



July 3, 2025

Charlotte County Procurement Division

18500 Murdock Circle, Suite 344
Port Charlotte, FL 33948

To Whom It May Concern,

On behalf of **Synergy Staffing Inc.**, I am pleased to submit this Letter of Interest expressing our strong intent to provide high-quality, responsive healthcare staffing services in support of Charlotte County's critical shelter and emergency response operations.

Founded in 2005, **Synergy Staffing Inc.** is a minority-owned, nationally recognized staffing agency headquartered in Denver, Colorado. With nearly two decades of experience delivering temporary and long-term healthcare, behavioral health, and administrative staffing solutions, we have become a trusted partner to federal, state, and local government entities. Our dedicated teams of Registered Nurses, Certified Nursing Assistants, Mental Health Professionals, and operational support staff have consistently delivered compassionate and competent care in a wide range of environments—including hospitals, correctional facilities, and disaster-response shelters.

Synergy Staffing is uniquely positioned to meet the needs outlined in your scope of work. We maintain a national roster of credentialed healthcare professionals ready for rapid deployment, and we possess the operational infrastructure required to coordinate 24/7 staffing, logistics, and compliance. Our experience includes active contracts with:

- County of Allegheny (PA) – Temporary Healthcare Staffing
- Harris County Public Health (TX) – Medical Staffing
- California Department of Veterans Affairs – Relief Nursing Services
- Federal Bureau of Prisons – Dental Support Staffing (FCC Victorville)

We are confident in our ability to provide the personnel, oversight, equipment, and reporting compliance required for successful execution of Charlotte County's shelter medical operations. Our flexible staffing models, disaster-ready procedures, and commitment to public health excellence make us an ideal partner in this mission.

We appreciate your consideration and look forward to the opportunity to support Charlotte County's vital emergency preparedness and response efforts.

Sincerely,

Paschal Duru

PASCHAL DURU
President
Synergy Staffing Inc.



KEY PERSONNEL

Mr. Paschal Duru, will serve as both the Operations Manager and Compliance & Credentialing Officer. Below is his resume, which highlights his extensive experience in overseeing staffing management processes and his proven ability to successfully lead complex projects.

PASCHAL DURU
1391 Speer Blvd. Ste 525, Denver, CO 80204
federal@synergystaffing.org
720-266-4007 or 720-408-0073
www.synergystaffing.org

Summary of Experience

- Experience calling on senior executives for small to medium sized Colorado-based firms with over 100 to over 1,000 employees – Wildblue Communications and Quovadx Inc.
- Monthly quota experience of \$240K with 120+% attainment. The largest sale was 220K. Consistent president's club member.
- While at Relera Inc., focused on medium to large sized enterprises, providing hosting and managed services that allow the use of the Internet to help accelerate business.
- Three years experience in sales for a multi-state, \$150M insurance brokerage firm . The ability to drive sales by working with C-level executives and learning the Sandler sales training.
- Specific focus in the technology industry, including software, hardware and consulting firms. Working with firms such as Accenture.
- An aggressive go-getter who can deliver results and happy clients. Able to listen to client needs and provide superior solutions.

Work Experience

Human Resource: Synergy Staffing Inc. 6/2005-Present

- Responsible human resource coordination
- Created recruiting and onboarding processes
- Manages administrative team for USDA that involved 35 employees
- Managed call center team that involved 175 employees working for Synergy
- Monitor and manage all hiring and recruitment processes, job boards, background checks, etc.



- Responsible for onboarding including, new hire orientations, coordinating and conducting applicant drug screens reference checks background checks motor vehicle checks, and social security number verification.
- Create and maintain new hire and personnel files and enter them into Human Resources Information Systems.
- Support processing and maintenance of payroll records; Assist employees with internal and external transfer requests and procedures.
- Responsible for Workers Comp reporting, management, communications, interactive process, and tracking
- Responsible for Benefits administration; eligibility, problem resolutions, information sessions, leave administration and tracking, and EDD responses.
- Work with Human Resources management on issues related to employee relations. Train new hires on Human Resources processes, programs, policies, information systems, etc.

