



LEXINGTON

RFP-12-2026 Objective Results Consulting Supplier Response

Event Information

Number: RFP-12-2026
Title: Information Technology Consulting and/or Technical Services
Type: Request For Proposal
Issue Date: 3/20/2026
Deadline: 4/20/2026 02:00 PM (ET)

Contact Information

Contact: Todd Slatin
Address: Central Purchasing
Government Center Building
Room 338
200 East Main Street
Lexington, KY 40507
Phone: (859) 2583320
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Objective Results Information

Address: 5510 Pearce Way
Crestwood
Crestwood, KY 40014
Phone: (859) 312-7690

ONLY ONLINE BIDS WILL BE ACCEPTED! By submitting your response, you certify that you are authorized to represent and bind your company and that you agree to all bid terms and conditions as stated in the attached bid/RFP/RFQ/Quote/Auction documents.

Linda Borkosky

Signature

Submitted at 4/19/2026 10:46:53 AM (ET)

Linda.borkosky@objectiveresults.net

Email

Response Attachments

Objective Results Inc Response to LFUCG RFP# 12-2026 (2).pdf

Objective Results Inc. Response to LFUCG RFP# 12-2026

Signature Documents for Objective Results Inc Response to LFUCG RFP 12-2026.pdf

Objective Results required forms for RFP# 12-2026



Objective Results, Inc.

Response to LFUCG RFP #12-2026

Information Technology Consulting and / or Technical Services

April 20, 2026

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Introduction

Objective Results is pleased to continue serving the Lexington-Fayette Urban County Government (LFUCG) with this response to RFP #12-2026 in the area of IT consulting services. Our responses to the Request for Proposal are included.

Objective Results, previously named the RFP company, has been in business since 1996. We have over 50 years of combined experience guiding clients through solution selection, project management, business analysis and decision facilitation to help them achieve their goals. These services foster the stated LFUCG goals:

- Improve operational effectiveness and service quality
- Reduce downtime and support costs
- Strengthen the security and resilience of data and systems
- Maximize return on technology investments
- Accelerate modernization initiatives with hybrid cloud, Microsoft Azure IaaS, and robust network/endpoint security capabilities

As a Kentucky-based company, we have provided value to clients across many different industries (including insurance, technology, consumer goods and manufacturing) and sectors (public, private and non-profit), with extensive experience in the public sector at both the local and state levels. Our repeat business rate of over 90% is a clear indicator of our clients' satisfaction.

In the service of LFUCG, we have provided assistance to Parks & Recreation, Community Corrections, Lexington Police Department, Fire & Emergency Services, E911, LexCall 311, Budgeting and the Division of Water Quality.

This response to RFP #12-2026 accepts its terms and conditions and takes no exceptions to them and acknowledges public records obligations, auditability, and operational resiliency requirements typical of government environments. Both partners, Linda Borkosky and Michael Campbell, are authorized to commit Objective Results, Inc. to the terms and conditions of this Request for Proposal.

Linda Borkosky, Partner

Linda M Borkosky

Michael Campbell, Partner

Michael Campbell

Scope of Services

Objective Results offers Technical Services, as described in Section 2.2 of this RFP, specifically in the areas of Strategy & Architecture, Governance & Process and Program & Project Services. The consulting services, as well as the overviews of Experience and Approach as required by Section 5.3 Consulting Services, are offered by Objective Results are represented in the following table.

Service Offering	Experience	Approach/Applied Methodology
<p>1. Strategic Planning (Strategy & Architecture)</p>	<p>In the private and non-profit sectors, we have developed enterprise business strategies for Kentucky’s largest Property & Casualty Insurer and a Kentucky-based religious institution.</p> <p>We have also delivered Project Portfolio Management services to the private and public sectors.</p>	<p>Our approach for these engagements has been based on the Balanced Scorecard methodology that defines organizational goals in a measurable, accountable way, framed by these four perspectives:</p> <ul style="list-style-type: none"> ○ Financial (stewardship) ○ Customer (stakeholder satisfaction) ○ Internal Processes (operational excellence) ○ Learning & Growth (human capital and technology). <p>This framework connects long-term strategy with actionable metrics beyond just financial data, focusing on holistic organizational performance.</p>
<p>2. Solution Selection and RFP Assistance (Governance & Process / Program & Project Services)</p>	<p>50 + years of combined experience across public, private and non-profit sectors</p>	<p>We continue to evolve our own Solution Selection methodology, comprised of the following major activities:</p> <ul style="list-style-type: none"> • Defining the business objectives to be achieved by the solution • Defining requirements that must be fulfilled by the solution • Developing and publishing a Request for Proposal, and managing the vendor communication around it • Creating an Evaluation Model that provides clear, objective comparisons of vendor responses • Presenting key findings and recommendations to key stakeholders • Providing negotiation assistance

