



Petition for Relief from Competitive Sealed Bidding Requirements

Miss. Code Ann. § 31-7-403 and § 31-7-413

PPRB OPSCR Rules and Regulations Sections 6.3 and 6.8.4

Agency: Mississippi Board of Pharmacy

Requested Date for PPRB Approval: August 6, 2025

Procurement Method Requested: RFP

Intended Initial Contract Term: 4 years

Intended Renewal Terms Available: 1 year

Number of Contracts Intended to be Awarded: 1

Anticipated Contract Amount: 1,500,000

The Agency intends to solicit the following service(s) and/or scope of work:

The purpose of this solicitation is to contract with an Offeror to provide a recovery program for pharmacists, pharmacy students and pharmacy technicians licensed or registered with the Board.

The Board's goal is to protect the public while encouraging and supporting the wellbeing of licensees including recovery of pharmacists, pharmacy students and pharmacy technicians from the diseases of substance abuse disorder, mental or physical illness that may impact a licensee's ability to practice with reasonable skills, confidence and safety to the public.

Attached is the intended scope of work for this solicitation.

As explained below, use of an Invitation for Bids is: ☐ not practicable
☐ not advantageous
☒ both

Substance use disorder and other mental health conditions that are not adequately treated prevent licensees from being able to safely participate in the profession of pharmacy. The MS Board of Pharmacy desires to contract with a qualified external contractor that is qualified to provide the latest treatment and monitoring tools in substance use recovery and mental health wellness.

The provision of such a recovery program will need to be provided by trained professionals that are able to adapt to provide each member's specific treatment needs. This solution is not a standard commodity that can be compared on price alone. The training, credentials, and outcomes of resources offering this service vary widely and need to be considered when comparing treatment providers. For this reason, it is vital that technical, management, and quality factors be considered in addition to price alone.

The Agency intends to use the following Evaluation Factors:

Cost: 40

* Price to MSBOP: 35

* Monthly Member Fees: 5

Management: 25

Technical: 25

Quality Improvement and Governance: 10

Petition for Relief from
Competitive Sealed Bidding Requirements

Is the Agency setting the price? Yes ☐ No ☒

If yes, please provide an explanation:

Are these services currently being provided to the Agency? Yes ☒ No ☐

If yes, who is currently providing the services?

The Mississippi Association of Recovering Pharmacists is providing these services in part.

Agency Representative for PPRB Meeting: Todd Dear

The Agency Representative will attend: In Person ☒ Remote ☐

*The option to attend remotely is not available to Agencies located in Hinds, Rankin, or Madison counties.

By signing below, I certify that all information provided herein is true, correct, and complete to the best of my knowledge.



7/3/2025

Chief Procurement Officer

Date

Chief Procurement Officer Name: Todd Dear

Telephone Number: 6014874415 Email Address: tdear@mbp.ms.gov

The PPRB may modify or revoke its approval of the Petition for Relief at any time. The Board's approval must be "reviewed for current applicability from time to time." Miss. Code Ann. §31-7-403(4). Therefore, a solicitation cannot be issued from this Petition for Relief if the Board's approval occurred more than one year prior to the date the solicitation will be issued.

Intended Scope of Services for Recovery Program RFP

- A. The Contractor must coordinate and conduct interventions for MS BOP licensees, making a hotline and interventions available 24 hours a day.
- B. The contractor must develop and maintain a referral list of treatment providers approved to provide assessments and treatment for inpatient and intensive outpatient care and aftercare. Assessments must be performed by qualified evaluators using recognized methodologies, including, but not limited to, screening instruments, psychosocial testing, results of mental health/drug and alcohol history, and personal interviews.
- C. The contractor must administer an individualized treatment plan created by an approved treatment program. Case management must be administered by a qualified resource or resources. The resource(s) may be dedicated or shared.
- D. The contractor must use the intake assessment and recommendations from treatment providers and determine the elements for continuous monitoring for each participant, including:
 - 1) Required participation in treatment to include inpatient, intensive outpatient, outpatient, recommended aftercare, support groups, and one-on-one counseling. The ability to track recovery activities in real time through mobile technology applications and on paper forms.
 - 2) Recovery-related activities, with validation reports from the participants' employers, work-site monitors, counselors, sponsors, and others.
 - 3) Random drug testing incorporating alternative specimens, including hair test, Peth testing, nail, and oral fluid testing, performed by a laboratory that has the appropriate national certification for the performed testing.
 - 4) Contractor must have routine individual meetings with the participant.
 - 5) Execute and oversee a written substance use disorder agreement.
 - 6) Contractor must have direct communication access with the participant, including but not limited to by phone and email.
- E. The contractor must facilitate an assessment of each participant as part of the intake process to establish the necessary basis for appropriately managing each participant both initially and throughout their program participation. The contractor must also coordinate or help facilitate timely interventions and treatment.
- F. Reporting and Data
 - 1) Quarterly Reports
 - 2) Immediate reporting to the regulatory agency is required for specific circumstances or on demand per Board or Board staff request.

- G. Must employ a certified Medical Review Officer or Medical Director with expertise in forensic testing of healthcare professionals. Expertise shall be reflected in applicable certification(s) in personal recovery or addiction medicine.
- H. Must have an independent, confidential administrative and/or case management review committee that gives recommendations to staff. Peer program participants of the committee should only serve in an advisory capacity.
- I. Provide an independent internal review for participant disagreements/grievances against staff or case review committee recommendations
- J. Contractor must provide, communicate, and advocate for or against licensure of participants during regular MS Board of Pharmacy meetings and as needed. Advocacy must be based on established and tracked metrics.
- K. Referrals for mental health or fitness to practice including providing the Board guidance on the physical or mental capacity of a licensee to participate in the practice of pharmacy or assist in the practice of pharmacy with reasonable skills, confidence and safety to the public.
- L. Must maintain competency in the best practices of substance use disorder and mental health management and serve as a resource to the Board and Board staff in these areas.
- M. Collaborate with Board staff to provide educational programs concerning substance use disorder and mental health wellness to identified stakeholders including but not limited to schools of pharmacy and targeted professional groups.



MEETING MINUTES

**Wednesday, August 6, 2025
9:00 a.m.**

Board Members: Billy Moorehead
David Russell
Norman McLeod
Liz Welch

Board Member Attending Via Teleconference:

Rita Wray

Board Member Absent: Norman Katool

Staff Members: Brittney Thompson
Jay Woods, General Counsel
Deanne Saltzman, General Counsel
Kristen Jones, Special Assistant Attorney General
Danny Lynch
Adrian Massey
Kent Adams
Amelia Gamble
Brian Williams
Shantina Christmas
Ross Campbell
Teselyn Funchess
Angela Cooper
Jonathan Dillard
Chelsea Stewart
Kimberly Burse
April Burns
Trina Kelly

Staff Members Attending Via Teleconference:

Preston Pierce
Arnitra Douglas
Yolanda Thuman
Shakrita Field
LaShun Smith

Tiffany Frazier
Eryca Gilmore
Niki Hobkirk
Alicia Adams
Ramona Jones
Shannon Smith

Guests Attending Via Teleconference:

Joey Roberts
Jameshyia Ballard
John Sykes
Deanna Hood
Sallie Sones
Leigh Washington
Harris Vanbuskirk
Princess Hayes
Beverly Rogers
Dawn Smith
Terri Ashley
Lee Varner
Ashley Robinson
Lee Shirley
Jeanette Crawford
Avery Lee
Dorthy Young
Janie Ballew
Harrison Parker
Kevin Pearson
Makayla Luper
Rick Kinnard
Christopher Statham
Debra Raines
LaShunda Williams
Mary Dukes
Jennifer Mayfield
Kristy Simmons
Thelma Lee
John Show
Amelia Willis
Jessie Bowman
Britney Wesley
Matthew Nassar
Jennifer Dotson
Sally Doty
Crystal Henry
Todd Dear
Amber Stuart

Five (5) attendees were unidentified.

I. Call to Order

The meeting was called to order by Billy Morehead, Active Chair

II. Approval of Minutes from the July 2, 2025 Public Procurement Review Board Meeting

Action: Mr. Russell made a motion to approve the Minutes from July 2, 2025, PPRB Meeting as presented. The motion was seconded by Mr. Morehead and unanimously approved by all members present.

III. Approval of per diem and expenses for the August 6, 2025 meeting and for any additional expenses incurred prior to the September 3, 2025 meeting

Action: A motion was made by Mr. Morehead to approve per diem and expenses for the August 6, 2025, meeting and for any additional expenses incurred prior to the September, 2025, meeting. The motion was seconded by Mr. Russell and unanimously approved by all members present.

IV. Reports

A. OPTFM Emergency Purchases Reported to the Board

The OPTFM Emergency Purchases Report is attached to these Minutes as **Attachment A**.

B. OPTFM Sole Source Purchases Reported to the Board

The OPTFM Emergency Purchases Report is attached to these Minutes as **Attachment B**.

C. OPTFM Staff Approvals Reported to the Board

The OPTFM Emergency Purchases Report is attached to these Minutes as **Attachment C**.

D. BOB Staff Approvals Reported to the Board

The OPTFM Emergency Purchases Report is attached to these Minutes as **Attachment D**.

E. OPSCR Emergency Contracts Reported to the Board

The OPTFM Emergency Purchases Report is attached to these Minutes as **Attachment E**.

F. OPSCR Sole Source Contracts Reported to the Board

The OPTFM Emergency Purchases Report is attached to these Minutes as **Attachment F**.

G. OPSCR Staff Approvals Reported to the Board

The OPTFM Emergency Purchases Report is attached to these Minutes as **Attachment G**.

H. OPSCR and OPTFM Quarterly Legislative Reports

Summary of Request: OPSCR has prepared reports to be filed with the Committees on Accountability, Efficiency, and Transparency of the Mississippi State Senate and Mississippi House of Representatives, as required by Miss. Code Ann. § 27-104-7(2)(o)(vi) and Sections 9.5 and 10.1.7 of the PPRB OPSCR Rules and Regulations.

1. Emergency and Sole Source Contracts Report

Staff Recommendation: OPSCR recommends approval of this request.

Action: A motion was made by Mr. Russell to approve the staff recommendation as presented. The motion was seconded by Mr. Morehead and unanimously approved by all members present.

V. DFA Office of Purchasing, Travel and Fleet Management (OPTFM)

A. Consideration of State Agency Contracts for Board Action

Items V.A.1. through V.A.2. were presented together and voted together.

1. Requesting Agency: Mississippi Department of Transportation (MDOT)

Supplier: TraxPlus, LLC

Contract #: 8200067399

Term: 09/01/2025 - 02/28/2026

Total Value: \$1,495,500.00

Summary of Request: MDOT solicited competitive sealed bids for the purchase of up to ten (10) industrial articulated front-end loaders. This contract was originally approved by PPRB on 3/1/2023 with the four previous extensions approved on 8/2/2023, 2/7/2024, 8/7/2024, and 2/5/2025. This is the fifth (5th) of nine (9) possible six (6) month extensions.

Staff Recommendation: OPTFM recommends approval of this extension.

2. Requesting Agency: Mississippi Department of Transportation (MDOT)

Supplier: TraxPlus, LLC

Contract #: 8200067493

Term: 09/01/2025 - 02/28/2026

Total Value: \$1,999,000.00

Summary of Request: MDOT solicited competitive sealed bids for the purchase of a minimum of one (1) and a maximum of ten (10) 1.5 cubic yard, 54,000-pound, crawler mounted hydraulic excavators. This contract was originally approved by PPRB on 03/01/2023 with the four previous extensions approved on 08/02/2023, 02/07/2024, 08/07/2024, and 02/05/2025. This is the fifth (5th) of nine (9) possible six (6) month extensions.

Staff Recommendation: OPTFM recommends approval of this extension.

Action: A motion was made by Mr. McLeod to approve the staff recommendation as Presented on items V.A.1. through V.A.2. The motion was seconded by Mr. Russell and unanimously approved by all members present.

3. Requesting Agency: Mississippi Department of Health (MDOH)

Supplier: Abbott Laboratories, Inc.

Contract #: 8200081959

Term: 09/01/2025 - 08/31/2030

Total Value: \$11,780,838.60

Summary of Request: MDOH solicited competitive sealed bids for Infant formula for the Special Supplemental Nutrition Program for Women, Infants & Children (WIC). MDOH received two (2) responses from the solicitation and requests to award Abbott Laboratories, Inc. based on specifications and highest rebates.

Staff Recommendation: OPTFM recommends approval of this contract.

Action: A motion was made by Mr. Russell to approve the staff recommendation as presented. The motion was seconded by Mr. McLeod and unanimously approved by all members present.

4. Requesting Agency: Mississippi Fire Academy

Supplier: KFT Fire Trainer, LLC

Contract #: 8800010021

Term: 08/06/2025 - 06/30/2026

Total Value: \$1,329,575.00

Summary of Request: Mississippi Fire Academy is requesting the purchase of a Gas-Fueled Live Fire Training. MSFA (Mississippi Fire Academy) is requiring upgraded props and software to their Fire Trainer T2000 to continue to facilitate training.

Staff Recommendation: OPTFM recommends approval of this contract.

Action: A motion was made by Mr. McLeod to approve the staff recommendation as presented. The motion was seconded by Mr. Russell and unanimously approved by all members present.

5. Requesting Agency: Mississippi Department of Archives & History

Supplier: Creo Industrial Arts, LLC

Contract #: 8200082164

Term: 08/12/2025 - 06/30/2029

Total Value: \$3,500,000.00

Summary of Request: Mississippi Department of Archives and History is requesting research, design, fabrication, and installation of exhibits for Natchez Tribal History Center (NTHC). MDAH will be responsible for artifact selection and acquisition in coordination with the selected firm.

Staff Recommendation: OPTFM recommends approval of this contract.

Action: A motion was made by Mr. Russell to approve the staff recommendation as presented. The motion was seconded by Mr. McLeod and unanimously approved by all members present.

- 6. Requesting Agency:** Mississippi Department of Transportation (MDOT)
Supplier: Landers South, LLC
Purchase: Thirty (30) 2025 Ford F-150's
Contract #: 8200081936, 8200081940, 8200081946, 8200081948
Term: One Time purchase
Total Value: \$1,027,830.00 (\$266,792.00, \$592,773.00, \$34,869.00, \$133,396.00)
Summary of Request: MDOT has issued four contracts to purchase a total of thirty (30) 2025 Ford F-150's from the state contract vendor Landers South. These vehicles are replacements for MDOT fleet.

Staff Recommendation: OPTFM recommends approval of this contract.

Action: A motion was made by Mr. McLeod to approve the staff recommendation as presented. The motion was seconded by Mr. Russell and unanimously approved by all members present.

VI. DFA Bureau of Building, Grounds and Real Property Management (BOB/RPM)

A. Consideration of Change Order for Board Action

- 1. Using Agency:** Bolton Building (DFA / Office of Capitol Facilities)
Project Number: GS # 374-010
Project Title: ARPA Mitigation
General Contractor: Universal Services, LLC
Original Contract Sum: \$3,200,000.00
Net Change by Previous Change Orders: \$791,081.34
Total Value of Award before this Change Order: \$3,991,081.34
Total Value of this Change Order: \$275,605.80
Construction Days to Date [Term]: 828 (including 90 days for this Change Order)

Change Order Scope: Remove all 6th floor designated FCUs for bagging and removal from the building. Remove any necessary sheetrock to facilitate the installation of new piping with insulation. Paint, patch and repair any removed or damaged sheetrock during removal and installation of FCU and piping. Seal floor penetrations with fire rated spray foam. Cut access doors on column-fed FCUs to allow for the installation of new piping and insulation. Ensure the Mitigation Company cleans the spaces behind the new FCU locations prior to installation. Provide and install (4) additional FCU that are missing from original drawings.

Note: Board Action is required when Change Orders exceed \$1,000,000.00, when cumulative Change Orders exceed 25% of original bid or when total project exceeds \$5,000,000.00.

Staff Recommendation: BOB recommends PPRB approval contingent upon executable Change Order.

Action: A motion was made by Mr. McLeod to approve the staff recommendation as presented. The motion was seconded by Mr. Russell and unanimously approved by all members present.

B. RPM Amended Leases

1. Requesting Agency: Mississippi Department of Employment Security

Lease #: 260-621-27A

Lessor: Roger Wooten, LLC

Term: 11-01-2025 thru 10-31-2027

Total Yearly Cost: \$87,379.92

Cost PSF: \$12.85 + Utilities & Janitorial

Previous Cost PSF: \$12.85 + Utilities & Janitorial

Federal Funds: 0%

Proposed Square Footage: 6,800

Previous Square Footage: 6,800

Address of Property: 536 Deerfield Drive, Forest, MS

Purpose of Lease: This is a WIN Job Center for the Forest/Scott County area.

Note: This is a two-year lease with no renewals. The agency has been at this location since 11-01-2022.

Staff Recommendation: RPM recommends approval of this lease.

Action: A motion was made by Mr. Russell to approve the staff recommendation as presented. The motion was seconded by Mr. McLeod and unanimously approved by all members present.

2. Requesting Agency: Ellisville State School

Lease #: 534-331-30A

Lessor: Ten Buck Too, LLC

Term: 01-01-2026 thru 12-31-2030

Total Yearly Cost: \$16,044.00

Cost PSF: \$3.42 + Utilities & Janitorial

Previous Yearly Cost: \$16,044.00

Previous Cost PSF: \$3.42 + Utilities & Janitorial

Federal Funds: 0%

Proposed Square Footage: 4,685

Address of Property: 1822 Columbia Avenue, Prentiss, MS

Purpose of Lease: This lease will house the activity center for clients with developmental disabilities.

Note: This is a five-year lease with no renewals. The agency has been at this location since 07-23-2020.

Staff Recommendation: RPM recommends approval of this lease.

Action: A motion was made by Mr. McLeod to approve the staff recommendation as presented. The motion was seconded by Mr. Russell and unanimously approved by all members present.

3. Requesting Agency: Mississippi Department of Revenue

Lease #: 800-412-27A

Lessor: OK Realty, Inc.

Term: 10-01-2025 thru 09-30-2030

Total Yearly Cost: \$31,200.00

Cost PSF: \$16.00 + Utilities & Janitorial

Previous Yearly Cost: \$29,250.00

Previous Cost PSF: \$15.00 + Utilities & Janitorial

Total Space per Occupant: 216

Federal Funds: 0%

Proposed Square Footage: 1,950

Address of Property: 3466 McCollough Blvd., Tupelo, MS

Purpose of Lease: This will be the Tupelo District Office.

Note: This amendment extends the lease for an additional five years. There are no renewals. The agency has been at this location since 10-01-2019.

Staff Recommendation: RPM recommends approval of this lease.

Action: A motion was made by Mr. Russell to approve the staff recommendation as presented. The motion was seconded by Mr. McLeod and unanimously approved by all members present.

C. RPM Non-Competitive Leases

1. Requesting Agency: Mississippi Department of Revenue

Lease #: 800-614-27B

Lessor: Hide-Away Storage

Term: 08-06-2025 thru 08-05-2027

Total Yearly Cost: \$1,800.00

Cost PSF: \$3.46 Inclusive

Federal Funds: 0%

Proposed Square Footage: 520

Address of Property: 2579 Hwy 49S, Florence, MS

Purpose of Lease: This storage lease is for a utility trailer that is used by ABC personnel for alcohol awareness demonstrations. The trailer will be kept at the new ABC warehouse once the warehouse is finished.

Note: This is a month-to-month non-competitive storage lease with no renewals. MDOR ask PPRB for a waiver on section 300.9 (7) of the State leasing manual restricting the length of storage leases to 18 months. MDOR is asking for a 2-year space rental for the trailer.

Staff Recommendation: RPM recommends approval of this lease.

Action: A motion was made by Mr. Russell to approve the staff recommendation as presented. The motion was seconded by Mr. McLeod and unanimously approved by all members present.

D. RPM Emergency Leases

1. **Requesting Agency:** Mississippi Forestry Commission
Lease #: 330-151-26E
Lessor: WDG Properties, LLC
Term: 08-01-2025 thru 07-31-2026
Proposed Total Yearly Cost: \$12,000.00
Proposed Cost PSF: \$7.25 + Utilities & Janitorial
Total Space per Occupant: 248
Federal Funds: 0%
Proposed Square Footage: 1,656
Address of Property: 155 Gallatin Street, Hazlehurst, MS
Purpose of Lease: This is the district office for MFC.

Note: This is a one-year emergency lease that complies with 300.9(3) of the State Leasing Manual.

Staff Recommendation: RPM recommends ratification of this lease.

Action: A motion was made by Mr. Russell to approve the staff recommendation as presented. The motion was seconded by Mr. McLeod and unanimously approved by all members present.

VII. DFA Office of Personal Service Contract Review (OPSCR)

A. Petition for Relief from Competitive Sealed Bidding

1. **Requesting Agency:** Mississippi Board of Pharmacy
Rfx Number: 3180002700
Procurement Request: Request for Proposals
Anticipated Term: Four Years with One Optional One-Year Renewal

Summary of Request: The Agency is seeking one Contractor to provide a recovery program to protect the public while encouraging and supporting the well-being of licensees including pharmacists, pharmacy students and pharmacy technicians in recovery from the diseases of substance abuse disorder or mental or physical illness that may impact a licensee's ability to practice with reasonable skills, confidence, and safety to the public. The Agency contends the use of an Invitation for Bids (IFB) is neither practicable nor advantageous because the Agency needs to evaluate based on experience, and price is not the most important factor to consider for these services. Offerors will be evaluated on the following factors: Technical weighted at 25%, Management weighted at 25%, Cost (Price) weighted at 40%, and Quality Improvement and Governance weighted at 10%.

Staff Recommendation: OPSCR recommends approval of this request.

Action: A motion was made by Mr. Russell to approve the staff recommendation as presented. The motion was seconded by Mr. McLeod and unanimously approved by all members present.

B. Consideration of Contracts for Board Action

1. Requesting Agency: Mississippi State Hospital

Supplier: Trinity Rehabilitation, Inc.

Contract #: 8200081558

Term: 08/15/2025 - 08/14/2029

Total Value: \$1,625,044.48

New

\$1,625,044.48

Summary of Request: The term of the contract is four years with one optional one-year renewal. The Contractor will provide professional rehabilitation services at the main campus located at Whitfield to all on-campus patient care divisions. The work shall consist of professional physical therapy, occupational therapy, speech therapy, and hearing therapy management and treatment services. The Contractor was selected through an Invitations for Bids (IFB) with two respondents and was awarded to the lowest bidder.

Staff Recommendation: OPSCR recommends approval of this request.

Action: A motion was made by Ms. Wray to approve the staff recommendation as presented. The motion was seconded by Mr. Russell and unanimously approved by all members present.

Projected Budget for the Life of the Contract: \$2,031,305.60 (four years with one one-year renewal)

Current Contractor: Mid-South Rehab

2. Requesting Agency: East Mississippi State Hospital

Term: 08/06/2025 - 06/30/2026

Total Value: \$85,087.00 (per contract)

New

\$85,087.00

Summary of Request: The term of each contract is approximately eleven months with annual renewals. These Contract Workers are registered nurses who will provide nursing services at East Mississippi healthcare facility. The Contract Workers were selected through

a Request for Applications (RFA) with twenty-nine respondents. All respondents were awarded a contract and will be paid \$38.00 per hour.

- a. **Supplier:** Cathryn Bidgood
Contract #: 10137994
- b. **Supplier:** Cheryl Boyd
Contract #: 10127697
- c. **Supplier:** Lekica Boyd
Contract #: 10134015
- d. **Supplier:** Marquita Brewster
Contract #: 10142116
- e. **Supplier:** Robert Brown
Contract #: 10137335
- f. **Supplier:** Nathaniel Carstafhnur
Contract #: 10128439
- g. **Supplier:** Shana Carter
Contract #: 10136241
- h. **Supplier:** Brandie Culpepper
Contract #: 10137314
- i. **Supplier:** Christina Dale
Contract #: 10136200
- j. **Supplier:** Chanece Denton
Contract #: 10139429
- k. **Supplier:** Tyeshia Essix
Contract #: 10137122
- l. **Supplier:** Linda Gibson
Contract #: 10132074
- m. **Supplier:** Chardai Grant
Contract #: 10136948
- n. **Supplier:** Escherica Gray
Contract #: 10137339
- o. **Supplier:** Tomorra Harris
Contract #: 10136227

- p. Supplier: Dorothy Hill
Contract #: 10142817**
- q. Supplier: Jennifer Hinds
Contract #: 10142038**
- r. Supplier: Parida Hopson-Serton
Contract #: 10137134**
- s. Supplier: Jada Jennings
Contract #: 10138329**
- t. Supplier: Anntoinette Krustrulovich
Contract #: 10142115**
- u. Supplier: Elisha Lewis
Contract #: 10142420**
- v. Supplier: Vanlecia Miller
Contract #: 10134844**
- w. Supplier: Aeiprail Nobles
Contract #: 10136940**
- x. Supplier: Lynn Portis
Contract #: 10142227**
- y. Supplier: Kimberly Russell
Contract #: 10142455**
- z. Supplier: Katrina Stribling
Contract #: 10142335**
- aa. Supplier: Kameron Stringfellow
Contract #: 10133927**
- bb. Supplier: Harry Tucker
Contract #: 10127802**
- cc. Supplier: Anita Williams
Contract #: 10132734**

Staff Recommendation: OPSCR recommends approval of this request.

Action: A motion was made by Mr. Russell to approve the staff recommendation as presented. The motion was seconded by Mr. McLeod and unanimously approved by all members present.

Projected Budget for the Life of the Contract: \$85,087.00 per contract (annually)

3. Requesting Agency: Mississippi State Department of Health

Supplier: University of Mississippi Medical Center

Contract #: 8200081922

Term: 08/08/2025 – 08/07/2030

Total Value: \$125,000.00

**New
\$125,000.00**

Summary of Request: The term of the contract is five years with no optional renewals. The Contractor will provide a physician specializing in the treatment and management of Pediatrics Tuberculosis (TB) for the agency. The services include evaluation and management of TB patients, medical consultation, treatment planning and oversight, case conferences and coordination, education and training, public health reporting and documentation, and on call availability. Pursuant to Miss. Code Ann. § 27-104-7(2)(i), agencies under the purview of the PPRB may contract with Government Entities not under the purview of the PPRB, without bidding or other solicitation. The Agency has determined the price represents a fair market value for this service.

Staff Recommendation: OPSCR recommends approval of this request.

Action: A motion was made by Mr. McLeod to approve the staff recommendation as presented. The motion was seconded by Mr. Russell and unanimously approved by all members present.

Projected Budget for the Life of the Contract: \$125,000.00 (five years with no renewals)

Current Contractor: University of Mississippi Medical Center

4. Requesting Agency: Mississippi Department of Finance and Administration

Supplier: Warner, Inc. dba Service Master One Call

Contract #: 8200078979

Term: 03/01/2025 – 02/28/2026

Total Value: \$174,366.96

**Modification
\$87,183.48**

Summary of Request: The term of the original contract is six months with no renewals. The Contractor provides on-site management of the overall day-to-day custodial services at the Mississippi Civil Rights Museum and the Mississippi History Museum on a scheduled basis. Amendment One has been submitted to modify the Consideration clause and extend the contract term for an additional six months. All other terms and conditions of the original contract remain the same. The Agency originally determined that exigent circumstances exist that prevented them from running a competitive solicitation due to legislation introduced during the 2025 Legislative Session related to these services at the museums that made it impossible to determine the length of a resulting contract from any solicitation at that time. The Governor of the State of Mississippi called for a Special Session for the 2025 Legislative Session that began on May 28, 2025, and ended May 29, 2025. Now due to the late date of the Special Session and the pending legislation not passing, DFA has determined it needs to issue a six-month extension for this exigent circumstance contract.

Staff Recommendation: Based on the Agency's determination that the requirements for exigent circumstances have been met, OPSCR recommends approval of this request.

Action: A motion was made by Mr. Morehead to approve the staff recommendation as presented. The motion was seconded by Mr. Russell and unanimously approved by all members present.

Projected Budget for the Life of the Contract: \$ 174,366.96 (one year with no renewals)

5. Requesting Agency: Mississippi Department of Child Protection Services

Term: 08/07/2025 – 08/06/2030

Summary of Request: The term of the contract is five years with no optional renewals. The Contractors are trauma-informed providers that offer various emergency therapeutic placement and treatment services for complex children and youth who have experienced multiple placement changes. Services will be provided on an as-needed basis. The contractors were awarded a stand-by contract from an Invitation for Bids (IFB) with ten bidders. Contracts were awarded to the lowest bidding and most qualified responsive and responsible bidders. The Agency requests an exception to PPRB OPSCR Rules and Regulations effective September 6, 2024, because it used the previous version of the rules for this solicitation. OPSCR has reviewed the request and has no concerns that granting the exception would affect the competition, fairness, or transparency of the procurement as the agency complied with the requirements in the previous version of the rules.

a. Supplier: Centers for Youth and Families, Inc.

Contract #: 8200081231

Total Value: \$21,778,498.80

New

\$21,778,498.80

Projected Budget for the Life of the Contract: \$21,778,498.80 (five years with no renewals)

b. Supplier: Piney Ridge Treatment Center dba Yellow Rock Behavioral Health

Contract #: 8200081237

Total Value: \$30,199,954.00

New

\$30,199,954.00

Projected Budget for the Life of the Contract: \$30,199,954.00 (five years with no renewals)

c. Supplier: Hughes Center, LLC

Contract #: 8200081236

Total Value: \$25,750,750.00

New

\$25,750,750.00

Projected Budget for the Life of the Contract: \$25,750,750.00 (five years with no renewals)

d. Supplier: Nexus Children's Hospital - Dallas, LLC

Contract #: 8200081234

Total Value: \$80,170,425.00

New

\$80,170,425.00

Projected Budget for the Life of the Contract: \$80,170,425.00 (five years with no renewals)

e. **Supplier:** Nexus Neurorecovery Center – San Antonio, LLC
Contract #: 8200081235 **New**
Total Value: \$28,820,400.00 **\$28,820,400.00**

Projected Budget for the Life of the Contract: \$28,820,400.00 (five years with no renewals)

f. **Supplier:** Alliance Health Center, Inc.
Contract #: 8200081230 **New**
Total Value: \$30,660,000.00 **\$30,660,000.00**

Projected Budget for the Life of the Contract: \$30,660,000.00 (five years with no renewals)

g. **Supplier:** Habilitation Center, LLC dba Millcreek of Arkansas
Contract #: 8200081232 **New**
Total Value: \$30,099,141.00 **\$30,099,141.00**

Projected Budget for the Life of the Contract: \$30,099,141.00 (five years with no renewals)

h. **Supplier:** Healthbridge Children's Hospital
Contract #: 8200081233 **New**
Total Value: \$80,170,425.00 **\$80,170,425.00**

Projected Budget for the Life of the Contract: \$80,170,425.00 (five years with no renewals)

Staff Recommendation: OPSCR recommends approval of this request, contingent upon the exception request being granted, receipt of required documentation of registration and good standing with the Mississippi Secretary of State and Certificate of Insurance.

Action: A motion was made by Mr. McLeod to approve the staff recommendation as presented. The motion was seconded by Ms. Wray and unanimously approved by all members present.

Current Contractor: Alabama Clinical Schools, Habilitation Center, LLC, Healthbridge Children's Hospital, H.C Partnership, Beran Children's Home, Inc., Compass Intervention Center, Honey Lake Clinic, UHS of Laurel Heights LP Laurel Heights Hospital, Keystone Richland Center, LLC

6. **Requesting Agency:** Mississippi Department of Public Safety
Supplier: Bode Cellmark Forensics, Inc.
Contract #: 8200079360
Term: 03/19/2025 – 3/18/2026
Total Value: \$410,276.00

Modification
\$110,276.00

Summary of Request: The term of the original contract is one year with four optional one-year renewals. The Contractor provides customized testing and reporting services for DNA Testing of Sexual Assault Evidence Kits for the Mississippi Forensic Laboratory. Modification One has been submitted to increase the spending authority and update the Consideration clause. All other terms and conditions of the original contract remain the same.

Staff Recommendation: OPSCR recommends approval of this request.

Action: A motion was made by Mr. Russell to approve the staff recommendation as presented. The motion was seconded by Mr. McLeod and unanimously approved by all members present.

Projected Budget for the Life of the Contract: \$410,276.00 (one year with four one-year renewals)

7. Requesting Agency: Ellisville State School

Supplier: C and R Sanford, LLC

Contract #: 8200081891

Term: 08/07/2025 – 06/30/2026

Total Value: \$200,000.00

**New
\$200,000.00**

Summary of Request: The term is approximately 11 months with four optional one-year renewals. The Contractor will serve as the master plumber for the agency. This will include underground water & sewer infrastructure repair/maintenance, indoor water & sewer piping/appurtenances maintenances, lift stations, lagoon sewage treatment equipment maintenance, food service equipment maintenance, streamlines, and various other duties along with being knowledgeable of operating a backhoe/front end loader. The Contractor was selected through an Invitation for Bids (IFB) with two respondents. It was awarded to the lowest bidder. The Agency requests an exception to PPRB OPSCR Rules and Regulations 5.1 and 5.6 because certain required content was left out of the solicitation and the notice of intent to award. OPSCR has reviewed the request and has no concerns that granting the exception would affect the competition, fairness, or transparency of the procurement.

Staff Recommendation: OPSCR recommends approval of this request, contingent upon the exception request being granted and receipt of the required Certificate of Insurance.

Action: A motion was made by Mr. Russell to approve the staff recommendation as presented. The motion was seconded by Mr. McLeod and unanimously approved by all members present.

Projected Budget for the Life of the Contract: \$1,000,000.00 (eleven months with four one-year renewals)

Current Contractor: N/A

VIII. DFA Office of Statewide Strategic Sourcing (OSSS)

A. Consideration of Contracts for Board Action

1. Requesting Agency: Mississippi Department of Finance and Administration-BEAM

Supplier: Michael Baker International, Inc.

Contract #: 8200076988

Term: 09/05/2024 – 09/04/2025

Modification

Total Value: \$400,000.00

\$0.00

Summary of Request: The term of the original contract is one year with no renewals. Amendment One has been submitted as a no cost modification to modify the Scope of Services and list of deliverables to comply with a National Telecommunications and Information Administration (NTIA) June 6, 2025, Policy Notice that restructures the Broadband Equity, Access, and Development (BEAD) program. The Policy Notice in part, requires states to conduct engineering feasibility assessments to consider the feasibility of projects that do not use fiber as the primary technology for delivery of broadband services. In addition to fiber, Contractor will assess the feasibility, technical viability and long-term sustainability of alternative technology such as fixed wireless, low earth orbit satellite, coaxial cable, and hybrid models. This work must be completed within 90 days. As a result of the required BEAD program restructuring and the abbreviated schedule, the agency is requesting retroactive approval of the scope and to increase the Contractor's all-inclusive blended hourly rate from \$175.00 per hour to \$196.81 per hour effective July 1, 2025. The rate increase accounts for the additional services and technical expertise required to implement the new NTIA requirements in the abbreviated timeline.

Staff Recommendation: OSSS recommends approval of this request.

Action: A motion was made by Mr. Russell to approve the staff recommendation as presented. The motion was seconded by Mr. Russell and unanimously approved by all members present.

Projected Budget for the Life of the Contract: \$400,000.00

2. Requesting Agency: Mississippi Department of Finance and Administration-BEAM

Supplier: Michael Baker International, Inc.

Contract #: 8200076988

Term: 09/05/2024 - 12/31/2025

Modification

Total Value: \$400,000.00

\$0.00

Summary of Request: The term of the original contract is one year with no renewals. The agency submits Amendment Two requesting a no-cost extension of the original contract end date from September 4, 2025, to December 31, 2025, to ensure the BEAM is able to meet the NTIA requirements stated in Amendment One. The Agency has determined that exigent circumstances exist that require an extension of their original contract because based on the original NTIA BEAD requirements and timeline, the Agency did not foresee the need for any renewals. As a result of the changes implemented by the NTIA stated in Amendment One, the BEAM has determined it needs to issue an approximately four-month extension for this contract in order to comply with the NTIA Policy Notice.

Staff Recommendation: Based on the Agency's determination that the requirements for exigent circumstances have been met, OSSS recommends approval of this request.

Action: A motion was made by Mr. Morehead to approve the staff recommendation as

presented. The motion was seconded by Mr. Russell and unanimously approved by all members present.

Projected Budget for the Life of the Contract: \$400,000.00

3. Requesting Agency: Mississippi Emergency Management Agency

Supplier: Witt O'Brien's, LLC

Contract #: 8200081559

Term: 08/06/2025 - 08/05/2026

Total Value: \$88,462.00

**New
\$88,462.00**

Summary of Request: The term of the contract is one year with three optional renewals. The contractor will update the District 5 Hazard Mitigation Plan. Per FEMA planning regulations, the plan is required to be updated every five years and addresses mitigation of natural hazards, such as severe storms, hurricanes, tornados, winter weather, drought, water supply/system failures, and others. The District 5 Regional Hazard Mitigation plan update will include the following jurisdictions: Claiborne County, Port Gibson, Hinds County, Bolton, Edwards, Learned, Raymond, Utica, Issaquena County, Mayersville, Sharkey County, Anguilla, Cary, Rolling Fork, Simpson County, Braxton, D'Lo, Magee, Mendenhall, Canton, Crystal Springs, Madison, and Puckett. The contractor was selected through an Invitation for Bids (IFB) with four (4) bidders. The agency and the lowest cost bidder failed to reach agreement on contract terms. As a result, MEMA rejected the lowest bid and exercised its right to move to the next lowest bidder.

Staff Recommendation: OSSS recommends approval of this request.

Action: A motion was made by Ms. Wray to approve the staff recommendation as presented. The motion was seconded by Mr. McLeod and unanimously approved by all members present.

Projected Budget for the Life of the Contract: \$353,848.00 (one year with three one-year renewals)

Current Contractor: N/A

4. Requesting Agency: Mississippi Department of Marine Resources

Supplier: Gulfstream Transport & Salvage, LLC

Contract #: 8200082522

Term: 08/06/2025 - 06/30/2026

Total Value: \$249,500.00

**New
\$249,500.00**

Summary of Request: The initial term of the contract is approximately eleven months with one optional renewal at no cost. The Contractor will transport and deploy concrete material by barge from the bulkhead at Bollinger Mississippi Repair to reef sites selected by the Agency. The material will create new reefs and/or enhance existing artificial reefs in need of replenishment due to storm damage or subsidence. The contractor was the sole respondent to the Invitation for Bids (IFB) and was deemed responsive and responsible. The Agency determined that other prospective bidders had reasonable opportunity to respond and, to the best of the Agency's knowledge, the intended awardee reasonably anticipated competing bids may be submitted. The Agency further determined that the price submitted is

reasonable. The Agency determined that it is in its best interest to award the contract to the single responsive, responsible bidder.

Staff Recommendation: OSSS recommends approval of this request.

Action: A motion was made by Mr. McLeod to approve the staff recommendation as presented. The motion was seconded by Mr. Russell and unanimously approved by all members present.

Projected Budget for the Life of the Contract: \$249,500.00 (one year with one no cost renewal)

Current Contractor: N/A

I. Other Business

A. Mr. Morehead announced the next Regular PPRB Meeting September 3, 2025 at 9:00 a.m.

II. Adjournment

Action: A motion was made by Mr. Russell to adjourn. The motion was seconded by Mr. Morehead and unanimously approved of by all members present.

These Minutes of the Public Procurement Review Board were approved by the members on the 3rd of September 2025.