Sales Manager: Cornice Inc. 3/2004---6/2005

- Responsible for new business growth in the Healthcare sector
- Managed a sales team that provided staffing solutions to medium to large size hospitals across the country
- Averaged over 120% of quota each month--with a monthly quota of 125K
- Managed the entire sales process from the initial point of contact till the contract was signed

Account Executive: MCI 6/2003— 3/2004

- Responsible for new business growth in the commercial sector
- Provided telecommunication solutions to small business in multiple sectors
- Averaged over 100% of quota each month
- Responsible for managing the entire sales process from the initial point of contact till the close of the sale.

Education

- Bachelor of Science at California State University, Bakersfield
- Major - Business Administration with a concentration in Accounting



Synergy's trusted recruitment expert, Mr. Jeff Marvin Llanes, will be in charge of the recruitment and scheduling, working under the guidance and supervision of Mr. Paschal Duru. With seven years of experience at Synergy Staffing, Jeff has played a pivotal role in the success of numerous contracts and projects. His efforts have been instrumental in building and maintaining a diverse pool of healthcare professionals across all 50 states, contributing significantly to the company's growth and continued success.

JEFF MARVIN LLANES
Healthcare Recruiter
Synergy Staffing
+1 720-744-3294
www.synergystaffing.org

Professional Summary

As a recruiter, I am extremely motivated to constantly grow personally and professionally. One of my biggest purposes is to continuously inspire people by offering them opportunities that might open bigger possibilities for them. I am confident in my ability to come up with interesting ideas and strategies to give clients, employees, and applicants a delightful experience with the company.

Work Experience

Priority BPO (Synergy Staffing) – Healthcare Recruiter
November 2021 – Present

Responsibilities:

- Performs talent acquisition activities such as cold callings, phone screening, scheduling interviews, and salary negotiations
- Interviews candidates with leadership team to determine behavioral & cultural fits
- Prepares compensation packages for prospective hires
- Heavily contributes in the recruitment process improvements for the healthcare staffing side of the firm

Eden Senior Care - Recruitment Specialist
May 2021 - October 2021

This was a project-based opportunity where I worked in a fast-paced environment as an in-house healthcare recruiter focusing on hiring registered nurses, and licensed practical nurse for the long-term care facilities of the company. I was handling mostly remote locations where searching and hiring for qualified candidates was the biggest challenge.



Responsibilities:

- Performs talent acquisition activities such as cold callings, phone screening, scheduling interviews
- Handles client management
- Generates daily, weekly and monthly reports

Shell Infotech PH Inc – Talent Acquisition Lead
May 2019 – January 2022

One of the pioneer employees of a start-up IT staffing firm in Makati. The company's headquarters is in Singapore and has different branches in the APAC region – Philippines, India, Indonesia, and Malaysia. Started as a Technical Recruiter for the firm handling clients in different industries that are in the APAC region but mostly in Singapore. After a year and a half in the company, I was promoted as Talent Acquisition Lead and given a chance to handle two technical recruiters for the Philippine team.

Responsibilities:

- Recruitment:
 - Leads the recruitment team for Philippine Branch and functions as a 360 recruiter from client management to end-to-end recruitment
 - Handles all recruitment needs for both local and overseas clients
 - Manages recruitment for IT Roles such as Developers (Java, .Net, C#, C++, C, Python), Software and Network Engineers, IT Support and IT Niche roles.
 - Trained recruiter for Boolean String sourcing
 - Does cold callings for passive applicants
- Human Resource
 - In-charge with drafting and releasing contracts to newly hired employees
 - Assists company consultant in processing legal documents
 - Oversees proper implementation of company rules
 - Assists in employee's salary computation
 - Maintains employee records updated
- Admin
 - Handles contract with third party service providers

Conti's Specialty Foods Inc. – Recruitment Specialist
August 2017 – April 2019

During my stay with the company, I orchestrated one of the biggest recruitment initiatives. I successfully spearheaded the first Conti's recruitment caravan that is still continuously being



implemented to recruit successful candidates. Before leaving the company, I was able to efficiently recruit for the two new branches for the company.

Responsibilities:

- Performs end-to-end recruitment and other talent acquisition activities
- Performs on-site recruitment on the different branches of the restaurants
- In-charge of recruiting for store operations vacancies and office-based positions
- Compiles pre-employment requirements and employee 201 files
- Reports progress & concerns on recruitment
- Coordinates and endorses the newly hired employees for training and orientation
- Generates weekly, monthly and annual reports
- Assists on other administrative tasks of the department

Nextgen Innovations – HR Recruitment and Training Specialist
April 2016 – July 2017

I had the chance to be cross-trained in two other departments of the company such as the administrative department, and purchasing department. During my stay with the company, I was given a chance to be an Executive Assistant to the General Manager and the Purchasing Specialist for a couple of months. After 6 months of being with the company, I was promoted by the HR Recruitment and Training Specialist. The last project I had with the company was to create my own training program and facilitate it to the employees of the company.

