



ADDENDUM NO. 1

RFP #26-006 Paratransit Operations and Management Services

November 26, 2025

RFP #26-006 Paratransit Operations and Management Services issued on November 3, 2025. This Addendum is being issued to clarify the RFP documents and shall supersede and supplement all portions of previously issued RFP documents with which it conflicts.

NOTE: All vehicles operated under this contract by the awarded contractor or any sub-contractors must be fully accessible (ADA compliant) with either wheelchair lifts or ramps to ensure full compliance with Federal Transit Administration (FTA) regulations.

NOTE: It should be mentioned that, with the new incorporation of micro-transit, PVTA is in the process of procuring a new dispatching and scheduling software that will ideally replace Adept. Please refer to Section 5.2.5 in the RFP for additional information on the software sought. It is anticipated that this software will be in place prior to the start of the new contract. Respondents may wish to comment on their experience with similar software platforms in their response.

The PVTA hosted a non-mandatory pre-proposal conference on November 20, 2025 at 10:00 AM EST. The conference provided a summary of the RFP requirements, Scope of Work, and a brief Question and Answer session. Nothing stated verbally in the conference is binding. A recording of the conference is available upon request.

This Addendum #1 provides a response to the following inquiries received during the pre-proposal conference on November 20, 2025 at 10:00 AM EST:

INQUIRY #1: Regarding “Key Personnel,” there are seven (7) senior staff positions that must be named/recruited. As a non-incumbent, it will be hard to recruit these positions in the timeframe of the RFP. Is it the intent of the RFP to require all of these positions?

RESPONSE: The following are the key staff required on site who each must have a minimum of three (3) years’ experience in their roles:

- General Manager
- Customer Service Manager
- Safety Manager
- Operations Manager

In addition, the respondent needs to demonstrate the ability to provide effective support for this operation in the following areas:

- Fleet/Maintenance Manager

- Information Technology Manager
- Finance Manager
- Human Resource/Personnel Manager

This may be accomplished through support at the corporate level or in person on site. In either case, the respondent must be able to demonstrate significant experience (at least three (3) years providing these supports in comparable settings and in an effective manner to support PVRTA's operations).

INQUIRY #2: Regarding the union, are any staff other than the drivers unionized?

RESPONSE: The drivers and staff are both members of United Food and Commercial Workers, Local 1459 under separate agreements (one for staff and one for drivers). The staff agreement covers the following classifications: Road Supervisor, Trainer, Dispatch/Scheduler, Reservationist, Utility. Three staff members are not covered by a union agreement, including the Payroll Clerk, as well as the two administrative employees responsible for reconciling trips and mileage. Copies of all union agreements are available upon request. To request copies, a prospective proposer must email a request to LZak@pvta.com containing the signed Confidential Information Agreement contained in Exhibit B of the RFP.

INQUIRY #3: When are the union contracts up for re-negotiation?

RESPONSE: The staff agreement expires June 30, 2026, and the driver's agreement expires December 31, 2025. Proposers will be notified once an agreement is reached.

INQUIRY #4: Per the RFP, the Contractor is to provide \$1,000,000 of Auto Liability and the PVRTA may add an additional \$4,000,000 on top of that. Is that accurate?

RESPONSE: The insurance requirements, as written in the RFP, are accurate. The PVRTA reserves the right to add additional insurance at its own expense if it chooses.

INQUIRY #5: Is the \$5,000,000 umbrella policy in the current contract? Or is this a new requirement?

RESPONSE: This is a requirement of the current contract.

INQUIRY #6: The cost proposal is structured as a fixed-cost fee and a per trip rate. The number of trips estimated is slightly lower than what was estimated in the prior RFP. The estimate of trips is for five (5) years, what happens if those trips do not accumulate in the next five (5) years? For example, we are basing our pricing on these estimates, but what if there are 10% or 15% lower trips than estimated? Is there a negotiation process for this?