Service Offering	Experience	Approach/Applied Methodology
3. Business Analysis (Governance & Process / Program & Project Services)	25 + years across public, private and non-profit sectors	Although Business Analysis is arguably embedded in all that we do, the primary aspects we perform fall into these categories: <ul style="list-style-type: none"> • Requirements facilitation • Requirements reconciliation (client requirements with vendor capabilities) • Process definition • Process documentation • Process optimization Consistent with our lean approach to project management, we tailor the deliverables to the needs of the clients' situation.
4. Project Management (Program & Project Services)	25 + years across public, private and non-profit sectors	Certified in project management by IBM, our "lean" PM approach is to apply just enough rigor to successfully complete the project, rather than create bureaucracy and paperwork of negligible value. Clear, open and timely communication of issues, pleasant or not, is another guiding principle of ours. In addition to traditional Project Management considerations, we realize that the pandemic and post-pandemic period will bring its own challenges, as workplaces cope with remote and hybrid worker location scenarios. Building trust in these environments take on a renewed emphasis in our approach.
5. Business Analysis (Program & Project Services)	25 + years across public, private and non-profit sectors	Although Business Analysis is arguably embedded in all that we do, the primary aspects we perform fall into these categories: <ul style="list-style-type: none"> • Requirements facilitation • Requirements reconciliation (client's requirements with vendor capabilities) • Process definition • Process documentation • Process optimization Consistent with our lean approach to project management, we tailor the deliverables to the needs of the clients' situation.

Objective Results does not offer Technical Services, as described in Section 2.1 of this RFP, nor Security & Resilience and Business Continuity / Disaster Recovery services described in Section 5.3 Consulting Services.

Cost of Services

Responding to the Cost of Services requirement in RFP Section 7, Objective Results will charge LFUCG a rate of \$145/hour for all of the above services. No additional charges are required for travel for work performed at LFUCG locations.

Company Information

Requested Company Information	Objective Results Response
1. Company Name and Address	Objective Results, Inc. 5510 Pearce Way, Crestwood, KY 40014 & 4959 Hartland Pkwy, Lexington, KY 40515
2. Business Partnerships	None. Objective Results remains unaffiliated, pursuant to maintaining our impartiality.
3. Years in Business	Our original firm, the RFP Company was established 30 years ago. In 2013 (13 years ago), we re-branded as Objective Results Inc.
4. References	<ul style="list-style-type: none"> • Liz Rogers, Chief Information Officer, LFUCG • Charles H Martin, PE, Interim Commissioner LFUCG Department of Environmental Quality and Public Works • Matt Berry, Ph.D., Executive Director, Kentucky Center for Statistics (KYSTATS)

Required Forms/Attachments

Attachment A

Attachment A contains a list of technologies used by the Lexington-Fayette Urban County Government. Please respond with details for each including the average experience (years) of qualified employees who may provide IT services. You may respond with the number of employees the average applies to, e.g. “5 years, 3 employees”. If necessary, please include additional comments to provide LFUCG with information that should be considered during the vendor selection process.

Core Infrastructure	Experience	Comments
Microsoft Windows Server (2019, 2022, and latest GA release)	N/A	
Microsoft Windows 10 / 11 Desktop	N/A	
Microsoft Office 365, Architecture, Design, Security & Compliance	N/A	
Microsoft Active Directory / Azure AD / Entra ID	N/A	
Microsoft Exchange Online (Cloud-first; on-prem Exchange only if required)	N/A	
Linux – Various modern distributions (RHEL, Ubuntu, SUSE)	N/A	
Internet Information Server (IIS) (latest supported versions)	N/A	
VMware vSphere / ESXi (latest versions)	N/A	
VMware vCenter (latest versions)	N/A	
F5 BIG-IP (Load Balancing, WAF, SSL Offload)	N/A	
Cloud & DevOps	Experience	Comments
Microsoft Azure Architecture & Design	N/A	
Microsoft Azure IaaS / PaaS Services	N/A	
Microsoft Azure VMs / Key Vault	N/A	
Microsoft Azure DevOps (CI/CD, Pipelines)	N/A	
Amazon Web Services (AWS) Architecture & DevOps	N/A	
Infrastructure as Code (IaC)	N/A	
Configuration Management: Ansible, Microsoft Configuration Manager (SCCM/MECM), Chef, Puppet, Vagrant, etc.	N/A	
Containerization & Orchestration: Docker, Kubernetes (AKS/EKS)	N/A	
Node.js (for modern web apps)	N/A	
Modern CI/CD Tools: GitHub Actions, GitLab CI	N/A	
Database & Data Platforms	Experience	Comments
Microsoft SQL Server (2019 and latest GA release)	N/A	
Cloud Databases: Azure SQL Database, AWS RDS	N/A	
NoSQL: MongoDB, Cosmos DB (if applicable)	N/A	
Application Development	Experience	Comments
Microsoft .NET 6+ / .NET Core (modern framework)	N/A	
ASP.NET Core (for web apps)	N/A	

