# Request for Proposal (RFP)

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>Type of Procurement:</td>
<td>One-time procurement</td>
</tr>
<tr>
<td>Type of Contract:</td>
<td>Fixed-cost contract</td>
</tr>
<tr>
<td>Term of Contract:</td>
<td>One time – term will be determined competitively and is one of the selection factors</td>
</tr>
<tr>
<td>Contract Funding:</td>
<td>United States Agency for International Development (USAID)</td>
</tr>
<tr>
<td>This Procurement Supports:</td>
<td>East Africa Energy Program (EAEP)</td>
</tr>
<tr>
<td>Submit Proposal To:</td>
<td><a href="mailto:admin@powerafrica-eaep.org">admin@powerafrica-eaep.org</a></td>
</tr>
<tr>
<td>Date RFP Issued:</td>
<td>April 21, 2020</td>
</tr>
<tr>
<td>Date Questions from Supplier are Due:</td>
<td>April 28, 2020</td>
</tr>
<tr>
<td>Date Proposal is Due:</td>
<td>May 8, 2020</td>
</tr>
<tr>
<td>Approximate Date Purchase Order Issued to Successful Bidder(s):</td>
<td>To be determined</td>
</tr>
</tbody>
</table>

## Method of Submittal:

The technical proposal, attachments, and the financial proposal must be submitted as password protected PDFs via email to admin@powerafrica-eaep.org no later than 3 pm EAT on May 8, 2020.

Passwords should be submitted separately by e-mail to admin@powerafrica-eaep.org no later than 4 pm EAT on May 8, 2020.
SUBMISSION REQUIREMENTS.

Bidders are required to submit the following:

1. A technical proposal, which demonstrates how the bidders’ proposal meets all the technical requirements in the scope of work (SOW).
2. The completed pricing template (see Attachment A), which serves as the financial proposal, as well as an accompanying detailed budget.
3. This full RFP document should be completed and signed. Bidders should sign and stamp on all required places provided in the document.
4. A Gantt chart that links the technical proposal with the Pricing template/table in this RFP document. The total time as per the Gantt chart should match the proposed performance duration by the bidder as indicated in the pricing table. The performance period of this assignment is 3 months.
5. The Past Performance template (see Attachment C) and copies of the required LPO/contracts as evidence of performance.

To be eligible for consideration, bidders must submit copies of the following:

- The bidder’s registration document, as per the laws of the company’s incorporation county.
- The bidder’s business permit/license, as per the laws of the incorporation county.
- Applicable tax registration documents, as per the laws of the incorporation county.
- The bidder’s current tax compliance certificate.
- One full set of the bidder’s audited financial accounts. An unaudited account will not be accepted.
- The bidder’s company profile. The profile must clearly show the number of years’ experience the bidder has handling similar projects.
- The relevant quality assurance certifications.
- All the above documents must be provided for any proposed subconsultant. Only support services such as provision of virtual training platform can be subcontracted / outsourced by the main consultant.
- Signed pre-award agreements with any proposed subconsultant.

The bidder agrees to hold the prices in its offer firm for 90 days from the date specified for the receipt of offers, unless another time is specified in the addendum of the RFP.

Solicitation Number: EAEP-E/005/03/2020

Attachments to the RFP:

1. Attachment A: Commodity Specifications or Statement of Work
2. Attachment B: Instructions to Bidders/Sellers
3. All purchase order (PO) terms and conditions (hereinafter referred to as the “terms”) are listed on RTI’s website at [http://www.rti.org/P0terms](http://www.rti.org/P0terms) and
For commercial items, see [http://www.rti.org/files/PO_FAR_Clauses_Commercial_Items.pdf](http://www.rti.org/files/PO_FAR_Clauses_Commercial_Items.pdf). Supplier's delivery of products, performance of services, or issuance of invoices in connection with this PO establishes a supplier's agreement to the terms. The terms may only be modified in writing signed by both parties.