RESPONSE: The trip projections provided in the RFP are estimates for proposal purposes only and are not a guarantee of minimum or maximum service volume. Under the pricing structure for this contract, the fixed-cost component will be paid as proposed and remains unchanged regardless of fluctuations in trip demand. The per-trip rate will be applied to actual trips performed. If actual trip volumes are lower or higher than projected, the contractor will be compensated based on actual service delivered. No automatic price renegotiation is anticipated solely

due to variations in trip volumes. Any future adjustments would only occur if expressly provided for in the contract. Currently, the contract states:

If the Peak Trip Service window decreases materially from the levels provided in the RFP, the Contractor may make a written request for an increase in its Peak Service Trip Rate if such an increase is necessary to maintain Contractor's Cost Proposal Form ratio for variable cost relative to total compensation. Contractor must make such written request no later than fourteen days from the date of such decrease, or the Contractor's right to make such a request shall be irrevocably waived. In the event that the Contractor makes a timely request and proves to the satisfaction of the Authority that (1) there has been a material decrease in the Peak Service Trip Rate window and (2) an increase in the Contractor's Peak Service Trip Rate is necessary to maintain the aforesaid ratio, the Authority and Contractor will in good faith negotiate a reasonable increase in such rate. PVTa may request, and the Contractor must provide, documentation of actual costs that are not appropriately compensated by the trip rate. In the event of any rate increase, Contractor's fixed cost components shall remain constant in dollar value while the rate per trip increases to allow variable cost components to remain at the same percentage of total costs as represented in the Cost Proposal Form. Conversely, if the Peak Trip Service increases, the Authority, and the Contractor agree to negotiate, in good faith, a reduction in the Contractor's Trip Rate.

INQUIRY #7: Can proposals be submitted electronically?

RESPONSE: Please refer to Section 2.2 of the RFP. Proposers must submit hard copies and electronic PDF copies of their proposal. Hard copies must be submitted to Leland Zak, Procurement Officer, Pioneer Valley Transit Authority, 2808 Main Street, Springfield, MA 01107. Electronic PDF copies must be submitted to LZak@pvta.com

INQUIRY #8: Is there a Disadvantaged Business Enterprise (DBE) goal for this project?

RESPONSE: No, there is no required DBE, MBE, WBE, or other supplier diversity participation goal for this project.

This Addendum #1 provides a response to the following inquiries received for the subject RFP via email:

INQUIRY #1: Please provide a copy of MV's monthly invoices for the past twelve (12) months (Nov 2024 – Oct 2025) including any monthly backup/operational reports.

RESPONSE: These have been uploaded to ShareFile, please use the following link:
<https://pvtapioneertransit.sharefile.com/d-sdd0db4c3a440409894f0d773afbc6f50>

INQUIRY #2: Please provide a copy of PVTa's Performance Standards penalties and incentives by month for the past twelve (12) months (Nov 2024 – Oct 2025) with the detail of each penalty for each standard.

RESPONSE: Data for October 2025 is unavailable at this time. The other reports have been

uploaded to ShareFile, please use the following link:

<https://pvtapioneertransit.sharefile.com/d-sdd0db4c3a440409894f0d773afbc6f50>

INQUIRY #3: Please provide a copy of the Adept “Operating Statistics Report” by month for past twelve (12) months (Nov 2024 – Oct 2025).

RESPONSE: These have been uploaded to ShareFile, please use the following link:

<https://pvtapioneertransit.sharefile.com/d-sdd0db4c3a440409894f0d773afbc6f50>

INQUIRY #4: Please provide the current average number of trips for Saturday and for Sunday?

RESPONSE: Previous quarter statistics (July 1 – September 30)

Saturday average: ADA = 160; DAR = 123.53; Total = 283.53

Sunday average: ADA = 121.46; DAR = 0; Total = 121.46

INQUIRY #5: Please provide a copy of the Adept “On Time Performance Report” by month for the past twelve (12) months (Nov 2024 – Oct 2025).

