI. Certificate of Insurances
 - Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: MARKET DECISIONS
DATE: 9/3/25

**EVALUATION OF SECTION III
Proposed Services**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section III. Proposed Services	45	33

Evaluation Team Comments:

+ COMMUNICATIONS PLAN
+DATA ANALYSIS COMPOSITE METHOD
+METHODOLOGY AND SURVEY DESIGN
+PROPOSED TIMELINE
+REMOVES EMAIL DATA FOR CONFIDENTIALITY
+POWERBI
-TECHNOLOGY WAS WEAK, AND FURTHER INFORMATION WOULD BE NEEDED PRIOR TO A CONTRACT
-PROVIDED OUTLINE OF CURRENT WORK, NO NEW RECOMMENDATIONS
-REPORTING AND POST SURVEY SUPPORT ARE NOT DETAILED WITH NEW RECOMMENDATIONS

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MARKET DECISIONS

DATE: 9/3/25

**EVALUATION OF SECTION IV
Cost Proposal**

Lowest Submitted Cost Proposal	÷	Cost Proposal Being Scored	x	Score Weight	=	Score
36,000	÷	51,960	x	25points	=	17.3

Evaluation Team Comments:

Score value based upon the State of Maine formula.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Market Decisions

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

Consensus Comments - Technical Assessment Team:

Consensus Decision: <i>Not Met</i>		
Overall quality of response and evidence: Weak Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.		
Data Compliance		
Publicly available information	NIST 800-171	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
	Maine FOAA	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
Confidential Personally Identifiable Information (PII)	Maine Breach Notification Law	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
	NIST 800-53: Rev5	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Market Decisions

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

		<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
	Privacy Act of 1974	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		<i>Explanation:</i>
		<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
Bill of Materials (BoM)		
(Product Name)		<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		<i>Explanation:</i>
		<i>Quality of Evidence:</i> ☒ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
		<i>Explanation:</i> <i>Provided</i>
MaineIT		
H1		<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		<i>Explanation:</i>
		<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
		<i>Explanation:</i> Bidder states N/A, but does not provide rationale.
H2		<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		<i>Explanation:</i>
		<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
		<i>Explanation:</i> Bidder states N/A, but does not provide rationale.
H3		<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		<i>Explanation:</i>
		<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
		<i>Explanation:</i> Bidder states N/A, but does not provide rationale.
A1		<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		<i>Explanation:</i>
		<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
A2		<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		<i>Explanation:</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Market Decisions

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
A3	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
A4	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
Information Security Standards	
S1	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
S2	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
S3	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
S4	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
Cloud Service Provider Reqs	

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Market Decisions

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

CSP1	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
CSP2	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
CSP3	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
CSP4	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
CSP5	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
CSP6	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Market Decisions

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
CSP7	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
CSP8	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
CSP9	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
CSP10	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
CSP11	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Market Decisions

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
CSP12	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
CSP13	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
CSP14	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
CSP15	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
CSP16	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Market Decisions

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
CSP17	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
CSP18	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
CSP19	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
NIST Requirements	
N1	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
N2	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Market Decisions

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
N3	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
N4	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
N5	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
N6	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
N7	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Market Decisions

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
N8	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
N9	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
N10	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
N11	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
N12	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Market Decisions

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
N13	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder attaches internal policy, though it does not describe the control(s) in place well. Bidder should also describe controls on the spreadsheet.
N14	<i>Quality of Response:</i> ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> No answer.

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: MGT
DATE: 9/3/2025

SUMMARY PAGE

Department Name: Department of Administrative and Financial Services
Name of RFP Coordinator: Jess Crosby
Names of Evaluators: Jess Crosby, David Strohl, Cari Gochenouer

<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)		
• List all other pass/fail criteria of the RFP, if any.	Pass	
•		
•		
<u>Scoring Sections</u> (Edit sections below to match evaluation criteria within RFP)	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Organization Qualifications and Experience	30	23
Section III. Proposed Services	45	18
Section IV. Cost Proposal	25	5
<u>Total Points</u>	<u>100</u>	<u>46</u>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MGT

DATE: 9/3/2025

**OVERVIEW OF SECTION I
Preliminary Information**

Section I. Preliminary Information

Evaluation Team Comments:

Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: MGT
DATE: 9/3/2025

**EVALUATION OF SECTION II
Organization Qualifications and Experience**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section II. Organization Qualifications and Experience	30	23

Evaluation Team Comments:

- I. Overview of the Organization
 - Provided 3 examples of working with the public sector
 - 50 Years of experience
- II. Subcontractors
 - The vendor works with local government workplace initiative
 - What is the role vendor/contractor
- III. Organizational Chart
 - Provided
- IV. Litigation
 - None
- V. Financial Viability
 - Provided
- VI. Certificate of Insurances
 - Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: MGT
DATE: 9/3/2025

**EVALUATION OF SECTION III
Proposed Services**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section III. Proposed Services	45	18

Evaluation Team Comments:

+ COMMUNICATIONS PLAN

+DATA ANALYSIS COMPOSITE METHOD

+METHODOLOGY AND SURVEY DESIGN

+REPORTING

+PROPOSED TIMELINE

+QUALTRICS

-TECHNOLOGY WAS WEAK, AND FURTHER INFORMATION WOULD BE NEEDED PRIOR TO A CONTRACT

-SOME PROPOSAL SECTIONS WERE VAGUE

-POST SURVEY LACKS SUPPORT

-CONFIDENTIALITY DATA REQUESTED

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MGT

DATE: 9/3/2025

**EVALUATION OF SECTION IV
Cost Proposal**

Lowest Submitted Cost Proposal	,	Cost Proposal Being Scored	x	Score Weight	=	Score
36,000	,	178,837	x	25 points	=	5.0

Evaluation Team Comments:

Score value based upon the State of Maine formula.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MGT

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

Consensus Comments - Technical Assessment Team:

Consensus Decision: <i>Not Met</i>		
Overall quality of response and evidence: Weak <i>Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet standards on many questions.</i>		
Data Compliance		
Publicly available information	NIST 800-171	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
		Explanation:
		Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
		Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.
	Maine FOAA	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
		Explanation:
		Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
		Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.
Confidential Personally Identifiable Information (PII)	Maine Breach Notification Law	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
		Explanation:
		Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	NIST 800-53: Rev5	Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.
		Quality of Response: ☒ Provided a Response ☐ Did not provide a response
		Explanation:

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MGT

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

		Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
		Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.
	Privacy Act of 1974	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
		Explanation:
		Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
		Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.
Bill of Materials (BoM)		
(Product Name)	Quality of Response: ☐ Provided a Response ☒ Did not provide a response	
	Explanation:	
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak	
	Explanation: Not provided in BOM but Qualtrics is recommended for use.	
MaineIT		
H1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	Explanation:	
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak	
	Explanation: Bidder proposes using Qualtrcs, but does not describe that here.	
H2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	Explanation: Bidder proposes using Qualtrcs, but does not describe that here.	
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak	
	Explanation:	
H3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	Explanation:	
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak	
	Explanation: Bidder proposes using Qualtrcs, but does not describe that here.	
A1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	Explanation:	
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak	

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MGT

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation:</i> Bidder proposes using Qualtrcs, but does not describe that here.
A2	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder proposes using Qualtrcs, but does not describe that here.
A3	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder proposes using Qualtrcs, but does not describe that here.
A4	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder proposes using Qualtrcs, but does not describe that here.
Information Security Standards	
S1	<i>Quality of Response:</i> ☐ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation:</i>
S2	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> No description of controls in place or Policy provided.
S3	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> No description of controls in place or Policy provided.
S4	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> Bidder indicates noncompliance
Cloud Service Provider Reqs	
CSP1	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MGT

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
CSP2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
CSP3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
CSP4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
CSP5	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
CSP6	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MGT

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
CSP7	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
CSP8	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
CSP9	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
CSP10	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
CSP11	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MGT

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
CSP12	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
CSP13	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
CSP14	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
CSP15	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
CSP16	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MGT

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
CSP17	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
CSP18	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
CSP19	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
NIST Requirements	
N1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
N2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MGT

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
N3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
N4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
N5	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
N6	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
N7	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MGT

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
N8	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
N9	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
N10	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
N11	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
N12	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MGT

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
N13	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder asserts they can not provide a description of controls or evidence without a signed NDA. At present unresponsive and Maine IT requires further detail to review. Stated they do not meet.</i>
N14	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation:

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: NYAA HEALTH
DATE: 9/3/2025

SUMMARY PAGE

Department Name: Department of Administrative and Financial Services
Name of RFP Coordinator: Jess Crosby
Names of Evaluators: Jess Crosby, David Strohl, Cari Gochenouer

<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)		
• List all other pass/fail criteria of the RFP, if any .	Pass	
•		
•		
<u>Scoring Sections</u> (Edit sections below to match evaluation criteria within RFP)	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Organization Qualifications and Experience	30	18
Section III. Proposed Services	45	28
Section IV. Cost Proposal	25	2.7
<u>Total Points</u>	<u>100</u>	<u>48.7</u>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: NYAA HEALTH
DATE: 9/3/2025

**OVERVIEW OF SECTION I
Preliminary Information**

Section I. Preliminary Information

Evaluation Team Comments:

Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: NYAA HEALTH
DATE: 9/3/2025

**EVALUATION OF SECTION II
Organization Qualifications and Experience**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section II. Organization Qualifications and Experience	30	18

Evaluation Team Comments:

Refer to the sections and content of your RFP to develop a bulleted outline for notes for each section. Delete the sample below and these directions and replace with your own outline based on your RFP.

- I. Overview of the Organization
 - Limited survey experience
 - Expertise in organizational and change assessment
 - Experience working with State Agencies
 - Scientific approach
- II. Subcontractors
 - None
- III. Organizational Chart
 - Provided
- IV. Litigation
 - None
- V. Financial Viability
 - None
- VI. Certificate of Insurances
 - None

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: NYAA HEALTH
DATE: 9/3/2025

**EVALUATION OF SECTION III
Proposed Services**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section III. Proposed Services	45	28

Evaluation Team Comments:

+ COMMUNICATIONS PLAN

+SCIENTIFIC APPROACH

+DATA ANALYSIS COMPOSITE METHOD

+METHODOLOGY AND SURVEY DESIGN, ALTHOUGH IT APPEARS TO BE MORE HEALTH BASED

+PROPOSED TIMELINE

+QUALTRICS

-TECHNOLOGY WAS WEAK, AND FURTHER INFORMATION WOULD BE NEEDED PRIOR TO A CONTRACT

-EMPLOYEE ENGAGEMENT SURVEYS ARE WEAK

-REPORTING AND POST SURVEY SUPPORT NEEDS MORE DETAIL

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: NYAA HEALTH
DATE: 9/3/2025

**EVALUATION OF SECTION IV
Cost Proposal**

Lowest Submitted Cost Proposal	,	Cost Proposal Being Scored	x	Score Weight	=	Score
36,000	,	336,500	x	25 points	=	2.7

Evaluation Team Comments:

Score value based upon the State of Maine formula.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: NYAA

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

Consensus Comments - Technical Assessment Team:

Consensus Decision: <i>Not Met</i>		
Overall quality of response and evidence: Weak No description of controls in place or evidence provided.		
Data Compliance		
Publicly available information	NIST 800-171	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation: No description of controls in place or evidence provided.
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation:
	Maine FOAA	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: No description of controls in place or evidence provided.
Confidential Personally Identifiable Information (PII)	Maine Breach Notification Law	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: No description of controls in place or evidence provided.
	NIST 800-53: Rev5	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: No description of controls in place or evidence provided.
	Privacy Act of 1974	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: NYAA

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

		<i>Explanation:</i>
		<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
		<i>Explanation:</i> No description of controls in place or evidence provided.
Bill of Materials (BoM)		
(Product Name)	<i>Quality of Response:</i> ☐ Provided a Response ☒ Did not provide a response	
	<i>Explanation:</i>	
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak	
	<i>Explanation:</i>	
MaineIT		
H1	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation:</i> No description of controls in place or evidence provided.	
H2	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation:</i> No description of controls in place or evidence provided.	
H3	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation:</i> No description of controls in place or evidence provided.	
A1	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation:</i> No description of controls in place or evidence provided.	
A2	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation:</i> No description of controls in place or evidence provided.	
A3	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation:</i> No description of controls in place or evidence provided.	

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: NYAA

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

A4	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
Information Security Standards	
S1	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
S2	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
S3	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
S4	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
CSP2	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
CSP3	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: NYAA

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: No description of controls in place or evidence provided.
CSP4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: No description of controls in place or evidence provided.
CSP5	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: No description of controls in place or evidence provided.
CSP6	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: No description of controls in place or evidence provided.
CSP7	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: No description of controls in place or evidence provided.
CSP8	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: No description of controls in place or evidence provided.
CSP9	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: No description of controls in place or evidence provided.
CSP10	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: NYAA

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation:</i> No description of controls in place or evidence provided.
CSP11	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> No description of controls in place or evidence provided.
CSP12	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> No description of controls in place or evidence provided.
CSP13	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> No description of controls in place or evidence provided.
CSP14	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> No description of controls in place or evidence provided.
CSP15	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> No description of controls in place or evidence provided.
CSP16	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> No description of controls in place or evidence provided.
CSP17	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> No description of controls in place or evidence provided.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: NYAA

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

CSP18	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
CSP19	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
NIST Requirements	
N1	Quality of Response: ☒ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
N2	Quality of Response: ☒ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
N3	Quality of Response: ☒ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
N4	Quality of Response: ☒ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
N5	Quality of Response: ☒ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: NYAA

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

N6	Quality of Response: ☒ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
N7	Quality of Response: ☒ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
N8	Quality of Response: ☒ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
N9	Quality of Response: ☒ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
N10	Quality of Response: ☒ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
N11	Quality of Response: ☒ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
N12	Quality of Response: ☒ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: NYAA

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

N13	Quality of Response: ☒ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
N14	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: POWER TRAIN
DATE: 9/3/2025

SUMMARY PAGE

Department Name: Department of Administrative and Financial Services
Name of RFP Coordinator: Jess Crosby
Names of Evaluators: Jess Crosby, David Strohl, Cari Gochenouer

<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)		
• List all other pass/fail criteria of the RFP, if any .	Pass	
•		
•		
<u>Scoring Sections</u> (Edit sections below to match evaluation criteria within RFP)	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Organization Qualifications and Experience	30	22
Section III. Proposed Services	45	17
Section IV. Cost Proposal	25	5.1
<u>Total Points</u>	<u>100</u>	<u>44.1</u>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: POWER TRAIN
DATE: 9/3/2025

**OVERVIEW OF SECTION I
Preliminary Information**

Section I. Preliminary Information

Evaluation Team Comments:

Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: POWER TRAIN
DATE: 9/3/2025

**EVALUATION OF SECTION II
Organization Qualifications and Experience**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section II. Organization Qualifications and Experience	30	22

Evaluation Team Comments:

- I. Overview of the Organization
 - 30 years of experience
 - Services extend beyond survey administration with HR leadership support
 - Provided 3 project examples, including federal and private sector
- II. Subcontractors
 - None
- III. Organizational Chart
 - Provided
- IV. Litigation
 - none
- V. Financial Viability
 - Provided
- VI. Certificate of Insurances
 - Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: POWER TRAIN
DATE: 9/3/2025

**EVALUATION OF SECTION III
Proposed Services**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section III. Proposed Services	45	17

Evaluation Team Comments:

+ PRIOR EXPERIENCE WITH A UNIONIZED WORKFORCE

+ COMMUNICATIONS PLAN

+DATA ANALYSIS COMPOSITE METHOD

+METHODODOLOGY AND SURVEY DESIGN

+REPORTING AND POST SURVEY SUPPORT

+TRANSITION OUT PLAN

+PROPOSED TIMELINE

+QUALTRICS

-TECHNOLOGY WAS WEAK, AND FURTHER INFORMATION WOULD BE NEEDED PRIOR TO A CONTRACT

-SOME PROPOSAL SECTIONS WERE VAGUE

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: POWER TRAIN
DATE: 9/3/2025

**EVALUATION OF SECTION IV
Cost Proposal**

Lowest Submitted Cost Proposal	,	Cost Proposal Being Scored	x	Score Weight	=	Score
36,000	,	175,038.96	x	25 points	=	5.1

Evaluation Team Comments:

Score value based upon the State of Maine formula.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: PowerTrain

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

Consensus Comments - Technical Assessment Team:

Consensus Decision: <i>Not Met</i>		
Overall quality of response and evidence: Weak <i>Didn't describe controls or provide evidentiary material in submission packet. MaineIT requires further vetting prior to contract.</i>		
Data Compliance		
Publicly available information	NIST 800-171	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
		Explanation:
		Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
		Explanation: Didn't describe controls or provide evidentiary material in submission packet.
	Maine FOAA	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
		Explanation:
		Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
		Explanation: Didn't describe controls or provide evidentiary material in submission packet.
Confidential Personally Identifiable Information (PII)	Maine Breach Notification Law	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
		Explanation:
		Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
		Explanation: Didn't describe controls or provide evidentiary material in submission packet.
	NIST 800-53: Rev5	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
		Explanation:
		Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
		Explanation: Didn't describe controls or provide evidentiary material in submission packet.
	Privacy Act of 1974	Quality of Response: ☒ Provided a Response ☐ Did not provide a response

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: PowerTrain

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

		<i>Explanation:</i>
		<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
		<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
Bill of Materials (BoM)		
(Product Name)	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	<i>Quality of Evidence:</i> ☒ Strong ☐ Adequate ☐ Weak	
	<i>Explanation: Provided</i>	
MaineIT		
H1	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>	
H2	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>	
H3	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>	
A1	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>	
A2	<i>Quality of Response:</i> ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>	

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: PowerTrain

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

A3	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: <i>Didn't describe controls or provide evidentiary material in submission packet.</i>
A4	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: <i>Didn't describe controls or provide evidentiary material in submission packet.</i>
Information Security Standards	
S1	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: <i>Didn't describe controls or provide evidentiary material in submission packet.</i>
S2	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: <i>Didn't describe controls or provide evidentiary material in submission packet.</i>
S3	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: <i>Didn't describe controls or provide evidentiary material in submission packet.</i>
S4	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: <i>Didn't describe controls or provide evidentiary material in submission packet.</i>
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: PowerTrain

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
CSP2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
CSP3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
CSP4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
CSP5	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
CSP6	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
CSP7	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: PowerTrain

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
CSP8	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
CSP9	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
CSP10	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
CSP11	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
CSP12	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
CSP13	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: PowerTrain

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
CSP14	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
CSP15	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
CSP16	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
CSP17	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
CSP18	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
CSP19	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: PowerTrain

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
NIST Requirements	
N1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
N2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
N3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
N4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
N5	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
N6	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: PowerTrain

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Didn't describe controls or provide evidentiary material in submission packet.
N7	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Didn't describe controls or provide evidentiary material in submission packet.
N8	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Didn't describe controls or provide evidentiary material in submission packet.
N9	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Didn't describe controls or provide evidentiary material in submission packet.
N10	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Didn't describe controls or provide evidentiary material in submission packet.
N11	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Didn't describe controls or provide evidentiary material in submission packet.
N12	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: PowerTrain

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
N13	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Didn't describe controls or provide evidentiary material in submission packet.</i>
N14	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: PUBLIC CONSULTING GROUP
DATE: 9/3/2025

SUMMARY PAGE

Department Name: Department of Administrative and Financial Services
Name of RFP Coordinator: Jess Crosby
Names of Evaluators: Jess Crosby, David Strohl, Cari Gochenouer

<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)		
• List all other pass/fail criteria of the RFP, if any.	Pass	
•		
•		
<u>Scoring Sections</u> (Edit sections below to match evaluation criteria within RFP)	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Organization Qualifications and Experience	30	26
Section III. Proposed Services	45	23
Section IV. Cost Proposal	25	5.3
<u>Total Points</u>	<u>100</u>	<u>54.3</u>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: PUBLIC CONSULTING GROUP
DATE: 9/3/2025

**OVERVIEW OF SECTION I
Preliminary Information**

Section I. Preliminary Information

Evaluation Team Comments:

Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: PUBLIC CONSULTING GROUP
DATE: 9/3/2025

**EVALUATION OF SECTION II
Organization Qualifications and Experience**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section II. Organization Qualifications and Experience	30	26

Evaluation Team Comments:

- I. Overview of the Organization
 - 30 years of experience
 - Surveys in multiple formats
 - Provided 3 project examples
- II. Subcontractors
 - None
- III. Organizational Chart
 - Provided
- IV. Litigation
 - None
- V. Financial Viability
 - Provided
- VI. Certificate of Insurances
 - Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: PUBLIC CONSULTING GROUP
DATE: 9/3/2025

**EVALUATION OF SECTION III
Proposed Services**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section III. Proposed Services	45	23

Evaluation Team Comments:

+TECHNOLOGY WAS ADEQUATE, AND FURTHER INFORMATION WOULD BE NEEDED PRIOR TO A CONTRACT

+ COMMUNICATIONS PLAN

+DATA ANALYSIS COMPOSITE METHOD

+METHODOLOGY AND SURVEY DESIGN

+PROPOSED TIMELINE

+DASHBOARD RESULTS

-SOME PROPOSAL SECTIONS WERE VAGUE

-REPORTING AND POST SURVEY SUPPORT

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: PUBLIC CONSULTING GROUP
DATE: 9/3/2025

**EVALUATION OF SECTION IV
Cost Proposal**

Lowest Submitted Cost Proposal	,	Cost Proposal Being Scored	x	Score Weight	=	Score
36,000	,	170,484	x	25 points	=	5.3

Evaluation Team Comments:

Score value based upon the State of Maine formula.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Public Consulting Group

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

Consensus Comments - Technical Assessment Team:

Consensus Decision: <i>Met</i>		
Overall quality of response and evidence: Adequate The Soc 2 Audits and descriptions of controls in place are strong, but MaineIT would like to see policy for PCGs NIST controls.		
Data Compliance		
Publicly available information	NIST 800-171	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: <i>Does not comply</i>
	Maine FOAA	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: <i>Complies with restrictions.</i>
Confidential Personally Identifiable Information (PII)	Maine Breach Notification Law	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: <i>Not timeframe for reporting given.</i>
	NIST 800-53: Rev5	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: <i>No description of controls in place or policy.</i>
	Privacy Act of 1974	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: <i>No description of controls in place or policy.</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Public Consulting Group