Norman Katool, Chair



Date

Attachment A

OPTFM

Emergency Purchases Report

Calendar Year 2025 Total (to date):

\$14,357,253.95

Emergency Contracts Reported August 6, 2025							
Contract #	Agency	Contractor	Commodity	Action	Amount	Start	End
4400005844	NORTH MS REGIONAL CENTER	CANNON WP LLC	(S) 2025 CHEVROLET 3500 15-PASS VAN	NEW	\$267,500.00	6/30/2025	
4400005842	NORTH MS REGIONAL CENTER	CANNON MOTORS OF MS	(1) 2025 EXPRESS 3500 V8 15-PASS VAN	NEW	\$53,500.00	6/26/2025	
4400005816	MDOC	GULFPORT CAPITAL LLC (CHAMPION)	(S) DODGE DURANGO	NEW	\$209,375.00	6/20/2025	
Total for Report					\$530,375.00		

Attachment B

OPTFM

Sole Source Approvals

Calendar Year 2025 Total (to date):

\$9,120,212.30

SOLE SOURCE Contracts Reported August 6, 2025							
Contract #	Agency	Vendor	Action	Commodity	Amount	Start Date	End Date
8800010030	Mississippi State University	Blodiscovery LLC	New	Custom hybridization capture kit, MYBAITS CUSTOM 1-20K 96 RXN	\$11,900.00	7/16/2025	7/15/2026
8800010023	Mississippi State University	Advanced Mechanical Technology Inc	New	Biomechanics Measurement System	\$33,481.50	7/10/2025	7/9/2026
8800010020	Department of Health	American Academy of Pediatrics	New	Bright's Future Tool Kit Second Edition	\$14,950.00	7/8/2025	7/7/2026
8800010014	Mississippi State University	Innovative Sports Training, Inc	New	EMG System	\$16,460.00	7/7/2025	7/6/2026
8800010015	Mississippi State University	Bruker BioSpin Corp	New	Nuclear Magnetic Resonance (NMR) solid-state probe upgrade and accessories	\$276,926.35	7/7/2025	7/6/2026
8800010012	Mississippi State University	OTT Hydromet Corp	New	WEATHER SENSOR/LASER DESDIOMETER	\$15,503.95	7/2/2025	7/1/2026
8800009980	Department of Public Safety	Intelligent Imaging Systems Inc.	New	Smart roadside Remote Monitoring System Hardware & Software	\$463,275.00	7/1/2025	6/30/2026
8800009990	Mississippi State University	Boland Vet Sales	New	Linear Carcass Merit Probe	\$11,800.00	6/19/2025	6/18/2026
Total Reported in July 2025:					\$844,296.80		

Attachment C

OPTFM

Staff Approvals

Public Procurement Review Board
OPTFM Staff Approvals

August-25

Contract #	Agency	Contractor	Commodity	Action	Amount	Staff Approval Type	Staff Approval Authority
8900002761	MDOT	Material Resources, Inc	Hot & Cold Mix	New	\$75,000.00	Competitive Purchasing Agreement	Indefinite Quantity
8900002795	MDOT	Central Pipe Supply Inc	Hot & Cold Mix	New	\$50,000.00	Competitive Purchasing Agreement	Indefinite Quantity
8900002260	MDOT	G & S Holdings, LLC	Equipment Rental	New	\$85,000.00	Competitive Purchasing Agreement	Indefinite Quantity
8900002758	MDOT	A & N Enterprise LLC	Crushed Aggregates	New	\$20,000.00	Competitive Purchasing Agreement	Indefinite Quantity
8900002792	MDOT	Advanced Asphalt	Hot & Cold Mix	New	\$125,000.00	Competitive Purchasing Agreement	Indefinite Quantity
8900002730	MDOT	Apac Mississippi Inc	Crushed Aggregates	New	\$100,000.00	Competitive Purchasing Agreement	Indefinite Quantity
8200081724	MDOT	Canon USA Inc	Copier Rental	New	\$13,407.69	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8900002759	MDOT	Seaboard Asphalt Products Company	Hot & Cold Mix	New	\$50,000.00	Competitive Purchasing Agreement	Indefinite Quantity
8900002760	MDOT	Huey P. Stockstill, LLC	Hot & Cold Mix	New	\$75,000.00	Competitive Purchasing Agreement	Indefinite Quantity
8900002271	MDOT	Lyle Machinery	Equipment Rental	Modification	\$300,000.00	Competitive Purchasing Agreement	Indefinite Quantity
8900002791	MDOT	ADCAMP	Hot & Cold Mix	New	\$400,000.00	Competitive Purchasing Agreement	Indefinite Quantity
8900002764	MDOT	Barriere Construction	Hot & Cold Mix	New	\$150,000.00	Competitive Purchasing Agreement	Indefinite Quantity
8900002797	MDOT	Standard Construction Co, Inc	Hot & Cold Mix	New	\$180,000.00	Competitive Purchasing Agreement	Indefinite Quantity
8900002766	MDOT	Core & Main	Hot & Cold Mix	New	\$50,000.00	Competitive Purchasing Agreement	Indefinite Quantity
8900002266	MDOT	TraxPlus	Equipment Rental	Modification	\$430,000.00	Competitive Purchasing Agreement	Indefinite Quantity
8900002280	MDOT	H & E Equipment Services	Equipment Rental	Modification	\$450,000.00	Competitive Purchasing Agreement	Indefinite Quantity
8900002264	MDOT	Scott Equipment	Equipment Rental	Modification	\$125,000.00	Competitive Purchasing Agreement	Indefinite Quantity
8200082029	MDOT	Advanced Drainage Systems	Polyethylene and Polypropylene Pipe	Modification	\$485,000.00	Competitive Purchasing Agreement	Indefinite Quantity
8200069175	Marine Resources	Silver Ships	Aluminium Hull Vessel	Modification	\$246,089.00	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8900002734	MDOT	Nunley Trucking Co Inc	Crushed Aggregates	New	\$20,000.00	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8900002733	MDOT	Miller Materials Inc	Crushed Aggregates	New	\$50,000.00	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8900002732	MDOT	Fullen Dock & Warehouse	Crushed Aggregates	New	\$20,000.00	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200080029	DFA	Canon USA Inc	Copier Rental	Modification	\$374,160.00	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200075163	MDRS	Canon USA Inc	Copier Rental	Mod	\$293,598.00	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200070453	Dept of Ag	Canon USA Inc	Copier Rental	NEW	\$13,370.84	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200080794	DOH	Canon USA Inc	Copier Rental	NEW	\$58,304.00	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200081555	DHS	FRANCOTYP POSTALIA	Mail Machine Rental	New	\$2,118.60	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200081551	DHS	Toshiba America Business Solutions Inc	Copier Rental	NEW	\$291,724.00	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200068904	MVA	Toshiba America Business Solutions Inc	Copier Rental	Modification	\$3,164.00	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200069645	MVA	Toshiba America Business Solutions Inc	Copier Rental	Modification	\$4,108.00	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200068902	MVA	Toshiba America Business Solutions Inc	Copier Rental	Modification	\$3,164.00	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200081766	MSU	Data Direct	Maintenance and Support of a DDN Exascaler 18K Appliance Data Storage System	New	\$93,511.00	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200081750	MSU	AYRES-DELTA IMPLEMENT INC	8 Row Twin Row Folding Planter	New	\$99,995.00	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200054758	Ellisville	Canon USA Inc	Copier Rental	Modification	\$4,924.64	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200081520	DOH	Canon USA Inc	Copier Rental	Modification	\$12,248.00	Competitive Purchasing Agreement	Under \$500,000.01 threshold

8200081521	DOH	Canon USA Inc	Copier Rental	Modification	\$14,504.00	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200078269	Ellisville	Canon USA Inc	Copier Rental	Modification	\$22,629.24	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200081925	MSU	Filterpro USA	Air Filter Replacement & Installation	New	\$335,460.36	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200081992	DOH	Vehicle Maintenance Program Inc	CONTRACTOR HIGH BACK BUSSELS SEATS, CONTRACTOR SAFETY CAR SEATS, & Backless Belt-Positioning Booster Seats, & Infant Car	New	\$318,303.11	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200082004	MSU	AMERICAN PAPER & TWINE	Tissues and Paper Towels	New	\$300,000.00	Competitive Purchasing Agreement	Under \$500,000.01 threshold
PO 4600003623	MS Military Dept.	FLOWERS BAKING COMPANY	Food for the Youth Challenge Program, Perishable and Canned Foods	NEW	\$30,000.00	Open Purchase Order	Under \$500,000.01 threshold
PO 4600003622	MS Military Dept.	Performance Food Group, Inc	Food for the Youth Challenge Program, Perishable and Canned Foods	NEW	\$50,000.00	Open Purchase Order	Under \$500,000.01 threshold
PO 4600003621	MS Military Dept.	Performance Food Group, Inc	Food for the Youth Challenge Program, Perishable and Canned Foods	NEW	\$100,000.00	Open Purchase Order	Under \$500,000.01 threshold
PO 4600003620	MS Military Dept.	East Side Jersey Dairy, Inc	Food for the Youth Challenge Program, Perishable and Canned Foods	NEW	\$50,000.00	Open Purchase Order	Under \$500,000.01 threshold
8200068036	Ellisville	Canon USA Inc	Copier Rental	Modification	\$5,090.40	Competitive Purchasing Agreement	Under \$500,000.01 threshold
PO 4600003630	MS Military Dept.	J & J PRODUCE CO INC	Food for the Youth Challenge Program, Perishable and Canned Foods	NEW	\$40,000.00	Open Purchase Order	Under \$500,000.01 threshold
8200082077	DOH	TheraCom LLC	800 units of a single nonlatex contraceptive implants	NEW	\$442,440.00	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200082085	MSU	UNITED RENTALS NORTH AMERICA	Equipment Rental	New	\$150,000.00	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200082114	MSU	ADIDAS, INC	Athletic Items for the Fiscal Year	New	\$150,000.00	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200069054	MVA	Toshiba America Business Solutions Inc	Copier Rental	Modification	\$28,044.00	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200081633	MDWFP	Pelican Playground LLC	Pavilion Kit	New	\$215,675.60	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200081468	MDWFP	Pitney Bowes Inc	Mailing Equipment	New	\$86,687.00	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200070869	Boswell	Kyocera Document	Copier Rental	Modification	\$46,671.00	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200070886	Boswell	Kyocera Document	Copier Rental	Modification	\$46,671.00	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200081443	Jackson State University	MTI Corporation	Thermal Evaporation System	New	\$123,147.05	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200057595	Boswell	Kyocera Document	Copier Rental	Modification	\$11,837.60	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200057596	Boswell	Kyocera Document	Copier Rental	Modification	\$11,837.60	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200057594	Boswell	Kyocera Document	Copier Rental	Modification	\$11,837.60	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200070790	Boswell	Kyocera Document	Copier Rental	Modification	\$20,139.60	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200059672	Boswell	Kyocera Document	Copier Rental	Modification	\$14,585.60	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200057607	Boswell	Kyocera Document	Copier Rental	Modification	\$14,585.60	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200059853	Boswell	Kyocera Document	Copier Rental	Modification	\$19,060.40	Competitive Purchasing Agreement	Under \$500,000.01 threshold
8200082197	University of Mississippi	Nike Golf	Athletic Apparel	New	\$475,000.00	Competitive Purchasing Agreement	Under \$500,000.01 threshold
4000749411	Medicaid	Brookway Corporation	(1) 2025 NISSAN KICK S	MODIFICATION	\$0.00	COMPETITIVE PURCHASING AGREEMENT	Under \$500,000.01 threshold
4000758028	Medicaid	Brookway Corporation	(1) NISSAN KICKS PLAY	NEW	\$21,909.00	COMPETITIVE PURCHASING AGREEMENT	Under \$500,000.01 threshold
4000759044	DPS	Rogers Dabbs Chevrolet	(1) 2025 CHEVROLET TAHOE SSV	NEW	\$54,112.00	COMPETITIVE PURCHASING AGREEMENT	Under \$500,000.01 threshold
4000751951	MDVA	Brookway Corporation	(1) 2025 NISSAN ALTIMA	MODIFICATION	\$24,159.00	COMPETITIVE PURCHASING AGREEMENT	Under \$500,000.01 threshold
4600003544	MS Military Dept.	Premier Automotive	(1) 15 PASS VAN	MODIFICATION	\$0.00	COMPETITIVE PURCHASING AGREEMENT	Under \$500,000.01 threshold
8900002830	DPS	King's Firearms	AR15s & Accessories	New	\$121,574.25	COMPETITIVE PURCHASING AGREEMENT	Under \$500,000.01 threshold
Total Reported					\$7,909,847.78		

Attachment D

BOB

Staff Approvals

27-104-7 (2) The Public Procurement Review Board shall have the following powers and responsibilities: . . . (b) Adopt regulations governing the approval of contracts let for the construction and maintenance of state buildings and other state facilities as well as related contracts for architectural and engineering services. . . .

PPRB has set construction procedures requiring PPRB approval for (1) Professional Services and/or Planning Information when fees are over \$250,000.00; (2) Construction Contracts over \$5,000,000.00; (3) Furniture and Equipment Contracts over \$2,000,000.00; and (4) Change Orders over \$1,000,000 and/or over 25% of initial contract amount and/or when taking awards over \$5,000,000.00.

All other Standard Operating Procedures have been delegated to the Bureau of Building Director and/or DFA Deputy Executive Director, thereby creating the following list of Staff Approvals, per PPRB request to keep them informed.

BoB-AD-080 - Staff Approvals - GC
06/20/2025 to 07/17/2025

PPRB - July 17, 2025

Setup Name	Project Name	Institution/Agency Name	Contract Scope	Bid Clarification	Low Base Bid?	# Bids	# Bids / Quotes	Award Number	Company Name	Dir. Approval Date	Amount	Duration
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Staff Approvals - GC

Bid Award - GC

Bid Award - GC

Total Count 0

Total

06/20/2025 to 07/17/2025

Project Name	Institution/Agency Name	Professional Scope of Work	Award Number	Company Name	Dir. Approval Date	Selection Method	Fee Complexity	Fee Percentage
114-023 Science Bldg. Infiltration Repairs	University of Southern Mississippi - Gulf Park Campus	Planning through warranty for Science Building Windows Remediation at University of Southern Mississippi - Gulf Park Campus	JP001	Shafer-Zahner-Zahner, PLLC	07/15/2025	Professional appointed as a continuation of previous RFQ selection (Competitive RFx)		Special Percentage (9%)
374-008 JOC-General R&R	Bolton Building (Office of Capitol Facilities) (Department of Finance and Administration)	Investigate of the issues occurring at the Bolton Building parking lot, and the design through construction to fix these issues.	JP007	Allred Stolarski Architects, PA	06/26/2025	Professional appointed as a continuation of previous RFQ selection (Competitive RFx)		Special Percentage (9%)
201-085 Preplan New Female Dormitory	Coahoma Community College	Commissioning of the building's envelope, mechanical / electrical / plumbing / life safety / conveying systems and controls during the design and construction of a new residence hall.	CP001	SINERGI Consulting LLC	07/09/2025	Professional appointed as a continuation of previous RFQ selection (Competitive RFx)	D (Cx)	
422-180 Cotton Corner Parking Lot	Ellisville State School	Planning thru Warranty Phase for the new asphalt paving for a new parking at Cotten Corner at Ellisville State School.	PP001	Neel-Schaffer, Inc. - Hattiesburg (Jackson, Mississippi, through the Office listed herein)	07/07/2025	Professional appointed as a continuation of previous selection (Statutory Exemption)	C+	
422-180 Cotton Corner Parking Lot	Ellisville State School	Planning thru Warranty Phase for the new asphalt paving for a new parking, concrete Curbs, Gutter, Stripping and Lighting at Cotten Corner at Ellisville State School.	PP001	Neel-Schaffer, Inc. - Hattiesburg (Jackson, Mississippi, through the Office listed herein)	07/15/2025	Professional appointed as a continuation of previous selection (Statutory Exemption)	C	
504-016 JOC General R&R	Mississippi Department of Employment Security	Design through construction for renovations to office space.	JP001	JBHM Architects, P.A. - Jackson (Jackson, Mississippi, through the Office listed herein)	06/30/2025	Professional appointed as a continuation of previous RFQ selection (Competitive RFx)		Special Percentage (9%)
356-052 JOC - General R&R	Governors Mansion (Office of Capitol Facilities) (Department of Finance and Administration)	Design through construction for renovations and repairs at the Governor's Mansion in Jackson, MS.	JP003	WFT Architects, P.A.	07/17/2025	Professional appointed as a continuation of previous RFQ selection (Competitive RFx)		Special Percentage (10%)

BoB-AD-080: Staff Approvals - F&E

PPRB - July 17, 2025

Bid and Quote Awards / Amount:
between 0 to 2999999
06/20/2025 to 07/17/2025

Setup Name	Project Name	Institution/Agency Name	Contract Scope	Low Base Bid?	# Quote	Award Number	State Contract #	Company Name	Dr. Approval Date	Amount
Quote Award - FE	106-269 Jacob Aron Student Union Expansion and Renovation	Mississippi Valley State University	Procurement, delivery and installation of Various furniture including Chairs, Tables, Deck, Credenzas, Lounge Chairs, Carts for Mississippi Valley State University, Jacob Aron Student Union, 14000 Hwy 82 West, Itta Bena, Mississippi 38941-1400. State Contract #8200074789.	Yes	1	FE001	8200074789	Jasper Seating Company, Inc.	06/30/2025	\$496,904.24
	108-296 Criminal Justice Renovations	University of Southern Mississippi	Procurement, delivery and installation of Dell Processors/Deck Mounts for University of Southern Mississippi, Attn: i-Tech Frank Glenn, 2609 West 4th Street, Hattiesburg, Mississippi 39401. Lower of 2 quotes	Yes	2	FE004		Dell Marketing L. P.	06/26/2025	\$28,141.96
	108-296 Criminal Justice Renovations	University of Southern Mississippi	Procurement, delivery and installation of Fiber Optic Patch Cords for the University of Southern Mississippi Criminal Justice Renovation, Attn: iTech-Frank Glenn 2609 West 4th Street, Hattiesburg, Mississippi 39401. Under \$5,000.00.	Yes	1	FE005		Anixter Inc dba Wesco	07/07/2025	\$683.34
	114-035 FEC Visualization & Digital Multimedia Outreach	University of Southern Mississippi - Gulf Park Campus	Procurement, delivery and installation of Lounge Chairs, Guest Chairs, USM Gulf Park, State Contract #8200074575.	Yes	1	FE002	8200074875	Interior Elements	06/26/2025	\$7,198.58
	210-073 New Men's Residence Hall	Mississippi Delta Community College	Procurement and delivery of 6 televisions and mounts for Mississippi Delta Community College, 414 Hwy 3 South, Moorehead, Mississippi 38761. Quote under \$5,000.00.	Yes	1	FE007		Cowboy Maloney's Appliance	06/30/2025	\$3,463.78
	331-168 New Headquarters	Department of Public Safety	Procurement, delivery and installation of SFP + Transceivers for MS Dept of Public Safety, 3891 Highway 468 West, Pearl, Mississippi 39208. Quote under \$5,000.00.	Yes	1	FE003		Logista	06/26/2025	\$2,454.00
	350-040 Furniture & Equipment FY'25	Office of Capitol Facilities (Department of Finance and Administration)	Procurement, delivery and installation of 8 laptop computers of the Sun n Sand, 401 N. Lamar Street, Jackson, MS 39201. Lower of 2 quotes.	Yes	2	FE037		Logista	06/23/2025	\$9,627.44

350-040 Furniture & Equipment FY'25	Office of Capitol Facilities (Department of Finance and Administration)	Procurement, delivery and installation of Cubicles for the Mail Room and Capitol Facilities, 501 N West Street, Jackson, Mississippi 39201. State Contract #8200077803.	Yes	1	FE038	8200077803	Office Innovations, Inc.	06/27/2025	\$35,324.00
350-040 Furniture & Equipment FY'25	Office of Capitol Facilities (Department of Finance and Administration)	Procurement, delivery and installation of Chairs for the Mail Room and Capitol Facilities, 501 N West Street, Jackson, Mississippi 39201. State Contract #8200074875.	Yes	1	FE039	8200074875	Office Innovations, Inc.	06/27/2025	\$3,985.03
350-040 Furniture & Equipment FY'25	Office of Capitol Facilities (Department of Finance and Administration)	Procurement, delivery and installation of Desk, Bookshelves and Table for 7th floor Woolfolk Building, 501 N West Street, Jackson, Mississippi 39201.	Yes	1	FE040	8200074562	Office Innovations, Inc.	06/27/2025	\$41,252.50
350-040 Furniture & Equipment FY'25	Office of Capitol Facilities (Department of Finance and Administration)	Procurement, delivery and installation of Chairs for the 7th floor Woolfolk Building, 501 N West Street, Jackson, Mississippi 39201. State Contract #8200074875.	Yes	1	FE041	8200074875	Office Innovations, Inc.	06/27/2025	\$2,575.20
412-187 Forensic Facilities	Mississippi State Hospital	Procurement, delivery and installation of Desk, Tables, & Files for MS State Hospital, 3550 MS 468W, Whitfield, MS 39193. State Contract #8200081117.	Yes	1	FE012	8200081117	Office Innovations, Inc.	07/09/2025	\$16,058.60
412-187 Forensic Facilities	Mississippi State Hospital	Labor to move existing desk from Building 63 Rooms, 211, 213, 214, 310,312 , 313 to Building 62 at Mississippi State Hospital, Building 62, 3550 MS468W, Whitfield, MS 39193.	Yes	1	FE016		Office Innovations, Inc.	07/09/2025	\$1,500.00

Quote Award - FE \$649,168.67

Count: 13

Total: \$649,168.67

06/20/2025 to 07/17/2025

Agency Description	CTR ID	Contract Description	Valid From	Valid To	Total Amt	Vendor Name	Material/Service Type	Appr/Rej Date	Appr Text
MS FORESTRY COMMISSION	8200073050	1451-24-C-CNTR-00002	12/1/2023	12/31/2028	43,200.00	TOWN OF WEST	LEASES	7/11/2025	
MS DEPT ENVIRONMENTAL QUALITY	8200077294	1470-25-C-CNTR-00048-V006	2/13/2025	9/10/2025	1,849,517.59	E & L Construction Group LLC	CONSTRUCTION - OTHER	7/14/2025	Approval of CO 2 increasing the contract amount \$157,550.59 and 30 days. (KM10003780 07/14/2025 17:46:42 CST)
MS DEPT OF MILITARY	8800009991	1701-25-C-SOLC-00030	4/1/2025	2/28/2027	174,300.00	E Cornell Malone Corporation	CONSTRUCTION - BUILDING	6/27/2025	Contract approval \$174,300.00 (Base Bid plus Alternates 1 and 2) (KM10003780 06/27/2025 12:53:21 CST)
MS DEPT OF MILITARY	8800010018	1701-26-C-SOLC-00031	7/11/2025	12/30/2026	2,313,000.00	JAY VAN COMPANY	CONSTRUCTION - BUILDING	7/11/2025	Approval of Base Bid plus alternates 1-4 \$2,313,000.00; 440 calendar days (KM10003780 07/11/2025 11:47:59 CST)
MS DEPT OF MILITARY	8800010019	1701-26-C-SOLC-00032	7/11/2025	8/30/2026	723,000.00	JAY VAN COMPANY	CONSTRUCTION - BUILDING	7/11/2025	Approval Jay Van; base bid plus alt #1; \$723,000.00; 190 calendar days (KM10003780 07/11/2025 11:50:36 CST)
Total count: 5									

Attachment E

OPSCR

Emergency Contracts

**Emergency Contracts
Office of Personal Services Contract Review
Reported PPRB In Calendar 2025**

**Calendar Year 2025 Total:
\$45,936,158.75**

Emergency Contracts Reported August 6, 2025								
Contract Number	Agency	Contractor	Service	Contract Action	Contract Action Amount	Contract Total Amount	Start Date	End Date
8400003063	Mississippi Department of Child Protection Services	Habilitation Center, LLC	Emergency Therapeutic Placement Services	New	\$235,480.00	\$235,480.00	7/26/2024	7/25/2025
8400003071	Mississippi Department of Child Protection Services	Centers for Youth & Families, Inc	Emergency Therapeutic Placement Services	Modification	\$731,800.00	\$2,140,450.00	7/29/2024	7/28/2025
8400003090	Mississippi Department of Child Protection Services	Hughes Center LLC	Emergency Therapeutic Placement Services	New	\$376,675.00	\$376,675.00	8/25/2024	8/24/2025
8400003122	Mississippi Department of Child Protection Services	Nexus Neuro-Recovery Center - San An, LLC	Emergency Therapeutic Placement Services	Modification	\$6,486,700.00	\$6,489,700.00	9/23/2024	9/22/2025
8400003150	Mississippi Department of Child Protection Services	Alabama Clinical Schools, Inc	Emergency Therapeutic Placement Services	Modification	\$118,400.00	\$702,400.00	10/22/2024	10/21/2025
8400003170	Mississippi Department of Child Protection Services	UHS Laurel Heights LP	Emergency Therapeutic Placement Services	New	\$680,725.00	\$680,725.00	10/1/2024	9/30/2025

Emergency Contracts
Office of Personal Services Contract Review
Reported PPRB In Calendar 2025

8400003201	Mississippi Department of Child Protection Services	Laurel Oaks Behavioral Health Center Inc	Emergency Therapeutic Placement Services	Modification	\$1,240,300.00	\$2,000,000.00	12/30/2024	12/29/2025
8400003290	Mississippi Department of Child Protection Services	Healthbridge Children's Hospital	Therapeutic Placement & Treatment Services	New	\$1,170,000.00	\$1,170,000.00	3/12/2025	7/1/2025
8400003310	Mississippi Department of Child Protection Services	Keystone Richland Center, Inc	Emergency Therapeutic Placement Services	New	\$616,850.00	\$616,850.00	3/27/2025	3/26/2026
8400003342	Mississippi Department of Child Protection Services	H. C. Partnership	Emergency Therapeutic Placement Services	New	\$1,387,000.00	\$1,387,000.00	5/20/2025	5/19/2026
8400003381	Mississippi Department of Child Protection Services	Berean Children's Children's Home Inc	Traditional Group Home Services- (7) Youth	New	\$107,437.75	\$107,437.75	7/1/2025	6/30/2026
8400003370	Mississippi Veteran's Affairs	Terry Service Inc	HVAC Services	New	\$150,000.00	\$150,000.00	6/11/2025	12/31/2025
8400003374	Ellisville State School	Kerry Spalding	Maintenance Services	New	\$675,000.00	\$675,000.00	7/1/2025	6/30/2026
8400003371	Ellisville State School	Malkin Behavioral and Mental Health	Psychological Services	New	\$132,000.00	\$132,000.00	7/1/2025	6/30/2026
Total Emergency Contract Actions Reported in August 2025:						\$14,108,367.75		

Emergency Contracts
Office of Personal Services Contract Review
Reported PPRB In Calendar 2025

Emergency Contracts Reported July 2, 2025								
Contract Number	Agency	Contractor	Service	Contract Action	Contract Action Amount	Contract Total Amount	Start Date	End Date
8400002943	Mississippi Department of Child Protection Services	Viemed Inc & Subsidiaries	Therapeutic Placement & Treatment Services	Modification	\$23,520,000.00	\$30,826,393.94	4/3/2024	12/31/2026
Total Emergency Contract Actions Reported in July 2025:					\$23,520,000.00			

Emergency Contracts
Office of Personal Services Contract Review
Reported PPRB In Calendar 2025

Emergency Contracts Reported June 4, 2025								
Contract Number	Agency	Contractor	Service	Contract Action	Contract Action Amount	Contract Total Amount	Start Date	End Date
8400003240	Mississippi Department of Child Protection Services	Families First of Virginia	Therapeutic Placement & Treatment Services	New	\$117,979.00	\$117,979.00	2/1/2025	1/31/2026
8400003294	Mississippi Department of Oil & Gas	Kelley Brothers Contractors, Inc	Plug, Remediate, Restore & Reclaim orphaned oil & Gas Wells	New	\$338,750.00	\$338,750.00	12/4/2024	12/3/2025
8400003320	Mississippi Department of Oil & Gas	Kelley Brothers Contractors, Inc	Plug, Remediate, Restore & Reclaim orphaned oil & Gas Wells	New	\$306,696.00	\$306,696.00	4/1/2025	6/30/2025
8400003331	Mississippi Department of Child Protection Services	Alliance Health Center, Inc	Substance Abuse Services	New	\$657,000.00	\$657,000.00	5/2/2025	5/1/2026
Total Emergency Contract Actions Reported in June 2025: \$1,420,425.00								

**Emergency Contracts
Office of Personal Services Contract Review
Reported PPRB In Calendar 2025**

Emergency Contracts Reported May 7, 2025

Contract Number	Agency	Contractor	Service	Contract Action	Contract Action Amount	Contract Total Amount	Start Date	End Date
10141724	East Mississippi State Hospital	Dr. Robert Most	Contract Worker	New	\$198,076.00	\$198,076.00	1/16/2025	6/30/2025
8400003303	Mississippi Department of Finance and Administration	NCH Corporation	HVAC Services	New	\$117,690.00	\$117,690.00	2/24/2025	2/23/2026
8400002991	Mississippi Department of Child Protection Services	H. C. Partnership	Behavioral Health Services	Modification	\$302,950.00	\$1,387,000.00	5/20/2024	5/19/2025
8400003145	Mississippi Department of Child Protection Services	Honey Lake Clinic, Inc	Residential Treatment Program Services	New	\$90,000.00	\$90,000.00	10/14/2024	10/10/2025
8400003150	Mississippi Department of Child Protection Services	Alabama Clinical School, Inc	Therapeutic Placement & Treatment Services	New	\$584,000.00	\$584,000.00	10/22/2024	10/21/2025
8400003265	Mississippi Department of Child Protection Services	Gulf Coast Treatment Center Inc	Therapeutic Placement & Treatment Services	New	\$635,100.00	\$635,100.00	2/18/2025	2/17/2026
8400003190	Mississippi Department of Oil and Gas	Kelley Brothers Contractors, Inc	Plug, Remediate, Restore & Reclaim Orphaned Oil & Gas Wells	New	\$338,750.00	\$338,750.00	12/4/2024	12/3/2025
Total Emergency Contract Actions Reported in May 2025:					\$2,266,566.00			

**Emergency Contracts
Office of Personal Services Contract Review
Reported PPRB In Calendar 2025**

Emergency Contracts Reported April 2, 2025

Contract Number	Agency	Contractor	Service	Contract Action	Contract Action Amount	Contract Total Amount	Start Date	End Date
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No Emergency Contracts to Report In April 2025

Total Emergency Contract Actions Reported In April 2025: \$0.00

**Emergency Contracts
Office of Personal Services Contract Review
Reported PPRB In Calendar 2025**

Emergency Contracts Reported March 5, 2025								
Contract Number	Agency	Contractor	Service	Contract Action	Contract Action Amount	Contract Total Amount	Start Date	End Date
8400003220	Mississippi Department of Employment Security	Staffers Inc	Professional Temporary Services	New	\$4,250,000.00	\$4,250,000.00	12/30/2024	12/29/2025
Total Emergency Contract Actions Reported in March 2025:					\$4,250,000.00			

**Emergency Contracts
Office of Personal Services Contract Review
Reported PPRB In Calendar 2025**

Emergency Contracts Reported February 5, 2025								
Number	Agency	Contractor	Service	Action	Amount	Amount	Date	Date
8400002842	East Mississippi State Hospital	Roscoe Douglas PHD PA	Clinical Psychologist Services	10/4/2024	\$120,000.00	\$120,000.00	10/4/2024	6/30/2025
8400003171	Mississippi Department of Finance and Administration - Insurance	Keystone Peer Review Organization, Inc	Maternity Management Services	10/7/2024	\$250,800.00	\$2,508,000.00	10/7/2024	9/30/2025
Total Emergency Contract Actions Reported in February 2025:						\$370,800.00		

**Emergency Contracts
Office of Personal Services Contract Review
Reported PPRB In Calendar 2025**

Emergency Contracts Reported January 8, 2025

Contract Number	Agency	Contractor	Service	Contract Action	Contract Action Amount	Contract Total Amount	Start Date	End Date
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No Emergency Contracts to Report in January 2025

Total Emergency Contract Actions Reported in January 2025: \$0.00

Attachment F

OPSCR

Sole Source Contracts

Staff Approvals
Office of Personal Service Contract Review
Reported to PPRB in August 2025

Staff Approvals Reported August 6, 2025							
Contract #	Agency	Contractor	Service	Action	Amount	Approval Type	Staff Authority
8200075336	Hudspeth Regional Center	Infiniti Healthcare Services, LLC	Nursing Services	Modification	\$50,000.00	PVL	8.2.2
8200081582	Mississippi State Hospital	Alabama Media Group	Advertisement	New	\$4,400.00	Muliple Contracts	13.1.2
8200079768	East Mississippi State Hospital	Simply Southern Solutions, Inc	Lawn Services	New	\$100,000.00	PVL	8.2.2
8200058972	Mississippi State Hospital	Jackson Lifesigns Inc	Interpreter Services	Modification	\$32,500.00	Modification	14.8.2.2
8200058973	Mississippi State Hosptal	Cesco Linguistic Services, Inc	Interpreter Services	Modification	\$64,000.00	Modification	14.8.2.2
8200080861	Mississippi Department of Education	North MS Education Consortium	Education Services	Technical	\$0.00	Technical	12.1
8200066645	Mississlppi Department of Agriculture & Commerce	Swetman Security Services, Inc	Security Services	Technlcal	\$0.00	Technical	

Staff Approvals
Office of Personal Service Contract Review
Reported to PPRB in August 2025

8200076863	Mississippi Department of Rehabilitation Services	S&S Management Group LLC	Security Services	Modification	\$250,000.00	PVL	8.2.2
8200079736	Mississippi Department of Finance and Administration	GranthamPoole PLLC	Auditing Services	Technical	\$0.00	Technical	14.8.2.2
8200076018	Mississippi Department of Marine Resources	P2G Farms LLC	Land Clearing Services	Modification	\$0.00	Modification	14.8.2.2
8200070118	Mississippi Department of Education	Schneider Doris J	School Services	Modification	\$51,000.00	Modification	14.8.2.2
8200070119	Mississippi Department of Education	Healthy Regards	School Services	Modification	\$51,000.00	Modification	14.8.2.2
10130977	Mississippi Department of Rehabilitation Services	Amy Baskin	Psychology Consultant Services	Modification	\$90,000.00	Modification	14.8.2.2
10130981	Mississippi Department of Rehabilitation Services	Sheila Holmes	Psychology Consultant Services	Modification	\$90,000.00	Modification	14.8.2.2
10130956	Mississippi Department of Rehabilitation Services	Cherilyn Herbert	Medical Consultant Services	Modification	\$137,500.00	Modification	14.8.2.2

Staff Approvals
Office of Personal Service Contract Review
Reported to PPRB in August 2025

10130958	Mississippi Department of Rehabilitation Services	Melinda Jackson	Medical Consultant Services	Modification	\$137,500.00	Modification	14.8.2.2
10130973	Mississippi Department of Rehabilitation Services	Charulochana Subramony	Medical Consultant Services	Modification	\$137,500.00	Modification	14.8.2.2
8200064236	Mississippi Department of Rehabilitation Services	Jackson Psychological Group	Psychology Consultant Services	Modification	\$250,000.00	Modification	14.8.2.2
8200064234	Mississippi Department of Rehabilitation Services	Carol Kossman	Medical Consultant Services	Modification	\$275,000.00	Modification	14.8.2.2
8200069375	Mississippi Development Authority	Regions Bank	Professional Services	Modification	\$1,200,000.00	Modification	14.8.2.2
8200032516	Mississippi Department of Education	Mississippi State University	Technical Services	Modification	\$1,450,831.00	Modification	14.8.2.2
8200069272	Mississippi Department of Revenue	Staffers Inc	Professional Temporary Staffing Services	Modification	\$0.00	Modification	14.8.2.2
8200069273	Mississippi Department of Revenue	TempStaff, Inc.	Professional Temporary Staffing Services	Modification	\$400,000.00	Modification	14.8.2.2

Staff Approvals
Office of Personal Service Contract Review
Reported to PPRB in August 2025

8200074130	Mississippi Department of Revenue	Professional Staffing Group LLC	Professional Temporary Staffing Services	Modification	\$0.00	Modification	14.8.2.2
8200076978	Mississippi Public Service Commission	Silverpoint Consulting LLC	Utility Rate Experts	Modification	\$26,000.00	Modification	14.8.2.2
8200079232	Mississippi Emergency Management Agency	EAG Gulf Coast, LLC	Technical assistance following natural or man-made distasters	Technical	\$0.00	Technical	14.8.2.2
8200080470	Mississippi Department of Revenue	Mississippi State University - MAFES	Continuing Education Sessions for Tax Collectors, Assessor-Tax Collectors & Deputies	New	\$380,000.00	Statutory Exemption	12.1.3
8200080671	Mississippi State Department of Health	MS Public Health Association	Training And Support for MSDH's Healthy Aging Summit	New	\$68,877.00	Multiple Contracts	13.1.2
8200081024	Mississippi State Department of Health	William Carey University	Planning & Technical Assistance Heart Disease & Stroke Prevention Program	New	\$70,000.00	Multiple Contracts	13.1.2
8200081205	Mississippi Secretary of State	Thomson Reuters-West	WestLaw Subscription	New	\$172,064.46	Modification	12.1.3
8200081345	Mississippi Department of Public Safety	Harper Rains Knight & Com PA	Auditing Services	New	\$70,000.00	Statutory Exemption	12.1.3

Staff Approvals
Office of Personal Service Contract Review
Reported to PPRB in August 2025

8200081540	Mississippi Department of Public Safety	Warner Inc	Janitorial Services	New	\$21,600.00	PVL	8.2.2
8200076183	Mississippi Department of Public Safety	Erin Barnhart	Anatomical Pathologist	Modification	\$0.00	Statutory Exemption	12.1 / 27-104-7(2)(f)(i)(9)
8200081699	Mississippi Department of Public Safety	Warner Inc	Janitorial Services - Nesbit DL Station	New	\$16,152.00	PVL	8.2.2
8200081697	Mississippi Department of Public Safety	Warner Inc	Janitorial Services - Troop M and Brookhaven DL Station	New	\$14,400.00	PVL	8.2.2
8200081700	Mississippi Department of Public Safety	Warner Inc	Janitorial Services - Greenville DL Station	New	\$9,600.00	PVL	8.2.2
8200081701	Mississippi Department of Public Safety	Warner Inc	Janitorial Services - Kosciusko DL Station	New	\$6,600.00	PVL	8.2.2
8200081702	Mississippi Department of Public Safety	Warner Inc	Janitorial Services - Troop F and New Albany DL Station	New	\$18,000.00	PVL	8.2.2
8200081705	Mississippi Department of Public Safety	Warner Inc	Janitorial Services - Batesville Crime Lab Office	New	\$15,780.00	PVL	8.2.2

Staff Approvals
Office of Personal Service Contract Review
Reported to PPRB in August 2025

8200064014	Mississippi Divison of Medicaid	Cornerstone Healthcare Financial	Accounting Services	Modification	\$386,100.00	Statutory Exemption	12.1.3
8200081768	Mississippi Department of Public Safety	Dead Man's Hand Forensic Consulting LLC	Anatomical Pathologist	New	\$200,000.00	Statutory Exemption	12.1/27-104-7(2)(f)(i)(9)
8200081785	Mississippi Department of Public Safety	Sami Souccar	Autopsy Examination	New	\$150,000.00	Statutory Exemption	12.1/27-104-7(2)(f)(i)(9)
8200081806	Mississippi Department of Public Safety	Warner Inc	Janitorial Services - Columbus DL	New	\$9,348.00	PVL	8.2.2
8200081807	Mississippi Department of Public Safety	Forensic Autopsy & Consulting Services	Forensic Autopsy	New	\$100,000.00	Statutory Exemption	12.1/27-104-7(2)(f)(i)(9)
8200080921	Mississippi Department of Public Safety	Agilent Technologies, Inc	Forensic Equipment	New	\$183,202.48	Statutory Exemption	12.1
8200080926	Mississippi Department of Public Safety	Agilent Technologies, Inc	Forensic Equipment	New	\$49,957.60	Statutory Exemption	12.1/27-104-7(2)(f)(i)(9)
8200080932	Mississippi Department of Public Safety	Agilent Technologies, Inc	Forensic Equipment	New	\$39,781.80	Statutory Exemption	12.1/27-104-7(2)(f)(i)(9)

Staff Approvals
Office of Personal Service Contract Review
Reported to PPRB in August 2025

8200081820	Mississippi Department of Public Safety	Warner Inc	Janitorial Services - Troop E Batesville DL Station	New	\$10,500.00	PVL	8.2.2
8200081799	Mississippi Department of Public Safety	Warner Inc	Janitorial Services - Grenada DL Station	New	\$9,348.00	PVL	8.2.2
8200081502	Mississippi Department of Public Safety	Life Technologies Corporation	Forensic Equipment	New	\$85,860.12	Statutory Exemption	12.1/27-104-7(2)(f)(i)(9)
8200057357	Mississippi Department of Public Safety	National Medical Services, Inc	Forensic Testing Services	Modification	\$0.00	Modification	14.8.2
8200057072	Mississippi Department of Public Safety	Allometrics Inc	Instrument Services	Modification	\$30,000.00	Modification	14.8.2
8200079258	Mississippi Veterans Affairs	Precision Healthcare Staffing	Nursing Services	New	\$60,000.00	PVL	8.2
8200079276	Mississippi Veterans Affairs	Prime Care Nursing Inc	Nursing Services	New	\$60,000.00	PVL	8.2
8200080295	Ellisville State School at South MS Regional Center	Professional Building Services	Janitorial Services	New	\$138,828.30	PVL	8.2

Staff Approvals
Office of Personal Service Contract Review
Reported to PPRB in August 2025

8200064180	Mississippi Veteran's Affairs	Mid South Rehab Outpatient Clinic LLC	Therapy Services	Modification	\$50,000.00	Modification	35-1-21(2)
8200076018	Mississippi Department of Marine Resources	P2G Farms LLC	Marine Resource Services	Modification	\$0.00	Modification	14.8.2
Total Reported in August 2025: \$7,223,230.76							

OPSCR Staff Approval Authority Granted by PPRB	
Section 1.2.1	Retain Contract for Additional Month if OPSCR will not Recommend PPRB Approval
Section 1.2.2	Require Any Documentation for Contract Submission
Section 1.2.3	Grant or Deny Agency Request for Compliance Review and Establish Timeline
Section 6.3.2.2	Approve Petition for Relief Where Agency Sets the Price
Section 7.7.2.1	Approve WIN Contract Workers; Total Value Less than \$75,000 in a 12 Month Period
Section 8.2.2	Approved Contracts Consistent with Statewide PVLs
Section 8.3.2	Approve Contracts Consistent with National Cooperatives Adopted as PVLs
Section 9.3.1	Approve Court Ordered Sole Source Contracts Consistent with the Court Order
Section 12.1.3	Contracts exempt by state statute
Section 13.1.2	Approve Multiple Small Purchase Contracts with a Single Vendor
Section 14.6.2	Approve Contract Assignments
Section 14.7.1	Approve Contractor Change of Name
Section 14.8.2 and 14.8.2.2	Approve Renewal Years and Spending Authority in Accordance with Original Procurement
Section 14.8.2.2	Approve Correction of Scrivener's Errors or Technical Issues
Section 14.8.2.2	Approve Modification Reducing Dollar Amount of Contract Only
Section 14.8.2.2	Approve Modification in Which Dollar Amount and Scope of Services are Unchanged

Staff Approvals
Office of Personal Service Contract Review
Reported to PPRB in August 2025

Section 14.8.2.2 and 14.12.2.2	Approve Modification to Period of Performance Only as a "Bridge" Contract
Section 14.8.2.2 and 14.13	Approve Contract Termination (in whole or in part)
Appendix E	Approve Exceptions to Required Clauses

Attachment H

Quarterly Report

Emergency and Sole Source
Contracts



STATE OF MISSISSIPPI
GOVERNOR TATE REEVES

DEPARTMENT OF FINANCE AND ADMINISTRATION

LIZ WELCH
EXECUTIVE DIRECTOR

August 6, 2025

Via Hand Delivery

Senator David Parker, Chair
Committee on Accountability, Efficiency, and Transparency
Mississippi State Senate
400 High Street, Room 213
Jackson, MS 39201

Dear Chair Parker:

Please find attached, a quarterly report detailing Emergency and Sole Source contracts presented to the Public Procurement Review Board from the Office of Personal Service Contract Review for Calendar Year 2025.

In addition, for informational purposes, please find attached information about emergency and sole source contracts presented to the Public Procurement Review Board from the Office of Purchasing, Travel and Fleet Management during the same period.

Should you have any questions, please feel free to contact me at 601-359-3446.

Kindest regards,

A handwritten signature in black ink that reads "Brittney Thompson".

Brittney Thompson
Office of Personal Service Contract Review
Division Director

Enclosures

cc: Norman Katool, Chair
Rita Wray, Vice Chair
Norman McLeod
Billy Morehead
David Russell
Liz Welch
(Public Procurement Review Board)



STATE OF MISSISSIPPI
GOVERNOR TATE REEVES

DEPARTMENT OF FINANCE AND ADMINISTRATION

LIZ WELCH
EXECUTIVE DIRECTOR

August 6, 2025

Via Hand Delivery

Representative Kevin Ford, Chair
Committee on Accountability, Efficiency, and Transparency
Mississippi House of Representatives
400 High Street, Room 400
Jackson, MS 39201

Dear Chair Ford:

Please find attached a quarterly report detailing emergency and sole source contracts presented to the Public Procurement Review Board from the Office of Personal Service Contract Review for Calendar Year 2025.

In addition, for informational purposes, please find attached information about emergency and sole source contracts presented to the Public Procurement Review Board from the Office of Purchasing, Travel and Fleet Management during the same period.

Should you have any questions, please feel free to contact me at 601-359-3446.