RESPONSE: These have been uploaded to ShareFile, please use the following link:

<https://pvtapioneertransit.sharefile.com/d-sdd0db4c3a440409894f0d773afbc6f50>

INQUIRY #6: Please provide a copy of the incumbent’s contract including amendments and/or changes including any correspondences of negotiations between PVTa and MV?

RESPONSE: These have been uploaded to ShareFile, please use the following link:

<https://pvtapioneertransit.sharefile.com/d-sdd0db4c3a440409894f0d773afbc6f50>

INQUIRY #7: Can the PVTa please provide three (3) years of vehicle insurance loss runs?

RESPONSE: These will be uploaded to ShareFile ASAP, please use the following link:

<https://pvtapioneertransit.sharefile.com/d-sdd0db4c3a440409894f0d773afbc6f50>

INQUIRY #8: How is “Violation of Speed Limit – 5 or more miles above speed limit” determined by the PVTa?

RESPONSE: This is determined through incident/accident reports and police citations.

INQUIRY #9: How does the PVTa determine when to assess the penalty for the driving violations (Stopping, Traffic Signal, Reckless Driving, Unattended Vehicle, etc.)?

RESPONSE: This is determined through incident/accident reports and police citations.

INQUIRY #10: Please confirm that fleet and facility maintenance are not part of the responsibilities for the contractor.

RESPONSE: Other than the cleaning/janitorial of the vehicles and the administrative office, the contractor is only responsible for day-to-day minor maintenance needed for operations, this may include inflating tires and changing wiper blades as needed.

INQUIRY #11: Can PVRTA please provide the cost proposal form in an Excel format?

RESPONSE: A Word version has been uploaded to PVRTA's website with the RFP documents for accessibility.

INQUIRY #12: At the bottom of the cost proposal, there is a listing for the following three items that is then left blank for each year of the contract:

ESTIMATED ANNUAL TRIPS (ADA/DIAL-A-RIDE)

ESTIMATED ANNUAL TRIPS MICRO-TRANSIT

ESTIMATED ANNUAL HOURS FIXED-ROUTE

Page 15 of the RFP provides trip volume projections for ADA, DAR, and Micro-transit.

Please confirm that these are the trip projects that all proposers should use for pricing.

RESPONSE: Yes. See the Word version of the Cost proposal uploaded with the RFP docs.

INQUIRY #13: Can PVRTA please provide the estimated annual hours fixed-route for each year of the service for all bidders to use in their pricing?

RESPONSE: Respondent should base fixed-route on 5,150 per year for each year of the contract but this is subject to change.

INQUIRY #14: Would PVRTA please fill in the trips and hours for each year of the service on the price pages, so all bidders are utilizing the same data when pricing?

RESPONSE: Please see the Word version of the cost proposal form that has been uploaded to PVRTA's website with the RFP documents.

INQUIRY #15: Does the Authority approve of using their logo in the bid response?

RESPONSE: Yes.

INQUIRY #16: Will the authority please clarify the following requirement: "All pages in the proposal must be numbered with signatures in ink". Please confirm that digitally page numbering is acceptable with the bid response.

RESPONSE: Yes.

INQUIRY #17: Will the authority accept electronic signatures with the bid response?

RESPONSE: The original hard copy submission must have signatures in ink.

INQUIRY #18: Will the authority allow for an additional 25 pages to be added to the overall page limit so that bidders can adequately provide an overview of their bid?

RESPONSE: No. The maximum page requirement outlined on page 14 shall remain as is. The Authority may request additional information at its own discretion.

INQUIRY #19: Will the authority please confirm how many years of audited financials the bidder shall submit?

RESPONSE: Please submit three (3) years of audited financials.

INQUIRY #20: Can PVRTA please provide feedback on the following?

- Fixed Route Hours
 - Can PVRTA please provide guidance regarding the total number of hours per year that respondents should contemplate when providing pricing for the fixed route services?
 - Should billable hours be calculated based on:
 - Revenue Hours (first pick-up to last drop-off),
 - Total Vehicle Hours/Gate-to-Gate (including revenue and deadhead hours), or
 - Driver Payroll Hours (sign-in to sign-out)?
- Paratransit Late Cancels & No Shows - Currently, late cancels and no shows are billable trips. Will late cancellations and no shows remain as billable trips?

