



March 4, 2026

AWARD NOTICE
RP004-26
Provision of an Employee Service Awards Program on a Multi-Year Contract

Pursuant to the proposals received on January 6, 2026 for RP004-26, Provision of an Employee Service Awards Program on a Multi-Year Contract, the proposal has been awarded to Black Forest LTD. Please note the enclosed proposal tabulation.

We appreciate your proposal and interest in Gwinnett County.

Sincerely,

A handwritten signature in cursive script that reads "Jenny L. Coleman".

Jenny Coleman
Purchasing Associate II

JC/km

Enclosure

SCORE TABULATION

RP004-26
 Provision of an Employee Service Awards Program on a Multi-Year Contract
 Department of Human Resources

			Beyond Recognition LLC (OS)	Black Forest LTD (OS)	Corporate Specialty Insignia (L)	Engage2Excel, Inc. (OS)	MTM Recognition (OS)
Item #	Criteria	Points Allocated	Total Points	Total Points	Total Points	Total Points	Total Points
1	Experience and Professional Qualifications	15	10.75	13.50	9.75	12.50	12.75
2	Quality	15	12.50	12.00	9.25	11.00	10.00
3	Selection and Variety	15	12.75	12.00	8.25	10.50	11.25
4	Design and Production	15	12.75	12.75	7.75	5.25	11.75
5	Service and Invoicing	10	7.75	9.50	6.50	9.50	8.25
6	References	10	8.00	10.00	10.00	10.00	6.00
Sub-Total		80	64.50	69.75	51.50	58.75	60.00
7	Cost	20	18.23	19.42		20.00	16.45
Total		100	82.73	89.17	51.50	78.75	76.45

Recommended Vendor:

Black Forest LTD
 Attn: Antonio Ferraro
 1205 12th Ave Northwest
 Owatonna, MN 55060
 Phone: 507-451-6525
tony@blackforestltd.com

RP004-26
 Provision of an Employee Service Awards Program on a Multi-Year Contract
 Department of Human Resources

2026			Beyond Recognition LLC (OS)		Black Forest LTD (OS) Original Cost		Black Forest LTD (OS) BAFO		Engage2Excel, Inc. (OS)		MTM Recognition (OS)	
Item #	Description	Approx. Qty.	Award Avg. Unit Price	Avg. Total Amount	Award Avg. Unit Price	Avg. Total Amount	Award Avg. Unit Price	Avg. Total Amount	Award Avg. Unit Price	Avg. Total Amount	Award Avg. Unit Price	Avg. Total Amount
Section 1 - Award Gifts												
1	5 Years	339	\$60.00	\$20,340.00	\$57.56	\$19,512.84	\$57.56	\$19,512.84	\$54.00	\$18,306.00	\$62.03	\$21,028.17
2	10 Years	195	\$72.00	\$14,040.00	\$68.22	\$13,302.90	\$68.22	\$13,302.90	\$68.00	\$13,260.00	\$73.45	\$14,322.75
3	15 Years	100	\$85.00	\$8,500.00	\$82.46	\$8,246.00	\$82.46	\$8,246.00	\$85.00	\$8,500.00	\$87.20	\$8,720.00
4	20 Years	148	\$100.00	\$14,800.00	\$98.50	\$14,578.00	\$98.50	\$14,578.00	\$108.00	\$15,984.00	\$103.06	\$15,252.88
5	25 Years	80	\$180.00	\$14,400.00	\$179.66	\$14,372.80	\$179.66	\$14,372.80	\$160.00	\$12,800.00	\$179.07	\$14,325.60
6	30 Years	27	\$300.00	\$8,100.00	\$300.82	\$8,122.14	\$300.82	\$8,122.14	\$280.00	\$7,560.00	\$308.47	\$8,328.69
7	35 Years	2	\$390.00	\$780.00	\$397.41	\$794.82	\$397.41	\$794.82	\$385.00	\$770.00	\$391.03	\$782.06
8	40 Years	1	\$480.00	\$480.00	\$474.97	\$474.97	\$474.97	\$474.97	\$462.00	\$462.00	\$474.19	\$474.19
Section A - Total			\$81,440.00		\$79,404.47		\$79,404.47		\$77,642.00		\$83,234.34	
Section 2 - Lapel Pins												
1	5 Years	339	\$3.50	\$1,186.50	\$3.50	\$1,186.50	\$0.00	\$0.00	\$2.80	\$949.20	\$6.00	\$2,034.00
2	10 Years	195	\$3.50	\$682.50	\$3.50	\$682.50	\$0.00	\$0.00	\$2.80	\$546.00	\$6.00	\$1,170.00
3	15 Years	100	\$3.50	\$350.00	\$3.50	\$350.00	\$0.00	\$0.00	\$2.80	\$280.00	\$6.00	\$600.00
4	20 Years	148	\$3.50	\$518.00	\$3.50	\$518.00	\$0.00	\$0.00	\$2.80	\$414.40	\$6.00	\$888.00
5	25 Years	80	\$3.50	\$280.00	\$3.50	\$280.00	\$0.00	\$0.00	\$2.80	\$224.00	\$6.00	\$480.00
6	30 Years	27	\$3.50	\$94.50	\$3.50	\$94.50	\$0.00	\$0.00	\$2.80	\$75.60	\$6.00	\$162.00
7	35 Years	2	\$3.50	\$7.00	\$3.50	\$7.00	\$0.00	\$0.00	\$2.80	\$5.60	\$6.00	\$12.00
8	40 Years	1	\$3.50	\$3.50	\$3.50	\$3.50	\$0.00	\$0.00	\$2.80	\$2.80	\$6.00	\$6.00
Section B - Total			\$3,122.00		\$3,122.00		\$0.00		\$2,497.60		\$5,352.00	
2026 Total			\$84,562.00		\$82,526.47		\$79,404.47		\$80,139.60		\$88,586.34	

