

## CODE OF ETHICS AFFIDAVIT

**PLEASE RETURN THIS FORM COMPLETED WITH YOUR SUBMITTAL. SUBMITTED FORMS ARE REQUIRED PRIOR TO EVALUATION.**

In accordance with Section 54-33 of the Gwinnett County Code of Ordinances the undersigned bidder/proposer makes the following full and complete disclosure under oath, to the best of their knowledge, of the name(s) of all elected officials whom it employs or who have a direct or indirect pecuniary interest in or with the bidder/proposer, its affiliates or its subcontractors:

1. Abt Global LLC, dba Abt Global Impact LLC

Company Submitting Bid/Proposal

2. Please select one of the following:

- ☒ No information to disclose (complete only section 4 below)  
☐ Disclosed information below (complete section 3 & section 4 below)

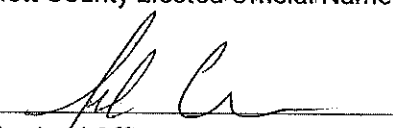
3. If additional space is required, please attach list:

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

4. BY:   
Authorized Officer or Agent Signature

Sworn to and subscribed before me this

Silvio Guerrero

10th day of April, 2025

Printed Name of Authorized Officer or Agent

Contracts Manager

Title of Authorized Officer or Agent of Contractor

Notary Public





Note: See Gwinnett County Code of Ethics Ordinance E02011, Sec. 54-33. The ordinance will be available to view in its' entirety at [GwinnettCounty.com](http://GwinnettCounty.com)



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1. American Institutes for Research

Company Submitting Bid/Proposal

2. Please select one of the following:

- ☒ No information to disclose (*complete only section 4 below*)  
☐ Disclosed information below (*complete section 3 & section 4 below*)

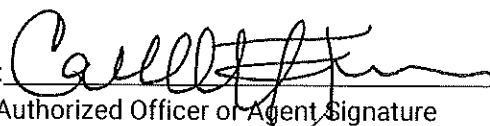
3. If additional space is required, please attach list:

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

4. BY:   
Authorized Officer or Agent Signature

Sworn to and subscribed before me this

Carmen Fermin

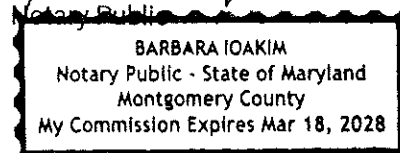
15<sup>th</sup> day of April, 2025

Printed Name of Authorized Officer or Agent

Sr. Director, Business Development, Pre-Award & Pricing

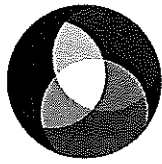
Title of Authorized Officer or Agent of Contractor

  
Notary Public



(seal)

Note: See Gwinnett County Code of Ethics Ordinance E02011, Sec. 54-33. The ordinance will be available to view in its' entirety at [GwinnettCounty.com](http://GwinnettCounty.com)



## Attachment C

RP004-25 Comprehensive Workforce Needs Assessment and Strategic Plan

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### CODE OF ETHICS AFFIDAVIT

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1. Big 3 Enterprises, LLC  
Company Submitting Bid/Proposal

2. Please select one of the following:

- ☒ No information to disclose (complete only section 4 below)  
☐ Disclosed information below (complete section 3 & section 4 below)

3. If additional space is required, please attach list:

Gwinnett County Elected Official Name

Gwinnett County Elected Official Name

Gwinnett County Elected Official Name

Gwinnett County Elected Official Name

4. BY: Nicole M. Jones  
Authorized Officer or Agent Signature

Sworn to and subscribed before me this

Nicole M. Jones  
Printed Name of Authorized Officer or Agent

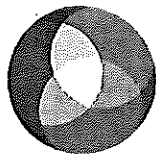
7 day of April, 2025

Co-Founder, lead Strategist  
Title of Authorized Officer or Agent of Contractor

Korenareus Grooms  
Notary Public

KORENAREUS GROOMS  
NOTARY PUBLIC  
(seal)ilton County  
State of Georgia  
My Comm. Expires August 31, 2027

Note: See Gwinnett County Code of Ethics Ordinance E02011, Sec. 54-33. The ordinance will be available to view in its' entirety at [GwinnettCounty.com](http://GwinnettCounty.com)



