COUNTY OF ALAMEDA

Questions & Answers

to

RFP No. 902046

### for

Third-Party COBRA Administration Services

**Networking/Bidders Conference Held on November 17, 2021**

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| **This County of Alameda, General Services Agency (GSA), RFP Questions & Answers (Q&A) has been electronically issued to potential bidders via e-mail. E-mail addresses used are those in the County’s Small Local Emerging Business (SLEB) Vendor Database or from other sources. If you have registered or are certified as a SLEB, please ensure that the complete and accurate e-mail address is noted and kept updated in the SLEB Vendor Database. This RFP Q&A will also be posted on the GSA Contracting Opportunities website located at** [**Alameda County Current Contracting Opportunities**](https://gsa.acgov.org/do-business-with-us/contracting-opportunities/)**.**  |

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Thank you for your participation and interest in the County of Alameda.

All the questions are direct copy and paste from written questions emailed by Bidders. In the answers to these questions, the County of Alameda shall be noted as “County”. The Questions and Answers are the final stances of the County. Please consider this document in preparation for your bid response.

**Questions and Answers:**

1. Why has the County decided to bid these services at this time (fees, service issues, standard due diligence, etc.)?
2. Are there services level concerns with the current administrator?
3. If no service issues, what would be the catalyst for County to change administrators?
	1. **The three-year contract cycle is coming to an end.**

**a) It is not our practice to discuss a vendor’s performance with parties other than that vendor.**

**b) It is not our practice to discuss a vendor’s performance with parties other than that vendor.**

1. Can the County confirm the number of open enrollment packets provided annually? Are open enrollment packets mailed directly to participant homes? If so, how many pages comprise the open enrollment communication?
	1. **The County notifies all approximately 6000 active health benefits members. The third-party COBRA administrator only needs to notify current COBRA participants (approximately 60 members) and those members in their election period at the time of our Dental Open Enrollment. Letters are mailed to each participants mailing address in February and are due by April 10th in order to facilitate changes effective May 1st. The Public Authority can provide the standard language used for actively covered members, however the TPA will need to have a system to receive responses. The letter is only one page front and back in English, Chinese or Spanish and a return envelope may be included for ease of response.**
2. What amenities or service features do you like most about the current administrator?
	1. **Availability of an online member portal to manage the members accounts and payments.**
3. Does the County have new technological objectives for administration of these services?
	1. **None.**
4. Are there particular features or processes the County is seeking in the chosen vendor?
	1. **Online member portal, ability to pay online for ongoing services. A local representative who can address issues within the same time zone in a timely manner.**
5. Can the County provide great detail regarding Item C of the SLEB provisions which allows County to waive the small/emerging local business participation requirements on contracts over $25,000 if the additional estimated cost to the County, which may result from inclusion of the requirements, exceeds five percent (5%) of the total estimated contract amount or Ten Thousand Dollars ($10,000), whichever is less. Can the County confirm the certification process that a respondent would provide or how to document and or detail this circumstance as a part of the response.
	1. **For contracts over $25k, the County reserves the right to move forward with a non SLEB if the SLEB cost to the County is more than the 5% or 10,000. The County may or may not choose to exercise this right. There is no certification process.**
6. Please provide a link to the current contract and pricing with the incumbent.