RP004-26
 Provision of an Employee Service Awards Program on a Multi-Year Contract
 Department of Human Resources

2027			Beyond Recognition LLC (OS)		Black Forest LTD (OS) Original Cost		Black Forest LTD (OS) BAFO		Engage2Excel, Inc. (OS)		MTM Recognition (OS)	
Item #	Description	Approx. Qty.	Award Avg. Unit Price	Avg. Total Amount	Award Avg. Unit Price	Avg. Total Amount	Award Avg. Unit Price	Avg. Total Amount	Award Avg. Unit Price	Avg. Total Amount	Award Avg. Unit Price	Avg. Total Amount
Section 1 - Award Gifts												
1	5 Years	339	\$60.00	\$20,746.80	\$57.56	\$19,512.84	\$57.56	\$19,512.84	\$54.00	\$18,306.00	\$62.03	\$22,079.58
2	10 Years	195	\$72.00	\$14,320.80	\$68.22	\$13,302.90	\$68.22	\$13,302.90	\$68.00	\$13,260.00	\$73.45	\$15,038.89
3	15 Years	100	\$85.00	\$8,670.00	\$82.46	\$8,246.00	\$82.46	\$8,246.00	\$85.00	\$8,500.00	\$87.20	\$9,156.00
4	20 Years	148	\$100.00	\$15,096.00	\$98.50	\$14,578.00	\$98.50	\$14,578.00	\$108.00	\$15,984.00	\$103.06	\$16,015.52
5	25 Years	80	\$180.00	\$14,688.00	\$179.66	\$14,372.80	\$179.66	\$14,372.80	\$160.00	\$12,800.00	\$179.07	\$15,041.88
6	30 Years	27	\$300.00	\$8,262.00	\$300.82	\$8,122.14	\$300.82	\$8,122.14	\$280.00	\$7,560.00	\$308.47	\$8,745.12
7	35 Years	2	\$390.00	\$795.60	\$397.41	\$794.82	\$397.41	\$794.82	\$385.00	\$770.00	\$391.03	\$821.16
8	40 Years	1	\$480.00	\$489.60	\$474.97	\$474.97	\$474.97	\$474.97	\$462.00	\$462.00	\$474.19	\$497.90
Section A - Total			\$83,068.80		\$79,404.47		\$79,404.47		\$77,642.00		\$87,396.06	
Section 2 - Lapel Pins												
1	5 Years	339	\$3.50	\$1,210.23	\$3.50	\$1,186.50	\$0.00	\$0.00	\$2.80	\$949.20	\$6.00	\$2,135.70
2	10 Years	195	\$3.50	\$696.15	\$3.50	\$682.50	\$0.00	\$0.00	\$2.80	\$546.00	\$6.00	\$1,228.50
3	15 Years	100	\$3.50	\$357.00	\$3.50	\$350.00	\$0.00	\$0.00	\$2.80	\$280.00	\$6.00	\$630.00
4	20 Years	148	\$3.50	\$528.36	\$3.50	\$518.00	\$0.00	\$0.00	\$2.80	\$414.40	\$6.00	\$932.40
5	25 Years	80	\$3.50	\$285.60	\$3.50	\$280.00	\$0.00	\$0.00	\$2.80	\$224.00	\$6.00	\$504.00
6	30 Years	27	\$3.50	\$96.39	\$3.50	\$94.50	\$0.00	\$0.00	\$2.80	\$75.60	\$6.00	\$170.10
7	35 Years	2	\$3.50	\$7.14	\$3.50	\$7.00	\$0.00	\$0.00	\$2.80	\$5.60	\$6.00	\$12.60
8	40 Years	1	\$3.50	\$3.57	\$3.50	\$3.50	\$0.00	\$0.00	\$2.80	\$2.80	\$6.00	\$6.30
Section B - Total			\$3,184.44		\$3,122.00		\$0.00		\$2,497.60		\$5,619.60	
2027 Total			\$86,253.24		\$82,526.47		\$79,404.47		\$80,139.60		\$93,015.66	