## CODE OF ETHICS AFFIDAVIT

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1. Boost Strategy Group Inc

Company Submitting Bid/Proposal

2. Please select one of the following:

- ☒ No information to disclose (complete only section 4 below)  
☐ Disclosed information below (complete section 3 & section 4 below)

3. If additional space is required, please attach list:

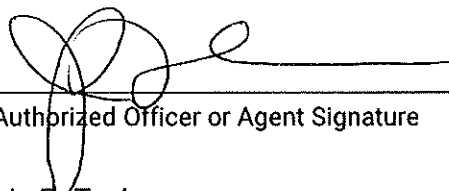
\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

4. BY:

  
Authorized Officer or Agent Signature

Sworn to and subscribed before me this

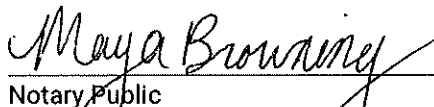
Jackie P. Taylor

2 day of April, 2025

Printed Name of Authorized Officer or Agent

CEO and Founder

Title of Authorized Officer or Agent of Contractor

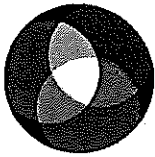
  
Notary Public

Maya Browning  
NOTARY PUBLIC (seal)

DEKALB COUNTY, GEORGIA

My Commission Expires 01/15/2029

Note: See Gwinnett County Code of Ethics Ordinance EO2011, Sec. 54-33. The ordinance will be available to view in its' entirety at [GwinnettCounty.com](http://GwinnettCounty.com)



## CODE OF ETHICS AFFIDAVIT

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1. Business Management Associates, Inc

Company Submitting Bid/Proposal

2. Please select one of the following:

- ☒ No information to disclose (*complete only section 4 below*)  
☐ Disclosed information below (*complete section 3 & section 4 below*)

3. If additional space is required, please attach list:

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

4. BY:

*LaJuana Russell*  
Authorized Officer or Agent Signature

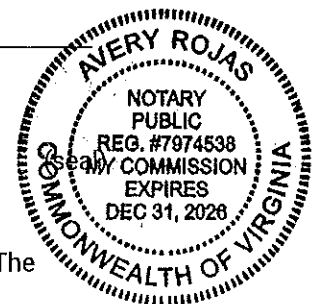
Sworn to and subscribed before me this

LaJuana Russell  
Printed Name of Authorized Officer or Agent

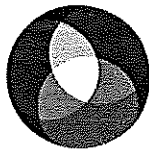
15<sup>th</sup> day of April, 2025

President & CEO  
Title of Authorized Officer or Agent of Contractor

*[Signature]*  
Notary Public



Note: See Gwinnett County Code of Ethics Ordinance EO2011, Sec. 54-33. The ordinance will be available to view in its' entirety at [GwinnettCounty.com](http://GwinnettCounty.com)



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1. Civic Solutions Partnership, LLC

Company Submitting Bid/Proposal

2. Please select one of the following:

☒ No information to disclose (complete only section 4 below)

☐ Disclosed information below (complete section 3 & section 4 below)

3. If additional space is required, please attach list:

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

4. BY: Steven Wayne Pedigo  
Authorized Officer or Agent Signature

Sworn to and subscribed before me this

Steven Pedigo  
Printed Name of Authorized Officer or Agent

4th day of April, 2025

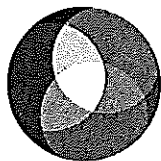
Co-Founder, CivicSol  
Title of Authorized Officer or Agent of Contractor

Jerodinho Florely  
Notary Public



Notarized remotely online using communication technology via Proof.

Note: See Gwinnett County Code of Ethics Ordinance E02011, Sec. 54-33. The ordinance will be available to view in its' entirety at [GwinnettCounty.com](http://GwinnettCounty.com)



# Gwinnett

ORIGINAL

WINNETT COUNTY  
DEPARTMENT OF FINANCIAL SERVICES  
PURCHASING DIVISION

75 Langley Drive | Lawrenceville, GA 30046-6935  
O: 770.822.8720 | F: 770.822.8735  
GwinnettCounty.com

RP004-25 Comprehensive Workforce Needs Assessment and Strategic Plan

Page 33

## CODE OF ETHICS AFFIDAVIT

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1. DevTech Systems, Inc.  
Company Submitting Bid/Proposal

2. Please select one of the following:

- ☒ No information to disclose (complete only section 4 below)  
☐ Disclosed information below (complete section 3 & section 4 below)