Kindest regards,

Brittney Thompson
Office of Personal Service Contract Review
Division Director

Enclosures

cc: Norman Katool, Chair
Rita Wray, Vice Chair
Norman McLeod
Billy Morehead
David Russell
Liz Welch
(Public Procurement Review Board)

**Emergency Contracts
Office of Personal Services Contract Review
Reported PPRB In Calendar 2025**

**Calendar Year 2025 Total:
\$45,936,158.75**

Emergency Contracts Reported August 6, 2025								
Contract Number	Agency	Contractor	Service	Contract Action	Contract Action Amount	Contract Total Amount	Start Date	End Date
8400003063	Mississippi Department of Child Protection Services	Habilitation Center, LLC	Emergency Therapeutic Placement Services	New	\$235,480.00	\$235,480.00	7/26/2024	7/25/2025
8400003071	Mississippi Department of Child Protection Services	Centers for Youth & Families, Inc	Emergency Therapeutic Placement Services	Modification	\$731,800.00	\$2,140,450.00	7/29/2024	7/28/2025
8400003090	Mississippi Department of Child Protection Services	Hughes Center LLC	Emergency Therapeutic Placement Services	New	\$376,675.00	\$376,675.00	8/25/2024	8/24/2025
8400003122	Mississippi Department of Child Protection Services	Nexus Neuro-Recovery Center - San An, LLC	Emergency Therapeutic Placement Services	Modification	\$6,486,700.00	\$6,489,700.00	9/23/2024	9/22/2025
8400003150	Mississippi Department of Child Protection Services	Alabama Clinical Schools, Inc	Emergency Therapeutic Placement Services	Modification	\$118,400.00	\$702,400.00	10/22/2024	10/21/2025
8400003170	Mississippi Department of Child Protection Services	UHS Laurel Heights LP	Emergency Therapeutic Placement Services	New	\$680,725.00	\$680,725.00	10/1/2024	9/30/2025

Emergency Contracts
Office of Personal Services Contract Review
Reported PPRB In Calendar 2025

8400003201	Mississippi Department of Child Protection Services	Laurel Oaks Behavioral Health Center Inc	Emergency Therapeutic Placement Services	Modification	\$1,240,300.00	\$2,000,000.00	12/30/2024	12/29/2025
8400003290	Mississippi Department of Child Protection Services	Healthbridge Children's Hospital	Therapeutic Placement & Treatment Services	New	\$1,170,000.00	\$1,170,000.00	3/12/2025	7/1/2025
8400003310	Mississippi Department of Child Protection Services	Keystone Richland Center, Inc	Emergency Therapeutic Placement Services	New	\$616,850.00	\$616,850.00	3/27/2025	3/26/2026
8400003342	Mississippi Department of Child Protection Services	H. C. Partnership	Emergency Therapeutic Placement Services	New	\$1,387,000.00	\$1,387,000.00	5/20/2025	5/19/2026
8400003381	Mississippi Department of Child Protection Services	Berean Children's Children's Home Inc	Traditional Group Home Services- (7) Youth	New	\$107,437.75	\$107,437.75	7/1/2025	6/30/2026
8400003370	Mississippi Veteran's Affairs	Terry Service Inc	HVAC Services	New	\$150,000.00	\$150,000.00	6/11/2025	12/31/2025
8400003374	Ellisville State School	Kerry Spalding	Maintenance Services	New	\$675,000.00	\$675,000.00	7/1/2025	6/30/2026
8400003371	Ellisville State School	Malkin Behavioral and Mental Health	Psychological Services	New	\$132,000.00	\$132,000.00	7/1/2025	6/30/2026
Total Emergency Contract Actions Reported in August 2025:					\$14,108,367.75			

**Emergency Contracts
Office of Personal Services Contract Review
Reported PPRB In Calendar 2025**

Emergency Contracts Reported July 2, 2025								
Contract Number	Agency	Contractor	Service	Contract Action	Contract Action Amount	Contract Total Amount	Start Date	End Date
8400002943	Mississippi Department of Child Protection Services	Viemed Inc & Subsidiaries	Therapeutic Placement & Treatment Services	Modification	\$23,520,000.00	\$30,826,393.94	4/3/2024	12/31/2026
Total Emergency Contract Actions Reported in August 2025:					\$23,520,000.00			

Emergency Contracts Reported June 4, 2025								
Contract Number	Agency	Contractor	Service	Contract Action	Contract Action Amount	Contract Total Amount	Start Date	End Date

**Emergency Contracts
Office of Personal Services Contract Review
Reported PPRB In Calendar 2025**

8400003240	Mississippi Department of Child Protection Services	Families First of Virginia	Therapeutic Placement & Treatment Services	New	\$117,979.00	\$117,979.00	2/1/2025	1/31/2026
8400003294	Mississippi Department of Oil & Gas	Kelley Brothers Contractors, Inc	Plug, Remediate, Restore & Reclaim orphaned oil & Gas Wells	New	\$338,750.00	\$338,750.00	12/4/2024	12/3/2025
8400003320	Mississippi Department of Oil & Gas	Kelley Brothers Contractors, Inc	Plug, Remediate, Restore & Reclaim orphaned oil & Gas Wells	New	\$306,696.00	\$306,696.00	4/1/2025	6/30/2025
8400003331	Mississippi Department of Child Protection Services	Alliance Health Center, Inc	Substance Abuse Services	New	\$657,000.00	\$657,000.00	5/2/2025	5/1/2026
Total Emergency Contract Actions Reported in June 2025:					\$1,420,425.00			

Emergency Contracts Reported May 7, 2025

Contract Number	Agency	Contractor	Service	Contract Action	Contract Action Amount	Contract Total Amount	Start Date	End Date
10141724	East Mississippi State Hospital	Dr. Robert Most	Contract Worker	New	\$198,076.00	\$198,076.00	1/16/2025	6/30/2025
8400003303	Mississippi Department of Finance and Administration	NCH Corporation	HVAC Services	New	\$117,690.00	\$117,690.00	2/24/2025	2/23/2026

Emergency Contracts
Office of Personal Services Contract Review
Reported PPRB In Calendar 2025

8400002991	Mississippi Department of Child Protection Services	H. C. Partnership	Behavioral Health Services	Modification	\$302,950.00	\$1,387,000.00	5/20/2024	5/19/2025
8400003145	Mississippi Department of Child Protection Services	Honey Lake Clinic, Inc	Residential Treatment Program Services	New	\$90,000.00	\$90,000.00	10/14/2024	10/10/2025
8400003150	Mississippi Department of Child Protection Services	Alabama Clinical School, Inc	Therapeutic Placement & Therapeutic	New	\$584,000.00	\$584,000.00	10/22/2024	10/21/2025
8400003265	Mississippi Department of Child Protection Services	Gulf Coast Treatment Center Inc	Placement & Treatment Services	New	\$635,100.00	\$635,100.00	2/18/2025	2/17/2026
8400003190	Mississippi Department of Oil and Gas	Kelley Brothers Contractors, Inc	Plug, Remediate, Restore & Reclaim Orphaned Oil & Gas Wells	New	\$338,750.00	\$338,750.00	12/4/2024	12/3/2025
Total Emergency Contract Actions Reported in May 2025: \$2,266,566.00								

**Emergency Contracts
Office of Personal Services Contract Review
Reported PPRB In Calendar 2025**

Emergency Contracts Reported April 2, 2025								
Contract Number	Agency	Contractor	Service	Contract Action	Contract Action Amount	Contract Total Amount	Start Date	End Date
No Emergency Contracts to Report in April 2025								
Total Emergency Contract Actions Reported in April 2025: \$0.00								

**Emergency Contracts
Office of Personal Services Contract Review
Reported PPRB In Calendar 2025**

Emergency Contracts Reported March 5, 2025								
Contract Number	Agency	Contractor	Service	Contract Action	Contract Action Amount	Contract Total Amount	Start Date	End Date
8400003220	Mississippi Department of Employment Security	Staffers Inc	Professional Temporary Services	New	\$4,250,000.00	\$4,250,000.00	12/30/2024	12/29/2025
Total Emergency Contract Actions Reported in March 2025:					\$4,250,000.00			

**Emergency Contracts
Office of Personal Services Contract Review
Reported PPRB In Calendar 2025**

Emergency Contracts Reported February 5, 2025								
Number	Agency	Contractor	Service	Action	Amount	Amount	Date	Date
8400002842	East Mississippi State Hospital	Roscoe Douglas PHD PA	Clinical Psychologist Services	10/4/2024	\$120,000.00	\$120,000.00	10/4/2024	6/30/2025
8400003171	Mississippi Department of Finance and Administration - Insurance	Keystone Peer Review Organization, Inc	Maternity Management Services	10/7/2024	\$250,800.00	\$2,508,000.00	10/7/2024	9/30/2025
Total Emergency Contract Actions Reported in February 2025:					\$370,800.00			

Emergency Contracts
Office of Personal Services Contract Review
Reported PPRB In Calendar 2025

Emergency Contracts Reported January 8, 2025

Contract Number	Agency	Contractor	Service	Contract Action	Contract Action Amount	Contract Total Amount	Start Date	End Date
No Emergency Contracts to Report in January 2025								
Total Emergency Contract Actions Reported in January 2025: \$0.00								

**Sole Source Contracts
Office of Personal Service Contract Review
Reported to PPRB Calendar Year 2025**

Sole Source Contracts to Report in January - August

Contract	Agency	Contractor	Service	Action	Amount	Contract Total Amount	Start Date	End Date
No New Sole Source Contracts to Report in August 2025								
Total Reported in Calendar Year 2025: \$0.00								

Calendar Year 2025 Total (to date):

\$14,357,253.95

Emergency Contracts Reported August 6, 2025							
Contract #	Agency	Contractor	Commodity	Action	Amount	Start	End
4400005844	NORTH MS REGIONAL CENTER	CANNON WP LLC	{5} 2025 CHEVROLET 3500 15-PASS VAN	NEW	\$267,500.00	6/30/2025	
4400005842	NORTH MS REGIONAL CENTER	CANNON MOTORS OF MS	{1} 2025 EXPRESS 3500 V8 15-PASS VAN	NEW	\$53,500.00	6/26/2025	
4400005816	MDOC	GULFPORT CAPITAL LLC (CHAMPION)	{5} DODGE DURANGO	NEW	\$209,375.00	6/20/2025	
Total for Report					\$530,375.00		

Calendar Year 2025 Total (to date):

\$9,120,212.30

SOLE SOURCE Contracts Reported August 6, 2025

Contract #	Agency	Vendor	Action	Commodity	Amount	Start Date	End Date
8800010030	Mississippi State University	Blotdiscovery LLC	New	Custom hybridization capture kit, MYBATS CUSTOM 1-20K 96 RXN	\$11,900.00	7/15/2025	7/15/2026
8800010023	Mississippi State University	Advanced Mechanical Technology Inc	New	Biomechanics Measurement System	\$33,481.50	7/10/2025	7/9/2026
8800010020	Department of Health	American Academy of Pediatrics	New	Bright's Future Tool Kit Second Edition	\$14,950.00	7/8/2025	7/7/2026
8800010014	Mississippi State University	Innovative Sports Training, Inc	New	EMG System	\$16,460.00	7/7/2025	7/6/2026
8800010015	Mississippi State University	Brucker BioSpin Corp	New	Nuclear Magnetic Resonance (NMR) solid-state probe upgrade and accessories	\$276,926.35	7/7/2025	7/6/2026
8800010012	Mississippi State University	OTT Hydromet Corp	New	WEATHER SENSOR/LASER DESDIOMETER	\$15,503.95	7/2/2025	7/1/2026
8800009980	Department of Public Safety	Intelligent imaging Systems Inc.	New	Smart roadside Remote Monitoring System Hardware & Software	\$463,275.00	7/1/2025	6/30/2026
8800009990	Mississippi State University	Boland Vet Sales	New	Linear Carcass Merit Probe	\$11,800.00	6/19/2025	6/18/2026
Total Reported in July 2025:					\$844,296.80		

MISSISSIPPI BOARD OF PHARMACY



REQUEST FOR PROPOSALS

PHARMACY PROFESSIONALS RECOVERY PROGRAM SERVICES

August 8, 2025

Contact Information for this Request for Proposals:

Pharmacy Professionals Recovery Program Services RFP
c/o Mississippi Board of Pharmacy
6311 Ridgewood Road, Suite E401
Jackson, MS 39211
TDear@mbp.ms.gov

TABLE OF CONTENTS

SECTION 1.	INTRODUCTION
SECTION 2.	SCOPE OF SERVICES
SECTION 3.	REFERENCES
SECTION 4.	STATEMENT OF COMPLIANCE AND EXCEPTION(S) FORM
SECTION 5.	GENERAL QUESTIONNAIRE
SECTION 6.	TECHNICAL QUESTIONNAIRE
SECTION 7.	FEE SCHEDULE
SECTION 8.	SUBMISSION OF PROPOSALS AND PROPOSALS OPENING
SECTION 9.	PROPOSALS EVALUATION AND AWARD
Appendix A	

Draft Pharmacy Professionals Recovery Program Services Contract

SECTION 1. INTRODUCTION

1.1 Overview and Process

Pursuant to Mississippi Code Annotated, Section 73-21-91 and Section 73-21-111, the Mississippi Pharmacy Board (hereinafter “Board”) is seeking a contractor to provide a Pharmacy Professionals Recovery Program (“Program”) for impaired pharmacists, pharmacy students and pharmacy technicians licensed or registered with the Board. The contract shall be effective on December 1, 2025 and shall terminate on June 30, 2029. There will be an option to renew the contract for an additional one (1) year term, at the discretion and approval of the Board. A draft contract has been included as Appendix A in this RFP for your review and comment. The effective date of this contract will be December 1, 2025.

A copy of this RFP, including any subsequent amendments, along with a copy of all questions from Offerors and responses to those questions, will be posted on The Buying and Selling to Government in Mississippi website and the Board’s website under the heading “MBP Proposals Announcements” at <https://www.mbp.ms.gov/news>. Before the award of any contract, the Offeror will be required to document to the Board that it has the necessary capabilities to provide the services specified in this RFP. The Offeror may also be required to provide additional client references, as well as related project experience detail in order to satisfy the Board that the Offeror is qualified. The Board may make reasonable investigations, as it deems necessary and proper, to determine the ability of the Offeror to perform the work, and the Offeror shall be required to furnish to the Board all information that may be requested for this purpose. The Board reserves the right to reject any Proposals if the Offeror fails to provide the requested information and/or fails to satisfy the Board that the Offeror is properly qualified to carry out the obligations of the contract and to complete the work described in this RFP.

This solicitation and any resulting contract shall be governed by the applicable provisions of the Mississippi Public Procurement Review Board (PPRB) Office of Personal Service Contract Review (OPSCR) Rules and Regulations, a copy of which is available on the Mississippi Department of Finance and Administration’s website (www.dfa.ms.gov). Any vendor responding to a solicitation for personal and professional services and any contractor doing business with a state agency is deemed to be on notice of all requirements therein.

1.2 Purpose and Goals

The purpose of this solicitation is to contract with an Offeror to provide a recovery program for pharmacists, pharmacy students and pharmacy technicians licensed or registered with the Board. The historical number of licensees and registrants participating in the Board’s recovery program is between 40 to 60 individuals.

The Board’s goal is to protect the public while encouraging and supporting the wellbeing of licensees including recovery of pharmacists, pharmacy students and pharmacy technicians from the diseases of substance abuse disorder, mental or physical illness that may impact a licensee’s ability to practice with reasonable skills, confidence, and safety to the public.

SECTION 2. SCOPE OF SERVICES

This section contains information on services and procedures that the Offeror must provide, or adhere to, in servicing the Board's proposed services.

For the services, please respond by restating each service listed, including the number, and confirm your intention to provide the service as described, respond by stating, "*Confirmed*". If your company can provide the service, but not exactly as described, respond by stating, "*Confirmed, but with exceptions*", and state the specific exceptions. Any exceptions should also be noted in *Section 4 – Statement of Compliance*. If your company is currently unable to provide a listed service, respond by stating, "*Unable to provide this service*". Any additional details regarding these services should be provided in your responses to the questionnaire, or as additional information included as an appendix to your Proposals.

2.1 Program Services

- A. The Contractor must be capable of receiving referrals of licensees and coordinating appropriate communication at any time.
- B. The contractor must develop and maintain a referral list of treatment providers approved to provide assessments and treatment for inpatient and intensive outpatient care and aftercare. Assessments must be performed by qualified evaluators using recognized methodologies, including, but not limited to, screening instruments, psychosocial testing, results of mental health/drug and alcohol history, and personal interviews.
- C. The contractor must administer an individualized treatment plan created by an approved treatment program. Case management must be administered by a qualified resource or resources. The resource(s) may be dedicated or shared.
- D. The contractor must use the intake assessment and recommendations from treatment providers and determine the elements for continuous monitoring for each participant, including:
 - 1) Required participation in treatment to include inpatient, intensive outpatient, outpatient, recommended aftercare, support groups, and one-on-one counseling. The ability to track recovery activities in real time through mobile technology applications and on paper forms.
 - 2) Recovery-related activities, with validation reports from the participants' employers, work-site monitors, counselors, sponsors, and others.
 - 3) Random drug testing incorporating alternative specimens, including hair test, Peth testing, nail, and oral fluid testing, performed by a laboratory that has the appropriate national certification for the performed testing. Testing fees are paid directly to the performing laboratory.
 - 4) Contractor must have routine individual meetings with the participant and coordinate framework for peer-to-peer support (ie. Pharmacist to Pharmacist).
 - 5) Execute and oversee a written substance use disorder agreement.
 - 6) Contractor must have direct communication access with the participant, including but not limited to by phone and email.

- E. The contractor must facilitate an assessment of each participant as part of the intake process to establish the necessary basis for appropriately managing each participant both initially and throughout their program participation. The contractor must also coordinate or help facilitate timely interventions and treatment.
- F. Reporting and Data
 - 1) Quarterly Reports
 - 2) Immediate reporting to the regulatory agency is required for specific circumstances or on demand per Board or Board staff request.
- G. Must employ an addiction-trained Medical Review Officer or Medical Director with expertise in recovery of healthcare professionals. Expertise shall be reflected in applicable certification(s) in personal recovery or addiction medicine (e.g. ASAM).
- H. Must have an independent, confidential administrative and/or case management review committee that gives recommendations to program staff. Peer program participants of the committee should only serve in an advisory capacity.
- I. Provide an independent internal review for participant disagreements/grievances against staff or case review committee recommendations
- J. Contractor must provide, communicate, and advocate for or against licensure of participants during regular MS Board of Pharmacy meetings and as needed. This attendance shall be in person. Advocacy must be based on established and tracked metrics.
- K. Referrals for mental health or fitness to practice including providing the Board guidance on the physical or mental capacity of a licensee to participate in the practice of pharmacy or assist in the practice of pharmacy with reasonable skills, confidence and safety to the public.
- L. Must maintain competency in the best practices of substance use disorder and mental health management, including dual diagnosis, and serve as a resource to the Board and Board staff in these areas.
- M. Collaborate with Board staff to provide educational programs concerning substance use disorder, benefits of self-reporting, and mental health wellness to identified stakeholders including but not limited to schools of pharmacy, targeted professional groups, and employers.
- N. The Board reserves the right to audit all records maintained by the contractor or its subcontractor's relative to the contractor's performance under this Contract. At least two (2) business days' notice by the Board will be given to the contractor of the intent to audit. The Board shall have the right to perform financial, performance, and other special audits on such records maintained by the contractor during regular business hours throughout the contract period. The contractor agrees that confidential information including, but not limited to, medical and other pertinent information relative to this contract, shall not be disclosed to any person or organization for any purpose without the expressed, written authority from the Board. The selected contractor will make available all records for review at no cost to the Board. Indicate your acceptance of this Proposals requirement and

willingness to cooperate. For the purposes of this section, the term “audits” refers to financial, performance, and other special audits on such records maintained by the contractor and/or its subcontractors relative to the contractor’s performance under this Contract. Confirm you will comply with this requirement.

SECTION 3. REFERENCES

It is a requirement for the Offeror to provide the following references as part of the Proposals. Failure to do so will result in disqualification of the Proposals submitted. References provided by the company must be familiar with the Offeror's abilities in the areas involved with this solicitation. Board staff will use these references to determine the Offeror's ability to perform the services. It is the responsibility of the Offeror to ensure that the reference contact information is correct and current. Board staff will not track down references. Offerors should verify before submitting their Proposals that the contact information provided is correct for each reference. Client references that cannot be contacted for verification will not be considered. The determination of the length of time an Offeror has provided these services will be based upon the initial date the Offeror established a contractual relationship to provide such services.

For each client provided pursuant to Subsections A-C please specify:

- 1) Client contact information, including the name, title, address, email address, and phone number of a person whom we may contact to confirm as needed,
- 2) The specific type of work your company provided to the client,
- 3) Contract effective dates (beginning and end dates) for the time period(s) your company provided services to the client.

If two or more of the following reference requirements are met by the same client, list additional clients so there are at least three (3) clients listed for each section. If you are unable to provide three (3) clients for each reference, provide as many as you have and indicate in the response additional references meeting this requirement are not available.

- A. List up to three clients for whom your company has provided services similar to those requested in this RFP. For each client, specify the type of recovery program services provided by your client, the average number of individual participating in the program, and the period of time retained as a client. For each client, the list must specify:
 - 1) Client name, include the name, title, address, e-mail address, and phone number of a person whom we may contact to confirm as needed,
 - 2) The type of work your company provided to the client,
 - 3) Contract effective dates for the time period(s) (beginning and end dates) your company provided services to the client.
- B. List up to three governmental clients for whom your company has provided one or more of the services requested in this RFP. If possible, please list three additional clients besides any previously listed references. For each client, specify the type of work performed by your company, the average number of individuals participating in the program, and the period of time retained as a client. For each client, the list must specify:
 - 1) Client name, include the name, title, address, e-mail address, and phone number of a person whom we may contact to confirm as needed,
 - 2) The type of work your company provided to the client,
 - 3) Contract effective dates for the time period(s) (beginning and end dates) your company provided services to the client.

- C. List all clients that have discontinued use of your services since January 1, 2018 and your understanding of their discontinued use of your services. For each client, the list must specify:
- 1) Client name, include the name, title, address, e-mail address, and phone number of a person whom we may contact to confirm as needed,
 - 2) The type of work your company provided to the client,
 - 3) Contract effective dates for the time period(s) (beginning and end dates) your company provided services to the client,
 - 4) Reason discontinued.

SECTION 4. STATEMENT OF COMPLIANCE AND EXCEPTION(S) FORM

If an Offeror objects to any terms, conditions, or requirements listed in the Board's Invitation for Proposals for Pharmacy Professionals Recovery Program Services, dated August 8, 2025, including all RFP attachments and amendments, the Offeror must list and explain the exceptions taken. If no exceptions are taken, then the Offeror shall state on the form "No Exceptions Taken." Failure to indicate any exception will be interpreted as the Offeror's intent to comply fully with the requirements as written. Failure to complete and/or sign may result in Offeror being determined nonresponsive. Please carefully review the information located in **RFP Section 4, Statement of Compliance and Exception(s) Form**, and include a copy **signed by an officer, principal, or owner** of your company with your completed Proposals. Failure to submit a signed Statement of Compliance and Exception(s) form may result in your Proposals being eliminated from further consideration. If you object to any of the terms and conditions included in the Draft Pharmacy Professionals Recovery Program Services Contract (refer to **RFP Appendix A**), or any requirements listed in this RFP, please note and explain your objection(s) on the Statement of Compliance and Exception(s) form. Clauses in blue type in the Draft Contract are deemed mandatory and are nonnegotiable.

Conditional or qualified Proposals, unless specifically allowed, shall be subject to rejection in whole or in part. The Proposals must contain a high degree of acceptance of contract terms and conditions listed in the draft contract provided as **Appendix A** of this RFP. Refer to **RFP Section 9.7**.

A Proposals response that includes terms and conditions that do not conform to the terms and conditions in the RFP and draft contract is subject to rejection as non-responsive. The Board reserves the right to permit the Offeror to withdraw nonconforming terms and conditions from its Proposals response prior to a determination by the Board of non-responsiveness based on the submission of nonconforming terms and conditions. As a precondition to Proposals acceptance, the Board may request the Offeror to withdraw or modify those portions of the Proposals deemed non-responsive that do not affect quality, quantity, price, or delivery of the service.

Statement of Compliance and Exception(s) Form

Offeror taking exception to any part or section of the solicitation shall indicate such exceptions on the table below. If no exceptions are taken, then the Offeror shall state in this section "No Exceptions Taken." Failure to indicate any exception will be interpreted as the Offeror's intent to comply fully with the requirements as written. Conditional or qualified Proposals, unless specifically allowed, shall be subject to rejection in whole or in part.

We agree to adhere to all terms, conditions, and requirements as set forth in the Mississippi Board of Pharmacy Invitation for Proposals for Pharmacy Professionals Recover Program Services, dated August 8, 2025, including all RFP amendments, and the conditions contained in the draft contract included as RFP Appendix A, Draft Pharmacy Professionals Recovery Program Services Contract, except as listed below:

Procurement Section and Page Number	Original Language	Requested Change/Exception	MBP Decision
1.			
2.			
3.			

An original signature is required below. This statement must be signed by an appropriate Offeror officer, principal, or owner and returned as part of your Proposals.

Company Name: _____

Printed Name of Representative, Title: _____

Date: _____

Signature: _____

Note: Failure to sign this form may result in the Proposals being rejected as non-responsive. Modifications or additions to any portion of this Proposals document may be cause for rejection of the Proposals.

SECTION 5. GENERAL QUESTIONNAIRE

Failure to answer the following general questionnaire completely will result in Offeror being determined nonresponsive. In preparing your written response to the narrative questionnaire below, you are required to repeat each question, including the number, or requirement followed by your response. Please provide complete answers and explain all issues in a concise, direct manner. If you cannot provide a direct response for some reason (e.g., your company does not collect or furnish certain information), please indicate the reason rather than providing general information that fails to answer the question. “Will discuss” and “will consider” are not appropriate answers.

5.1 Provide the name, title, mailing address, e-mail address, and telephone number of the contact person for this Proposals.

5.2 State the full name of your firm/company, and provide the address, and telephone number of your principal place of business.

5.3 List the office that will service the Board. If it is located at a different address than the home office, provide the complete address, phone number, and facsimile number for this office.

5.4 Describe your organizational structure. Indicate whether your firm operates as a corporation, partnership, individual, etc. If it is incorporated, include the state in which it is incorporated, and list the names and occupations of those individuals serving on your firm’s Board of Directors.

5.5 Describe your organizations qualifications demonstrating work with healthcare professionals over the last five (5) years.

5.6 List the types and number of health care professionals and the numbers served in the last five (5) years.

5.7 Describe any ownership or name changes your firm has been through in the past three years. Are any ownership or name changes planned?

5.8 Please provide all information regarding the liability insurance that is held for the organization.

5.9 Provide a brief description of any outside Contractors or subcontractors that will be involved in providing key services detailed within your Proposals. Please include the term of your current contract with each Contractor or subcontractor. Describe the nature of the relationship with the subcontractor, including any ownership interest.

5.10 Describe your policy and procedure for obtaining and handling records. Description should include but should not be limited to access, storage, and destruction.

5.11 Describe the process utilized for informed consent of a participant in the Program.

5.12 Describe your Quality Assurance and Quality Improvement principles and related structure.

5.13 Has your firm had any HIPAA breaches or incidents determined to be reportable to the U.S. Department of Health and Human Services (DHHS) within the last three years? If the answer is yes, please describe the circumstances and the corrective action in detail.

5.14 Is your firm licensed or authorized to provide the proposed services in the State of Mississippi?

5.15 Confirm the Proposal is valid for one (1) year after the date of submission.

SECTION 6. TECHNICAL QUESTIONNAIRE

Failure to answer the following questionnaire completely will result in Offeror being determined nonresponsive. In preparing your written response to the narrative questionnaire below, you are required to repeat each question, including the number, or requirement followed by your response. Please provide complete answers and explain all issues in a concise, direct manner. If you cannot provide a direct response for some reason (e.g., your company does not collect or furnish certain information), please indicate the reason rather than providing general information that fails to answer the question. “Will discuss” and “will consider” are not appropriate answers.

Experience in the administration of recovery network monitoring programs for healthcare professionals is required for all bidders. Describe in detail your knowledge and experience in providing peer assistance recovery services to include:

6.1 Describe the team dedicated to providing the requested scope of services for the Board. Specifically,

- A. Identify the dedicated individual who will serve as the primary contact for the Board along with a list of job duties and experience with other programs with services requested in this RFP. Include a resume(s) as an appendix to your Proposals in Section 9. Include any licenses and training if a health care professional.
- B. Provide the name(s) and resumes of all key personnel who will oversee and provide the services rendered to the Board, a brief statement of all duties each individual will be assigned, a brief statement as to why each person is qualified relative to this work and identify area(s) of expertise for each key person, detailed information on any special training or designation, and each person’s respective total number of years of experience related to the services being requested in this RFP. Include all resumes as an appendix to your Proposals in Section 9. Include any licenses and training for all health care professionals.

6.2 Describe the history, program philosophy, number of years in service, and accomplishments of your organization in managing healthcare professionals whose ability to safely practice is or may be impaired because of alcohol use, substance use/and or mental illness.

6.3 Provide a list and description of all tools used to provide monitoring and compliance of program participants. The list should include examples such as individual and aggregate reports related to meeting participation, drug testing, relapse indicators, etc. Include whether these tools provide date and time stamping and how they have been validated. Please describe how program participants interact with these tools.

6.4 The Board must have prompt and direct access to the Offeror throughout the contract period. Describe in detail how your company will provide this access.

6.5 Describe how the organization will facilitate the use of support groups (in person and online). Support groups shall have a foundation in the 12-step program.

6.6 Describe your organization’s confidentiality standards.

6.7 Describe any liaison work with public entities and other states and how your organization maintains awareness and competence in best practices.

6.8 Provide key performance indicators that reflect your ability to monitor health care professionals.

6.9 Describe the frequency of individual meetings with program participants. Please include any anticipated changes as participants progress in the program.

6.10 Describe the structure of your administrative and/or case management review committee.

6.11 Provide details of your internal review process for participant disagreements or grievances.

6.12. Provide a de-identified example of advocacy conducted in support of a program member regaining licensure. (ie. De-identified hearing transcript, letter of support, etc.)

6.13 Provide copies of all applicable program forms used for member management and education (e.g. consent to treat, release of information, intake forms, treatment center-related documents, participant handbook, medication use and reporting guidelines)

SECTION 7. FEE SCHEDULE

The Fee Schedule must be submitted as described herein. Modification or addition to any portion of the Fee Schedule may be cause for rejection of the Proposals. The fees quoted shall be inclusive of, but not limited to the following: all required labor; all required equipment/material; all required insurance, bond, or other surety; all required overhead/profit; all required applicable taxes; all required vehicles; all required fuel and mileage; all required travel; all required labor and supervision; all required training; all required business and professional certifications, licenses, permits, or fees; and, any and all other direct or indirect costs, incurred or to be incurred. All pricing shall include all associated costs with no additional or hidden fees. All expenses shall be inclusive. The fees quoted shall constitute the entire compensation due to the Offeror for services rendered by each staff member. Pricing must be firm, flat dollar amounts, as percentage of other variable amounts will not be accepted. The Offeror shall also include a **total cost** for full performance of all services requested in the RFP.

The Fee Schedule shall be submitted as Section 7 of the Proposals and outline as below:

Direct Payment from MS Board of Pharmacy:

	Total Amount	Monthly Amount
December 1, 2025 to June 30, 2026	\$	\$
July 1, 2026 to June, 30, 2027	\$	\$
July 1, 2027 to June 30, 2028	\$	\$
July 1, 2028 to June, 30, 2029	\$	\$
Optional Renewal:		
July 1, 2029 to June 30, 2030	\$	\$
Total Contract Amount	\$	

Any Costs expected from Program Participants (do not include lab testing fees):

Pharmacist: _____ Monthly Fee
Technicians: _____ Monthly Fee
Students: _____ Monthly Fee

The pricing quoted above shall constitute the entire compensation due to the selected Offeror for services performed by its staff and all of the selected Offeror's obligations here under regardless of the difficulty, materials, or equipment required. No additional compensation will be provided by the Board for any expense, cost, or fee not specifically authorized by the resulting contract. The Board shall not provide any prepayments or initial deposits in advance of services being rendered. Fees for services provided by the selected Offeror shall be billable to the Board in monthly installments, in arrears, upon completion of services for each month of services delivered pursuant to the Contract.

Only those services agreed to by contract shall be considered for reimbursement/compensation by the Board. Payment for any and all services provided by the selected Offeror to the Board shall be

made only after said services have been duly performed and properly invoiced. The fees listed above are firm for the duration of resulting contract and are not subject to escalation for any reason unless resulting contract is duly amended.

The selected Offeror shall submit all invoices in a form acceptable to the Board with all of the necessary supporting documentation prior to the payment of allowable costs. Such invoices will, at a minimum, include the appropriate descriptions of the services being billed or other bases for charges included in RFP Section 7, Fee Schedule. Details will be determined during contract negotiations.

SECTION 8. SUBMISSION OF PROPOSALS AND PROPOSALS OPENING

8.1 Proposals must be received in the Board in Jackson, Mississippi by 2:00 p.m. CT on September 12, 2025.

8.2 Proposals may be submitted electronically or by paper format as outlined below. Offerors are only required to submit Proposals in one manner.

A. Submission of Paper Proposals

- 1) Paper copies of the original signed Proposals package and one copy of the signed Proposals package may be submitted in a sealed envelope or package to:

**Mississippi Board of Pharmacy
Attn: Todd Dear, Associate Director
6311 Ridgewood Road
Suite E401
Jackson, Mississippi 39211**

- 2) The sealed envelope or package must be labeled:
**SEALED PROPOSALS– DO NOT OPEN
Pharmacy Recovery Program RFP**
- 3) Proposals are subject to rejection unless submitted with the information included on the outside the sealed Proposals envelope or package.
- 4) The time and date of receipt will be indicated on the sealed Proposals envelope or package by Board staff. The only acceptable evidence to establish the time of receipt at the office identified for Proposals opening is the time and date stamp of that office on the Proposals wrapper or other documentary evidence of receipt used by that office.
- 5) All Offerors are urged to take the possibility of delay into account when submitting a Proposals. Timely submission of the Proposals package is the responsibility of the Offeror. Proposals received after the specified time will not be considered. It is suggested that if a Proposals is mailed to the Board, it should be posted in certified mail with a return receipt requested. The Board will not be responsible for mail delays or lost mail. All risk of late arrival due to unanticipated delay – whether delivered by hand, U.S. Postal Service, courier or other delivery service or method – is entirely on the Offeror.

B. Submission of Proposals Electronically

- 1) Electronic submissions of proposals shall be sent to TDear@mbp.ms.gov
- 2) The subject line of the email must read:
**SEALED PROPOSALS Pharmacy Professionals Recovery Program Services
9/12/2025.**
- 3) The time and date stamp on the email as received by the Board will be considered the time and date of receipt. It is the sole responsibility of the Offeror to ensure the email containing the Proposals package is received by the Board prior to the submission deadline.

8.3 Timely submission of the Proposals package is the sole responsibility of the Offeror. Proposals received after the specified time shall be rejected and remain unopened in the procurement file. The Offeror assumes all risk regarding delivery of the Proposals. The Board

will not be responsible for delivery delays, packages which are lost in the delivery process, misdirected emails, or other deliver errors.

8.4 Offerors shall identify each page of the Proposals package with the Offeror's name.

8.5 Failure to submit a Proposals in the Proposals form provided will be considered cause for rejection of the Proposals. Modifications or additions to any portion of the Proposals document may be cause for rejection of the Proposals. The Board reserves the right to decide, on a case-by-case basis, whether to reject a Proposals with modifications or additions as non-responsive. As a precondition to Proposals acceptance, the Board may request the Offeror to withdraw or modify portions deemed non-responsive that do not affect the service's quality, quantity, price, or delivery.

8.6 Proposals submitted by facsimile (fax) machine will not be accepted/considered.

8.7 Submission Format –Each Offeror must submit their Proposals in the style and format outlined herein.

A. The Proposals should be labeled and submitted as applicable per file version:

Section 1 – Introduction/Signed Proposals Cover Letter

Section 2 – Scope of Services Confirmation

Section 3 – References

Section 4 – Signed Statement of Compliance and Exception(s) Form

Section 5 – General Questionnaire

Section 6 – Technical Questionnaire

Section 7 – Fee Schedule

Section 8 - Signed Acknowledgement

Section 9 – Résumés for Key Staff: Provide a complete résumé of key Offeror staff who will be assigned to render services to the Board, including detailed information on any special training or designations and each person's respective total number of years of experience related to the services being requested in this RFP.

Section 10 – Any Additional Information Not Specifically Requested: If you have additional information you would like to provide, include it as Section 10 of your Proposals. It is the Offeror's sole responsibility to submit information relative to the evaluation of its Proposals and the Board is under no obligation to solicit such information if it is not included in the Proposals.

- B. Each page of the Proposals should be numbered. Multiple page attachments and samples should be numbered internally within each document, and not necessarily numbered in the overall page number sequence of the entire Proposals. The intent of this requirement is for the Offeror to submit all information in a manner that is clearly referenced and easily located.

8.8 Any Offeror claiming that its response contains information exempt from the Mississippi Public Records Act (Mississippi Code Annotated §§ 25-61-1 et seq. and 79-23-1), shall segregate and mark the information as confidential and provide the specific statutory authority for the exemption. If the Proposals contains confidential information, one (1) redacted electronic copy of the complete Proposals including all attachments shall be submitted in a searchable Microsoft Office® format, preferably in Word ® or PDF® .

- A. **If a redacted copy is not submitted, the Board shall consider the entire Proposals to be public record.** The redacted copy should identify which section or information has been redacted and the Offeror shall provide the specific statutory authority for the exemption. Per Mississippi Code Annotated § 25-61-9(7), the type of service to be provided, the price to be paid, and the term of the Contract cannot be deemed confidential.
- B. The redacted copy shall be considered public record and immediately released, without notification to the Offeror, pursuant to any request under the Mississippi Public Records Act, Mississippi Code Annotated §§ 25-61-1 *et seq.* and 79-23-1. Redacted copies shall also be used/released for any reason deemed necessary by the Board, including but not limited to, submission to the PPRB, posting to the Transparency Mississippi website, etc.
- C. In accordance with *PPRB OPSCR Rules and Regulations Section 1-301*, “Any party seeking a protective order on a procurement contract awarded by state agencies shall give notice to and provide the reasons for the protective order to the party requesting the information in accordance with the Mississippi Rules of Civil Procedure. The notice and reasons for the protective order must also be posted on the Mississippi Procurement Portal for a minimum of seven (7) days before filing the petition seeking the protective order in a chancery court. Any party seeking a protective order in violation of this subsection may be barred by a state agency from submitting Proposals, Proposals or qualifications for state procurements for a period not to exceed five (5) years.” Any records requested through a public records request shall be released no later than twenty-one (21) days from the date the third parties are given notice by the public body unless the third parties have followed the notification requirements and also filed in chancery court a petition seeking a protective order on or before the expiration of the twenty-one (21) daytime period.

8.9 All documentation submitted in response to this RFP and any additional information submitted in response to subsequent requests for information pertaining to this RFP shall become the property of the Board and will not be returned to the Offeror.

8.10 All information requested is considered important. Failure to provide all requested information and in the required format may result in disqualification of the Proposals. The Board

has no obligation to locate or acknowledge any information in the Proposals that is not presented under the appropriate outline and in the proper location according to the instructions herein.

8.11 If determined that the Offeror has altered any language in the original RFP, the Board may, at its sole discretion, disqualify the Offeror from further consideration. The RFP issued by the Board is the official version and will supersede any conflicting language subsequently submitted in Proposals.

8.12 Important Dates and Deadlines

August 8, 2025	Invitation for Proposals Released
August 21, 2025	Questions and Request for Clarification due to the Board
August 24, 2025	Anticipated responses to Offeror questions to be posted
September 12, 2025 2:00 pm	Proposals submission deadline
September 18, 2025	Presentation of Finalist, if Required by Board
September 25, 2025	Notice of Intent to Award
November 6, 2025	Notice of Contract Award Published
December 1, 2025	Contract Effective Date

*Adjustments to the schedule may be made as deemed necessary by the Board. Any Offerors selected as finalists will make presentations in Jackson, Mississippi. The Board shall not be responsible for any expenses incurred by the Offeror for such presentation. **Due to the constraints of the RFP timeline and the relative importance of presentations in the evaluation process, interested Offerors are encouraged to be prepared to accommodate this schedule.**

8.13 Contact, Questions/Request for Clarification, and Acknowledgement of Responses/RFP Amendments

- A. Offerors must carefully review this solicitation, the Contract, risk management provisions, and all attachments for defects, questionable, or objectionable material. Following review, Offerors may have questions to clarify or interpret the RFP to submit the best Proposals possible. To accommodate the questions and requests for clarifications, Offerors shall submit any such question via email by the deadline reflected in RFP Section 9.2. All questions and requests for clarifications must be directed by email to:

Todd Dear, Associate Director

Email: TDear@mbp.ms.gov

- B. Offerors should enter “RFP Pharmacy Professionals Recovery Program Services - Questions” as the subject for the email. Question submittals should include a reference to the applicable RFP section and be submitted in the format shown below:

	RFP Section, Page Number	Offeror Question/Request for Clarification
1.		

- C. Official responses will be provided only for questions submitted as described above and only to clarify information already included in the RFP. The identity of the organization

submitting the question(s) will not be revealed. All questions and answers will be published on The Buying and Selling to Government in Mississippi website and the Board's website as an amendment to the RFP by the date and time reflected in RFP Section 8.2.

- D. Offerors shall acknowledge receipt of any amendment to the RFP in writing. The acknowledgement shall be submitted to Todd Dear, Associate Director, via email TDear@mbp.ms.gov. Each Offeror shall submit a written acknowledgement of every amendment to the Board on or before the submission deadline.
- E. The Board will not be bound by any verbal or written information that is not contained within this RFP unless formally noticed and issued by the contact person as an RFP amendment. Offerors are cautioned that any statements made by Board personnel that materially change any portion of the Proposals document shall not be relied upon unless subsequently ratified by a formal written amendment to the Proposals document.
- F. All Offeror communications regarding this RFP must be directed to Todd Dear, Associate Director. Unauthorized contact regarding the RFP with other employees of the Board may result in the Offeror being disqualified, and the Offeror may also be suspended, disbarred, or removed from consideration for award of contracts with the State of Mississippi for a period of two (2) years. At no time shall any Offeror or its personnel contact, or attempt to contact, any Board staff regarding this RFP except the contact person as set forth and, in the manner, prescribed herein.
- G. No pre-Proposals conference will be held for this RFP.
- H. The Board reserves the right to amend this RFP at any time. Should an amendment to the RFP be issued, it will be posted on The Buying and Selling to Government in Mississippi website and also the Board's website under the heading at "MBP Proposals Announcements" at <https://www.mbp.ms.gov/news> in a manner that all Offerors will be able to view. Offerors must acknowledge receipt of any amendment to the solicitation by signing and returning the amendment with the Proposals package, by identifying the amendment number and date in the space provided for this purpose on the RFP amendment, or by letter. The acknowledgment should be received by the Board by the time, date, and at the place specified for receipt of Proposals. It is the Offeror's sole responsibility to monitor The Buying and Selling to Government in Mississippi website and the Board's website for any updates or amendments to the RFP. Questions and Answer document(s), if any are issued/posted on The Buying and Selling to Government in Mississippi website and the Board's website, must be treated the same as an RFP Amendment, meaning they will require acknowledgement.
- I. The RFP is comprised of the base RFP document, any attachments, any amendments issued prior to the submission deadline, and any other documents released before contract award.

8.14 Corrections and Clarifications

The Board reserves the right to request clarifications or corrections to Proposals. Any Proposals received which does not meet any of the requirements of this RFP, including clarification or correction requests, may be considered non-responsive and eliminated from further consideration.