RP004-26
 Provision of an Employee Service Awards Program on a Multi-Year Contract
 Department of Human Resources

2028			Beyond Recognition LLC (OS)		Black Forest LTD (OS) Original Cost		Black Forest LTD (OS) BAFO		Engage2Excel, Inc. (OS)		MTM Recognition (OS)	
Item #	Description	Approx. Qty.	Award Avg. Unit Price	Avg. Total Amount	Award Avg. Unit Price	Avg. Total Amount	Award Avg. Unit Price	Avg. Total Amount	Award Avg. Unit Price	Avg. Total Amount	Award Avg. Unit Price	Avg. Total Amount
Section 1 - Award Gifts												
1	5 Years	339	\$60.00	\$21,153.60	\$57.56	\$19,512.84	\$57.56	\$19,512.84	\$54.00	\$18,306.00	\$62.03	\$23,130.99
2	10 Years	195	\$72.00	\$14,601.60	\$68.22	\$13,302.90	\$68.22	\$13,302.90	\$68.00	\$13,260.00	\$73.45	\$15,755.03
3	15 Years	100	\$85.00	\$8,840.00	\$82.46	\$8,246.00	\$82.46	\$8,246.00	\$85.00	\$8,500.00	\$87.20	\$9,592.00
4	20 Years	148	\$100.00	\$15,392.00	\$98.50	\$14,578.00	\$98.50	\$14,578.00	\$108.00	\$15,984.00	\$103.06	\$16,778.17
5	25 Years	80	\$180.00	\$14,976.00	\$179.66	\$14,372.80	\$179.66	\$14,372.80	\$160.00	\$12,800.00	\$179.07	\$15,758.16
6	30 Years	27	\$300.00	\$8,424.00	\$300.82	\$8,122.14	\$300.82	\$8,122.14	\$280.00	\$7,560.00	\$308.47	\$9,161.56
7	35 Years	2	\$390.00	\$811.20	\$397.41	\$794.82	\$397.41	\$794.82	\$385.00	\$770.00	\$391.03	\$860.27
8	40 Years	1	\$480.00	\$499.20	\$474.97	\$474.97	\$474.97	\$474.97	\$462.00	\$462.00	\$474.19	\$521.61
Section A - Total			\$84,697.60		\$79,404.47		\$79,404.47		\$77,642.00		\$91,557.77	
Section 2 - Lapel Pins												
1	5 Years	339	\$3.50	\$1,233.96	\$3.50	\$1,186.50	\$0.00	\$0.00	\$2.80	\$949.20	\$6.00	\$2,237.40
2	10 Years	195	\$3.50	\$709.80	\$3.50	\$682.50	\$0.00	\$0.00	\$2.80	\$546.00	\$6.00	\$1,287.00
3	15 Years	100	\$3.50	\$364.00	\$3.50	\$350.00	\$0.00	\$0.00	\$2.80	\$280.00	\$6.00	\$660.00
4	20 Years	148	\$3.50	\$538.72	\$3.50	\$518.00	\$0.00	\$0.00	\$2.80	\$414.40	\$6.00	\$976.80
5	25 Years	80	\$3.50	\$291.20	\$3.50	\$280.00	\$0.00	\$0.00	\$2.80	\$224.00	\$6.00	\$528.00
6	30 Years	27	\$3.50	\$98.28	\$3.50	\$94.50	\$0.00	\$0.00	\$2.80	\$75.60	\$6.00	\$178.20
7	35 Years	2	\$3.50	\$7.28	\$3.50	\$7.00	\$0.00	\$0.00	\$2.80	\$5.60	\$6.00	\$13.20
8	40 Years	1	\$3.50	\$3.64	\$3.50	\$3.50	\$0.00	\$0.00	\$2.80	\$2.80	\$6.00	\$6.60
Section B - Total			\$3,246.88		\$3,122.00		\$0.00		\$2,497.60		\$5,887.20	
2028 Total			\$87,944.48		\$82,526.47		\$79,404.47		\$80,139.60		\$97,444.97	