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

Bill of Materials (BoM)	
(Product Name)	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Explanation: Provided
MaineIT	
H1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: SOC 2 provided
H2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: SOC 2 provided
H3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: SOC 2 provided
A1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Soc 2 Audits provided
A2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Soc 2 Audits provided
A3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Soc 2 Audits provided
A4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Soc 2 Audits provided

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Public Consulting Group

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

Information Security Standards	
S1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: No description of controls in place or evidence provided.
S2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: No description of controls in place or evidence provided.
S3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Will comply
S4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: No description of controls in place or evidence provided.
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Soc 2 Audits provided
CSP2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Soc 2 Audits provided
CSP3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Soc 2 Audits provided
CSP4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Public Consulting Group

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Soc 2 Audits provided
CSP5	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Soc 2 Audits provided
CSP6	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Soc 2 Audits provided
CSP7	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Soc 2 Audits provided
CSP8	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Soc 2 Audits provided
CSP9	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Soc 2 Audits provided
CSP10	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Soc 2 Audits provided
CSP11	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Public Consulting Group

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Soc 2 Audits provided</i>
CSP12	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Explanation: Soc 2 Audits provided</i>
CSP13	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Explanation: Soc 2 Audits provided</i>
CSP14	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Explanation: Soc 2 Audits provided</i>
CSP15	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Explanation: Soc 2 Audits provided</i>
CSP16	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: No description of controls in place or proper evidence provided</i>
CSP17	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Explanation: Soc 2 Audits provided</i>
CSP18	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Explanation: Soc 2 Audits provided</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Public Consulting Group

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

CSP19	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or proper evidence provided
NIST Requirements	
N1	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation: Response indicates adequate controls are in place, but bidder should also provide policy.
N2	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation: Response indicates adequate controls are in place, but bidder should also provide policy.
N3	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation: Response indicates adequate controls are in place, but bidder should also provide policy.
N4	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation: Response indicates adequate controls are in place, but bidder should also provide policy.
N5	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation: Response indicates adequate controls are in place, but bidder should also provide policy.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Public Consulting Group

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

N6	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Response indicates adequate controls are in place, but bidder should also provide policy.
N7	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Response indicates adequate controls are in place, but bidder should also provide policy.
N8	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Response indicates adequate controls are in place, but bidder should also provide policy.
N9	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Response indicates adequate controls are in place, but bidder should also provide policy.
N10	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Response indicates adequate controls are in place, but bidder should also provide policy.
N11	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Response indicates adequate controls are in place, but bidder should also provide policy.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Public Consulting Group

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

N12	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation: Response indicates adequate controls are in place, but bidder should also provide policy.</i>
N13	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation:</i>
N14	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation: Response indicates adequate controls are in place, but bidder should also provide policy.</i>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: SESRC
DATE: 9/4/2025

SUMMARY PAGE

Department Name: Department of Administrative and Financial Services
Name of RFP Coordinator: Jess Crosby
Names of Evaluators: Jess Crosby, David Strohl, Cari Gochenouer

<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)		
• List all other pass/fail criteria of the RFP, if any .	Pass	
•		
•		
<u>Scoring Sections</u> (Edit sections below to match evaluation criteria within RFP)	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Organization Qualifications and Experience	30	20
Section III. Proposed Services	45	22
Section IV. Cost Proposal	25	13.3
<u>Total Points</u>	<u>100</u>	<u>55.3</u>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: SESRC
DATE: 9/4/2025

**OVERVIEW OF SECTION I
Preliminary Information**

Section I. Preliminary Information

Evaluation Team Comments:

Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: SESRC
DATE: 9/4/2025

**EVALUATION OF SECTION II
Organization Qualifications and Experience**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section II. Organization Qualifications and Experience	30	20

Evaluation Team Comments:

- I. Overview of the Organization
 - Vendor is a state agency
 - Provided 4 Project examples
 -
- II. Subcontractors
 - None
- III. Organizational Chart
 - Provided
- IV. Litigation
 - None
- V. Financial Viability
 - Not Provided
- VI. Certificate of Insurances
 - Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: SESRC
DATE: 9/4/2025

**EVALUATION OF SECTION III
Proposed Services**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section III. Proposed Services	45	22

Evaluation Team Comments:

+ COMMUNICATIONS PLAN

+PROVIDED SURVEY WEBPAGE EXAMPLE

+DATA ANALYSIS COMPOSITE METHOD

+METHODOLOGY AND SURVEY DESIGN

+REPORTING AND POST SURVEY SUPPORT

+PROPOSED TIMELINE

+POWERBI

-TECHNOLOGY WAS WEAK, AND FURTHER INFORMATION WOULD BE NEEDED PRIOR TO A CONTRACT

-SOME PROPOSAL SECTIONS WERE VAGUE

-20-24% RESPONSE RATE

-MONETARY INCENTIVES

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: SESRC
DATE: 9/4/2025

**EVALUATION OF SECTION IV
Cost Proposal**

Lowest Submitted Cost Proposal	,	Cost Proposal Being Scored	x	Score Weight	=	Score
36,000	,	67,789	x	25 points	=	13.3

Evaluation Team Comments:

Score value based upon the State of Maine formula

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SESRC

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

Consensus Comments - Technical Assessment Team:

Consensus Decision: <i>Not Met</i>		
Overall quality of response and evidence: Weak Too much risk if they can not comply with NIST Framework.		
Data Compliance		
Publicly available information	NIST 800-171	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: <i>Bidder States that they are not scoped to NIST framework.</i>
	Maine FOAA	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
		Explanation:
Confidential Personally Identifiable Information (PII)	Maine Breach Notification Law	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
		Explanation:
	NIST 800-53: Rev5	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
		Explanation:
	Privacy Act of 1974	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
		Explanation:

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SESRC

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

Bill of Materials (BoM)	
(Product Name)	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Provided
MaineIT	
H1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: No description of controls in place or evidence provided
H2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: No description of controls in place or evidence provided
H3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Bidder States that they are not scoped to NIST framework.
A1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: No description of controls in place or evidence provided
A2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: No description of controls in place or evidence provided
A3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Open to work with agency but do not strictly state willingness to comply.
A4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SESRC

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation:</i> No description of controls in place or evidence provided
Information Security Standards	
S1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i> Does not comply
S2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i> Do not comply
S3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i> Do not comply
S4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation:</i> Do not comply
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Explanation:</i>
CSP2	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Explanation:</i>
CSP3	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Explanation:</i>
CSP4	Quality of Response: ☐ Provided a Response ☒ Did not provide a response

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SESRC

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Explanation:</i>
CSP5	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Explanation:</i>
CSP6	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Explanation:</i>
CSP7	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Explanation:</i>
CSP8	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Explanation:</i>
CSP9	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Explanation:</i>
CSP10	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Explanation:</i>
CSP11	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	<i>Explanation:</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SESRC

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Explanation:
CSP12	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Explanation:
CSP13	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Explanation:
CSP14	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Explanation:
CSP15	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Explanation:
CSP16	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Explanation:
CSP17	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Explanation:
CSP18	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SESRC

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation:</i>
CSP19	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Explanation:</i>
NIST Requirements	
N1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder States that they are not scoped to NIST framework.</i>
N2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder States that they are not scoped to NIST framework.</i>
N3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder States that they are not scoped to NIST framework.</i>
N4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder States that they are not scoped to NIST framework.</i>
N5	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder States that they are not scoped to NIST framework.</i>
N6	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SESRC

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Bidder States that they are not scoped to NIST framework.</i>
N7	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder States that they are not scoped to NIST framework.</i>
N8	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder States that they are not scoped to NIST framework.</i>
N9	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder States that they are not scoped to NIST framework.</i>
N10	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder States that they are not scoped to NIST framework.</i>
N11	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder States that they are not scoped to NIST framework.</i>
N12	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder States that they are not scoped to NIST framework.</i>
N13	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder States that they are not scoped to NIST framework.</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SESRC

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

N14	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Bidder States that they are not scoped to NIST framework.</i>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: SLALOM
DATE: 9/4/2025

SUMMARY PAGE

Department Name: Department of Administrative and Financial Services
Name of RFP Coordinator: Jess Crosby
Names of Evaluators: Jess Crosby, David Strohl, Cari Gochenouer

<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)		
• List all other pass/fail criteria of the RFP, if any .	Pass	
•		
•		
<u>Scoring Sections</u> (Edit sections below to match evaluation criteria within RFP)	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Organization Qualifications and Experience	30	28
Section III. Proposed Services	45	32
Section IV. Cost Proposal	25	4.5
<u>Total Points</u>	<u>100</u>	<u>64.5</u>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: SLALOM
DATE: 9/4/2025

**OVERVIEW OF SECTION I
Preliminary Information**

Section I. Preliminary Information

Evaluation Team Comments:

Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: SLALOM
DATE: 9/4/2025

**EVALUATION OF SECTION II
Organization Qualifications and Experience**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section II. Organization Qualifications and Experience	30	28

Evaluation Team Comments:

- I. Overview of the Organization
 - Experience working with the State of Maine and the public sector
 - Provided 3 project examples
 -
- II. Subcontractors
 - None
- III. Organizational Chart
 - Provided
- IV. Litigation
 - Provided
- V. Financial Viability
 - Provided
- VI. Certificate of Insurances
 - Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: SLALOM
DATE: 9/4/2025

**EVALUATION OF SECTION III
Proposed Services**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section III. Proposed Services	45	32

Evaluation Team Comments:

+TECHNOLOGY WAS ADEQUATE, AND FURTHER INFORMATION WOULD BE NEEDED PRIOR TO A CONTRACT

+ COMMUNICATIONS PLAN

+DATA ANALYSIS COMPOSITE METHOD

+METHODOLOGY AND SURVEY DESIGN

+REPORTING AND POST SURVEY SUPPORT

+PROPOSED TIMELINE

+DASHBOARD RESULTS

+QUALTRICS

+SURVEY MONKEY

-SOME PROPOSAL SECTIONS WERE VAGUE

-REPORTING AND POST SURVEY SUPPORT

-LIMITED FEEDBACK AND REVISIONS

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: SLALOM
DATE: 9/4/2025

**EVALUATION OF SECTION IV
Cost Proposal**

Lowest Submitted Cost Proposal	,	Cost Proposal Being Scored	x	Score Weight	=	Score
36,000	,	200,000	x	25 points	=	4.5

Evaluation Team Comments:

Score value based upon the State of Maine formula.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Slalom

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

Consensus Comments - Technical Assessment Team:

Consensus Decision: <i>Met</i>		
Overall quality of response and evidence: Adequate Would need to see Bidder's policies pertaining to NIST controls if chosen. We are comfortable with documentation provided relevant to hosting the survey on Qualtrics.		
Data Compliance		
Publicly available information	NIST 800-171	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: Bidder refers to Qualtrics' Soc 2 but does not indicate their compliance with NIST.
	Maine FOAA	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
		Explanation:
Confidential Personally Identifiable Information (PII)	Maine Breach Notification Law	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
		Explanation:
	NIST 800-53: Rev5	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: Bidder refers to Qualtrics' Soc 2 but does not indicate their compliance with NIST.
	Privacy Act of 1974	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Slalom

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

		<i>Explanation:</i>
Bill of Materials (BoM)		
(Product Name)	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak	
	<i>Explanation: Provided</i>	
MaineIT		
H1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak	
	<i>Explanation: Qualtrics SOC2 provided</i>	
H2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak	
	<i>Explanation: Qualtrics SOC2 provided</i>	
H3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak	
	<i>Explanation: Qualtrics SOC2 provided</i>	
A1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak	
	<i>Explanation: Qualtrics SOC2 provided</i>	
A2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak	
	<i>Explanation: Qualtrics SOC2 provided</i>	
A3	Quality of Response: ☐ Provided a Response ☒ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak	
	<i>Explanation:</i>	
A4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak	

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Slalom

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Qualtrics SOC2 provided</i>
Information Security Standards	
S1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder refers to Qualtrics' Soc 2 but does not indicate their compliance with control.</i>
S2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder refers to Qualtrics' Soc 2 but does not indicate their compliance with control.</i>
S3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder refers to Qualtrics' Soc 2 but does not indicate their compliance with control.</i>
S4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Bidder refers to Qualtrics' Soc 2 but does not indicate their compliance with control.</i>
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Explanation: Qualtrics SOC 2 type 2 provided</i>
CSP2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Explanation: Provided SSO Authenticator documentation</i>
CSP3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Slalom

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Qualtrics SOC 2 type 2 provided
CSP4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Qualtrics SOC 2 type 2 provided
CSP5	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Qualtrics SOC 2 type 2 provided
CSP6	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Qualtrics SOC 2 type 2 provided
CSP7	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Qualtrics SOC 2 type 2 provided
CSP8	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Qualtrics SOC 2 type 2 provided
CSP9	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Qualtrics SOC 2 type 2 provided
CSP10	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Slalom

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Qualtrics SOC 2 type 2 provided</i>
CSP11	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Explanation: Qualtrics SOC 2 type 2 provided</i>
CSP12	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Explanation: Qualtrics SOC 2 type 2 provided</i>
CSP13	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Explanation: Qualtrics SOC 2 type 2 provided</i>
CSP14	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Explanation: Qualtrics SOC 2 type 2 provided</i>
CSP15	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Explanation: Qualtrics SOC 2 type 2 provided</i>
CSP16	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Unclear that Qualtrics policy will cover Gen AI concerns</i>
CSP17	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Explanation: Qualtrics SOC 2 type 2 provided</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Slalom

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

CSP18	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation: <i>Qualtrics SOC 2 type 2 provided</i>
CSP19	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: <i>No description of controls in place or evidence provided.</i>
NIST Requirements	
N1	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: <i>Bidder refers to Qualtrics' Soc 2 but does not indicate their compliance with NIST.</i>
N2	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: <i>Bidder refers to Qualtrics' Soc 2 but does not indicate their compliance with NIST.</i>
N3	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: <i>Bidder refers to Qualtrics' Soc 2 but does not indicate their compliance with NIST.</i>
N4	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: <i>Bidder refers to Qualtrics' Soc 2 but does not indicate their compliance with NIST.</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Slalom

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

N5	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Bidder refers to Qualtrics' Soc 2 but does not indicate their compliance with NIST.
N6	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Bidder refers to Qualtrics' Soc 2 but does not indicate their compliance with NIST.
N7	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Bidder refers to Qualtrics' Soc 2 but does not indicate their compliance with NIST.
N8	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Bidder refers to Qualtrics' Soc 2 but does not indicate their compliance with NIST.
N9	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Bidder refers to Qualtrics' Soc 2 but does not indicate their compliance with NIST.
N10	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Bidder refers to Qualtrics' Soc 2 but does not indicate their compliance with NIST.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Slalom

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

N11	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Bidder refers to Qualtrics' Soc 2 but does not indicate their compliance with NIST.</i>
N12	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Bidder refers to Qualtrics' Soc 2 but does not indicate their compliance with NIST.</i>
N13	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Bidder refers to Qualtrics' Soc 2 but does not indicate their compliance with NIST.</i>
N14	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation: MaineIT confirms</i>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: SOGOLYTICS
DATE: 9/4/2025

SUMMARY PAGE

Department Name: Department of Administrative and Financial Services
Name of RFP Coordinator: Jess Crosby
Names of Evaluators: Jess Crosby, David Strohl, Cari Gochenouer

<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)		
• List all other pass/fail criteria of the RFP, if any.	Pass	
•		
•		
<u>Scoring Sections</u> (Edit sections below to match evaluation criteria within RFP)	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Organization Qualifications and Experience	30	10
Section III. Proposed Services	45	10
Section IV. Cost Proposal	25	22.5
<u>Total Points</u>	<u>100</u>	<u>42.5</u>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: SOGOLYTICS
DATE: 9/4/2025

**OVERVIEW OF SECTION I
Preliminary Information**

Section I. Preliminary Information

Evaluation Team Comments:

Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: SOGOLYTICS
DATE: 9/4/2025

**EVALUATION OF SECTION II
Organization Qualifications and Experience**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section II. Organization Qualifications and Experience	45	10

Evaluation Team Comments:

- I. Overview of the Organization
 - No overview provided
 - Projects provided were smaller in scope than requested
 -
- II. Subcontractors
 - None
- III. Organizational Chart
 - None
- IV. Litigation
 - None
- V. Financial Viability
 - None
- VI. Certificate of Insurances
 - None

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: SOGOLYTICS
DATE: 9/4/2025

**EVALUATION OF SECTION III
Proposed Services**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section III. Proposed Services	45	10

Evaluation Team Comments:

-PROPOSAL SECTIONS WERE VAGUE OR NOT PROVIDED

-TECHNOLOGY WAS WEAK, AND FURTHER INFORMATION WOULD BE NEEDED PRIOR TO A CONTRACT

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: SOGOLYTICS
DATE: 9/4/2025

**EVALUATION OF SECTION IV
Cost Proposal**

Lowest Submitted Cost Proposal	,	Cost Proposal Being Scored	x	Score Weight	=	Score
36,000	,	40,000	x	25 points	=	22.5

Evaluation Team Comments:

Score value based upon the State of Maine formula.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Sogolytics

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

Consensus Comments - Technical Assessment Team:

Consensus Decision: <i>Not Met</i>		
Overall quality of response and evidence: Weak Bidder's description of controls weak and no evidence provided.		
Data Compliance		
Publicly available information	NIST 800-171	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: No description of controls in place or evidence provided.
	Maine FOAA	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
		Explanation:
Confidential Personally Identifiable Information (PII)	Maine Breach Notification Law	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
		Explanation:
	NIST 800-53: Rev5	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: No description of controls in place or evidence provided.
	Privacy Act of 1974	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Sogolytics

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

		<i>Explanation:</i> No description of controls in place or evidence provided
Bill of Materials (BoM)		
(Product Name)	Quality of Response: ☐ Provided a Response ☒ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak	
	<i>Explanation:</i>	
MaineIT		
H1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation:</i> No supporting evidence provided.	
H2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation:</i> No supporting evidence provided.	
H3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation:</i> No supporting evidence provided.	
A1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation:</i> No supporting evidence provided, and product is not described.	
A2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation:</i> No supporting evidence provided, and product is not described.	
A3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation:</i> No supporting evidence provided, and product is not described.	
A4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Sogolytics

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: No supporting evidence provided, and product is not described.
Information Security Standards	
S1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Weak description of controls and no evidence provided.
S2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Weak description of controls and no evidence provided.
S3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Weak description of controls and no evidence provided.
S4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Weak description of controls and no evidence provided.
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Weak description of controls in place and no evidence provided.
CSP2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Weak description of controls in place and no evidence provided.
CSP3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Sogolytics

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Weak description of controls in place and no evidence provided.</i>
CSP4	<i>Quality of Response: ☒ Provided a Response ☐ Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak</i>
	<i>Explanation: Weak description of controls in place and no evidence provided.</i>
CSP5	<i>Quality of Response: ☒ Provided a Response ☐ Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak</i>
	<i>Explanation: Weak description of controls in place and no evidence provided.</i>
CSP6	<i>Quality of Response: ☒ Provided a Response ☐ Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak</i>
	<i>Explanation: Weak description of controls in place and no evidence provided.</i>
CSP7	<i>Quality of Response: ☒ Provided a Response ☐ Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak</i>
	<i>Explanation: Weak description of controls in place and no evidence provided.</i>
CSP8	<i>Quality of Response: ☒ Provided a Response ☐ Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak</i>
	<i>Explanation: Weak description of controls in place and no evidence provided.</i>
CSP9	<i>Quality of Response: ☒ Provided a Response ☐ Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Sogolytics

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Weak description of controls in place and no evidence provided.</i>
CSP10	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Weak description of controls in place and no evidence provided.</i>
CSP11	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Weak description of controls in place and no evidence provided.</i>
CSP12	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Weak description of controls in place and no evidence provided.</i>
CSP13	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Weak description of controls in place and no evidence provided.</i>
CSP14	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Weak description of controls in place and no evidence provided.</i>
CSP15	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Sogolytics

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Weak description of controls in place and no evidence provided.</i>
CSP16	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Weak description of controls in place and no evidence provided.</i>
CSP17	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Weak description of controls in place and no evidence provided.</i>
CSP18	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Weak description of controls in place and no evidence provided.</i>
CSP19	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation: Bidder's explanation indicates co indicates compliance, but response indicates noncompliance</i>
NIST Requirements	
N1	<i>Quality of Response:</i> ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation:</i>
N2	<i>Quality of Response:</i> ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	<i>Explanation:</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Sogolytics

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation:</i>
N3	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Explanation:</i>
N4	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Explanation:</i>
N5	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Explanation:</i>
N6	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Explanation:</i>
N7	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Explanation:</i>
N8	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Explanation:</i>
N9	Quality of Response: ☐ Provided a Response ☒ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Explanation:</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Sogolytics

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

N10	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation:</i>
N11	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation:</i>
N12	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation:</i>
N13	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation:</i>
N14	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Explanation:</i>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: STRATEGIC RESEARCH GROUP
DATE: 9/4/2025

SUMMARY PAGE

Department Name: Department of Administrative and Financial Services
Name of RFP Coordinator: Jess Crosby
Names of Evaluators: Jess Crosby, David Strohl, Cari Gochenouer

<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)		
• List all other pass/fail criteria of the RFP, if any .	Pass	
•		
•		
<u>Scoring Sections</u> (Edit sections below to match evaluation criteria within RFP)	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Organization Qualifications and Experience	30	26
Section III. Proposed Services	45	28
Section IV. Cost Proposal	25	13.2
<u>Total Points</u>	<u>100</u>	<u>67.2</u>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: STRATEGIC RESEARCH GROUP

DATE: 9/4/2025

**OVERVIEW OF SECTION I
Preliminary Information**

Section I. Preliminary Information

Evaluation Team Comments:

Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: STRATEGIC RESEARCH GROUP

DATE: 9/4/2025

**EVALUATION OF SECTION II
Organization Qualifications and Experience**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section II. Organization Qualifications and Experience	30	26

Evaluation Team Comments:

- I. Overview of the Organization
 - Experience in workforce engagement surveys for State Governments
 - Provided 3 project examples
 - 20+ Years of experience
- II. Subcontractors
 - None
- III. Organizational Chart
 - Provided
- IV. Litigation
 - None
- V. Financial Viability
 - Provided
- VI. Certificate of Insurances
 - Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: STRATEGIC RESEARCH GROUP
DATE: 9/4/2025

**EVALUATION OF SECTION III
Proposed Services**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section III. Proposed Services	45	28

Evaluation Team Comments:

+TECHNOLOGY WAS ADEQUATE, AND FURTHER INFORMATION WOULD BE NEEDED PRIOR TO A CONTRACT
+ COMMUNICATIONS PLAN
+DATA ANALYSIS COMPOSITE METHOD
+SURVEY CULTURE DEVELOPMENT
+BENCHMARKING
+METHODOLOGY AND SURVEY DESIGN
+PROPOSED TIMELINE
-SOME PROPOSAL SECTIONS WERE VAGUE
-REPORTING AND POST SURVEY SUPPORT

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: STRATEGIC RESEARCH GROUP

DATE: 9/4/2025

**EVALUATION OF SECTION IV
Cost Proposal**

Lowest Submitted Cost Proposal	,	Cost Proposal Being Scored	x	Score Weight	=	Score
\$36,000	,	\$68,163.68	x	25 points	=	67.2

Evaluation Team Comments:

Score value based upon the State of Maine formula.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Strategic Research Group

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

Consensus Comments - Technical Assessment Team:

Consensus Decision: <i>Not Met</i>		
Overall quality of response and evidence: <i>Weak</i> In general bidder does not describe controls in place.		
Data Compliance		
Publicly available information	NIST 800-171	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		<i>Explanation:</i>
		<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		<i>Explanation:</i> No description of controls in place or evidence provided.
	Maine FOAA	<i>Quality of Response:</i> ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
		<i>Explanation:</i>
		<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
		<i>Explanation:</i>
Confidential Personally Identifiable Information (PII)	Maine Breach Notification Law	<i>Quality of Response:</i> ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
		<i>Explanation:</i>
		<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
		<i>Explanation:</i>
	NIST 800-53: Rev5	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		<i>Explanation:</i>
		<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		<i>Explanation:</i> No description of controls in place or evidence provided
	Privacy Act of 1974	<i>Quality of Response:</i> ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		<i>Explanation:</i>
		<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Strategic Research Group

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

		<i>Explanation:</i> No description of controls in place or evidence provided
Bill of Materials (BoM)		
(Product Name)	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation:</i> Custom Software not described	
MaineIT		
H1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation:</i> Noncompliance	
H2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation:</i> No evidence of controls or policy	
H3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation:</i> Weak description of controls and no evidence.	
A1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation:</i> No evidence of controls or policy	
A2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak	
	<i>Explanation:</i> No evidence of controls or policy	
A3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak	
	<i>Explanation:</i> Agreed to meet the SLA	
A4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Strategic Research Group

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Explanation: Agrees SOM owns the data
Information Security Standards	
S1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Weak description of controls.
S2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Weak description of controls.
S3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Weak description of controls.
S4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Weak description of controls.
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Weak description of controls with noncommittal answer.
CSP2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: No description of controls in place or evidence provided.
CSP3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: No description of controls in place or evidence provided.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Strategic Research Group

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

CSP4	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> No description of controls in place or evidence provided.
CSP5	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> No description of controls in place or evidence provided.
CSP6	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> No description of controls in place or evidence provided.
CSP7	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> No description of controls in place or evidence provided.
CSP8	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> No description of controls in place or evidence provided.
CSP9	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> No description of controls in place or evidence provided.
CSP10	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> No description of controls in place or evidence provided.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Strategic Research Group

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

CSP11	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
CSP12	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
CSP13	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
CSP14	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
CSP15	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
CSP16	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
CSP17	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Strategic Research Group

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

CSP18	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation: <i>Bidder rationale is acceptable</i>
CSP19	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: <i>No description of controls in place or evidence provided.</i>
NIST Requirements	
N1	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: <i>No description of controls in place or evidence provided.</i>
N2	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: <i>No description of controls in place or evidence provided.</i>
N3	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: <i>No description of controls in place or evidence provided.</i>
N4	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: <i>No description of controls in place or evidence provided.</i>
N5	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: <i>No description of controls in place or evidence provided.</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Strategic Research Group

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

N6	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> No description of controls in place or evidence provided.
N7	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> No description of controls in place or evidence provided.
N8	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> No description of controls in place or evidence provided.
N9	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> No description of controls in place or evidence provided.
N10	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> No description of controls in place or evidence provided.
N11	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> No description of controls in place or evidence provided.
N12	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	<i>Explanation:</i>
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Explanation:</i> No description of controls in place or evidence provided.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Strategic Research Group

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

N13	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	Explanation: No description of controls in place or evidence provided.
N14	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
	Explanation:
	Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	Explanation:

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: TriWest
DATE: 9/4/2025

SUMMARY PAGE

Department Name: Department of Administrative and Financial Services
Name of RFP Coordinator: Jess Crosby
Names of Evaluators: Jess Crosby, David Strohl, Cari Gochenouer

<u>Pass/Fail Criteria</u>	<u>Pass</u>	<u>Fail</u>
Section I. Preliminary Information (Eligibility)		
• List all other pass/fail criteria of the RFP, if any .	Pass	
•		
•		
<u>Scoring Sections</u> (Edit sections below to match evaluation criteria within RFP)	<u>Points Available</u>	<u>Points Awarded</u>
Section II. Organization Qualifications and Experience	30	18
Section III. Proposed Services	45	26
Section IV. Cost Proposal	25	8
<u>Total Points</u>	<u>100</u>	<u>52</u>

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: TriWest
DATE: 9/4/2025

**OVERVIEW OF SECTION I
Preliminary Information**

Section I. Preliminary Information

Evaluation Team Comments:

Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: TriWest
DATE: 9/4/2025

**EVALUATION OF SECTION II
Organization Qualifications and Experience**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section II. Organization Qualifications and Experience	30	18

Evaluation Team Comments:

- I. Overview of the Organization
 - 25+ years of experience
 - Worked with ME DHHS Public Health focus
 - Provided 3 project examples
- II. Subcontractors
 - Provided
- III. Organizational Chart
 - Provided
- IV. Litigation
 - None
- V. Financial Viability
 - Provided
- VI. Certificate of Insurances
 - Provided

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: TriWest
DATE: 9/4/2025

**EVALUATION OF SECTION III
Proposed Services**

	<u>Points Availabl e</u>	<u>Points Awarde d</u>
Section III. Proposed Services	45	26

Evaluation Team Comments:

+TECHNOLOGY WAS ADEQUATE, AND FURTHER INFORMATION WOULD BE NEEDED PRIOR TO A CONTRACT
+ COMMUNICATIONS PLAN
+DATA ANALYSIS COMPOSITE METHOD
+METHODOLOGY AND SURVEY DESIGN
-PROPOSED TIMELINE
-SOME PROPOSAL SECTIONS WERE VAGUE
-REPORTING AND POST SURVEY SUPPORT

**STATE OF MAINE
TEAM CONSENSUS EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: TriWest
DATE: 9/4/2025

**EVALUATION OF SECTION IV
Cost Proposal**

Lowest Submitted Cost Proposal	,	Cost Proposal Being Scored	x	Score Weight	=	Score
\$36,000	,	\$112,372	x	25 points	=	52

Evaluation Team Comments:

Score value based upon the State of Maine formula.

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: TriWest

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

Consensus Comments - Technical Assessment Team:

Consensus Decision: <i>Met</i>		
Overall quality of response and evidence: Adequate Qualtrics and Survey Monkey are approved products with strong standards. We would need to do additional vetting on NIST compliance and data security policy of bidder.		
Data Compliance		
Publicly available information	NIST 800-171	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: <i>Attached policies do not indicate strict compliance with NIST framework.</i>
	Maine FOAA	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
		Explanation:
Confidential Personally Identifiable Information (PII)	Maine Breach Notification Law	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
		Explanation:
	NIST 800-53: Rev5	Quality of Response: ☒ <i>Provided a Response</i> ☐ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
		Explanation: <i>Attached policies do not indicate strict compliance with NIST framework.</i>
	Privacy Act of 1974	Quality of Response: ☐ <i>Provided a Response</i> ☒ <i>Did not provide a response</i>
		Explanation:
		Quality of Evidence: ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: TriWest

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

		<i>Explanation:</i>
Bill of Materials (BoM)		
(Product Name)	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak	
	<i>Explanation: Provided</i>	
MaineIT		
H1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak	
	<i>Explanation: Qualtrics and Survey Monkey documentation indicate compliance.</i>	
H2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak	
	<i>Explanation: Qualtrics and Survey Monkey documentation indicate compliance.</i>	
H3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak	
	<i>Explanation: Qualtrics and Survey Monkey documentation indicate compliance.</i>	
A1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak	
	<i>Explanation: Qualtrics and Survey Monkey documentation indicate compliance.</i>	
A2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak	
	<i>Explanation: Qualtrics and Survey Monkey documentation indicate compliance.</i>	
A3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak	
	<i>Explanation: Qualtrics and Survey Monkey documentation indicate compliance.</i>	
A4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response	
	<i>Explanation:</i>	
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak	

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: TriWest

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: BOAA does not address data ownership.</i>
Information Security Standards	
S1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Attached policies do not indicate strict compliance.</i>
S2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Explanation: Attached policies do not indicate strict compliance.</i>
S3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Attached policies was not detailed enough.</i>
S4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Need to see the entire audit.</i>
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Qualtrics and Survey Monkey documentation indicate compliance.</i>
CSP2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Qualtrics and Survey Monkey documentation indicate compliance.</i>
CSP3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: TriWest

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Qualtrics and Survey Monkey documentation indicate compliance.</i>
CSP4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Qualtrics and Survey Monkey documentation indicate compliance.</i>
CSP5	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Qualtrics and Survey Monkey documentation indicate compliance.</i>
CSP6	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Qualtrics and Survey Monkey documentation indicate compliance.</i>
CSP7	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Qualtrics and Survey Monkey documentation indicate compliance.</i>
CSP8	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: No Security policy included.</i>
CSP9	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: TriWest

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Qualtrics and Survey Monkey documentation indicate compliance.</i>
CSP10	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Qualtrics and Survey Monkey documentation indicate compliance.</i>
CSP11	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Qualtrics and Survey Monkey documentation indicate compliance.</i>
CSP12	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Qualtrics and Survey Monkey documentation indicate compliance.</i>
CSP13	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Qualtrics and Survey Monkey documentation indicate compliance.</i>
CSP14	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Qualtrics and Survey Monkey documentation indicate compliance.</i>
CSP15	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: TriWest

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Qualtrics and Survey Monkey documentation indicate compliance.</i>
CSP16	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Answer is not responsive</i>
CSP17	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Answer is not responsive</i>
CSP18	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Answer is not responsive.</i>
CSP19	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Answer is not responsive.</i>
NIST Requirements	
N1	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Did not submit evidence</i>
N2	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Did not submit evidence</i>
N3	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: TriWest

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Did not submit evidence
N4	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Did not submit evidence
N5	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Attached policies do not indicate strict compliance with NIST framework.
N6	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Attached policies do not indicate strict compliance with NIST framework.
N7	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Attached policies do not indicate strict compliance with NIST framework.
N8	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Explanation: Attached policies do not indicate strict compliance with NIST framework.
N9	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	Explanation:
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE
TEAM REVIEW NOTES - TECHNICAL ASSESSMENT

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: TriWest

DATE: 08-29-2025

TA REVIEWER NAME: Matthew Mulligan, Matthew Keene, David Strohl

TA REVIEWER DEPARTMENT: MaineIT

	<i>Explanation: Attached policies do not indicate strict compliance with NIST framework.</i>
N10	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Attached policies do not indicate strict compliance with NIST framework.</i>
N11	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Attached policies do not indicate strict compliance with NIST framework.</i>
N12	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Attached policies do not indicate strict compliance with NIST framework.</i>
N13	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Explanation: Attached policies do not indicate strict compliance with NIST framework.</i>
N14	Quality of Response: ☒ Provided a Response ☐ Did not provide a response
	<i>Explanation:</i>
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Explanation: Provided.</i>

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: BerryDunn

DATE: 8/26/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- P: based in Maine
- P: use an inclusive lens to understand current state of culture and objectives to build trust
- P: Past experience working with state agencies, including DAFS, DHHS, MEPEERS.
- P: Experience leading engagement surveys for UMaine and Bangor Savings bank for years. They have also worked with other state governments across the country, including Hawai'i, West Virginia, and Puerto Rico on organizational assessments, staff surveys, facilitated focus groups and developing recommendations for improvement.
- P: Experience working with more than 650 state, local and quasi-governmental agencies across the country.
- P: specifically mentioned their experience strengthening already existing workforce engagement surveys, developing and administering assessments and analyzing results, as well as developing and supporting communication plans to support engagement and results sharing.
- P: they work with us on effective strategies that are low or no cost to support improvements.
- P: I really like that their approach is both the employee engagement survey *and* a questionnaire the Division would complete to summarize the State's benefits and activities that create the current culture. This allows them to better understand the current culture when making recommendations.
- I: They also offer focus groups, pulse surveys and strategic initiatives.
- P: Provided extensive list of relevant project experiences, including with the University of Southern Maine and University of Maine Presque Isle.

2. Subcontractors

- None will be used for this project.
-

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: BerryDunn

DATE: 8/26/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

•
3. Organizational Chart

- P: specified that we would have a dedicated engagement manager and project manager/SME with experience working for large Maine-based orgs on engagement surveys and workplace culture, as well as two engagement survey SMEs and two Data and Reporting SMES
- Provided detailed org chart and identified those who will be supporting this project.

4. Etc.

- Has three litigation cases in past 5 years.
- I: Vendor uses Qualtrics to deliver survey reporting and maintains an organizational license.

II. Proposed Services

1. Services to be Provided

- P: Experience leading the Great Colleges to Work For survey initiative with UMaine, helping strengthen UMPI's culture and engagement and in three years the culture changed to one of the top institutions in the country for workplace satisfaction.
- P: offer data driven approach, and spoke to the Division's goals of engagement, equity, improvement and visual/dashboard of data results.
- P: provide thorough, step by step guide of their process, including planning and design, data collection and analysis, reporting and post-survey support
- P: Vendor provides details of how they will help build trust and engagement through their methodology and emphasizes the importance of collaborating with the Division
- I: provided information on an optional assessment tool

2. Implementation – Work Plan

- Provided a proposed timeline for the project, and approximate time for each phase.
- P: Provided detailed project plan, including actions, associated deliverables and timeframe.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: BerryDunn

DATE: 8/25/2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: Maine IT, DAFS Application Team

Individual Evaluator Comments:

- I. Organization Qualifications and Experience
 1. Overview of Organization
 - W: Bidder describes 3 examples of employee surveys, but does not list size of sample.
 - W: Bidder has redacted financial statements
 2. Subcontractors
 -
 -
 -
 3. Organizational Chart
 4. Etc.
- II. Proposed Services
 1. Services to be Provided
 - S: Thorough review of existing data.
 - S: Bidder will disaggregate data
 - S: Bidder explains weighting techniques and conducts thematic analysis of qual data.
 - W: Some details are vague
 2. Implementation – Work Plan
 - S: Solid and realistic work plan; two months to data collection

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Berry Dunn

DATE: 08/20/2025

EVALUATOR NAME: Cari Gochenouer

EVALUATOR DEPARTMENT: Talent Management Division, Bureau of Human Resources

Individual Evaluator Comments:

Positives:

Preliminary information: Based in Portland, ME, has worked with Maine State Government departments

Organizational qualifications: Focus groups, pulse surveys, and strategic initiative development could also be offered.

Proposed Services:

- Communication plan sounds robust (pre-survey, launch, reminders, post-survey).
- Data analysis sounds as if it will be very beneficial to TMD: composite method (multiple smaller samples into one composite sample to obtain a representative view).
- Excellent that they will provide department level reports.
- Have worked with several states that are our benchmarks.
- The proposed timeline (12 months) seems reasonable given how closely they would like to work with us.

Negatives:

- Weak technical score due to administering the survey.

Overall:

Methodology and Survey Design: Great

Technology and Reporting: Great

Vendor Expertise: Great

Implementation and Support: Great

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: BERRY DUNN

DATE: 8/20/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
Maine Breach Notification Law	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: BERRY DUNN

DATE: 8/20/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Nothing provided
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? N/A Services only contract
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? N/A Services only contract
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? N/A Services only contract
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? N/A Services only contract
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? N/A Services only contract
A3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? N/A Services only contract
A4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? N/A Services only contract
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No detailed explanation
S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: BERRY DUNN

DATE: 8/20/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Additional Comment? No detailed explanation</i>
S3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☒ Weak
	Additional Comment?
S4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Proprietary
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? N/A Services only contract
CSP2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? N/A Services only contract
CSP3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No Evidence
CSP4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? N/A Services only contract
CSP5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? N/A Services only contract
CSP6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? N/A Services only contract
CSP7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No Evidence
CSP8	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: BERRY DUNN

DATE: 8/20/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Additional Comment?</i>
CSP9	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i> N/A Services only contract
CSP10	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i> N/A Services only contract
CSP11	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i> No Evidence
CSP12	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i> No Evidence
CSP13	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i> N/A Services only contract
CSP14	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i> N/A Services only contract
CSP15	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i> N/A Services only contract
CSP16	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i> N/A Services only contract
CSP17	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i> No Evidence
CSP18	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i> N/A Services only contract
CSP19	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i> No Evidence

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: BERRY DUNN

DATE: 8/20/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

NIST Reqs	
N1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Just a statement about policy
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Just a statement about policy
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Just a statement about policy
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Just a statement about policy
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Just a statement about policy
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Just a statement about policy
N7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Just a statement about policy
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Just a statement about policy
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Just a statement about policy
N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Just a statement about policy
N11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Just a statement about policy

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: BERRY DUNN

DATE: 8/20/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

N12	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment? Just a statement about policy</i>
N13	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment? No Response</i>
N14	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment? Just a statement about policy</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: BERRYDUNN
DATE: 08/25/2025
EVALUATOR NAME: MATTHEW KEENE
EVALUATOR DEPARTMENT: DAFS/OIT

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: BERRYDUNN

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: BERRYDUNN

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

S3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP9	Quality of Response: ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: BERRYDUNN

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP14	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP15	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP16	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP17	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP18	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP19	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST Reqs	
N1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: BERRYDUNN

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Additional Comment?</i>
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: BERRYDUNN

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

N13	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: BERRY DUNN

DATE: 8/20/2025

EVALUATOR NAME: DAVID STROHL

EVALUATOR DEPARTMENT: Maine IT, DAFS Application Team

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No description of controls in place or evidence provided.
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No description of controls in place or evidence provided.
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? In the event of a breach, bidder provides a notification according to their policy. It remains unclear if that policy conforms to the MBN Law.
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No description of controls in place or evidence provided.
Privacy Act of 1974	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? No description of controls in place or evidence provided.
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: BERRY DUNN

DATE: 8/20/2025

EVALUATOR NAME: DAVID STROHL

EVALUATOR DEPARTMENT: Maine IT, DAFS Application Team

	<i>Additional Comment?</i> NA
FERPA	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i> NA
DPPA	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i> NA
BoM	
B1	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys,” but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Unclear if NA or weak.
MaineIT	
H1	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys,” but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Unclear if NA or weak.
H2	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys,” but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Unclear if NA or weak.
H3	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys,” but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Unclear if NA or weak.
A1	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: BERRY DUNN

DATE: 8/20/2025

EVALUATOR NAME: DAVID STROHL

EVALUATOR DEPARTMENT: Maine IT, DAFS Application Team

	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys, but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Unclear if NA or weak.
A2	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys, but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Unclear if NA or weak.
A3	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys, but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Unclear if NA or weak.
A4	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys, but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Unclear if NA or weak.
Information Security Standards	
S1	<i>Quality of Response:</i> ☐ Adequate ☒ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i> No description of controls in place or evidence provided.
S2	<i>Quality of Response:</i> ☐ Adequate ☒ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i> No description of controls in place or evidence provided.
S3	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i> In the event of a breach, bidder provides a notification according to their policy. It remains unclear if that policy conforms to the MBN Law.