Visual Studio / Visual Studio Code	N/A	
Languages: C#	N/A	
Languages: Python	N/A	
Languages: Java Script / TypeScript	N/A	
Languages: HTML5 / CSS3	N/A	
Frameworks & Libraries: React, Angular, Vue.js	N/A	
Frameworks & Libraries: jQuery (legacy support only)	N/A	
APIs & Web Services: REST, GraphQL	N/A	
PHP (only for legacy systems)	N/A	
GIS & Spatial Technologies	Experience	Comments
ESRI ArcGIS Enterprise (latest supported version)	N/A	
ESRI ArcGIS Pro (latest supported version)	N/A	
ESRI ArcGIS Online	N/A	
ESRI ArcGIS Online (10.2.1 and higher)	N/A	
ESRI ArcReader (10.2.1 and higher)	N/A	
ESRI ArcGIS API for JavaScript & Python	N/A	
Security & Networking	Experience	Comments
Next-Gen Firewalls: Palo Alto	N/A	
Network Infrastructure: Extreme Networks (wired/wireless), Routing & Switching	N/A	
Load Balancing & WAF: F5 BIG-IP, Azure WAF, Cloudflare, Azure Front Door	N/A	
Vulnerability Management: Tenable Nessus, OpenVAS, Shodan	N/A	
Patch Management: Microsoft Endpoint Manager (Intune), WSUS, IBM BigFix/HCL	N/A	
SIEM: Splunk, Microsoft Sentinel, managed services	N/A	
Endpoint Security: Microsoft Defender for Endpoint	N/A	
Identity & Access: MFA, Conditional Access, Zero Trust Architecture	N/A	

Attachment B

Attachment B contains a list of services the Lexington-Fayette Urban County Government may need provided. Please use the notes column to identify any information that should be considered during the vendor selection process. Exceptions to billing should be included in the notes, e.g. weekend rate adjustments.

Service		Rate	Notes
Software Development	ASP.NET Core C# JavaScript Typescript Python HTML5 / CSS3 VB.NET Python Modern Frameworks: React, Angular, Vue.js RESTful & GraphQL API Development		
Database Design & Data Services	Microsoft SQL Server Azure SQL Database MySQL / PostgreSQL Oracle Database ESRI Enterprise Geodatabase NoSQL (MongoDB, Cosmos DB)		
Consulting	Disaster Recovery/Bus Continuity Planning Technical Requirements Gathering IT Strategic Planning & Roadmaps IT Governance & Compliance IT Project Management (Agile, PMI) Certified Project Management (PMP) Enterprise Architecture & Cloud Strategy PeopleSoft HCM & FSCM Consulting ESRI ArcGIS Enterprise Portal Design & Implementation	\$145 \$145 \$145	<i>Objective Results' hourly rate is \$145 for all services.</i>
Server & Application Implementation	Microsoft SharePoint Online & Hybrid Microsoft Project Online Microsoft SQL Server Microsoft Exchange Online (Cloud-first) Microsoft Windows Server (latest versions) VMware vSphere / vCenter ESRI ArcGIS Enterprise Apache HTTP Web Server (latest versions)		