RESPONSE: The requested fixed-route services currently see the following:

	FY25	FY26 (through October)
Service Hours	4044	888
Revenue Hours	3425	721

Respondents shall use 5,150 fixed-route hours annually in their response. Billable hours should be calculated on Total Vehicle Hours/Gate-to-Gate (including revenue and deadhead hours).

Yes, client-caused late cancellations and no-shows will remain as billable trips if the Contractor has dispatched a vehicle—these include no-show cancel at door, late cancel less than 60 minutes before scheduled pickup time, no-show no answer, no-show not ready, no-show due to snow and ice (inaccessible for van to access or passenger to access).

INQUIRY #21: MV is actively negotiating an updated Collective Bargaining Agreement due to the current driver CBA expiring on December 31, 2025. An agreement has not yet been finalized. The most recent UFCW wage proposal includes the following increases:

- January 1, 2026: +5%
- July 1, 2026: +2%
- July 1, 2027: +5%
- July 1, 2028: +5%
- July 1, 2029: +5%

If the new CBA is not finalized before the proposal submission deadline, will PVRTA permit respondents to adjust pricing after execution of the agreement to reflect updated labor costs?

RESPONSE: Respondents shall base their driver wages on the above proposed increases; it is

the responsibility of Respondents to make their best estimate.. With their cost proposal, respondents shall include a breakdown of hourly rates for each classification at each step/rate. See the attached employee roster for the number of employees at each rate. The PVTa Selection Committee may ask respondents to submit a new cost proposal at any point to reflect newly negotiated rates.

INQUIRY #22: Exhibit O - Paratransit Performance & Operational Data: Can PVTa please provide feedback on the following?

- Service Hours - Based on the vehicle hours and revenue hours listed, the totals appear higher than paratransit services alone. Do these figures include both paratransit and fixed-route services?
- Passengers vs. Trips - Please confirm that when evaluating efficiencies and billable volume, the basis will be total trips, not total passengers.
- If billable volume remains per trip, can PVTa confirm that the operating reports reflect the following productivity metrics:
 - FY 2024/2025:
 - 1.36 trips per revenue hour
 - 1.17 trips per vehicle hour
 - FY 2025/2026 (through October):
 - 1.42 trips per revenue hour
 - 1.23 trips per vehicle hour

RESPONSE: Service Hours – These figures do not contain fixed-route. It appears there is a minor discrepancy, about 50 hours per month. This was from the now discontinued Survival Center shuttle.

Passengers vs. Trips – Yes, the basis will be total trips.

Operating Reports – The operating reports reflect the following:

FY 24	7/1/23 - 6/30/24			
UPT	Revenue Hours	Service Hours	Trips by Rev Hr	Trips by Veh Hr
186742	128340.05	144287.65	1.46	1.29
FY25	7/1/24 - 6/30/25			
UPT	Revenue Hours	Service Hours	Trips by Rev Hr	Trips by Veh Hr
211794	140177.3	162792.3	1.51	1.30
FY26	7/1/25 - 10/30/25			
UPT	Revenue Hours	Service Hours	Trips by Rev Hr	Trips by Veh Hr
71172	46254.9	53183.3	1.54	1.34

INQUIRY #23: At various times, federal, state, and local governments consider laws, rules, and regulations that require an increase in wages or benefits mandated for the employees that will be employed under this contract. If such an event occurs during the term of the agreement, how will the agency respond to an application for increased compensation?

RESPONSE: If such a mandatory change occurs, the Contractor may submit a written request for an equitable adjustment. The request must include documentation demonstrating: the specific legal requirement that has changed; the date the change became effective; the direct cost impact to the contract; and supporting payroll or cost data sufficient for PVTa to verify the impact.