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: BERRY DUNN

DATE: 8/20/2025

EVALUATOR NAME: DAVID STROHL

EVALUATOR DEPARTMENT: Maine IT, DAFS Application Team

S4	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i> In the event of a breach, bidder provides a notification according to their policy. It remains unclear if that policy conforms to the MBN Law.
S5	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i> NA
Cloud Service Provider Reqs	
CSP1	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys, but does not specify how. Here they claim that this is a service contract with “no solution.”
CSP2	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys, but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Unclear if NA or weak.
CSP3	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys, but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Unclear if NA or weak.
CSP4	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys, but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Unclear if NA or weak.
CSP5	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys, but does not specify how. Here they

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: BERRY DUNN

DATE: 8/20/2025

EVALUATOR NAME: DAVID STROHL

EVALUATOR DEPARTMENT: Maine IT, DAFS Application Team

	claim that this is a service contract where bidder hosts no data. Unclear if NA or weak.
CSP6	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys, but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Unclear if NA or weak.
CSP7	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys, but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Unclear if NA or weak.
CSP8	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys, but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Unclear if NA or weak.
CSP9	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys, but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Unclear if NA or weak.
CSP10	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys, but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Unclear if NA or weak.
CSP11	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys, but does not specify how. Here they

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: BERRY DUNN

DATE: 8/20/2025

EVALUATOR NAME: DAVID STROHL

EVALUATOR DEPARTMENT: Maine IT, DAFS Application Team

	claim that this is a service contract where bidder hosts no data. Unclear if NA or weak.
CSP12	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys, but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Unclear if NA or weak.
CSP13	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys, but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Unclear if NA or weak.
CSP14	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys, but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Unclear if NA or weak.
CSP15	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys, but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Unclear if NA or weak.
CSP16	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys, but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Unclear if NA or weak.
CSP17	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys, but does not specify how. Here they

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: BERRY DUNN

DATE: 8/20/2025

EVALUATOR NAME: DAVID STROHL

EVALUATOR DEPARTMENT: Maine IT, DAFS Application Team

	claim that this is a service contract where bidder hosts no data. Unclear if NA or weak.
CSP18	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys, but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Unclear if NA or weak.
CSP19	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i> In the proposal, bidder claims that they “deploy secure digital and paper surveys, but does not specify how. Here they claim that this is a service contract where bidder hosts no data. Unclear if NA or weak.
NIST Reqs	
N1	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N2	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N3	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N4	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N5	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N6	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N7	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: BERRY DUNN

DATE: 8/20/2025

EVALUATOR NAME: DAVID STROHL

EVALUATOR DEPARTMENT: Maine IT, DAFS Application Team

	<i>Additional Comment?</i>
N8	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N9	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N10	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N11	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N12	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N13	<i>Quality of Response:</i> ☐ Adequate ☒ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder claims this is NA but not explain why.</i>
N14	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: CustomInsight

DATE: 8/26/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- P: has worked with other states on engagement surveys previously, including Michigan, Colorado, (40,000+ employees), city of Dallas and more.
- P: able to support electronic surveys, paper/hard copy in multiple languages, and QR codes. Confirmed surveys would be screen reader capable.
- P: Experience working on engagement survey where participants were both office and field based.
- I: Use a platform called Focal ORG, which is “AI powered employee engagement system”
- P: Experience providing tools for analysis and ongoing improvement.
- P: Provided three recent projects done with other public sector employers for engagement surveys, one of which the vendor loaded historical data for trend analysis; created custom reports, included dashboards and executive debriefs.

2. Subcontractors

- None for this project.

-
-

3. Organizational Chart

- Provided org chart although not specific on who would be working with us.

4. Etc.

- No current litigation and none paid out on closed cases in last 5 years.

II. Proposed Services

1. Services to be Provided

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: CustomInsight

DATE: 8/26/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

- P: Provided steps the vendor will take to deliver services requested, including survey planning (reviewing past surveys, co-developing an project plan with the Division to include goals, responsibilities and deliverables, and communication plan); survey design and administration; data collection; analysis and reporting, including a dashboard, action planning tools and reports; and post survey support, including action plan templates and pulse surveys.
- P: Vendor specifically speaks to their survey being screen reader compatible, offering accommodations for employees with disabilities or low digital literacy.
- I; Provided screenshots of dashboard and sample filters and reports, which appear comprehensive
- Q: who will have access to the reports/dashboard?
- N: AI appears to be used significantly and is of concern.

2. Implementation – Work Plan

- Provided detailed timeline, including task, responsible party, and timeframe.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: CustomInsights

DATE: 08/20/2025

EVALUATOR NAME: Cari Gochenouer

EVALUATOR DEPARTMENT Talent Management Division, Bureau of Human Resources

Individual Evaluator Comments:

Positives:

Proposed Services:

- Have worked with several states
- Offers survey in other languages such as Spanish,
- Accommodations for employees with disabilities or low digital literacy.
- Question: is it an issue that they use AI driven follow up questions?
- Participation dashboard would be very helpful.
- Cost seems reasonable but unsure about use of AI. Also, implementation timeline was a little light compared to Berry Dunn.

Negatives:

- Headquarters in CA – time difference
- Sounds as though AI will be doing a significant portion of the analysis and recommendations which I have concerns about.
- Survey analysis method is barely discussed.

Overall:

Methodology and Survey Design: Good

Technology and Reporting: Have concerns about use of AI

Vendor Expertise: Questionable

Implementation and Support: Good

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: CustomInsight

DATE: 8/26/2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: Maine IT, DAFS Application Team

Individual Evaluator Comments:

- I. Organization Qualifications and Experience
 1. Overview of Organization
 - S: Bidder has experience conducting paper and electronic surveys in public sector
 2. Subcontractors
 -
 -
 -
 3. Organizational Chart
 4. Etc.
- II. Proposed Services
 1. Services to be Provided
 - I: industry benchmarking
 - I: Use of AI follow-up questions—bidder's policy states that they do this in conjunction with the state and are mindful of state policy
 - S: disaggregates data
 - S: Automated reminders to non-participants
 - W: AI handles qualitative analysis; what role does a human play?
 - W: benchmarked questions v. advising on design
 2. Implementation – Work Plan

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: CUSTOMINSIGHT

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

Data Compliance	
NIST 800-171	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine FOAA	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: CUSTOMINSIGHT

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No reference to NIST standards.
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Internal process, no documentation.
A3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No defined SLA
A4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No reference to NIST standards
S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: CUSTOMINSIGHT

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Additional Comment?</i>
S3	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
S4	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i> Didn't see a "board approved" statement
S5	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
Cloud Service Provider Reqs	
CSP1	<i>Quality of Response:</i> ☐ Adequate ☒ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i> Not Provided
CSP2	<i>Quality of Response:</i> ☐ Adequate ☒ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i> Not Provided
CSP3	<i>Quality of Response:</i> ☐ Adequate ☒ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i> Not Provided
CSP4	<i>Quality of Response:</i> ☐ Adequate ☒ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i> Not Provided
CSP5	<i>Quality of Response:</i> ☐ Adequate ☒ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i> Not Provided
CSP6	<i>Quality of Response:</i> ☐ Adequate ☒ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i> Not Provided
CSP7	<i>Quality of Response:</i> ☐ Adequate ☒ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i> Not Provided
CSP8	<i>Quality of Response:</i> ☐ Adequate ☒ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i> Not Provided

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: CUSTOMINSIGHT

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

CSP9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not Provided
CSP10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not Provided
CSP11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not Provided
CSP12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not Provided
CSP13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not Provided
CSP14	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not Provided
CSP15	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not Provided
CSP16	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not Provided
CSP17	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not Provided
CSP18	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not Provided
CSP19	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not Provided
NIST Reqs	
N1	Quality of Response: ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: CUSTOMINSIGHT

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not Provided
N2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not Provided
N3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not Provided
N4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not Provided
N5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not Provided
N6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not Provided
N7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not Provided
N8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not Provided
N9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not Provided
N10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not Provided
N11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not Provided
N12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not Provided

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: CUSTOMINSIGHT

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

N13	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment? Not Provided</i>
N14	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment? Not Provided</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: CUSTOMINSIGHT

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: CUSTOMINSIGHT

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak <i>Additional Comment?</i>
BoM	
B1	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
MaineIT	
H1	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
H2	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
H3	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
A1	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
A2	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
A3	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
A4	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
Information Security Standards	
S1	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
S2	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: CUSTOMINSIGHT

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

S3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP2	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP3	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP4	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP6	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP7	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP8	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP9	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: CUSTOMINSIGHT

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
CSP10	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
CSP11	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
CSP12	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
CSP13	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
CSP14	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
CSP15	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
CSP16	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
CSP17	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
CSP18	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
CSP19	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Additional Comment?</i>
NIST Reqs	
N1	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: CUSTOMINSIGHT

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Additional Comment?</i>
N2	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
N3	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
N4	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
N5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
N6	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
N7	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
N8	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
N9	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
N10	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
N11	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
N12	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: CUSTOMINSIGHT

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

N13	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: CUSTOMINSIGHT

DATE: 8/20/2025

EVALUATOR NAME: DAVID STROHL

EVALUATOR DEPARTMENT: DAFS APPLICATION TEAM

Data Compliance	
NIST 800-171	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? Bidder refers to an attached policy without indicating how it applies to this particular control in the context of the services proposed.
Maine FOAA	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? See above.
Maine Breach Notification Law	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? See above.
NIST 800-53: Rev5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? See above.
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☒ Weak
	Additional Comment? See above.
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: CUSTOMINSIGHT

DATE: 8/20/2025

EVALUATOR NAME: DAVID STROHL

EVALUATOR DEPARTMENT: DAFS APPLICATION TEAM

DPPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☒ Weak
	Additional Comment?
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? Bidder refers to an attached policy without indicating how it applies to this particular control in the context of the services proposed.
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
A4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? One of our requirements in the RFP is to disaggregate responses from email addresses and other identifying information, so I am unclear about this response.
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: CUSTOMINSIGHT

DATE: 8/20/2025

EVALUATOR NAME: DAVID STROHL

EVALUATOR DEPARTMENT: DAFS APPLICATION TEAM

	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
S3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
S4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?na
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No answer provided
CSP2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No answer provided
CSP3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No answer provided
CSP4	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? No answer provided
CSP5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? No answer provided
CSP6	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? No answer provided
CSP7	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: CUSTOMINSIGHT

DATE: 8/20/2025

EVALUATOR NAME: DAVID STROHL

EVALUATOR DEPARTMENT: DAFS APPLICATION TEAM

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? No answer provided
CSP8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No answer provided
CSP9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No answer provided
CSP10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No answer provided
CSP11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No answer provided
CSP12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No answer provided
CSP13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No answer provided
CSP14	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No answer provided
CSP15	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No answer provided
CSP16	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No answer provided
CSP17	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No answer provided
CSP18	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No answer provided

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: CUSTOMINSIGHT

DATE: 8/20/2025

EVALUATOR NAME: DAVID STROHL

EVALUATOR DEPARTMENT: DAFS APPLICATION TEAM

CSP19	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No answer provided
NIST Reqs	
N1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No answer provided
N2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No answer provided
N3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No answer provided
N4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No answer provided
N5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No answer provided
N6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? No answer provided
N7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No answer provided
N9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No answer provided
N10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No answer provided
N11	Quality of Response: ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: CUSTOMINSIGHT

DATE: 8/20/2025

EVALUATOR NAME: DAVID STROHL

EVALUATOR DEPARTMENT: DAFS APPLICATION TEAM

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i> No answer provided
N12	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i> No answer provided
N13	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i> No answer provided
N14	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i> No answer provided

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: DecisionWise LLC

DATE: 8/26/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- P: has experience delivering engagement survey services to public sector employers, including Wake County, Seattle, and Minnetonka.
- P: Vendor can offer survey in multiple formats.
- I: use a proprietary Employee Experience Framework to look at other factors of engagement and organizational trust.
- P: proprietary platform allows leadership to access dashboards and action planning tools. Also offer consulting in addition to data.
- N: provided three examples of past projects. All three were public sector but none were state governments, and all were much smaller populations than State of Maine.
- N: lacking in details.

2. Subcontractors

- N/A

3. Organizational Chart

- P: Org chart provided with detailed position descriptions
- N: very small staff to support project.

4. Etc.

- No litigation

II. Proposed Services

1. Services to be Provided

- P: outlined the services provided, including survey design, administration, collection and analysis, reporting and insights, and action planning.
- N: no references to weighting data

2. Implementation – Work Plan

- P: provided a detailed timeline of the project.
- N: lacking details overall.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: DecisionWise

DATE: 8/26/2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: Maine IT, DAFS Application Team

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- W: Two of the projects described did not include a survey as method, at least as described. The survey referenced by the bidder in the first project was for a relatively small group (n= 250).

2. Subcontractors

-
-
-

3. Organizational Chart

4. Etc.

II. Proposed Services

1. Services to be Provided

- W: kiosk options? No mention of written survey
- W: how does the analytics engine benchmark?
- W: no reference of weighting in analysis
-

2. Implementation – Work Plan

- S: 8 weeks from kick off to results
-

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Decision Wise

DATE: 08/21/2025

EVALUATOR NAME: Cari Gochenouer

EVALUATOR DEPARTMENT Talent Management Division, Bureau of Human Resources

Individual Evaluator Comments:

Positives:

- Predictive analytics, validated against 20 million survey responses.

Negatives:

- The brief descriptions of the projects did not provide very detailed insight. They actually copy and pasted some of the sentences.
- Proposed services were very brief – data methodology and analysis was barely discussed
- Only three people dedicated to the project
- The timeline seems incredibly short and not realistic (8 weeks!?). Only two weeks is dedicated to survey administration.

Overall:

Methodology and Survey Design: Poor

Technology and Reporting: Poor

Vendor Expertise: Poor

Implementation and Support: Poor

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DECISIONWISE

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

Data Compliance	
NIST 800-171	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
Maine FOAA	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
Maine Breach Notification Law	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
NIST 800-53: Rev5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
Privacy Act of 1974	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DECISIONWISE

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? No evidence
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? No evidence
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? No evidence
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? No evidence
A4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? No evidence
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DECISIONWISE

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Additional Comment? No evidence</i>
S3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
S4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? No evidence</i>
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? No evidence</i>
CSP2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? No evidence</i>
CSP3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?No reference to accessibility</i>
CSP6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DECISIONWISE

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Additional Comment?</i>
CSP9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP13	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP14	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP15	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP16	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? No evidence</i>
CSP17	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Was N/A</i>
CSP18	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP19	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DECISIONWISE

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

NIST Reqs	
N1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DECISIONWISE

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

N12	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>
N13	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DECISIONWISE

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DECISIONWISE

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DECISIONWISE

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

S3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
S4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP9	Quality of Response: ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DECISIONWISE

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP13	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP14	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP15	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP16	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP17	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP18	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP19	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST Reqs	
N1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DECISIONWISE

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Additional Comment?</i>
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DECISIONWISE

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

N13	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: DECISIONWISE

DATE:08-20-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

Data Compliance	
NIST 800-171	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine FOAA	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: DECISIONWISE

DATE: 08-20-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
A3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
A4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: DECISIONWISE

DATE:08-20-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Additional Comment?</i>
S3	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
S4	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
S5	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i> NA
Cloud Service Provider Reqs	
CSP1	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i> Policy
CSP2	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i> Policy, SoC2
CSP3	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i> Policy, SoC2
CSP4	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i> Policy, SoC2
CSP5	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i> Policy, SoC2
CSP6	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i> Policy, SoC2
CSP7	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i> Policy, SoC2
CSP8	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: DECISIONWISE

DATE:08-20-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Additional Comment? Policy, SoC2</i>
CSP9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment? Policy, SoC2</i>
CSP10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment? Policy, SoC2</i>
CSP11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment? Policy, SoC2</i>
CSP12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment? Policy, SoC2</i>
CSP13	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment? Policy, SoC2</i>
CSP14	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment? Policy, SoC2</i>
CSP15	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment? Policy, SoC2</i>
CSP16	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment? Policy, SoC2</i>
CSP17	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? NA, though bidder does not explain why</i>
CSP18	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment? Policy, SoC2</i>
CSP19	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment? Policy, SoC2</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: DECISIONWISE

DATE:08-20-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

NIST Reqs	
N1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? Policy, SoC2
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? Policy, SoC2
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? Policy, SoC2
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? Policy, SoC2
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? Policy, SoC2
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? Policy, SoC2
N7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? Policy, SoC2
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? Policy, SoC2
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? Policy, SoC2
N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? Policy, SoC2
N11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? Policy, SoC2

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: DECISIONWISE

DATE: 08-20-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

N12	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment? Policy, SoC2</i>
N13	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment? Policy, SoC2</i>
N14	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment? Policy, SoC2</i>

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Deloitte

DATE: 8/26/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- P: experience in workforce engagement surveys, including data collection and insights.
- P: vendor will partner with the Division to understand our needs and tailor their approach our objectives.
- I: Use Qualtrics, as well as proprietary frameworks Ex Forward and Culture Path for enhanced assessment of organizational culture. Provided details of how the methodology and framework are utilized.
- I: vendor has a survey research and analytics center with two decades of experience
- P: provided examples of three recent projects, including the Fire Department of the City of New York, Commonwealth of Virginia (Secretary of Labor), and Houston Metro. Detailed overview of the project and how each relates to the State of Maine, demonstrating the vendor has an understanding of our organization.

2. Subcontractors

- None for this project.
-
-

3. Organizational Chart

- P: detailed org chart provided.

4. Etc.

- No judgements in past 5 years.

II. Proposed Services

1. Services to be Provided

- P: Extremely thorough details provided on their approach, services (including planning, design, analysis, reporting, and recommendations and sustainment).

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Deloitte

DATE: 8/26/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

- P: Vendor provided a detailed understanding of what the Division has done so far and where we want to go, and how their approach would meet our objectives.
- P: provided information on how they would leverage tools including Power BI
- P: the vendor recognizes that “our work does not stop when the survey closes”. They will work with the Division on an action planning toolkit, summary of recommendations, lessons learned and remaining opportunities for improvement.

2. Implementation – Work Plan

- P: Provided implementation plan based on services, including deliverables and descriptions
- I: page 15, vendor references a contract with Maine DHHS and suggests using similar terms and conditions.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Deloitte

DATE: 8/27/2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: Maine IT, DAFS Application Team

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- S: Experience working with public sector employees
- S: FDNY example indicates an participation increase of 15% from previous survey
- W: doesn't mention numbers, though examples cite work with large public sector employers

2. Subcontractors

-
-
-

3. Organizational Chart

4. Etc.

II. Proposed Services

1. Services to be Provided

- S: Project plan matches requirements well (e.g., suggest new questions with eye towards maintaining year-over-year comparisons, data storage/disaggregation, data weighting)

-
-

2. Implementation – Work Plan

-
-

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Deloitte

DATE: 08/22/2025

EVALUATOR NAME: Cari Gochenouer

EVALUATOR DEPARTMENT Talent Management Division, Bureau of Human Resources

Individual Evaluator Comments:

Positives:

- Extensive experience with employee surveys
- Impressive assessments for workplace surveys. Would provide an overall holistic view of what we are doing well and what we need to do better in.
- Interesting to read about their Employee Experience framework. They have obviously conducted a lot of research into developing this.
- Uses human centered design principles to provide overview of themes and trends.
- Impressive that they have collected a library of scientifically validated frameworks and methodology solutions for measuring workforce needs.
- Very impressive tools for survey creation, programming, data visualization, and statistical analysis.
- Appreciated that they made connections between us and past projects. The work they did with Virginia was especially impressive - "improvement sprints" and coaching them through prioritization activities.
- Survey approach is clear and seems reasonable given the timeline.
- Offers Power BI dashboards (we may be able to update these in the future with our own collected data)
- Subgroup analysis sounds like it will reveal very helpful trends for the departments.
- Their post survey toolkit would be help us to keep action planning going.

Negatives:

-

Overall:

Methodology and Survey Design: Excellent

Technology and Reporting: Excellent

Vendor Expertise: Excellent

Implementation and Support: Excellent

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DELOITTE

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

Data Compliance	
NIST 800-171	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? No evidence
Maine FOAA	Quality of Response: ☒ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
Maine Breach Notification Law	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☒ Weak
	Additional Comment? No evidence
NIST 800-53: Rev5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? No evidence
Privacy Act of 1974	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? No evidence
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DELOITTE

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? N/A provided
A2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? N/A provided
A3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? N/A provided
A4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? N/A provided
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DELOITTE

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Additional Comment?</i>
S3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
S4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DELOITTE

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Additional Comment?</i>
CSP9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP13	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP14	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP15	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP16	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP17	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP18	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP19	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DELOITTE

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

NIST Reqs	
N1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DELOITTE

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

N12	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>
N13	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DELOITTE

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

Data Compliance	
NIST 800-171	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Maine FOAA	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DELOITTE

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A2	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A3	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DELOITTE

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

S3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
S4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP9	Quality of Response: ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DELOITTE

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP10	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP11	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP12	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP13	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP14	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP15	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP16	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP17	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP18	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP19	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
NIST Reqs	
N1	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DELOITTE

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Additional Comment?</i>
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: DELOITTE

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

N13	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: DELOITTE

DATE: 08-20-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

Data Compliance	
NIST 800-171	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? Bidder describes well the work they do, but do not provide copies of policies or independent audits.
Maine FOAA	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HITECH	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? NA
FERPA	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? NA

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: DELOITTE

DATE: 08-20-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

DPPA	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? NA
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment? Bidder proposes using Qualtrics to implement survey.
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: DELOITTE

DATE: 08-20-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
S3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
S4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
S5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: DELOITTE

DATE: 08-20-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

CSP8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP13	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP14	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP15	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP16	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP17	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP18	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: DELOITTE

DATE: 08-20-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

CSP19	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
NIST Reqs	
N1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: DELOITTE

DATE: 08-20-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

N11	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>
N12	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>
N13	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Gallagher

DATE: 8/26/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- P: provided three examples of recent past projects working with public sector orgs on engagement surveys.
- N: None of the examples provided many details, and none were with similarly sized organizations.
- N: the bid feels generic and not customized to the State of Maine.

2. Subcontractors

- None
-
-

3. Organizational Chart

- N: While the overall structure was provided as well as the project lead, there were very few details about who would be supporting the project and their roles.

4. Etc.

- N: indicated they are not able to disclose any litigation but indicated due to their size they could be involved in court actions "at any given time". Provided their website for further research.

II. Proposed Services

1. Services to be Provided

- P: outlined their methodology, including Pre Survey, Administration, and Post survey.
- N: the proposed services felt very generic and boiler plate.
- Q: on page 3, they indicate they "pre-populate" demographics for efficiency. What do they base their demographic questions on?
- N: only addressed distribution of surveys through electronic means, not telephonic or paper options.
- I: use an online platform for results called KnowledgeNow.
- P: offer executive feedback sessions as well as manager feedback and training sessions

2. Implementation – Work Plan

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Gallagher

DATE: 8/27/2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: Maine IT, DAFS Application Team

Individual Evaluator Comments:

- I. Organization Qualifications and Experience
 1. Overview of Organization
 - W: Project descriptions are weak and short
 -
 2. Organizational Chart
 3. Etc.