<p>Training Services</p>	<p>Microsoft 365 & SharePoint Online Microsoft Project Online Microsoft SQL Server Visual Studio / Visual Studio Code VMware vSphere ESRI ArcGIS (Online, Portal, Pro)</p>		
<p>Network Support Services</p>	<p>F5 BIG-IP (Load Balancing, WAF), Azure Front Door, AWS WAF, Cloudflare, etc. Microsoft Active Directory / Entra ID Microsoft Windows Server VMware Infrastructure Network Architecture & Design (LAN/WAN/Wireless) SD-WAN & Network Segmentation</p>		
<p>Information Security Services</p>	<p>Policy Development & Review Security Planning & Risk Analysis Penetration Testing & Vulnerability Assessment Risk Management & Compliance (NIST, CIS, ISO 27001) Security Audits & Remediation End-User Security Training Zero Trust Architecture Design SIEM/SOAR Implementation (Microsoft Sentinel, Splunk) Endpoint Security & EDR/XDR Deployment</p>		
<p>Enterprise DevOps & Cloud Services</p>	<p>Cloud Architecture & Design (Azure, AWS) Code Deployment & CI/CD Pipelines Enterprise System Administration Version Control (GitHub, GitLab) Infrastructure as Code (IaC) Platform as a Service (PaaS) Software as a Service (SaaS) Infrastructure as a Service (IaaS) Containerization & Orchestration Automation & Configuration Management</p>		

Resumes

Michael Campbell

michael.campbell@objectiveresults.net

502.468.0181

Here is a summary of Mr. Campbell's pertinent experience:

- Conducted Solution Selection and managed projects for a variety of public sector organizations, including Education, Corrections, Police and Fire Departments.
- Established Program and Project Management Office for Kentucky's largest property & casualty insurance company. Provided program direction and project oversight for \$100M+ strategic transformation portfolio including oversight of programs for policy, claims and billing systems replacements.
- Oversaw planning, mobilization and implementation of other P&C insurance systems
- Managed multi-million dollar application development projects for Fortune 500 companies.
- Co-developed methodologies for Project Acceleration Services and Solution Selection Services
- Developed and presented the topic *Driving Strategic Initiatives* to executives of major Chinese Property & Casualty insurers at a P&C insurance industry conference in Shanghai, co-sponsored by Guidewire Software, McKinsey Consulting, Deloitte Consulting and IBM
- Authored *Consulting Between the Lines*, a view of the consulting industry for the 21st century. Available in print and at <http://www.consultingmag-digital.com/consultingmag/201211#pg20>
- Facilitated over 100 requirements definition and Solution Selection sessions to high customer satisfaction.
- Facilitated and managed strategic planning for private, public and non-profit sector clients
- Practitioner of Balanced Scorecard strategy and measurement methods
- Over 25 years in the systems integration business, dealing with product and service providers to architect, negotiate, and deliver business solutions.
- Recognized by the Governor of Kentucky for contributions to the Kentucky Strategic Plan for Economic Development.
- Founding member of Forrester Research Leadership Board for Vendor Management & Outsourcing Council
- Certified in project management by IBM and PMI.

Michael Campbell Specific Experience

Public Sector

Frankfort, Kentucky

Managed a multi-year, multi-million dollar project for a state agency in Kentucky to design, implement and pilot a digital credentialing system.

Public Sector

Lexington, Kentucky

Elicited requirements, developed RFP with evaluation criteria, and managed vendors pursuant to the selection and implementation of an integrated security system for one of the state's largest detention facilities. Subsequently provided project management services for the implementation, which was completed under budget during the pandemic.

Public Sector

Lexington, Kentucky

Elicited requirements, developed RFP with evaluation criteria, and managed vendors pursuant to the selection of a Computer Aided Dispatch and Records Management solution. Subsequently provided project management services for the implementation, which is currently in progress.

Public Sector

Lexington, Kentucky

Elicited requirements, developed RFP with evaluation criteria, and managed vendors pursuant to the selection of a software solution to replace an enterprise-level budgeting system

Public Sector

Lexington, Kentucky

Elicited requirements, developed RFP with evaluation criteria, and managed vendors pursuant to the selection of a software solution to manage one of the state's largest detention facilities. Subsequently provided project management services for the implementation.

Insurance Industry

Louisville, Kentucky

Provided facilitation and strategy development consulting pursuant to an enterprise-level business strategy for largest property & casualty insurance company in Kentucky. Duties included facilitation, content development and project management

Public Sector

Frankfort, Kentucky

Facilitated requirements definition and solution selection services for a major state government agency pursuant to a \$25 million systems integration project. Provided project management support, evaluation criteria and process, and RFP editing, as well as vendor management guidance.

Public Sector

Frankfort, Kentucky

Provided Solution Selection Services for first responders at both local and state levels for E911 Dispatch and Records Management solutions. Conducted a competitive selection process,

including RFP development. Other duties included project management, requirements definition, and vendor management.

Linda Borkosky

linda.borkosky@objectiveresults.net

859.312.7690

An instinct for value fueled by an efficient, rigorous approach has compelled Linda's clients to engage her again and again. The range of roles in her seventeen years of consulting experience has provided her insights from both the client and consultant perspective, including solution selection, project management, business analysis and process improvement.