All bidders/sellers are responsible to carefully review each attachment and follow any instructions that may be relevant to this procurement.
Attachment A

Commodity Specifications or Statement of Work

Statement of Work

Description of Activity/Service:

The East Africa Energy Program (EAEP) aims to expand affordable and reliable electricity services in East Africa, with the goal of supporting inclusive economic growth, security, and improved health and education outcomes. The program focuses on four primary objectives: optimized power supply, increased grid-based power connections, strengthened utilities and other power-sector entities, and increased regional power trade. RTI International leads the program’s implementation, which is funded by Power Africa, a US Government-led partnership coordinated by the US Agency for International Development (USAID).

RTI hereby seeks an experienced Consultant to help strengthen the capacity of East Africa’s PPP Units by offering virtual training modules specifically focused on the legal and financial intricacies of PPPs within the energy sector. The participants will be drawn from select countries in the East Africa region.

It is expected that the training will be conducted virtually. However, in the event that travel restrictions are waived and group gatherings are again permitted, then RTI and the Selected Consultant may decide to conduct in-person trainings. RTI will make the final decision on the location and venue for any of the trainings. In such case, any travel expenses will be covered by RTI directly with the providers and as such bidders are requested not to include any logistical costs, other than costs related to provision of virtual platform for the training, which should be provided in a separate cost line as per the pricing template of this RFP.

Bidders are requested to refer to the attached Terms of Reference.

Product or Service Expectations (both if applicable):

Deliverables are as listed below.

1. Approved final course design, description, survey, course invitation templates, and scheduling
2. Training report after the 1st Module
3. Training report after the 2nd Module
4. Training report after the 3rd Module
5. Project Handoff/Closure

Each training will be undertaken as follows

1) Pre-training phase/ Kick-off: Review of training plan including schedule and course topics.
2) Design Phase: Consultant will incorporate RTI feedback into training plan and course topics.
Consultant will design a short feedback summary to be completed by course attendees (for each course). Consultant will be available for an additional call with RTI to finalize course topics, descriptions and schedule. Consultant will submit final course design, description, survey, course invitation templates, and scheduling to RTI for approval.

3) Training Phase: Implementation Phase: Actual training
4) Post Training Phase: preparation of the training report and all the required support documentation.

After all the trainings there shall be Project Handoff/Closure: The Consultant shall provide RTI with all documentation in accordance with the approved project plan, complete the project requirements checklist showing that all project tasks have been completed. As well as present project closure report to RTI for review and approval and

Bidders’ technical proposals must include the following:

1) A narrative that details the proposed execution approach and methodology that the bidder will apply to ensure successful achievement of all the deliverables listed in the attached TOR.
2) The technical narrative should include demonstration that the Consultant is able to conduct virtual learning trainings either independently or by partnering with an experienced virtual training firm. Refer to the TOR for the detailed Virtual Learning Requirements.
3) A work plan detailing the activities to be carried out, presented in a logical manner. The work plan should show the total duration to complete the project, that has been projected for 3 months.
4) A proposed project execution organogram (team composition and structure) showing the key staff who will be involved in this project and indicating the percentage of their involvement. Bidders are requested to provide summarized biographies for all the staff who will be assigned to this project, as guided in the “Consultants qualification summary” in the attached TOR. Detailed CVs will be requested if necessary.
5) Demonstration of the bidder’s experience in handling similar projects, as a firm or as a company. This must be supported and collaborated by the LPOs/contracts provided to support the completion of the past performance template (attachment C).
6) Discuss potential challenges expected during the execution of this project and proposed mitigatory measures.
7) Quality control and assurance; Bidders should attach their quality statements, quality policies and procedures, as well as their quality certifications and other relevant certifications.
8) Detail how the bidder will apply the above quality assurance policies and internal quality control procedures to ensure high-quality deliverable as applied to this specific assignment.
9) Outsourced services/subcontracting: Bidders must disclose any third party they propose to subcontract any part of this bid. Please note that any proposed third party will be evaluated for the mandatory requirements and technical capacity as listed in the eligibility criteria. Therefore, all eligibility requirements for any proposed subconsultants must also be provided. The proposed third parties will form part of the contract terms and conditions as key partners to the contract. However, the main contracted vendor (bid winner) will be responsible for all the deliverables, as per the contract. Bidders who propose to use third parties must provide signed pre-award subcontracting agreements with each of the subcontractors. Bidders are encouraged to include local professionals and firms among key personnel directly involved in executing the assignment.
10) Sub-contracting can only be done for support services such as provision of virtual training platform.
11) Bidders are reminded to review all the LPO terms as detailed in the attachments (links) to the RFP such as, but not limited to required insurances, indemnity clauses and Intellectual Properties.

