

Subject: NEOGOV Sole Source Letter

May 19, 2026

This letter is to confirm that Governmentjobs.com, Inc. (D/B/A/ NEOGOV), on behalf of itself and its subsidiaries PowerDMS, Inc., Cuehit, Inc., Ragnasoft LLC (D/B/A/ PlanIT Schedule), and Design PD, LLC (D/B/A Agency360) (collectively, "NEOGOV") is the sole source provider of PowerDMS by NEOGOV, the only software platform designed to recruit, train, equip, and protect employees across their careers. As a result of our investment in innovation and unique expertise working in public safety, we have created one-of-a-kind solutions. A few of the unique properties of the each solution include:

PowerPolicy

- PowerPolicy uniquely links critical content to state and national standards to alert staff when changes may impact their compliance.
- PowerPolicy helps manage and maintain crucial content including digital signatures and comprehensive workflows.
- PowerPolicy, coupled with PowerStandards, uniquely links critical content to state and national standards to track and maintain continual compliance.
- PowerPolicy offers public-facing linkability for public transparency.
- PowerPolicy offers a fully compatible mobile application that allows full acknowledgment as well as importing documents anytime from anywhere.
- PowerPolicy offers a full integration to most document formats for ease of editing.
- PowerPolicy offers side-by-side comparison across all version's history of documents.
- PowerPolicy offers customized analytics and scheduled delivery reporting.

PowerTraining

- PowerTraining offers the ability to create custom online courses using videos, PowerPoint presentations, policies, procedures, and more.
- PowerTraining offers the ability to set automatic reminders for employees to renew their mandatory certifications and training courses.
- PowerTraining offers the ability to create custom tests using multiple-choice, short-answer, fill-in-the-blank, and true/false question types.
- PowerTraining offers the ability to collect feedback (via surveys) on training content to measure course effectiveness, engagement, and new opportunities.
- PowerTraining can track and measure training completion with PowerTraining's reporting feature. See which employees need to renew their training credits.
- PowerTraining ensures comprehension of policies and training by attaching a test for your staff to take before acknowledging or completing the content.
- PowerTraining allows staff to submit requests to attend external training or to make the agency aware of a training need.

PowerStandards

- PowerStandards maps your policies, procedures, and proofs of compliance to your specific accrediting body's standards manual. Our solution is shown to reduce the time it takes to complete a self-assessment or prepare for an onsite by 50% or more when compared to paper-based methods.
- PowerStandards allow you to assign specific tasks, standards, or chapters to subject matter experts throughout your organization.
- PowerStandards allow you to receive automatic alerts when a policy or standards manual is changed in the middle of the accreditation cycle.

This letter confirms that the PowerStandards software assessment tool is the required platform for demonstrating compliance with the accreditation standards of the following programs:

- Arizona Law Enforcement Accreditation Program
- Arkansas Law Enforcement Accreditation Program
- Commission for Florida Law Enforcement Accreditation
- Commission on Accreditation for Law Enforcement Agencies (CALEA)
- California Police Chiefs Association Accreditation Program
- Delaware Police Accreditation Commission
- Emergency Management Accreditation Program (EMAP)
- Florida Telecommunications Accreditation Commission
- Illinois Law Enforcement Accreditation Program
- Indiana Law Enforcement Accreditation Commission
- International Association of Campus Law Enforcement Administrators (IACLEA)
- Maine Law Enforcement Accreditation Program
- Massachusetts Police Accreditation Commission
- Michigan Law Enforcement Accreditation Program
- Michigan Sheriffs Association Accreditation Program
- Minnesota Police Chiefs Accreditation Program
- New Hampshire Law Enforcement Accreditation Council
- New Mexico Association of Counties Accreditation Programs
- New Mexico Municipal League Accreditation Program
- North Carolina Law Enforcement Accreditation
- North American Wildlife Law Enforcement Accreditation Program (NAWLEA)
- Northwest Accreditation Alliance (formerly Oregon Accreditation Alliance)
- Oregon State Sheriffs Association Jail Standards
- Pennsylvania Law Enforcement Accreditation Program
- Rhode Island Police Accreditation Commission
- South Carolina Law Enforcement Accreditation Program
- Tennessee Law Enforcement Accreditation Program
- Utah Law Enforcement Professional Standards Accreditation Program
- Washington Association of Sheriffs & Police Chiefs Law Enforcement Accreditation Program

This letter also confirms that utilizing the PowerStandards software assessment tool is an acceptable method for building compliance files against the accreditation standards of the following programs:

- American Association for Laboratory Accreditation
- American Correctional Association (ACA)
- American National Standards Institute National Accreditation Board (ANSI/ANAB)
- Colorado Law Enforcement Professional Standards Program
- Commission for Accreditation of Park & Recreation Agencies (CAPRA)
- Commission on Accreditation of Ambulance Services (CAAS)
- Commission on Fire Accreditation International (CFAI)
- Connecticut Police Officer Standards & Training Council Accreditation Program
- Florida Model Jail Standards
- Georgia Law Enforcement Certification Program
- Idaho Chiefs of Police Association Accreditation Program
- Illinois Association of Park Districts Distinguished Accreditation Program
- Kansas Law Enforcement Accreditation Program
- Kentucky Association of Chiefs of Police Accreditation Program
- Mississippi Law Enforcement Accreditation Commission
- National Commission on Correctional Health Care (NCCHC)
- New Jersey State Association of Chiefs of Police Law Enforcement Accreditation Program
- New York State Division of Criminal Justice Services Law Enforcement Agency Accreditation Program
- New York State Sheriff's Association Accreditation Programs
- North Carolina Jail Standards
- Oklahoma Law Enforcement Accreditation Program

- South Carolina Law Enforcement Accreditation Program
- Texas Police Chiefs Association Foundation Accreditation Program
- Virginia Department of Criminal Justice Services Accreditation Program
- Wisconsin Law Enforcement Accreditation Group

NEOGOV retains exclusive control over the distribution and resale of the PowerDMS suite and related professional services. While NEOGOV has authorized resellers, no reseller has blanket authority to distribute or resell PowerDMS products or services without explicit prior consent from NEOGOV. Consequently, NEOGOV remains the sole source from which customers may acquire PowerDMS products and professional services unless otherwise expressly approved by NEOGOV.

In addition, all PowerPolicy training, system documentation, hosting services, information security, and software maintenance for the products listed herein are provided by or through NEOGOV personnel.

Note, this letter is for information purposes only. Recipients are advised to conduct independent analysis to determine whether procurement regulations applicable to their agency permit sole-source procurement.

Please let us know if you require any further information regarding our services.

Sincerely,

A handwritten signature in black ink that reads "Joshua Snyder". The signature is fluid and cursive, with the first name "Joshua" and last name "Snyder" clearly legible.

Joshua Snyder
VP of Business Development