- II. Proposed Services
 1. Services to be Provided
 - W: Bidder uses a 6 point scale, though our existing survey used 5. No discussion of how this works with longitudinal comparisons.
 - The bidder asks for individualized demographic data about employees. This strikes me as intrusive and raises questions about sharing employee info with a 3rd party.
 - W: Benchmarking referenced, but not comparisons or weighting referenced in RFP's reqs.
 -
 -
 2. Implementation – Work Plan
 -

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Gallagher

DATE: 08/22/2025

EVALUATOR NAME: Cari Gochenouer

EVALUATOR DEPARTMENT Talent Management Division, Bureau of Human Resources

Individual Evaluator Comments:

Positives:

- Experience in HR and compensation consulting can be helpful to us in BHR- they appear to have a solid understanding of the employee life cycle.
- The manager feedback and training sessions (post-survey) sound like they would be very helpful in ensuring changes are made based on the survey results.

Negatives:

- Descriptions of past projects was minimal and did not provide a clear sense of the project or achieved outcomes.
- Does the interactive reporting platform, KnowledgeNow, work with Prism?
- Organization chart did not list all names. I guess they will assign those later?
- Use a 6 point scale instead of 5 like we did.
- May not offer paper or telephonic.

Overall:

Methodology and Survey Design: Good

Technology and Reporting: Good

Vendor Expertise: Poor

Implementation and Support: Good

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: GALLAGHER

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Provided Privacy Policy, did not address each
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Provided Privacy Policy, did not address each
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Provided Privacy Policy, did not address each
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: GALLAGHER

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Nothing Provided
MaineIT	
H1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required, didn't answer the question
H2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required, didn't answer the question
H3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required, didn't answer the question
A1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required, didn't answer the question
A2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required, didn't answer the question
A3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required, didn't answer the question
A4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required, didn't answer the question
Information Security Standards	
S1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Provided Privacy Policy, did not address each
S2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Provided Privacy Policy, did not address each

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: GALLAGHER

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

S3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Can't meet 24hour / Can do 72 hours
S4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Provided Privacy Policy, did not address each
S5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Provided Privacy Policy, did not address each
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Did not review our policy, didn't respond.
CSP2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Did not review our policy, didn't respond.
CSP3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Did not review our policy, didn't respond.
CSP4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Did not review our policy, didn't respond.
CSP5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Did not review our policy, didn't respond.
CSP6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Did not review our policy, didn't respond.
CSP7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Did not review our policy, didn't respond.
CSP8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Did not review our policy, didn't respond.
CSP9	Quality of Response: ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: GALLAGHER

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Did not review our policy, didn't respond.
CSP10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Did not review our policy, didn't respond.
CSP11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Did not review our policy, didn't respond.
CSP12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Did not review our policy, didn't respond.
CSP13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Did not review our policy, didn't respond.
CSP14	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Did not review our policy, didn't respond.
CSP15	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Did not review our policy, didn't respond.
CSP16	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Did not review our policy, didn't respond.
CSP17	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Did not review our policy, didn't respond.
CSP18	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Did not review our policy, didn't respond.
CSP19	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Did not review our policy, didn't respond.
NIST Reqs	
N1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: GALLAGHER

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Additional Comment? NDA Required, did not answer</i>
N2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? NDA Required, did not answer</i>
N3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? NDA Required, did not answer</i>
N4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? NDA Required, did not answer</i>
N5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? NDA Required, did not answer</i>
N6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? NDA Required, did not answer</i>
N7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? NDA Required, did not answer</i>
N8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? NDA Required, did not answer</i>
N9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? NDA Required, did not answer</i>
N10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? NDA Required, did not answer</i>
N11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? NDA Required, did not answer</i>
N12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? NDA Required, did not answer</i>
N13	Quality of Response: ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: GALLAGHER

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment? NDA Required, did not answer</i>
N14	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment? NDA Required, did not answer</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: GALLAGHERBENEFITSERVICES

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: GALLAGHERBENEFITSERVICES

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: GALLAGHERBENEFITSERVICES

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

S3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP9	Quality of Response: ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: GALLAGHERBENEFITSERVICES

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP14	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP15	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP16	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP17	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP18	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP19	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST Reqs	
N1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: GALLAGHERBENEFITSERVICES

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Additional Comment?</i>
N2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N11	Quality of Response: ☒ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N13	Quality of Response: ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: GALLAGHERBENEFITSERVICES

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: GALLAGHER

DATE: 08-20-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder asserts that it cannot share audit reports, policies, etc. before the State enters into an NDA. At present, the explanations provided are non-responsive to the prompts and thus "weak."
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☒ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: GALLAGHER

DATE: 08-20-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	Additional Comment? NA
DPPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
BoM	
B1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment
MaineIT	
H1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S2	Quality of Response: ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: GALLAGHER

DATE: 08-20-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
S3	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
S5	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
Cloud Service Provider Reqs	
CSP1	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP2	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP3	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP4	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP5	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☒ Weak <i>Additional Comment?</i>
CSP6	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP7	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP8	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: GALLAGHER

DATE: 08-20-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Additional Comment?</i>
CSP9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP14	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP15	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP16	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP17	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP18	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP19	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
NIST Reqs	

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: GALLAGHER

DATE: 08-20-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

N1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: GALLAGHER

DATE: 08-20-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Additional Comment?</i>
N13	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Gallup

DATE: 8/27/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- P: Long established organization in survey research
- I: vendor has a proprietary Q12 survey, which they state is the gold standard in employee engagement measurement.
- I: Vendor offers proprietary benchmarking database, with data from 27.6 million respondents and 5.7 million workgroups.
- P: Vendor will travel to Maine to offer full day in person executive presentation on the results and an action planning session. They deliver results with guidance.
- P: provided three recent and relevant projects from public sector organizations, including the County of Santa Clara, who also has an employee engagement and wellbeing survey. The vendor provided thorough, tailored details on how each of the projects were relevant to the work requested by the State of Maine. The other projects included the State of Oregon, which was similar in scope, and the Choctaw Nation of Oklahoma, which has a similar sized workforce and a goal to build a people centered culture.

•

2. Subcontractors

- None for this project

•

•

3. Organizational Chart

- P: Detailed organizational chart provided, with details on the roles that would support the State of Maine and the biographies of their team.

4. Etc.

- Provided litigation in past five years, of which there were four that the vendor paid the claimant. Provided information on each case.
- P: Provided certificate of registration for their information security management system to support their compliance with the State's security requirements from the RFP.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Gallup

DATE: 8/27/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

II. Proposed Services

1. Services to be Provided

- P: the vendor has a lot of knowledge and experience in measuring organizational performance, workplace analytics and employee engagement.
- I: vendor has their own proprietary engagement measurement tool, Q12.
- I: provide 375 scientifically validated workplace questions and 70 workplace indices with benchmark comparisons.
- P: provide detailed overview of their approach, including a review of the Division's existing survey tools and reports; project plan; Gallup access platform, a platform that combines survey capabilities, reporting, action planning and learning in one place; communications plan, including pre and post survey; survey analysis, weighting, and reporting, including virtual report review coaching calls for each department to present and interpret findings.
- P: provide analysis of open text responses.
- P: Provided recommended best practices for implementation as well as addressed the State's need for different survey modalities.
- P: Vendor has an average response rate of 81% in engagement surveys.
- P: provided specific information on their commitment to creating accessible surveys.
- I: Offer surveys in 60 languages
- I: vendor has the ability to offer pulse and ad hoc surveys based on need.
-

2. Implementation – Work Plan

- P: Provided a detailed work plan for implementation that emphasizes collaboration with the Division but also defines the work they will be performing for us. A proposed timeline was also provided.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Gallup

DATE: 8/27/2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: Maine IT, DAFS Application Team

Individual Evaluator Comments:

- I. Organization Qualifications and Experience
 1. Overview of Organization
 - S: All 3 projects described involve public sector employees and the sample sizes exceed the eligibility requirements
 2. Subcontractors
 -
 -
 -
 3. Organizational Chart
 4. Etc.

- II. Proposed Services
 1. Services to be Provided
 - I: Employees receive a unique code.
 - S: Bidder's methods for aggregating small samples promotes strong anonymity and confidentiality in reporting.
 - S: Overall, strong discussion of quant and qual analysis.
 -
 -
 2. Implementation – Work Plan
 -
 -

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Gallup

DATE: 08/25/2025

EVALUATOR NAME: Cari Gochenouer

EVALUATOR DEPARTMENT Talent Management Division, Bureau of Human Resources

Individual Evaluator Comments:

Positives:

- Have worked with other state governments on employee engagement survey projects.
- Offer to present survey results to departments and offices. The sessions sound very impactful and would lead to good discussions.
- Appreciate that they share the relevance of their past survey projects to our employee engagement survey. The key areas of alignment show that they have a lot of experience in this type of survey and helping states make improvements based on the results.
- The Project Team offers a government SME and engagement SME, which indicates that they understand our unique needs in public service.
- The Gallup Q12 questions seem like they would provide us with actionable information. It is interesting that they are arranged from basic needs to higher level of needs such as growth.
- The 3/3/3 communications methodology (employee receives messaging three times before, during, and after survey window) appears effective in boosting response rate.
- All versions of the survey of ADA compliant
- Offer multilingual survey translation in over 60 languages.
- We desperately need the historical comparison and mapping. It's great that they offer to map previous employee engaging survey questions.

Overall:

Methodology and Survey Design: Great

Technology and Reporting: Great

Vendor Expertise: Great

Implementation and Support: Great

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: GALLUP

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

Data Compliance	
NIST 800-171	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? Does not fully meet NIST
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Does not apply to them unless contracted and with specific language requiring it.
Maine Breach Notification Law	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? Does not meet fully all requirements
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Does not apply to them
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: GALLUP

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

DPPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? SLA not supported without legal approval
A4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
S2	Quality of Response: ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: GALLUP

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
S3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence in policy that speaks to client notification in 24hrs. Standard report is 48hrs internally.
S4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
S5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: GALLUP

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

CSP8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP13	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP14	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP15	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP16	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP17	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP18	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: GALLUP

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

CSP19	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
NIST Reqs	
N1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: GALLUP

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

N11	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>
N12	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>
N13	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: GALLUP
DATE: 08/25/2025
EVALUATOR NAME: MATTHEW KEENE
EVALUATOR DEPARTMENT: DAFS/OIT

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: GALLUP

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: GALLUP

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

S3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
S4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP9	Quality of Response: ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: GALLUP

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP10	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP11	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP12	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP13	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP14	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP15	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP16	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP17	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP18	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP19	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
NIST Reqs	
N1	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: GALLUP

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Additional Comment?</i>
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N7	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N13	Quality of Response: ☒ Adequate ☐ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: GALLUP

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: GALLUP

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

Data Compliance	
NIST 800-171	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Security policy submitted, though bidder indicates not compliant with NIST
Maine FOAA	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment? Security policy submitted
Maine Breach Notification Law	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder will comply with FOAA if required to do so under contract.
NIST 800-53: Rev5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment? Security policy submitted.
Privacy Act of 1974	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment? Incident Response policy submitted.
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: GALLUP

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Additional Comment? NA</i>
DPPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? NA</i>
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
A3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder states that any SLA will need to be prepared by state and approved by Gallop's legal team.</i>
A4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: GALLUP

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Additional Comment? Cites policy as evidence.</i>
S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? Cites policy as evidence.</i>
S3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? Cites policy as evidence.</i>
S4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? Cites policy as evidence.</i>
S5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? Cites policy as evidence.</i>
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? Cites policy as evidence and SOC2 Audit</i>
CSP2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment? Cites policy as evidence and SOC2 Audit</i>
CSP3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? Cites policy as evidence and SOC2 Audit</i>
CSP4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? Cites policy as evidence and SOC2 Audit</i>
CSP5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? Cites policy as evidence and SOC2 Audit</i>
CSP6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? Cites policy as evidence and SOC2 Audit.</i>
CSP7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: GALLUP

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Additional Comment? Cites policy as evidence and SOC2 Audit</i>
CSP8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? Cites policy as evidence and SOC2 Audit</i>
CSP9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? Cites policy as evidence and SOC2 Audit</i>
CSP10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? Cites policy as evidence and SOC2 Audit</i>
CSP11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? Cites policy as evidence and SOC2 Audit</i>
CSP12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? Cites policy as evidence and SOC2 Audit</i>
CSP13	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? Cites policy as evidence and SOC2 Audit</i>
CSP14	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? Cites policy as evidence and SOC2 Audit</i>
CSP15	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? Cites policy as evidence and SOC2 Audit</i>
CSP16	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? Cites policy as evidence and SOC2 Audit</i>
CSP17	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? Cites policy as evidence and SOC2 Audit</i>
CSP18	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? Cites policy as evidence and SOC2 Audit</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: GALLUP

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

CSP19	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment? Cites policy as evidence and SOC2 Audit
NIST Reqs	
N1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
N7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: GALLUP

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

N11	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☒ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>
N12	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☒ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>
N13	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☒ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☒ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Intellectyx

DATE: 8/27/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- P: 14 years of experience in design and implementation of employee engagement platforms including survey creation.
- I: use a proprietary platform, People Element.
- P: Has worked with public sector organizations including universities and municipalities.
- N: while vendor provided three examples of past projects, one was their own internal project they designed to offer to clients. The second was with a public sector employer, however the project was quite different in scope, with interviews and workshops conducted instead of a survey and the end product being a health and wellness sharepoint site. The third project was also with a public sector employer (city of Spokane) however it was creating a master data management solution, so not relevant to the RFP.

•

2. Subcontractors

- None for this project.

•

•

3. Organizational Chart

- P: provided a detailed org chart with relevant roles and responsibilities

4. Etc.

- No litigation in past 5 years.

II. Proposed Services

1. Services to be Provided

- P: Vendor provided their understanding of the project requirements based on the RFP which accurately captures the scope of the project.
- P: addresses accessibility concerns and compliance.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Intellectyx

DATE: 8/27/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

- P: addressed their plan for offering the survey through different methods.
- P: provide overview of the steps they will take to meet requirements, including survey planning, design and deployment, analysis and reporting, and ongoing support.
- N: the proposed services seems very tech and platform focused and heavy. There was not as much about organizational culture change, change management, and communications as important parts of the process.

2. Implementation – Work Plan

- P: provided overview of implementation with timeline, task, description and roles.
-
-

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Intellectyx

DATE: 8/27/2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: Maine IT, DAFS Application Team

Individual Evaluator Comments:

- I. Organization Qualifications and Experience
 1. Overview of Organization
 - W: While the projects described are in the public sector, they do not describe the types of surveys listed in eligibility requirements
 2. Subcontractors
 -
 -
 -
 3. Organizational Chart
 4. Etc.
- II. Proposed Services
 1. Services to be Provided
 - W: The proposed services are a bit vague and focus more on what they'll achieve rather than how. E.g., how will they achieve a good rate of response?
 -
 -
 2. Implementation – Work Plan
 -

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Intellectyx

DATE: 08/25/2025

EVALUATOR NAME: Cari Gochenouer

EVALUATOR DEPARTMENT Talent Management Division, Bureau of Human Resources

Individual Evaluator Comments:

Positives:

- Women owned
- Project team looks like it is an adequate size given our project requirements.
- Offers multi language support

Negatives:

- AI?
- Did not discuss other projects that align with ours.
- Lack discussion of analysis methodology.
- Timeline chart has very few details and is vague.

Overall:

Methodology and Survey Design: Poor

Technology and Reporting: Poor

Vendor Expertise: Poor

Implementation and Support: Poor

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: INTELLECTYZ INC

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

Data Compliance	
NIST 800-171	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine FOAA	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: INTELLECTYZ INC

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: INTELLECTYZ INC

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Additional Comment?</i>
S3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Evidence referenced, not supplied
S4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA required for documentation
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? SOC2 referenced but not supplied
CSP7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: INTELLECTYZ INC

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Additional Comment?</i>
CSP9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP13	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP14	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Referenced policy not provided</i>
CSP15	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP16	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP17	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP18	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP19	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: INTELLECTYZ INC

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

NIST Reqs	
N1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Documentation referenced, not provided
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced policy not provided
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: INTELLECTYZ INC

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

N12	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>
N13	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: INTELLECTYX INC
DATE: 08/25/2025
EVALUATOR NAME: MATTHEW KEENE
EVALUATOR DEPARTMENT: DAFS/OIT

Data Compliance	
NIST 800-171	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine FOAA	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: INTELLECTYX INC

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: INTELLECTYX INC

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

S3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP9	Quality of Response: ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: INTELLECTYX INC

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP10	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP11	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP12	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP13	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP14	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP15	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP16	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP17	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP18	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP19	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
NIST Reqs	
N1	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: INTELLECTYX INC

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Additional Comment?</i>
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N7	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N13	Quality of Response: ☒ Adequate ☐ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: INTELLECTYX INC

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME:INTELLECTYX

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

Data Compliance	
NIST 800-171	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response is adequate, but no policy or audit shared.
Maine FOAA	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME:INTELLECTYX

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

DPPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response is adequate, but no policy or audit shared.
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response is adequate, but no policy or audit shared.
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response is adequate, but no policy or audit shared.
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response is adequate, but no policy or audit shared.
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response is adequate, but no policy or audit shared.
A3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response is adequate, but no policy or audit shared.
A4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME:INTELLECTYX

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Additional Comment? Bidder's response is adequate, but no policy or audit shared.</i>
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder's response is adequate, but no policy or audit shared.</i>
S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder's response is adequate, but no policy or audit shared.</i>
S3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder's response is adequate, but no policy or audit shared.</i>
S4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder's response is adequate, but no policy or audit shared.</i>
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? Bidder's response is adequate, but no policy or audit shared.</i>
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME:INTELLECTYX

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Additional Comment?</i>
CSP5	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP6	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP7	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP8	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP9	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP10	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP11	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP12	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP13	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP14	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP15	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME:INTELLECTYX

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

CSP16	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP17	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP18	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP19	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST Reqs	
N1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME:INTELLECTYX

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N13	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N14	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Korn Ferry

DATE: 8/27/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- P: vendor has conducted engagement surveys since 1975, and their focus is on combining strategy with talent to improve organizational performance. Have worked with 5,000 organizations globally.
- P: the Vendor has a holistic approach to surveys, from strategy, cadence, governance and project management.
- P: Offer tools to help managers understand where to focus as well as insights for leadership at a strategic level. I like the tiered approach.
- P: Their approach is tailored to each client with a focus on action planning to make sure the data collected is acted upon.
- I: Vendor refers to the project as an end to end listening program for our employees.
- P: Provided three examples of past experience in survey design; one with the University of Minnesota started in 2013 and is contracted through 2030. Similar in scope although a little larger population than the State. They have also worked with the public sector transit organization in Canada on regular and pulse surveys, and a private sector organization, which also utilizes the vendor for exit surveys.
- I: Vendor uses an Engaged Performance framework that measures engagement, culture and the employee experience, while taking into account that organizational commitment and effort impact work behaviors.
- P: I like the approach of “building an effective listening program”. It gets to the heart of what we are trying to do with our survey, analysis, results and action planning. Vendor provides steps on how they will develop an effective program, which will also support organizational trust and buy in. The vendor emphasizes turning employee feedback into actionable insights, which is critical.
- I: in addition to engagement surveys, other feedback programs include pulse surveys, lifecycle feedback and culture assessments.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Korn Ferry

DATE: 8/27/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

2. Subcontractors

- Not mentioned.

-

-

3. Organizational Chart

- P: Provided details of the roles who will support the project and their responsibilities.

4. Etc.

II. Proposed Services

1. Services to be Provided

- P: vendor will provide support in survey design, communications, data collection, analysis and interpretation, as well as train the Division on how to interpret and respond to survey results. I really like that they will show us how to understand our own data.
- P: Vendor will provide an executive summary for leadership, including key drivers of engagement and recommended actions and areas of focus. They will also create department, bureau and statewide reporting.
- P: provide an overview of the steps they take when supporting clients as well as detailed information on what to expect in each step, from project management, design, distribution, communications (and they will provide guidance for branding the survey as part of the process), real time data dashboard and action planning. They also encourage feedback from their customers to ensure they are continuously improving.
- I: vendor provided details on their available benchmarking options.
- N: telephonic support for surveys is not offered.
- N: while the vendor offers an executive leadership summary and presentation, a deep dive analysis into a team or department is separate and an additional cost. However, managers can have access to their own dashboards to help with action items and understand their own data.

2. Implementation – Work Plan

- P: provided detailed project plan with tasks, resources and milestones.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: KornFerry

DATE: 8/28/2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: Maine IT, DAFS Application Team

Individual Evaluator Comments:

- I. Organization Qualifications and Experience
 1. Overview of Organization
 - W: Bidder's project descriptions indicate experience, but do not say much about results.
 2. Subcontractors
 -
 -
 -
 3. Organizational Chart
 4. Etc.

- II. Proposed Services
 1. Services to be Provided
 - W: Prebuilt questions based on organization's experience are nice, but doesn't call out planning for longitudinal comparisons
 - W: Bidder doesn't discuss qual or quant (weighting is called out specifically in RFP) analysis
 -
 2. Implementation – Work Plan
 -
 -

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: KornFerry

DATE: 08/26/2025

EVALUATOR NAME: Cari Gochenouer

EVALUATOR DEPARTMENT Talent Management Division, Bureau of Human Resources

Individual Evaluator Comments:

Positives:

- Impressive number of organizations that they have worked with around the world (15,000).
- Korn Ferry Listen: Interesting employee feedback programs that seem beneficial for our employees, especially pulse and culture.
- Love the “Last Mile” focus on ensuring that outcomes are achieved.
- Survey methodology is impressive. The paragraph on page 25 in the Organization qualifications presents a very sound and well-research understanding of employee engagement and enablement. I really appreciated this section and believe it demonstrates their expertise in engagement surveys.

Negatives:

- Projects did not include any state governments.
- Does not offer data dashboards.