8.15 Modification, Withdrawal, or Rejection of a Proposals

- A. Modifications or additions to any portion of the procurement document may be cause

for rejection of the Proposals. The Board reserves the right to decide, on a case-by-case basis, whether to reject a Proposals with modifications or additions as non-responsive. As a precondition to Proposals acceptance, The Board may request the Offeror to withdraw or modify those portions of the Proposals deemed non-responsive that do not affect quality, quantity, price, or delivery of the service. The RFP issued by the Board is the official version and will supersede any conflicting RFP language subsequently submitted in Proposals.

- B. An Offeror may withdraw a submitted Proposals by submitting a written notification for its withdrawal to the Board, signed by the Offeror, and emailed, or mailed to the addresses provided within RFP Section 8.1 prior to the time and date set for Proposals opening. The Board shall not accept any amendments, revisions, or alterations to Proposals after the due date unless requested by the Board. Late Proposals shall not be considered for award and the Offeror shall be notified as soon as practicable.
- C. If the price proposed/offered is substantially lower than those of other Offerors, a mistake may have been made. An Offeror may withdraw its Proposal from consideration if certain conditions are met:
 - 1) The Proposal is submitted in good faith;
 - 2) The price proposed/offered is substantially lower than those of other Offerors because of a mistake;
 - 3) The mistake is a clerical error, not an error of judgment; and,
 - 4) Objective evidence drawn from original work papers, documents, and other materials used in the preparation of the Proposal demonstrates clearly that the mistake was an unintentional error in arithmetic or an unintentional omission of a quantity of labor or material.
- D. To withdraw a Proposal that includes a clerical error after Proposal's opening, the Offeror must give notice in writing to the Board of claim of right to withdraw a Proposal. Within two (2) business days after the Proposal's opening, the Offeror requesting withdrawal must provide to the Board all original work papers, documents, and other materials used in the preparation of the Proposal.
- E. An Offeror may also withdraw a Proposal, prior to the time set for the opening of Proposal, by simply making a request in writing to the Board. No explanation is required.
- F. No Offeror who is permitted to withdraw a Proposal shall, for compensation, supply any material or labor to or perform any subcontract or other work for the person to whom the Contract is awarded, or otherwise benefit from the Contract.
- G. No partial withdrawals of a Proposal is permitted after the time and date set for the Proposal's opening; only complete withdrawals are permitted.
- H. A Proposal that includes terms and conditions that do not conform to the terms and conditions in the RFP document is subject to rejection as non-responsive. Further, submission of a Proposal that is not complete and/or signed is subject to rejection as non-responsive. The Board reserves the right to permit the Offeror to withdraw nonconforming terms and conditions from its Proposal prior to a determination by the Board staff of non-responsiveness based on the submission of nonconforming terms and conditions.

8.16 Right to Consider Historical Information

The Board reserves the right to consider historical information regarding the Offeror, whether gained from the Offeror's Proposal, conferences with the Offeror, references, or any other source during the evaluation process. This may include, but is not limited to, information from any state or federal regulatory entity.

8.17 Right to Reject, Cancel and/or Issue Another RFP

The Board specifically reserves the right to reject any or all Proposals received in response to the RFP, cancel the RFP in its entirety, or issue another RFP.

8.18 Availability of Funds

It is expressly understood and agreed that the obligation of Board to proceed under this agreement is conditioned upon the appropriation of funds by the Mississippi State Legislature and the receipt the appropriated funds. If the funds anticipated for the continuing time fulfillment of the agreement are, at any time, not forthcoming or insufficient, regardless of the source of funding, Board shall have the right upon 10 business days written notice to Contractor, to terminate this agreement without damage, penalty, cost or expense to the Board of any kind whatsoever. The effective date of termination shall be as specified in the notice of termination.

8.19 Cost of Proposals Preparation

All costs incurred by the Offeror in preparing and delivering its Proposal, making presentations, and any subsequent time and travel to meet with the Board regarding its Proposal shall be borne exclusively by the Offeror.

8.20 Registration with Mississippi Secretary of State

By submitting a Proposal, the Offeror certifies that it is registered to do business in the State of Mississippi as prescribed by Mississippi law and the Mississippi Secretary of State or, if not already registered, that it will do so within seven (7) business days of being notified by the Board that it has been selected for contract award. Sole proprietors are not required to register with the Mississippi Secretary of State.

8.21 Offeror Investigations and Certifications

- A. Before submitting a Proposal, each Offeror shall make all investigations and examinations necessary to ascertain all site conditions and requirements affecting the full performance of the Contract and to verify any representations made by the Board upon which the Offeror will rely. If the Offeror receives an award because of its Proposals submission, failure to have made such investigations and examinations will in no way relieve the Offeror from its obligation to comply in every detail with all provisions and requirements of the Contract documents, nor will a plea of ignorance of such conditions and requirements be accepted as a basis for any claim whatsoever for additional compensation.
- B. By submitting a Proposal, the Offeror certifies the following:
 - 1) That he/she has thoroughly read and understands the RFP and all attachments thereto;

- 2) That the company meets all requirements and acknowledges all certifications contained in the RFP and attachments thereto;
 - 3) That it is not currently debarred from submitting Proposals for contracts issued by any political subdivision or agency of the State of Mississippi and that it is not an agent of a person or entity that is currently debarred from submitting Proposals for contracts issued by any political subdivision or agency of the State of Mississippi;
 - 4) That the prices submitted in response to the solicitation have been arrived at independently and without, for the purpose of restricting competition, any consultation, communication, or agreement with any other Offeror or competitor relating to those prices, the intention to submit a Proposal, or the methods or factors used to calculate the prices proposed/offered; and,
 - 5) That such Offeror has not retained any person or agency on a percentage, commission, or other contingent arrangement to secure this Contract.
- C. The Offeror agrees that submission of a signed Proposal, fee schedule and deliverable date forms is certification that the Offeror will accept an award made to it because of the submission. Under no circumstances, shall the maximum time for Proposal acceptance by the State extend beyond one (1) year from the date of opening.

8.22 Contract and Property Rights

Contract rights do not vest in any party until a contract is legally executed. The Board is under no obligation to award a contract following issuance of this solicitation.

Property rights do not inure to any Offeror until such time as services have been provided under a legally executed contract. No party responding to this RFP has a legitimate claim of entitlement to be awarded a contract or to the provision of work thereunder. The Board is under no obligation to award a contract and may terminate a legally executed contract at any time.

8.23 Minor Informalities and Irregularities

The Board has the right to waive minor defects or variations of a proposal from the exact requirements of the specifications that do not affect the price, quality, quantity, delivery, or performance of the services being procured and if doing so does not create an unfair advantage for any Offeror. If insufficient information is submitted by a Offeror for the Board to properly evaluate the offer, the Board has the right to require such additional information as it may deem necessary after the submission deadline, provided that the information requested does not change the price, quality, quantity, delivery, or performance time of the services being procured and such a request does not create an unfair advantage for any Offeror.

8.24 Request for Reconsideration of the Terms of the Solicitation

Any actual or prospective vendor who is aggrieved in connection with this solicitation or the outcome of this RFP may file a request for reconsideration to Todd Dear, Associate Director of the Board, and the MDFA Director of OPSCR. It shall be the sole responsibility of the requesting vendor to ensure the request is timely received by all required parties. Failure to timely request reconsideration in compliance shall result in waiver of any claim a vendor may have. If requesting

reconsideration of the terms of the solicitation, the request shall be submitted within three (3) business days following the date of public notice as defined in PPRB OPSCR Rules & Regulations Section 6.5.1. The request shall contain the requesting vendor's name, a single contact person, all contact information for the contact person, the RFx number of the solicitation, the date the RFP was issued, and an explanation of the specific basis for the request, including the identification of which of these rules and regulations the requesting offeror believes were violated by the solicitation, as written. The request may not be based on anything other than the solicitation document and the Rules and Regulations of the Office of Personal Service Contract in effect at the time of the issuance of this RFP.

SECTION 9. PROPOSALS EVALUATION AND AWARD

9.1 All Proposals received in response to this RFP by the stated deadline will receive a comprehensive, fair, and impartial evaluation. A formal scoring methodology comprised of two phases – compliance, analysis – will be utilized, with each Proposal required to pass the previous phase to qualify for further evaluation in the next phase. The Board, at its discretion, may require a finalist phase during which a presentation will be made by Offerors reaching such phase. The Board will use an evaluation committee to review and evaluate the Proposals using a 100-point scale as well as consensus scoring. Consensus scoring involves a solidarity or general agreement of opinion among evaluators, based on information and data contained in the RFP Proposals. The evaluation of any Proposals may be suspended and/or terminated at the Board's discretion at any point during the evaluation process at which time the Board determines that said Proposals and/or Offeror fails to meet any of the mandatory requirements as stated in this RFP, the Proposal is determined to contain fatal deficiencies to the extent that the likelihood of selection for contract negotiations is minimal, or the Board receives reliable information that would make contracting with the Offeror impractical or otherwise not in the best interests of the Board and/or the State of Mississippi.

9.2 Evaluation Process

- A. Compliance Phase - In this initial phase of the evaluation process, all Proposals received are reviewed by the Board's Associate Director and/or designee to determine if mandatory RFP requirements have been satisfied, meaning whether a Proposals/Offeror is responsive, responsible, and/or acceptable. Compliance requirements are not assigned a point percentage or score but are simply recorded as Pass or Fail.
- 1) Every statement containing "must," "shall," "will," etc., is a mandatory requirement. Failure to respond leads to mandatory Proposals disqualification. Such mandatory requirements are to be clear and (preferably) standing alone.
 - 2) Every statement containing "may," "can," "should," etc., is a desirable requirement. Offerors may ignore these if they wish. The only penalty for doing so is a possible loss of scoring points if the requirement has scoring points tied to it.
 - 3) A Pass score is assigned to each factor for which the response to the question(s) defined is "Yes." If any factor receives a Fail score or for some reason cannot be evaluated, an explanation of the problem or concern and the corresponding question must be evaluated and made part of the record, to include any allowable waivers.
 - 4) Proposals with errors that do not alter the substance of the Proposals can be accepted, and the Board Associate Director may allow the Offeror to correct the problem prior to review if the irregularities are insignificant mistakes that can be waived or corrected without prejudice to other Offerors. The Board has the right to waive minor defects or variations of a Proposals from the exact requirements of the specifications that do not affect the price, quality, quantity, delivery, or performance time of the services being procured. If insufficient information is submitted by an Offeror with the Proposals for the Board to properly evaluate the Proposals, the Board has the right to require such additional information as it may deem necessary after the time set for receipt of Proposals, provided that the information requested does not change the price, quality, quantity, delivery, or performance time of the services being procured. Discussions may be conducted with Offerors who submit Proposals determined to be reasonably

susceptible of being selected for the award, but Proposals may also be accepted without such discussions. If any component received a Fail score (a “No” response) on any item or contains an item which for some reason cannot be evaluated, it shall be deemed as non-responsive and/or non-responsible. Failure to comply with these RFP requirements may result in the Proposals being eliminated from further consideration. All Proposals which are determined to be responsive, responsible, and/or acceptable will continue to next phase.

B. Analysis Phase - In this phase of the evaluation process, the evaluation committee will utilize consensus scoring to determine numerical scores for each Proposals. The evaluation factors are listed in order of their relative importance and weight:

- 1) Cost (40%)
- 2) Management (25%)
- 3) Technical (25%)
- 4) Quality Improvement and Governance (10%)

Eligible proposals will be ranked per these evaluation criteria. Award will be based on the overall evaluation score.

C. Finalist Phase - Upon completion of the Analysis Phase, the Board reserves the right to conduct a finalist phase. At the Board’s discretion, all finalists may be required to make a presentation to the evaluation committee. If scheduled, individual finalist presentations shall be held either in Jackson, Mississippi, or virtually, to allow the evaluation committee the opportunity to conduct technical interviews of the finalists, and to confirm/clarify information provided in the submitted Proposals or otherwise gathered during the evaluation process. Any substantial oral clarification shall be reduced to writing by the Offeror. The Board will provide at least five (5) days advance notice to the impacted Offerors. Due to the constraints of the RFP timeline and the relative importance of presentations and site visits in the evaluation process, interested Offerors are encouraged to be prepared to accommodate this schedule.

9.3 Upon completion of the evaluation of Proposals, the evaluation committee will determine the top scoring Proposals and provide a recommendation to the Board. The Board will decide as to the Proposals deemed most advantageous to the Board and will authorize the issuance of (an) intent to award the contract(s) to the selected Offeror(s) and authorize contract negotiations with selected Offeror(s). After such authorization by the Board, all participating Offerors will be notified in writing of the contract award(s) and will be afforded the opportunity to participate in a post-award debriefing.

9.4 The Board intends to award one contract to provide the services described within this RFP to a responsible and responsive Offeror whose Proposals is determined in writing to be the most advantageous to the State taking into consideration the price and the evaluation factors set forth in this RFP. No other factors or criteria shall be used in the evaluation. Award for this procurement will be posted on the Board’s website under the heading “MBP Proposals Announcements” at <https://www.mbp.ms.gov/news> . Offerors will be notified via email of the awards.

9.5 The Board reserves the right to further clarify and/or negotiate with selected Offeror(s) evaluated best following completion of the evaluation of Proposals but prior to contract execution if deemed necessary. The Board reserves the right to further clarify and/or negotiate with selected

Offeror(s) on any matter submitted to facilitate arriving at contract(s). The Board also reserves the right to move to the next best Offeror if negotiations do not lead to executed contract(s) with the best Offeror(s).

9.6 Request for Reconsideration of the Intent to Award

If requesting reconsideration of the intent to award, the request shall be submitted within seven (7) calendar days of the Notice of Intent to Award and posting of the Board's Procurement File, in writing after such aggrieved person or entity knows or should have known of the facts giving rise thereto. The request shall contain the requesting Offeror's name, a single contact person, all contact information for the contact person, the RFX number of the solicitation, the date the RFP was issued, the date the Notice of Intent to Award was issued, and an explanation of the specific basis for the request, including the identification of which of these rules and regulations and/or the terms of the RFP the requesting Offeror believes were violated by the Board during the evaluation process, explain the factual basis for the alleged violation(s), and specify how the alleged violation(s) affected the outcome of the procurement. The request shall not be based on anything other than the Board Procurement File, these rules and regulations, and the terms of the RFP. If the requesting Offeror believes the Board Procurement File posted on the Board website is incomplete (i.e., does not contain a document or documents required by these rules and regulations), the requesting Offeror shall so state in the request and shall specify what it believes to be missing. Should the requesting Offeror believe the trade secrets and/or confidential commercial or financial information which were redacted from the Board Procurement File posted on the Board website contain issues related to its request, the requesting Offeror shall state those concerns in the request – even if speculative – in a manner which is specific enough for the Board to provide a response.

All requests must be in writing, dated, signed by the Offeror or an individual authorized to sign contracts on behalf of the requesting Offeror. Exhibits shall not be included with the request. The request shall not be supplemented. Reference to documents outside of or facts not supported by the Board Procurement File or the RFP shall not be considered by the Board when responding to the request.

9.7 Required Contract Terms and Conditions

A draft contract has been included as Appendix A to this RFP for your review and comment. Any contract entered into with the Board pursuant to this RFP shall have the clauses in blue font as these are required pursuant to the PPRB OPSCR Rules and Regulations as updated and replaced by PPRB. These required clauses are mandatory and are non-negotiable. The Board discourages exceptions from the draft contract content, regardless of content being required or not. Such exceptions may cause a Proposals to be rejected as non-responsive. Proposals which condition the Proposals based upon the State accepting other terms and conditions not found in the RFP, or which take exception to the State's terms and conditions, may be found non-responsive, and no further consideration of the Proposals will be given.

9.8 Agency Website

This RFP, any amendment thereto, such as Questions and Answer document(s) and Summary of Pre-Proposals Conference, Tour, or Site Visit, if any were issued, the Notice of Intent To Award, and the Evaluation Report will be posted on the Board's website at <https://www.mbp.ms.gov/news> and The Buying and Selling to Government in Mississippi website at https://www.ms.gov/dfa/contract_bid_search/Bid?autoloadGrid=False.

9.9 Attachments

The attachments to this RFP are made a part of this RFP as if copied herein in words and figures.

Appendix A
Contractor Services Contract

PHARMACY PROFESSIONALS RECOVERY PROGRAM SERVICES CONTRACT

This Pharmacy Professionals Recovery Program Services Contract (Contract) is made by and between the Mississippi Board of Pharmacy (Board) and [Insert Company Name] (Contractor), effective December 1, 2025, under the following terms and conditions under which the Contractor agrees to provide a Pharmacy Professionals Recovery Program (“Program”) for impaired pharmacists, pharmacy students and pharmacy technicians licensed or registered with the Board.

1. Scope of Services

The Contractor shall provide a recovery program for pharmacists, pharmacy students and pharmacy technicians licensed or registered with the Board, which shall align with the Board’s goal to protect the public while encouraging and supporting the wellbeing of pharmacists, pharmacy students and pharmacy technicians from the diseases of substance abuse disorder, mental or physical illness that may impact a licensee’s ability to practice with reasonable skills, confidence, and safety to the public.

The Contractor will provide all services and otherwise do all things necessary for or incidental to the performance of work, as set forth below:

Program Services

- A. The Contractor must be capable of receiving referrals of licensees and coordinating appropriate communication at any time.
- B. The contractor must develop and maintain a referral list of treatment providers approved to provide assessments and treatment for inpatient and intensive outpatient care and aftercare. Assessments must be performed by qualified evaluators using recognized methodologies, including, but not limited to, screening instruments, psychosocial testing, results of mental health/drug and alcohol history, and personal interviews.
- C. The contractor must administer an individualized treatment plan created by an approved treatment program. Case management must be administered by a qualified resource or resources. The resource(s) may be dedicated or shared.
- D. The contractor must use the intake assessment and recommendations from treatment providers and determine the elements for continuous monitoring for each participant, including:
 - 1) Required participation in treatment to include inpatient, intensive outpatient, outpatient, recommended aftercare, support groups, and one-on-one counseling. The ability to track recovery activities in real time through mobile technology applications and on paper forms.
 - 2) Recovery-related activities, with validation reports from the participants' employers, work-site monitors, counselors, sponsors, and others.
 - 3) Random drug testing incorporating alternative specimens, including hair test, Peth testing, nail, and oral fluid testing, performed by a laboratory that has the

- appropriate national certification for the performed testing. Testing fees are paid directly to the performing laboratory.
- 4) Contractor must have routine individual meetings with the participant and coordinate framework for peer-to-peer support (ie. Pharmacist to Pharmacist).
 - 5) Execute and oversee a written substance use disorder agreement.
 - 6) Contractor must have direct communication access with the participant, including but not limited to by phone and email.
- E. The contractor must facilitate an assessment of each participant as part of the intake process to establish the necessary basis for appropriately managing each participant both initially and throughout their program participation. The contractor must also coordinate or help facilitate timely interventions and treatment.
- F. Reporting and Data
- 1) Quarterly Reports
 - 2) Immediate reporting to the regulatory agency is required for specific circumstances or on demand per Board or Board staff request.
- G. Must employ an addiction-trained Medical Review Officer or Medical Director with expertise in recovery of healthcare professionals. Expertise shall be reflected in applicable certification(s) in personal recovery or addiction medicine (e.g. ASAM).
- H. Must have an independent, confidential administrative and/or case management review committee that gives recommendations to program staff. Peer program participants of the committee should only serve in an advisory capacity.
- I. Provide an independent internal review for participant disagreements/grievances against staff or case review committee recommendations
- J. Contractor must provide, communicate, and advocate for or against licensure of participants during regular MS Board of Pharmacy meetings and as needed. This attendance shall be in person. Advocacy must be based on established and tracked metrics.
- K. Referrals for mental health or fitness to practice including providing the Board guidance on the physical or mental capacity of a licensee to participate in the practice of pharmacy or assist in the practice of pharmacy with reasonable skills, confidence and safety to the public.
- L. Must maintain competency in the best practices of substance use disorder and mental health management, including dual diagnosis, and serve as a resource to the Board and Board staff in these areas.
- M. Collaborate with Board staff to provide educational programs concerning substance use disorder, benefits of self-reporting, and mental health wellness to identified stakeholders including but not limited to schools of pharmacy, targeted professional groups, and employers.
- N. The Board reserves the right to audit all records maintained by the contractor or its subcontractor's relative to the contractor's performance under this Contract. At least two (2) business days' notice by the Board will be given to the contractor of the intent to audit.

The Board shall have the right to perform financial, performance, and other special audits on such records maintained by the contractor during regular business hours throughout the contract period. The contractor agrees that confidential information including, but not limited to, medical and other pertinent information relative to this contract, shall not be disclosed to any person or organization for any purpose without the expressed, written authority from the Board. The selected contractor will make available all records for review at no cost to the Board. Indicate your acceptance of this Proposals requirement and willingness to cooperate. For the purposes of this section, the term “audits” refers to financial, performance, and other special audits on such records maintained by the contractor and/or its subcontractors relative to the contractor’s performance under this Contract. Confirm you will comply with this requirement.

2. Contract Term

- A. This Contract is effective December 1, 2025 and shall terminate on June 30, 2029. There will be an option to renew the contract for an additional one (1) year term, at the discretion and approval of the Board.
- B. All records and information provided by the Board or through its Licensees to the Contractor are the sole property of the Board and will be returned to the Board within thirty (30) days of the termination date of this Contract.

3. Consideration

The Board agrees to compensate the Contractor for services approved by the Board and performed by the Contractor under the terms of this Contract in an amount as follows:

- A. The yearly and monthly rates as listed in Exhibit A, Fee Schedule for Pharmacy Professionals Recovery Program Services (including the total cost of contract services sum), of this Contract will constitute the entire compensation due to the Contractor for services and all the Contractor’s obligations hereunder regardless of the difficulty, materials, or equipment required. The total fees include all associated costs with no additional or hidden fees. The hourly rates include, but are not limited to, all required labor; all required equipment/material; all required insurance, bond, or other surety; all required overhead/profit; all required applicable taxes, fees, and general office expense; all required vehicles; all required fuel and mileage; all required travel; all required labor and supervision; all required training; all required business and professional certifications, licenses, permits, or fees; and any and all other direct and indirect costs, incurred or to be incurred, by the Contractor. The fees and rates listed in Exhibit A, Fee Schedule for Pharmacy Professionals Recovery Program Services, of this Contract are firm for the duration of this Contract and are not subject to escalation for any reason, unless otherwise provided for within this Contract, or unless this Contract is duly amended.
- B. The Contractor will be paid in monthly installments in arrears upon completion of services.
- C. The Contractor will submit all invoices, in a form acceptable to the Board (provided that such acceptance will not be unreasonably withheld) with all the necessary supporting documentation, prior to any payment to the Contractor of any allowable fees. Fees will be

invoiced in sufficient detail and format as determined by the Board. Such invoices will include, at a minimum, a description of the service(s) provided, the compensation rate, the time period in which services were provided, and total fees requested for the period being invoiced. The Board shall not provide any prepayments or initial deposits in advance of services being rendered. Fees for services provided by the Contractor shall be billable to the Board in arrears at the end of each deliverable date. Payment for any and all services provided by the Contractor to the Board shall be made only after said services have been duly performed and properly invoiced. Only those services agreed to by contract shall be considered for reimbursement/compensation by the Board. No additional compensation will be provided by the Board for any expense, cost, or fee not specifically authorized by this Contract, or by written authorization from the Board.

- D. Upon the effective date of termination of this Contract, the Contractor will remain liable for any obligations arising hereunder prior to the effective date of such termination. In addition, in the event of termination of the Contract for any reason, the Contractor shall be paid for services rendered and allowable expenses incurred up to the effective date of termination.

4. Anti-Assignment/Subcontracting

Contractor acknowledges that it was selected by the State to perform the services required hereunder based, in part, upon Contractor's special skills and expertise. The Contractor shall not assign, subcontract, or otherwise transfer this Contract, in whole or in part, without the prior written consent of the State, which the State may, in its sole discretion, approve or deny without reason. Any attempted assignment or transfer without such consent shall be null and void. No such approval by the State of any subcontract shall be deemed in any way to provide for the incurrence of any obligation of the State in addition to the total fixed price agreed upon in this Contract. Subcontracts shall be subject to the terms and conditions of this Contract and to any conditions of approval that the State may deem necessary. Subject to the foregoing, this Contract shall be binding upon the respective successors and assigns of the parties.

5. Applicable Law

The Contract shall be governed by and construed in accordance with the laws of the State of Mississippi (State), excluding its conflicts of laws provisions, and any litigation with respect thereto shall be brought in the courts of the State. The Contractor shall comply with applicable federal, state, and local laws and regulations.

6. Approval

It is understood that if this Contract requires approval by the Public Procurement Review Board (PPRB) and/or the MDFA Office of Personal Service Contract Review (OPSCR), and this Contract, if not approved by the PPRB and/or OPSCR, is void and no payment shall be made hereunder.

7. Attorney's Fees and Expenses

In the event Contractor defaults on any obligations under this Agreement, Contractor shall pay to the Board all costs and expenses, without limitation, incurred by the Board in enforcing this Agreement or reasonably related to enforcing this Agreement. This includes but is not limited to investigative fees, court costs, and attorneys' fees. Under no circumstances shall the Board be obligated to pay attorneys' fees or legal costs to Contractor.

8. Authority to Contract

Contractor warrants: (a) that it is a validly organized business with valid authority to enter into this Contract; (b) that it is qualified to do business and in good standing in the State of Mississippi; (c) that entry into and performance under this Contract is not restricted or prohibited by any loan, security, financing, contractual, or other contract of any kind; and, (d) notwithstanding any other provision of this Contract to the contrary, that there are no existing legal proceedings or prospective legal proceedings, either voluntary or otherwise, which may adversely affect its ability to perform its obligations under this Contract.

9. Availability of Funds

It is expressly understood and agreed that the obligation of the Board to proceed under this agreement is conditioned upon the appropriation of funds by the Mississippi State Legislature and the receipt the appropriated funds. If the funds anticipated for the continuing time fulfillment of the agreement are, at any time, not forthcoming or insufficient, regardless of the source of funding, the Board shall have the right upon 10 business days written notice to Contractor, to terminate this agreement without damage, penalty, cost or expense to the Board of any kind whatsoever. The effective date of termination shall be as specified in the notice of termination.

10. Certification of Independent Price Determination

The Contractor certifies that prices submitted in response to the solicitation and that the Board has agreed to pay pursuant to the terms of this contract was arrived at independently and without any consultation, communication, or agreement with any other offeror or competitor for the purpose of restricting competition.

11. Change in Scope of Work

The Board may order changes in the work consisting of additions, deletions, or other revisions within the general scope of the Contract. No claims may be made by the Contractor that the scope of the project or of the Contractor's services have been changed, requiring changes to the amount of compensation to the Contractor or other adjustments to the Contract, unless such changes or adjustments have been made by written amendment to the Contract signed by the Executive Director of the Board and the Contractor. If the Contractor believes that any particular work is not within the scope of the project, is a material change, or shall otherwise require more compensation to the Contractor, the Contractor shall immediately notify the Board in writing of this belief. If the

Board believes that the particular work is within the scope of the Contract as written, the Contractor shall be ordered to and shall continue the work as changed and at the cost stated for the work within the Contract.

12. Compliance with Equal Opportunity in Employment Policy

The Contractor understands that the Board is an equal opportunity employer and therefore maintains a policy which prohibits unlawful discrimination based on race, color, creed, sex, age, national origin, physical handicap, disability, genetic information, or any other consideration made unlawful by federal, state, or local laws. All such discrimination is unlawful and the Contractor agrees during the term of the Contract that the Contractor shall strictly adhere to this policy in its employment practices and provision of services.

13. Compliance with Laws

Contractor shall comply with, and all activities under this agreement shall be subject to, all applicable federal, state, and local laws and regulations, as now existing and as may be amended or modified.

14. Confidentiality

Notwithstanding any provision to the contrary contained herein, it is recognized that Board is a public agency of the State of Mississippi and is subject to the Mississippi Public Records Act, Mississippi Code Annotated § 25-61-1 et seq. If a public records request is made for any information provided to the Board pursuant to the Contract and designated by the Contractor in writing as trade secrets or other proprietary confidential information, the Board shall follow the provisions of Mississippi Code Annotated §§ 25-61-9 and 79-23-1 before disclosing such information. The Board shall not be liable to the Contractor for disclosure of information required by court order or required by law.

15. Contractor Personnel

The Board shall, throughout the life of the Contract, have the right of reasonable rejection and approval of staff or subcontractors assigned to the work by the Contractor. If the Board reasonably rejects staff or subcontractors, the Contractor shall provide replacement staff or subcontractors satisfactory to the Board in a timely manner and at no additional cost to the Board. The day-to-day supervision and control of the Contractor's employees and subcontractors is the sole responsibility of the Contractor.

16. Disclosure of Confidential Information

In the event that either party to this Contract receives notice that a third party requests divulgence of confidential or otherwise protected information and/or has served upon it a subpoena or other validly issued administrative or judicial process ordering divulgence of confidential or otherwise protected information that party shall, within 2 days of receipt of such request, inform the other party and thereafter respond in conformity with such subpoena to the extent mandated by law. This

section shall survive the termination or completion of this Contract. The parties agree that this section is subject to and superseded by Mississippi Code Annotated § 25-61-1 et seq.

17. Disputes

Any dispute concerning the Contract which is not disposed of by agreement shall be decided by the President of the Board who shall reduce such decision to writing and mail or otherwise furnish a copy thereof to the Contractor. The decision of the President of the Board shall be final and conclusive. Nothing in this paragraph shall be construed to relieve the Contractor of full and diligent performance of the Contract.

18. E-Payment

The Contractor agrees to accept all payments in United States currency via the State of Mississippi's electronic payment and remittance vehicle. The Board agrees to make payment in accordance with Mississippi law on "Timely Payments for Purchases by Public Bodies", which generally provides for payment of undisputed amounts by the agency within forty-five (45) days of receipt of the invoice. Mississippi Code Annotated § 31-7-301, et seq.

19. E-Verification

If applicable, Contractor represents and warrants that it will ensure its compliance with the Mississippi Employment Protection Act and will register and participate in the status verification system for all newly hired employees. Mississippi Code Annotated §§ 71-11-1 and 71-11-3. Contractor agrees to provide a copy of each verification upon request of the [Agency] subject to approval by any agencies of the United States Government. Contractor further represents and warrants that any person assigned to perform services hereafter meets the employment eligibility requirements of all immigration laws.

The breach of this clause may subject Contractor to the following: (1) termination of this contract and exclusion pursuant to Chapter 15 of the Public Procurement Review Board Office of Personal Service Contract Review Rules and Regulations; (2) the loss of any license, permit, certification or other document granted to Contractor by an agency, department, or governmental entity for the right to do business in Mississippi; or (3) both. In the event of such termination, Contractor would also be liable for any additional costs incurred by the Agency due to Contract cancellation or loss of license or permit to do business in the state.

20. Failure to Deliver

In the event of failure of Contractor to deliver services in accordance with the contract terms and conditions, the Board, after due oral or written notice, may procure the services from other sources and hold Contractor responsible for any resulting additional purchase and administrative costs. This remedy shall be in addition to any other remedies that the Board may have.

21. Failure to Enforce Does Not Constitute Waiver

Failure by the Board at any time to enforce the provisions of the contract shall not be construed as a waiver of any such provisions. Such failure to enforce shall not affect the validity of the contract or any part thereof or the right of the Board to enforce any provision at any time in accordance with its term

22. Force Majeure

Each party shall be excused from performance for any period and to the extent that it is prevented from performing any obligation or service, in whole or in part, as a result of causes beyond the reasonable control and without the fault or negligence of such party and/or its subcontractors. Such acts shall include without limitation acts of God, strikes, lockouts, riots, acts of war, epidemics, governmental regulations superimposed after the fact, fire, earthquakes, floods, or other natural disasters (“force majeure events”). When such a cause arises, the Contractor shall notify the Board immediately in writing of the cause of its inability to perform, how it affects its performance, and the anticipated duration of the inability to perform. All parties shall make reasonable efforts to minimize the impact of the force majeure event on contract performance. The Board may exercise any rights it has under the contract which are available when neither party is in default.

23. Indemnification

To the fullest extent allowed by law, the Contractor shall indemnify, defend, save and hold harmless, protect, and exonerate the Board, its Commissioners, Board Members, officers, employees, agents, and representatives and the State of Mississippi from and against all claims, demands, liabilities, suits, actions, damages, losses, and costs of every kind and nature whatsoever, including, without limitation, court costs, investigative fees and expenses, and attorneys’ fees, arising out of or caused by Contractor and/or its partners, principals, agents, employees, and/or subcontractors in the performance of or failure to perform this Contract.

In the Board’s sole discretion, upon approval of the Office of the Mississippi Attorney General, the Contractor may be allowed to control the defense of any such claim, suit, etc. In the event the Contractor defends said claim, suit, etc., the Contractor shall use legal counsel acceptable to the Office of the Mississippi Attorney General and the Board. The Contractor shall be solely responsible for all costs and/or expenses associated with such defense, and the Board shall be entitled to participate in said defense. The Contractor shall not settle any claim, suit, etc., without the concurrence of the Office of the Mississippi Attorney General and the Board, which shall not be unreasonably withhold.

24. Independent Contractor Status

The Contractor shall at all times, be regarded as, and shall be legally considered an Independent Contractor and shall at no time act as an agent for the Board. Nothing contained herein shall be deemed or construed by the Board, the Contractor, or any third party as creating the relationship of principal and agent, master and servant, partners, joint ventures, employer and employee, or any similar such relationship between the Board and the Contractor. Neither the method of computation

of fees or other charges, nor any other provision contained herein, nor any acts of the Board or the Contractor hereunder creates, or shall be deemed to create a relationship other than the independent relationship of the Board and Contractor.

The Contractor's personnel shall not be deemed in any way, directly or indirectly, expressly or by implication, to be employees of the Board. Neither the Contractor nor its employees shall, under any circumstances, be considered servants, agents, or employees of the Board, and the Board shall be at no time be legally responsible for any negligence or other wrongdoing by the Contractor, its servants, agents, or employees.

The Board shall not withhold from the Contract payments to the Contractor any federal or state unemployment taxes, federal or state income taxes, Social Security tax, or any other amounts for benefits to the Contractor. Further, the Board shall not provide to the Contractor any insurance coverage or other benefits, including Worker's Compensation, normally provided by the State for its employees.

25. Information Designated by the Board as Confidential

Any liability resulting from the wrongful disclosure of confidential information on the part of Contractor, or its subcontractor(s) shall rest with Contractor. Disclosure of any confidential information by Contractor or its subcontractor(s) without the express written approval of the Board may result in the immediate termination of this agreement.

26. Insurance

Contractor represents that it will maintain workers' compensation and all liability insurance as outlined in its Proposal, including general liability insurance, professional liability insurance, medical director's liability insurance, and directors' and officers' liability insurance. All aforementioned insurance policies will provide coverage to the Mississippi Board of Pharmacy as an additional insured. The Board reserves the right to request from carriers, certificates of insurance regarding the required coverage. Insurance carriers shall be licensed or hold a Certificate of Authority from the Mississippi Department of Insurance

27. Modification or Renegotiation

This Contract may be modified, altered or changed only by written agreement signed by the parties hereto. The parties agree to renegotiate the Contract if federal, State and/or the Board revisions of any applicable laws or regulations make changes in this Contract necessary.

28. No Limitation of Liability

Nothing in this agreement shall be interpreted as excluding or limiting any liability of the Contractor for harm arising out of the Contractor's or its subcontractors' performance under this agreement.

29. Offeror's Representation Regarding Contingent Fees

By executing this contract the Contractor represents that it has not retained any person or agency on a percentage, commission, or other contingent arrangement to secure this contract. If the Contractor cannot make such a representation, a full and complete explanation shall be submitted in writing to the Board prior to contract execution.

30. Oral Statements

No oral statement of any person shall modify or otherwise affect the terms, conditions, or specifications stated in this Contract. All modifications to the Contract shall be made in writing by the Board and agreed to by the Contractor.

31. Ownership of Documents and Work Papers

The Board shall own all documents, files, reports, work papers and working documentation, electronic or otherwise, created in connection with the project which is the subject of this Contract, except for the Contractor's internal administrative and quality assurance files and internal project correspondence. The Contractor shall deliver such documents and work papers to the Board upon termination or completion of the Contract. The foregoing notwithstanding, the Contractor shall be entitled to retain a set of such work papers for its files. The Contractor shall be entitled to use such work papers only after receiving written permission from the Board and subject to any copyright protections.

32. Paymode

Payments by state agencies using the State's accounting system shall be made and remittance information provided electronically as directed by the State. These payments shall be deposited into the bank account of the Contractor's choice. The State may, at its sole discretion, require the Contractor to submit invoices and supporting documentation electronically at any time during the term of this Contract. The Contractor understands and agrees that the State is exempt from the payment of taxes. All payments shall be in United States currency.

33. Procurement Regulations

The Contract shall be governed by the applicable provisions of the Mississippi Public Procurement Review Board Office of Personal Service Contract Review Rules and Regulations, a copy of which is available at 501 North West Street, Suite 701E, Jackson, Mississippi 39201 for inspection, or downloadable at <http://www.dfa.ms.gov/dfa-offices/personal-service-contract-review/opscr>.

34. Professional Certifications and Licenses

Contractor shall provide official copies of all valid licenses and certificates required for performance of the work. The official copies shall be delivered to the Board no later than ten business days after Contractor receives the Notice of Intent to Award from the Board. Current official copies of licenses and certificates shall be provided to the Board within five business days

of request at any time during the contract term. Licenses and certificates required for this contract include the following: a business license valid in Mississippi; a professional license or certificate.

35. Property Rights

Property rights do not inure to Contractor until such time as services have been provided under a legally executed contract. Contractor has no legitimate claim of entitlement to the provision of work hereunder and acknowledges that the Board may terminate this contract at any time for its own convenience.

36. Representation Regarding Gratuities

Contractor represents that it has not, is not, and will not offer, give, or agree to give any employee or former employee of Board a gratuity or offer of employment in connection with any approval, disapproval, recommendation, development, or any other action or decision related to the solicitation and resulting contract. Contractor further represents that no employee or former employee of Board has or is soliciting, demanding, accepting, or agreeing to accept a gratuity or offer of employment for the reasons previously stated; any such action by an employee or former employee in the future, if any, will be rejected by Contractor. Contractor further represents that it is in compliance with the Mississippi Ethics in Government laws, codified at Mississippi Code Annotated §§ 25-4-101 through 25-4-121, and has not solicited any employee or former employee to act in violation of said law.

37. Required Public Records and Transparency

Upon execution of a contract, the provisions of the contract which contain the personal or professional services provided, the unit prices, the overall price to be paid, and the term of the contract shall not be deemed to be a trade secret or confidential commercial or financial information pursuant to Mississippi Code Annotated § 25-61-9(7). The contract shall be posted publicly on www.transparency.ms.gov and shall be available for at the Agency for examination, inspection, or reproduction by the public. The Contractor acknowledges and agrees that the Board and this contract are subject to the Mississippi Public Records Act of 1983 codified at Mississippi Code Annotated §§ 25-61-1, et seq. and its exceptions, Mississippi Code Annotated § 79-23-1, and the Mississippi Accountability and Transparency Act of 2008, codified at Mississippi Code Annotated §§ 27-104-151, et seq.

38. Right to Audit

Contractor shall maintain such financial records and other records as may be prescribed by the Board or by applicable federal and state laws and regulations. Contractor shall retain these records for a period of three years after final payment, or until they are audited by the Board, whichever event occurs first. These records shall be made available during the term of the contract and the subsequent three-year period for examination, transcription, and audit by the Board, the Mississippi State Auditor's Office, and/or other entity of the state.

39. Right to Inspect

The Board may, at reasonable times, inspect the place of business of a Contractor or any subcontractor which is related to the performance of any contract awarded by the Board.

40. Severability

If any part of this Contract is declared to be invalid or unenforceable, such invalidity or unenforceability shall not affect any other provision of the Contract that can be given effect without the invalid or unenforceable provision, and to this end the provisions hereof are severable. In such event, the parties shall amend the Contract as necessary to reflect the original intent of the parties and to bring any invalid or unenforceable provisions in compliance with applicable law.

41. Standards of Care/Remedies

The Contractor shall exercise reasonable care and due diligence consistent with standards in the industry in the performance of its obligations under this Contract.

42. Stop Work Order

The Board may, by written order to Contractor at any time, require Contractor to stop all or any part of the work called for by this contract. This order shall be for a period of time specified by the Board. Upon receipt of such an order, Contractor shall forthwith comply with its terms and take all reasonable steps to minimize any further cost to the Board. Upon expiration of the stop work order, Contractor shall resume providing the services which were subject to the stop work order, unless the Board has terminated that part of the agreement or terminated the agreement in its entirety. The Board is not liable for payment for services which were not rendered due to the stop work order.

43. Termination

Termination for Convenience. The Board may, when the interests of the Board so require, terminate this contract in whole or in part, for the convenience of the Agency. The Board shall give written notice of the termination to Contractor specifying the part of the contract terminated and when termination becomes effective. Contractor shall incur no further obligations in connection with the terminated work and on the date set in the notice of termination Contractor will stop work to the extent specified. Contractor shall complete the work not terminated by the notice of termination and may incur obligations as are necessary to do so.

Termination for Default. If the Board gives the Contractor a notice that the personal or professional services are being provided in a manner that is deficient, the Contractor shall have 30 days to cure the deficiency. If the Contractor fails to cure the deficiency, the Board may terminate the contract for default and the Contractor will be liable for the additional cost to the Board to procure the personal and professional services from another source. Termination under this paragraph could result in Contractor being excluded from future contract awards pursuant to Chapter 15 of the Public Procurement Review Board Office of Personal Service Contract Review Rules and

Regulations. Any termination wrongly labelled termination for default shall be deemed a termination for convenience.

44. Third Party Action Notification

The Contractor shall give the Board prompt notice in writing of any action or suit filed, and prompt notice of any claim made against the Contractor by any entity that may result in litigation related in any way to this Contract.

45. Waiver

No delay or omission by either party to this agreement in exercising any right, power, or remedy hereunder or otherwise afforded by contract, at law, or in equity shall constitute an acquiescence therein, impair any other right, power or remedy hereunder or otherwise afforded by any means, or operate as a waiver of such right, power, or remedy. No waiver by either party to this agreement shall be valid unless set forth in writing by the party making said waiver. No waiver of or modification to any term or condition of this agreement will void, waive, or change any other term or condition. No waiver by one party to this agreement of a default by the other party will imply, be construed as or require waiver of future or other defaults.

46. Notices

All notices required or permitted to be given under this Contract shall be in writing and personally delivered or sent by certified United States mail, postage prepaid, return receipt requested, to the party to whom the notice should be given at the address set forth below. Notice shall be deemed given when actually received or when refused. The parties agree to promptly notify each other in writing of any change of address.