	1. **Please submit a request for Public Records on website** [**https://gsa.acgov.org/about-gsa/contact-us/public-records-request/**](https://gsa.acgov.org/about-gsa/contact-us/public-records-request/)
7. Has the County exhausted all possible contract extensions with the incumbent?
8. If not, why is the County bidding at this time?
	1. **No. The County is seeking a vendor who provides excellent customer service and responds to concerns in a timely manner, while providing timely communication with our benefits carriers.**
9. Are there any items to be mitigated?
	1. **No.**
10. If we perform all COBRA administration and do not outsource, how do we complete the SLEB form? Will we be disqualified if nothing is outsourced to a SLEB?
	1. **All bidders who are not certified SLEBs are required to subcontract at least 20% to certified SLEBs. The County prefers subcontracting be direct services of the contract, however, bidders are allowed subcontract indirect services. It is a requirement that the SLEB form is completed.** **If you choose to take an exception, bidder must complete the “Exceptions and Clarifications” form, however, please note that the County is under no obligation to accept any exceptions and clarifications and such exceptions and clarifications may be a basis for bid disqualification.**
11. What are the names of the SLEBS currently contracted with by the incumbent? What are the services provided?
	1. **SLEB requirement was waived in the current contract.**
12. How many new hires per month?
	1. **The Public Authority is only the employer of record for the purpose of bargaining, and administers the health benefits according to the Memorandum of Understanding (MOU). However there are approximately 6000 covered members, with approximately 100-125 terminating from benefits per month.**
13. Specifically, which notices or documents are required in multi-lingual format? What languages?
	1. **No notices or documents are required by the vendor in multi-lingual format.**
14. Since COBRA coverage is provided base on paid premium, it is common that coverage is temporarily suspended if payment is made at the end of a grace period, and then subsequently reinstated if/when payment is made. Reinstatement can take a few days. How does the Results-Based Accountability (RBA) measurement apply?
	1. **The expectation is that coverage will be provided as soon as a payment is made. Typically, coverage is terminated when payments lapse. Unless there is good cause for a delay in payment (technology issues/mailing issues) the member will be terminated, which can be on a case by case basis. The effect on the RBA measurements are unknown.**
15. How many locations branches and/or locations?
	1. **One.**
16. What is the estimated number of administrative users or HR contacts?
	1. **Two.**
17. Who should the RFP be addressed to?
	1. **Contract Specialist, Kachina Handy,** **kachina.handy@acgov.org****.**
18. What was the number of insured employees in 1/1/19 & 1/1/20?
	1. **Approximately 6000 for each year.**
19. How many COBRA and pending participants are there currently?
	1. **Approximately 60.**
20. How many of the active COBRA participants are beyond the 18 month COBRA period and are actually participating in State Continuation?
	1. **Data is unknown at this time. The expectation is that the selected vendor will also administer the CAL COBRA (State Continuation) portion of ongoing COBRA coverage (18 mos).**
21. Assuming that some are on state continuation, is the administrative rate the same 2%, 10% or altogether different? Can you explain?
	1. **The administrative rates may be the same or different. Bidder should specify in their proposal what are their administrative rates.**
22. How many Medical, Dental, and Vision plans are there? Please list their renewal dates.
	1. **One Medical, Two Dental (HMO and PPO) One Vision, and are renewed monthly.**
23. How many insurance carriers provide plans to IHSS?
	1. **One Medical (Alameda Alliance for Health), Two Dental (Current Delta Dental HMO and PPO) One Vision (Fidelity/EyeMed).**
24. Who is your current COBRA Administrator?
	1. **Total Administrative Services Corporation (TASC).**
25. What is the current pricing for administrative services?
	1. **Please see chart below.**