Overall:

Methodology and Survey Design: Excellent

Technology and Reporting: Good

Vendor Expertise: Good

Implementation and Support: Good

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: KORN FERRY

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

Data Compliance	
NIST 800-171	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine FOAA	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: KORN FERRY

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☒ Weak
	Additional Comment?
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA needed for evidence
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? SOC2 not provided from 3 rd parties
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA needed for evidence
A2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA required
A3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Do not follow our policies, only there own
A4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Do not provide data
Information Security Standards	
S1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA required, does not follow client policy
S2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: KORN FERRY

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Additional Comment? No flow down of client requirements</i>
S3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? 72 hour notification, NDA required</i>
S4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Not answered</i>
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Does not follow client policy, NDA required to see there's.</i>
CSP2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Does not follow client policy, NDA required to see there's.</i>
CSP3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Does not follow client policy, NDA required to see there's.</i>
CSP4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Does not follow client policy, NDA required to see there's.</i>
CSP5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Does not follow client policy, NDA required to see there's.</i>
CSP6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Does not follow client policy, NDA required to see there's.</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: KORN FERRY

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

CSP7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Does not follow client policy, NDA required to see there's.
CSP8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Does not follow client policy, NDA required to see there's.
CSP9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Does not follow client policy, NDA required to see there's.
CSP10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Does not follow client policy, NDA required to see there's.
CSP11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Does not follow client policy, NDA required to see there's.
CSP12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Does not follow client policy, NDA required to see there's.
CSP13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Does not follow client policy, NDA required to see there's.
CSP14	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Does not follow client policy, NDA required to see there's.
CSP15	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Does not follow client policy, NDA required to see there's.

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: KORN FERRY

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

CSP16	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Does not follow client policy, NDA required to see there's.
CSP17	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Does not follow client policy, NDA required to see there's.
CSP18	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Does not follow client policy, NDA required to see there's.
CSP19	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Does not follow client policy, NDA required to see there's.
NIST Reqs	
N1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required, no NIST other certs govern
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required, no NIST other certs govern
N4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required, no NIST other certs govern
N5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required, no NIST other certs govern
N6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required, no NIST other certs govern

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: KORN FERRY

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

N7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required, no NIST other certs govern
N8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required, no NIST other certs govern
N9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required, no NIST other certs govern
N10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required, no NIST other certs govern
N11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required, no NIST other certs govern
N12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required, no NIST other certs govern
N13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required, no NIST other certs govern
N14	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required, no NIST other certs govern

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: KORN FERRY

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: KORN FERRY

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: KORN FERRY

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

S3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP9	Quality of Response: ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: KORN FERRY

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP14	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP15	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP16	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP17	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP18	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP19	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST Reqs	
N1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: KORN FERRY

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Additional Comment?</i>
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N13	Quality of Response: ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: KORN FERRY

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: KORN Ferry

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

Data Compliance	
NIST 800-171	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? Bidder provides an ISO certification, but does not provide the results of audit for said certification.
Maine FOAA	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: KORN Ferry

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

DPPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder requires an NDA to share policy details.
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder provides ISO certificate, but no details of accompanying audit for certificate.
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder requires NDA to share policy.
A3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder will share SLA, but none provided.
A4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not return data.
Information Security Standards	
S1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder cannot share documentation without NDA.

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: KORN Ferry

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

S2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's agreement with subcontractor does not include an client-specific clauses.
S3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Response is 72 hours and needs an NDA.
S4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? SA
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder cannot share policy without NDA and does not agree to comply.
CSP7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: KORN Ferry

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Additional Comment?</i>
CSP8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP14	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP15	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP16	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP17	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP18	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP19	Quality of Response: ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: KORN Ferry

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not do business with any prohibited organizations, but follows own policy.
NIST Reqs	
N1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder cannot share policy without an NDA.
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N11	Quality of Response: ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: KORN Ferry

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>
N12	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>
N13	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: MarketDecisions

DATE: 8/27/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- P: Vendor has prior experience working with the State of Maine on engagement surveys as well as other surveys (ex. mental health and substance abuse treatment surveys).
- P: Maine based company specializing in research, survey methods and reporting. Vendor completes more than 100,000 surveys annually over a range of modalities.
- P 20 years of experience analyzing data to inform public policy topics.
- P: ability to offer telephonic interviews for surveys and processing paper surveys, in addition to online and focus groups.
- P: Thorough explanation of their methodology when analyzing data to ensure valid responses.
- P: provided three recent project examples, including a survey conducted at Maine DHHS and Maine DOL. The final example was work previously completed for the Division on past Workforce Engagement Surveys.

2. Subcontractors

- A subcontractor with prior experience supporting State government will be utilized.
-
-

3. Organizational Chart

- P: Provided org chart with details on roles, responsibilities and bios of who will be supporting the project. Also provided their resumes.

4. Etc.

- No litigation

II. Proposed Services

1. Services to be Provided

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: MarketDecisions

DATE: 8/27/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

- P: vendor provides an overview of services offered, including survey planning, project management, communication plan, survey design, survey analysis and reporting.
- N: Vendor proposes using a report template developed by BHR and the vendor in the past. They will review the template with the Division to make updates for accessibility, which is positive, however I would like to have seen recommendations for new reporting templates and formats.
- N: while I appreciate the vendor working with BHR to review prior reports we collaborated on and a willingness to make modifications, the outline provided of what the report will include is the same as what was provided in past. I would like to see best practices and recommendations on where changes could be made to make the reports more engaging and meaningful, as well as a communication strategy.
- N: overall their data methodology proposal is strong however I find the next steps, reporting and recommendations lacking for our needs.
- P: vendor will provide interactive reporting using Power BI as well as benchmark comparisons to better understand our results.
- P: upon request vendor is willing to meet with divisions other than BHR to answer questions.
- P: vendor indicates they will offer recommendations and post survey action plan as well as follow up tools, resources, and guidance so leaders can take action. Includes customizable templates for action planning, communication strategies to share results and priorities with employees, and best practices for addressing challenges.

2. Implementation – Work Plan

- P: provided clear work plan with phase, task, dates and responsibilities.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Market Decisions

DATE: 8/28/2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: Maine IT, DAFS Application Team

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- S: Bidder has previous experience working with ME public sector employees
- S: While not specifically called for, lots of experience working with employees and businesses in ME

•

2. Subcontractors

•

•

•

3. Organizational Chart

4. Etc.

II. Proposed Services

1. Services to be Provided

- W: Doesn't call out strategy for designing survey with longitudinal comparison
- S: Multimodal: online, paper
- I: Removes email from data during cleaning. No tracking email.
- S: only using data for purpose of survey

2. Implementation – Work Plan

•

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MarketDecisions

DATE: 08/29/2025

EVALUATOR NAME: Cari Gochenouer

EVALUATOR DEPARTMENT Talent Management Division, Bureau of Human Resources

Individual Evaluator Comments:

Positives:

- Based in Portland, ME.
- Have worked with many organizations in Maine. Understand local culture.

Negatives:

-

Overall:

Methodology and Survey Design: Poor

Technology and Reporting: Poor

Vendor Expertise: Good

Implementation and Support: Poor

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MARKET DECISIONS

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MARKET DECISIONS

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? Listed managed service provider
MaineIT	
H1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
H2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
H3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
A1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? N/A provided
A2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? N/A provided
A3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? N/A provided
A4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? N/A provided
Information Security Standards	
S1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
S2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MARKET DECISIONS

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

S3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
S4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
CSP2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
CSP3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
CSP4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
CSP5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
CSP6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
CSP7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
CSP8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
CSP9	Quality of Response: ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MARKET DECISIONS

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
CSP10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
CSP11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
CSP12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
CSP13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
CSP14	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
CSP15	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
CSP16	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
CSP17	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
CSP18	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
CSP19	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference 81 page document, no direct link
NIST Reqs	
N1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MARKET DECISIONS

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Additional Comment? Reference 81 page document, no direct link</i>
N2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Reference 81 page document, no direct link</i>
N3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Reference 81 page document, no direct link</i>
N4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Reference 81 page document, no direct link</i>
N5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Reference 81 page document, no direct link</i>
N6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Reference 81 page document, no direct link</i>
N7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Reference 81 page document, no direct link</i>
N8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Reference 81 page document, no direct link</i>
N9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Reference 81 page document, no direct link</i>
N10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Reference 81 page document, no direct link</i>
N11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Reference 81 page document, no direct link</i>
N12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Reference 81 page document, no direct link</i>
N13	Quality of Response: ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MARKET DECISIONS

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment? Reference 81 page document, no direct link</i>
N14	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MARKET DECISIONS

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MARKET DECISIONS

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MARKET DECISIONS

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

S3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP9	Quality of Response: ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MARKET DECISIONS

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP14	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP15	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP16	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP17	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP18	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP19	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST Reqs	
N1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MARKET DECISIONS

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Additional Comment?</i>
N2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N13	Quality of Response: ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MARKET DECISIONS

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: MARKET DECISIONS

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

Data Compliance	
NIST 800-171	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Does not describe FOAA compliance
Maine Breach Notification Law	Quality of Response: ☒ Adequate ☒ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: MARKET DECISIONS

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment? Vendor proposes using Voxco to host survey. Voxco's privacy statement indicates they do not use any data collection by their clients. They do, however, conduct ad hoc user surveys. Ask about MaineIT's policy posture.
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Azure hosted
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder states that this question is not applicable, but does not explain why or provide evidence.
A1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder states that this question is not applicable, but does not explain why or provide evidence.
A2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder states that this question is not applicable, but does not explain why or provide evidence.
A3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A4	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? Bidder states that this question is not applicable, but does not explain why or provide evidence.

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: MARKET DECISIONS

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
S3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
S4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
S5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: MARKET DECISIONS

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Additional Comment?</i>
CSP7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP13	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP14	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP15	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP16	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP17	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: MARKET DECISIONS

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

CSP18	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP19	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
NIST Reqs	
N1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: MARKET DECISIONS

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N13	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N14	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?NA

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: MGT Impact Solutions

DATE: 8/28/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- P: Provided three recent examples of working with public sector employers on workplace climate assessments. While they are public sector, all examples are local and county governments.
- N: all three examples were significantly smaller in scope (1200-3900 employees) than the State of Maine.
- P: 50 years of experience in driving social change and government performance.

2. Subcontractors

- The Vendor works with the Local Government Workplaces Initiative at UNC Chapel Hill. It appears one of the project managers and one support team member are from LGWI.
- Q: I'm unsure what LGWI's role is in contrast to MGT's. They appear to be consultants.
- Q: how would our data be used at UNC (if at all)?

3. Organizational Chart

- P: Provided a list of the roles and responsibilities of their team and an org chart. Also provided biographies/resumes.

4. Etc.

- No litigation

II. Proposed Services

1. Services to be Provided

- P: provided a detailed overview of the services to be offered and included deliverables under each identified task. This includes survey design, implementation (using Qualtrics), data analysis and reporting.
- I: Reports are provided in a PowerPoint and a Tableau dashboard link is provided.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: MGT Impact Solutions

DATE: 8/28/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

- N: cost proposal includes 15 individual three day consultant trips to Maine. We specified we did not require an in person presence.
 - N: the draft final report will be provided for review however vendor will only offer two remote presentations.
 - N: it sounds like the vendor will only provide one final report (page 17). What about the individual reports for departments and bureaus?
2. Implementation – Work Plan
- P: Provided implementation plan with deliverables and timelines.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: MGT

DATE: 8/28/2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: Maine IT, DAFS Application Team

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- S: experience with large public sector employees in 2 of 3 projects.
Additional public sector employees cited in body of file 1

-
-

2. Subcontractors

-
-
-

3. Organizational Chart

4. Etc.

II. Proposed Services

1. Services to be Provided

- I: UNC IRB oversight
- Bidder requests individualized employee data, which strikes me as intrusive and raises questions about confidentiality
- I: using Qualtrics, Otter.ai, and Maxqda
- W: The survey will be administered through Qualtrics, but I am left wondering who will administer it.

-

2. Implementation – Work Plan

-

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MGT

DATE: 08/29/2025

EVALUATOR NAME: Cari Gochenouer

EVALUATOR DEPARTMENT Talent Management Division, Bureau of Human Resources

Individual Evaluator Comments:

Positives:

- Has experience creating engagement surveys with City and County offices.
- An impressive variety of services (cyber, human capital, policy, etc).
- Would be interesting insight provided by their subcontracts with UNC School of Government
- Provides Tableau dashboard

Negatives:

- The 15 three-day consultant trips to Maine seem unnecessary.

Overall:

Methodology and Survey Design: Good

Technology and Reporting: Good

Vendor Expertise: Good

Implementation and Support: Good

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MGT

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MGT

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? N/A provided
MaineIT	
H1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? N/A provided
H2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? N/A provided
H3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? N/A provided
A1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? N/A provided
A2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? N/A provided
A3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? N/A provided
A4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? N/A provided
Information Security Standards	
S1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA required
S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MGT

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

S3	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
S4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Reference document not included
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required
CSP2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required
CSP3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required
CSP4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required
CSP5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required
CSP6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required
CSP7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required
CSP8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required
CSP9	Quality of Response: ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MGT

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required
CSP10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required
CSP11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required
CSP12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required
CSP13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required
CSP14	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required
CSP15	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required
CSP16	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required
CSP17	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required
CSP18	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required
CSP19	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? NDA Required
NIST Reqs	
N1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MGT

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Additional Comment? NDA Required</i>
N2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? NDA Required</i>
N3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? NDA Required</i>
N4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? NDA Required</i>
N5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? NDA Required</i>
N6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? NDA Required</i>
N7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? NDA Required</i>
N8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? NDA Required</i>
N9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? NDA Required</i>
N10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? NDA Required</i>
N11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? NDA Required</i>
N12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? NDA Required</i>
N13	Quality of Response: ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MGT

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment? NDA Required</i>
N14	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment? NDA Required</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: MGT
DATE: 08/25/2025
EVALUATOR NAME: MATTHEW KEENE
EVALUATOR DEPARTMENT: DAFS/OIT

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MGT

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MGT

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

S3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP9	Quality of Response: ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MGT

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP14	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP15	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP16	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP17	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP18	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP19	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST Reqs	
N1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MGT

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Additional Comment?</i>
N2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N13	Quality of Response: ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: MGT

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: MGT

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance, but is unable to provide evidence without an NDA.
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: MGT

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

DPPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
BoM	
B1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder indicates that they are not providing a technical solution, but indicates in proposal that they will use Qualtrics.
H2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder indicates that they are not providing a technical solution, but indicates in proposal that they will use Qualtrics.
H3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder indicates that they are not providing a technical solution, but indicates in proposal that they will use Qualtrics.
A1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder indicates that they are not providing a technical solution, but indicates in proposal that they will use Qualtrics.
A2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder indicates that they are not providing a technical solution, but indicates in proposal that they will use Qualtrics.
A3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder indicates that they are not providing a technical solution, but indicates in proposal that they will use Qualtrics.
A4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: MGT

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Additional Comment? Bidder indicates that they are not providing a technical solution, but indicates in proposal that they will use Qualtrics.</i>
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder indicates that they are not providing a technical solution, but indicates in proposal that they will use Qualtrics.</i>
S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder indicates that they are not providing a technical solution, but indicates in proposal that they will use Qualtrics.</i>
S3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder indicates that they are not providing a technical solution, but indicates in proposal that they will use Qualtrics.</i>
S4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder indicates that they are not providing a technical solution, but indicates in proposal that they will use Qualtrics.</i>
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? NA</i>
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.</i>
CSP2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.</i>
CSP3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.</i>
CSP4	Quality of Response: ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: MGT

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.
CSP5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.
CSP6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.
CSP7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.
CSP8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates compliance, but is unable to provide evidence without an NDA.
CSP9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.
CSP10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.
CSP11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.
CSP12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.
CSP13	Quality of Response: ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: MGT

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.
CSP14	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.
CSP15	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.
CSP16	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.
CSP17	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.
CSP18	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.
CSP19	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.
NIST Reqs	
N1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.
N2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: MGT

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

N3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.
N4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.
N5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.
N6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.
N7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.
N8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.
N9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.
N10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.
N11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: MGT

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

N12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.
N13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.
N14	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder's response indicates non-compliance and unable to provide evidence without an NDA.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: NYAA

DATE: 8/30/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- N: Vendor appears to have limited experience, having just two years of experience incorporating one or more survey components and just four distinct surveys.
- P: specialist in organizational assessment and change assessment.
- P: have experience working with diverse constituencies across rural, urban, suburban and Indigenous spaces.
- P: provided three prior project examples, one of which was with a state agency (Michigan DHHS).
- N: none of the example projects were past engagement survey samples. All were more health (SNAP-Ed, substance abuse centered).
- P: highly scientific approach.

2. Subcontractors

- None for this project.
-

3. Organizational Chart

- P: Provided with bios of those who would be working on the project.

4. Etc.

II. Proposed Services

1. Services to be Provided

- P: provided overview of services, including survey design, implementation, analysis and reporting.
- P: vendor will collaborate with Division to identify priority areas/departments that could benefit from smaller pulse surveys.
- P: Vendor will recommend ways to reduce barriers to participation and provided examples of their approach to encourage participation.
- P: Vendor will use Qualtrics
- I: the vendor's strength appears to be in the collection and analysis of results. While a critical part of the project, more of an emphasis

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: NYAA

DATE: 8/30/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

on action plans for agencies, recommendations and change management would be preferred.

2. Implementation – Work Plan

- P: Thorough implementation plan provided.

-

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME:

DATE: 8/28/2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: Maine IT, DAFS Application Team

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- W: Bidder experience includes an impressive set of survey projects, though they pertain to public health rather than employee engagement

-
-

2. Subcontractors

-
-
-

3. Organizational Chart

4. Etc.

II. Proposed Services

1. Services to be Provided

- S: Bidder thoughtfully describes ways to boost participation, esp with paper surveys.
- S: Data security/privacy procedures seem apt
- S/W: While statistical methods are sound, the qualitative analysis is described less thoroughly

-

2. Implementation – Work Plan

-

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: NYAA

DATE: 08/29/2025

EVALUATOR NAME: Cari Gochenouer

EVALUATOR DEPARTMENT Talent Management Division, Bureau of Human Resources

Individual Evaluator Comments:

Positives:

- Appreciate their data collection methodology and process

Negatives:

- Does not sound like they have worked directly on employee engagement projects. They appear to specialize more in health-related research.
- The project manager's background is in developmental psychology. I am having a hard time understanding how that would equal experience on this topic.
- Our survey does not seem like it meets their mission.
- Would have liked to see more description about reporting.

Overall:

Methodology and Survey Design: Good

Technology and Reporting: Ok

Vendor Expertise: Poor

Implementation and Support: Good

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: NYAA HEALTH

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: NYAA HEALTH

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Nothing provided
MaineIT	
H1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
H2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
H3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
A1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
A2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
A3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
A4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
Information Security Standards	
S1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
S2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: NYAA HEALTH

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

S3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
S4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
S5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
CSP2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
CSP3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
CSP4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
CSP5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
CSP6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
CSP7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
CSP8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
CSP9	Quality of Response: ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: NYAA HEALTH

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
CSP10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
CSP11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
CSP12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
CSP13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
CSP14	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
CSP15	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
CSP16	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
CSP17	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
CSP18	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
CSP19	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No evidence
NIST Reqs	
N1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: NYAA HEALTH

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Additional Comment? Not answered</i>
N2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Not answered</i>
N3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Not answered</i>
N4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Not answered</i>
N5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Not answered</i>
N6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Not answered</i>
N7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Not answered</i>
N8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Not answered</i>
N9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Not answered</i>
N10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Not answered</i>
N11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Not answered</i>
N12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Not answered</i>
N13	Quality of Response: ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: NYAA HEALTH

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment? Not answered</i>
N14	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment? Not answered</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: NYAA HEALTH

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: NYAA HEALTH

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: NYAA HEALTH

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

S3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP9	Quality of Response: ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: NYAA HEALTH

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP10	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP11	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP12	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP13	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP14	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP15	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP16	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP17	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP18	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP19	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
NIST Reqs	
N1	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: NYAA HEALTH

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Additional Comment?</i>
N2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N13	Quality of Response: ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: NYAA HEALTH

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: NYAA HEALTH

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not describe how they comply with the controls/laws in question and provides no evidence.
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not describe how they comply with the controls/laws in question and provides no evidence.
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not describe how they comply with the controls/laws in question and provides no evidence.
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not describe how they comply with the controls/laws in question and provides no evidence.
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not describe how they comply with the controls/laws in question and provides no evidence.
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: NYAA HEALTH

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
DPPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
BoM	
B1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No product listed in BOM
MaineIT	
H1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.
H2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.
H3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.
A1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.
A2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.
A3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: NYAA HEALTH

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

A4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.
Information Security Standards	
S1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.
S2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.
S3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.
S4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.
S5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.
CSP2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.
CSP3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: NYAA HEALTH

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.</i>
CSP4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.</i>
CSP5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.</i>
CSP6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.</i>
CSP7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.</i>
CSP8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.</i>
CSP9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.</i>
CSP10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.</i>
CSP11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.</i>
CSP12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: NYAA HEALTH

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.</i>
CSP13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.</i>
CSP14	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.</i>
CSP15	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.</i>
CSP16	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.</i>
CSP17	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.</i>
CSP18	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.</i>
CSP19	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder does not describe how they comply with the control in question and provides no evidence.</i>
NIST Reqs	
N1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? No Answer provided by bidder for this section</i>
N2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: NYAA HEALTH

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Additional Comment?</i>
N3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N14	Quality of Response: ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: NYAA HEALTH

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: PowerTrain

DATE: 8/30/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- P: 30 years of experience.
- P: Services extend beyond survey administration to offer action planning tools, an online action ideas library, and ongoing support to HR and leadership.
- P: provided three prior examples, all from Federal private sector and includes the Government Accountability Office's engagement survey (3,250 employees).
-

2. Subcontractors

- None for this project.
-
-

3. Organizational Chart

- P: provided org chart with roles and bios.
- No litigation in past 5 years.

II. Proposed Services

1. Services to be Provided

- P: provided overview of services to be provided, including planning, design, implementation, analysis and reporting.
- P: vendor has worked with unionized workforces previously.
- P: Vendor will provide reports at department, bureau and statewide levels, and provide follow up tools and guidance including SMART strategies.

