



ADDENDUM NO. 3 TO RFP 9600-94: Locum Tenens Managed Services Provider (MSP)

Date: Wednesday, October 15, 2025

To: All participants submitting Proposals for RFP # 9600-94

From: Freddy Vigilmartinez, Management Analyst, NMC Contracts Division

Subject: Addendum No. 3 to RFP #9600-94

Subject: Prospective Bidder Questions and Answers

- 1. [VENDOR]'s proprietary VMS system does not contemplate nor allow for PHI. Does [VENDOR] need to sign the BAA or only agree to add the BAA to the agreements that the staffing agencies agree to (utilizing [VENDOR]'s agreements)?**

A: The awarded contractor will not be required to sign a BAA because the contractor will not create, receive, maintain, or transmit PHI on Natividad's behalf.

- 2. Regarding the BAA – As a company, we have no need or intent to have/obtain any patient information. Is this required?**

A: The awarded contractor will not be required to sign a BAA because the contractor will not create, receive, maintain, or transmit PHI on Natividad's behalf.

- 3. Can you please confirm if a Business Associate Agreement is required if the bidder as an organization will not have access to any PHI in connection with providing staffing services to NMC?**

A: Natividad will require locum providers to sign confidentiality agreements.

- 4. Locum tenens providers are generally provided as independent contractors and not as employees. Given this, can you please confirm if Section 6.2.11 of the RFP is applicable?**

A: The provision will be applicable if a worker is an employee of the locum tenens agency with whom the MSP contracts and even if the locum tenens agency has classified the worker as an independent contractor and such classification is.

- 5. Section 6.2.1 of the RFP states providers are required to comply with the Business Associate Agreement and all applicable confidentiality agreement. Can you please confirm if providers will be required to sign a BAA and/or confidentiality agreement in connection with their assignment?**

A: Natividad will require locum providers to sign confidentiality agreements

- 6. Section 17.1 of the RFP describes piggyback Agreements. Can you please confirm if the successful bidder will have the option to choose which County departments to provide services to?**

A: All contractual obligations will be limited to the County, on behalf of Natividad Medical Center, and the selected contractor. The successful bidder is not required by this RFP to establish separate contracts with any other County department.

- 7. Section 2.1 of the Sample Agreement references Security for Contractor's proposal. Can you please confirm if this is applicable? If so please provide additional information about this.**

A: Pursuant to this RFP, the County does not require submission of security such as a bid bond with the proposal.

All other terms, conditions, and requirements of the original RFP remain unchanged.

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This Addendum No. 3 Signature Page below must be signed and submitted with your proposal please.

Per **Section 4.7.** **“IT IS THE CONTRACTORS’ SOLE RESPONSIBILITY TO ENSURE THAT THEY RECEIVE ANY AND ALL ADDENDA FOR THIS RFP** by either informing Natividad Medical Center of their mailing information or by regularly checking the NMC web page at www.natividad.com (Vendors tab). Addenda will be posted on the website the day they are released.”

- ❖ This acknowledgement signature page of Addendum No. 3 must be submitted with your proposal.
- ❖ If this acknowledgement signature page is not submitted with you bid proposal, your entire proposal package may be considered non-responsive.

**RECEIPT IS HEREBY ACKNOWLEDGED OF ADDENDUM NO. 3,
RFP # 9600-94**

Authorized Company Signature

Printed Name

Company Name

Date