Here is a summary of Mrs. Borkosky's pertinent experience:

- Over 25 years of experience providing Solution Selection and Project Management with experience in various sectors of business
- Experienced JAD facilitator, gathering, synthesizing, and prioritizing requirements using interviews, document analysis and requirements workshops
- Extensive experience preparing business requirements documents, RFPs, functional and technical specifications and defining project plans
- Facilitated over 60 requirements definition and Solution Selection sessions to high customer satisfaction
- Provided project management, financial oversight and business analysis services for longitudinal education and workforce data analysis effort
 - Managed a grant application that resulted in a \$6+ million grant award
 - Mentoring and directing business analysts
- Provided Solution Selection services, including requirements definition, RFP development, vendor management and negotiation, to one of the state's largest municipalities on a variety of applications.
- Provided Solution Selection services for enterprise-wide project for a \$25 million systems integration state government project.
- FAST Certified facilitator
- Bachelor's degree in Accounting

Linda Borkosky Specific Experience

Private Sector

Lexington, Kentucky

Provided project management and business analytical services for a project funded by the National Science Foundation to measure and define the impact of investments in critical and emerging technologies, specifically around the impact on jobs and skills.

Non-profit Sector

Lexington, Kentucky

Served as the project manager to define and develop a comprehensive community asset mapping tool designed to improve accessible information on available resources to assist in addressing education measures across Kentucky.

Public Sector

Frankfort, Kentucky

Served as Chief of Staff on a multi-year, multi-million-dollar project for a state agency in Kentucky to define and implement a longitudinal data system.

Public Sector

Lexington, Kentucky

Elicited requirements, developed RFP with evaluation criteria, and managed vendors pursuant to the selection and implementation of an integrated security system for one of the state's largest detention facilities.

Public Sector

Lexington, Kentucky

Elicited requirements, developed RFP with evaluation criteria, and managed vendors pursuant to the selection of a software solution to replace an enterprise-level budgeting system

Public Sector

Lexington, Kentucky

Elicited requirements, developed RFP with evaluation criteria, and managed vendors pursuant to the selection of a software solution to manage one of the state's largest detention facilities.

Public Sector

Frankfort, Kentucky

Facilitated requirements definition and solution selection services for a major state government agency pursuant to a \$25 million systems integration project. Provided project management support, evaluation criteria and process, and RFP editing, as well as vendor management guidance.

Public Sector

Frankfort, Kentucky

Provided Solution Selection Services for first responders at both local and state levels for E911 Dispatch and Records Management solutions. Conducted a competitive selection process, including RFP development. Other duties included project management, requirements definition, and vendor management.

AFFIDAVIT

Comes the Affiant, Andrew M Campbell, and after being first duly sworn, states under penalty of perjury as follows:

1. His/her name is Andrew M Campbell and he/she is the individual submitting the proposal or is the authorized representative of Objective Results, Inc., the entity submitting the proposal (hereinafter referred to as "Proposer").

2. Proposer will pay all taxes and fees, which are owed to the Lexington-Fayette Urban County Government at the time the proposal is submitted, prior to award of the contract and will maintain a "current" status in regard to those taxes and fees during the life of the contract.

3. Proposer will obtain a Lexington-Fayette Urban County Government business license, if applicable, prior to award of the contract.

4. Proposer has authorized the Division of Procurement to verify the above-mentioned information with the Division of Revenue and to disclose to the Urban County Council that taxes and/or fees are delinquent or that a business license has not been obtained.

5. Proposer has not knowingly violated any provision of the campaign finance laws of the Commonwealth of Kentucky within the past five (5) years and the award of a contract to the Proposer will not violate any provision of the campaign finance laws of the Commonwealth.

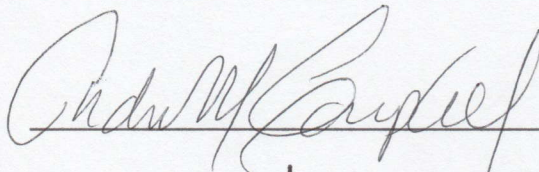
6. Proposer has not knowingly violated any provision of Chapter 25 of the Lexington-Fayette Urban County Government Code of Ordinances, known as "Ethics Act."

7. Proposer acknowledges that "knowingly" for purposes of this Affidavit means, with respect to conduct or to circumstances described by a statute or ordinance defining an offense, that a person is aware or should have been aware that his conduct is of that nature or that the circumstance exists.