12) If travel is possible for part of this assignment, RTI will cater for the selected consultant’s travel costs by directly engaging and paying the providers. Such arrangements shall be done within the following parameters.

- Flights to be Fly America compliant.
- Lodging and Per Diem for the consultant must fall under State Department foreign per diem rates, where applicable.

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**Deliverables, costing and timing template**

Bidders will prepare and submit the final deliverables according to the deadlines and payment schedule that they will propose in the table below. RTI/EAEP will require initial drafts for review of all reports prior to acceptance of the final works.

<table>
<thead>
<tr>
<th>Deliverable (please refer to the work requirements section in the TOR)</th>
<th>Total number of working days required to complete the deliverable.</th>
<th>Milestone Payment (USD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Approved final course design, description, survey, course invitation templates, and scheduling (10%)</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Training report after the 1st Module (25%)</td>
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</tr>
<tr>
<td>3</td>
<td>Training report after the 2nd Module (25%)</td>
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<tr>
<td>4</td>
<td>Training report after the 3rd Module (25%)</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Project Handoff/Closure (15%)</td>
<td></td>
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<tr>
<td>Applicable taxes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
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<tr>
<td>Add any non-professional costs</td>
<td>For example, costs related to provision of virtual training platform, if applicable</td>
<td></td>
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<tr>
<td>GRAND TOTAL</td>
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</tbody>
</table>

Bidders are expected to provide a breakdown of the level of involvement for each of the experts against each of the deliverables above, by completing the table below. Total professional cost/fees in the Deliverables, costing and timing template above should tie with total professional fees in the breakdown below.
### Level of effort table / Breakdown of remuneration.

<table>
<thead>
<tr>
<th>No.</th>
<th>Position / Title / Role</th>
<th>Personnel names</th>
<th>Person-month remuneration rate (USD)</th>
<th>Time input in man/months per deliverable</th>
<th>USD</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tr>
<tr>
<td>Deliverable 1</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>1</td>
<td>Lead legal trainer(s)</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>2</td>
<td>Lead finance trainer</td>
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<tr>
<td>Deliverable 2</td>
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<td></td>
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<tr>
<td>Deliverable 3</td>
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<tr>
<td>Deliverable 4</td>
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<tr>
<td></td>
<td>Total professional fees before taxes – transferred to the Deliverables, costing and timing template</td>
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</tbody>
</table>

**Notes on pricing.**

1. All prices must be in US dollars (USD). Alternatively, RTI shall apply the applicable exchange rates as at the bid’s opening date, as quoted in the Oanda Currency Conversion Website ([https://www.oanda.com/currency/converter/](https://www.oanda.com/currency/converter/)). Such rates will be applied for the purposes of bids analysis (quoted cost being one of the evaluation factors, as indicated below) as well as for application in the LPO/contract amounts and for payment.

2. Bidders are notified that this is a fixed-cost procurement and, as such, all the relevant costs and applicable taxes must be included in the pricing table. RTI will not be involved in additional costs discussions or negotiations after the contract is signed.

3. Each of the quoted lumpsum costs above should be accompanied by a detailed budget showing a detailed breakdown of specific costs such as technical/professional costs.
By signing this attachment, the bidder confirms he/she has a complete understanding of the specifications and fully intends to deliver items that comply with the above listed specifications.

Signature: ____________________________
Title: ________________________________
Date: ________________________________
Attachment B
Instructions to Bidders

1. **Procurement Narrative Description:** The Buyer (RTI) intends to purchase commodities and/or services identified in attachment A. The Buyer intends to purchase the quantities (for commodities) and/or services (based on deliverables identified in a statement of work). The term of the ordering agreement shall be from award date to the delivery date of the offeror unless extended by mutual agreement of the parties. The Buyer intends to award to a single “approved” supplier based on conformance to the listed specifications, the ability to service this contract, and selling price. We reserve the right to award to more than one bidder. If an ordering agreement is established as a result of this RFP, supplier understands that quantities indicated in the specifications (attachment A) are an estimate only and RTI does not guarantee the purchase quantity of any item listed.