RP004-26
 Provision of an Employee Service Awards Program on a Multi-Year Contract
 Department of Human Resources

2029			Beyond Recognition LLC (OS)		Black Forest LTD (OS) Original Cost		Black Forest LTD (OS) BAFO		Engage2Excel, Inc. (OS)		MTM Recognition (OS)	
Item #	Description	Approx. Qty.	Award Avg. Unit Price	Avg. Total Amount	Award Avg. Unit Price	Avg. Total Amount	Award Avg. Unit Price	Avg. Total Amount	Award Avg. Unit Price	Avg. Total Amount	Award Avg. Unit Price	Avg. Total Amount
Section 1 - Award Gifts												
1	5 Years	339	\$60.00	\$21,560.40	\$57.56	\$19,512.84	\$57.56	\$19,512.84	\$54.00	\$18,306.00	\$62.03	\$24,182.40
2	10 Years	195	\$72.00	\$14,882.40	\$68.22	\$13,302.90	\$68.22	\$13,302.90	\$68.00	\$13,260.00	\$73.45	\$16,471.16
3	15 Years	100	\$85.00	\$9,010.00	\$82.46	\$8,246.00	\$82.46	\$8,246.00	\$85.00	\$8,500.00	\$87.20	\$10,028.00
4	20 Years	148	\$100.00	\$15,688.00	\$98.50	\$14,578.00	\$98.50	\$14,578.00	\$108.00	\$15,984.00	\$103.06	\$17,540.81
5	25 Years	80	\$180.00	\$15,264.00	\$179.66	\$14,372.80	\$179.66	\$14,372.80	\$160.00	\$12,800.00	\$179.07	\$16,474.44
6	30 Years	27	\$300.00	\$8,586.00	\$300.82	\$8,122.14	\$300.82	\$8,122.14	\$280.00	\$7,560.00	\$308.47	\$9,577.99
7	35 Years	2	\$390.00	\$826.80	\$397.41	\$794.82	\$397.41	\$794.82	\$385.00	\$770.00	\$391.03	\$899.37
8	40 Years	1	\$480.00	\$508.80	\$474.97	\$474.97	\$474.97	\$474.97	\$462.00	\$462.00	\$474.19	\$545.32
Section A - Total			\$86,326.40		\$79,404.47		\$79,404.47		\$77,642.00		\$95,719.49	
Section 2 - Lapel Pins												
1	5 Years	339	\$3.50	\$1,257.69	\$3.50	\$1,186.50	\$0.00	\$0.00	\$2.80	\$949.20	\$6.00	\$2,339.10
2	10 Years	195	\$3.50	\$723.45	\$3.50	\$682.50	\$0.00	\$0.00	\$2.80	\$546.00	\$6.00	\$1,345.50
3	15 Years	100	\$3.50	\$371.00	\$3.50	\$350.00	\$0.00	\$0.00	\$2.80	\$280.00	\$6.00	\$690.00
4	20 Years	148	\$3.50	\$549.08	\$3.50	\$518.00	\$0.00	\$0.00	\$2.80	\$414.40	\$6.00	\$1,021.20
5	25 Years	80	\$3.50	\$296.80	\$3.50	\$280.00	\$0.00	\$0.00	\$2.80	\$224.00	\$6.00	\$552.00
6	30 Years	27	\$3.50	\$100.17	\$3.50	\$94.50	\$0.00	\$0.00	\$2.80	\$75.60	\$6.00	\$186.30
7	35 Years	2	\$3.50	\$7.42	\$3.50	\$7.00	\$0.00	\$0.00	\$2.80	\$5.60	\$6.00	\$13.80
8	40 Years	1	\$3.50	\$3.71	\$3.50	\$3.50	\$0.00	\$0.00	\$2.80	\$2.80	\$6.00	\$6.90
Section B - Total			\$3,309.32		\$3,122.00		\$0.00		\$2,497.60		\$6,154.80	
2029 Total			\$89,635.72		\$82,526.47		\$79,404.47		\$80,139.60		\$101,874.29	