If to the Board:

**Attention: Susan McCoy, Executive Director
Mississippi Board of Pharmacy
6311 Ridgewood Road
Suite E401
Jackson, Mississippi 39211**

If to the Contractor:

**[Name, Title]
[Contractor Name]
[Address]
[City, State, Zip]**

47. Incorporation of Documents

This Contract consists of and precedence is hereby established by the order of the following documents incorporated herein:

- A. This Contract signed by the parties including Exhibit A - Fee Schedule for Pharmacy Professionals Recovery Program Services;
- B. The Mississippi Board of Pharmacy's Request for Proposals for Pharmacy Professionals Recovery Program Services, dated August 8, 2025, and attached hereto as Exhibit B and incorporated fully herein by reference; and
- C. The Contractor's Response to the Mississippi Board of Pharmacy's Request for Proposals for Pharmacy Professionals Recovery Program Services, dated _____, 2025, attached hereto as Exhibit C and incorporated fully herein by reference.

CONTRACT EXHIBIT A

**FEE SCHEDULE FOR
PHARMACY PROFESSIONALS RECOVERY PROGRAM
SERVICES**

CONTRACT EXHIBIT B

**MISSISSIPPI BOARD OF PHARMACY'S
REQUEST FOR PROPOSALS FOR
PHARMACY PROFESSIONALS RECOVERY PROGRAM
SERVICES**

CONTRACT EXHIBIT C

CONTRACTOR'S RESPONSE TO THE MISSISSIPPI BOARD OF PHARMACY'S REQUEST FOR PROPOSALS FOR PHARMACY PROFESSIONALS RECOVERY PROGRAM SERVICES



**STATE OF MISSISSIPPI
MISSISSIPPI BOARD OF PHARMACY**

Written Determination on Advertising Timelines less than 30 days but greater than 14 days

The agency desired to have a new vendor in place by 12/1/2025 to allow 1 month of contractual overlap between the current vendor and the new vendor if applicable. The current vendor contract terminates on 12/31/2025. The solicitation was on the procurement portal and the agency website for 30 calendar days. Additionally, there were 21 calendar days between the second newspaper advertisement and the bid receipt deadline. The agency received four proposals, and three of the proposals were from offerors that received direct solicitation from the agency regarding the procurement on 8/11/2025.



PO Box 632030 Cincinnati, OH 45263-2030

AFFIDAVIT OF PUBLICATION

MS Board of Pharmacy
6311 Ridgewood RD
Suite E401
Jackson MS 39211-2035

Received

SEP 08 2025

MS Board of Pharmacy

STATE OF WISCONSIN, COUNTY OF BROWN

Before the undersigned authority personally appeared, who on oath says that he/she is a Legal Advertising Representative of The Clarion-Ledger, a newspaper as defined and prescribed in Sections 13-3-31 and 13-3-32, of the Mississippi Code of 1972, as amended, who, being duly sworn, states that the notice, a true copy of which is hereto attached, to be issues of said newspapers editions date as follows:

08/15/2025, 08/22/2025

That said newspaper was regularly issued and circulated on those dates and that the fees charged are legal.

Sworn to and subscribed before on 08/22/2025

Legal Clerk

Notary, State of WI, County of Brown

My commission expires

Publication Cost: \$76.30

Tax Amount: \$0.00

Payment Cost: \$76.30

Order No: 11575256

Customer No: 1549827

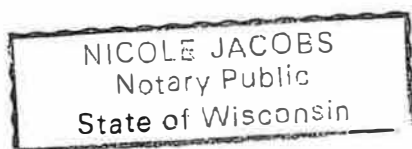
PO #: LMSS0351757

of Copies:

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Request for Proposal: Pharmacy Professionals Recovery Program

The Mississippi Board of Pharmacy is seeking a contractor to provide a Pharmacy Professionals Recovery Program for impaired pharmacists, pharmacy students, and pharmacy technicians licensed or registered with the Board.

RFX number of the solicitation: 3120003200

Agency official responsible for the procurement: Todd Dear
Phone Number: 601-899-8880

Submission Deadline: 9/12/2025 at 2 pm central

Obtain a full copy of the RFP at www.mbp.ms.gov/news or on The Buying and Selling to Government in Mississippi website.

August 15, 22 2025

LMSS0351757

RFP Posted to Website

Title	Content type	Author	Status	Updated	Operations
MBP September 2025	Board Meetings	ajones@comp.ms.gov	Published	09/12/2025 - 14:04	Edit
MBP September 2025	Board Meetings	ajones@comp.ms.gov	Published	09/12/2025 - 08:03	Edit
Regulations	Basic page	dwy_admin	Published	09/03/2025 - 14:51	Edit
Ronnie Bagwell	Board Members	dwy_admin	Unpublished	09/03/2025 - 14:46	Edit
Patti Hawkins	Board Members	ajones@comp.ms.gov	Published	09/03/2025 - 14:45	Edit
Tony Warts	Board Members	dwy_admin	Published	09/03/2025 - 14:05	Edit
Pharmacy Benefit Managers (PBM)	Basic page	dwy_admin	Published	09/02/2025 - 13:24	Edit
MBP Proposal Announcement: Recovery Support	Article	ajones@comp.ms.gov	Published	09/25/2025 - 14:19	Edit



MBP Proposal Announcement: Recovery Support

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[FAQ'S](#)

[Recovery Support Proposal](#)

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Proposals must be received on or before 2:00 PM CST, September 12, 2025., per RFP instructions.

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[RFP Amendment One](#)

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Number 3120003200 Smart Number 1846-26-R-RFPR-00001 Type Request for Proposal Status Published Created On 08/08/2025 12:04:44 Created By MELISSA BELL Number of Bidders 375

[RFx Information](#)
[Bidders](#)
[Items](#)
[Notes and Attachments](#)
[Conditions](#)
[Weights and Scores](#)
[Approval](#)
[Tracking](#)

[RFx Parameters](#)
[Questions](#)
[Notes and Attachments](#)
[Conditions](#)
[Table Extension](#)
[Synopsis](#)
[User-Specified Status](#)

Identification

Smart Number: 1846-26-R-RFPR-00001

☐ Smart Number is External

Type: Request for Proposal

Product Category:

Publication Type: Public Rfx

Organization

Purchasing Organization: State of Mississippi - Purchasing

Purchasing Group: 1846 GEN PURCH [Show Members](#)

Dates

Start Date: 08/12/2025 02:30:00 pm

* Submission Deadline: 09/12/2025 02:30:00 pm

* Opening Date: 09/12/2025 02:30:00 pm

End of Bidding Period:

Valid From / To:

Event Parameters

Currency: USD

Target Value: 0.00 USD

Detailed Price Information: Price with Conditions

Follow-On Document: Contract

Bidder Can Change Rfx Responses: ☐

Allow Multiple Rfx Responses for Each Company: ☐

Display Weighting to Bidders: ☐

* Major Procurement Category: PERSONNEL SERVICES (NO...)

* Sub Procurement Category: PERSONNEL SERVICE -NON-TECHNOLOGY

* Bidder Submission Deadline: 09/12/2025 02:00:00 pm

Electronic Responses Only: ☐

Document Builder Doc Type: 2RFX_AMEND

Confidential Document: ☐

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* Requester	44705	MELISSA BELL	
* Location	79	MS BOARD OF PHARMACY	



(/dfa/contract_bid_search/)

Buying and Selling to Government in Mississippi (/dfa/contract_bid_search/)

MISSISSIPPI SUPPLIERS (VENDORS) (/DFA/CONTRACT__BID_SEARCH/HOME/SELL)

TRANSPARENCY MS (HTTP://WWW.TRANSPARENCY.MS.GOV/)

BUYING FOR MISSISSIPPI (/DFA/CONTRACT_BID_SEARCH/HOME/BUY)

Procurement Details: # 1846-26-R-RFPR-00001 / 3120003200

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Procurement Details

Smart Number	1846-26-R-RFPR-00001	Advertised Date	08/12/2025 2:30 PM
RFx #	3120003200	Submission Date	09/12/2025 2:00 PM
RFx Status	Closed	Major Procurement Category	PERSONNEL SERVICES NON-IT

RFx Opening Date 09/12/2025 2:30 PM

Sub Procurement Category PERSONNEL SERVICE - NON-TECHNOLOGY

RFx Type Request for Proposal

Agency MS BOARD OF PHARMACY

RFx Description Pursuant to PPRB Approval for RFx
3180002700 this is an RFP/RFQ to procure
pharmacy recovery program services

Contact Information

Name	MELISSA BELL	Email	MELISSA_BELL1@ATT.NET
Phone		Fax	

RFx Items

PRODUCT CATEGORY	PRODUCT DESCRIPTION
94874	Serv HealRelProfMed

Awarded

VENDOR NAME	VENDOR NUMBER	AWARD DATE	AWARD AMOUNT	FUNDING SOURCE
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Bid Attachments

Attachments

Amendment one (https://SRM.MAGIC.MS.GOV:443/SAP/EBP/DOCSEVER/?ATTKGET&KPID=767FE80500261FD0A0D0A9C516877381&KPCLASS=BBP_L_DOC&SAP-CLIENT=100)

Attachments

RFP (https://SRM.MAGIC.MS.GOV:443/SAP/EBP/DOCSEVER/RFP%2ERECOVERY%2E8%2E8%2E25.PDF?PHIOGET&KPID=0200060000121FD09DF5CE823C6FF79D&KPCLASS=BBP_P_DOC&SAP-CLIENT=100)

Attachments

updated petition
(https://SRM.MAGIC.MS.GOV:443/SAP/EBP/DOCSEVER/2ND%20RECOVERYRFP%2EPETITION%2EBID%2ERELIEF%207%2D8%2D25.PDF?PHIOGET&KPID=767FE80500261FE09788506E010B83B7&KPCLASS=BBP_P_DOC&SAP-CLIENT=100)

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MS DEPT of Information Technology Services (ITS) (<http://www.its.ms.gov/>)

Mississippi's Chosen Payment Network (<http://portal.paymode.com/mississippi/>)

Paymode (<http://portal.paymode.com/mississippi/>)

MS DFA: Bureau of Building (<http://www.dfa.ms.gov/dfa-offices/bureau-of-building-grounds-and-real-property-management/>)

MS DFA: Office of Purchasing (<http://www.dfa.ms.gov/dfa-offices/purchasing-travel-and-fleet-management/>)

MS DFA: Office of Personal Service Contract Review (<http://www.dfa.ms.gov/dfa-offices/personal-service-contract-review/>)

Mississippi Management and Reporting System (<http://www.mmrs.state.ms.us/>)

Statewide Contract Item Catalog (https://portal.magic.ms.gov/som_catalog)

MS.Gov Help Portal (https://www.ms.gov/msi/help_portal)

()

DEAR , JEREMY TODD

From: DEAR , JEREMY TODD
Sent: Monday, August 11, 2025 4:52 PM
To: path2anewyou@gmail.com
Cc: LEE , AVERY MOUNGER
Subject: MS Board of Pharmacy RFP for Recovery Support has been released

Please see the posting at:

[MBP Proposal Announcement: Recovery Support | Mississippi Board of Pharmacy](#)

Sincerely,

Todd Dear, PharmD, MBA, BCPS
Associate Director
MS Board of Pharmacy
6311 Ridgewood Road
Jackson, MS 39211
601-899-8880 (office) 769-209-3278 (cell)

DEAR , JEREMY TODD

From: DEAR , JEREMY TODD
Sent: Monday, August 11, 2025 1:56 PM
To: Nathan D'mello
Subject: RFP has been posted to our website

[MBP Proposal Announcement: Recovery Support | Mississippi Board of Pharmacy](#)

DEAR , JEREMY TODD

From: DEAR , JEREMY TODD
Sent: Monday, August 11, 2025 1:47 PM
To: dyoung@professionalshealthnetwork.com
Subject: MS Board of Pharmacy RFP for Recovery Support has been released

Please see posting at:

[MBP Proposal Announcement: Recovery Support | Mississippi Board of Pharmacy](#)

Sincerely,

Todd Dear, PharmD, MBA, BCPS
Associate Director
MS Board of Pharmacy
6311 Ridgewood Road
Jackson, MS 39211
601-899-8880 (office) 769-209-3278 (cell)

DEAR , JEREMY TODD

From: DEAR , JEREMY TODD
Sent: Monday, August 11, 2025 1:46 PM
To: Kristin Powell; Anthony Cloy
Subject: MSBOP RFP has posted

[MBP Proposal Announcement; Recovery Support | Mississippi Board of Pharmacy](#)

Thanks!

Todd Dear, PharmD, MBA, BCPS
Associate Director
MS Board of Pharmacy
6311 Ridgewood Road
Jackson, MS 39211
601-899-8880 (office) 769-209-3278 (cell)

DEAR , JEREMY TODD

From: DEAR , JEREMY TODD
Sent: Monday, August 11, 2025 1:45 PM
To: Mississippi Association of Recovering Pharmacists; ROBERT JORDAN
Subject: Recovery Support RFP has been posted

FYI

[MBP Proposal Announcement: Recovery Support | Mississippi Board of Pharmacy](#)

MBP Request for Proposals for Pharmacy Benefit Manager Audit Services

MBP RFP RFX Number:

Amendment One

Issue Date: August 25, 2025

The Mississippi Board of Pharmacy (MPB) through this Amendment One, modifies the original MBP RFP RFX 3120003200 issued on August 8, 2025.

The **attached Questions and Answers document** is incorporated fully along with this Amendment One as part of the MBP RFP Rfx 3120003200.

Please acknowledge receipt of MBP RFP RFX 3120003200 Amendment One by signing and returning this amendment, along with your proposal, **on or before 2:00 PM CST, September 12, 2025**. This acknowledgement should be enclosed in your proposal packet in accordance with the submission instructions located in the RFP. **Failure to submit this acknowledgement may result in rejection of the proposal.**

Company Name: _____

Printed Name of Representative: _____

Date: _____

Signature: _____

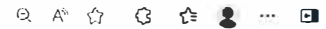
RFP RFx #
RFP for Pharmacy Professional Recovery Program Services
Procurement Questions and Answers

	RFP Section, Page Number	Date Received	Question (As submitted)	Response
1.	Section 1, 1.1, Introduction, Page 3	8/21/25 9:39 AM	The contract, with extension, ends June 30, 2030. Assuming both parties are pleased with the arrangement, can the contract be extended beyond that?	PPRB OPSCR Rules and Regulations 14.3.1 provides that a contract for professional services may be entered into for a maximum period of performance of five year. The PPRB approved this solicitation for a period of 4 years with 1 year renewal. Any additional contracts would require a new RFP. Future contracts will be subject to state procurement guidelines at that time.
2.	Section 2, 2.1.Program Services, D(2) Page 4	8/21/25 9:39 AM	This section mentions reports from multiple parties but includes Sponsors. PHN has discussed this in the past and determined that we would not request anything from a sponsor except in rare situations, since we do not wish to interfere with Sponsor-Sponsee relationship (which is built on honesty and trust, and we fear our intrusion could compromise the relationship. Is that decision left to the Program or is it an expectation of the Pharmacy Board?	Contractor would determine what information from sponsor if any is sufficient for validation reports unless specifically directed otherwise by a Board order. It is likely that confirming that the relationship exists would be the extent of information requested so that there is no perceived interference.
3.	Section 2, 2.1.Program Services, N Page 5-6	8/21/25 9:39 AM	Item N has verbiage about clearance from the Board to release any information. The program has released HIPAA information to evaluators, treatment providers or continuing care providers. We assume that is understood and agreeable. However, we would like clarification. Does the Board have to approve such releases?	Any release of HIPAA protected information to authorized treatment providers would be exempt from release approval. This will be clarified in the Contract.
4.	Section 2, 2.1.Program Services, H Page 5	8/21/25 1:45 PM	Where it says “must have an independent, confidential administrative and/or case review committee that gives	The medical director and staff counselor may be participants of the committee listed in Item H.

			recommendations to program staff”, can the medical director and staff counselor be part of this committee?	
5.	Section 2, Scope of Services Page 4	8/21/25 4:27 PM	When it says “For the services, please respond by restating each service listed, including the number, and confirm your intention to provide the service as described, respond by stating, “Confirmed”. ” does that mean we should have the questioned typed out and then type it out a second time followed by confirmed or is having the question along with number stated once and then then confirmed the intention? For example, should it be 1. A. The Contractor must be capable of receiving referrals of licensees and coordinating appropriate communication at any time. A. The Contractor must be capable of receiving referrals of licensees and coordinating appropriate communication at any time. Confirmed. OR 2. A. The Contractor must be capable of receiving referrals of licensees and coordinating appropriate communication at any time. Confirmed.	Response as noted in your Option #2.
6.	Section 7, Fee Schedule Page 15	8/21/25 4:27 PM	When submitting the fee scheduled as outlined on page 15, do you want numbers only or do we need to attach or include a detailed budget breakdown of all cost categories and specific costs associated with each category?	Only designated fees as requested in Section 7 of RFP are required. A detailed budget of costs or anticipated expenditures is not required.

RFP Amendment 1 Posted to Website

 <https://www.mbp.ms.gov/node/437/revisions>



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MBP Proposal Announcement: Recovery Support ☆

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References

08/11/2025 - 09:04 by a1ones@map.ms.gov

Operations

Current revision



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BUYING FOR MISSISSIPPI (/DFA/CONTRACT_BID_SEARCH/HOME/BUY)

Procurement Details: # 1846-26-R-RFPR-00001 / 3120003200

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Procurement Details

Smart Number	1846-26-R-RFPR-00001	Advertised Date	08/12/2025 2:30 PM
RFx #	3120003200	Submission Date	09/12/2025 2:00 PM
RFx Status	Closed	Major Procurement Category	PERSONNEL SERVICES NON-IT

RFx Opening Date 09/12/2025 2:30 PM

Sub Procurement Category PERSONNEL SERVICE - NON-TECHNOLOGY

RFx Type Request for Proposal

Agency MS BOARD OF PHARMACY

RFx Description Pursuant to PPRB Approval for RFx
3180002700 this is an RFP/RFQ to procure
pharmacy recovery program services

Contact Information

Name MELISSA BELL **Email** MELISSA_BELL1@ATT.NET

Phone **Fax**

RFx Items

PRODUCT CATEGORY

94874

PRODUCT DESCRIPTION

Serv HealRelProfMed

Awarded

VENDOR NAME	VENDOR NUMBER	AWARD DATE	AWARD AMOUNT	FUNDING SOURCE
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Bid Attachments

Attachments

Amendment one (https://SRM.MAGIC.MS.GOV:443/SAP/EBP/DOCSEVER/?ATTKGET&KPID=767FE80500261FD0A0D0A9C516877381&KPCLASS=BBP_L_DOC&SAP-CLIENT=100)

Attachments

RFP (https://SRM.MAGIC.MS.GOV:443/SAP/EBP/DOCSEVER/RFP%2ERECOVERY%2E8%2E8%2E25.PDF?PHIOGET&KPID=0200060000121FD09DF5CE823C6FF79D&KPCLASS=BBP_P_DOC&SAP-CLIENT=100)

Attachments

updated petition
(https://SRM.MAGIC.MS.GOV:443/SAP/EBP/DOCSEVER/2ND%20RECOVERYRFP%2EPETITION%2EBID%2ERELIEF%207%2D8%2D25.PDF?PHIOGET&KPID=767FE80500261FE09788506E010B83B7&KPCLASS=BBP_P_DOC&SAP-CLIENT=100)

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Display RFX: 3120003200

EditCloseCopyCheckWithdraw RfxResponses and AwardsExportPrint PreviewQuestions and Answers (0)Related Links

Number 3120003200 Smart Number 1846-26-R-RFP-00001 Type Request for Proposal Status Published Created On 08/08/2025 12:04:44 Created By MEUSSARELL Number of Bidders 375

RFX InformationBiddersItemsNotes and AttachmentsConditionsWeights and ScoresApprovalTracking

RFX ParametersQuestionsNotes and AttachmentsConditionsTable ExtensionSynopsisUser-Specified Status

Here you can add documents, edit internal and supplier notes, and create a collaboration room for the RFX

Notes

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Internal Note	-Empty-
Synopsis Description	Pursuant to PPRB Approval for Rfx 3180002700 this is an RFP/RFQ to procure pharmacy recovery program...
Additional Contact Info	-Empty-

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Standard Attachment	updated petition	2nd RecoveryRFP Petition BID Relief 7-6-25.pdf	1		☐	☐	pdf	223	CON000000209	07/08/2025
Standard Attachment	RFP	RFPRecovery.8.8.25.pdf	1		☐	☐	pdf	574	CON000000209	08/12/2025
Standard Attachment	RFX Form	SYN_BID_FORM_3120003200.pdf	1		☒	☐	pdf	19	WF-BATCH	08/12/2025
Standard Attachment	3120003200-BIDINVITATION-1	3120003200-BIDINVITATION-1.xml	1		☒	☐	xml	4	WF-BATCH	08/12/2025
Standard Attachment	Amendment one	RFP Amendment One 8-25-25.pdf	1		☐	☐	pdf	121	CON000000209	08/26/2025
Standard Attachment	RFX Form	SYN_BID_FORM_3120003200_V1.pdf	1		☒	☐	pdf	19	WF-BATCH	08/26/2025
Standard Attachment	3120003200-BIDINVITATION-2	3120003200-BIDINVITATION-2.xml	1		☒	☐	xml	4	WF-BATCH	08/26/2025



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Mississippi's Chosen Payment Network (<http://portal.paymode.com/mississippi/>)

Paymode (<http://portal.paymode.com/mississippi/>)

MS DFA: Bureau of Building (<http://www.dfa.ms.gov/dfa-offices/bureau-of-building-grounds-and-real-property-management/>)

MS DFA: Office of Purchasing (<http://www.dfa.ms.gov/dfa-offices/purchasing-travel-and-fleet-management/>)

MS DFA: Office of Personal Service Contract Review (<http://www.dfa.ms.gov/dfa-offices/personal-service-contract-review/>)

Mississippi Management and Reporting System (<http://www.mmrs.state.ms.us/>)

Statewide Contract Item Catalog (https://portal.magic.ms.gov/som_catalog)

MS.Gov Help Portal (https://www.ms.gov/msi/help_portal)

DEAR , JEREMY TODD

From: DEAR , JEREMY TODD
Sent: Monday, August 25, 2025 2:40 PM
To: Nathan D'mello
Subject: RE: RFP has been posted to our website

Responses to questions have been posted to our website. You can direct link here:

[RFP Amendment One 8-25-25.pdf](#)

Thanks!

I am sending pursuant to MS Procurement Regulation 6.6.4.1 Distribution:

Amendments shall be: (1) sent directly to all prospective offerors known to have received a copy of the RFP or RFQ; (2) posted publicly, in full, on the procurement portal; and (3) posted publicly, in full, on the soliciting Agency's website.

Todd

From: DEAR , JEREMY TODD
Sent: Monday, August 11, 2025 1:56 PM
To: Nathan D'mello <natedmello@gmail.com>
Subject: RFP has been posted to our website

[MBP Proposal Announcement: Recovery Support | Mississippi Board of Pharmacy](#)

DEAR , JEREMY TODD

From: DEAR , JEREMY TODD
Sent: Monday, August 25, 2025 2:38 PM
To: Kristin Powell; Anthony Cloy
Subject: MSBOP RFP Amendment

Responses to questions have been posted to our website. You can direct link here:

[RFP Amendment One 8-25-25.pdf](#)

Thanks!

I am sending pursuant to MS Procurement Regulation 6.6.4.1 Distribution:

Amendments shall be: (1) sent directly to all prospective offerors known to have received a copy of the RFP or RFQ; (2) posted publicly, in full, on the procurement portal; and (3) posted publicly, in full, on the soliciting Agency's website.

Todd

DEAR , JEREMY TODD

From: DEAR , JEREMY TODD
Sent: Monday, August 25, 2025 2:40 PM
To: 'path2anewyou@gmail.com'
Cc: LEE , AVERY MOUNGER
Subject: RE: MS Board of Pharmacy RFP for Recovery Support has been released

Responses to questions have been posted to our website. You can direct link here:

[RFP Amendment One 8-25-25.pdf](#)

Thanks!

I am sending pursuant to MS Procurement Regulation 6.6.4.1 Distribution:

Amendments shall be: (1) sent directly to all prospective offerors known to have received a copy of the RFP or RFQ; (2) posted publicly, in full, on the procurement portal; and (3) posted publicly, in full, on the soliciting Agency's website.

Todd

From: DEAR , JEREMY TODD
Sent: Monday, August 11, 2025 4:52 PM
To: path2anewyou@gmail.com
Cc: LEE , AVERY MOUNGER <AveryLee@mbp.ms.gov>
Subject: MS Board of Pharmacy RFP for Recovery Support has been released

Please see the posting at:

[MBP Proposal Announcement: Recovery Support | Mississippi Board of Pharmacy](#)

Sincerely,

DEAR , JEREMY TODD

From: DEAR , JEREMY TODD
Sent: Monday, August 25, 2025 2:25 PM
To: Donna Young
Subject: RE: RFP Pharmacy Professionals Recovery Program Services- Questions

Donna,

Responses to questions have been posted to our website. You can direct link here:

[RFP Amendment One 8-25-25.pdf](#)

Thanks!

Todd

From: Donna Young <dcyoung2128@gmail.com>
Sent: Thursday, August 21, 2025 11:37 AM
To: DEAR , JEREMY TODD <TDear@mbp.ms.gov>
Subject: Re: RFP Pharmacy Professionals Recovery Program Services- Questions

Thanks!

On Thu, Aug 21, 2025 at 11:29 AM DEAR , JEREMY TODD <TDear@mbp.ms.gov> wrote:
Received. Thanks
Sent from my iPhone

On Aug 21, 2025, at 9:42 AM, Donna Young <dcyoung2128@gmail.com> wrote:

DEAR , JEREMY TODD

From: DEAR , JEREMY TODD
Sent: Monday, August 25, 2025 2:24 PM
To: marprdd@aol.com
Subject: RE: "RFP Pharmacy Professionals Recovery Program Services - Questions"

Jerry,

Responses to questions have been posted to our website. You can direct link here:

[RFP Amendment One.8-25-25.pdf](#)

Thanks!

Todd

From: marprdd@aol.com <marprdd@aol.com>
Sent: Thursday, August 21, 2025 1:45 PM
To: DEAR , JEREMY TODD <TDear@mbp.ms.gov>
Subject: "RFP Pharmacy Professionals Recovery Program Services - Questions"

Jerry M. Fortenberry
MARP

662-328-1422 office
662-328-1423 fax

UNITED STATES

PRIORITY

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SURED

SEALED PROPOSALS—DO NOT OPEN
Pharmacy Recovery Program RFP

FROM:



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5215 Old Highway 11 Ste 80
Hattiesburg MS 39402



Received
SEP 19 2025
MS Board of Pharmacy

TO:
Mississippi Board of Pharmacy
Attn: Todd Dear, Associate Director
6311 Ridgewood Road
Suite E401
Jackson MS 39211

SEALED PROPOSALS—DO NOT OPEN
Pharmacy Recovery Program RFP

Label 228, December 2023

FOR DOMESTIC AND INTERNATIONAL USE

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1987527

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**SEALED PROPOSALS-
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PHARMACY RECOVERY
PROGRAM RFP**

MS Board of Pharmacy
8:15 A.M.
PC

Jackson, MS 39211

Suite E-401

6311 Ridgewood Road

Attn: Todd Dear, Associate Director

Mississippi Board of Pharmacy

Received

SEP 08 2025

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Sealed Proposals - Do Not
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Sealed Proposals - Do Not Open
Pharmacy Recovery Program RFP

Received at 1300
on 9/12

Mississippi Board of Pharmacy

Attn: Todd Dear, Associate
Director

6311 Ridgewood Rd.

Suite E 401

Jackson, MS 39211

Sealed Proposals - Do Not
Open

Sealed Proposals - Do Not Open
Pharmacy Recovery Program RFP

Received at 1300
on 9/12

Mississippi Board of Pharmacy

Attn: Todd Dear, Associate
Director

6311 Ridgewood Rd.

Suite E 401

Jackson, MS 39211

From: Alex de Mocskonyi <alex.democskonyi@uprisehealth.com>
Sent: Friday, September 12, 2025 1:44 PM
To: DEAR , JEREMY TODD <TDear@mbp.ms.gov>
Subject: SEALED PROPOSALS Pharmacy Professionals Recovery Program Services 9/12/2025

Greetings,

Please find attached Uprise Health's formal proposal submission in response to Pharmacy Professionals Recovery Program Services' Monitoring RFP.

This submission includes our complete proposal narrative along with all required appendices, as outlined in the RFP instructions.

To assist with your review, a table of contents is provided below summarizing the documents included in the attached ZIP file, with the exception of the budget and cost proposal documents:

Attachments Included in This Submission

Document	Description
Appendix B	Amendment One
Appendix C	Compliance Report Template
Appendix D	Statement of Compliance and Exception
Appendix E	Monitoring Contract
Appendix F	Quarterly Report Sample
Appendix G	Outreach
Appendix H	Medication Management Form
Appendix I	Workplace Monitor Safe Practice Report
Appendix J	Dr. Autry
Appendix K	Christa A. Lee
Appendix L	Tina Mewhinney Resume
Appendix M	BreAnne Uselton
Appendix N	Monitoring Promotional Material
Appendix O	Uprise Health Monitoring Promotional Material
Appendix R	RT-MS MOU
Appendix S	SLAC LOR

It is our pleasure to submit this proposal, and we are grateful for the opportunity and look forward to the next steps in the evaluation process.

Warmest regards,
The Uprise Health Team

best,



uprisehealth.com

Follow us: 



Alex de Mocskonyi, MBA
Sr. Engineer, Salesforce Operations
Revenue Operations | Business Operations
P: +1 (713) 979-8335 | E: alex@uprisehealth.com
[meet with me](#) | [submit a revops ticket](#)

DEAR , JEREMY TODD

From: DEAR , JEREMY TODD
Sent: Friday, September 12, 2025 12:53 PM
To: Sherri Chatham
Subject: RE: SEALED PROPOSALS Pharmacy Professionals Recovery Program Services 9/12/2025.

Received.

Thank you.

Todd

Todd Dear, PharmD, MBA, BCPS
Associate Director
MS Board of Pharmacy
6311 Ridgewood Road
Jackson, MS 39211
601-899-8880 (office) 769-209-3278 (cell)

From: Sherri Chatham <path2anewyou@gmail.com>
Sent: Friday, September 12, 2025 12:31 PM
To: DEAR , JEREMY TODD <TDear@mbp.ms.gov>
Subject: SEALED PROPOSALS Pharmacy Professionals Recovery Program Services 9/12/2025.

Mr. Dear,

Thank you for the opportunity to submit the proposal for the Pharmacy Recovery Program (RFP).

 Ms Board of Pharmacy Recovery Program.pdf

Please see the attached file for SEALED PROPOSALS Pharmacy Professionals Recovery Program Services.

Sincerely,

Sherri Chatham, LPC
Pathways, PLLC



CONFIDENTIALITY NOTE: This email and any attachments may be confidential and protected by legal privilege. If you are not the intended recipient, be aware that any disclosure, copying, distribution or use of the e-mail or any attachment is prohibited. If you have received this email in error, please notify us immediately by replying to the sender and deleting this copy and the reply from your system. Thank you for your cooperation.

DEAR , JEREMY TODD

From: DEAR , JEREMY TODD
Sent: Tuesday, September 9, 2025 7:08 AM
To: marprdd@aol.com
Subject: RE: SEALED PROPOSALS Pharmacy Professionals Recovery Program Services 9/12/2025

Thanks, Jerry.

TD

From: marprdd@aol.com <marprdd@aol.com>
Sent: Monday, September 8, 2025 4:35 PM
To: DEAR , JEREMY TODD <TDear@mbp.ms.gov>
Subject: SEALED PROPOSALS Pharmacy Professionals Recovery Program Services 9/12/2025

Todd,

I brought by a paper copy today but please use this digital one if you would. We made a minor correction.

Jerry M. Fortenberry
MARF
662-328-1422 office
662-328-1423 fax

DEAR , JEREMY TODD

From: Donna Young <dcyoung2128@gmail.com>
Sent: Thursday, September 11, 2025 9:12 AM
To: DEAR , JEREMY TODD
Subject: SEALED PROPOSALS Pharmacy Professionals Recovery Program Services 9/12/2025

Please see attachment below. The original proposal and a copy that were mailed have both copies in binders with index dividers. However, my scanner would let me scan with index dividers. Please let me know if you are unable to open (it is a large file).

Hope you have a great day and safe travels!



Proposal Sealed Proposal Full Document20250910.pdf

--
Donna Young
Executive Director
Professionals Health Network, Inc.
5215 Old Highway 11 Suite 80
Hattiesburg MS 39402
Office 601-261-9899
Fax 601-268-0376
Cell 601-516-0382

CONFIDENTIAL: This email transmission, including any attachments, is intended only for the named recipient(s) and may contain information that is privileged, confidential and/or exempt from disclosure under applicable law. If you have received this transmission in error, or are not the named recipient(s), please notify Donna Young at the Professionals Health Network immediately by return email and permanently delete this transmission, including any attachments. Thank you.

DEAR , JEREMY TODD

From: DEAR , JEREMY TODD
Sent: Friday, September 12, 2025 2:17 PM
To: Alex de Mocskonyi
Subject: RE: SEALED PROPOSALS Pharmacy Professionals Recovery Program Services 9/12/2025

Received.

TD

Todd Dear, PharmD, MBA, BCPS
Associate Director
MS Board of Pharmacy
6311 Ridgewood Road
Jackson, MS 39211
601-899-8880 (office) 769-209-3278 (cell)

From: Alex de Mocskonyi <alex.democskonyi@uprisehealth.com>
Sent: Friday, September 12, 2025 1:44 PM
To: DEAR , JEREMY TODD <TDear@mbp.ms.gov>
Subject: SEALED PROPOSALS Pharmacy Professionals Recovery Program Services 9/12/2025

Greetings,

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It is our pleasure to submit this proposal, and we are grateful for the opportunity and look forward to the next steps in the evaluation process.

Warmest regards,
The Uprise Health Team

best,



uprisehealth.com

Follow us: 



Alex de Mocskonyi, MBA
Sr. Engineer, Salesforce Operations
Revenue Operations | Business Operations
P: +1 (713) 979-8335 | E: alex@uprisehealth.com
[meet with me](#) | [submit a revops ticket](#)

LEE , AVERY MOUNGER

From: DEAR , JEREMY TODD
Sent: Tuesday, September 16, 2025 4:04 PM
To: LEE , AVERY MOUNGER
Subject: FW: SEALED PROPOSALS Pharmacy Professionals Recovery Program Services 9/12/2025

From: Alex de Mocskonyi <alex.democskonyi@uprisehealth.com>
Sent: Tuesday, September 16, 2025 4:02 PM
To: DEAR , JEREMY TODD <TDear@mbp.ms.gov>
Subject: Re: SEALED PROPOSALS Pharmacy Professionals Recovery Program Services 9/12/2025

Todd-

Thanks for the note. Yes, Uprise will prorate for the months the agreement is actually in effect. This excel workbook looks like it was built just for 12-month modeling.

The actual non-annualized total is **\$319,998 (45,714 × 7 months)** for that first partial year.

Please don't hesitate to reach out with any other questions!

best,



uprisehealth.com

Follow us: 

Alex de Mocskonyi, MBA
Sr. Engineer, Salesforce Operations
Revenue Operations | Business Operations
P: +1 (713) 979-8335 | E: alex@uprisehealth.com
[meet with me](#) | [submit a revops ticket](#)



From: DEAR , JEREMY TODD <TDear@mbp.ms.gov>
Date: Tuesday, September 16, 2025 at 1:57 PM
To: Alex de Mocskonyi <alex.democskonyi@uprisehealth.com>
Subject: RE: SEALED PROPOSALS Pharmacy Professionals Recovery Program Services 9/12/2025

You don't often get email from tdear@mbp.ms.gov. [Learn why this is important](#)

Caution: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe

Alex,

Please confirm the total cost of the December 1, 2025 to June 30, 2026, period of services will be prorated, or if the total amount listed is correct? It would seem that the total amount should only be for the months in the period. Please advise.

	Total Amount	Monthly Amount
December 1, 2025 - June 30, 2026	\$ 548,568.00	\$ 45,714.
July 1, 2026 - June 30, 2027	\$ 548,568.00	\$ 45,714.
July 1, 2027 - June 30, 2028	\$ 548,568.00	\$ 45,714.
July 1, 2028 - June 30, 2029	\$ 586,968.00	\$ 48,914.
4-year total:	\$ 2,232,672.00	
Optional Renewal: July 1, 2029 - June 30, 2030	\$ 628,056.00	\$ 52,338.
5-year total:	\$ 2,860,728.00	

Sincerely,

Todd Dear, PharmD, MBA, BCPS
Associate Director
MS Board of Pharmacy
6311 Ridgewood Road
Jackson, MS 39211
601-899-8880 (office) 769-209-3278 (cell)

From: Alex de Mocskonyi <alex.democskonyi@uprisehealth.com>
Sent: Friday, September 12, 2025 1:44 PM
To: DEAR, JEREMY TODD <TDear@mbp.ms.gov>
Subject: SEALED PROPOSALS Pharmacy Professionals Recovery Program Services 9/12/2025

Greetings,

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Attachments Included in This Submission

Jillian Foster, Pharm. D., MBA, FACHE, FASHP



Areas of Expertise

- Health-system strategy and development of new services, revenue generation and cost savings measures
 - Focused experience in financial and operational success for pharmacy, radiology, and primary care.
- Service Line development and management across multi-state health-systems
- Governance structure development and management
- Leadership development, networking and coaching
 - Focused experience in leading diverse teams to consensus
- Executive presentations and communications
- Health policy and application to health care environments
- Associations and Boards participation
 - Focused experience in conducting meetings, developing and implementing strategic plans, and assessing outcomes

Summary

Current Position:

Chief Pharmacy Officer, Baptist Memorial Health Care Corporation and Chief Operating Office-Primary Care, Baptist Medical Group
June 2025-present

- System Pharmacy and Radiology Service Line Administrator, Baptist Memorial Health Care Corporation, 2014-May 2025
- Mississippi Board of Pharmacy Member, 2016-present
 - President, 2020-2021 and 2025-2026
- Chair, McKesson Executive Alliance, 2023-present
- Board Member, Omnicell Autonomous Pharmacy Advisory Board, 2021-present
- Chair, Section Advisory Group-Multi hospital Pharmacy Executives, American Society of Health-System Pharmacists, 2018-2019
- Fellow of the American Society of Health-System Pharmacists, 2018-present
- Fellow of the American College of Healthcare Executives, 2017-present
- President, Mississippi Pharmacists Association, 2015-2016
- Adjunct Faculty and Student Preceptor, Pharmacy Administration and Leadership, The University of Tennessee School of Pharmacy, 2014--present
- Executive Director, Baptist Medical Group, Oncology, 2013-2014
- Director of Pharmacy, Baptist Memorial Hospital North Mississippi, 2009- 2013
- Outstanding Young Alumni, University of Mississippi, 2012
- Rotary Club of Oxford, Secretary, 2012-2013
- Distinguished Young Pharmacist, Mississippi Pharmacy Association, 2011
- Pharmacy Benefits Manager, North Mississippi Medical Center, 2007-2009
- Chair, Council on Public Policy, American Society of Health-System Pharmacists (ASHP), 2009
- Malcolm Baldrige National Quality Award Examiner, 2009
- President, Mississippi Society of Health-System Pharmacists (MSHP), 2007-2008
- Adjunct Faculty and Student Preceptor, Pharmacy Administration and Leadership, The University of Mississippi School of Pharmacy, 2007-present
- Preceptor of the Year, North Mississippi Medical Center Pharmacy Residency Program, 2007 and 2009
- Outstanding Young Pharmacist of the Year, MSHP, 2006
- Post Graduate Year 2 (PGY2) Specialty Residency-Pharmacy Administration and Management , North Mississippi Medical Center, , 2005-2006
- Post Graduate Year 1 (PGY1) Pharmacy Practice Residency , North Mississippi Medical Center, 2004-2005
- Health Policy Fellowship, United States Senator Thad Cochran, 2004

Education

The University of Mississippi, M.B.A., December 2008

The University of Mississippi, Pharm. D., May 2004

The University of Mississippi, B.S. Pharmaceutical Sciences, *Magna Cum Laude*, May 2002

Professional Experiences

Baptist Health Sciences University Board Member, 2025-present

Mississippi Board of Pharmacy Member, 2016-present

President, 2020-2021

Regulations Workgroup, 2019-present

Baptist Memorial Health Care Corporation: System Pharmacy Service Line Administrator, 2014-present; Radiology 2018-present

The University of Tennessee School of Pharmacy, Adjunct Faculty and Student Preceptor, Leadership and Advocacy / Institutional Administration, 2014-current

Baptist Medical Group, Oncology Division-Memphis, TN: Executive Director, 2013-2014

Baptist Memorial Hospital North Mississippi-Oxford, MS: Director of Pharmacy, 2009-2013

North Mississippi Medical Center-Tupelo, MS:

Grants Manager, 2008-2009

Acclaim, Inc. - North Mississippi Health Services, Pharmacy Benefits Manager, 2007-2009

PGY2 Specialty Residency-Pharmacy Administration and Management, 2005-2006

PGY1 Pharmacy Practice Residency, 2004-2005

St. Louis College of Pharmacy, Preceptor, 2009-2012

The University of Mississippi School of Pharmacy, Adjunct Faculty and Student Preceptor, Leadership and Advocacy / Institutional Administration, 2009-current

United States Senator Thad Cochran's Office-Washington D.C.: Health Policy Fellowship, 2004

Posters

"Evaluating Inpatient Usage of Intravenous Immune Globulin at a Large Tertiary Hospital," *American Society of Health-System Pharmacists Poster Session*, Kelly, G, Foster, J. (December 2016)

"Implementation of non-traditional PGY1 residency program through a collaborative partnership between a rural, community hospital and a school of pharmacy," *American Society of Health-System Pharmacists Poster Session*, Jenkins, A., Foster, J. (August 2013)

"Pharmacists' Perception of the Prescription Ordering Process Pre and Post Implementation of Computerized Physician Order Entry (CPOE)", *MS Society of Health-System Pharmacists Poster Session*, Smith, M., Strum, M., Foster, J., Warren, M. (July 2013)

"Effect of bupivacaine liposome on overall post-operative opioid usage and hospital length of stay following open and laparoscopic cholecystectomy, vertical sleeve gastrectomy, and lap-band placement procedures," *American Society of Health-System Pharmacists Poster Session*, Davis, C., Jenkins, A., Foster, J. (December 2012)

“Implementation of discharge medication review and counseling by fourth-year pharmacy students at a rural, community hospital, “*American Society of Health-System Pharmacists Poster Session*, Parker, R., Jenkins, A., Foster, J. (December 2012)

“Pharmacists’ Perceptions of Prescription Ordering Process Prior to Implementation of Computerized Physician Order Entry (CPOE)”, *MS Society of Health System Pharmacists Poster Session*, Smith, M, Strum, M, Foster, J, Warren, M. (July 2012)

“Real Evidence of MTM Benefits and Providing Pharmacists with Reimbursement Status (REMBRS)”, *Journal of the American Pharmacists Association and APhA Annual Meeting*. Foster, JJ, Taylor, JT. (2006)

Publications

Pending-Sheldon, K, McConnell, K, Melry, M, Foster, J: Pharmacy Enterprise Impact on Mergers Acquisitions and Change Management. *American Journal of Health-System Pharmacist*, 2025.

Foster, J, Brock, T, Bonnarens, J, Bukhari, N: Pharmacy Leadership Chapter. *Encyclopedia of Pharmacy Practice and Clinical Pharmacy*; 2019.

