

## SECOND NOTICE TO PROSPECTIVE VENDORS

23 February 2018

During the CNA RFP online information session hosted by Canadian Numbering Administration Consortium (CNAC) on February 15, 2018, the following issues were raised by prospective vendors. CNAC has considered the issues raised and provides the following responses:

### 1. Access to Leidos CNA Staff during the CNA RFP Process

#### *Concern raised:*

Several information session participants indicated concern that prospective vendors would be unable to gain contact details nor access to speak with Leidos Canada staff who are currently providing the Canadian numbering administration services.

#### *CNAC response:*

- CNAC understands and is fully supportive of prospective vendors being provided with greater information regarding the duties and responsibilities of fulfilling the current CNA contract. However, prospective vendors should be aware that CNAC has limited ability to direct Leidos Canada to provide that access or to require current Leidos Canada staff to make themselves available. Leidos Canada staff have no obligation to CNAC beyond fulfilling the tasks of the contract.
- CNAC notes that Leidos Canada staff member Glen Brown commented during the Information Session that Leidos Canada has permitted its current staff performing CNA activities to speak with prospective vendors regarding the CNA RFP and as well on future employment opportunities, provided that such discussion does not take place during CNA business hours of operation and occurs during the employees' own private time. CNAC notes that the rationale for Leidos Canada's approach is to ensure that the CNA operations continue without significant interruption for the remainder of the CNA contract term. CNAC will be meeting with officials of Leidos Canada in an effort to better facilitate contact between Leidos Canada CNA staff and prospective vendors.
- CNAC has made a request to Leidos Canada to provide details regarding each Leidos Canada staff member working on CNA activities, indicating each staff member's title, role and responsibilities, and to provide a link between the list of CNA activities identified during the information session to each of the identified staff member positions. CNAC will make this information available to prospective vendors once the same is received from Leidos Canada.
- On provision of the above information of Leidos staff members fulfilling the CNA role, CNAC recommends that prospective vendors contact CNA staff during CNA business hours to seek preferred contact details individually and arrange for connection, to allow for discussions to occur outside the Leidos CNA business hours of operation.

Prospective vendors are invited to contact CNAC if they continue to experience difficulties in reaching Leidos Canada staff.

## **2. Future Employment of Leidos CNA Staff**

### *Concern raised:*

Several information session participants raised concerns about the apparent lack of opportunity to offer future employment to Leidos CNA Staff following the expiration of the current CNA Agreement with Leidos Canada on December 31, 2018.

- This concern seems to be due to a comment made by Leidos Canada staff member Glen Brown during the information session that some of the Leidos Canada CNA staff have already made an employment arrangement with a prospective vendor.
- CNAC has no information regarding any employment arrangements made between any of Leidos Canada CNA staff and any prospective vendor. The CNA staff are employees of Leidos Canada and not that of CNAC, and as a result CNAC has no power to direct Leidos Canada employees to disclose information regarding any agreements that they may enter into.
- CNAC understands the concerns raised, however CNAC is of the view that any agreements entered into between any Leidos Canada CNA staff and any prospective vendor will likely be conditional on such prospective vendor being successfully selected as the new CNA. As a result, it is probable that whichever prospective vendor is selected by the CNAC to perform the role of the CNA, such vendor should be able to enter negotiations with Leidos CNA staff members on an individual basis regarding future employment with the successful vendor after the CNA contract is awarded later this year (currently expected to be 31 August 2018 in the schedule contained in the revised Section 5.0 of the CNA RFP).
- CNAC is of the view that there are many people with knowledge of Canadian numbering issues that may be interested in future employment with the successful vendor including but not limited to current Leidos CNA staff as well as people identified on the CSCN distribution list currently available on the CNAC web site. Therefore CNAC is confident that the successful vendor will be able to engage with and employ experienced and knowledgeable staff in order to perform its CNA role commencing on 1 January 2019, even if such employees are not under contract at the time of the bid submission.
- CNAC notes that pursuant to the provisions in its current agreement with Leidos Canada, Leidos Canada is required to make available to the vendor selected as the new CNA appropriate CNA personnel of Leidos Canada for consultation purposes. As a result, a new vendor that requires assistance to get its staff up to speed will have experienced personnel available to assist in the transition. Such support is in addition to the contractual requirement for Leidos Canada to provide for an orderly transition of the CNA functions to the new vendor including but not limited to all information, databases,

intellectual property, hardware and software required for the continued provision of CNA services.

- CNAC is also examining other avenues to ensure prospective vendors will have the information necessary to commence CNA operations in a seamless manner.
- CNAC wishes to reassure prospective vendors that are concerned that CNAC may be predisposed to select the vendor who submits a bid with the current CNA staff under employment, that this is not the case. CNAC has not prejudged the bids nor will it do so. CNAC will judge each bid submitted in a fair and impartial basis and on the assumption that any vendor selected will have the opportunity to hire the current Leidos Canada's CNA staff and vet other applicants who provide knowledge and experience apart from current Leidos Canada's C.NA Staff.

If a prospective vendor believes it would be beneficial to discuss their concerns regarding the CNA RFP process and CNA functions directly with CNAC, CNAC is open to arranging for a conference call with such vendor for that purpose.

Douglas Birdwise

CNAC Business Manager