3. If additional space is required, please attach list:

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

4. BY: [Signature]  
Authorized Officer or Agent Signature

Sworn to and subscribed before me this

Gabriel Anaya

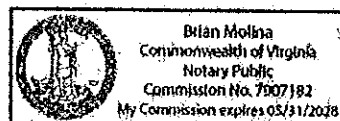
9 day of April, 2025

Printed Name of Authorized Officer or Agent

Director of Contracts and Grants Administration

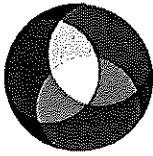
Title of Authorized Officer or Agent of Contractor

[Signature]  
Notary Public



(seal)

Note: See Gwinnett County Code of Ethics Ordinance E02011, Sec. 54-33. The ordinance will be available to view in its' entirety at [GwinnettCounty.com](http://GwinnettCounty.com)



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1. FedTec, LLC  
 Company Submitting Bid/Proposal

2. Please select one of the following:

- ☒ No information to disclose (complete only section 4 below)  
☐ Disclosed information below (complete section 3 & section 4 below)

3. If additional space is required, please attach list:

\_\_\_\_\_  
 Gwinnett County Elected Official Name

\_\_\_\_\_  
 Gwinnett County Elected Official Name

\_\_\_\_\_  
 Gwinnett County Elected Official Name

\_\_\_\_\_  
 Gwinnett County Elected Official Name

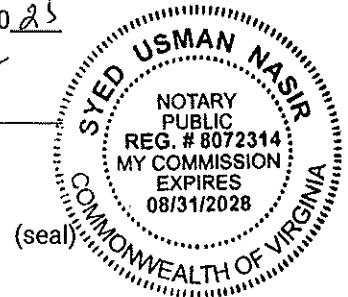
4. BY: Parminder Kaur  
 Authorized Officer or Agent Signature

Sworn to and subscribed before me this

Parminder Kaur  
 Printed Name of Authorized Officer or Agent  
Director - SLED  
 Title of Authorized Officer or Agent of Contractor

31<sup>st</sup> day of MARCH, 2025

\_\_\_\_\_  
 Notary Public



Note: See Gwinnett County Code of Ethics Ordinance EO2011, Sec. 54-33. The ordinance will be available to view in its' entirety at [GwinnettCounty.com](http://GwinnettCounty.com)





## CODE OF ETHICS AFFIDAVIT

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1. Guidehouse Inc.

Company Submitting Bid/Proposal

2. Please select one of the following:

- ☒ No information to disclose (complete only section 4 below)  
☐ Disclosed information below (complete section 3 & section 4 below)

3. If additional space is required, please attach list:

Gwinnett County Elected Official Name

Gwinnett County Elected Official Name

Gwinnett County Elected Official Name

Gwinnett County Elected Official Name

4. BY:

Matthew Davis  
Authorized Officer or Agent Signature

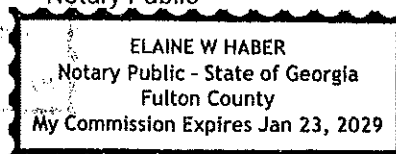
Sworn to and subscribed before me this

MATTHEW DAVIS  
Printed Name of Authorized Officer or Agent

23 day of April, 2025

PARTNER  
Title of Authorized Officer or Agent of Contractor

Elaine W. Haber  
Notary Public



(seal)

Note: See Gwinnett County Code of Ethics Ordinance EO2011, Sec. 54-33. The ordinance will be available to view in its' entirety at [GwinnettCounty.com](http://GwinnettCounty.com)

## 1.14 Code of Ethics (Page 33)



Gwinnett

GWINNETT COUNTY  
DEPARTMENT OF FINANCIAL SERVICES  
PURCHASING DIVISION

75 Langley Drive | Lawrenceville, GA 30046-6935  
O: 770.822.8720 | F: 770.822.8735  
GwinnettCounty.com

RP004-25 Comprehensive Workforce Needs Assessment and Strategic Plan

Page 33

### CODE OF ETHICS AFFIDAVIT

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1. K.L. Scott & Associates, LLC

Company Submitting Bid/Proposal

2. Please select one of the following:

- ☒ No information to disclose (complete only section 4 below)  
☐ Disclosed information below (complete section 3 & section 4 below)