Responsibilities:

- Performs end-to-end recruitment
- Joining different jobs fair and performing on-site recruitment
- Handles the New Employee Orientation
- Conducting on-site employee trainings
- Assists in Compensation and Benefits
- Handling and updating employee 201 files
- Provides assistance to other administrative tasks of the HR Department

Educational Background

San Beda College Alabang
June 2012 - April 2016
Bachelor of Arts in Psychology

Colegio San Agustin Binan
June 2008 – March 2012
High School Diploma



EXPERIENCE

Founded in 2005, Synergy Staffing Inc. is a recognized healthcare staffing agency headquartered in Denver, Colorado. With nearly 20 years of experience, we have built a strong reputation for delivering reliable, flexible, and mission-critical workforce solutions across the healthcare, emergency response, and administrative sectors. Our firm has consistently supported local governments, correctional facilities, hospitals, and public health systems in environments that require fast deployment, high adaptability, and unwavering professionalism.

Corporate Information

- Company Name: Synergy Staffing Inc.
- Address: 1550 Larimer Street, Suite 475, Denver, CO 80202
- Point of Contact: Paschal Duru, President (*authorized person to bind the Respondent)
- Phone: 720-266-4007 | 720-408-0073
- Email: federal@synergystaffing.org | paschal@synergystaffing.org
- NAICS Codes: 561320 & 621111
- DUNS: 606316045
- UEI: LKKMNNFNGKE5
- Socioeconomic Designation: Small Business

Core Competencies

Synergy Staffing Inc. is uniquely positioned to deliver staffing solutions that meet 100% of our clients' needs. Our capabilities include:

- Providing healthcare professionals such as Nurses, Radiology Technicians, Phlebotomists, Dental Assistants, Pharmacists, Physicians, Physician Assistants, and Nurse Practitioners to federal agencies and the commercial sector.
- Rapidly deploying qualified personnel from an expansive network of over 30,000 professionals nationwide, with 10,000 based in Texas alone.
- Meeting diverse workforce requirements with Temporary, Contract-to-Hire, and Direct Hire placements across Clinical, Non-Clinical, Administrative, and Entry-Level roles.

Key Achievements

- 20 Years of Experience: Established our company as one of the reliable in the staffing industry, consistently delivering tailored solutions with a focus on quality and client satisfaction.
- 96% Retention Rate: A testament to our ability to match high-caliber professionals with the specific needs of our clients.
- Large-Scale Project Expertise: Successfully executed staffing projects involving over 200 employees, ensuring operational continuity and efficiency.
- Diverse Client Portfolio: Trusted by organizations such as Denver Health, Children's Hospital Colorado, the Department of Defense, and many more.



Client-Centric Approach

Our success is built on strong, collaborative partnerships. Synergy Staffing Inc. emphasizes:

- A thorough understanding of client requirements to deliver precise talent matches.
- Exceptional service delivery, supported by advanced infrastructure and industry expertise.
- Long-term relationships that create value for both our clients and our placed professionals.

Industries and Staffing Expertise

We provide temporary, contract, and direct placement solutions in the following sectors:

1. Healthcare: Clinical and Allied professionals.
2. Administrative: Finance, HR, and Clerical roles.
3. Entry-Level Positions: Comprehensive solutions for emerging workforce needs.

Synergy Staffing has extensive experience providing complete staffing solutions, including the sourcing, deployment, and management of medical and support personnel for both routine operations and emergency response efforts. Our capabilities align directly with the scope of services requested by Charlotte County, including the operation of shelters for medically dependent individuals in post-disaster environments.

Our qualified medical support teams, consisting of registered nurses, licensed practical nurses, paramedics, and allied health professionals, have been trained to operate in austere, resource-limited environments and have deployed during both natural and public health emergencies. These teams are equipped with necessary supplies, including bedding, cots, hygiene kits, 72-hour rations, and non-internet-dependent communication and documentation tools (including portable printers and self-contained computing devices). Our response-ready kits meet FEMA and county emergency preparedness standards.

