



76-2022 ADDENDUM 4

EMPLOYEE ENGAGEMENT AND ORGANIZATIONAL CULTURE SURVEY

URGENT

**PLEASE FORWARD THIS DOCUMENT TO
WHOEVER IS IN POSSESSION OF THE
BID/PROPOSAL**

ISSUED: 1 September 15, 2022
BY: Ericka Fritzsche/for Angie Cusson
TELEPHONE NO. 204-986-2574

**THIS ADDENDUM SHALL BE INCORPORATED
INTO THE BID/PROPOSAL AND SHALL FORM
A PART OF THE CONTRACT DOCUMENTS**

Template Version: Add 2021-03-05

Please note the following and attached changes, corrections, additions, deletions, information and/or instructions in connection with the Bid/Proposal, and be governed accordingly. Failure to acknowledge receipt of this Addendum in Paragraph 10 of Form A: Bid/Proposal may render your Bid/Proposal non-responsive.

QUESTIONS AND ANSWERS

- Q1: Regarding the requirement for paper surveys, we can't scope the additional hours needed without knowing how many employees would in fact, need this option.
- A1: We have no way of knowing how many people might request a paper copy. For example, if an option to take the survey is made available for employees where they can use their personal cell phones to access links made available by the vendor then the number of paper copies could be very low.
- Q2: As these costs are hard to determine up front, are we expected to include vendor costs in the overall contract fee?
- A2: Please include all costs you expect to incur in your submission. The \$150,000 budget would be inclusive of all costs to the City from this contract.