|  |  |  |
| --- | --- | --- |
| **Fiscal Year** | **Contract Amount** | **Contract Term** |
| **2021- 2022** | **$60,000** | **July 1, 2021 – June 30, 2022** |

1. Does the award vendor retain the 2% administration fee?
	1. **The bidder should specify in their proposal what is the Administration fee that they should retain.**
2. Why is the IHSS going out of market? Are there specific pain points that need to be addressed?
	1. **The County is seeking a vendor who provides excellent customer service and responds to concerns in a timely manner, while providing timely communication with our benefits carriers.**
3. Are you looking for a vendor to carry out open enrollment for the COBRA population?
	1. **The third-party COBRA administrator only needs to notify current COBRA participants (approximately 60 members) and those members in their election period at the time of our Dental Open Enrollment.**
4. Please provide the following additional dates to your RFP timeline.
5. Implementation dates
6. Open Enrollment date(s)
7. Fiscal year & end dates
	1. **a) Implementation is May 1, 2022.**

**b) Dental Open Enrollment notices are mailed in February with a May 1st effective date.**

**c) The County’s fiscal year runs July 1 to June 30.**

1. How many total employees do you have?
	1. **The Public Authority is only the employer of record for the purpose of bargaining, and administers the health benefits according to the Memorandum of Understanding (MOU). However there are approximately 6000 covered members, with approximately 100-125 terminating from benefits per month.**
2. Who is your current vendor?
	1. **Please see A24.**
3. Are there any issues with the current administration?
	1. **Yes. The county is seeking a vendor who provides excellent customer service and responds to concerns in a timely manner, while providing timely communication with our benefits carriers.**
4. Please share current rates.
	1. **Please see A25.**
5. Are you looking to continue with a per event pricing structure or a per employee per month?
	1. **The department is open to exploring different pricing structures.**
6. Please share the number of average monthly qualifying events, current COBRA continuants, and average monthly new hires.
	1. **Approximately 100-125 members per month who terminate from our coverage and qualify for COBRA. There are currently approximately 60 COBRA participants. The Public Authority is only the employer of record for the purpose of bargaining and administers the health benefits according to the MOU.**
7. Do you utilize a ben admin/HRIS vendor?
	1. **No.**
8. Are you willing to consider a non-SLEB vendor if there are no quoting vendors that meet that requirement?
	1. **Per the RPF pages 9-10** **“The County intends to award a contract to the responsible Bidder(s) whose response conforms to the RFP and whose bid presents the greatest value to the County, all evaluation criteria considered”.**

**If you choose to take an exception, Bidder(s) must complete the “Exceptions and Clarifications” form, however, please note that the County is under no obligation to accept any exceptions and clarifications and such exceptions and clarifications may be a basis for bid disqualification.**

1. Our response to the RFP will include a copy of our standard Master Service Agreement (MSA) containing the terms under which we do business with all clients. We require using this because it precisely address, describes and supports the issues specific to and relevant to providing the services proposed. We are also amenable (i) negotiating certain provisions of our standard MSA and (ii) including certain provisions of your County of Alameda Standard Service Agreement, subject to negotiation. Is this approach acceptable?
	1. **It is the County’s standard procedure to use our own Standard Service Agreement. The contractor may suggest “redlines” or suggest any modifications, however, any changes on the agreement are subject to our County Counsel’s approval.**
2. How many active employees are eligible to participate in the COBRA benefits?
	1. **Approximately 6000 actively covered members. Approximately 100-125 members per month who terminate from our coverage and qualify for COBRA. There are approximately 60 COBRA participants.**
3. If it is practical or feasible for a bidder to meet the small/emerging local business participation requirements, will a waiver automatically be granted if the bidder indicates in its proposal that the additional estimated cost to the County, which may result from inclusion of the requirements, exceeds five percent (5%) of the total estimated contract amount? Are there any other requirements in order to receive this waiver?
	1. **The General Services Agency - Office of Acquisition Policy reviews waiver requests on a case by case basis.**
4. If bidder is seeking an exception must they still complete the SLEB Information Sheet?
	1. **Yes, bidders will also need to complete the Exceptions and Clarifications form, However, the County is under no obligation to accept any exceptions and clarifications and such exceptions and clarifications may be a basis for bid disqualification.**
5. Does the requirement of a dedicated account manager mean that such account manager may not work on other accounts? Will a team approach for account management disqualify the bidder?
	1. **Account manager may work on multiple contracts. The preference is to have one point of contact to handle issues as they arise.**
6. Do the General Environmental Requirements apply to this RFP? If yes, are exceptions permitted or may bidder request a waiver?
	1. **No, environmental requirements do not apply to this RFP.**
7. Do the First Source requirements apply to this RFP? If yes, are exceptions permitted or may bidder request a waiver?
	1. **Yes. Suppliers awarded contracts for goods, services and/or professional services for $100,000 and over are automatically qualified to take advantage of the First Source Program - there are no additional enrollment requirements.**
8. Do any prevailing wage requirements apply to this RFP?
	1. **No.**
9. Is the Bidder Acceptance form subject to the exceptions that bidder takes in the Exception and Clarifications form?
	1. **All submittals should include the completed Bidder Acceptance Form.**
10. Are exceptions permitted to the Minimum Insurance Requirements?
	1. **Please provide any and all exceptions on the Exception and Clarification Form with your submission for review. However, the County is under no obligation to accept any exceptions and clarifications and such exceptions and clarifications may be a basis for bid disqualification.**

VENDOR BID LIST

 **RFP No. 902046 – Third-Party COBRA Administration Services**

This Vendor Bid List is being provided for informational purposes to assist bidders in making contact with other businesses as needed to develop local small and emerging business subcontracting relationships to meet the requirements of the [Small Local Emerging Business (SLEB) Program](https://gsa.acgov.org/do-business-with-us/vendor-support/small-local-and-emerging-businesses/).