Foster, J, Brent, Z., Waddell, D., Bennett, J., Roberts, D: Opioid Light Initiative- A multi-modal approach to reduce opioid prescribing in the emergency department. ASHP Case Study; 2018.

Foster, J: Management Q&A: The Health-System Pharmacy and Therapeutics Committee. *Pharmacy Times*; September 2016; H25.

Foster, JJ, Martin, A, Meekins, MD, Seery, AB, Howell, JE: Opportunities for professional involvement. *American Journal of Health-System Pharmacists*. 2008; 65: 1120-1121.

Foster, JJ: A health policy fellowship: how it changed my perspective. *American Journal of Health-System Pharmacist*; 2006; 63: 2193-2194.

Presentations

Optimizing Specialty Pharmacy for Best in Class Patient Care and Financial Growth, Omnicell Illuminate, August 2024.

System Integration: Establishing Governance, Accountabilities, and Policies, ASHP Podcast, January 2023.

Intelligent Infrastructure, Scottsdale Institute webinar, July 2022.

10 things you need to know for the next phase in COVID vaccination Panel, Vizient webinar series, August 2021.

Delivering Value Chain Solutions, The Axia Institute / Michigan State University Seminar, webex, April 2021.

Virtual Roundtable: Standardization Successes and Lessons Learned: System P&T and Formulary Management, ASHP webinar series, September 2019.

Top 10 Themes to Consider with Pitching a New Pharmacy Service, Mississippi Society of Health-System Pharmacists Annual Meeting, Oxford, MS , July 2018.

Do or do not: Understanding and Developing your Internal Leader, American Society of Health-System Pharmacists Midyear Clinical Meeting, Las Vegas, NV, December 2016.

Expanding Pharmacy Footprint: EHR and Telepharmacy, American Society of Health Systems Pharmacy Midyear Clinical Meeting, Las Vegas, NV, December 2016.

Phi Lambda Sigma Pharmacy Leadership Panel, University of Mississippi, Oxford, MS, September 2014.

Pharmacy Management: Case Studies, University of Mississippi Pharmacy Administration Lecture, Oxford, MS, 2012-2016.

Bridging the Gap, University of Mississippi Student Body / Student Alumni Council Address, Oxford, MS, September 2012.

Pharmacy Practice Model, MS Society of Health Systems Pharmacy Annual Meeting, Oxford, MS, July 2011.

Pharmacy Practice Model, MS Pharmacists Association Annual Meeting, Destin, FL, June 2011.

Managed Care: Making it Crystal Clear, Union University School of Pharmacy, Jackson, TN, October 2008.

How to get Published, ASHP Great Expectations Conference, August 2008.

To Err is Human: Should We Tolerate? Samford School of Pharmacy, April 2008.

Applying Malcolm Baldrige National Quality Award Criteria to Practice: Leading Your Department to Performance Excellence. ASHP Leadership Conference, October 2007.

Management: What's the Buzz? Samford University-School of Pharmacy. April 2007.

New Practitioner Network, American Pharmacist Association Midyear Regional Meeting, October 2006.

Pharmacoeconomics from a Pharmacist's Perspective. University of Mississippi Pharmacy Administration Course, September 2006.

Pfizer Speaker Consultant: Values of Medicine-A Focus on Anti Infectives (Zyvox®), August 2006-2007

A Prescription for Involvement. Mississippi Society of Health-System Pharmacists Annual Meeting, July 2005.

Research

Evaluating inpatient usage in intravenous immune globulin at a large tertiary hospital. Baptist Memorial Hospital-Memphis, 2016.

Outcomes of Pharmacy-driven Medication Reconciliation Across a Health System, Baptist Memorial Healthcare Corporation, 2015.

Effects of Pharmacist and Pharmacy Student Involvement in the Medication Reconciliation Process in an Acute Care Community Hospital, Baptist Memorial Hospital North MS, 2012.

Effect of bupivacaine liposome on overall post-operative opioid usage and hospital length of stay following open and laparoscopic cholecystectomy, vertical sleeve gastrectomy, and lap-band placement procedures, Baptist Memorial Hospital North MS, 2012.

Survey of Employer and Employee Perspectives of Incentive Use in Health Awareness Programs, 2009, Acclaim, Inc.

Identification of Predictors of and Barriers to Employee Participation in a Disease Management Program at a Self-insured Employer. 2008, Franklin Furniture and Acclaim, Inc.

North Mississippi Medical Center Barcode and Robotics Project (Department of Defense Grant Program). 2008, Research Advisor. North Mississippi Medical Center.

Deal: Diabetes Education Advancement for Life. 2008, Principle Investigator. North Mississippi Medical Center-Family Medicine Residency Center.

Ongoing DTEC and DURs at Acclaim, 2007, Principle Investigators. Acclaim, Inc.

A Heart Failure Management Review and Quality Improvement Project. 2007, Principle Investigator. North Mississippi Medical Center.

A prospective Study of a **T**Obacco cessation Program, based on **P**atient Utilization, **F**eedback, and **F**ollow-up in an employee health plan. 2007, Sub-investigator, North Mississippi Medical Center-Employee Pharmacy.

MTM in the Workplace. 2006, Principle Investigator, North Mississippi Medical Center-Employee Pharmacy.

A Randomized Study Evaluating the Effect of Pain Management Practices on Patient Outcomes Following Elective Total Knee Arthroplasty. 2005, Sub-investigator; North Mississippi Medical Center.

IVib in Post-operative Patients: A Multicenter, randomized, double-blind, parallel, placebo-controlled trial of ibuprofen injection (IVib) for treatment of pain in post-operative adult patients. 2005, Sub-investigator; North Mississippi Medical Center.

Prospective, Longitudinal, Multicenter, Descriptive Registry of Patients receiving Therapy other than Surgical Resection Alone for Newly Diagnosed Head and Neck Carcinoma (LORHAN). 2005, Sub-investigator; North Mississippi Medical Center Cancer Center.

Effect of Medication Therapy Management on Total Outpatient Medication Costs in a Family Medical Residency and Internal Medicine Clinics. January-September 2006 Sub-investigator. North Mississippi Medical Center.

Outpatient Assessment of EST and Blood Transfusions. January-May 2006 Principal Investigator and Study Coordinator; North Mississippi Medical Center Cancer Center and Ambulatory Infusion.

Real Evidence of MTM Benefits and Providing Pharmacists with Reimbursement Status (REMBRS). January-September 2005 Principal Investigator. North Mississippi Medical Center Family Medicine Residency Center.

Intramural Committees

Baptist Management System Ambassador, 2022-present

Baptist Health Sciences University

Board of Directors, 2025-present

Academic and Enrollment Board Member, 2022-present

Biomedical Sciences Advisory Committee Member, 2021-present

Baptist System Antimicrobial Stewardship Committee, 2016-present

Baptist System Medication Use System Team, Facilitator, 2014-present

Baptist System Pharmacy and Therapeutics Committee, 2014 –present

Baptist System Directors of Pharmacy Meeting, Facilitator, 2014-present

Baptist System DOVE (Delivering on our Values Everyday) Steering Committee Pharmacy Lead-2014-2016

Baptist LILY (Life Saving Interventions for Little Youth) Multi-disciplinary Committee, 2010-2013

Baptist North Mississippi P&T Committee Facilitator, 2009-2013

Baptist North Mississippi Clinical Services Team-Facilitator, 2012-2013

Baptist North Mississippi Med Management Team-Facilitator and Coordinator, 2009-2013

Baptist North Mississippi Pain Management Team-Facilitator and Coordinator, 2009-2013

Extramural Committees and Involvement

Omnicell Autonomous Pharmacy Advisory Board, 2020-present

The University of Mississippi School of Pharmacy, Curriculum Committee, 2020-2024

Council of Pharmacy Executives and Suppliers, 2017-present

Mckesson Executive Alliance, 2016-present

Chair, 2023-present

Good Shepherd Medication Management Board of Directors, 2013-2016

American Cancer Society Gala Committee Chair, 2013; Committee Member, 2013-present

Leadership Lafayette Graduate, 2011

The University of Mississippi School of Business MBA Mentor Program Participant, 2009-2013

Malcolm Baldrige National Quality Award Examiner, 2009

AMCP/Pfizer Internship Program, Host Site and Preceptor, 2008-2009

U.S. Senate Appropriations

- The U.S. Department of Health and Human Services funding priorities
- Mississippi constituents and project funding priorities
- The Medicare Modernization Act and addition of Medicare Part D, 108th U.S. Congressional Session
- S. 1064 STOP Stroke Act, 108th U.S. Congressional Session
- S. 2563 Prompt Pay Act, 108th U.S. Congressional Session

Professional Organizations

2013-present	American College of Healthcare Executives Fellow, 2017-present
2013-present	Board of Visitors, University of Mississippi School of Pharmacy
2010-present	Phi Lambda Sigma University of Mississippi School of Pharmacy Faculty Advisor, 2013-present National Parliamentarian, 2010-2017 National Speaker of the House, 2003-2004
2009-present	Curriculum Committee, University of Mississippi School of Pharmacy Institutional Member
2007-2014	Alumni Board Member, University of Mississippi School of Pharmacy President, 2013-2014
2007-2013	Academy of Managed Care Pharmacy, Faculty Advisor for student chapter University of Mississippi School of Pharmacy
2007-2012	Dean's Advisory Committee, University of Mississippi School of Pharmacy
2006-2007	Strategic Planning Process Steering Committee, The University of Mississippi School of Pharmacy
2005-2007	Association of Clinical Research Professionals
2005-2007	American College of Clinical Pharmacy
2002 - present	American Society of Health-System Pharmacists Pharmacy Practice Leaders Section Advisory Group-Business Development and System Integration, 2021-2022 Pharmacy Practice Leaders Section Advisory Group-Multi hospital Pharmacy Executives, Chair-2020, Vice Chair-2018-2019, Member-2016-2017 Pharmacy Practice Leaders Section Advisory Group – Manager Development, 2012-2013

Pharmacy Practice Model Initiative Invitational Summit Participant, 2010

New Practitioners Forum Leadership and Career Development Advisory Group, 2006-2007

House of Delegates, 2007, 2008

Appointed Member of Council on Public Policy, 2006

Reappointed, 2007

Reappointed, Vice Chair, 2008

Reappointed, Chair, 2009

New Practitioners Forum Communications and Public Affairs Subcommittee Member, 2005-2006

2002 - present

Mississippi Society of Health-System Pharmacists

Pharmacy Advancement Initiative Task Force, 2020-present

Membership Committee Chair, 2011-2013

President, 2007-2008

President-elect, 2006-2007

Public Relations Committee Chair, 2005-2006

2000 - present

American Pharmacists Association

New Practitioner Mentor for the University of Mississippi APhA-ASP Chapter, 2005-2009

2000 - present

Mississippi Pharmacists Association

Executive Committee, Immediate Past President, 2015- 2016

Executive Committee, President, 2014-2015

Executive Committee, President-elect, 2013-2014

Executive Committee, Vice President, 2012-2013

Executive Committee, Member at Large, 2011-2012

Education Committee Chair, 2011-2013

Government Relations Committee Member, 2005-present

2002-2003

The University of Mississippi School of Pharmacy, Student Body President and Honor Council Chairman

Professional Recognition

Fellow of the American Society of Health-System Pharmacists, 2018-present

Fellow of the American College of Healthcare Executives, 2017-present

Hall of Fame, Mississippi Pharmacist Association, 2016

Paul Harris Fellow, 2013, Oxford Rotary Club

Outstanding Young Alumni-2012, University of Mississippi

Distinguished Young Pharmacist-2011, Mississippi Pharmacist Association

Service Award-2007, Mississippi Society of Health-System Pharmacists

Preceptor of the Year-2007 and 2009, North Mississippi Medical Center Pharmacy Residency Program

Outstanding Young Pharmacist of the Year-2006, Mississippi Society of Health-System Pharmacists

Community and Civic Activities

Mississippi Department of Child Protection Services-Licensed Foster Parent, 2020-present

First Baptist Church, Olive Branch, MS, 2015-present

College Ministry Leader, 2016-present

Personnel Committee, 2019-2021

4th/5th Grade Girls Sunday School Teacher, 2022-present

Olive Branch Food Panty Volunteer, 2015-2019

University of MS, Business School, Speaker's Edge Judge, 2012-2013

Delta Gamma Alumni Chapter, Lafayette County, 2011-2013

Board Member, 2012

North Oxford Baptist Church, member, 2011-2013

Choir teacher, kindergarten, 2012-2013

Oxford Medical Ministries Clinic, pharmacist volunteer, 2010-2013

Oxford Rotary Club, 2009-2013

Secretary, 2012-2013

Lafayette County Republican Women, member, 2010-2013

Tupelo Rotary Club, 2008-2009

Licensure

Mississippi Board of Pharmacy License

License Number E-09884

References

Available upon request



**STATE OF MISSISSIPPI
MISSISSIPPI BOARD OF PHARMACY**

CRAIG SARTIN

Craig Sartin is the owner of Sartin's Discount Drugs in Gulfport, Mississippi, which he founded in 1983. Craig was appointed to serve on the Mississippi Board of Pharmacy for a term of July 1, 2022 through June 30, 2027. In 1988, Craig opened one of the first Mississippi home infusion centers, Sartin's Vital Care, and opened Burnham's Vital Care in Moss Point, MS, with a partner in 2001. Craig has been a partner owner in Diamondhead Discount Drugs and the Sartin-Duran Drug Company both in Pass Christian, Mississippi. Craig has practiced pharmacy in a variety of other settings including serving as Director of Pharmacy for Pearl River Hospital, Director of Pharmacy of Sand Hill CPC Hospital, founding a nursing home consultant group, and serving as Pharmacist-in-Charge for Canon Hospice and others. Craig is the founding member of "The Ole Miss Group." This group of 19 retail locations actively utilizes purchasing power to insure the viability of independent pharmacy in South Mississippi. Craig has been active with many pharmacy and community associations. He currently serves on the Cardinal National Retail Advisory Board and the Ole Miss Pharmacy Dean's Advisory Board. He has been an Ole Miss Pharmacy Preceptor for over 20 years and precepts for William Carey, Creighton University and others. Craig graduated from the University of Mississippi in 1979 with a B.S. in Pharmacy. He has been married to Linda Sartin for 38 years and has 2 children, Evan Sartin, PharmD, and Whitney Sartin. Craig has resided in Long Beach, Mississippi, for 40 years.



PROCUREMENT COMMITTEE EVALUATOR CERTIFICATION

Agency: Mississippi Board of Pharmacy

Solicitation/RFx Number: 3120003200

Evaluator Name: Craig Sartin

Evaluator Job Title: Board Member

Please list the evaluator's educational and/or professional qualifications and/or practical experience:

I, the undersigned, a member of the Evaluation Committee for the Request for Proposals For Pharmacy Professionals Recovery Program Services, will perform the evaluation under the guidelines and requirements set forth below:

1. Professional Conduct

I have a professional interest in ensuring that the scoring and evaluation of the offeror responses to the above named procurement can be supported and defended, and that the recommendation of the Evaluation Committee will lead to the selection of the submission most advantageous to the State of Mississippi, taking into consideration the evaluation factors set forth in the procurement.

2. Conflict of Interest

- a. I hereby affirm that I shall not accept any favor, gratuity, or any other thing of value from any person, firm, corporation, or other entity that has submitted a bid, proposal, or qualification for funding or is on the process of negotiating a contract with the Mississippi Board of Pharmacy. Such favors, gratuities, or things of value shall include, but not be limited to, the seeking of or acceptance of gifts, favors, services, promises of future employment, and/or honorariums, from the Mississippi Board of Pharmacy suppliers, contractors, regulated enterprises or individuals, interested parties or people seeking to do business with the Mississippi Board of Pharmacy.
- b. I also agree that I shall disqualify myself from participating in any aspect of the proposed procurement review and/or negotiation process directly or indirectly affecting a business in which I or a member of my immediate family has a financial interest.
- c. I may not participate in the development of bids, proposals, or qualifications in response to this solicitation.

3. Non-Disclosure of Information

- a. I understand that offeror responses to the above named procurement will be provided to me upon the receipt of this signed *Procurement Committee Evaluator*



PROCUREMENT COMMITTEE EVALUATOR CERTIFICATION

Certification. The responses are being shared with me as a member of the Evaluation Committee with the understanding they are confidential and should be treated as such. They are for the sole use of the members of the Evaluation Committee and alternates, as a part of their confidential information. Review of material is intended only for the individuals within the evaluation committee and mentioned with this *Procurement Committee Evaluator Certification*.

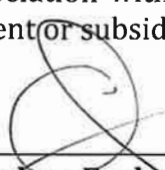
- b. I affirm that I shall maintain the strictest level of confidentiality regarding all aspects of the procurement review and/or contract negotiation process. I shall not discuss with any person, or disclose, at any time, to any person, the contents or scoring of bids, proposals, or qualifications, and/or decisions of the evaluation committee throughout the submission, review, protest, and/or contract negotiation process.

I understand and agree to abide by this *Procurement Committee Evaluator Certification* and all applicable policies and laws and further agree to take full responsibility for the copies of all bids, proposals, or qualifications delivered into my care. I will not disclose, or make available the contents therein to competing offerors or persons not involved in the evaluation process.

If I should become aware of any situation, which might arise, that could alter any of the representations above, or that might otherwise create the appearance of a conflict or other impropriety, I will notify the Purchasing Officer immediately.

Pursuant to **House Bill 1109 (Regular Session 2017)**, I certify that:

- ☐ I have reviewed the conflict of interest standards prescribed herein (no personal, financial, or familial interest in any of the offerors or principals thereof to be evaluated), and that I do not have a conflict of interest with respect to the evaluation of this bid, proposal, or qualification.
- ☐ I am not engaged in any negotiations or arrangements for prospective employment or association with any of the offerors submitting bids, proposals, or qualifications or their parent or subsidiary organization.

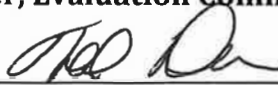


Member, Evaluation Committee (signature)

Date



Member, Evaluation Committee (print)



Associate Director/ProSignature (Witness)

Date

9-17-25

3:15 pm

9/17/2025



PROCUREMENT COMMITTEE EVALUATOR CERTIFICATION

Agency: Mississippi Board of Pharmacy

Solicitation/RFx Number: 3120003200

Evaluator Name: Jillian Foster

Evaluator Job Title: Board Member

Please list the evaluator's educational and/or professional qualifications and/or practical experience:

I, the undersigned, a member of the Evaluation Committee for the Request for Proposals For Pharmacy Professionals Recovery Program Services, will perform the evaluation under the guidelines and requirements set forth below:

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- b. I also agree that I shall disqualify myself from participating in any aspect of the proposed procurement review and/or negotiation process directly or indirectly affecting a business in which I or a member of my immediate family has a financial interest.
- c. I may not participate in the development of bids, proposals, or qualifications in response to this solicitation.

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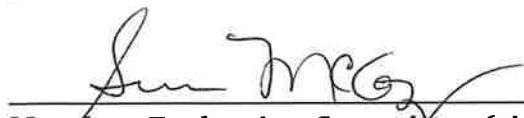
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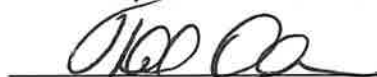
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Member, Evaluation Committee (signature)

9-17-25 3:15 P.M.
Date

Susan McCoy
Member, Evaluation Committee (print)


Associate Director/ProSignature (Witness)

9/17/2025
Date



PROCUREMENT COMMITTEE EVALUATOR CERTIFICATION

Agency: Mississippi Board of Pharmacy

Solicitation/RFx Number: 3120003200

Evaluator Name: Catina White

Evaluator Job Title: Compliance Director

Please list the evaluator's educational and/or professional qualifications and/or practical experience:

I, the undersigned, a member of the Evaluation Committee for the Request for Proposals For Pharmacy Professionals Recovery Program Services, will perform the evaluation under the guidelines and requirements set forth below:

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☒ I am not engaged in any negotiations or arrangements for prospective employment or association with any of the offerors submitting bids, proposals, or qualifications or their parent or subsidiary organization.

Catrina White
Member, Evaluation Committee (signature)

9/17/25 3:15pm
Date

Catrina White
Member, Evaluation Committee (print)

[Signature]
Associate Director/ProSignature (Witness)

9/17/2025
Date



PROCUREMENT COMMITTEE EVALUATOR CERTIFICATION

Agency: Mississippi Board of Pharmacy

Solicitation/RFx Number: 3120003200

Evaluator Name: Susan McCoy

Evaluator Job Title: Executive Director

Please list the evaluator's educational and/or professional qualifications and/or practical experience:

I, the undersigned, a member of the Evaluation Committee for the Request for Proposals For Pharmacy Professionals Recovery Program Services, will perform the evaluation under the guidelines and requirements set forth below:

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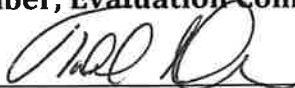
☒ I am not engaged in any negotiations or arrangements for prospective employment or association with any of the offerors submitting bids, proposals, or qualifications or their parent or subsidiary organization.



Member, Evaluation Committee (signature)

Jillian Foster

Member, Evaluation Committee (print)



Associate Director/ProSignature (Witness)

9/17/25 3:15pm

Date

3 9/17/2025

Date

6.10 Describe the structure of your administrative and/or case management review committee.

Immediate issues are addressed with input from an internal. Policy Advisory Committee (PAC) comprised of the medical director, program manager, and one rotating agreement monitor. Issues that are less timely are staffed weekly by the entire team of agreement monitors, support staff, monitoring program manager and the medical director.

6.11 Provide details of your internal review process for participant disagreements or grievances.

The recovery monitoring program PAC reviews participant disagreement and grievances. This group will be expanded to include Mississippi Board of Pharmacy representation and a recovery support peer to address MPPRPS grievances.

TECHNICAL QUESTIONNAIRE

SECTION 6.11

GRIEVANCES

[illegible]

6.10 Describe the structure of your administrative and/or case management review committee.

Pathways Counseling, PLLC has extensive experience working with nurses, physicians, pharmacists, and other licensed professionals requiring monitoring due to substance use or mental health concerns. Our clinicians understand the unique stressors of healthcare roles, the need for professional accountability, and the importance of structured recovery plans to protect both the individual's health and public safety.

6.11 Provide details of your internal review process for participant disagreements or grievances.

Reports are submitted quarterly or as otherwise required. Each report includes a compliance summary, toxicology results, treatment provider updates, and any recommendations. Immediate reports are filed within 48 hours for critical incidents such as relapse, noncompliance, or threats to public safety. Reports are transmitted through secure, encrypted communication channels to ensure confidentiality.

- 6.11 Provide details of your internal review process for participant disagreements or grievances.
- The process depends on the nature of the disagreement | grievance:
 - Disagreement with an evaluation recommendation: PHN does not diagnose or treat. If the participant, for example, disagrees with a recommendation for treatment they are offered the option of a second opinion at one of 3 other approved facilities. Absent a second opinion supporting the licensee they must have treatment.
 - Disagreement with length of treatment: PHN follows the recommendations of the treating experts with the caveat that all treatment providers understand that we expect the level of care and length of stay clinically indicated. If the licensee desires they may elect to obtain a second opinion at another approved facility or they may transfer to another approved facility.
 - Disagreement with a contract element: If the Committee views the participants concern as made in good faith, reasonable and responsible, it may elect to accommodate a change. In most cases the contract is expected to be followed as written. Participation in PHN is voluntary. However, all our contracts state that non-compliance will prompt an immediate report to the Board.
 - Toxicology: Some participants don't understand why they have multi-panel toxicology since they "never used anything except X,Y, or Z". We use these opportunities to discuss their substance of choice as "a face" of their addiction but emphasize their illness is "addiction". PHN, along with Licensure Boards and other stakeholders expect our participants with addictive illness to be abstinent from all mood-altering substances. To be credible our toxicology must document that abstinence.
 - Participant conflict with a particular PHN Committee member: In such a case the PHN Committee member will recuse themselves for that particular participant's case discussion.
 - In short, the PHN Committee is fair and listens to all concerns. Reasonable accommodations can be made, but the overriding emphasis is the participant's successful recovery. The PHN Committee works well together. All input is heard, considered, and discussed until consensus is reached.

5.12 Describe your Quality Assurance and Quality Improvement principles and related structure.

Since 2010, Uprise Health has operated recovery programs for health professionals. There are several quality management tools that have been implemented to ensure continued quality improvement of the recovery monitoring programs with a goal of improving services for the participant licensee, the participant licensee's workplace, the licensee's treatment provider, and the licensee's licensing board.

Uprise Health provides weekly utilization statistics to the participating licensing boards depicting the number of licensees enrolled, a count of licensees in the process of enrollment, and percent of licensees in compliance. These counts are disseminated weekly with an email overview. Specifics as to licensee, including licensee number and current program status, are uploaded to each individual board via the secure and confidential document exchange program.

Uprise Health also provides monthly performance metrics to the recovery participant's licensing board including:

- 100% of the time, Uprise Health shall enroll the board-referred Licensee in the program on the date Licensee signs the consents for disclosures and exchanges of information and the monitoring agreement.
- At least 90% of the time, Contractor shall conduct the self-referred Licensee safe-practice investigations to determine whether Licensee's practice while impaired has presented or presents a danger to the public.
- At least 90% of the Licensees with substance abuse disorders shall receive the minimum toxicology testing.
- At least 55% of all toxicology testing shall be conducted on Mondays, Fridays, or Saturdays. Includes tests actually taken by Licensees as well as scheduled tests that were missed and considered non-compliant events.
- At least 90% of the time, Contractor shall submit compliance reports to the monitoring entity at least once per week.
- Contractor shall submit substantial noncompliance reports to the monitoring entity within one (1) business day after Contractor learns of the noncompliance.
- At least 90% of the time, Contractor shall conduct exit interviews with Licensees.

Offeror #2

5.12 Describe your Quality Assurance and Quality Improvement principles and related structure. We quantify our success or failure with relapse rates with our participants. We have in the past increased contract durations and requirements when needed. We also have included a therapist in our committee meetings with clients.

5.12 Describe your Quality Assurance and Quality Improvement principles and related structure

- We use only forensically certified toxicology labs recognized by FSPHP and used by most national PHPs. Any unexpected or unusual result prompts a discussion between our Medical Director and the Labs toxicologist.
- The PHN Committee meets every other month and assesses the quality of evaluation, treatment and continuing care being provided each program participant. We use evaluation and treatment facilities with a track record of success working with healthcare professionals. Most of these facilities are utilized by large numbers of state PHPs nationally. We use state providers who provide excellent care. If concerns arise we address them with the parties involved or remove the evaluation/treatment center or other professional(s) from our approved list.
- We work closely with the Boards, their staff and investigators to ensure we are meeting their needs and expectations in their mission to protect the public.
- The PHN Board meets each May and November as well as any specially called PHN Board meetings. All fiscal management rests with the PHN Board. The PHN Board must approve PHN hires. The PHN Board and Committee routinely assesses the need for specific expertise to be added to each. *(NOTE: If awarded the Pharmacy Board contract, we anticipate our meetings increasing to monthly.)*
- The PHP Committee and Board review our policies and procedures yearly, with expedited review for any concerns that arise. At each review we ensure we are operating within our bylaws and in accordance with our policies and procedures.
- HIPAA Compliance remains at the forefront in all PHN interactions.
- If any case fails to proceed as expected/hoped, the case is reviewed by the PHN Committee to discuss the case/problems, explore what happened and review ways we might learn from the case and how we might improve our process.
- We operate with our Licensure Boards in an open, honest and direct fashion and all program participants understand our position in this regard.

6.8 Provide key performance indicators that reflect your ability to monitor health care professionals.

Participants in the Program are required to adhere to specific guidelines, such as obtaining third-party evaluations, signing release of information authorizations, and committing to complete abstinence from mood-altering substances unless approved by the program. Regular communication with their designated Agreement Monitor, randomized toxicology testing, and participation in treatment plans are also essential components of the program. This Program serves as a unique bridge between the workplace, public safety, and sustained recovery.

Over the last 15 years, we have learned much about the monitoring of health professionals and the specific requests and requirements of participating boards. We have worked collaboratively with the advisory committee and engaged in discussions to ensure that program guidelines and requirements as outlined in monitoring agreements are correct.

Of all the important lessons we have learned, the most important is to be as explicit as possible as it relates to the licensee's specific requirements outlined in the licensee's Addendum to the Monitoring Agreement. We have also learned the importance of the human interface. Additionally, Uprise Health's experience in monitoring has led us to research and quantify questions about recovery and monitoring.

Specific performance indicators related to monitoring include providing online access for licensees, early and on-going communication, and workplace safety.

Online Access for Licensees – Before and After

All recovery program licensees have access to the Uprise Health portal. This portal serves as a hub of information for Licensees. Licensees can access information about the program. Some of these resources include finding a health professional licensee is enrolled in monitoring area, while also gaining secure access to a portal.

This area
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KPT's

Offeror: #2

6.8 Provide key performance indicators that reflect your ability to monitor health care professionals.

We have 38 years of experience

We have a proven track record with very few failures

We have a consistent program with no lapses in operation

Our Executive Director and Impaired Pharmacists Committee members are health care professionals

We meet as a group every 6 weeks and thereby become better associated with one another

We assign participants another person who they communicate with regularly and who gets to know them on a more intimate level

Offeror #4**6.8 Provide key performance indicators that reflect your ability to monitor healthcare professionals.**

Approximately 90% of our participants are healthy and doing well in recovery at 5 years post-intervention.

Meeting attendance is tracked monthly

Compliance with therapy / medical appointments is tracked and intervention occurs if not compliant. Compliance is reviewed at each scheduled PHN Committee meeting.

Ms. Young tracks compliance with monthly program PHN call-ins from each Licensee.

Random, unannounced, chain of custody toxicology is ongoing.

PHN Committee face to face meetings with Participants occur regularly.

Our Medical Director has treated addiction / healthcare professionals since 1993.

He has monitored healthcare professionals since 1998. He has worked full time in addiction treatment since 2011 at all levels of care including outpatient treatment, IOP, PHP, Detox, Residential and as Medical Director of adolescent and adult residential treatment facilities.

Our PHN Committee Chair has been monitoring healthcare professionals since 2003

- In addition to Dr Carr, the PHN Committee includes two Board-certified psychiatrists who are also certified addictionologists and an addiction nurse practitioner. Together these professionals have been treating this illness for a combined 94 years.

- Our PHN Committee cumulatively has over 150 years treating and/or monitoring healthcare professionals.

5.8 Please provide all information regarding the liability insurance that is held for the organization.

Uprise Health has professional liability insurance. Limits are \$3 million per claim and \$3 million aggregate. All our providers must also carry liability insurance and must possess current professional liability policies of \$1 million, individual / \$1 million, aggregate.

Uprise Health maintains a commercial general and professional liability policy with policy limits of \$1,000,000 per claim and \$2,000,000 in the aggregate. We also have a cyber-risk policy with a limit of \$3,000,000 aggregate.

Offeror #3

5.8 Please provide all information regarding the liability insurance that is held for the organization.

Lockton Affinity Health and Fitness Insurance Program

10895 Lowell Ave, Suite 300, Overland Park, KS 66210, USA



April 11, 2025

Professionals Health Network, Inc.
5215 Old Highway 11, Suite 80
Hattiesburg, MS 39402

RE: Professional Liability Policy No.: MKLV2PSM002497
Policy Term: 3/9/2025 to 3/9/2026

Dear Donna,

We have enclosed the renewal of your Professional Liability policy. Please take this opportunity to review the policy and notify us of any necessary changes.

If you have any questions, do not hesitate to contact us. We appreciate your confidence in SouthGroup Insurance and look forward to assisting with your future insurance needs.

Sincerely,

A handwritten signature in black ink, appearing to read "Jim Ford".

James D. Ford

JDF/tkh

Enclosure

5. COVERAGE SCHEDULE:

This policy includes only those Coverage Parts designated below by "X" as purchased. If a Coverage Part is not expressly designated as purchased, this policy does not include such Coverage Part.

Coverage Part	Coverage Part Purchased	Coverage Part Limits of Liability	Coverage Part Deductible	Coverage Part Retroactive Date
A. Specified Medical Professions Professional Liability Insurance Coverage Part – Claims Made Coverage	Yes <u>X</u> No _____	\$1,000,000 Each Claim \$3,000,000 Aggregate	\$2,500 Each Claim	03/09/2012
B. Specified Medical Professions General Liability Insurance Coverage Part – Claims Made Coverage	Yes _____ No <u>X</u>	Not Purchased Coverage A. Each Occurrence Not Purchased Damage to Premises - Any One Premises Not Purchased Coverage B. Each Person or Organization Not Purchased Coverage C. Each Injured Person Not Purchased Aggregate - All Coverages	Not Purchased Coverage A. Each Occurrence Not Purchased Coverage B. Each Person or Organization Not Purchased Coverage C. Each Injured Person Not Purchased Aggregate - All Coverages	Not Purchased
C. Specified Medical Professions General Liability Insurance Coverage Part – Occurrence Coverage	Yes _____ No <u>X</u>	Not Purchased Coverage A. Each Occurrence Not Purchased Damage to Premises - Any One Premises Not Purchased Coverage B. Each Person or Organization Not Purchased Coverage C. Each Injured Person Not Purchased Aggregate - All Coverages	Not Purchased Coverage A. Each Occurrence Not Purchased Coverage B. Each Person or Organization Not Purchased Coverage C. Each Injured Person Not Purchased Aggregate - All Coverages	

6. PREMIUM FOR POLICY PERIOD:

Minimum
Deposit

\$3,750
\$3,750

Policy Fee: \$300.00
State Tax: \$154.80
Stamping Fee: \$9.68
Other Tax: \$116.10

7. RATE: Flat

PREMIUM BASE: Flat

8. PREMIUM FOR EXTENDED REPORTING PERIOD: 150% for 12 months; 175% for 24 months; 200% for 36 months

This insurance policy is issued pursuant to Mississippi law covering surplus lines insurance. The company issuing the policy is not licensed by the State of Mississippi, but is authorized to do business in Mississippi as a nonadmitted company. The policy is not protected by the Mississippi Insurance Guaranty Association in the event of the insurer's insolvency.

MDSM 5013 02 20

Page 2 of 3

Professionals Health Network, Inc



October 11, 2024

Professionals Health Network, Inc.
5215 Old Highway 11, Suite 80
Hattiesburg, MS 39402

RE: Directors & Officers Liability Policy No.: J06044384
Policy Term: 10/21/2024 to 10/21/2025

Dear Donna,

We have enclosed the renewal of your Directors & Officers Liability policy. Please take this opportunity to review the policy and notify us of any necessary changes.

If you have any questions, do not hesitate to contact us. We appreciate your confidence in SouthGroup Insurance and look forward to assisting with your future insurance needs.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jim Ford'.

James D. Ford

JDF/tkh

Enclosure



DIRECTORS & OFFICERS AND ENTITY LIABILITY COVERAGE PART

- (A) Aggregate Limit of Liability: \$1,000,000
- (1) **Antitrust Matters** Limit of Liability: \$1,000,000
 - (2) Sublimit for **Regulatory Fraud** Coverage: Not Covered
 - (3) Sublimit for **Clinical Trial** Coverage: \$50,000
 - (4) Sublimit for **EMTALA Matters**: \$50,000
 - (5) Sublimit for **Tax Matters**: \$50,000
 - (6) Sublimit for **Securityholder or Member Inquiry** Coverage: \$500,000
- (B) Aggregate Limit of Liability in (A) above shall be shared with:
- ☐ Employment Practices Liability ☐ Fiduciary Liability ☐ Employed Lawyers Liability
- (C) Additional Limit of Liability Dedicated for **Executives**: \$500,000
- (D) Retentions:
- (1) No Retention is applicable to Insuring Clause (A)
 - (2) Insuring Clauses (B) & (C), except as provided below: \$5,000
 - (3) Each **Antitrust Matter**: \$5,000
 - (4) Each **Provider Selection Matter**: \$5,000
 - (5) Each **Regulatory Fraud Matter**: Not Covered
 - (6) Each **Clinical Trial Matter**: \$5,000
- (E) Co-Insurance:
- (1) **Antitrust Matters**: 0%
 - (2) **Regulatory Fraud Matters**: Not Covered
- (F) Pending or Prior Proceedings Date: October 21, 2010
- (G) Defense: Duty to Defend by Chubb

Professionals Health Network, Inc



July 2, 2025

Professionals Health Network, Inc.
5215 Old Highway 11, Suite 80
Hattiesburg, MS 39402

RE: Business Owners Policy No.: 4030948427
Policy Term: 8/23/2025 to 8/23/2026

Dear Donna,

We have enclosed the renewal of your Business Owners Policy. Please take this opportunity to review the policy and notify us of any necessary changes.

The insurance company will send the premium statement for this policy directly to you, unless other arrangements for payment have already been made. Please note that the only notices you will receive will be direct notices from the insurance company. All payments must be made directly to the insuring company and received by the due date on the bill to avoid a lapse in your coverage.

If you have any questions, do not hesitate to contact us. We appreciate your confidence in SouthGroup Insurance and look forward to assisting with your future insurance needs.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jim Ford'.

James D. Ford

JDF/tkh

Enclosure

Page 1 of 1

Professionals Health Network, Inc

SouthGroup Insurance Services, Inc. is an Equal Opportunity Employer. Minorities and women are encouraged to apply.
If you are a person with a disability and need a reasonable accommodation to participate in our hiring process, please contact us at 1-800-368-7272.



POLICY NUMBER
B 4030948427

INSURED NAME AND ADDRESS
PROFESSIONALS HEALTH NETWORK, INC.
5215 OLD HIGHWAY 11, SUITE 80
HATTIESBURG, MS 39402

PROPERTY COVERAGE

LIMIT OF INSURANCE

The following deductible applies unless a separate deductible is shown on the Schedule of Locations and Coverage.

Deductible: \$1,000

Business Income and Extra Expense Coverage
Business Income and Extra Expense

12 Months Actual Loss Sustained
Up to \$1,000,000 Maximum Limit

Business Income and Extra Expense - Dependent Properties	\$10,000
Employee Dishonesty	\$25,000
Forgery and Alteration	\$25,000

LIABILITY COVERAGE

LIMIT OF INSURANCE

Liability and Medical Expense Limit - Each Occurrence	\$1,000,000
Medical Expense Limit -- Per Person	\$10,000
Personal and Advertising Injury	\$1,000,000
Products/Completed Operations Aggregate	\$2,000,000
General Aggregate	\$2,000,000
Damage To Premises Rented To You	\$1,000,000
Employment Practices/Fiduciary Liability Retroactive Date: 08/23/2011 EPLI Deductible:\$0	\$10,000
Hired Auto Liability	\$1,000,000
Nonowned Auto Liability	\$1,000,000

POLICY NUMBER
B 4030948427

INSURED NAME AND ADDRESS
PROFESSIONALS HEALTH NETWORK, INC.
5215 OLD HIGHWAY 11, SUITE 80
HATTIESBURG, MS 39402

LOSS PAYEE SCHEDULE

All loss payees as their interests may appear in the Covered Property.

The following provisions apply in accordance with the insurable interest of the loss payee: Loss Payee

Description of Property: Any Covered Property in which a loss payee, creditor or lender holds an interest, including any person or organization you have entered a contract with for the sale of Covered Property.

Professionals Health Network, Inc

POLICY NUMBER
B 4030948427

INSURED NAME AND ADDRESS
PROFESSIONALS HEALTH NETWORK, INC.
5215 OLD HIGHWAY 11, SUITE 80
HATTIESBURG, MS 39402

FORMS AND ENDORSEMENTS SCHEDULE

COMMERCIAL PROPERTY

FORM NUMBER		FORM TITLE
SB146838C	06/2011	Valuable Papers and Records
SB146839F	06/2011	Sewer or Drain Back Up
SB146936A	01/2006	Inflation Guard
SB147084B	07/2009	Fungi, Wet Rot, Dry Rot and Microbe Exclusion
SB300129C	10/2019	Targeted Hacker Attack
SB300179H	10/2019	Choice Endorsement
SB300456A	07/2007	Concurrent Causation, Earth Movmnt, Water Excl Chg
SB300596A23	01/2008	Identity Theft/Recovery Services Endorsement

COMMERCIAL GENERAL LIABILITY

FORM NUMBER		FORM TITLE
SB146902G	06/2016	Hired Auto and Non-owned Auto Liability
SB146932G	10/2019	Blanket Additional Insured - Liability Extension
SB147079A	01/2006	War Liability Exclusion
SB147080B	10/2019	Exclusion - Silica
SB147083C	10/2019	Fungi/Mold/Mildew/Yeast/Microbe Exclusion
SB147088A	01/2006	Exclusion - Asbestos
SB147089A	01/2006	Employment - Related Practices Exclusion
SB300000D	04/2014	Businessowners Liability Coverage Form
SB300020A	01/2006	Abuse or Molestation Exclusion
SB300441A	01/2007	Fiduciary Liability Coverage Form
SB300449A	01/2007	Single Limit of Insurance Endorsement
SB300450A	01/2007	Employment Practices Liability Coverage Form
SB300849A	07/2009	Recd and Distribution of Material or information

*** PLEASE READ THE ENCLOSED IMPORTANT NOTICES CONCERNING YOUR POLICY ***

FORM NUMBER		FORM TITLE
CNA104750XX	06/2023	Policyholder Notice - Fraud Notification
CNA62823XX	02/2025	Req for Jurisdictional Insp Of Boilers And Pressur
CNA81758XX	01/2021	PHN - Offer of Terrorism Disclosure of Premium
CNA95404XX	03/2019	CNA Coverage Form

Countersignature


Chairman of the Board


Secretary

Professionals Health Network, Inc



HPSP Compliance Report

Reporting Period: From: To		Agreement Monitor:	
Licensee Information			
Name:	Id:	Board:	Referral Type:
Monitoring Agreement Information			
Program start date:	Original Contract end date:	Revised contract end date: ☐ N/A	
If yes, please explain: _____			
Compliance Information			
Currently Working in the Field? ☐ Yes or ☐ No		Date of Last Evaluation: _____	
Worksite Monitor Reports Submitted: ☐ Yes or ☐ No or ☐ N/A		Concerns Reported? ☐ Yes or ☐ No	
Treatment Reports: ☐ Compliant ☐ Noncompliant ☐ Not Applicable			
Agreement Monitor Check-ins: ☐ Compliant ☐ Noncompliant ☐ Not Applicable			
Recovery-Oriented Attendance: ☐ Compliant ☐ Noncompliant ☐ Not Applicable			
Toxicology Drug Screens: ☐ Compliant ☐ Noncompliant ☐ Not Applicable			
Noncompliance Report to the Board: ☐ Yes ☐ No			
Explanation of noncompliance: _____			
Additional Information: _____			
Program Information			
Continue to Monitor: ☐ Yes ☐ No		Overall Program Compliance: ☐ Compliant ☐ Noncompliant	
Successful Completion: ☐ Yes ☐ No ☐ Not Applicable			Completion Date: _____
Program Termination: ☐ Yes ☐ No ☐ Not Applicable			Termination Date: _____
Additional Information:			

Report Submitted by
Date:

This information has been disclosed to you from records whose confidentiality is protected by Federal Law. Federal Regulation (42 CFR, Part 2) prohibits you from making any further disclosure of it without the specific written consent of the person to whom it pertains, or as otherwise permitted by such regulations. A general authorization for the release of medical or other information is NOT sufficient for this purpose. The Federal rules restrict any use of the information to criminally investigate or prosecute the patient.