INQUIRY #24: Please clarify exactly how the prices will be evaluated, i.e. will only the Year 1 price be considered or the full contract term cost?

RESPONSE: The full contract term cost including option years must be evaluated before award. Cost is a significant factor but not the most important factor in evaluations. The cost proposal providing the most savings to PVRTA will be considered the most advantageous while the cost proposal providing the least cost savings to PVRTA will be considered the least advantageous; all other cost proposals will be ranked proportionately to the number of proposals received.

INQUIRY #25: Please confirm what percentage of the ADA and Dial-a-Ride trips are non-ambulatory needing a wheelchair accessible vehicle (WAV)?

RESPONSE: 100% of trips performed under this contract require a wheelchair accessible vehicle.

INQUIRY #26: What is the average trip distance for trips? WAV?

RESPONSE: This is not part of the standard report. We will try to generate this number and issue it if available.

INQUIRY #27: What are the current hours of operation for these services?

RESPONSE: Please refer to the RFP for hours by community and fixed-route schedule.

INQUIRY #28: Are there tolls anticipated in this service area? Will PVRTA allow those to be a pass thru item?

RESPONSE: Yes, PVRTA currently covers tolls.

INQUIRY #29: Please clarify who the current providers of the fixed route, ADA paratransit, and Dial-A-Ride?

RESPONSE: MV Transportation

INQUIRY #30: What is the anticipated start date for trips?

RESPONSE: July 1, 2026

INQUIRY #31: Can PVRTA provide the last 12 months of performance data, including; productivity, on-time performance, average trip distance for both ambulatory and WAV passengers, average trip duration and any liquidated damages paid and for what reason?

RESPONSE: These have been uploaded to ShareFile, please use the following link:
<https://pvtapioneertransit.sharefile.com/d-sdd0db4c3a440409894f0d773afbc6f50>

INQUIRY #32: Given the nature of the non-dedicated service provision is a single passenger trip in a personal vehicle, are you willing to consider an exception for insurance requirements for subcontractors performing overflow trips?

RESPONSE: Not at this time.

INQUIRY #33: Is PVRTA open to alternative per trip pricing based on actual miles and minutes? Allowing for accurate pricing will provide PVRTA with a more cost efficient service.

RESPONSE: Not at this time. It is more difficult to predict actual mileage vs. number of trips.

INQUIRY #34: Given the complexity of providing WAV trips is PVRTA willing to allow different pricing for WAV trips?

RESPONSE: All trips are WAV trips.

INQUIRY #35: What is your current dispatching software system? What version of it is being used?

RESPONSE: See RFP Page 40.

INQUIRY #36: Can PVRTA clarify if there are any integration requirements and costs associated with the current Adept software? Is PVRTA responsible for those costs?

RESPONSE: PVRTA is responsible for the software.

INQUIRY #37: Understanding that PVRTA is currently fare free, is there a plan for reintroducing fares for any of these services? If so, what is the timeframe for those and what does PVRTA anticipate fare collection to look like?

RESPONSE: The PVRTA does not have a timeline for this. This is dictated by the state legislature. Fare free funding will last at least until June 30, 2025. Refer to the revenue collection section of the RFP.

INQUIRY #38: Previously, PVRTA used paper tickets for fare collection, if PVRTA goes back to this form of fare collection please clarify if the tickets are serialized? Please provide a sample of these tickets.

RESPONSE: Yes, the tickets have serial numbers. An example is uploaded to ShareFile: <https://pvtapioneertransit.sharefile.com/d-sdd0db4c3a440409894f0d773afbc6f50>

INQUIRY #39: What is PVRTA's annual budget for these services?

RESPONSE: The current budget is \$11,017,430, but this includes operations, fleet maintenance, security, insurance claims, as well as PVRTA's Beyond ADA partnership with various local Councils On Aging.

INQUIRY #40: If PVRTA could design an ideal transportation service-with no limitations- what current transit agencies or service models would you draw inspiration from, and what features must it include?

RESPONSE: The PVRTA cannot comment on hypothetical situations at this time. Please refer to

the RFP for the requirements.