3. If additional space is required, please attach list:

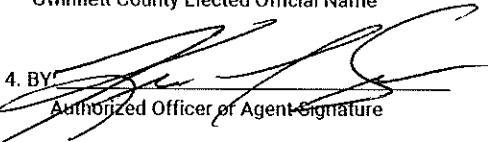
\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

4. BY

  
Authorized Officer or Agent Signature

Keith Scott

Printed Name of Authorized Officer or Agent

Chief Executive Officer

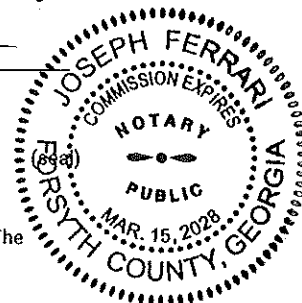
Title of Authorized Officer or Agent of Contractor

Sworn to and subscribed before me this

23rd day of April 2025

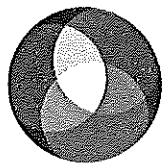
  
Notary Public

Note: See Gwinnett County Code of Ethics Ordinance EO2011, Sec. 54-33. The ordinance will be available to view in its' entirety at [GwinnettCounty.com](http://GwinnettCounty.com)



Proud Winner of the Annual *Achievement of Excellence Award* in Procurement since 1999

K.L. Scott & Associates, LLC.



## CODE OF ETHICS AFFIDAVIT

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**1. The Kaizen Company, LLC**

Company Submitting Bid/Proposal

**2. Please select one of the following:**

- ☒ No information to disclose (*complete only section 4 below*)  
☐ Disclosed information below (*complete section 3 & section 4 below*)

**3. If additional space is required, please attach list:**

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

4. BY: Lisa Letke  
Authorized Officer or Agent Signature

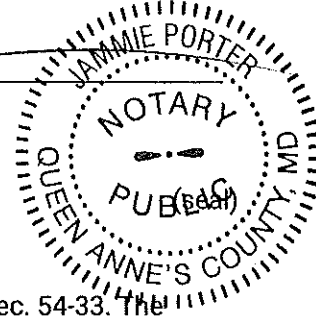
Sworn to and subscribed before me this

Lisa Letke  
Printed Name of Authorized Officer or Agent

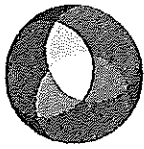
17<sup>th</sup> day of April, 2025

CEO  
Title of Authorized Officer or Agent of Contractor

\_\_\_\_\_  
Notary Public



Note: See Gwinnett County Code of Ethics Ordinance E02011, Sec. 54-33. The ordinance will be available to view in its' entirety at [GwinnettCounty.com](http://GwinnettCounty.com)



Gwinnett

GWINNETT COUNTY  
DEPARTMENT OF FINANCIAL SERVICES  
PURCHASING DIVISION

75 Langley Drive | Lawrenceville, GA 30046-6935  
O: 770.822.8720 | F: 770.822.8735  
GwinnettCounty.com

RP004-25 Comprehensive Workforce Needs Assessment and Strategic Plan

Page 33

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1. Long Game Solutions, LLC  
Company Submitting Bid/Proposal

2. Please select one of the following:

- ☒ No information to disclose (complete only section 4 below)  
☐ Disclosed information below (complete section 3 & section 4 below)

3. If additional space is required, please attach list:

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

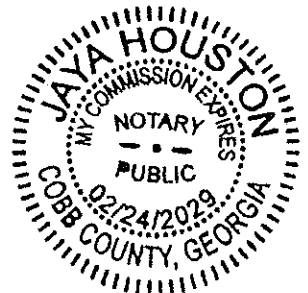
4. BY: Amy Lancaster King  
Authorized Officer or Agent Signature

Sworn to and subscribed before me this

Amy Lancaster King  
Printed Name of Authorized Officer or Agent  
President  
Title of Authorized Officer or Agent of Contractor

23 day of April, 2025  
Jessie Houston  
Notary Public

(seal)



Note: See Gwinnett County Code of Ethics Ordinance E02011, Sec. 54-33. The ordinance will be available to view in its' entirety at [GwinnettCounty.com](http://GwinnettCounty.com)



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1. Public Works LLC  
Company Submitting Bid/Proposal

2. Please select one of the following:

- ☒ No information to disclose (complete only section 4 below)  
☐ Disclosed information below (complete section 3 & section 4 below)