RP004-26
 Provision of an Employee Service Awards Program on a Multi-Year Contract
 Department of Human Resources

2030			Beyond Recognition LLC (OS)		Black Forest LTD (OS) Original Cost		Black Forest LTD (OS) BAFO		Engage2Excel, Inc. (OS)		MTM Recognition (OS)	
Item #	Description	Approx. Qty.	Award Avg. Unit Price	Avg. Total Amount	Award Avg. Unit Price	Avg. Total Amount	Award Avg. Unit Price	Avg. Total Amount	Award Avg. Unit Price	Avg. Total Amount	Award Avg. Unit Price	Avg. Total Amount
Section 1 - Award Gifts												
1	5 Years	339	\$60.00	\$21,967.20	\$57.56	\$19,512.84	\$57.56	\$19,512.84	\$54.00	\$18,306.00	\$62.03	\$25,233.80
2	10 Years	195	\$72.00	\$15,163.20	\$68.22	\$13,302.90	\$68.22	\$13,302.90	\$68.00	\$13,260.00	\$73.45	\$17,187.30
3	15 Years	100	\$85.00	\$9,180.00	\$82.46	\$8,246.00	\$82.46	\$8,246.00	\$85.00	\$8,500.00	\$87.20	\$10,464.00
4	20 Years	148	\$100.00	\$15,984.00	\$98.50	\$14,578.00	\$98.50	\$14,578.00	\$108.00	\$15,984.00	\$103.06	\$18,303.46
5	25 Years	80	\$180.00	\$15,552.00	\$179.66	\$14,372.80	\$179.66	\$14,372.80	\$160.00	\$12,800.00	\$179.07	\$17,190.72
6	30 Years	27	\$300.00	\$8,748.00	\$300.82	\$8,122.14	\$300.82	\$8,122.14	\$280.00	\$7,560.00	\$308.47	\$9,994.43
7	35 Years	2	\$390.00	\$842.40	\$397.41	\$794.82	\$397.41	\$794.82	\$385.00	\$770.00	\$391.03	\$938.47
8	40 Years	1	\$480.00	\$518.40	\$474.97	\$474.97	\$474.97	\$474.97	\$462.00	\$462.00	\$474.19	\$569.03
Section A - Total			\$87,955.20		\$79,404.47		\$79,404.47		\$77,642.00		\$99,881.21	
Section 2 - Lapel Pins												
1	5 Years	339	\$3.50	\$1,281.42	\$3.50	\$1,186.50	\$0.00	\$0.00	\$2.80	\$949.20	\$6.00	\$2,440.80
2	10 Years	195	\$3.50	\$737.10	\$3.50	\$682.50	\$0.00	\$0.00	\$2.80	\$546.00	\$6.00	\$1,404.00
3	15 Years	100	\$3.50	\$378.00	\$3.50	\$350.00	\$0.00	\$0.00	\$2.80	\$280.00	\$6.00	\$720.00
4	20 Years	148	\$3.50	\$559.44	\$3.50	\$518.00	\$0.00	\$0.00	\$2.80	\$414.40	\$6.00	\$1,065.60
5	25 Years	80	\$3.50	\$302.40	\$3.50	\$280.00	\$0.00	\$0.00	\$2.80	\$224.00	\$6.00	\$576.00
6	30 Years	27	\$3.50	\$102.06	\$3.50	\$94.50	\$0.00	\$0.00	\$2.80	\$75.60	\$6.00	\$194.40
7	35 Years	2	\$3.50	\$7.56	\$3.50	\$7.00	\$0.00	\$0.00	\$2.80	\$5.60	\$6.00	\$14.40
8	40 Years	1	\$3.50	\$3.78	\$3.50	\$3.50	\$0.00	\$0.00	\$2.80	\$2.80	\$6.00	\$7.20
Section B - Total			\$3,371.76		\$3,122.00		\$0.00		\$2,497.60		\$6,422.40	
2030 Total			\$91,326.96		\$82,526.47		\$79,404.47		\$80,139.60		\$106,303.61	
5 Year Total			\$439,722.40		\$412,632.35		\$397,022.35		\$400,698.00		\$487,224.87	