2. **Procuring Activity:** This procurement will be made by Research Triangle Institute (RTI International), located at RTI International | The Westwood, 5th Floor, Vale Close, Ring Road Parklands who has a purchase requirement in support of a project funded by USAID.

RTI shall award the initial quantities and/or services and any option quantities (if exercised by RTI) to Seller by a properly executed Purchase Order as set forth within the terms of this properly executed agreement.

3. **Proposal Requirements.** All Sellers will submit a quote/proposal which contains offers for all items and options included in this RFP. All information presented in the Sellers quote/proposal will be considered during RTI’s evaluation. Failure to submit the information required in this RFP may result in Seller’s offer being deemed non-responsive. Sellers are responsible for submitting offers, and any modifications, revisions, or withdrawals, so as to reach RTI’s office designated in the RFP by the time and date specified in the RFP. Any offer, modification, revision, or withdrawal of an offer received at the RTI office designated in the RFP after the exact time specified for receipt of offers is “late” and may not be considered at the discretion of the RTI Procurement Officer. The Seller's proposal shall include the following:
   
   (a) The solicitation number:
   (b) The date and time submitted:
   (c) The name, address, and telephone number of the seller (bidder) and authorized signature of same:
   (d) Validity period of quote:
   (e) A technical description of the items being offered in sufficient detail to evaluate compliance with the requirements in the solicitation. This may include product literature, or other documents, if necessary.
(f) If RTI informs Seller that the Commodity is intended for export and the Commodity is not classified for export under Export Classification Control Number (ECCN) “EAR99” of the US Department of Commerce Export Administration Regulations, then Seller must provide RTI the correct ECCN and the name of Seller’s representative responsible for Trade Compliance who can confirm the export classification.

(g) Lead Time Availability of the Commodity/Service.

(h) Terms of warranty describing what and how the warranties will be serviced.

(i) Special pricing instructions: Price and any discount terms or special requirements or terms (special note: pricing must include guaranteed firm fixed prices for items requested).

(j) Payment address or instructions (if different from mailing address)

(k) Acknowledgment of solicitation amendments (if any)

(l) Past performance information, when included as an evaluation factor, to include recent and relevant contracts for the same or similar items and other references (including points of contact with telephone numbers, and other relevant information)

(m) Special Note: The Seller, by his response to this RFP and accompanying signatures, confirms that the terms and conditions associated with this RFP document have been agreed to and all of its attachments have been carefully read and understood and all related questions answered.

4. Forms: Sellers (potential bidders or suppliers) must record their pricing utilizing the format found on attachment “A”. Sellers must sign the single hardcopy submitted and send to address listed on the cover page of this RFP.

5. Questions Concerning the Procurement. All questions in regard to this RFP to be directed to

The Selection Committee

at this e-mail address:

admin@powerafrica-eaep.org

The cut-off date for questions is

April 28, 2020

6. Notifications and Deliveries: Time is of the essence for this procurement. Seller shall deliver the items or services no later than the dates set forth in the contract that will be agreed by both parties as a result of this RFQ/RFP. The Seller shall immediately contact the Buyer’s Procurement Officer if the specifications, availability, or the delivery schedule(s) changes. Exceptional delays will result in financial penalties being imposed of Seller.
7. **Documentation**: The following documents will be required for payment for each item:
   (a) A detailed invoice listing Purchase Order Number, Bank information with wiring instructions (when applicable)
   (b) Packing List
   (c) All relevant product/service documentation (manuals, warranty doc, certificate of analysis, etc.)

8. **Payment Terms**: Refer to RTI purchase order terms and conditions found in www.rti.org/poterms, http://www.rti.org/POterms, http://www.rti.org/files/PO_FAR_Clause.pdf, or http://www.rti.org/files/PO_FAR_Clause_Commercial_Items.pdf. Payment can be made via wire transfer or other acceptable form. Sellers may propose alternative payment terms and they will be considered in the evaluation process.