3. If additional space is required, please attach list:

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

4. BY: Jennifer Wall  
Authorized Officer or Agent Signature

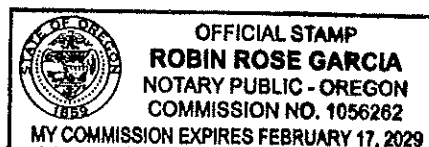
Sworn to and subscribed before me this

Jennifer Wall  
Printed Name of Authorized Officer or Agent

31 day of March, 2025

CEO  
Title of Authorized Officer or Agent of Contractor

[Signature]  
Notary Public



(seal)

Note: See Gwinnett County Code of Ethics Ordinance EO2011, Sec. 54-33. The ordinance will be available to view in its' entirety at [GwinnettCounty.com](http://GwinnettCounty.com)



WINNETT COUNTY  
DEPARTMENT OF FINANCIAL SERVICES  
PURCHASING DIVISION

75 Langley Drive | Lawrenceville, GA 30046-6935  
O: 770.822.8720 | F: 770.822.8735  
GwinnettCounty.com

RP004-25 Comprehensive Workforce Needs Assessment and Strategic Plan

Page 33

## CODE OF ETHICS AFFIDAVIT

PLEASE RETURN THIS FORM COMPLETED WITH YOUR SUBMITTAL. SUBMITTED FORMS ARE REQUIRED PRIOR TO EVALUATION.

In accordance with Section 54-33 of the Gwinnett County Code of Ordinances the undersigned bidder/proposer makes the following full and complete disclosure under oath, to the best of their knowledge, of the name(s) of all elected officials whom it employs or who have a direct or indirect pecuniary interest in or with the bidder/proposer, its affiliates or its subcontractors:

1. Resultant, LLC

Company Submitting Bid/Proposal

2. Please select one of the following:

- ☒ No information to disclose (complete only section 4 below)  
☐ Disclosed information below (complete section 3 & section 4 below)

3. If additional space is required, please attach list:

Gwinnett County Elected Official Name

Gwinnett County Elected Official Name

Gwinnett County Elected Official Name

Gwinnett County Elected Official Name

4. BY:

Authorized Officer or Agent Signature

Sworn to and subscribed before me this

James Vance  
Printed Name of Authorized Officer or Agent  
EVP Professional Services  
Title of Authorized Officer or Agent of Contractor

25 day of March, 2025  
Kristen Walker  
Notary Public

(seal)

Note: See Gwinnett County Code of Ethics Ordinance EO2011, Sec. 54-33. The ordinance will be available to view in its' entirety at [GwinnettCounty.com](http://GwinnettCounty.com)

KRISTEN WALKER  
Notary Public - Seal  
Marion County - State of Indiana  
Commission Number NP0751590  
My Commission Expires Sep 13, 2031



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1. S.E.A.T. Business Development Group, LLC

Company Submitting Bid/Proposal

2. Please select one of the following:

- ☒ No information to disclose (complete only section 4 below)  
☐ Disclosed information below (complete section 3 & section 4 below)

3. If additional space is required, please attach list:

Gwinnett County Elected Official Name

Gwinnett County Elected Official Name

Gwinnett County Elected Official Name

Gwinnett County Elected Official Name

4. BY:

Glenda M. Stinson  
Authorized Officer or Agent Signature

Sworn to and subscribed before me this

Glenda M. Stinson

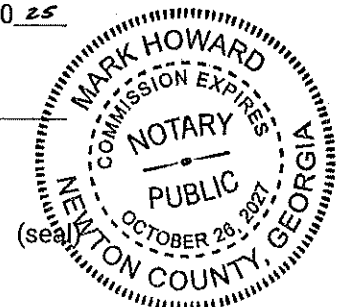
21 day of APRIL, 2025

Printed Name of Authorized Officer or Agent

President and CEO

Title of Authorized Officer or Agent of Contractor

[Signature]  
Notary Public



Note: See Gwinnett County Code of Ethics Ordinance E02011, Sec. 54-33. The ordinance will be available to view in its' entirety at [GwinnettCounty.com](http://GwinnettCounty.com)



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1. Streamline 3 Scale  
Company Submitting Bid/Proposal

2. Please select one of the following:

- ☒ No information to disclose (complete only section 4 below)  
☐ Disclosed information below (complete section 3 & section 4 below)