Continued on next page

8. Bidder will comply with all registration requirements as a contractor where required by Section 5-85 of the Code of Ordinances of the Lexington-Fayette Urban County Government. Bidder will utilize as subcontractors on the contract only contractors who are registered as required by Section 5-85 of the Code of Ordinances. Bidder will maintain a "current" status with regard to all contractor registration requirements during the life of the contract and will ensure that all subcontractors maintain a "current" status with regard to all contractor registration requirements during the life of the contract. Bidder has authorized the Division of Procurement to verify the registration of Bidder and Bidder's subcontractors with the Division of Building Inspection.

Further, Affiant sayeth naught.



STATE OF Kentucky

COUNTY OF Oldham

The foregoing instrument was subscribed, sworn to and acknowledged before me
by Andrew Campbell on this the 10th day
of April, 2026

My Commission expires: June 26 2029

ANGELA GAGEL
Notary Public - State at Large
Kentucky
My Commission Expires Jun. 26, 2029
Notary ID KYNP30954


NOTARY PUBLIC, STATE AT LARGE



EQUAL OPPORTUNITY AGREEMENT

Standard Title VI Assurance

The Lexington Fayette-Urban County Government, (hereinafter referred to as the "Recipient") hereby agrees that as a condition to receiving any Federal financial assistance from the U.S. Department of Transportation, it will comply with Title VI of the Civil Rights Act of 1964, 78Stat.252, 42 U.S.C. 2000d-4 (hereinafter referred to as the "Act"), and all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, (49 CFR, Part 21) Nondiscrimination in Federally Assisted Program of the Department of Transportation – Effectuation of Title VI of the Civil Rights Act of 1964 (hereinafter referred to as the "Regulations") and other pertinent directives, no person in the United States shall, on the grounds of race, color, national origin, sex, age (over 40), religion, sexual orientation, gender identity, veteran status, or disability be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the Recipient receives Federal financial assistance from the U.S. Department of Transportation, including the Federal Highway Administration, and hereby gives assurance that will promptly take any necessary measures to effectuate this agreement. This assurance is required by subsection 21.7(a) (1) of the Regulations.

The Law

- Title VII of the Civil Rights Act of 1964 (amended 1972) states that it is unlawful for an employer to discriminate in employment because of race, color, religion, sex, age (40-70 years) or national origin.
- Executive Order No. 11246 on Nondiscrimination under Federal contract prohibits employment discrimination by contractor and sub-contractor doing business with the Federal Government or recipients of Federal funds. This order was later amended by Executive Order No. 11375 to prohibit discrimination on the basis of sex.
- Section 503 of the Rehabilitation Act of 1973 states:

The Contractor will not discriminate against any employee or applicant for employment because of physical or mental handicap.
- Section 2012 of the Vietnam Era Veterans Readjustment Act of 1973 requires Affirmative Action on behalf of disabled veterans and veterans of the Vietnam Era by contractors having Federal contracts.
- Section 206(A) of Executive Order 12086, Consolidation of Contract Compliance Functions for Equal Employment Opportunity, states:

The Secretary of Labor may investigate the employment practices of any Government contractor or sub-contractor to determine whether or not the contractual provisions specified in Section 202 of this order have been violated.

The Lexington-Fayette Urban County Government practices Equal Opportunity in recruiting, hiring and promoting. It is the Government's intent to affirmatively provide employment opportunities for those individuals who have previously not been allowed to enter into the mainstream of society. Because of its importance to the local Government, this policy carries the full endorsement of the Mayor, Commissioners, Directors and all supervisory personnel. In following this commitment to Equal Employment Opportunity and because the Government is the benefactor of the Federal funds, it is both against the Urban County Government policy and illegal for the Government to let contracts to companies which knowingly or unknowingly practice discrimination

in their employment practices. Violation of the above mentioned ordinances may cause a contract to be canceled and the contractors may be declared ineligible for future consideration.

Please sign this statement in the appropriate space acknowledging that you have read and understand the provisions contained herein. Return this document as part of your application packet.

Bidders

I/We agree to comply with the Civil Rights Laws listed above that govern employment rights of minorities, women, Vietnam veterans, handicapped and aged persons.