In accordance with Charlotte County's requirements:

- All personnel and subcontractors provided by Synergy Staffing remain under our direct employment and management. Subcontractors, if required, will only be deployed upon prior written approval by the County.
- Our teams are trained to collaborate seamlessly with general support and mass care teams, ensuring operational unity and communication through the County Office of Emergency Management or its designees.
- We maintain a 24/7 staffing operations center that can rapidly mobilize credentialed teams and coordinate logistics, transport, scheduling, and team rotations for extended operations, ensuring



both continuity of care and staff well-being.

- Our field supervisors ensure that FEMA ICS Form 214 logs (or approved equivalents) are properly completed and submitted at the end of each shift to maintain compliance and operational transparency.

Our proven track record includes service provision to clients such as:

- Denver Health
- Children's Hospital Colorado
- Department of Defense
- Centura Health
- Alta Bates Medical Center
- Abrazo Health Arizona
- Urban Lending Solutions
- University of Colorado
- Department of Energy



Customer List

Project Title/Type of Contract:	Staffing Physician Assistants and Nurse Practitioners
Agency:	Brooke Army Medical Center
Contract Number:	W81K0019P0374
Amount:	\$4 million
Contract Period:	10/01/2019 - 10/31/2024 (Estimated UCD)
Project Status:	Completed
Point of Contact:	Gerri Hernandez
Contact details:	geraldine.i.hernandez.civ@health.mil / (210) 364-5038
Project Title/Type of Contract:	Medical Assistants Staffing
Agency:	FCC Victorville
Contract Number:	15B61617D00000066
Amount:	\$1,267,268
Project Status:	Completed
Contract Period:	10/01/2017 - 09/30/2022
Point of Contact:	Armando Cardenas
Contact details:	a1cardenas@bop.gov / 760-246-2423
Project Title/Type of Contract:	Physician Assistants Services (Surgery, Orthopedic and Urology)
Agency:	Eglin AFB
Contract Number:	FA282316C6043
Amount:	\$4 million
Contract Period:	100% completed
Project Status:	09/30/2016 - 09/29/2021
Point of Contact:	Sgt. David Jackson / JoAnn Kirkland
Contact details:	david.jackson.23@us.af.mil / 850-882-0358 joann.g.kirkland.civ@mail.mil / (850) 883-9194
Project Title/Type of Contract:	Family Health Nurse Practitioner Services



Agency:	Peterson AFB
Contract Number:	FA251718P6030
Amount:	\$984,863.00
Contract Period:	09/26/2018 - 09/16/2021
Project Status:	Completed
Point of Contact:	Sharon Boston
Contact details:	sharon.boston@us.af.mil / (719) 556-6127
Project Title/Type of Contract:	Physician Extenders
Agency:	U.S. Army Health Contracting Activity (USAHCA)
Contract Number:	W81K00-19-P-0374
Amount:	\$1,952,495.00 and \$345,111.00 (Actual Obligation)
Contract Period:	10/01/2019 - 10/31/2024
Project Status:	Anthony J. Smith
Point of Contact:	Completed
Contact details:	anthony.j.smith138.civ@health.mil / +1 830-708-9388

Current Contracts

Synergy Staffing Inc. is well-positioned to take on additional healthcare staffing contracts while maintaining the high standards of service delivery that have defined our operations since our founding in 2005. As a national provider of healthcare staffing solutions, Synergy Staffing has built a robust organizational infrastructure, scalable operational systems, and a deep bench of healthcare professionals that enable us to effectively support concurrent contracts across multiple jurisdictions.

We are currently fulfilling the following ongoing contracts:

- Temporary Healthcare Staffing Services – County of Allegheny (PA)
- Temporary Medical Staffing – Harris County Public Health (TX)
- Temporary/Relief Restorative Nursing Aide Services – California Department of Veterans Affairs (CA)
- Dental Assistant Staffing Services – FCC Victorville (CA)



Despite our active portfolio, Synergy Staffing continues to operate well below capacity, with the ability to rapidly onboard and deploy additional staff across the country. Our operations are supported by a centralized staffing coordination center, complemented by dedicated regional teams that manage recruitment, credentialing, scheduling, and quality assurance for each contract. This distributed model allows us to provide focused attention to every client while maintaining organizational agility and responsiveness.