3. If additional space is required, please attach list:

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

4. BY: [Signature]  
Authorized Officer or Agent Signature

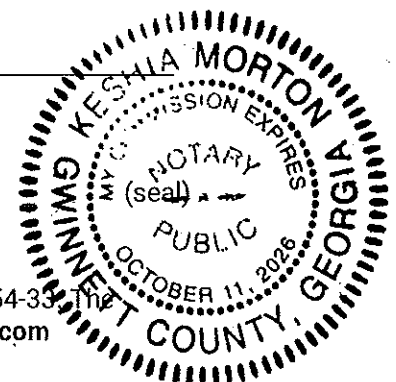
Sworn to and subscribed before me this

Allanta' Collier  
Printed Name of Authorized Officer or Agent

20 day of April, 2025

CEO  
Title of Authorized Officer or Agent of Contractor

[Signature]  
Notary Public



Note: See Gwinnett County Code of Ethics Ordinance EO2011, Sec. 54-33. The ordinance will be available to view in its' entirety at [GwinnettCounty.com](http://GwinnettCounty.com)





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1. TPMA

Company Submitting Bid/Proposal

2. Please select one of the following:

- ☒ No information to disclose (complete only section 4 below)  
☐ Disclosed information below (complete section 3 & section 4 below)

3. If additional space is required, please attach list:

Gwinnett County Elected Official Name

Gwinnett County Elected Official Name

Gwinnett County Elected Official Name

Gwinnett County Elected Official Name

4. BY:

Stephanie Glass Flatten  
Authorized Officer or Agent Signature

Sworn to and subscribed before me this

Stephanie Glass Flatten

16th day of April, 2025

Printed Name of Authorized Officer or Agent

Senior Manager

Gathan Owen Levi

Notary Public

Title of Authorized Officer or Agent of Contractor

Note: See Gwinnett County Code of Ethics Ordinance EO2011, Sec. 54-33. The ordinance will be available to view in its' entirety at [GwinnettCounty.com](http://GwinnettCounty.com)





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1. University of Georgia Research Foundaton on behalf of the University of Georgia's Carl Vinson Institute of Government  
Company Submitting Bid/Proposal

2. Please select one of the following:

- ☒ No information to disclose (*complete only section 4 below*)  
☐ Disclosed information below (*complete section 3 & section 4 below*)

3. If additional space is required, please attach list:

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

4. BY: Pamela H. Dillard  
Authorized Officer or Agent Signature

Sworn to and subscribed before me this

Pamela H. Dillard  
Printed Name of Authorized Officer or Agent

18<sup>th</sup> day of April, 2025

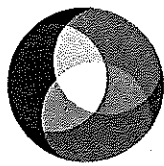
Grants Specialist III  
Title of Authorized Officer or Agent of Contractor

Donna Calloway  
Notary Public

Donna Calloway  
NOTARY PUBLIC  
Madison County  
State of Georgia  
My Comm. Expires February 20, 2026

(seal)

Note: See Gwinnett County Code of Ethics Ordinance ~~EO2011, Sec. 54-33~~. The ordinance will be available to view in its' entirety at [GwinnettCounty.com](http://GwinnettCounty.com)



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1. WestEd  
Company Submitting Bid/Proposal

2. Please select one of the following:

- ☒ No information to disclose (*complete only section 4 below*)  
☐ Disclosed information below (*complete section 3 & section 4 below*)


3. If additional space is required, please attach list:

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

\_\_\_\_\_  
Gwinnett County Elected Official Name

4. BY:   
Authorized Officer or Agent Signature

Sworn to and subscribed before me this

Irene Wan  
Printed Name of Authorized Officer or Agent

\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_

Manager, Proposal Coordination & Support  
Title of Authorized Officer or Agent of Contractor

\_\_\_\_\_  
Notary Public

(seal)

Note: See Gwinnett County Code of Ethics Ordinance EO2011, Sec. 54-33. The ordinance will be available to view in its' entirety at [GwinnettCounty.com](http://GwinnettCounty.com)

A notary public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

State of California  
County of San Francisco

Subscribed and sworn to (or affirmed) before me on this 1<sup>st</sup>  
day of April, 2025, by Irene Wan

proved to me on the basis of satisfactory evidence to be the person(s) who appeared before me.



(Seal)

Signature Cara D Martin