INQUIRY #41: After PVRTA responds to vendors questions in procurement is there an opportunity to ask clarifying follow up questions?

RESPONSE: The Selection Committee may invite the competitive range of proposers in for further clarifications and discussions.

INQUIRY #42: Can PVRTA make the prices and terms under this Agreement available to any other governmental entity, should any such governmental entity desire to purchase under the terms and conditions of this Agreement?

RESPONSE: No, this is not permitted.

INQUIRY #43: What software is PVRTA currently using for its micro-transit service?

RESPONSE: Adept.

INQUIRY #44: Under the current contract, PVRTA is billed for no-shows and late cancellations at the standard cost-per-trip rate. Will this billing practice continue under the new contract term? If so, please confirm whether the trip projections for FY26–FY30 include no-shows and late cancellations.

RESPONSE: It is anticipated this practice will continue. Trip projections do not account for no-shows and late cancellations.

All other requirements of the RFP shall remain in full force and effect.

Seniority and pay rates for all operators and staff:

Position	Pay Rate	Adjusted Hire Date
Driver	22.66	6/24/2002
Driver	22.66	11/6/2007
Driver	22.66	11/11/2007
Driver	22.66	11/11/2007
Driver	22.66	11/11/2007
Driver	22.66	11/11/2007
Driver	22.66	11/29/2007
Driver	22.00	9/29/2009
Driver	22.66	10/7/2009
Driver	22.66	10/5/2010
Driver	22.66	10/5/2010
Driver	22.66	11/18/2011
Driver	21.63	6/5/2012
Driver	21.63	11/5/2013
Driver	21.63	6/3/2014
Driver	21.63	6/17/2014
Driver	20.60	3/2/2015
Driver	20.60	8/17/2015
Driver	20.60	11/9/2015
Driver	20.60	1/30/2017
Driver	20.60	2/8/2017
Driver	20.60	2/8/2017
Driver	20.60	3/20/2017
Driver	20.60	5/3/2017
Driver	20.60	9/18/2017
Driver	20.60	8/20/2018
Driver	20.60	9/24/2018
Driver	20.60	1/7/2019
Driver	20.60	1/7/2019
Driver	20.60	2/18/2019
Driver	20.60	7/31/2019
Driver	20.60	11/4/2019
Driver	20.60	11/11/2019
Driver	19.57	3/8/2021
Driver	19.57	9/13/2021
Driver	19.57	10/4/2021
Driver	19.57	1/31/2022

Position	Pay Rate	Adjusted Hire Date
Administrative Clerk	20.74	4/15/2015
Administrative Clerk	19.34	6/17/2024
Dispatcher	21.50	2/21/2022
Dispatcher	20.50	10/27/2025
Dispatcher	20.50	10/27/2025
Dispatcher	20.50	1/16/2023
Dispatcher	20.50	3/6/2023
Dispatcher	20.50	8/7/2023
Lead Dispatcher	23.50	12/1/2017
Reservationist	21.00	12/15/2007
Reservationist	20.00	5/28/2017
Reservationist	20.00	3/27/2018
Reservationist	18.00	11/20/2024
Reservationist	18.00	11/25/2025
Road Supvr	23.50	8/1/2018
Road Supvr	22.50	1/7/2019
Road Supvr	23.50	12/18/2016
Scheduler	23.50	11/7/2011
Scheduler	22.50	7/1/2017
Scheduler	20.50	6/25/2024
Utility Worker	22.50	7/1/2018
Utility Worker	18.50	9/25/2023
Utility Worker	18.50	9/25/2023