Signature

Objective Results Inc
Name of Business

WORKFORCE ANALYSIS FORM

Name of Organization: Objective Results, Inc

Categories	Total	White (Not Hispanic or Latino)		Hispanic or Latino		Black or African-American (Not Hispanic or Latino)		Native Hawaiian and Other Pacific Islander (Not Hispanic or Latino)		Asian (Not Hispanic or Latino)		American Indian or Alaskan Native (not Hispanic or Latino)		Two or more races (Not Hispanic or Latino)		Total	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Administrators																	
Professionals		1	1														1 1
Superintendents																	
Supervisors																	
Foremen																	
Technicians																	
Protective Service																	
Para-Professionals																	
Office/Clerical																	
Skilled Craft																	
Service/Maintenance																	
Total:		1	1														1 1

Prepared by: Andrew M. Campbell

Date: 04 / 16 / 2026

(Name and Title)

Revised 2015-Dec-15

Firm Submitting Proposal: Objective Results Inc.

Complete Address: 5510 Pearce Way Crestwood 40014
Street City Zip

Contact Name: Michael Campbell Title: Partner

Telephone Number: 502.468.0181 Fax Number: N/A

Email address: michael.campbell@objectiveresults.net



LEXINGTON

LFUCG MWDBE PARTICIPATION FORM

Bid/RFP/Quote Reference # RFP 12-2026

The MWDBE and/or veteran subcontractors listed have agreed to participate on this Bid/RFP/Quote. If any substitution is made or the total value of the work is changed prior to or after the job is in progress, it is understood that those substitutions must be submitted to the Division of Procurement for approval immediately. **Failure to submit a completed form may cause rejection of the bid.**

MWBE Company, Name, Address, Phone, Email	DBE/MBE WBE/VOSB/SDVOSB	Work to be Performed	Total Dollar Value of the Work	% Value of Total Contract
1.				
2.				
3.				
4.				

The undersigned company representative submits the above list of MDWBE and veteran firms to be used in accomplishing the work contained in this Bid/RFP/Quote. Any misrepresentation may result in the termination of the contract and/or be subject to applicable Federal and State laws concerning false statements and false claims.

Objective Results Inc. _____
Company


Company Representative

04/16/2026 _____
Date

Partner _____
Title



LEXINGTON

LFUCG MWDBE SUBSTITUTION FORM

Bid/RFP/Quote Reference # RFP 12-2026

The substituted MWDBE and/or veteran subcontractors listed below have agreed to participate on this Bid/RFP/Quote. These substitutions were made prior to or after the job was in progress. These substitutions were made for reasons stated below and are now being submitted to the Division of Procurement for approval. By the authorized signature of a representative of our company, we understand that this information will be entered into our file for this project. **Note: Form required if a subcontractor is being substituted on a contract.**

SUBSTITUTED DBE/MBE/WBE/VOSB Company Name, Address, Phone, Email	DBE/MBE/WBE/VOSB/SDVOSB Formally Contracted/ Name, Address, Phone, Email	Work to Be Performed	Reason for the Substitution	Total Dollar Value of the Work	% Value of Total Contract
1.					
2.					
3.					
4.					

The undersigned acknowledges that any misrepresentation may result in termination of the contract and/or be subject to applicable Federal and State laws concerning false statements and false claims.

Objective Results Inc
Company


Company Representative

04/16/2026
Date

Partner
Title

ATTACHMENT A – SMALL AND DISADVANTAGED, MINORITY-, WOMEN-, AND VETERAN-OWNED BUSINESS OUTREACH PLAN

Proposer Name: Objective Results Inc Date: 04/16/2026
Project Name: _____ Project Number: _____
Contact Name: _____ Telephone: _____
Email: _____

The mission of the Minority Business Enterprise Program is to facilitate the full participation of disadvantaged businesses, minority-, women-, veteran-, and service-disabled veteran-owned businesses in the procurement process and to promote economic inclusion as a business imperative essential to the long-term economic viability of Lexington-Fayette Urban County Government.

To that end, small and disadvantaged businesses, including minority-, woman-, veteran-, and service-disabled veteran-owned businesses, must have an equal opportunity to be utilized in the performance of contracts with public funds spent from certain discretionary agreements. By submitting its offer, Bidder/Proposer certifies that it has taken, and if there are further opportunities will take, reasonable steps to ensure that small and disadvantaged businesses, including minority-, woman-, veteran-, and service-disabled veteran-owned businesses, are provided an equal opportunity to compete for and participate in the performance of any subcontracts resulting from this procurement.

The information submitted in response to this clause will not be considered in any scored evaluation. Failure to submit this form may cause the bid or proposal to be rejected.

Is the Bidder/ Proposer a certified firm? Yes No

If yes, indicate all certification type(s):

DBE MBE WBE SBE VOSB/SDVOSB


and supply a copy of the certificate and/or certification letter if not currently listed on the city's Minority Business Enterprise Program's (MBEP) certified list.