9. **Alternative Proposals**: Sellers are permitted to offer “alternatives” should they not be able to meet the listed requirements. Any alternative proposals shall still satisfy the minimum requirements set forth in attachment A Specifications.

10. **Reports acceptance Process**: Each report shall be reviewed prior to final acceptance.

11. **Evaluation and Award Process**: The RTI Procurement Officer will award an agreement contract resulting from this solicitation to the responsible Seller (bidder) whose offer conforms to the RFP will be most advantageous to RTI, price and other factors considered. The award will be made to the Seller representing the **best value** to the project and to RTI. For the purpose of this RFP, price, delivery, technical and past performance are of equal importance for the purposes of evaluating and selecting the “best value” awardee. RTI intends to evaluate offers and award an Agreement without discussions with Sellers. Therefore, the Seller’s initial offer should contain the Seller’s best terms from a price and technical standpoint. However, RTI reserves the right to conduct discussions if later determined by the RTI Procurement Officer to be necessary.

   The evaluation factors will be comprised of the following criteria:
   (a) **TECHNICAL (50%)**. The quality of the technical proposal in terms of methodology statement, key personnel, quality assurance, mobilization schedule, implementation schedule, proposed project execution organogram and any other activities such as the bidding team’s experience and qualifications as specified in the SOW above.
   (b) **PAST PERFORMANCE (20%)**. The proposer should demonstrate his/her capability and resources to provide the items/services requested in this solicitation in a timely and responsive manner by providing evidence of number of similar contracts delivered in a timely manner. As detailed in bidder’s submission of Past Performance Template (attachment c)
   (c) **DELIVERY DURATION (5%)**. The proposer that provides the most realistic and advantageous delivery schedule that is within the projected performance duration.
   (d) **PRICE (25%)**. Lowest evaluated ceiling price.

All the proposals received will be subjected to a 3-step evaluation process as follows:

1. Substantial responsiveness.
   Each bid or proposal must be substantially responsive to:
a) Preliminary examination, to ascertain that all the mandatory RFP process requirements have been substantially met.
b) Technical and commercial evaluation: assessment to ensure that all mandatory technical and commercial requirements are substantially met based on the pass/fail qualifying criteria.

2. Evaluation of cost: Application of the cost evaluation methodology to determine the lowest evaluated costs.

3. Most Advantageous bid: The qualified bidder whose bid is substantially responsive and has the lowest evaluated cost.

12. **Award Notice.** A written notice of award or acceptance of an offer, mailed or otherwise furnished to the successful supplier within the time acceptance specified in the offer, shall result in a binding contract without further action by either party.

13. **Validity of Offer.** This RFP in no way obligates RTI to make an award, nor does it commit RTI to pay any costs incurred by the Seller in the preparation and submission of a proposal or amendments to a proposal. Your proposal shall be considered valid for 90 days after submission.

14. **Representations and Certifications.** Winning suppliers under a US Federal Contract are required to complete and sign as part of your offer RTI Representations and Certifications for values over $10,000.

15. **Anti-Kick Back Act of 1986.** The Anti-Kickback Act of 1986 as referenced in FAR 52.203-7 is hereby incorporated into this Request for Proposal as a condition of acceptance. If you have reasonable grounds to believe that a violation, as described in Paragraph (b) of FAR 52.203-7 may have occurred, you should report this suspected violation to the RTI's Ethics Hotline at 1-877-212-7220 or by sending an e-mail to ethics@rti.org. You may report a suspected violation anonymously.

**Acceptance:**

Seller agrees, as evidenced by signature below, that the seller's completed and signed solicitation, seller's proposal including all required submissions and the negotiated terms contained herein, constitute the entire agreement for the services described herein.

By: *(Seller Company Name)*

Signature: __________________________________________________________

Title: ____________________________

Date: ____________________________
Attachment C

Past performance Template

Bidders are requested to carefully review the notes below before completing the table below.

1. Use this form to provide evidence of having successfully completed projects of substantially similar scope and specifications, as provided in the RFP.
2. The projects or contracts or LPOs cited must be recent (i.e., 2014–2020).
3. Multiple projects for the same bidders will be considered separately, i.e., they will be scored as distinct projects. The selection committee will not aggregate those multiple projects for a single bidder into a single project of artificially enlarge the scope and value.
4. Multiple projects from a single client will only be considered twice. The third reference should be from a different client.
5. For the purposes of this RFP, a “project” is a single contract from a single client.
6. The selection committee will only review and score past performance reports for three projects.