Driver	19.57	1/31/2022
Driver	19.57	2/21/2022
Driver	19.57	3/21/2022
Driver	19.57	3/21/2022
Driver	19.57	4/18/2022
Driver	19.57	5/9/2022
Driver	19.57	5/9/2022
Driver	19.57	5/9/2022
Driver	19.57	5/23/2022
Driver	19.57	7/5/2022
Driver	19.57	8/22/2022
Driver	19.57	10/17/2022
Driver	19.57	10/31/2022
Driver	19.57	10/31/2022
Driver	19.57	11/14/2022
Driver	19.00	7/3/2023
Driver	19.57	7/24/2023
Driver	19.57	9/25/2023
Driver	19.57	11/6/2023
Driver	19.57	11/6/2023
Driver	19.57	1/8/2024
Driver	19.57	1/29/2024
Driver	19.57	2/12/2024
Driver	19.57	2/12/2024
Driver	19.57	2/26/2024
Driver	19.57	5/20/2024
Driver	19.57	7/15/2024
Driver	19.57	9/23/2024
Driver	19.57	10/7/2024
Driver	19.57	10/7/2024
Driver	19.57	10/7/2024
Driver	19.57	10/7/2024
Driver	19.57	11/4/2024
Driver	19.57	11/4/2024
Driver	19.57	12/2/2024
Driver	19.57	2/10/2025
Driver	19.57	2/10/2025
Driver	19.57	6/9/2025
Driver	19.57	7/7/2025
Driver	19.57	8/4/2025
Driver	19.57	8/4/2025
Driver	19.57	9/1/2025
Driver	19.57	9/1/2025
Driver	19.57	9/1/2025
Driver	19.57	9/15/2025

Driver	19.57	9/15/2025
Driver	19.57	9/15/2025
Driver	19.57	9/15/2025
Driver	19.57	9/29/2025
Driver	19.57	9/29/2025
Driver	19.57	9/29/2025
Driver	19.57	9/29/2025
Driver	19.57	9/29/2025
Driver	19.57	9/29/2025
Driver	19.57	10/6/2025
Driver	19.57	10/13/2025
Driver	19.57	10/13/2025
Driver	19.57	10/27/2025
Driver	19.57	10/27/2025
Driver	19.57	11/10/2025
Driver	19.57	11/10/2025
Driver	19.57	11/10/2025

****Pay rates provided do not reflect the aforementioned proposed increases for all operator and staff positions.**

The following is a list of vendors and representatives who attended the pre-proposal conference on November 20, 2025 at 10:00 AM EST:

RFP #26-006 Pre-Proposal Conference Attendees

Uber Transit

Lucia Phan, Program Manager, luciap@uber.com

Heather Mase

Jon Kuehn

UZURV

Allyson Steele, Proposal Administrator, allyson.steele@uzurv.com

Kayla Singer, Proposal Manager

Dan Barone, Business Development Director

Taylor Klocke, Business Development Director

MV Transportation

Jen McCormick, Bid Manager, jen.mccormick@mvtransit.com

Matt Veach

Amy Barry

Darren Carter

Tiffany Duff

Marc Roncone

KaraLee Langford

Bryanna Hartung

MTM Transit

Jennifer Tull, Proposal Project Manager, JTull@mtm-inc.net

Natalie Badinghaus, Director of Regional Transit Sales

Amy Ritchie, VP of Proposals

Peggy Schardthorst, Proposal and Technical Writer

Hulmes Transportation Services

Paul Anziano, President, paul@hulmestransportation.com

Matt Anziano

Mike Tommila

Transdev

Mindi Wollaston, Administrative Assistant, mindi.wollaston@transdev.com

Shannon Borst

Tracy Smith

Jenny Hartman

Raymond Bethel

RTW Management

Henry Delbert, Business Development, hgoates@rtwmanagement.com

DGR Management

Nicole Rohan, nrohan.dgr@gmail.com

WeDriveU

Mike Moriarty, Vice President Business Development, mike.moriarty@wedriveu.com

Marc Rivers

Wes Adams

Tim Wayland

PVTA

Leland Zak, Procurement Officer, LZak@pvta.com

Paul Burns-Johnson, Director of Transit Operations

Benjamin St. Amand, Safety and Compliance Coordinator

Carolyn Hart-Lucien, Chief Information Officer

Sandra Sheehan, Administrator