This RFP is being issued to all vendors on the Vendor Bid List; the following revised vendor bid list includes contact information for each vendor attendee at the Networking/Bidders Conferences.

| **RFP No. 902046 -Third-Party COBRA Administration Services** |
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| **Business Name** | **Contact Name** | **Contact Phone** | **Address** | **City** | **State** | **Email** |
|   Analytics Ark Consulting | munish arora | ( 510 ) 304-2119 | 4151 Tamayo STreet | FREMONT | 94536- | munish@analyticsark.com |
|   Edward Price Co. | Cliff Price | ( 510 ) 204-0604 | 1711 B Martin Luther King Jr. Way | BERKELEY | 94709- | cliff@eprice.com |
|   Excel Managed Care & Disability Services, Inc. | Steve Smetana | ( 760 ) 390-5553 | P.O. Box 409 | UNION CITY | 94587-9458 | ssmetana@we-excel.org |
|   Hazelrigg Claims Management Services, Inc. | Daniel Madrigal | ( 510 ) 817-0930 | 1000 Broadway #405 | OAKLAND | 94607- | dan@hazelriggclaims.com |
|   JT2 Integrated Resources | John Casas | ( 510 ) 844-3101 | 333 Hegenberger Road, Suite 650 | OAKLAND | 94621- | jcasas@jt2.com |
|   Keith A Hillegass Co | Keith A Hillegass | ( 510 ) 351-1600 | 151 Callan Ave # 307 | SAN LEANDRO | 94577-4536 | khillcompany@aol.com |
|   Medical Management Associates | Calvin Benton | ( 510 ) 663-6600 | 3300 Webster Street, Suite 900 | OAKLAND | 94609- | cbbenton@workerscompdoc.com |
|   NexBenefit Insurance Service LLC | Lloyd Lawrence | ( 800 ) 858-0355 | 25200 Carlos Bee Blvd, Suite 383 | HAYWARD | 94542- | lloyd.lawrence@nexbenefit.com |
|   Pension Benefit Consultants | Theodore Kao | ( 510 ) 836-5300 | 201 Fourth St., Suite 202 | OAKLAND | 94607- | tedkao@pensionbenefit.com |
|   Stars Behavioral Health Group | Kent Dunlap | ( 510 ) 635-9705 | 7677 Oakport Street, Suite 1010 | OAKLAND | 94621- | kdunlap@starsinc.com |
|   1+1 Technology | Joseph Tinker | ( 925 ) 396-5801 | 39 California Ave, Suite 206 | PLEASANTON | CA | joey@1plus1tech.com |
|   360 Total Concept | Shonda Scott | ( 510 ) 836-0360 | 555 12th Street, Suite 1670 | OAKLAND | CA | Shonda@360tcpr.com |
|   A.L. Chandler Consulting | Chandler Arnold | ( 510 ) 364-6989 | PO Box 28911 | OAKLAND | CA | arniec1@gmail.com |
|   A.S.K. for Success | Jane Malmgren | ( 510 ) 828-0442 | 24470 Hidden Ct. | HAYWARD | CA | jm.ask4success@comcast.net |
|   A-1 Safety Enterprise | Mignon McGregor | ( 510 ) 467-6238 | 383 Macarthur Blvd., #421 | OAKLAND | CA | mignon@a1ssafetyenterprise.com |
|   Abinader Group Inc | Selma Abinader | ( 510 ) 535-9492 | 4132 Culver Street | OAKLAND | CA | experts@abinadergroup.com |
|   Abner J. Boles III PhD | Abner Boles | ( 510 ) 882-8780 | 4310 Mountain Blvd | OAKLAND | CA | ajb@netwiz.net |
|   ActiveWayz Engineering, Inc. | Admas Zewdie | ( 408 ) 219-5678 | 7901 Oakport Street, Suite 4225 | OAKLAND | CA | admas@activewayz.engineering |
|   Acumen Building Enterprise, Inc. | Marlene Barrett | ( 510 ) 530-3029 | 7770 Pardee Lane, Suite 200 | OAKLAND | CA | marlene.barrett@acumentransit.com |