2. Implementation – Work Plan

- P: provided thorough work plan, and provided their understanding of the project as well.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: PowerTrain

DATE: 8/30/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

- P: provided project timeline and deliverables. I like that they even included a transition out plan should they be selected and not renewed.
- N: not detailed in their proposed services.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: PowerTrain

DATE: 8/28/2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: Maine IT, DAFS Application Team

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- S: Strong experience in employee engagement research
-
-

2. Subcontractors

-
-
-

3. Organizational Chart

4. Etc.

II. Proposed Services

1. Services to be Provided

- W: Proposal says they will meet requirements, but details are often general. For instance, I'd like to hear about how they analyze data for themes or achieve a certain response rate.
-
-

2. Implementation – Work Plan

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: PowerTrain

DATE: 09/02/2025

EVALUATOR NAME: Cari Gochenouer

EVALUATOR DEPARTMENT Talent Management Division, Bureau of Human Resources

Individual Evaluator Comments:

Positives:

- Has provided workforce surveys to local governments
- Beneficial that one of the roles is an organizational psychologist
- Provide ongoing support for data queries and report access until 2030
- Transition out plan

Negatives:

- Lacking in survey methodology
- I wish they would have explained more on targeted participation rates
- What format will be provided for open ended responses to us
- 3 Virtual presentations to state leadership

Overall:

Methodology and Survey Design: Poor

Technology and Reporting: Good

Vendor Expertise: Good

Implementation and Support: Good

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: POWER TRAIN

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: POWER TRAIN

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
H2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
H3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
A1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
A2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
A3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
A4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
Information Security Standards	
S1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
S2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: POWER TRAIN

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

S3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
S4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
CSP2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
CSP3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
CSP4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
CSP5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
CSP6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
CSP7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
CSP8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
CSP9	Quality of Response: ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: POWER TRAIN

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
CSP10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
CSP11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
CSP12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
CSP13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
CSP14	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
CSP15	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Referenced documentation not provided
CSP16	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? N/A provided
CSP17	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? N/A provided
CSP18	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? N/A provided
CSP19	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
NIST Reqs	
N1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: POWER TRAIN

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Additional Comment? Evidence not provided</i>
N2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Evidence not provided</i>
N3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Evidence not provided</i>
N4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Evidence not provided</i>
N5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Evidence not provided</i>
N6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Evidence not provided</i>
N7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Evidence not provided</i>
N8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Evidence not provided</i>
N9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Evidence not provided</i>
N10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Evidence not provided</i>
N11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Evidence not provided</i>
N12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Evidence not provided</i>
N13	Quality of Response: ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: POWER TRAIN

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment? Evidence not provided</i>
N14	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: POWERTRAIN

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: POWERTRAIN

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: POWERTRAIN

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

S3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP9	Quality of Response: ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: POWERTRAIN

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP10	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP11	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP12	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP13	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP14	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP15	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP16	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP17	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP18	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP19	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
NIST Reqs	
N1	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: POWERTRAIN

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Additional Comment?</i>
N2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N13	Quality of Response: ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: POWERTRAIN

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: POWERTRAIN

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

Data Compliance	
NIST 800-171	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Vendor indicates compliance
Maine FOAA	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: POWERTRAIN

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: POWERTRAIN

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Additional Comment?</i>
S3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
S4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment? Vendor agrees to comply and specify data provisions in the contract.</i>
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? NA</i>
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP8	Quality of Response: ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: POWERTRAIN

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP13	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP14	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP15	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP16	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? Bidder indicates that this is not applicable. Does this mean they do not use GEN AI?
CSP17	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP18	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP19	Quality of Response: ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: POWERTRAIN

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
NIST Reqs	
N1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N11	Quality of Response: ☒ Adequate ☐ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: POWERTRAIN

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N12	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N13	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i> Vendor is FedRamp certified, but not included with proposal

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Public Consulting Group

DATE: 8/30/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- P: vendor has three decades of experience developing, improving, administering and analyzing surveys, including those administered statewide and for multiple agencies or departments.
- P: vendor has administered surveys in multiple formats, including paper-based, over the phone, and in-person and have experience with engaging employees in geographically diverse settings.
- P: provided three prior project examples, including one with Manie DHHS OFCS, although project scope was different than the Division's project. They also worked with WA state on a survey for more than 5,000 staff on leadership competencies.

2. Subcontractors

- None for this project.
-
-

3. Organizational Chart

- P: org chart provided with roles, responsibilities and staff resumes.
- Provided litigation over past five years.

II. Proposed Services

1. Services to be Provided

- P: provided detailed overview of services, including project set up, management, survey design/distribution (including diverse methodology such as 8 hours of telephonic and in person surveying as requested), analysis, and a suite or reporting, including organizational report, executive summary presentation and a digital dashboard of results. The Org Report is a dive into important sub-groups in the workforce (demographics)
- P: results presentation will include recommendations on how to act on results.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Public Consulting Group

DATE: 8/30/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

- N: vendor will not provide department and bureau level reports? It looks like the data dashboard through PowerBI is the provided tool for departments and bureaus.

2. Implementation – Work Plan

- P: Detailed workplace provided.
- P: provided on the assumption two surveys would be conducted

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Public Consulting Group

DATE: 8/28/2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: Maine IT, DAFS Application Team

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- S: Projects demonstrate experience working in public sector with large samples

•

•

2. Subcontractors

•

•

•

3. Organizational Chart

4. Etc.

II. Proposed Services

1. Services to be Provided

- W: The bidder requests individualized employee data including demographic data. This seems invasive and raises questions about confidentiality. Moreover, if this information will be divorced from results, why do they need it?
- W: What methods will bidder use for qualitative analysis?

•

•

2. Implementation – Work Plan

•

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Public Consulting Group

DATE: 09/02/2025

EVALUATOR NAME: Cari Gochenouer

EVALUATOR DEPARTMENT Talent Management Division, Bureau of Human Resources

Individual Evaluator Comments:

Positives:

- Has worked with Maine DHHS, OCFS on communication and leadership development. Conducted interviews and focus groups with staff. Also collected feedback from a survey.
- Appreciate focus on talent management
- Has org effectiveness SME which would be really helpful with data analysis.

Negatives:

- Would have appreciate more information about their survey methodology.
- Did not see any information about post survey follow up support.

Overall:

Methodology and Survey Design: Poor

Technology and Reporting: Good

Vendor Expertise: Great

Implementation and Support: Good

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: PUBLIC CONSULTING GROUP

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Does not follow NIST 800-171
Maine FOAA	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Exemptions clause, not provided
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Does not state compliance with Maine law
NIST 800-53: Rev5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Does not state compliance with Maine law
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: PUBLIC CONSULTING GROUP

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: PUBLIC CONSULTING GROUP

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Additional Comment?</i>
S3	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
S4	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
S5	<i>Quality of Response:</i> ☐ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
Cloud Service Provider Reqs	
CSP1	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP2	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP3	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP4	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP5	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP6	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP7	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP8	<i>Quality of Response:</i> ☒ Adequate ☐ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: PUBLIC CONSULTING GROUP

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Additional Comment?</i>
CSP9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP13	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP14	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP15	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP16	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
CSP17	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP18	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP19	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: PUBLIC CONSULTING GROUP

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

NIST Reqs	
N1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: PUBLIC CONSULTING GROUP

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

N12	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>
N13	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: PUBLICCONSULTINGGROUP
DATE: 08/25/2025
EVALUATOR NAME: MATTHEW KEENE
EVALUATOR DEPARTMENT: DAFS/OIT

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: PUBLICCONSULTINGGROUP

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: PUBLICCONSULTINGGROUP

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

S3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP9	Quality of Response: ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: PUBLICCONSULTINGGROUP

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP14	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP15	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP16	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP17	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP18	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP19	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST Reqs	
N1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: PUBLICCONSULTINGGROUP

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Additional Comment?</i>
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N13	Quality of Response: ☒ Adequate ☐ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: PUBLICCONSULTINGGROUP

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: PUBLIC CONSULTING GROUP

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder works off of the NIST 800-53 framework,m but states non-compliance
Maine FOAA	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: PUBLIC CONSULTING GROUP

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

DPPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
A3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
A4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? Unclear if Bidder will comply with the provision to destroy data at end of engagement.
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: PUBLIC CONSULTING GROUP

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
S3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
S4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: PUBLIC CONSULTING GROUP

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

CSP8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP13	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP14	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP15	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP16	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP17	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP18	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: PUBLIC CONSULTING GROUP

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

CSP19	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
NIST Reqs	
N1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: PUBLIC CONSULTING GROUP

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

N11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N14	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? Yearly audit. Copy of recent SoC2 audits provided.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Social & Economic Sciences Research Center (SESRC)– Washington State University (WSU)

DATE: 9/2/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- P: vendor is a state agency (WA) and has done surveying and interviewing since 1970. They now conduct telephone, mail, web and face to face surveying and interviews.
- P: provided four project examples, all of which were with public sector municipal and state organizations. Many of the surveys were done by mail.
- N: of the examples provided, the response rates were between 20.8-24.8% and several offered a cash incentive to complete the survey.
- I: use a proprietary web based survey platform called DCWorks.
- P: have done work for WA State Office of Financial Management, USDA, WA State Dept. of Transportation and more in the past.
- I: Employ 21 staff and 100-200 temporary employees for survey collection. 50-75 projects annually.

2. Subcontractors

- None for this project
-
-

3. Organizational Chart

- P: provided org chart specific for our project with roles, responsibilities and bios.

4. Etc.

- No litigation.
- Q: page 11, the vendor does not release information on financial viability. Is this a dealbreaker for procurement?

II. Proposed Services

1. Services to be Provided

- I: use Dillman's Tailored Design Method as their approach to surveys (developed by a former leader of the Center).

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Social & Economic Sciences Research Center (SESRC)– Washington State University (WSU)

DATE: 9/2/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

- P: provide details of their services, including planning, project management, communication plan, survey implementation, analysis (visualized through PowerBI), reporting with themes and action steps, support for post survey action planning and results interpretation, and custom stakeholder presentations upon request (including leadership, management, or workforce groups).
- P: vendor will recommend strategies for equitable access including accommodations for those with disabilities, low digital literacy or restricted technology access.
- P: the vendor can use the Division's branding on the survey webpage.
- P: offer a toll free number for respondents to call with questions or concerns about the project.
- Q: will they code write in responses

2. Implementation – Work Plan

- P: provided implementation plan with tasks and timeline.
- P: provided example of survey webpage

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: SESRC

DATE: 8/28/2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: Maine IT, DAFS Application Team

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- W: Projects indicate strength with survey research, but not necessarily employee engagement

•

•

2. Subcontractors

•

•

•

3. Organizational Chart

4. Etc.

II. Proposed Services

1. Services to be Provided

- W: Bidder claims they will advise on survey design, but does not account for longitudinal analysis.
- W: How will bidder analyze the data?

•

2. Implementation – Work Plan

•

•

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SESRC

DATE: 09/03/2025

EVALUATOR NAME: Cari Gochenouer

EVALUATOR DEPARTMENT Talent Management Division, Bureau of Human Resources

Individual Evaluator Comments:

Positives:

- Would be innovative to use students to help us with the evaluation
-

Negatives:

- Issues around confidentiality
- High use of Part time employees
- Response rates were very low
- Lack of post survey support

Overall:

Methodology and Survey Design:

Technology and Reporting:

Vendor Expertise:

Implementation and Support:

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SESRC

DATE: 8/25/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not NIST 800-171
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not addressed
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SESRC

DATE: 8/25/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SESRC

DATE: 8/25/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Additional Comment?</i>
S3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
S4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Not answered</i>
CSP2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Not answered</i>
CSP3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Not answered</i>
CSP4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Not answered</i>
CSP5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Not answered</i>
CSP6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Not answered</i>
CSP7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Not answered</i>
CSP8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Not answered</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SESRC

DATE: 8/25/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

CSP9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not answered
CSP10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not answered
CSP11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not answered
CSP12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not answered
CSP13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not answered
CSP14	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not answered
CSP15	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not answered
CSP16	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not answered
CSP17	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not answered
CSP18	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not answered
CSP19	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not answered
NIST Reqs	

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SESRC

DATE: 8/25/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

N1	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? No NIST Controls
N2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No NIST Controls
N3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No NIST Controls
N4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No NIST Controls
N5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No NIST Controls
N6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No NIST Controls
N7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No NIST Controls
N8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No NIST Controls
N9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No NIST Controls
N10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No NIST Controls
N11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No NIST Controls
N12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SESRC

DATE: 8/25/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Additional Comment? No NIST Controls</i>
N13	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment? No NIST Controls</i>
N14	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment? No NIST Controls</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SESRC

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SESRC

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SESRC

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

S3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP9	Quality of Response: ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SESRC

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP14	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP15	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP16	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP17	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP18	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP19	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST Reqs	
N1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SESRC

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Additional Comment?</i>
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N13	Quality of Response: ☒ Adequate ☐ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SESRC

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: SESRC

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? The bidder states their survey software environment is not scoped to NIST 800-171
Maine FOAA	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not indicate when they would provide breach notification.
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? The bidder states their survey software environment is not scoped to NIST 800-171
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
FERPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: SESRC

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
DPPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not supply data
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder indicates that they will work with agency to determine if SLA is necessary.
A4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: SESRC

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
S2	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
S3	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
S4	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Vendor indicates that they will provide documentation at time of contract.
CSP2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: SESRC

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

CSP7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP14	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP15	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP16	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP17	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP18	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: SESRC

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Additional Comment?</i>
CSP19	<i>Quality of Response:</i> ☐ Adequate ☒ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
NIST Reqs	
N1	<i>Quality of Response:</i> ☐ Adequate ☒ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder indicates that they will work with agency to determine if SLA is necessary.</i>
N2	<i>Quality of Response:</i> ☐ Adequate ☒ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder indicates that they will work with agency to determine if SLA is necessary.</i>
N3	<i>Quality of Response:</i> ☐ Adequate ☒ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder indicates that they will work with agency to determine if SLA is necessary.</i>
N4	<i>Quality of Response:</i> ☐ Adequate ☒ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder indicates that they will work with agency to determine if SLA is necessary.</i>
N5	<i>Quality of Response:</i> ☐ Adequate ☒ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder indicates that they will work with agency to determine if SLA is necessary.</i>
N6	<i>Quality of Response:</i> ☐ Adequate ☒ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder indicates that they will work with agency to determine if SLA is necessary.</i>
N7	<i>Quality of Response:</i> ☐ Adequate ☒ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder indicates that they will work with agency to determine if SLA is necessary.</i>
N8	<i>Quality of Response:</i> ☐ Adequate ☒ Weak
	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: SESRC

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Additional Comment? Bidder indicates that they will work with agency to determine if SLA is necessary.</i>
N9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder indicates that they will work with agency to determine if SLA is necessary.</i>
N10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder indicates that they will work with agency to determine if SLA is necessary.</i>
N11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder indicates that they will work with agency to determine if SLA is necessary.</i>
N12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder indicates that they will work with agency to determine if SLA is necessary.</i>
N13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder indicates that they will work with agency to determine if SLA is necessary.</i>
N14	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder indicates that they will work with agency to determine if SLA is necessary.</i>

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Slalom Inc.

DATE: 9/2/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- P: prior experience working with public sector orgs, including MaineIT and LAPD.
- P: provided three project examples including the LAPD (Equity and Inclusion assessment, 9,000 employees), an employee experience strategy for GlaxoSmithKline and another pharmaceutical company Takeda where they administered an engagement survey.
-
-

2. Subcontractors

- None for this project.

3. Organizational Chart

- P: provided org chart and the roles that would support the project.
- Q: several roles are listed as part time support. How many hours does that translate to?

4. Etc.

- Provided litigation.
- I: provided a letter of endorsement from Live + Work in Maine.

II. Proposed Services

1. Services to be Provided

- P: I like that the vendor's approach is that engagement insights are only as good as the actions that are taken. They provide tools, processes and resources.
- P: provided overview of services, (Align, Design, Launch, and Learn/Sustain) including starting with visioning and identifying pain points; survey development, communications, and reporting design. They have templates and best practices to share and go beyond final reports to implement sustainable infrastructure for ongoing listening.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Slalom Inc.

DATE: 9/2/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

- P: shared their approach to operationalizing the results.
- P: recommend using Qualtrics but will be able to support the Division should our preference be to use a platform like SurveyMonkey.
- N: need to provide more details on the “how”

2. Implementation – Work Plan

- P: Provided implementation with timeline, activities, and key deliverables at each stage.
- P: provided additional scope of services for ad hoc surveys.
- P: provided project set up and governance model
- N: only 1 one feedback and revision round provided for survey development.
- Q: the vendor will deliver reporting in up to 40 configured report views, using slices of a singular PowerBI dashboard. The reporting templates and presentations will be aligned during planning; they also indicate they will prepare the activation toolkit as a guide and template. Do they offer any presentation or executive briefings as part of their services?

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Slalom

DATE: 8/28/2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: Maine IT, DAFS Application Team

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- W: Good experience with employee engagement research, though only one project with public sector employees

-
-
-

2. Subcontractors

-
-
-

3. Organizational Chart

4. Etc.

II. Proposed Services

1. Services to be Provided

- W: While I find the project plan to be thoughtful, I would like to hear more about how the Bidder plans to improve the existing survey process and instrument. For instance, what specifically is the bidder looking for when reviewing earlier instances of the survey?
- W: How will bidder analyze qual and quant data? How will bidder collate disparate data?

-
-

2. Implementation – Work Plan

-
-

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Slalom

DATE: 09/02/2025

EVALUATOR NAME: Cari Gochenouer

EVALUATOR DEPARTMENT Talent Management Division, Bureau of Human Resources

Positives:

- Offers significant platform accessibility for universal design purposes.
- Includes working with Maine IT
- Does not use Gen AI to provide services or deliverables.

Negatives:

- Does not have a lot of examples of working with state governments. Closest is LAPD.
- The organization chart is a little confusing. It doesn't seem that they would dedicate a large team to this project. 3 out of the 5 work part time.
- Seem to be involved in a lot of litigation.
- Do not like their data visualization for their ethos. Poorly designed.
- Why do they have redacted files?

Overall:

Methodology and Survey Design: Good

Technology and Reporting: Poor

Vendor Expertise: Good

Implementation and Support: Good

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SLALOM

DATE: 8/25/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
Maine FOAA	Quality of Response: ☒ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SLALOM

DATE: 8/25/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
A3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
A4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
Information Security Standards	
S1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
S2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SLALOM

DATE: 8/25/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

S3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
S4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
S5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
CSP2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
CSP3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
CSP4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
CSP5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
CSP6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
CSP7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
CSP8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
CSP9	Quality of Response: ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SLALOM

DATE: 8/25/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
CSP10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
CSP11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
CSP12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
CSP13	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
CSP14	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
CSP15	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
CSP16	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
CSP17	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
CSP18	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
CSP19	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Answered for 3 rd party not themselves
NIST Reqs	
N1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SLALOM

DATE: 8/25/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Additional Comment? Answered for 3rd party not themselves</i>
N2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Answered for 3rd party not themselves</i>
N3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Answered for 3rd party not themselves</i>
N4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Answered for 3rd party not themselves</i>
N5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Answered for 3rd party not themselves</i>
N6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Answered for 3rd party not themselves</i>
N7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Answered for 3rd party not themselves</i>
N8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Answered for 3rd party not themselves</i>
N9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Answered for 3rd party not themselves</i>
N10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Answered for 3rd party not themselves</i>
N11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Answered for 3rd party not themselves</i>
N12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Answered for 3rd party not themselves</i>
N13	Quality of Response: ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SLALOM

DATE: 8/25/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment? Answered for 3rd party not themselves</i>
N14	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment? Answered for 3rd party not themselves</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SLALOM

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SLALOM

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SLALOM

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

S3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP9	Quality of Response: ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SLALOM

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP10	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP11	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP12	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP13	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP14	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP15	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP16	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP17	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP18	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP19	<i>Quality of Response:</i> ☐ Adequate ☒ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
NIST Reqs	
N1	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SLALOM

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Additional Comment?</i>
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N13	Quality of Response: ☒ Adequate ☐ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SLALOM

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: SLALOM

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

Data Compliance	
NIST 800-171	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment? Bidder proposes using Qualtrics and links to FEDRAMP High Certification and Soc2.
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not state how they would comply with FOAA.
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder proposes using Qualtrics and links to FEDRAMP High Certification and Soc2.
Privacy Act of 1974	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment? Bidder proposes using Qualtrics and links to FEDRAMP High Certification and Soc2.
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
FERPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: SLALOM

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
DPPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment? Bidder proposes using Qualtrics and links to FEDRAMP High Certification and Soc2.
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment? Bidder proposes using Qualtrics and links to FEDRAMP High Certification and Soc2.
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment? Bidder proposes using Qualtrics and links to FEDRAMP High Certification and Soc2.
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment? Bidder proposes using Qualtrics and links to FEDRAMP High Certification and Soc2.
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment? Bidder proposes using Qualtrics and links to FEDRAMP High Certification and Soc2.
A3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment? Bidder proposes using Qualtrics and links to FEDRAMP High Certification and Soc2.

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: SLALOM

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

A4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment? Bidder proposes using Qualtrics and links to FEDRAMP High Certification and Soc2.
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment? Bidder proposes using Qualtrics and links to FEDRAMP High Certification and Soc2.
S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment? Bidder proposes using Qualtrics and links to FEDRAMP High Certification and Soc2.
S3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment? Bidder proposes using Qualtrics and links to FEDRAMP High Certification and Soc2.
S4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment? Bidder proposes using Qualtrics and links to FEDRAMP High Certification and Soc2.
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?NA
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: SLALOM

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

CSP4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP13	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP14	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: SLALOM

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

CSP15	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP16	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP17	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP18	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
CSP19	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
NIST Reqs	
N1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: SLALOM

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

N7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
N11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
N12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
N13	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment?
N14	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	Additional Comment? Qualitrics has been approved by OIT.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Slalom Inc.

DATE: 9/2/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- P: prior experience working with public sector orgs, including MaineIT and LAPD.
- P: provided three project examples including the LAPD (Equity and Inclusion assessment, 9,000 employees), an employee experience strategy for GlaxoSmithKline and another pharmaceutical company Takeda where they administered an engagement survey.
-
-

2. Subcontractors

- None for this project.