1. Include a list of firms that Bidder/ Proposer has had a contractual relationship with within the last two years that are minority-owned, woman-owned, veteran-owned or small businesses, regardless of their certification status.

Click or tap here to enter text. *None.*

2. Does Bidder/Proposer foresee any subcontracting opportunities for this procurement?

Yes No

If no, please explain why in the field below. Do not complete the rest of this form and submit this first page with your bid and/or proposal. Click or tap here to enter text. 

Our engagements are specialized and use consistent processes, intentionally designed to require only a two-person team. This is consistent with our Lean approach to our services.

If yes, please complete the following pages and submit all pages with your **bid and/or proposal**.

Describe the steps Bidder/Proposer took to solicit small and disadvantaged businesses, including MBEs, WBEs, VOSBs, and SDVOSBs, for subcontracting opportunities for this procurement.

3. Check the good faith and outreach efforts the Bidder/Proposer used to encourage the participation of small and disadvantaged businesses including, MBEs, WBEs, VOSBs and SDVOSBs:

- Bidder placed advertisements in search of prospective small businesses, DBEs, MBEs, WBEs, VOSBs and/or SDVOSBs for the solicitation.
- Bidder attended LFUCG Procurement Economic Inclusion Outreach event(s) within the past year.
- Bidder attended pre-bid and/or pre-proposal meetings for this solicitation.
- Bidder sponsored an Economic Inclusion Outreach event.
- Bidder requested a list of certified small, DBE, MBE, WBE, VOSB and/or SDVOSB subcontractors or suppliers from LFUCG.
- Bidder contacted organizations that work with small, DBE, MBE, WBE, VOSB and/or SDVOSB companies.
- Bidder sent written notices to certified small, DBE, MBE, WBE, VOSB and SDVOSB businesses.
- Bidder followed up to initial solicitations with interested small, DBE, MBE, WBE, VOSB and/or SDVOSB.
- Bidder provided small, DBE, MBE, WBE, VOSB and/or SDVOSB businesses interested in performing the solicited work with prompt access to the plans, specifications, scope of work, and requirements of the solicitation.
- Bidder made efforts to segment portions of the work to be performed by small businesses, DBEs, MBEs, WBEs, VOSBs and/or SDVOSBs, including dividing sub-bid/partnership opportunities into economically feasible units/parcels, to facilitate participation.

- Bidder negotiated in good faith with interested small, DBE, MBE, WBE, VOSB and/or SDVOSB businesses.
- Bidder provided adequate rationale for rejecting any small business', DBEs, MBEs, WBEs, VOSBs or SDVOSBs for lack of qualifications.
- Bidder offered assistance in obtaining bonding, insurance, financial, equipment, or other resources to small businesses, DBEs, MBEs, WBEs, VOSBs and/or SDVOSBs, in an effort to assist them in meeting project requirements.
- Bidder made efforts to expand the search for small businesses, DBEs MBEs, WBEs, VOSBs and/or SDVOSBs beyond the usual geographic boundaries.
- Bidder made other reasonable efforts to include small businesses, DBEs, MBEs, WBEs, VOSBs and/or SDVOSBs participation.

4. Bidder/Proposer must include documentation, including the date each effort was made, the medium through which each effort was made, and the outcome of each effort with this form, regardless of the level of small, DBE, MBE, WBE, VOSB and/or SDVOSB participation. Examples of required documentation include copies of email communications, copies of newspaper advertisements, or copies of quotations received from interested small businesses, DBEs, MBEs, WBEs, VOSBs or SDVOSBs.

Click or tap here to enter text.

For detailed information regarding outreach efforts that satisfy the MBE Program's requirements, please see "Documentation Required for Good Faith Efforts and Outreach Plans" page.

Note: The Bidder/Proposer must be willing to report the identity of each subcontractor and the value of each subcontract to MBEP if awarded a contract from this procurement.

Failure to submit the documentation requested may be cause for rejection of the bid. Bidders may include any other documentation deemed relevant to this requirement, which is subject to review by the MBE Liaison. Documentation of Good Faith and Outreach Efforts must be submitted with the bid, regardless of the proposed level of SBEs, DBEs, MBEs, WBEs, VOSBs and/or SDVOSBs participation in the procurement. If the Good Faith and Outreach Effort Form and associated documentation is not submitted with the bid response, the bid may be rejected.

The undersigned acknowledges that all information is accurate. Any misrepresentations may result in termination of the contract and/or be subject to applicable Federal and State laws concerning false statements and claims.

Objective Results Inc

Company
04/16/2026

Date



Company Representative
Partner

Title

4870-1925-6809, v. 1