|   ADALAT Corporation | Venkata Ramana Rao Madala | ( 510 ) 673-4722 | 34278 Torrey Pine Lane | UNION CITY | CA | madalaraman@yahoo.com |
|   Additional Technology Security | Jonathan Okina | ( 510 ) 887-9888 | 1336 West Winton Ave | HAYWARD | CA | jonathano@us-alarm.com |
|   Adroit Resources Inc | Mausami Kakkar | ( 510 ) 573-6400 | 39500 Stevenson Place, Suite 202 | FREMONT | CA | mausami@adroitresources.com |
|   Advanced Resources | Patrick Collins | ( 510 ) 287-9900 | 1001 Broadway, Suite 288 | OAKLAND | CA | aricsltd@aol.com |
|   AE3 Partners | Rick Dumas | ( 510 ) 538-9991 | 11 Embarcadero West, Suite 205 | OAKLAND | CA | rickd@ae3partners.com |
|   Agape Enterprises Consulting | Don Stoneham | ( 925 ) 803-5736 | 7223 Avon Court | DUBLIN | CA | stoneham@agape1.biz |
|   AIM Training Solutions DBA Motivaim | Elie Habib | ( 800 ) 305-3855 | 125 12th Street, 4th Floor | OAKLAND | CA | accounting@motivaim.com |
|   Alcatel USA Marketing, Inc. | Jay Sungu | ( 510 ) 656-6573 | 43337 Cederwood Drive | FREMONT | CA | jay.sungu@alcatel.com |
|   Alcor Solutions Inc. | Monisha Singh | ( 408 ) 393-6340 | 2101 Montese Ct | ALAMEDA | CA | monisha@alcortech.com |
|   All Point Staffing, Inc. | Anthony Beaman | ( 510 ) 782-4800 | 26250 Industrial Blvd., Suite 46 | HAYWARD | CA | tony@allpointstaffing.com |
|   Allen J Schuh | Allen J Schuh | ( 925 ) 462-1762 | 2344 Corte De La Jara | PLEASANTON | CA | aschuh101@yahoo.com |
|   ALMA Strategies | Arturo Taboada | ( 510 ) 292-6615 | 943 Cerrito Street | ALBANY | CA | ataboada@almastrategies.com |
|   Altrian-A Management Group | Harriet STRICKLEN | ( 510 ) 774-9570 | 3405 Dimond St #5 | OAKLAND | CA | hstricklen@amanagementgroup.co |
|   Alvan Quamina Consulting | Alvan Quamina | ( 510 ) 435-7688 | 1645 81st Avenue | OAKLAND | CA | agvquamina@aol.com |
|   AMC Consulting Engineers, Inc | Ming-Chen Yu | ( 510 ) 663-1118 | 487 8th St. | OAKLAND | CA | mcyu@amccon.com |
|   American Medical Forensic Spec | Matt McCarthy | ( 510 ) 985-8333 | 2000 Powell Street, Suite 520 | EMERYVILLE | CA | mmccarthy@amfs.com |
|   AMS Consulting, LLC | Robert Estimo | ( 925 ) 225-9922 | 5627 Stoneridge Drive, Suite 320 | PLEASANTON | CA | restimo@amsconsulting.net |
|   Andree Driskell & Associates | Andree Driskell | ( 510 ) 687-1256 | 675 Hegenberger Road, Suite 239 | OAKLAND | CA | andreedriskell@earthlink.net |
|   Anjanette Scott LLC | Anjanette Scott | ( 510 ) 717-9471 | 19108 Parsons Avenue | CASTRO VALLEY | CA | anjanettescott@yahoo.com |
|   Application Associates | Daniel Fingerman | ( 510 ) 527-2772 | 915 Mendocino Ave. | BERKELEY | CA | dan@appassoc.com |
|   Applied Digital Design Inc | John Akins | ( 925 ) 447-8893 | 2417 6th St | LIVERMORE | CA | jakins@ieee.org |
|   ARCADIS | Natasha DeBenon | ( 714 ) 852-9012 | 4900 Hopyard Rd, Ste. 100 | PLEASANTON | CA | natasha.debenon@arcadis.com |
|   Archgate Consulting, Inc. | Arvind Ahuja | ( 510 ) 459-0964 | 937 Sherman Way | PLEASANTON | CA | andy@archgateconsulting.com |