3. Organizational Chart

- P: provided org chart and the roles that would support the project.
- Q: several roles are listed as part time support. How many hours does that translate to?

4. Etc.

- Provided litigation.
- I: provided a letter of endorsement from Live + Work in Maine.

II. Proposed Services

1. Services to be Provided

- P: I like that the vendor's approach is that engagement insights are only as good as the actions that are taken. They provide tools, processes and resources.
- P: provided overview of services, (Align, Design, Launch, and Learn/Sustain) including starting with visioning and identifying pain points; survey development, communications, and reporting design. They have templates and best practices to share and go beyond final reports to implement sustainable infrastructure for ongoing listening.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Slalom Inc.

DATE: 9/2/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

- P: shared their approach to operationalizing the results.
- P: recommend using Qualtrics but will be able to support the Division should our preference be to use a platform like SurveyMonkey.
- N: need to provide more details on the “how”

2. Implementation – Work Plan

- P: Provided implementation with timeline, activities, and key deliverables at each stage.
- P: provided additional scope of services for ad hoc surveys.
- P: provided project set up and governance model
- N: only 1 one feedback and revision round provided for survey development.
- Q: the vendor will deliver reporting in up to 40 configured report views, using slices of a singular PowerBI dashboard. The reporting templates and presentations will be aligned during planning; they also indicate they will prepare the activation toolkit as a guide and template. Do they offer any presentation or executive briefings as part of their services?

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Sogolytics

DATE: 8/28/2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: Maine IT, DAFS Application Team

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- S/W: bidder has experience in public sector, though smaller sample size than eligibility requirements

•

•

2. Subcontractors

•

•

•

3. Organizational Chart

4. Etc.

II. Proposed Services

1. Services to be Provided

- W: Overall, I find the description for the work to be performed vague. For instance, what type of statistical analysis will the bidder use to analyze the data?

•

•

•

2. Implementation – Work Plan

•

•

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Sogolytics

DATE: 09/03/2025

EVALUATOR NAME: Cari Gochenouer

EVALUATOR DEPARTMENT Talent Management Division, Bureau of Human Resources

Positives:

- In past projects, have provided data action workshops. that would be beneficial to us.

Negatives:

- The projects they showed as examples have primarily been with schools.
- Very little details provided compared to other proposals.

Overall:

Methodology and Survey Design: Poor

Technology and Reporting: Poor

Vendor Expertise: Poor

Implementation and Support: Poor

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SOGOLYTICS

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

Data Compliance	
NIST 800-171	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
Maine FOAA	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
Maine Breach Notification Law	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☒ Weak
	Additional Comment? No artifact
NIST 800-53: Rev5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
Privacy Act of 1974	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SOGOLYTICS

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
A3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
A4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SOGOLYTICS

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Additional Comment?</i>
S3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
S4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? No artifact</i>
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? No artifact</i>
CSP4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? No artifact</i>
CSP5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SOGOLYTICS

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Additional Comment? No artifact</i>
CSP9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP13	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? No artifact</i>
CSP14	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP15	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP16	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP17	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP18	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>
CSP19	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SOGOLYTICS

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

NIST Reqs	
N1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? Not answered (Y/N)
N2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
N3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not answered (Y/N)
N4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not answered (Y/N)
N5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not answered (Y/N)
N6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not answered (Y/N)
N7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not answered (Y/N)
N8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not answered (Y/N)
N9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not answered (Y/N)
N10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not answered (Y/N)
N11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Not answered (Y/N)
N12	Quality of Response: ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SOGOLYTICS

DATE: 8/21/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment? Not answered (Y/N)</i>
N13	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment? Not answered (Y/N)</i>
N14	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment? Not answered (Y/N)</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SOGOLYTICS

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SOGOLYTICS

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SOGOLYTICS

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

S3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP9	Quality of Response: ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SOGOLYTICS

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP13	Quality of Response: ☒ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP14	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP15	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP16	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP17	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP18	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP19	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST Reqs	
N1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SOGOLYTICS

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Additional Comment?</i>
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N13	Quality of Response: ☒ Adequate ☐ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: SOGOLYTICS

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: SOGOLTYICS

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

Data Compliance	
NIST 800-171	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not provide evidence.
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not describe how they will comply with FOAA.
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not describe how they will comply with MBNL.
NIST 800-53: Rev5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not provide evidence.
Privacy Act of 1974	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not provide evidence.
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: SOGOLTYICS

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Additional Comment? NA</i>
DPPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? NA</i>
BoM	
B1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder does not provide evidence.</i>
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment? Bidder does not provide evidence.</i>
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
A3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
A4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
Information Security Standards	
S1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: SOGOLTYICS

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

S2	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
S3	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
S4	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: SOGOLTYICS

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

CSP8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP13	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP14	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP15	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP16	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP17	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP18	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP19	Quality of Response: ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: SOGOLTYICS

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST Reqs	
N1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N11	Quality of Response: ☒ Adequate ☐ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: SOGOLTYICS

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i> <i>Additional Comment?</i>
N12	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i> <i>Additional Comment?</i>
N13	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i> <i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i> <i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i> <i>Additional Comment?</i>

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Strategic Research Group

DATE: 9/2/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- P: experience providing workforce engagement surveys to state governments and other large employers.
- P: experience providing engagement surveys in multiple formats including electronic, paper, in person and telephonic for a diverse workforce.
- I: shared that three of their relevant workforce engagement surveys with federal agencies are outside the 5 year window for projects, so they included different projects in their sample project submission.
- P: vendor has been in business since 1999 and in that time has worked with local, state and federal agencies, as well as educational institutions, healthcare and more.
- P: I like that their reports are able to be modified depending on the audience, from lay person to leaders.
- P: support clients in translating findings into actionable recommendations.
- P: vendor states one of their greatest assests is experience in conducting engagement surveys on behalf of government entities. Past surveys have included all employee surveys for the Federal Highway Administration (2,500 employees); Ohio National Guard (16,000 full and part time employees); as well as two defense organizations with 22,000-55,000 employees.
- P: provide a toll free number for participants to contact vendor with questions or issues as well as an email address. Vendor has experience fielding hundreds of calls and emails and turning around answers within hours.
- P: provided detailed examples of relevant past projects, including how the vendor provided actionable recommendations and presentations for leadership. Also had experience coding thousands of write in responses into themes and presenting these results as well as experience creating over 100 reports with year over year trends and both overall and unit results.

2. Subcontractors

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Strategic Research Group

DATE: 9/2/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

- None for this project

-
-

3. Organizational Chart

- P: provided org chart for project with roles.
- N: would have liked to see bios or a bit more of how the org structure will collaborate with the Division

4. Etc.

- No litigation in past 5 years.
- I: the proposal project director is a member of the American Association for Public Opinion Research as well as SHRM.

II. Proposed Services

1. Services to be Provided

- P: provided details on their approach, including client communications, project plan and survey development, testing, administration, data cleaning and analysis, and reporting.
- P: I love how they have a section in their services about developing an organizational culture that supports the survey. Vendor calls out that survey culture can impact employees' trust in the process and results. Vendor outlines how they would approach this development.
- P: I really like that the vendor provides their recommendations while also recognizing the Division may have preferences.
- P: I also really like the development of the survey protocols and contact materials for project staff to better prepare everyone working on the project.
- P: Provided specifics strategies to improve survey participation and offer participant support in the form of a toll free number and project email address.
- N: I'm disappointed that the results for the agencies will be generated as Excel files, although additional documentation will be provided on how results were calculated and how they can be interpreted. I expected more robust reporting deliverables.
-

2. Implementation – Work Plan

- P: detailed work plan with tasks, roles and timeline provided.

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Strategic Research Group

DATE: 9/2/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

- I: they suggest starting the project in October, for distribution in January/February. We would want to explain shifting the dates to capture our seasonal workforce and how legislative sessions may interfere with survey communications.

-

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Strategic Research

DATE: 8/28/2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: Maine IT, DAFS Application Team

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- I: Section 508 and FIPS 140 compliant web survey system
- S: Strong experience with employee engagement research in public sector
-
-

2. Subcontractors

-
-
-

3. Organizational Chart

4. Etc.

II. Proposed Services

1. Services to be Provided

- S: issues such as choosing the most appropriate response scales for items, ensuring that response options are exhaustive and mutually exclusive, and phrasing items and choices so that they will be interpreted as intended by respondents
- S: overall, very thoughtful discussion of design, increasing participation, benchmarking, quant analysis
- W: What is the process for qualitative?
- W: Reporting

2. Implementation – Work Plan

- I: Work plan indicates a nearly a year from planning to reporting
-

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Strategic Research Group

DATE: 09/03/2025

EVALUATOR NAME: Cari Gochenouer

EVALUATOR DEPARTMENT Talent Management Division, Bureau of Human Resources

Positives:

- Women owned evaluation firm
 - Have worked with federal, state government and military units before
 - Survey development is very detailed.
 - Very much appreciate their section on Survey Culture Development – agree with how important this aspect is in the employee engagement survey process.
 - Appreciate unit level reports and benchmarking sections. I believe their approach is sound.

Negatives:

- Lack of reporting types

Overall:

Methodology and Survey Design: Excellent

Technology and Reporting: Great

Vendor Expertise: Great

Implementation and Support: Great

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088
RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY
BIDDER NAME: STRATEGIC RESEARCH GROUP
DATE: 08/25/2025
EVALUATOR NAME: MATTHEW KEENE
EVALUATOR DEPARTMENT: DAFS/OIT

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: STRATEGIC RESEARCH GROUP

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: STRATEGIC RESEARCH GROUP

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

S3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP9	Quality of Response: ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: STRATEGIC RESEARCH GROUP

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP13	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP14	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP15	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP16	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP17	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP18	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP19	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST Reqs	
N1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: STRATEGIC RESEARCH GROUP

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Additional Comment?</i>
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N13	Quality of Response: ☒ Adequate ☐ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: STRATEGIC RESEARCH GROUP

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: STRATEGIC RESEARCH GROUP

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: STRATEGIC RESEARCH GROUP

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: STRATEGIC RESEARCH GROUP

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

S3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP9	Quality of Response: ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: STRATEGIC RESEARCH GROUP

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP10	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP11	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP12	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP13	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP14	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP15	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP16	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP17	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP18	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
CSP19	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak <i>Additional Comment?</i>
NIST Reqs	
N1	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: STRATEGIC RESEARCH GROUP

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Additional Comment?</i>
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N13	Quality of Response: ☒ Adequate ☐ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: STRATEGIC RESEARCH GROUP

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: STRATEGIC RESEARCH GROUP

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

Data Compliance	
NIST 800-171	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not describe how they would meet FOAA.
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not describe how they would notify on data breaches.
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: STRATEGIC RESEARCH GROUP

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

DPPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
BoM	
B1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not supply information about Survey Software platform.
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
A4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: STRATEGIC RESEARCH GROUP

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?NA
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: STRATEGIC RESEARCH GROUP

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

CSP8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP13	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP14	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP15	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP16	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP17	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP18	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: STRATEGIC RESEARCH GROUP

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

CSP19	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
NIST Reqs	
N1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder indicates compliance but does not provide evidence
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: STRATEGIC RESEARCH GROUP

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Additional Comment?</i>
N11	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>
N12	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>
N13	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: TriWest

DATE: 9/3/25

EVALUATOR NAME: Jessica Crosby

EVALUATOR DEPARTMENT: DAFS

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- P: 26 years of experience in engagement surveys and evaluation services.
- Q: the vendor references a partner DMA Health Strategies as part of their experience, but I'm unsure how DMA fits into this bid.
- N: their experience and focus seem to be more in public health; they bill themselves as a health and human services consulting company.
- P: worked with MaineDHHS in the past but on a different type of project.
- N: provided three examples, but none were workforce engagement surveys.

2. Subcontractors

- The vendor partners with DMA Health Strategies on survey design, implementation and analysis,
-
-

3. Organizational Chart

- P: provided org chart with roles, responsibilities, and bios.

4. Etc.

II. Proposed Services

1. Services to be Provided

- P: provided scope of services to be provided including planning, design, implementation, analysis and reporting.
- P: they will provide comprehensive written reports with narrative summaries, tables, and graphics, with accessible visuals highlighting key findings.
- P: presentations can be customized for audience level.
-

2. Implementation – Work Plan

- P: provided a breakdown of cost services.
- P: provided work plan with dates and responsible person/team

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: Triwest

DATE: 8/28/2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: Maine IT, DAFS Application Team

Individual Evaluator Comments:

I. Organization Qualifications and Experience

1. Overview of Organization

- W: The projects largely focus on educational employers and sometimes the employee engagement component is a small piece

•

•

2. Subcontractors

•

•

•

3. Organizational Chart

4. Etc.

II. Proposed Services

1. Services to be Provided

- I: Bidder is open to using a variety of software platforms for the survey and are willing to work with TMD to select one.
- W: While I appreciate that Bidder tailors their recommendations to the specific needs of the client, I would like to know more about the process for assessing needs, types of questions they would ask in this about BHRs experience, etc.
- S: Discussion of quant and qual analysis is very strong.

•

2. Implementation – Work Plan

**STATE OF MAINE
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: Triwest

DATE: 09/03/2025

EVALUATOR NAME: Cari Gochenouer

EVALUATOR DEPARTMENT Talent Management Division, Bureau of Human Resources

Positives:

- Will offer comprehensive reports, presentations, and accessible visualizations
 - More than 25 years of experience
 - Worked with ME DHHS in another capacity

Negatives:

- Focus on health analysis (similar to NYAA).
- Why did they give us their employee handbook??
- Does not share how many reports or visualizations they will share
- Project timeline is very confusing. They have initials that I am not sure if they are subcontractors or other departments within?
- Very little detail.

Overall:

Methodology and Survey Design: Poor

Technology and Reporting: Poor

Vendor Expertise: Poor

Implementation and Support: Poor

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: TriWest

DATE: 8/25/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: TriWest

DATE: 8/25/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☒ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
H3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
A1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
A2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
A3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
A4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: TriWest

DATE: 8/25/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	<i>Additional Comment?</i>
S3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
S4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
S5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
CSP2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
CSP3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
CSP4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: TriWest

DATE: 8/25/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

CSP9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
CSP12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP14	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP15	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP16	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP17	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP18	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP19	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST Reqs	
N1	Quality of Response: ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: TriWest

DATE: 8/25/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? No artifact
N2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: TriWest

DATE: 8/25/25

EVALUATOR NAME: MATT MULLIGAN

EVALUATOR DEPARTMENT: ENTERPRISE ARCHITECTURE

N13	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: TriWest Group

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

Data Compliance	
NIST 800-171	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST 800-53: Rev5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
DPPA	Quality of Response: ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: TriWest Group

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
BoM	
B1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
MaineIT	
H1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
H3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
A4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
Information Security Standards	
S1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: TriWest Group

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

S3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP9	Quality of Response: ☐ Adequate ☒ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: TriWest Group

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP13	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP14	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP15	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP16	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP17	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP18	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
CSP19	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
NIST Reqs	
N1	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: TriWest Group

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Additional Comment?</i>
N2	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N3	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N4	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N5	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N6	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N7	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N8	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N9	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N10	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N11	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N12	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	<i>Additional Comment?</i>
N13	Quality of Response: ☐ Adequate ☒ Weak

**STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT
INDIVIDUAL EVALUATION NOTES**

RFP #: 202506088

RFP TITLE: EMPLOYEE ENGAGEMENT SURVEY

BIDDER NAME: TriWest Group

DATE: 08/25/2025

EVALUATOR NAME: MATTHEW KEENE

EVALUATOR DEPARTMENT: DAFS/OIT

	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☐ <i>Adequate</i> ☒ <i>Weak</i>
	<i>Additional Comment?</i>
N14	<i>Quality of Response:</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Quality of Evidence:</i> ☐ <i>Strong</i> ☒ <i>Adequate</i> ☐ <i>Weak</i>
	<i>Additional Comment?</i>

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: TriWest

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

Data Compliance	
NIST 800-171	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder provides employee handbook as evidence, but it is not robust.
Maine FOAA	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not describe how they would meet FOAA.
Maine Breach Notification Law	Quality of Response: ☐ Adequate ☒ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder does not describe how they would notify on data breaches.
NIST 800-53: Rev5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
Privacy Act of 1974	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
U.S. DHHS-OCSE	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HIPAA BAA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
HITECH	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment? NA
FERPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: TriWest

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Additional Comment? NA</i>
DPPA	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? NA</i>
BoM	
B1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment? Bidder indicates they will use Survey Monkey, if approved, with Qualtrics as a backup. My current understanding is that both platforms have been approved by MaineIT.</i>
MaineIT	
H1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
H2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
H3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
A1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
A2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
A3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
A4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☒ Strong ☐ Adequate ☐ Weak
	<i>Additional Comment?</i>
Information Security Standards	
S1	Quality of Response: ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: TriWest

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
S5	Quality of Response: ☐ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☐ Weak
	Additional Comment?NA
Cloud Service Provider Reqs	
CSP1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP7	Quality of Response: ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: TriWest

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	<i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP8	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP9	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP10	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP11	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP12	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP13	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP14	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP15	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP16	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP17	<i>Quality of Response:</i> ☒ Adequate ☐ Weak <i>Quality of Evidence:</i> ☐ Strong ☒ Adequate ☐ Weak <i>Additional Comment?</i>
CSP18	<i>Quality of Response:</i> ☒ Adequate ☐ Weak

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: TriWest

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
CSP19	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment?
NIST Reqs	
N1	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment? Bidder provides policy as supporting documentation, but not in strong alignment with NIST.
N2	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N3	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N4	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N5	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N6	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N7	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N8	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N9	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?

STATE OF MAINE I.T. RFP TECHNICAL ASSESSMENT INDIVIDUAL EVALUATION NOTES

RFP #: 202506088

RFP TITLE: Employee Engagement Survey

BIDDER NAME: TriWest

DATE: 08-25-2025

EVALUATOR NAME: David Strohl

EVALUATOR DEPARTMENT: MaineIT, DAFS Application Team

N10	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N11	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N12	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N13	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☐ Adequate ☒ Weak
	Additional Comment?
N14	Quality of Response: ☒ Adequate ☐ Weak
	Quality of Evidence: ☐ Strong ☒ Adequate ☐ Weak
	Additional Comment? Architectural diagram not including b/c they are not hosting a solution.



STATE OF MAINE
DEPARTMENT OF ADMINISTRATIVE AND FINANCIAL SERVICES
Bureau of Human Resources, Talent Management Division

Janet T. Mills
Governor

Kirsten Figueroa
Commissioner

AGREEMENT AND DISCLOSURE STATEMENT
RFP #: 202506088
RFP TITLE: Employee Engagement Survey

I, Jessica Crosby accept the offer to become a member of the Request for Proposals (RFP) Evaluation Team for the State of Maine Department of Administrative and Financial Services. 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.

Jessica Crosby
Jessica Crosby (Aug 19, 2025 10:11:03 EDT)

Signature

Aug 19, 2025

Date



STATE OF MAINE
DEPARTMENT OF ADMINISTRATIVE AND FINANCIAL SERVICES
Bureau of Human Resources, Talent Management Division

Janet T. Mills
Governor

Kirsten Figueroa
Commissioner

AGREEMENT AND DISCLOSURE STATEMENT
RFP #: 202506088
RFP TITLE: Employee Engagement Survey

I, David J Strohl accept the offer to become a member of the Request for Proposals (RFP) Evaluation Team for the State of Maine Department of Administrative and Financial Services. 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.

David J Strohl

David J Strohl (Aug 19, 2025 10:22:08 EDT)

Signature

Aug 19, 2025

Date



STATE OF MAINE
DEPARTMENT OF ADMINISTRATIVE AND FINANCIAL SERVICES
Bureau of Human Resources, Talent Management Division

Janet T. Mills
Governor

Kirsten Figueroa
Commissioner

AGREEMENT AND DISCLOSURE STATEMENT
RFP #: 202506088
RFP TITLE: Employee Engagement Survey

I, Cari Gochenouer accept the offer to become a member of the Request for Proposals (RFP) Evaluation Team for the State of Maine Department of Administrative and Financial Services. 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.

Cari Gochenouer

Signature

Aug 19, 2025

Date



STATE OF MAINE
DEPARTMENT OF ADMINISTRATIVE AND FINANCIAL SERVICES
Bureau of Human Resources, Talent Management Division

Janet T. Mills
Governor

Kirsten Figueroa
Commissioner

AGREEMENT AND DISCLOSURE STATEMENT
RFP #: 202506088
RFP TITLE: Employee Engagement Survey

I, Matthew L Mulligan accept the offer to become a member of the Request for Proposals (RFP) Evaluation Team for the State of Maine Department of Administrative and Financial Services. 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.

Matthew L Mulligan
Matthew L Mulligan (Aug 19, 2025 10:29:08 EDT)

Signature

Aug 19, 2025

Date



STATE OF MAINE
DEPARTMENT OF ADMINISTRATIVE AND FINANCIAL SERVICES
Bureau of Human Resources, Talent Management Division

Janet T. Mills
Governor

Kirsten Figueroa
Commissioner

AGREEMENT AND DISCLOSURE STATEMENT
RFP #: 202506088
RFP TITLE: Employee Engagement Survey

I, Matthew Keene accept the offer to become a member of the Request for Proposals (RFP) Evaluation Team for the State of Maine Department of Administrative and Financial Services. 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.

Matthew Keene

Matthew Keene (Aug 20, 2025 10:44:58 EDT)

Signature

Aug 20, 2025

Date



STATE OF MAINE
DEPARTMENT OF ADMINISTRATIVE AND FINANCIAL SERVICES
Bureau of Human Resources, Talent Management Division



Janet T. Mills
Governor

Kirsten Figueroa
Commissioner

AGREEMENT AND DISCLOSURE STATEMENT
RFP #: 202506088
RFP TITLE: Employee Engagement Survey

I, David J Strohl accept the offer to become a member of the Request for Proposals (RFP) Evaluation Team for the State of Maine Department of Administrative and Financial Services. 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.

David J Strohl

David J Strohl (Aug 19, 2025 10:22:08 EDT)

Signature

Aug 19, 2025

Date