Health Professionals Services Program
PO Box 8668, Portland, Oregon 97207
Phone: 1-888-802-2843 Fax: 503-961-7142
monitoring@uprisehealth.com
www.hpspmonitoring.com

U.S. PROBATION SERVICE MEMORANDUM



TO: Clay Joyner
United States Attorney
Northern District of Mississippi

FROM: Sharkey Luna
U.S. Probation Officer

DATE: July 28, 2025

RE: [REDACTED]
Docket No. 3:2400002D-1
Pretrial Diversion: Certification of Completion of Program

This memorandum serves as notification that I have supervised [REDACTED] under the pretrial Diversion Program of the United States Attorney. He began the Pretrial Diversion on July 31, 2024. I am aware of the conditions and terms of program as set forth in the Agreement for Pretrial Diversion attached hereto. I Hereby certify that the above-named individual has complied with the said conditions and terms of the program. He is scheduled to expire on July 31, 2025.

Zach Thompson, LPC
Thompson Psychotherapy
1525 Lelia Drive
Jackson, MS 39216
601-822-1757
zthompsonlpc@gmail.com

Date: February 28, 2025

To Whom It May Concern:

I am writing in my professional capacity as a Licensed Professional Counselor in support of Mr. [REDACTED]. He has demonstrated reliability, accountability, and ongoing stability throughout his participation.

At this time, I see no inhibitory or clinical concerns that would prevent [REDACTED] from safely and effectively returning to work in his role as a pharmacist. His progress and dedication to maintaining his recovery reflect positively on his readiness to resume professional responsibilities.

Please feel free to contact me should you need any additional information or clarification.

Sincerely,

Z. Thompson

Zach Thompson, LPC
Thompson Psychotherapy

February 28, 2025

Dear Mississippi Board of Pharmacy Member,

I am a member of the Mississippi Association of Recovering Pharmacists Executive Board, and I approve of [REDACTED]'s petitioning the Board of Pharmacy for possible reinstatement of his license. [REDACTED] has done everything we have asked him to do, and his drug screens have all been negative. [REDACTED] was present at all the Batesville regional support group meetings and at all the six-week meetings in Jackson.

Sincerely,

Chris Shackelford

February 28, 2025

Dear Mississippi Board of Pharmacy Member,

I am a member of the Mississippi Association of Recovering Pharmacists Executive Board, and I approve of [REDACTED] petitioning the Board of Pharmacy for possible reinstatement of his license. [REDACTED] has done everything we have asked him to do, and his drug screens have all been negative. [REDACTED] was present at all the Batesville regional support group meetings and at all the six-week meetings in Jackson.

Sincerely,



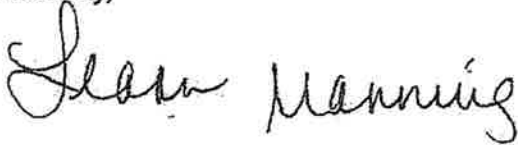
Robert Jordan

February 28, 2025

Dear Mississippi Board of Pharmacy Member,

I am a member of the Mississippi Association of Recovering Pharmacists Executive Board, and I approve of [REDACTED] petitioning the Board of Pharmacy for possible reinstatement of his license. [REDACTED] has done everything we have asked him to do, and his drug screens have all been negative. [REDACTED] was present at all the Batesville regional support group meetings and at all the six-week meetings in Jackson.

Sincerely,

A handwritten signature in cursive script that reads "Leann Manning". The signature is written in dark ink and is positioned below the word "Sincerely,".

Leann Manning

[REDACTED] REPORT FOR NOVEMBER 17, 2024

EXCELLENT AT CLOCKING IN AND OUT AND ENTERING FIELD DATA.



THIS REPORT IS FOR A 30 DAY PERIOD IN OCTOBER – 14 MEETINGS IN A 30 DAY PERIOD IS 3.50 MEETINGS PER WEEK AND CONTRACT SAYS 3 MEETINGS PER WEEK. 9 MEETINGS WERE LIVE – REQUIREMENT MET.



REPORT FOR FEBRUARY 09, 2025

EXCELLENT AT CLOCKING IN AND OUT AND ENTERING FIELD DATA.



THIS REPORT IS FOR A 30 DAY PERIOD IN JANUARY – 12 MEETINGS IN A 30 DAY PERIOD IS 3.00 MEETINGS PER WEEK AND CONTRACT SAYS 3 MEETINGS PER WEEK. 9 MEETINGS WERE LIVE – REQUIREMENT MET.



X I agree to attend a self-help group such as:

- Alcohol Anonymous (AA)
- Narcotics Anonymous (NA)
- Cocaine Anonymous (CA)
- Other _____

At a frequency of 3 meetings per week. (The frequency of attendance may be modified throughout this contract by MARP based on need). Documentation of attendance shall be provided to MARP.

 X I agree to utilize a GEO tracking application, as requested by MARP, to verify attendance at required meetings.

 X I agree to attend the MARP meetings in Jackson, MS at a frequency of one every six weeks and the annual MARP seminar and any other special functions of MARP as directed and as posted on the webpage: mymarp.com.

 X I agree to attend a MARP support group meeting at a frequency of 2 meetings in a four (4) week period at one of the following locations:

- XX Batesville
- Tupelo
- Hattiesburg
- Gulf Coast
- Jackson
- Meridian
- Columbus
- Natchez

 X I agree to attend the Impaired Pharmacists Committee of MARP located in Jackson, MS for evaluations as requested by my MARP contact and to follow the recommendations of the Impaired Pharmacists Committee of MARP.

 X Unless excused by MARP or the Board, I agree to attend one of the following seminars during my contract phase.

- Southeast PRN Conference
- Northwest PRN Conference
- Southwest PRN Conference
- Heartland PRN Conference
- Utah Annual School on Alcoholism and Drug Dependencies
- The Annual Captasa Conference in Lexington, KY
- Other MARP approved Conference

 X I agree to talk to my designated MARP contact at a frequency of at least once a week or more often as assigned by my contact. My MARP contact is Bubba Burton .

 X I agree to submit a urine specimen, serum specimen or hair sample to a collection site approved by MARP for a drug screen when requested by MARP and to pay all costs related to the drug screen. The collection of a urine specimen shall be witnessed by the collection site. The specimen shall be submitted within 24 hours of the request and the results shall be sent to:

Additional caregivers who have prescribing authority:

Name: _____

Address: _____

Telephone: _____

Name: _____

Address: _____

Telephone: _____

☒ I agree to pay MARP a monthly monitoring fee in the amount of \$60

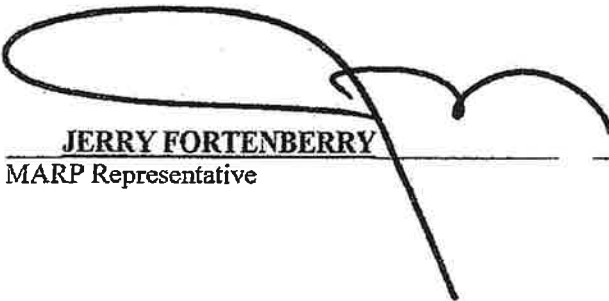
☒ I understand that any violation of any of the terms and conditions of this contract can be reported to the Board and may affect the status of my license/registration.

☒ I understand that I must provide a copy of this contract and any changes made to this contract to the Mississippi Board of Pharmacy.

[Redacted Signature]

Printed Name

Signature


JERRY FORTENBERRY
MARF Representative


Signature

- Offeror #4

6.12 Provide a de-identified example of advocacy conducted in support of a program member regaining licensure. (ie. Deidentified hearing transcript, letter of support, etc.)

PHN provides "earned advocacy". Earned advocacy is based on a participant's abstinence from all mood-altering substances with negative toxicology, compliance with contract requirements, demonstrable commitment to recovery with self-motivation and self-responsibility. Each licensee planning to approach their Board about regaining licensure must appear before the PHN Committee to review their readiness to take this step. If the Committee believes they have not yet met criteria for support we will advise them of same, explain what we need to see and set up a follow-up visit to discuss

further. If the participant has earned our advocacy we assist by:

Providing a letter of support (see deidentified example attached).
Discussing their appearance before the Board and questions they may anticipate.
We also discuss continuing education requirements and status of same.

- Arranging for the Medical Director, PHN Committee Chair, or other Committee member to accompany them to the Board, prepared to discuss their recovery and the reasons the PHN Committee supports, or does not support, their request.
- The PHN Committee sometimes institutes certain "in-house" limitations the PHN Committee believe may be indicated for continued successful recovery, such as initial number of work hours, work-place environment etc. Examples might be initially limiting work hours or agreeing to return to work in a setting with other licensees as opposed to solo.

6.7 Describe any liaison work with public entities and other states and how your organization maintains awareness and competence in best practices.

Uprise Health engages in outreach to health professional public entities and organizations providing awareness and competence in best practice. For example, Uprise Health follows a Strategic Outreach Plan to address educational tactics for professional associations, employers including human resources, treatment providers, and schools in Oregon. Between 2020 and 2024, Uprise Health representatives have provided educational outreach in promotion of support and public safety at the following venues.

8/25/20 Serenity Lane
9/17/20 Federation of State Physician Health Programs Western Regional Conference
1/19/21 Walla Walla University School of Nursing
1/21/21 The Recovery Village Ridgefield
1/28/21 Hazelden Betty Ford

9/11/23 Oregon State Board of Nursing
9/22/23 Oregon Medical Association
9/29/23 Oregon Dental Association Wellness Committee
11/17/23 Serenity Lane
11/30/23 Oregon State University/OHSU College of Pharmacy
12/7/23 Oregon Medical Association
2/12/24 Serenity Lane
2/15/24 Oregon Medical Association
2/22/24 Oregon Dental Association
3/20/24 Hazelden Betty Ford
4/8/24 AMFM Counseling
4/24/24 Oregon Dental Association

Uprise Health are active members of FSPHP (Federation of State Physician Health Programs) and NOAP (National Organization of Alternative Programs) which provides great leadership and guidance in maintaining best monitoring practices. We recently attended the NOAP conference in May of this year and we were happy to find we are meeting and exceeding industry standards. Under the Monitoring Program Manager, Christa Lee, LMSW, Uprise Health looks forward to developing an outreach plan for Mississippi.

Offeror #3

6.7 Describe any liaison work with public entities and other states and how your organization maintains awareness and competence in best practices.

Relapse is treated as part of the recovery process rather than as immediate grounds for dismissal. When a relapse occurs, a reassessment is conducted to determine the level of care needed. Treatment plans are adjusted, often including increased therapy frequency, higher levels of care, or intensified monitoring. The Board is notified promptly, and collaborative planning with the participant, treatment team, and the Board is initiated to support continued recovery while maintaining public safety.

y

6.9 Describe the frequency of individual meetings with program participants. Please include any anticipated changes as participants progress in the program.

As noted above, for the first several months of participation, licensees must have voice-to-voice, phone contact with their agreement monitors. By the time recovery licensees reach their third month of participation, most transition to a monthly voice-to-voice contact, but must also check-in weekly by phone, voicemail, or email, if an email consent form is signed. During these weekly check-ins, the licensee notifies Uprise Health of any changes to their work, living, or treatment arrangements. Although many specific events must be documented within 24 hours, the weekly check-in allows an opportunity to check for any change in the licensee's status

The weekly voice to voice contact is removed after several months when the recovery monitoring licensee is more stabilized. At that point participants are still required to check-in with their agreement monitor weekly, but the voice-to-voice requirement will be reduced from weekly, to bi-weekly, to eventually monthly and as needed.

6.9 Describe the frequency of individual meetings with program participants. Please include any anticipated changes as participants progress in the program.

Staff maintain ongoing continuing education, participate in professional associations (e.g., ACA, NAADAC), and regularly review updated research and state/federal guidelines. Program policies are reviewed annually to integrate new evidence-based practices. Collaboration with other healthcare providers and attendance at professional conferences ensure the program remains at the forefront of effective recovery monitoring.

6.2 Describe the history, program philosophy, number of years in service, and accomplishments of your organization in managing healthcare professionals whose ability to safely practice is or may be impaired because of alcohol use, substance use/and or mental illness.

Uprise Health draws upon more than 30 years of experience in the mental health industry to design and deliver solutions that wrap members in a full system of support. We combine the standard clinical support of a traditional EAP (e.g., short-term counseling, work-life services, critical incident support, etc.) with a clinically validated digital platform that offers self-guided and coach-guided, CBT-based mental fitness courses, enabling members to manage their own mental health. Our solutions are designed to fill gaps in care, improve access, and address unrecognized or ignored mental health issues. We wrap members in a full system of digital and in-person care options, and we use evidence-based, Stepped Care protocols to move members along the care spectrum—from digital, self-guided support for low-risk members to live, in-person care for moderate- and high-risk individuals. This approach ensures that we deliver the most effective and least costly treatments at the right time to help employees heal more quickly.

Uprise Health is a proven PHP/ATD operator: Uprise has successfully managed Delaware's Professionals' Health Monitoring Program since 2013 (covering 50+ DPR-licensed professions) and Oregon's Health Professionals' Services Program since 2010. In 2019, a major Delaware health system engaged Uprise Health to administer its caregiver monitoring program, enabling safe return to work through enrollment, compliance, and toxicology testing. Uprise Health has accomplished these goals by maintaining credentialed and experienced staff with our longstanding commitment to the welfare of healthcare professionals.

6.2 Describe the history, program philosophy, number of years in service, and accomplishments of your organization in managing healthcare professionals whose ability to safely practice is or may be impaired because of alcohol use, substance use/and or mental illness.

Pathways Counseling, PLLC, embraces a holistic, person-centered philosophy of recovery that views addiction and mental health conditions as treatable illnesses rather than moral failings. Recovery is seen as a lifelong process that involves medical, psychological, social, and spiritual dimensions. This philosophy is applied through individualized treatment planning, ongoing monitoring, and collaboration with multidisciplinary providers. Emphasis is placed on accountability, professional responsibility, and the restoration of both health and career functioning.

have over 90% of our participants healthy and practicing their profession at 5 years post-intervention. We are proud to say that to date, we have had no reports of patient / public harm by a PHN Participant under contract.

One of the strengths of our program is the recognition that virtually no one has "just addiction". Psychiatric comorbidity such as Depression, Anxiety Disorder, Bipolar Disorder, PTSD are almost always present. We recognize that addressing these comorbidities are critically important for continuing sobriety and wellness. In addition, we have come to understand that significant past trauma is very often present (up to 70%). While significant trauma cannot (and should not) be addressed during residential treatment it is critical that it be addressed once the participant is emotionally stable and surrounded with a strong support system. We are fortunate to have developed relationships with a number of excellent EMDR trauma therapists around the state able to provide excellent care.

Our accomplishments include a proven track record of success. We enjoy excellent relationships with licensure boards based on open, honest, and direct communication as well as mutual respect and trust. We are proud of our relationships with our program participants. While we are firm in our expectations and requirements of accountability, we are also supportive and encouraging of their efforts toward wellness. The PHN Committee takes pride in seeing the positive change recovery brings to so many of our licensees - they become strongest in the broken places and are often a greater asset to the public in recovery than before they developed a potentially impairing illness. We also think it says something that many licensees who complete 5 years of monitoring wish to say associated with PHN through a voluntary "step-down contact". In addition, many of our recovering PHN Committee members were themselves once under a PHN Contact and desire to dedicate their time and experience to serve in order to support their recovering colleagues.

We consider the Annual Addiction Conference to be a great accomplishment. We have continued to attract nationally and internationally known experts in the field. Our participants are from multiple healthcare specialties both within the state and nationally. Many who work in the treatment industry describe our conference as "the best" or "one of the best nationally." We have some conference attendees who have not missed a conference in 17 years.

Christa Lee, LMSW

Program Manager- Uprise Health Monitoring

Monitoring Experience: 16 years

Relevant Experience: 20 years

Education: MSW, University of Maryland

Licensure: LMSW, Maryland

(CV included in Section 9)



Christa Lee is the Monitoring Program Manager for Uprise Health Monitoring Programs. In this role Christa consults with state boards and employers, partnering with them to protect public safety and foster continued recovery for health professionals and other employees through supportive monitoring. She oversees the day-to-day operation of each program and manages the team of Agreement Monitors who serve as the case managers for the participants of each program. Christa was hired by Uprise Health in 2010 as the Team Lead for the Health Professionals' Services Program for the State of Oregon. She assisted in implementing and rolling out the statewide monitoring programs for healthcare professionals in both Oregon and Delaware and has also served in the capacity of an Agreement Monitor for both programs.

Christa graduated with her Master's in Social Work degree from the University of Maryland, School of Social Work in 2008, specializing in Mental Health & Substance Abuse with a sub-specialization in Employee Assistance Programs. After graduating, she was hired by First Advantage, Inc. as the Program Manager for their SAP Services program. As the Program Manager, she was responsible for managing the chemical dependency recovery programs for a host of companies & organizations whose employees tested positive in the workplace. The largest being a nationally recognized pharmacy chain where she managed recovering Pharmacists and Pharmacist techs amongst other staff with their return-to-work process and ongoing toxicology testing and monitoring. Christa is a strong advocate for overall health and wellness and is a certified spinning and fitness instructor. She enjoys her monthly book club, running half marathons, traveling, and spending time with her family.

Key Personnel?

Tina Mewhinney

Operations Account Manager

Monitoring Experience: 14 years

Relevant Experience: 20 years

(CV included in Section 9)



Tina Mewhinney is the Monitoring Operations and Account Manager at Uprise Health Monitoring. She manages vendor partnerships, finance coordination, client accounts, and leads the Operations Team to ensure efficient program delivery.

Since joining Uprise Health in 2011, Tina has advanced from Administrative Case Coordinator to Program Manager and ultimately Operations Manager. She has overseen key programs; including Combined Transport, Oregon State Lawyers Association, and Adolescent Intervention Management, and now provides both operational leadership and direct account management across multiple monitoring programs.

Dr. Autry

Professional Summary Board-certified psychiatrist with 25+ years in mental health and substance abuse research, policy, and administration. Former Senior Executive Service member and Senior Medical Consultant at SAMHSA. Experienced in private practice and federal agency leadership.

Education

- Rhodes University, Memphis, TN – Major: Chemistry & Psychology
- University of Tennessee Medical School

Certifications & Awards

- Board-Certified Psychiatrist
- Presidential Rank Award for Meritorious Service
- Presidential Rank Award for Distinguished Service

Professional Experience

Senior Medical Consultant & Interagency Coordinator

SAMHSA

- Provided expert guidance on mental health and substance abuse policies.
- Served as liaison between SAMHSA and other federal agencies.

Deputy Administrator & Acting Administrator (1999-2003)

SAMHSA

- Led strategic initiatives in mental health and substance abuse programs.
- Oversaw national policy coordination and research efforts.

Director, Division of Workplace Programs (1990-Present)

Center for Substance Abuse Prevention

- Implemented federal drug-free workplace policies.
- Led research on substance abuse prevention in managed care.
- Managed National Laboratory Certification Program for workplace drug testing.
- Supervised the Workplace Help Line for employers.

Leadership Roles in NIMH & NIDA

- Director, Division of Applied Research
- Director, Division of Extramural Research Programs

Offeror 1: Primary Contact

Christa Alanna Lee, LGSW 2910 Buckthorn Ct, Glenarden, MD 20706
443-562-2955 | Christa.lee@uprisehealth.com

Professional Summary

Dedicated and results-driven behavioral health program manager with more than 15 years' experience in professional monitoring, mental health, and substance abuse management. Skilled in team leadership, compliance oversight, policy development, and program implementation. Adept at fostering relationships with stakeholders, ensuring regulatory compliance, and driving quality improvement initiatives.

Professional Experience

Uprise Health / Reliant Behavioral Health Monitoring *Portland, OR*

Program Manager, DPHMP, CCMP, and HPSP | 2013 – Present

- Ensure compliance with Statements of Work for the State of Oregon, Delaware, and Christiana Care Hospital programs while monitoring key performance indicators.
- Supervise and train a team of Agreement Monitors (case managers), ensuring timely and effective communication with licensees.
- Oversee compliance monitoring, workplace evaluations, and provider approvals, ensuring adherence to program standards.
- Manage program enrollment, non-compliance reports, and compliance evaluations within required timeframes.
- Develop and submit contractual reports on a weekly, monthly, annual, and ad hoc basis.
- Maintain and update program guidelines, integrating input from stakeholders.
- Lead Quality Improvement initiatives, including satisfaction surveys and complaint resolution.
- Attend board meetings, contract-required outreaches, and internal training sessions.
- Oversee contractual invoices and provide annual financial statements to clients.
- Lead the internal Policy Advisory Committee and document key decisions.
- Conduct outreach to non-participating licensing boards to promote program participation.
- Manage a limited caseload of licensees as needed and perform additional duties as assigned.

Implementation Team Lead Specialist / Agreement Monitor | May 2010 – 2013

- Assisted in launching the Health Professionals' Services Program (HPSP) in Oregon (2010) and Delaware (2013), focusing on mental health and substance abuse monitoring.
- Led and trained monitoring teams, ensuring compliance with program requirements.

Offeror #1: Key Personnel?

TINA MEWHINNEY

Rockwall, Texas | 503.851.0242 | Fatenklf@hotmail.com

PROFESSIONAL SUMMARY

Seasoned operations professional with over 20 years of experience in leadership, project management, and operations. Proven ability to identify inefficiencies, implement solutions, and drive organizational success. Adept at inspiring teams, managing complex projects, and fostering strong vendor relationships in dynamic environments. Extensive experience supporting Health Professionals' Services Program (HPSP) since 2011, ensuring compliance, efficiency, and program success.

CORE COMPETENCIES

- Active Listening
 - Communication & Team Collaboration
 - Leadership & Team Development
 - Operational Efficiency
 - Project & Budget Management
 - Customer Service Excellence
 - Technology Implementation
 - Time Management
-

PROFESSIONAL EXPERIENCE

Operations Manager / Project Manager / Office Manager / Team Lead

Uprise Health | Beaverton, OR

July 2011 – Present

- Led and managed operations team, supporting over 1300 health professionals across various programs, including HPSP.
- Provided strategic oversight and operational support for HPSP, ensuring compliance with regulatory requirements and program objectives.
- Directed the successful transition of the company to remote work in 2020, ensuring minimal disruption and enhanced productivity.
- Oversaw department budget and identified cost-saving opportunities, including the adoption of electronic chain-of-custody forms, saving the company thousands annually.

Offeror #1: Key Personnel

BreAnne Uselton

3406 NW 119th St.

Vancouver WA., 98685

(707)498-6930

breannemaura812@gmail.com

Skills

Ability to quickly assess crisis situations and compile solutions based on individuals own strengths. Acknowledge personal biases and grow as a professional. Remain client focused and highlight growth and acknowledging barriers of individuals I work with.

Experience

March 2021- present

Uprise Health – Agreement Monitor Specialist

- Providing comprehensive service to medical professionals with mental health and/or substance use disorder
- Collaborate with mental health professionals and entities to ensure appropriate deliverable services to licensed people in the medical field
- Weekly case management meetings

October 2019 – October 2020

County of Humboldt Children and Family Services - Mental Health Case Manager

- Develop plans for each client including generalized assessment
- Monitors, supports, and assists clients on a regular basis in developing or maintaining the skills required to achieve independent living status.
- Performs crisis intervention to provide support and assistance in problem resolution and to coordinate or arrange for the provision of needed services
- Advocates for clients and encourages community resources and human services agencies to assist clients in their movement toward independent living
- Develop community re-entry plans for mental health clients; establishes specific linkages with local agencies and community resources to maximize the effectiveness of the case management system

October 2017- October 2019

Youth Service Bureau- Eureka California- THP Plus Case Manager

- Assist in connecting clients with community resources,
- Help clients achieve wellness and autonomy in navigating difficult bureaucratic systems.
- Empower young people to achieve short term and long-term goals
- Crisis intervention
- Participate in weekly consultation
- Title 19 progress notes

Education

Humboldt State University, Arcata Ca- Masters in Social Work

6.1 Describe the team dedicated to providing the requested scope of services for the Board. Specifically,

A. Identify the dedicated individual who will serve as the primary contact for the Board along with a list of job duties and experience with other programs with services requested in this RFP. Include a resume(s) as an appendix to your Proposals in Section 9. Include any licenses and training if a health care professional. - Jerry M. Fortenberry, primary experience has been 38 years with The Mississippi Association of Recovering Pharmacists. He is responsible for preparing all documents for participants, organizing meetings, submitting for seminar CE, Collecting all dues and other monies and paying all bills, traveling to other conferences for educational purposes, answering all questions the contracted organization may have or our own participants might have, updating our information with the Secretary of State, making sure our taxes are filed, preparing everything needed for our seminar, digitalizing all paperwork, notifying the Executive Board of new prescriptions sent in, coordinating client care with the Medical Director, managing vacation requests, surgeries, and treatment updates, and being on call for our participants and any organization we are required to answer to. Resume and list of tasks are attached.

B. Provide the name(s) and resumes of all key personnel who will oversee and provide the services rendered to the Board, a brief statement of all duties each individual will be assigned, a brief statement as to why each person is qualified relative to this work and identify area(s) of expertise for each key person, detailed information on any special training or designation, and each person's respective total number of years of experience related to the services being requested in this RFP. Include all resumes as an appendix to your Proposals in Section 9. Include any licenses and training for all health care professionals.

Jerry M. Fortenberry- duties listed in 6.1.A. above. Also, there is an attachment further listing his duties. Resume attached in Section 9.

Robert Jordan, President presides over the meetings- he is a pharmacist in recovery himself and works in retail pharmacy. He has been with MARP almost 10 years. He also heads up one of the Impaired Pharmacists Committees. Robert is a pharmacist in recovery. Resume attached in Section 9.

Leann Manning, Secretary takes minutes of the meetings. She is a pharmacist in recovery and has been also with MARP for almost 10 years. Also, she is active in one of the Impaired Pharmacists Committees. Leann is a pharmacist in recovery. Resume attached in Section 9.

Chris Austin, LPC serves MARP to contact participants for urine drug screening and keeps monthly spreadsheets with the results, whether observed or not, and if done in the time frame required. He has spoken several times at our CE seminars also. Chris has been with us for 9 years.

BRENT BOYETT, D.M.D., D.O., DFASAM

Hamilton, AL | bboyett@boyettthealth.com | 205-412-2454

Professional Summary

Distinguished physician and addiction medicine specialist with dual degrees in Dentistry and Osteopathic Medicine. Over 25 years of leadership in clinical practice, research, and healthcare innovation. Published extensively in peer-reviewed journals and widely recognized for advancing the integration of addiction treatment into mainstream healthcare systems.

Key Roles & Leadership

- Medical Director / Principal Investigator — Boyett Health Services (2009–Present)
- Medical Director — Mental Health Center of Alabama (2024–Present)
- Faculty Core Preceptor — NMMC Internal Medicine Residency Program (2023–Present)
- Addictionologist — NMMC Neuroscience Institute, Tupelo, MS (2021–Present)
- Corporate Medical Director of MAT, Bradford Health Services (2019–2021)
- Founder/CMO, Pathway Healthcare, LLC (2017–2019)
- President, Alabama Osteopathic Medical Association (2012–2017)
- President, Alabama Society of Addiction Medicine (2016–2018)

Education & Certifications

- Certified Psychedelic Provider, Integrative Psychiatry Institute (2025)
- Certified Ketamine Provider, Integrative Psychiatry Institute (2023)
- D.O., University of Health Sciences, Kansas City, MO (1998)
- D.M.D., University of Alabama-Birmingham (1994)
- B.S. Chemistry/Biology, Birmingham-Southern College (1989)
- Board Certifications:
 - Addiction Medicine (ABPM) – Current
 - Family Medicine – Current
 - Anesthesiology Diplomate (Dental Board)

Research Portfolio

Principal Investigator on 20+ clinical trials across addiction medicine, psychiatry, cardiometabolic disease, and infectious disease.

Appendix: Comprehensive Research & Publications

Research Studies (2009–2024)

- 2019-2020 — Indivior INDV-6000-402: Opioid Use Disorder
- 2017-2018 — KOWA K-877-303: Hypertriglyceridemia
- 2017-2018 — KOWA K-877-301: Hypertriglyceridemia
- 2018 — Orexo BRIDGE Project: Opioid Use Disorder
- 2016-2017 — Indivior US INDV-6000-301: Opioid Use Disorder
- 2016-2017 — Braeburn HS-14-499: Opioid Use Disorder
- 2015-2017 — Braeburn HS-11-421: Opioid Use Disorder
- 2015-2016 — Reckitt Benckiser, Indivior RB-13-0001: Opioid Use Disorder
- 2016-2019 — Braeburn HS-16-555: Chronic Low Back Pain
- 2017 — Shionogi 1602T0832: Influenza in High-Risk Patients
- 2015-2016 — Reckitt Benckiser, Indivior RB-13-0003: Opioid Use Disorder
- 2015-2016 — BDSI BNX-401: Opioid Use Disorder
- 2015-2016 — Pfizer B1481022: Hyperlipidemia
- 2014-2016 — Pfizer B1481038: Hyperlipidemia
- 2014-2016 — Novo Nordisk NN9068-4056: Diabetes
- 2014-2015 — Braeburn PRO-814: Opioid Use Disorder
- 2013-2014 — Orexo OX219-006: Opioid Use Disorder
- 2013-2014 — Orexo OX219-008: Opioid Use Disorder
- 2013-2014 — Novo Nordisk NN1250-3587: Diabetes
- 2009-2010 — Boehringer Ingelheim REAL-AF: Atrial Fibrillation Retrospective Study

Publications

- Cannabinology; The Science Behind Medical Cannabis. Boyett B. (2024)
- Move Beyond Pain. Boyett B. (2024)
- Healing or Harming? The Biochemical Consequences of Controlled Substance Medications. Boyett B. (2024)
- Assessment of Cravings in Opioid Use Disorder: Psychometric Evaluation and Predictive Validity of the Opioid Craving VAS. Drug Alcohol Depend. 2021.
- Continued Posttrial Benefits of Buprenorphine Extended Release: RECOVER Study Findings. J Addict Med. 2023.
- Open-label, rapid initiation pilot study for extended-release buprenorphine subcutaneous injection. Am J Drug Alcohol Abuse. 2023.
- Cannabis-Induced Hypodopaminergic Anhedonia and Cognitive Decline in Humans. Front Psychiatry. 2021.
- Transmodulation of Dopaminergic Signaling to Mitigate Hypodopaminergia and Pharmaceutical Opioid-Induced Hyperalgesia. Curr Psychopharmacol. 2020.
- In Search of Reward Deficiency Syndrome (RDS)-free Controls. Curr Psychopharmacol. 2020.

Jerry M. Fortenberry

Jerry Fortenberry, RPh, is a pharmacist, leader, and advocate whose career reflects a strong commitment to his profession and a focus on improving the lives of others. After earning his degree from the University of Louisiana at Monroe (formerly Northeast Louisiana University) School of Pharmacy in 1980, Jerry became a registered pharmacist, starting his career with professionalism, service, and a dedication to his local community.

Jerry's entrepreneurial mindset came to life in 1992 when he founded Richland Discount Drugs in Richland, Mississippi. For more than a decade, the pharmacy became a reliable resource, known for its personalized care and commitment to meeting the healthcare needs of the area. While his success in business was noteworthy, his achievements were complemented by his dedication to combating an important issue in the field of pharmacy: helping pharmacists and pharmacy technicians struggling with substance dependence.

With an understanding of the difficulties healthcare professionals face when it comes to substance dependence, Jerry co-founded the Mississippi Association of Recovering Pharmacists (MARF) in 1987. Along with the organization's other founding members, he helped create a support system to reduce stigma and provide structured assistance for pharmacy professionals in recovery. He contributed to developing MARF's goals and shaping it into an organization dedicated to addressing the specific needs of pharmacists and technicians experiencing these challenges. By collaborating with the Mississippi Board of Pharmacy, Jerry helped clarify how the pharmacy profession could respond to these issues with support and compassion. His proactive approach has made MARF a visible and trusted resource in the field.

During MARF's initial years, Jerry played a key role in several of the organization's achievements. He helped implement a confidential 1-800 helpline to provide immediate support and information. Jerry also assisted the organization in attaining 501(c)(3) nonprofit status to allow for long-term success and worked with state legislators to ensure legal protection for those acting in good faith to offer or seek recovery assistance. These steps established MARF as a well-regarded resource within the pharmacy community, actively addressing a pressing need and providing solutions based on integrity and support.

For over 30 years, Jerry has been an active leader within MARF. He has held the position of Treasurer for 36 of the organization's 38-year history and has served on the Executive Board since it began. His involvement has included coordinating annual recovery conferences for over 25 years, organizing regular meetings every six weeks, and attending Mississippi Board of Pharmacy meetings to support and advocate for recovering pharmacists. With his guidance, MARF has gained national recognition, inspiring similar programs across the U.S. and becoming a valued example in the field. These achievements underscore Jerry's steady commitment and his ability to encourage meaningful progress.

Jerry views the work of MARF as more than just a professional responsibility. His efforts have allowed many pharmacists and technicians to overcome significant challenges, regain perspective, and move forward with their careers and lives. By connecting individuals with recovery solutions, Jerry has made a lasting impact and provided a thoughtful model of leadership in the pharmacy field. His work reflects a genuine desire to help others succeed in both their personal and professional pursuits. It is this balanced dedication to addressing challenges and promoting recovery that highlights his broader vision of service.

Beyond his work in pharmacy, Jerry Fortenberry has contributed extensively to his community through various volunteering roles. Over the years, Jerry has become recognized for his steady commitment to supporting his community through leadership and collaborative efforts. His contributions extend to many civic, cultural, and educational initiatives, each helping to enhance the areas they serve. He approaches his volunteer work with the same determination and sense of purpose that he brings to his professional life, creating a sense of continuity in all of his efforts.

Jerry Fortenberry

✉ jmfrrdd@aol.com

☎ 601.937.1672

📍 Columbus, 39705

EXPERIENCE

Administrator

Mississippi Association of Recovering Pharmacists (MARP), Jackson, MS / Jan 2015 - Present

- Keep records and help to ensure proper organization
- Manage finances ensuring the organization runs smoothly, paying bills and collecting dues.
- Plan seminars for educational purposes
- Advocate for pharmacists and pharmacy technicians appearing before the Board of Pharmacy
- Coordinate with other state programs when needed
- Prepare monthly profit/loss statements
- Prepare monthly reports to the Board of Pharmacy

Pharmacist

Fred's Pharmacy, Ackerman, MS / May 2016 - Nov 2019

- Completed all pharmacist duties
- Established and maintained rapport with co-workers as well as with customers ensuring a positive work environment with open communication
- Followed all safety measures for the protection of co-workers and customers

Pharmacy Director

Pioneer Hospital, Aberdeen, MS / Jul 2011 - May 2016

- Ran both the hospital and retail pharmacies for the first four years of employment
- Fulfilled prescription needs for inpatient as well as outpatient clients
- Worked with the administration managing various departments to create policies and procedures, work through strategic planning, manage budgets, as well as completing other miscellaneous tasks
- During the last year of employment, worked to train additional personnel and focused solely on the success of the retail pharmacy
- Was the leader on the addition of the 340(b) program to the Clinic Pharmacy and held educational events for the physicians and nurse practitioners

Pharmacist

Rite Aid, Columbus, MS / Jul 2009 - Jul 2011

- Collaborated with co-workers to complete all necessary tasks within the pharmacy
- Helped to establish and maintain a positive working environment
- Ensured safety of self and others through complying with all safety measures

Pharmacist ("Floater")

CVS, Richland, MS / Dec 2003 - Jun 2009

WILLIAM JONES

216 Red Hancock Dr Benton, MS 39039 662-419-3511
jones.2by2@yahoo.com

Consummate Staff Pharmacist with over 25 years of experience ensuring proper processing, dispensing and distribution of a wide range of prescriptions with a focus on patient wellness and education in both retail and long term care settings.

EXPERIENCE

PHARMACIST IN CHARGE, Webb's Pharmacy **JANUARY 2021–PRESENT**

Performed duties of pharmacist in charge while dispensing a high number of prescriptions with accuracy. Provided good customer service in an independent community pharmacy setting. Oversee technicians and manage inventory.

RELIEF PHARMACIST, FRIENDSHIP PHARMACY **NOVEMBER 2019–DECEMBER 2020**

Check and dispense prescriptions. Oversee pharmacy technicians.

PHARMACIST, ELDERSCRIPT **AUGUST 2015–2018**

Communicated directly with doctors' offices via phone, fax and email. Retrieved, counted and measured drugs. Processed up to 1000 prescriptions on high volume days with 100% accuracy. Oversaw the pharmacy technicians' drug preparations and distribution activities to provide safe, efficient care for patients. Processed and dispensed written, oral and electronic prescriptions.

PHARMACY MANAGER, FRED'S **JULY 2014–AUGUST 2015**

Appropriately resolved customer issues, complaints and questions. Successfully assisted customers with medical issues and provided valuable healthcare counseling. Oversaw inventory, ordered narcotics and administered vaccinations. Accurately filled and distributed prescriptions. Oversaw pharmacy technicians.

SKILLS

- Immunization services
- HIPPA regulations compliance
- Patient counseling
- Excellent patient care
- Drug utilization review
- Efficient and accurate inventory control

REFERENCES

Meghan Cobb-Pharmacist

662-538-4693 cell

Andrew Sweeney-Pharmacy Director

662-416-1001 cell

Shaina Dunaway

662-296-0389 cell

Curriculum Vitae

Of

Leann Williams

209 Fairway Lane

Madison, MS 39110

601-862-8500

Leannwilliams3@att.net

EDUCATION

August 1986-December 1991 B.S. Pharmacy, Summa Cum Laude
University of Louisiana at Monroe

LICENSURE

Mississippi Board of Pharmacy, E08187

PROFESSIONAL EXPERIENCE

May 2017-currently	Infusion Pharmacist Health Care Medical Infusion Specialties, Ridgeland, MS
September 2016-May 2016	Pharmacist Specialty Pharmacy, Flowood, MS
May 2013-June 2015	Oncology Pharmacist UMMC Cancer Institute, Jackson, MS
March 2004-August 2015	Intermittent Pharmacist GV "Sonny" Montgomery VAMC, Jackson, MS
March 2004-June 2015	Pharmacist Mosby Drug Store, Canton, MS
August 2003-May 2013	Pharmacist GV "Sonny" Montgomery VAMC, Jackson, MS
December 1991-March 2004	Staff Pharmacist MS Baptist Hospital, Jackson, MS

Frank Burton II
10052 N Cockrum Dr
Hernando, MS 38632
662-801-0708
rebelrx@aol.com

Professional Experience

October 2019 to Present	Coldwater Pharmacy Coldwater, MS Pharmacist In Charge/Pharmacy Manager
July 2017 to January 2018	Byhalia Drug Co Byhalia, MS Pharmacist In Charge/ Pharmacy Manager
April 2010 to July 2017	CVS Olive Branch, MS Pharmacist In Charge/Pharmacy Manager/Staff Pharmacist
September 1993 to April 2010	Super D Drugs Olive Branch, MS Pharmacist In Charge/Pharmacy Manager/Staff Pharmacist

Education and Training

1993	University of Mississippi
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Licensure

Mississippi Board of Pharmacy, T09537
Tennessee Board of Pharmacy, 08920

John Zachary Thompson

877 Northpark Drive
Ridgeland, Mississippi 39157
601-822-1757
zthompsonlpc@gmail.com

RELEVANT EXPERIENCE

*Owner/Partner, Clinical Director, **Lighthouse Healing Center**, 7/2021 to present*

*Owner/Proprietor, **Thompson Psychotherapy**, 3/2021 to present*

- Individual psychotherapist specializing in trauma resolution and depth psychotherapy.

*Clinical Therapist, **Defining Wellness Centers**, 3/2020 to 3/2021*

- Individual and group psychotherapy
- Trauma resolution psychotherapy in individual and group settings
- Co-facilitated treatment team meetings for all levels of care (detoxification, residential, PHP, and IOP)

*Program Coordinator, Clinical Therapist, **Psycamore Psychiatric Programs**, 1/2019 to 3/2020*

- Adolescent Program Coordinator from 1/2019 until 2/2020
- Adult Evening Program Coordinator 10/2019 to 3/2020
- Conducted individual and family counseling for adult, adolescent, and child programming
- Facilitated specialty groups including trauma resolution, relationship, spirituality, family (family dynamics and family-of-origin), grief recovery, and co-occurring disorders
- Led treatment team meetings for Adult Evening Services. Member of treatment team for adult (day), adolescent, and child programming

*Program Coordinator, Clinical Therapist, **The Ranch Mississippi** (3/2015 – 12/2019)*

- Clinician on Men's and Women's Units
- Supervised staff on Men's Unit
- Scheduled treatment programming on the Men's Unit
- Provided individual and group counselling, screening and assessments, and continuing care planning

LICENSURE and EDUCATION

Licensed Professional Counselor (LPC), State of Mississippi

M.A., Integrated Recovery for Co-Occurring Disorders, Hazelden Betty Ford Graduate School of Addiction Studies

B.A., English, University of Mississippi

WHERE ARE WE WITH THE SEMINAR???? LOOK AHEAD TO PLAN DATES AND TOPICS

RECEIVE DRUG SCREENS FROM OTHER STATES AND LOG THEM (PRESENTLY FROM TN, LA, FL)

TRANSMIT COPIES OF DRUG SCREENS TO OTHER STATES (PRESENTLY WE SEND ONE TO TN AND FL AND LA

CHECK SUPPLIES- INK, STAPLES, PAPER CLIPS, PAPER, PENS, ETC AND ORDER FROM AMAZON OR GET LOCALLY

CHECK BOOK HAS TO BE BALANCED WHEN STATEMENT COMES IN

ANY CONTRACT WRITTEN?? UPDATE CONTRACT ENDING FORM(S) THERE ARE TWO

STATEMENTS GO OUT ON THE FIRST- POST CHARGES FIRST

FINANCIALS PRINTED FOR MEETING

ANY PRESCRIPTIONS SCANNED AND CATALOGED AND EMAILED OUT TO THE EXEC BOARD

VACATION REQUESTS RECEIVED AND LOGGED AND EMAILED TO THE EXEC COMMITTEE

ANY CONTRACT CHANGES REQUESTED LOGGED AND EMAILED TO THE EXECUTIVE BOARD

PREPARE BOTH LAPTOPS FOR MARP PEARL MEETINGS WITH TOUCHSCREEN CONTRACTS FOR BOTH GROUPS

PAY BILLS- AT AND T, PEARL ROOM RENTAL, PAPA JOHNS, VISA, ETC.

ORDER FOOD FROM PAPA JOHNS FOR PEARL MEETINGS.