Key factors that ensure our continued capacity to manage additional contracts include:

- **National Talent Network:** We maintain an expansive database of pre-screened, credentialed healthcare professionals, ready for deployment. Our recruitment team actively sources new candidates daily to ensure readiness for both current and future needs.
- **Dedicated Contract Management Teams:** Each client engagement is overseen by a dedicated contract manager and support staff, ensuring client-specific priorities are met and service quality remains high. New contracts are assigned distinct management teams to avoid cross-contract resource strain.
- **Proven Scalability:** Our performance on multi-site, high-volume contracts—such as those with public health departments and federal correctional facilities—demonstrates our capacity to scale operations without compromising service delivery, staff support, or compliance with regulatory requirements.

Synergy Staffing's strategic approach to contract execution, paired with our commitment to workforce quality, risk management, and client satisfaction, allows us to consistently deliver value across diverse and demanding healthcare environments. We welcome the opportunity to bring our expertise and resources to additional contracts and are confident in our ability to meet or exceed expectations for any new engagement.



PROJECT APPROACH

Synergy Staffing Inc. will implement a structured, proactive, and scalable approach to deliver all requested services under the Charlotte County Shelter Medical Support Contract. With nearly two decades of healthcare staffing experience, we are uniquely positioned to rapidly deploy qualified personnel, manage field operations, and ensure seamless coordination with emergency management authorities.

1. Deployment Strategy & Staffing Plan

Synergy will pre-identify and onboard a standby pool of licensed medical professionals, ensuring we can meet activation demands within the specified 48-hour window. Our response model will be structured as follows:

- **Special Needs Shelters (up to 2 locations)**
 - 2 Medical Managers (RNs)
 - 18–24 Care Nurses (RNs)
 - 4–6 Care Assistants (CNAs)
 - 2–4 Mental Health Providers
- **General Population Shelters (up to 6 locations)**
 - 2 Medical Managers (RNs)
 - 4 Care Nurses (RNs)
 - 4 Care Assistants (CNAs)
 - 2–4 Mental Health Providers
- **Emergency Operations Center (EOC)**
 - 2 Mental Health Providers (Day Shift)
- **Post-Event Support (e.g., Fire/EMS, Staff Needs)**
 - 4 Mental Health Providers (Day Shift)

Each team will operate in 12-hour shifts, ensuring continuous coverage and resilience during extended emergency events. Team rotation protocols will be established with the County to support staff well-being and continuity of care.

2. Resources and Equipment

Synergy Staffing will deploy with the following austere environment kits for each shelter team:

- On-site housing provisions (bedding, cots, hygiene kits)
- 72-hour rations (meals and water)
- Portable laptops with offline-capable software and portable printers



- Uniforms clearly identifying each staff's role and affiliation
- Medical supplies aligned with shelter triage needs

Technology systems will include:

- Centralized Dispatch Platform for task assignments and personnel tracking
- Secure Credentialing Database for real-time license verification
- Our current system allows us to be offline while the software is being used

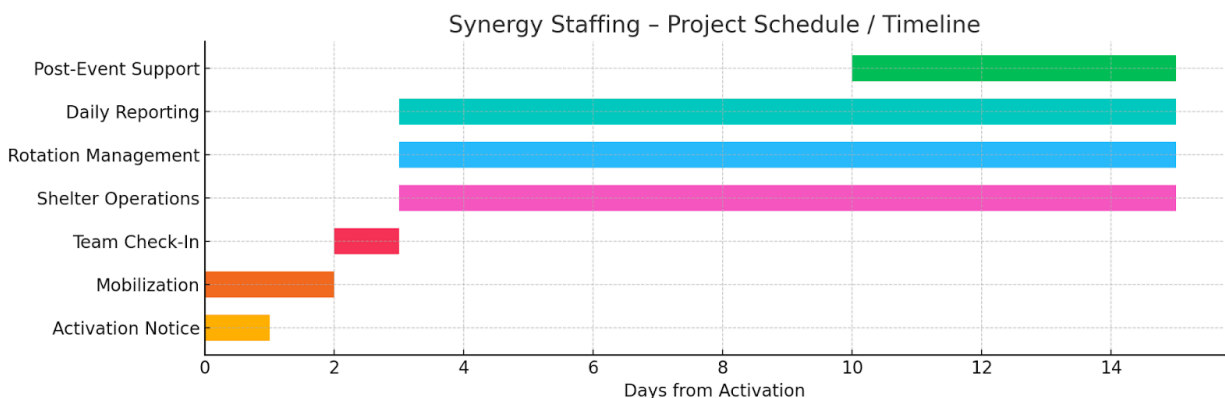
3. Coordination and Oversight

Synergy will assign an Emergency Medical Operations Manager (EMOM) to serve as the single point of contact with Charlotte County's Mass Care or Office of Emergency Management. This individual will oversee field operations, ensure compliance, and manage daily activity reporting.