|   Arum Consulting Group | Ike Arum | ( 714 ) 728-0150 | 2600 Ivy Drive | OAKLAND | CA | arum.consulting@gmail.com |
|   Aster Telesolutions Inc | Ramakrishna Pamidi | ( 510 ) 790-9006 | 37053 Cherry St , Ste 103 | NEWARK | CA | krish@astertelesolutions.com |
|   Aubrey Cramer Consultation | Aubrey Cramer | ( 510 ) 531-5240 | 2500 Carisbrook drive | OAKLAND | CA | aubreycramer@comcast.net |
|   Baines Group, Inc. | Michael Baines | ( 510 ) 238-4669 | 562 14th Street | OAKLAND | CA | bainesgroupinc1110@sbcglobal.net |
|   Barbara Ramsey | Barbara Ramsey, M.D. | ( 510 ) 384-0713 | 1440 Bonita Avenue | BERKELEY | CA | bramsey53@gmail.com |
|   Bartle Wells Associates | Doug Dove | ( 510 ) 653-3399 | 1889 Alcatraz Avenue | BERKELEY | CA | ddove@bartlewells.com |
|   Baseline Environmental Consulting | Bruce Abelli-Amen | ( 510 ) 420-8686 | 5900 Hollis Street, Suite D | EMERYVILLE | CA | bruce@baseline-env.com |
|   Bay Area Business Roundtable | Bernard Ashcraft | ( 510 ) 568-6302 | 8517 Earhart Road | OAKLAND | CA | rttcjobs@aol.com |
|   Bay Area Marketing | Victoria Smith | ( 510 ) 832-1544 | 655-12th Street, #209 | OAKLAND | CA | vsmith@bayareamarketing.us |
|   Bay Area Program Mgt. Grp.LLC | Michele Bellows | ( 510 ) 267-6114 | 1333 Broadway #300A | OAKLAND | CA | mbellows@envirotranssolutions.com |
|   Bay Area Structural, Inc. | David Helfant | ( 510 ) 547-8250 | 1185 Ocean Avenue | OAKLAND | CA | davidbhelfant@consultant.com |
|   Be A Mentor, Inc. | Robert Goetsch | ( 510 ) 795-6488 | 1260 B Street, sTE 375 | HAYWARD | CA | goetsch@beamentor.org |
|   Becky L. Taylor Associates | Becky Taylor | ( 510 ) 638-7276 | 69 Thousand Oaks Drive | OAKLAND | CA | BLTaylorassoc@comcast.net |
|   Becton Healthcare Resources | Neisha Becton | ( 925 ) 520-0005 | 5674 Stoneridge Drive, Suite 108 | PLEASANTON | CA | nbecton@bhrcorp.org |
|   Bedrock Media, Inc | David Takeuchi | ( 888 ) 722-1852 | 318 Harrison St. Suite 302 | OAKLAND | CA | dtakeuchi@bedrockbrands.com |
|   Bellecci & Associates, Inc. | Daniel Leary | ( 925 ) 681-4880 | 7077 Koll Center Pkwy, Ste 210 | PLEASANTON | CA | daniel@bellecci.com |
|   Bellos Group | Thea Bellos | ( 510 ) 540-5725 | 1250 Addison St # 211a | BERKELEY | CA | tbellos@bellosgroup.com |
|   Berkeley Training Associates | Stan Taubman | ( 510 ) 845-7650 | 2625 Alcatraz Ave, Ste 129 | BERKELEY | CA | btatraining@earthlink.net |
|   Berrio Hayward Law | Itzel Hayward | ( 415 ) 786-6678 | 208 John Street | OAKLAND | CA | berriohayward@gmail.com |
|   Beth Newell, Consulting | Elizabeth Newell | ( 330 ) 573-9728 | 2742 PARKER AVE | OAKLAND | CA | eanewell@gmail.com |
|   Bevilacqua-Knight, Inc. | Stella Fojas | ( 510 ) 444-8707 | 1000 Broadway, Ste. 410 | OAKLAND | CA | sfojas@bki.com |
|   Beyond the Arc, Inc. | Jacqueline Espinoza | ( 510 ) 280-5536 | 2600 Tenth Street, Suite 616 | BERKELEY | CA | gov@beyondthearc.net |
|   Bibby, LLC | Douglas Bibby | ( 510 ) 525-9499 | 1109 Neilson St | ALBANY | CA | dbibby@bibbyllc.com |