A past performance report includes the following:

1. Client company name
2. Contact information for a point of contact authorized to speak for the company as a reference, including
   a. Full name
   b. Title
   c. Phone number
   d. E-mail address

   The selection committee reserves the right to contact the client company to verify the information provided in the past performance report.

3. Scanned copy of the purchase order/contract being used for the past performance report
   a. Please ensure it is fully legible. Illegible or partially legible scans will be not be considered, and the past performance report will not be scored.
   b. The information indicated in the scanned PO/contract must tally with the information described/provided in the narrative description in the table below.
   c. The scanned PO/Contract must provide visibility into the scope, size, and value of the project.

4. Narrative description of the project
   a. This should, at a minimum, include explicit discussion of how the project cited is comparable to the work being commissioned through the current RFP. Be sure to highlight key points of interest, including the SOW, specifications of the products, materials/processes used, the quantity involved, the financial magnitude of the project, etc.
b. Bidders are directed to indicate the currency in which the contract was denominated (US dollars, Euros, etc.) For comparison’s sake, RTI will apply the exchange rates listed by Oanda Currency Conversion Website ([https://www1.oanda.com/currency/converter](https://www1.oanda.com/currency/converter)) for the date of the contract to arrive at their applicable USD values at the dates of the contracts/ LPOs.

### Table 1: Past Performance Report 1

<table>
<thead>
<tr>
<th>Client Company Name</th>
<th>Name:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contact Information</td>
<td>Title:</td>
</tr>
<tr>
<td></td>
<td>Phone #:</td>
</tr>
<tr>
<td></td>
<td>E-mail:</td>
</tr>
<tr>
<td>Scanned Copy of LPO</td>
<td>PO/Contract Number:</td>
</tr>
<tr>
<td></td>
<td>Date</td>
</tr>
<tr>
<td>Narrative Description</td>
<td>Narrative description here; expand cell as necessary</td>
</tr>
<tr>
<td>Scope:</td>
<td>(Nature of the work done, geographical location, and duration it took to complete)</td>
</tr>
<tr>
<td>Value:</td>
<td>(Total value of the contract)</td>
</tr>
</tbody>
</table>

### Table 2: Past Performance Report 2

<table>
<thead>
<tr>
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<th>Name:</th>
</tr>
</thead>
<tbody>
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<td>Contact Information</td>
<td>Title:</td>
</tr>
<tr>
<td></td>
<td>Phone #:</td>
</tr>
<tr>
<td></td>
<td>E-mail:</td>
</tr>
<tr>
<td>Scanned Copy of LPO</td>
<td>PO/Contract Number:</td>
</tr>
<tr>
<td></td>
<td>Date</td>
</tr>
<tr>
<td>Narrative Description</td>
<td>Narrative description here; expand cell as necessary</td>
</tr>
<tr>
<td>Scope:</td>
<td>(Nature of the work done, geographical location, and duration it took to complete)</td>
</tr>
<tr>
<td>Value:</td>
<td>(Total value of the contract)</td>
</tr>
</tbody>
</table>
### Table 3: Past Performance Report 3

<table>
<thead>
<tr>
<th>Client Company Name</th>
<th>Name:</th>
<th>Title:</th>
<th>Phone #:</th>
<th>E-mail:</th>
</tr>
</thead>
</table>

**Contact Information**

<table>
<thead>
<tr>
<th>Scanned Copy of LPO</th>
<th>[embed file here]</th>
</tr>
</thead>
<tbody>
<tr>
<td>PO/Contract Number:</td>
<td>Date</td>
</tr>
</tbody>
</table>

**Narrative Description**

<table>
<thead>
<tr>
<th>Scope:</th>
<th>[narrative description here; expand cell as necessary]</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Nature of the work done, geographical location, and duration it took to complete)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Value:</th>
<th>(Total value of the contract)</th>
</tr>
</thead>
</table>