All medical staff will be properly credentialed, trained in disaster response, and capable of functioning in high-stress, post-disaster environments.

SCHEDULE / TIMELINE

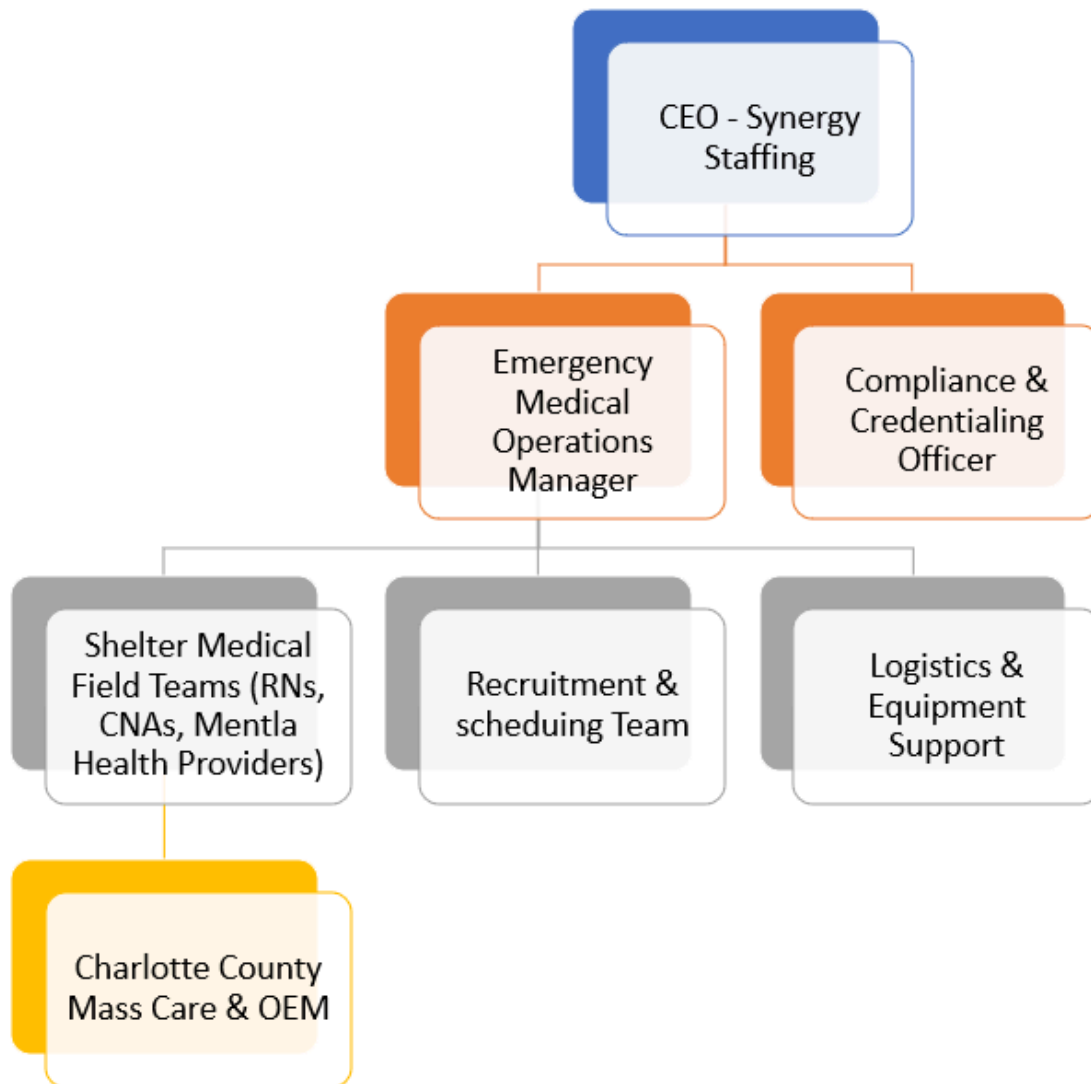
Below is a graphical representation of our proposed response and deployment timeline:



- Activation Notice: Upon County contact, Synergy initiates call-down protocols.
- Within 48 Hours: Teams check in as complete units at designated locations.
- Within 12 Hours of Check-in: Teams commence full operational services.
- Day 2 Onward: Shelter operations, mental health support, and team rotations begin.
- Post-Event Phase: Continued support to EOC, Fire/EMS, and recovery personnel



Organization Chart



Key Personnel:

- **Emergency Medical Operations Manager (EMOM)** – Serves as Synergy’s contract liaison; responsible for oversight and compliance.
- **Medical Managers (RN)** – Lead each shelter team’s operations on day/night shifts.
- **Compliance Officer** – Ensures credential verification and scope-of-practice adherence.
- **Recruitment & Scheduling** – Coordinates team deployment and shift rotations.
- **Logistics Support** – Handles deployment kits, technology provisioning, and housing logistics.



COST PROPOSAL

1.Hourly bill rates of the required healthcare staffing:

Role	Bill Rate
Registered Nurse	\$112.50/hr
RN Manager	\$120.00/hr
Certified Nursing Assistant	\$45.00/hr
Mental Health Provider	\$82.50/hr

2. Proposed Staffing per Shelter Location

A. Special Needs Shelter (1 site)

- 2 RN Medical Managers (1 per shift)
- 18–24 RNs (9–12 per shift)
- 4–6 CNAs (2–3 per shift)
- 2–4 Mental Health Providers (1–2 per shift)

B. General Population Shelter (1 site)

- 2 RN Medical Managers (1 per shift)
- 4 RNs (2 per shift)
- 4 CNAs (2 per shift)
- 2–4 Mental Health Providers (1–2 per shift)

C. Additional Support

- 2 Mental Health Providers at Emergency Operations Center
- 4 Mental Health Providers for post-event sites (Fire/EMS, County staff)

3. Cost Breakdown (Per 12-Hour Shift)

Role	Quantity	Rate	Hours	Cost
RN Medical Manager	1	\$120.00/hr	12	\$1,440
RN (Staff)	12	\$112.50/hr	12	\$16,200



CNA	3	\$45.00/hr	12	\$1,620
Mental Health Provider	2	\$82.50/hr	12	\$1,980
Subtotal				\$21,240

4. Daily & Weekly Labor Costs

- Per Day (24-hour coverage):
 $\$21,240 \times 2 \text{ shifts} = \text{\$42,480/day}$
- Weekly (7 days):
 $\$42,480 \times 7 = \text{\$297,360/week}$

5. Additional Cost

Item	Unit Cost	Units	Total Cost
Deployment Logistics Kit (per team)	\$1,500	2 teams	\$3,000 (one-time)
Operations Overhead (15%)	\$6,372/day	7 days	\$44,604/week
Biohazard Waste Hauling (per site)	\$1,000/event	1 site	\$1,000/event

Biohazard waste cost includes secure hauling and disposal of contaminated PPE, sharps, linens, and materials in accordance with OSHA, EPA, and Florida Dept. of Health standards.

6. Total Estimated Cost (2 Teams - Day and Night Shift Coverage for 7 Days)

Category	Total Cost
Weekly Labor (24/7 coverage)	\$297,360
Operations Overhead (15%)	\$44,604
Deployment Equipment (One-Time)	\$3,000
Biohazard Waste Hauling	1,000/event
Estimated Weekly Total	\$345,964

PART V - SUBMITTAL FORMS
PROPOSAL SUBMITTAL SIGNATURE FORM

The undersigned attests to his/her authority to submit this proposal and to bind the firm herein named to perform as per contract, if the firm is awarded the Contract by the County. The undersigned further certifies that he/she has read the Request for Proposal, Terms and Conditions, Insurance Requirements and any other documentation relating to this request and this proposal is submitted with full knowledge and understanding of the requirements and time constraints noted herein.

By signing this form, the proposer hereby declares that this proposal is made without collusion with any other person or entity submitting a proposal pursuant to this RFP.

In accordance with section 287.135, Florida Statutes, the undersigned certifies that the company is not on the Scrutinized Companies with Activities in Sudan List, the Scrutinized Companies with Activities in the Iran Petroleum Energy Sector List, and does not have business operations in Cuba or Syria (if applicable) or the Scrutinized Companies that Boycott Israel List, or is not participating in a boycott of Israel.