|   BikeHub | Gene Oh | ( 510 ) 205-3006 | 1522 Park Street | ALAMEDA | CA | gene@bikehub.com |
|   Bill Say | Bill Say | ( 510 ) 548-8703 | 1904 Virginia Street | BERKELEY | CA | bill@billsay.com |
|   BizMechanix - Vervial Group | Bette Daoust | ( 925 ) 425-9513 | 7734 Creekside Drive | PLEASANTON | CA | BetteD@BizMechanix.com |
|   Blu Telecommunication | Carlos Morales | ( 925 ) 271-0040 | 3015 Hopyard Road, Suite Q | PLEASANTON | CA | C.MORALES@BLU-TEL.COM |
|   BluePoint Planning LLC | Mindy Craig | ( 510 ) 338-0373 | 1950 Mountain Blvd., #3 | OAKLAND | CA | mindy@bluepointplanning.com |
|   Boss Effectiveness Institute | Brenda Mabry | ( 510 ) 839-2335 | 965 Underhills Rd. | OAKLAND | CA | bmabrybei@aol.com |
|   Boss-Bouchard On Strategic Ser | Johanne Bouchard | ( 510 ) 523-3650 | 114 Fundy Bay | ALAMEDA | CA | Johanne@boss-ltd.com |
|   Branes, LLC | Lorre Zuppan | ( 510 ) 749-6790 | 2986 Southwood Dr. | ALAMEDA | CA | zuppan@branes.com |
|   Brilliant Ink | Anna Downing | ( 510 ) 987-8600 | 492 - 9th Street, Suite 330 | OAKLAND | CA | anna@brilliantink.net |
|   BTech Inc | Sangeeta Choudhury | ( 510 ) 366-4511 | 39899 Balentine Dr., Ste 200 Room 22 | NEWARK | CA | sangeeta@tbiinc.org |
|   BTW Consultants, Inc, dba Informing Change | Gail Camacho | ( 510 ) 665-6100 | 2040 Bancroft Way, Suite 400 | BERKELEY | CA | gcamacho@informingchange.com |
|   Builders Control Inc | John Bohannon | ( 510 ) 534-5716 | 18 Embarcadero Cove | OAKLAND | CA | johnbohannon@builderscontrol.com |
|   Business Place Strategies, Inc. | Clark Sept | ( 510 ) 530-3789 | 891 GLENDOME CIR | OAKLAND | CA | clark@businessplacestrategies.com |
|   California Health Collaborativ | Stephen Ramirez | ( 559 ) 224-4524 | 519 17th Street | OAKLAND | CA | sramirez@healthcollaborative.org |
|   California MEDLink | Janice Haris | ( 510 ) 444-2691 | 436 14th Street, Suite 910 | OAKLAND | CA | jharis@camedlink.com |
|   Cambridge Systematics, Inc. | Wendy Williamson | ( 510 ) 873-8700 | 555 12th St., Suite 1600 | OAKLAND | CA | wwilliamson@camsys.com |
|   Cardea Services | Patricia Blackburn | ( 510 ) 835-3700 | 614 Grand Ave, Suite 400 | OAKLAND | CA | pblackburn@cardeaservices.org |
|   Career Alliance | Denise Berry | ( 510 ) 238-0909 | 1300 Clay Suite 600 | OAKLAND | CA | denise@careeralliance.net |
|   Cargo Velocity Inc. | Daniel Johnson Johnson | ( 510 ) 913-6558 | 2140 Shattuck Ave, Suite 903 | BERKELEY | CA | dan.johnson@cargovelocity.com |
|   Carroll & Ramsey Associates | Fred Ramsey | ( 510 ) 559-8153 | 950 Gilman St | BERKELEY | CA | fred@carroll-ramsey.com |
|   CB Management Group, Inc. | April Chu | ( 510 ) 484-6769 | 211 - 10th Street, #328 | OAKLAND | CA | aprilchu@cbmanagementgroup.com |
|   CBX Technologies, Inc | Christian D'Andrade | ( 510 ) 729-7130 | 8393 Capwell Drive, Suite 170 | OAKLAND | CA | chrisd@cbxtech.com |
|   CDC Evaluation & Development | Dan Cieloha | ( 510 ) 531-5500 | 4735 Davenport Avenue | OAKLAND | CA | cieloha@aol.com |
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