As Addenda are considered binding as if contained in the original specifications, it is critical that the Consultant acknowledge receipt of same. The submittal may be considered void if receipt of an addendum is not acknowledged.

Addendum No. 1 Dated 6/13/25 Addendum No. 3 Dated 6/23/25 Addendum No. 5 Dated 7/1/2025
Addendum No. 2 Dated 6/18/25 Addendum No. 4 Dated 6/27/25 Addendum No. 6 Dated 7/3/2025

Type of Organization (please check one):

**INDIVIDUAL
CORPORATION**

☒ **PARTNERSHIP** ☐
☒ **JOINT VENTURE** ☐

Synergy Staffing Inc.

Firm Name

(720) 226-4007

Telephone

Fictitious or d/b/a Name

1550 Larimer Street, Suite 475

34-2048649

Federal Employer Identification Number (FEIN)

Home Office Address

Denver, CO 80202

20 years

City, State, Zip

None

Number of Years in Business

Address: Office Servicing Charlotte County, other than above

None

(720) 226-4007

Name/Title of your Charlotte County Rep.

Telephone

Paschal Duru

Name/Title of Individual Binding Firm (Please Print)

Paschal Duru

July 3, 2025

Signature of Individual Binding Firm

Date

federal@synergystaffing.org

Email Address

(This form must be completed & returned)

DRUG FREE WORKPLACE FORM

The undersigned vendor in accordance with Florida Statute 287.087 hereby certifies that Synergy Staffing Inc.
does: (name of business)

1. Publish a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace and specifying the actions that will be taken against employees for violations of such prohibition.
2. Inform employees about the dangers of drug abuse in the workplace, the business's policy of maintaining a drug-free workplace, any available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug abuse violations.
3. Give each employee engaged in providing the commodities or contractual services that are under bid a copy of the statement specified in subsection (1).
4. In the statement specified in subsection (1), notify the employees that, as a condition of working on the commodities or contractual services that are under bid, the employee will abide by the terms of the statement and will notify the employer of any conviction of, or plea of guilty or nolo contendere to, any violation of Chapter 893 or of any controlled substance law of the United States or any state, for a violation occurring in the workplace no later than five (5) days after such conviction.
5. Impose a sanction on or require the satisfactory participation in a drug abuse assistance or rehabilitation program if such is available in the employee's community, by any employee who is so convicted.
6. Make a good faith effort to continue to maintain a drug-free workplace through implementation of this section.

As the person authorized to sign the statement, I certify that this firm complies fully with the above requirements.

Paschal Duru

Proposer's Signature

July 3, 2025

Date

NAME OF FIRM _____

(This form must be completed & returned)

**HUMAN TRAFFICKING AFFIDAVIT
for Nongovernmental Entities Pursuant To FS. §787.06**

Charlotte County Contract #20250492

The undersigned on behalf of the entity listed below, (the “Nongovernmental Entity”), hereby attests under penalty of perjury as follows:

1. I am over the age of 18 and I have personal knowledge of the matters set forth except as otherwise set forth herein.
2. I am an officer or representative of the Nongovernmental Entity and authorized to provide this affidavit on the Company’s behalf.
3. Nongovernmental Entity does not use coercion for labor or services as defined in Section 787.06, Florida Statutes.
4. This declaration is made pursuant to Section 92.525, Florida Statutes. I understand that making a false statement in this declaration may subject me to criminal penalties.

Under penalties of perjury, I declare that I have read the foregoing Human Trafficking Affidavit and that the facts stated in it are true.

Further Affiant sayeth naught.

Paschal Duru

Signature

Paschal Duru

Printed Name

Paschal Duru, President

Title

Nongovernmental Entity

July 3, 2025

Date

NAME OF FIRM Synergy Staffing Inc.

(This form must be completed & returned)

BYRD ANTI-LOBBYING CERTIFICATION

Certification for Contracts, Grants, Loans, and Cooperative Agreements

The undersigned certifies, to the best of his or her knowledge and belief, that:

(1) No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of an Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

(2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.

(3) The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by Section 1352, Title 31, U.S.C. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

July 3, 2025

Date

Paschal Duru

Type or Print Name

Paschal Duru

Signature

President

Title

END OF PART V

NAME OF FIRM Synergy Staffing Inc.

(This form must be completed & returned)