SHOP FOR DRINKS AND COOKIES AND PAPER GOOD FOR MARP PEARL MEETINGS

COORDINATE WITH THE PEARL COMMUNITY CENTER FOR ANNUAL RENTAL OF THE ROOM WE MEET IN

COORDINATE WITH THE PEARL COMMUNITY CENTER WEEK OF THE PEARL MEETINGS FOR ROOM ARRANGEMENT AND TIME TO OPEN THE DOOR

ATTEND THE BOARD OF PHARMACY MEETINGS

ATTEND REGIONAL SEMINARS WHEN POSSIBLE

ATTEND THE ANNUAL APHA ADDICTION SEMINAR WHEN POSSIBLE

PREPARE MONTHLY PROFIT/LOSS STATEMENTS

PREPARE PAPERWORK FOR THE PEARL MEETINGS INCLUDING BUT NO LIMITED TO A QUICK BOOKS PRINT OUT FOR SAVINGS AND CHECKING ACCOUNTS, COPIES OF CHECKS WRITTEN, LIST TO BE SEEN, DEPOSIT TICKETS, AND COPIES OF MINUTES

MAKE DEPOSITS AT TRUSTMARK WHEN NEEDED

BILL THE BOARD OF PHARMACY MONTHLY OR ANY ORGANIZATION WE ARE CONTRACTED WITH

MAIL OUT DRUG KITS WHEN ASKED – EXAMPLE – NEW MEMBERS

PICK UP DRUG KITS AT MEDSCREENS AND BRING TO MARP PEARL MEETINGS AND TO THE COLUMBUS SEMINAR

PRINT OUT ALL AMAZON INVOICES AND SCAN THEM INTO PAID BILLS AS THESE WERE PAID BY VISA

WORK WITH NEW MEMBERS TO ACCLIMATE THEM AS FAR AS GEO TRACKING AND DRUG SCREENING ARE CONCERNED- FINDING THEM COLLECTION SITES

SEND BOARD OF PHARMACY INFO WHEN REQUESTED SUCH AS LIST OF MEDICATIONS MEMBERS ARE TAKING OR ANYTHING ELSE REQUESTED

GET COFFEE AND DONUTS FOR THE MARP PEARL MEETINGS

TRANSFER MONEY FROM PAYPAL TO CHECKING ACCT IN A TIMELY MANNER

ATTEND ALL PEARL MEETINGS AND ALL THE MARP SEMINARS

PREPARE NAME TAGS FOR SEMINAR PARTICIPANTS

UPDATE OUR INFO WITH THE SECRETARY OF STATE AND PAY THE ANNUAL FEE

COORDINATE WITH THE ACCOUNTANT TO FILE OUR TAX RETURN

RENEGOTIATE THE AT AND T CONTRACT YEARLY

SHRED CONFIDENTIAL INFO DAILY

SCAN ALL BILLS AND CATALOG THEM ACCORDING TO THE MONTH THEY WERE PAID

SCAN RECEIPTS WHEN POSSIBLE AND CATALOG THE ACCORDING TO THE APPROPRIATE MONTH

PREPARE PAPERWORK FOR THE EXECUTIVE BOARD MEETINGS SUCH AS MEMBER GEO TRACKING HISTORY WHEN REQUESTS FOR REDUCTIONS ARE MADE, ETC.

PREPARE PAPERWORK AND AGENDA FOR THE BOARD OF DIRECTORS MEETING

SEND LETTERS VERIFYING COMPLIANCE FOR MEMBERS WHO HAVE OUT OF STATE LICENSES WHEN REQUESTED-EX RENEE VOSHAKE AS CALIFORNIA REQUIRED QUARTERLY LETTERS WITH DOCUMENTATION (I SENT COPIES OF HER SCREENS AND COPIES OF HER EVALUATIONS)

COORDINATE WITH WEBSITE MANAGER TO UPDATE THE WEBSITE AS NEEDED

MAKE SURE THE WEB HOSTING IS UP TO DATE AND PAID

MAIL OUT SEMINAR PAMPHLETS TO SURROUNDING STATE BOARDS, STATE ASSOCIATIONS, AND COLLEGES OF PHARMACY

EMAIL OUT MINUTES FROM THE MEETINGS TO ALL MEMBERS TO BE APPROVED AT THE FOLLOWING MEETING

SECTION 6. TECHNICAL QUESTIONNAIRE

6.1 Describe the team dedicated to providing the requested scope of services for the Board. Specifically,

A. Identify the dedicated individual who will serve as the primary contact for the Board along with a list of job duties and experience with other programs with services requested in this RFP. Include a resume(s) as an appendix to your Proposals in Section 9. Include any licenses and training if a health care professional.

Dedicated Individual:

Sherri M. Chatham, LPC-BQS, NCC, BC-TMH

Owner and Clinical Director, Pathways Counseling, PLLC

Job Duties:

- Serves as the primary liaison between Pathways Counseling and the Mississippi Board of Pharmacy.
- Oversees intake, assessment, and referral processes for all program participants.
- Provides clinical oversight for individualized treatment and monitoring plans.
- Coordinates with treatment providers, laboratories, and support networks.
- Ensures compliance with reporting requirements, including quarterly and immediate reports to the Board.
- Supervises staff and interns, maintaining adherence to ACA ethical standards, HIPAA, and best practices in behavioral healthcare.

Sherri Chatham
Pathways Counseling, PLLC

- **Ethel Warren** - Office Manager. Brings a background in special education and administrative support. Manages day-to-day office operations, scheduling, and client communication. Assists in coordinating services, maintaining documentation, and supporting compliance processes for participants under monitoring.

August 2010-December 2010

Clinical Assistant

Dr. John B. Jolly

Jackson, MS

Clinical Psychologist

- Schedule customer appointments
- Clean and verify customers final reports
- Assist with various testing procedures
- Monitor multiple-line telephone system

1994- 2010

Office Assistant

G & S Construction

Jackson, MS

Family Owned Business

- Schedule customer appointments
- Plan and coordinate crew locations
- Assist with various accounting and payroll functions
- Monitor multiple-line telephone system

1995-2005

Office Administrator

Community Coffee Co. L.L.C. Richland, MS

- Assisted in inventory control of twenty-one routes
- Coordinated customer service and donations
- Monitored bank deposits and route reports
- Planned employee events and activities



CERTIFICATE OF LIABILITY INSURANCE

Acct#: 2274980

DATE (MM/DD/YYYY)
07/17/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER
Lockton Affinity, LLC
P. O. Box 879610
Kansas City, MO 64187-9610

CONTACT NAME: Lockton Affinity, LLC

PHONE
(A/C, NO Ext): 800-253-5486FAX
(A/C, No): 913-652-7599E-MAIL
ADDRESS:

INSURER(S) AFFORDING COVERAGE

NAIC #
37540

INSURER A: Beazley Insurance Company Inc.

INSURER B:

INSURER C:

INSURER D:

INSURER E:

INSURER F:

INSURED
Sherri Kent
DBA Pathways Counseling, PLLC
660 Lakeland East Drive Suite 200
Flowood, MS 39232

COVERAGES

CERTIFICATE NUMBER

REVISION NUMBER

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	☒ COMMERCIAL GENERAL LIABILITY	☒	☒	V156AK25AD03	28-AUG-2025	28-AUG-2026	EACH OCCURRENCE \$ N/A
	☒ Claims Made ☐ Occur						DAMAGE TO RENTED PREMISES (Ea occurrence) \$ N/A
	☒ Professional Liability						MED EXP (Any one person) \$ 2,000
							\$ 50,000 aggregate
							PERSONAL & ADV INJURY \$ Included
							GENERAL AGGREGATE \$ 4,000,000
							PRODUCTS - COM/OP AGG \$ Excluded
							Each Claim \$ 2,000,000
							COMBINED SINGLE LIMIT (Ea accident) \$
							BODILY INJURY (Per person) \$
	☒ POLICY ☐ PROJEC ☐ LOC						BODILY INJURY (Per accident) \$
	AUTOMOBILE LIABILITY						PROPERTY DAMAGE (Per accident) \$
	ANY AUTO						\$
	OWNED AUTOS ONLY						EACH OCCURRENCE \$
	HIRED AUTOS ONLY						AGGREGATE \$
	SCHEDULED AUTOS NON-OWNED AUTOS ONLY						\$
	UMBRELLA LIAB						PER STATUTE
	EXCESS LIAB						OTH-ER
	RETENTION \$						E.L. EACH ACCIDENT \$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY Y/N						E.L. DISEASE - EA EMPLOYEE \$
A	☒ ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below			V156AK25AD03	28-AUG-2025	28-AUG-2026	E.L. DISEASE - POLICY LIMIT \$
	Fire Legal Liability						ANY ONE FIRE OR WATER DAMAGE (SUBJECT TO GENERAL AGGREGATE) \$ 100,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Master Policy Holder: National Professional Purchasing Group Association, Inc. The Insured listed above is a member of the National Professional Purchasing Group Association, Inc. The insurance afforded by the certificate issued to the member named above is subject to all the terms, exclusions, and conditions of the master policy to which it refers. Limits may have been reduced by paid claims and expenses.

CERTIFICATE HOLDER

2274980
UCR Properties, LLC and UCR Management, LLC,
PO Box 321442
Flowood, MS 39232

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

ACORD 25 (2016/03)
2274980

39232

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Mississippi Hospital Association, Society for Behavioral Health
Board Member 2000-2001
President Elect, 2001
President, 2002

Mississippi Psychological Association
Legislative Committee 1995-1998
Chair, Legislative Committee, 1996-97
Secretary-Treasurer, 1998-99
President Elect, 1999
President, 2000
Past President, 2001
Federal Advocacy Coordinator, 2002-07
Distinguished Legislative Achievement Award 2003
Psychology in the Workplace Network Representative—2010

Mississippi Psychologists PAC Executive Director, 2002 to 2021

Mississippi Sex Offender Advisory Board, 1997- 2000

National Academy of Neuropsychology

Clinical Experience:

Clinical and Forensic Psychologist
Jackson/Ridgeland, Mississippi
1991 to present

Clinical Director, St. Dominic Counseling Center
St. Dominic/Jackson Memorial Hospital
969 Lakeland Drive
Jackson, Mississippi
January 2000 to October 2010

Coordinator, Community Based Forensic Evaluations
Mississippi State Hospital
January 2007 to 2010

Clinical Director, Baptist Behavioral Health
Baptist Health Systems

Spring 2005, Abnormal Psychology
Fall 2005, Forensic Psychology
Spring 2006, Abnormal Psychology
Fall 2006, Psychological Assessment Practicum

Tougaloo College

Adjunct Instructor Psychology
Fall 2007, Forensic Psychology
Fall 2008, Clinical Psychology

Adjunct Instructor Mississippi Law Enforcement

Officers Training Academy
1990 to 1996

Forensic Presentations:

Gordon, B. H., Mcvaugh, G. S., & Lott, W. C. (2009). Evaluation of Civil Capacities: Clinical and Forensic Issues. Presented at the Mississippi Psychological Annual Conference, Biloxi, MS, September.

Koestler, A., Cooker, P., Lott, C., O'Brien, G., Macvaugh, G., (2012) Forensic Alert. Presented at the Mississippi Psychological Annual Conference, Gulfport, MS, September.

Lott, W.C. (2018). Child Custody Evaluations. Presented at the Annual Family Law Update, University of Mississippi Law School, Ridgeland, MS, March.

Lott, W. C. (1992). Competency to Be Tried: Components of Pretrial Evaluation. Presented at the Annual Conference for Prosecutors, Meridian, MS, September.

Lott, W. C. (1993). Competency Assessments: History and Standards. Presented at the Annual Conference for Prosecutors, Biloxi, MS, May.

Lott, W. C. (1993). Pre-Trial Forensic Evaluation. Presented at the Public Defenders Seminar, Jackson, MS, November.

Lott, W. C. (1993). Pre-Trial Forensic Evaluation. Presented at the Seminar for Trial and Appellate Judges, Jackson, MS, November.

Lott, W. C. and Dubose, J. (2012). Efficacy of Effort Testing in a Juvenile Population. Presented at the Annual Meeting of the Mississippi Psychological Association, Gulfport, MS, September.

Lott, W.C. and Porter, T. (2005). Conducting Child Custody Evaluations: How to Serve the Courts, Survive Cross Examination, and Do No Harm to the Families. Invited Presentation for the Mississippi Psychological Association, Jackson, MS, May.

Lott, W.C. & Robertson, H. (1989). Factor Analytic Study of the MCMI in a Forensic Population. Presented at the Annual Meeting of the American Psychological Association, New Orleans, LA, August.

Lott, W.C., Robertson, H., & Pruitt, L. (1988). Comparison of the MCMI and the MMPI in an Adult Forensic Population. Presented at the Annual Meeting of the Mississippi Psychological Association, Biloxi, MS, October.

Lott, W. C., Whelan, M., & Cotton, P. (1997). Sex Offender Advisory Board: Introduction and Update. Presented at the Fall Conference of Mississippi Trial and Appellate Judges, Jackson, MS, October.

Lott, W.C. & McMichael, R. (1998). Abraham and Isaac: Filicide Revisited. Presented at the Annual Meeting of the Mississippi Psychological Association, Biloxi, MS, September.

Lott, W. C. & McMichael, R. (2006). Competency and Sanity Evaluations: Developing Outpatient Community Based Forensic Evaluations. Presented at the Annual Meeting of the Attorney General's Conference, Tunica, MS, October.

McMichael, R. & Lott, W. C. (1993). M'Naughten in Mississippi. Presented at the Annual Meeting of the American Academy of Psychiatry and the Law, San Antonio, TX, October.

McVaugh, G. & Lott, W. C. (2005). Validity of Clinical Methods for Assessing Mental Retardation for Death Row Inmates. Presented at the Annual Meeting of the Mississippi Psychological Association, Vicksburg, Mississippi, February.

Malow, R., West, J., Penal, & Lott, W. C. (1990). Affective disorders and adjustment problems in cocaine and opioid addicts. *Psychology of Addictive Behaviors*, 4, 6-11.

Malow, R., West, J., Corrigan, S., Penal, & Lott, W. C. (1991). Psychopathology differences between cocaine and speedball users. *Pharmacology, Biochemistry & Behavior*.

Malow, R., West, Jr., Penal, & Lott, W. C. (1990). Depression and adjustment problems in cocaine and opioid addicts. *Pharmacology, Biochemistry & Behavior*, 36, 439.

Prosser, V. and Lott, W. C. (2004). Psychological Assessment of Juvenile Competency to Stand Trial. Presented at the Annual Meeting of the Mississippi Psychological Association, Philadelphia, September.

Rutherford, D., Carter, C. and Lott, W. C. (1997). Assessing the relationship between the Alcohol and Drug Scales of the SASSI and the Alcohol and Drug Scales on the MCMI-III. Presented at the Annual Meeting of the Mississippi Psychological Association, Biloxi, September.

Shaw, B. and Lott, W. C. (1997). Racial Differences on the MMPI-2 and MCMI-III in a Chemically Dependent Population. Presented at Annual Meeting of the Mississippi Psychological Association, Biloxi, September.

Steele, I. and Lott, W. C. (1997). Correlates of persistence: MMPI-2, MCMI-III, and SASSI-2 Indices of Early Treatment Termination in Substance Abusers. Presented at the Annual Meeting of the Mississippi Psychological Association, Biloxi, September.

Supervised Dissertations:

Black, S. (2005). Dissertation: A Longitudinal Study of Sexual Experiences and Attitudes of Students at a Small Liberal Arts College 1997 – 2003. Jackson State University.

Boudreaux, J. (2005). Dissertation: An Assessment of Cognitive Functioning for West Nile Survivors. Jackson State University.

MISSISSIPPI BOARD OF PSYCHOLOGY

This certifies that

W. Criss Lott, Ph.D.

Whose credentials have been approved by the Mississippi Board of Psychology

Licensed Number: 31 466 Originally Issued: 12/13/1991

Has registered with the Mississippi Board of Psychology as required by
Title 73, Chapter 31, Sections 1-29, of the Mississippi code 1972
and is licensed to practice as a PSYCHOLOGIST and is duly certified to perform
CIVIL COMMITMENT EVALUATIONS
in the State of Mississippi.

Current license valid from July 1, 2025 through June 30, 2026

Manica J. Sutton, PhD

Executive Secretary

Mississippi Board of Psychology

This certifies that

W. Criss Lott, Ph.D.

Whose credentials have been approved by the Board of Psychology

License Number: 31 466 Originally Issued: 12/13/1991

Has registered with Mississippi Board of Psychology as required by Title 73,
Chapter 31, Sections 1-29, of the Mississippi Code 1972, and is licensed to
practice as a PSYCHOLOGIST and is duly certified to perform
CIVIL COMMITMENT EVALUATIONS
in the State of Mississippi.

Current license valid from July 1, 2025 through June 30, 2026

continuous collaboration with other specialties including pulmonology, cardiology, neurology, orthopedics, etc. Comprehensive care of critical patients to include trauma victims. I have developed protocols on wound care, wound vacs, declothing ports, DVT prophylaxis, heparin dosing, potassium replacement, total parenteral nutrition administration, femoral block monitoring, and alcohol detoxification. Provide care to Workmans Compensation patients in the Center for Industrial Health and Wellness Clinic which involves occasional I&Ds, suturing, splinting, and joint injections. Maintain medical record completions for 22 different surgeons. Maintain 100% compliance with core measures and quality indicators to include VTE and SCIP.

Innovative Legal Nurse Consultants
Brandon, Mississippi

03/03-Present

Certified Legal Nurse Consultant

Responsibilities: Provide attorneys with expert nursing and medical services to assist in their legal determinations. Previous clients include Daniel, Coker, Horton, & Bell, PA, Bryant, Clark, Dukes, & Blakeslee, PLLC, & Quintairos, Prieto, Wood, & Boyer, PA.

Mississippi State Hospital
Family Nurse Practitioner

02/06-07/07

Responsibilities: Provide medical coverage for approximately 200 patients. Patients also have a mental illness. Be available to cover for Psychiatry service. Three fourths of the patients are mentally retarded with various comorbidities. Patients include adults and geriatrics.

The Schumaker Group
Biloxi, Mississippi

10/01-10/2003

Family Nurse Practitioner (Emergency Medicine)

Responsibilities: Provide coverage in conjunction with an emergency medicine physician to an eleven bed, 3 trauma room emergency department. Employed PRN.

Newton Regional Hospital
Newton, Mississippi
Family Nurse Practitioner

10/98-10/99

Responsibilities: Properly assess, diagnose, and treat patients of all ages at Newton Regional Clinic and the LaZBoy nurse practitioner run clinic. This was done in collaboration with an internal medicine physician and a pediatric gastroenterologist. Responsibilities also included obtaining certification as a rural health clinic and functioning as director of the rural health clinic. Also responsible for being an early prevention diagnostic screening tool (EPSDT) provider for Medicaid children of Newton County.

Rankin Medical Center
Brandon, Mississippi
Staff Registered Nurse

07/97-06/99

Responsibilities: Provide total care to patients in various hospital areas to include ICU, med-surg, subacute, gerio-psych, and telemetry. Occasional work as the intravenous therapist and charge nurse.

and mental requirements for officer personnel. *Additional assignments include being a chief investigating officer and the weight control officer.*

**Mississippi Army National Guard - 972nd Dental Detachment
Jackson, Mississippi**

08/89-12/98

Dental Technician (91E)

Responsibilities: Assist with various dental procedures, take x-rays, & maintain all other physical and mental requirements for enlisted personnel.

Military Schools:

United States Air Force School of Aerospace Medicine, San Antonio, TX
Critical Care Air Transport Course, January 5-18, 2003
Officers' Basic Course, Fort Sam Houston, San Antonio, TX
Completed 1999
Academy of Health Sciences, Fort Sam Houston, San Antonio, TX
Dental Specialist - 91E, completed 1990

AWARDS: Department of The Army Certificate of Achievement (Annual Training 2000)
Army Service Ribbon (30 August 93)
National Defense Service Medal (30 August 93)
Army Component Achievement Medal (30 August 93)
Mississippi War Medal (30 August 93)
Mississippi Longevity Medal (30 August 93)

LICENSURE: Residential Contractor 2006
DEA license active since 2003
Family Nurse Practitioner Active since 1998
Registered Nurse, Mississippi Active since 1995

CERTIFICATION: Certified Legal Nurse Consultant, 2003
Certified by the Vickie Milazzo Institute
Certified Family Nurse Practitioner, 1998
Certified by the American Nurses' Association
Certified Psychiatric and Mental Health Nursing, 1997
Certified by the American Nurses' Association

PROFESSIONAL MEMBERSHIPS: Central Chapter of Nurses in AIDS Care (4/98-present)
Sigma Theta Tau International, Theta Beta Chapter (3/98-present)
Nurses Strategic Action Team (2/97-present)
Nurse Practitioner Special Interest Group (1/97-present)
Mississippi Nurses Association (6/96-present)
American Nurses Association (6/96-present) MS

Tulane Neuroscience Alumni Symposium
Sponsored by Tulane University Brain Institute
Contact Hours 8

October 7, 2016
New Orleans, LA

Bovie Device Training
Sponsored by Bovie
Contact Hours (Training Hours) 3

January, 2015
Brandon, MS

Dysport Injection Onsite Training
Sponsored by Dysport
Contact Hours (Training Hours) 22

November, 2014
Brandon, MS

Botox for Chronic Migraine Patients Injection Training
Sponsored by Allergan
Contact Hours 16

May 8, 2013
New Orleans, LA

Advanced Cardiac Life Support
Sponsored by American Heart Association
Contact Hours 8

September, 2013
Biloxi, MS

Pediatric Advanced Cardiac Life Support
Sponsored by American Heart Association
Contact Hours 8

September, 2013
Biloxi, MS

Basic Life Support
Sponsored by American Heart Association
Contact Hours 8

September, 2013
Biloxi, MS

Forrest General Primary Care Update
Sponsored by Forrest General Hospital
Contact Hours 8

May 26-27, 2012
Orange Beach, AL

Advanced Cardiac Life Support
Sponsored by American Heart Association
Contact Hours 8

September, 2011
Biloxi, MS

Pediatric Advanced Cardiac Life Support
Sponsored by American Heart Association
Contact Hours 8

September, 2011
Biloxi, MS

Basic Life Support
Sponsored by American Heart Association
Contact Hours 8

September, 2011
Biloxi, MS

Forrest General Primary Care Update
Sponsored by Forrest General Hospital
Contact Hours 8

May 28-29, 2011
Orange Beach, AL

Forrest General Primary Care Update
Sponsored by Forrest General Hospital

May 15-16, 2010
Orange Beach, AL

Contact Hours 8.0

KCI: Advanced Vac Training
Sponsored by KCI

May 8, 2008
New Orleans, LA

Adult ADHD: When Comorbidities Are the Tip of the Iceberg
Sponsored by PRI-MED

Contact Hours 2.0

March 25, 2008
On Line

Answering the Questions Raised by Stents and Clinical Trials for Your ACS Patients
Sponsored by PRI-MED

Contact Hours 3.0

March 25, 2008
On Line

Defining Headache with Sensory Disturbances in a 46yo Man
Sponsored by PRI-MED

Contact Hours 2.0

March 25, 2008
On Line

The Role of Cardiovascular Risk Reduction in an Elderly Woman
Sponsored by PRI-MED

Contact Hours 2.0

March 25, 2008
On Line

Basic Critical Care Course
Sponsored by Central Mississippi Medical Center

Contact Hours 19.5

Nov 12-14, 2007
Jackson, MS

Neuroscience 2007
Sponsored by Memorial Neurosciences & Rehabilitation

Contact Hours 7.0

November 7, 2007
Gulfport, MS

Scooter Fractures, Buckle Fractures, and Beyond
Sponsored by AHC Media LLC

Contact Hours 2.5

October 30, 2007
On Line

Restless Legs Syndrome: Calming the Storm
Sponsored by University of Virginia

Contact Hours 1.0

October 25, 2007
On Line

Resuscitation of the Critically Ill Pediatric Patient
Sponsored by Alabama Board of Nursing

Contact Hours 1.2

October 15, 2007
Biloxi, MS

2007 Fall CME Symposia
Sponsored by Singing River Hospital

Contact Hours 7.0

October 13, 2007
Ocean Springs, MS

Effectively Managing Anticoagulation
Sponsored by University of Virginia

Contact Hours 1.0

October 10, 2007
On Line

Eat Right, Live Right.. The Power of Simple Steps

October 10, 2007

Contact Hours 2.25

Pharmacodynamic Considerations in the Treatment of Cold Sores: A Comparative Look at Available Treatments

Sponsored by Power-Pak

Contact Hours 2.0

February 16, 2007

On Line

Leaving against medical advice: Should you take no for an answer?

Sponsored by AHC Media LLC

Contact Hours 1.5

February 14, 2007

On Line

Federal law, EMTALA, and state law enforcement: Conflict in the ED?

Sponsored by AHC Media LLC

Contact Hours 1.5

February 14, 2007

On Line

Maxillofacial Injuries: Clinical Characteristics and Initial Management

Sponsored by AHC Media LLC

Contact Hours 2.5

February 14, 2007

On Line

If surgery patients call back following discharge, do staff know their limits?

Sponsored by AHC Media LLC

Contact Hours 1.5

February 14, 2007

On Line

Pain management in the ED: A method for the madness

Sponsored by AHC Media LLC

Contact Hours 1.5

February 14, 2007

On Line

Pelvic Trauma

Sponsored by AHC Media LLC

Contact Hours 2.5

October 16, 2006

On Line

MedPix Case of the Week

Uniformed Services of Health Science

Contact Hours 1.2

October 16, 2006

On Line

Lacerations: To Glue or Not to Glue

Sponsored by AHC Media LLC

Contact Hours 1.5

October 16, 2006

On Line

Colorectal Cancer Screening: What's the Evidence?

Sponsored by AHC Media LLC

Contact Hours 3.0

October 16, 2006

On Line

Evaluation & Mgt. of Blunt and Penetrating Thoracic Trauma

Sponsored by AHC Media LLC

Contact Hours 2.5

October 16, 2006

On Line

Evaluation of the Clinical Use of Newer Macrolides and Ketolides

Sponsored by Power-Pak

Contact Hours 2.0

October 16, 2006
On Line

<i>Sponsored by Massachusetts General Hospital</i>	Whitfield, MS.
Contact Hours 1.2	
Jumping the Big Hurdle: New Standard of Care for Bipolar Depression	
<i>Sponsored by i3dlm</i>	April 25, 2006
Contact Hours 1.2	Whitfield, MS
Redefining the Management of Treatment-Resistant Depression	
<i>Sponsored by i3dlm</i>	April 18, 2006
Contact Hours 1.2	Whitfield, MS
The History of Antidepressants and the Future for Patients with Depression	
<i>Sponsored by i3dlm</i>	April 11, 2006
Contact Hours 1.2	Whitfield, MS
Alzheimer's Disease in the Skilled Nursing Facility	
<i>Sponsored by AKH Inc.</i>	April 10, 2006
Contact Hours 1.2	Whitfield, MS
How Do We Choose a First-Line Antipsychotic?	
<i>Sponsored by Massachusetts General Hospital Psychiatric Academy</i>	March 29, 2006
Contact Hours 1.2	Whitfield, MS
Insomnia and Emerging Therapies: Treating the Whole Patient	
<i>Sponsored by i3 DLN</i>	March 7, 2006
Contact Hours 1.2	Pearl, MS
Exploring the Neurocircuitry of the Brain and Its Impact on ADHD	
<i>Sponsored by CME Outfitters</i>	March 1, 2006
Contact Hours 1.2	Whitfield, MS
Bipolar Disorder Beyond Episodes: The Challenge of ..	
<i>Sponsored by Massachusetts General Hospital Psychiatric Academy</i>	February 22, 2006
Contact Hours 1.2	Whitfield, MS
University of Arkansas Summer CE	
<i>Sponsored by University of Arkansas</i>	August 23, 2005
Contact Hours 6.0	Sandestin, FL
Alabama Soc of Health-System Pharmacists Summer Meeting	
<i>Sponsored by Alabama Soc of Pharmacists</i>	July 17, 2005
Contact Hours 6.0	Sandestin, FL
Pediatric Advanced Cardiac Life Support	
<i>Sponsored by Biloxi Regional Medical Center</i>	May 19, 2005
Contact Hours 8.0	Biloxi, MS
Advanced Cardiac Life Support	
<i>Sponsored by Biloxi Regional Medical Center</i>	May 19, 2005
	Biloxi, MS

Evaluating Hepatitis C from an Infectious Disease Perspective <i>Sponsored by AdvanMed</i> Contact Hours 1.0	April 10, 2003 Biloxi, MS
Legal Nurse Consultant Certification <i>Sponsored by Vickie Milazzo Institute</i> Contact Hours 43.2	March 24-29, 2003 Orlando, FL
Antimicrobial Resistance in Community Acquired Respiratory Infections <i>Sponsored by Abcomm, Inc.</i> Contact Hours 1.0	March 13, 2003 Biloxi, MS
Concepts in Peripherally Inserted Central Venous Catheters <i>Sponsored by Arrow International, Inc.</i> Contact Hours 8.0	February 19, 2003 Biloxi, MS
Critical Care Air Transport Team Course <i>Sponsored by USAF School of Aerospace Medicine</i> Contact Hours 91.0	January 2-17, 2003 San Antonio, TX
Treatment of Cough <i>Sponsored by Mississippi Nurses' Association</i> Contact Hours 1.20	November 21, 2002 Pass Christian, MS
Guidelines for the Management of Unstable Angina and Non-ST Segment Elevation Acute Coronary Syndromes Satellite Broadcast <i>Sponsored by American Association of Critical-Care Nurses</i> Contact Hours: 2.00	June 12, 2002 Biloxi, MS
Southern Association for Oncology's Annual Meeting <i>Sponsored by Southern Association for Oncology</i> Contact Hours: 12.00	July 17-20, 2002 Sandestin, FL
Spring Aircare Trauma Conference <i>Sponsored by UMC Dept. of Aircare</i> Contact Hours: 7.5	June 14, 2002 Jackson, MS
Documentation and CPT/HCPCS Coding <i>Sponsored by Mississippi Nurses' Association</i> Contact Hours: 3.6	May 3, 2002 Raymond, MS
Developing a QI Plan for your Practice <i>Sponsored by Mississippi Nurses' Association</i> Contact Hours: 1.2	May 3, 2002 Raymond, MS
Nursing Issues Update <i>Sponsored by Mississippi Nurses' Association</i> Contact Hours: 1.0	May 3, 2002 Raymond, MS
Controlled Substances Training for Nurse Practitioners	May 3, 2002

Trauma- Critical Management of The Injured Patient Sponsored by American Society of Critical Care Nurses Contact Hours: 7.5	October 16, 2000 Gulfport, MS
Mississippi Emergency Medicine Conference <i>Sponsored by Mississippi Emergency Medicine Association</i> Contact Hours: 16	October 6-7, 2000 Biloxi, MS
Neupogen: A Clinical Overview <i>Sponsored by AMGEN</i> Contact Hours: 1.0	August 23, 2000 Biloxi, MS
Pediatric Advanced Life Support Course <i>Sponsored by Choctaw Medical Center</i> Contact Hours: 16.0	June 23-24, 2000 Philadelphia, MS
Diagnosis and Treatment of Panic Disorders <i>Sponsored by MS Nurses' Foundation</i> Contact Hours: 1.4	April 27, 2000 Gulfport, MS
Mechanisms of Disease – Plain English Pathophysiology <i>Sponsored by PESI HealthCare</i> Contact Hours: 7.6	April 14, 2000 Biloxi, MS
Understanding X-rays: A Plain English Approach <i>Sponsored by PESI HealthCare</i> Contact Hours: 7.6	April 13, 2000 Biloxi, MS
Advanced Pathophysiology <i>Sponsored by PESI Health Education for</i> Contact Hours 7.25	March 14, 2000 Biloxi, MS
Plain Interpretation of X-rays <i>Sponsored by PESI Health Education</i> Contact Hours 7.25	March 12, 2000 Biloxi, MS
Advanced Cardiac Life Support <i>Sponsored by Bishop State Community College</i> Contact Hours 16.0	February 17, 2000 Mobile, AL
Management of Arthritis Pain <i>Sponsored by Mississippi Nurses' Association</i> Contact Hours: 1.2	January, 27, 2000 Ocean Springs, MS
Nurse Practitioner Update 1999 <i>Sponsored by University of Mississippi Medical Center</i> Contact Hours 7.5	June 25, 1999 Jackson, MS
Nurse Practitioner Update Casting/Splinting Workshop	June 25, 1999

Contact Hours 8.0

University of Mississippi Nurse Practitioner Update
Sponsored by UMC and MNA

February 6-7, 1997
Jackson, MS

Contact Hours 13.8

University of Mississippi Suturing Workshop
Sponsored by University of Mississippi Medical Center
Contact Hours 5.1

February 7, 1997
Jackson, MS

Hormone Replacement Therapy
Sponsored by The Nursing Institute
Offered in The Nurse Practitioner
Contact Hours 5.0

January, 1997

CLINICAL PRACTICE AREAS & PRECEPTORS:

One Week of Wound Care Field Training
Pegasus Airwave, San Antonio, TX, 12/96

Two Weeks of Wound Care Training
Pegasus Airwave, Boca Raton, FL, 10/96

Family Medicine in an Adult, Adolescent, & Pediatric Acute Psychiatric Care Setting
Gay Barnett, F.N.P. (Charter Hospital)

Obstetrics, Gynecology, and Women's Health
Menta Uzodinma, C.N.M. (Clinton Health Department)

Pediatrics
Hobson Brock, M.D. (Mississippi Family Health Care Center)

HIV/AIDS
Marie Anderson, F.N.P. (U.M.C. Medicine Clinic)

Neurology
Victor Dostrow, M.D. (MS State Hospital & M.M.R.C.)

Family Medicine
Joey Taylor, P.h.D, F.N.P. (Covington County Emergency Center, Collins Veterans' Home & Green Leaf Health Care Clinics in Mount Olive and Collins)

RESEARCH:

- 70+ Clock hours of laboratory research studying the influences of Reiki therapy on cell migration in regards to wound healing. Performed in the division of plastic surgery at University of Mississippi Medical Center under the direction of Hari Cohly, PhD, and Gwendolyn Bussa, PhD.

Ethel Mae Buchanan Warren

114 Morgan Drive

Terry, MS 39170

769-798-0699

emwarren100@yahoo.com

Office Manager

Experience

Office Manager: Pathways Counseling, PLLC, 660 Lakeland East Drive, Suite 200, Flowood, MS 39232

06/16/2025 – Present

- Manages day-to-day office operations, scheduling, and client communication.
- Assists in coordinating services
- Assists in maintaining documentation
- Assists in supporting compliance processes for participants under monitoring

K-8 Certified Teacher

Education

Master of Education: 2000, Mississippi College, Clinton, Mississippi

BS of Education: 1999, Mississippi College, Clinton, Mississippi

AA of Education: 1997, Hinds Community College, Raymond, Mississippi

Experience

6th -8th Grade SPED Teacher, Mississippi Achievement School District

Areas of Instruction: SPED inclusion

Special Skills: Parent/teacher conferencing; enrichment and remedial instruction; self-esteem building

6th – 8th Grade SPED Inclusion Teacher, mASD/Bettie E. Woolfolk Middle School, Yazoo City, Mississippi 39194

2019-Present

- SPED Inclusion
- Virtual/Hybrid schedule
- Developed personalized IEPs for each child on case load
- Conducted IEP Meetings
- Attended MET Meetings
- Attended weekly Professional Learning Centers - Math/ELA
- Attended weekly Professional Development sessions
- Communication with parents through phone calls, text, email

- Sponsored a student led and published school newspaper

5th Grade Classroom Teacher, Jackson Public School District, Clausell Elementary School, Jackson, Mississippi

2011-2012

- Self-contained classroom setting for 1 semester: all subjects
- Co-teaching classroom setting for 1 semester: math, science, social studies
- Developed lesson plans based on state curriculum, test scores, JPS pacing guide
- Implemented school-wide discipline plan in a challenging classroom setting
- Implemented the PBIS school-wide reward system for students
- Integrated technology through use of Smart Board for classroom instruction
- Initiated meetings with parents to confer about student progress
- Kept a monthly communication log to track parental contact
- Participated in "Team Talk" and team activities weekly
- Participated in weekly grade-level meetings to discuss student progress, lesson planning
- Implemented small and large group instruction in all subject areas
- Attended various workshops through the Jackson Public School District

4th-5th Grade Classroom Teacher, Copiah County School District, Crystal Springs Middle School, Crystal Springs, Mississippi

1999-2010

- 4th grade English, math, reading, science, and social studies for 4 years
- 5th grade English, math, reading, science, and social studies for 7 years
- Served as fourth grade chair/fifth grade co-chair for several years
- Planned and coordinated field trips for up to 200 students
- Implemented small and large group instruction in all subject areas
- Implemented hands-on, thought- provoking activities for enrichment
- Integrated technology through various computer-based reading programs
- Implemented assertive discipline in challenging classroom settings
- Initiated meetings with parents to confer about student progress

Special Projects Class fundraiser for Heifer International, a group that benefits impoverished nations; coordinator for St. Jude fundraiser; began History Club for fourth through sixth grade students; served as a Science Fair judge

Workshops Middle Grades Institute, Math
Middle Grades Institute, Language Arts
Mississippi Department, Social Studies/Economics
CHAMPS workshop, Columbus Mississippi

- If an evaluation is indicated, consulting with the Medical Director regarding the best multidisciplinary facilities for that professionals identified issues. The Licensee is given a list of three (3) approved facilities from which to choose.
- With Medical Director input and using the same process, providing a list of three (3) approved facilities capable of providing the needed services if the professional's evaluation shows need of treatment.
- obtaining verbal and written reports of evaluations for review by the Medical Director.
- Obtaining verbal and/or written reports of progress in treatment for review by the Medical Director.
- Contacting and supporting the licensees significant other and encourage them to obtain any help they may need, then serving as liaison with the significant other as well as with designated Board personnel, treatment centers, licensees and practice/partners(as appropriate); providing information to the Medical Director for action.
- Incorporating written recommendations from the treatment center into PHNs Continuing Care Contract template and Alcohol / Drug and/or Mental/Emotional Illness contract for review by the Medical Director and the PHN Committee Chair. (Example Section 10).
- Coordinating information related to the licensees' toxicology, reviews of contract, initial face to face meeting with the PHN Committee, return to work issues, arrangements for therapists, other healthcare professionals, 12-Step meetings, work-place monitors, Caduceus Group attendance, etc.
- Receiving and tracking monthly 12-Step meeting attendance for each licensee.
- During contract monitoring, arrange face to face appointments with the PHN Committee, obtain all workplace monitoring reports, and therapist / physician / other reports for review by the Medical Director and the PHN Committee.
- Providing the PHN Committee with updated written case synopsis referencing all of the above information for each licensee being seen by the PHN Committee at their face-to-face meetings. (See attached outline.)
- Making monthly phone contact with each licensee under contract.
- Keeping minutes of each Committee Meeting.
- Ensuring that all recommendations made by the PHN Committee on each case are executed (specialist referral, change in toxicology frequency, etc.).
- Contacting the Medical Director immediately for any positive toxicology or noted relapse behaviors.
- Preparing all minutes, reports, budgets and necessary paperwork for PHN Board of Director Meetings.
- Preparing minutes for PHN Board meetings for approval.
- Ensuring ongoing compliance with all requirements of the Secretary of State for PHN's 501c3.
- Coordinating PHN Committee speakers for groups requesting same.
- Organizing and administering the yearly Mississippi Addiction Conference and Dental Wellness Conference, which includes managing the Planning Committee, and arrangements for CE Credits for all licensed professionals, participant fees,

- Making an immediate report to the Board if any licensee is impaired or otherwise felt to be a danger to the public. Contact is immediate by phone with follow-up in writing.
- Available to provide educational / CE programming on issues of professional impairment and wellness to professional associations / other groups as requested.
- Helping select regional and national speakers for current topics in addiction, mental health and professionals health for the annual Mississippi Addiction Conference and the fall Dental Conference (i.e., toxicology, monitoring, new drug trends, opioid crisis, co-occurring illness, mental illness, disruptive behaviors, personality disorders, sexual misconduct, sexual addiction, potentially impairing physical illness, stress and burnout, codependency,). See resume Section 9

6.1 B.

Hayley Broome - Assistant to Executive Director: Was trained by and has worked under Ms. Donna Young, Executive Director, since 2016. She works under the supervision of the Executive Director to.

- Coordinate projects assigned at the direction of the Executive Director
- Prompt completion of tasks
- Well-versed and knowledgeable regarding confidentiality / HIPAA
- With the Executive Director, ensure all participant records are maintained and up to date
- Assist the Executive Director with preparing and organizing the Annual Addiction Conference and Dental Wellness Conference.
- Staff the front desk at all conferences
- Maintain knowledge of and ability to work with PHN policies and procedures
- Assist with PHN Committee and Board of Director Meetings.
- Ms. Broome has worked under and been trained by Donna Young, Executive Director since 2016. See resume Section 9

Tom Kepner, Addiction Therapist - Business Development/Outreach Consultant: This position will work under the supervision of the Medical Director and Executive Director.

- Promote the PHN with interested parties
- As directed, work with PHP Members / Staff obtain any needed information to conduct a face-to-face potential impaired professional interview.
- Participate as a part of the intervention when indicated.
- Attend PHN Committee meetings on a regular basis.
- Maintain good relations with affiliate organizations, possible referral sources, the public.
- Mr Kepner has worked with the Professionals Health Program since 2016 and brings 40+ years experience working with addiction and healthcare professionals. See resume Section 9.

Tom Wiggins, DMD, President / Chair PHN Committee. The President of PHN and Committee Chair are unsalaried positions. Dr. Wiggins has served in the monitoring of

Offeror #4: Medical Director

Gary D Carr
MD

EMPLOYMENT HISTORY

Feb 2019 - Present	Live Oaks Addiction Professionals, Inc Medical Director / CEO
July 2009 – Present	Professionals Health Network, Inc. Medical Director / CEO
Jan 2020- Aug 2023	Oxford Center Consulting Addictionologist
April 2013 – June 2020	Clearview Treatment Center Consulting Addictionologist
March 2017 – April 2020	Stonewater Recovery Center, Oxford, MS Medical Director
Aug 2016 - Feb 2019	JourneyPure Southaven, Inc. IOP Medical Director
July 2015- July 2016	The Oaks at La Paloma, Memphis, TN Medical Director
Sept 1990 - Aug 2011	Oak Grove Family Clinic, P.A. Founder/Physician/CEO
Jan 2009 - Dec2014	Board Registered Interventionist II
Sept 2012 – June 2015	Southern Neuro and Spine Institute The Spine Clinic – Physician
Sept 1, 2011 - Aug 2012	Washington Physicians Health Program Medical Director
July 1, 1998 - July 2009	Mississippi Professionals Health Program Medical Director
September 1992- Dec 2007	Contract ER Physician
May 1988- May 1990	Southeast MS Rural Health Care Initiative Physician Sumrall Medical Clinic
July 1987- January 1988	Three Rivers Area Health Services Physician Tremont Medical Clinic

Alcoholism – A Modern Look at an Ancient Illness, Medical Clinics of North America

3/11.

Physician Health Programs: The US Model – Book Chapter 2017

PRESENTATIONS (Abbr.)

The Impaired Physician – Caduceus Retreat, Louisville, MS July 1998

Alcoholism/Chemical Dependency – Caduceus Retreat, Louisville, MS July 1999

The Disruptive Physician – SE Regional Federation of State Physician Health Programs
New Orleans, LA, November 1999

The Mississippi Recovering Physician Program – MS Osteopathic Association,
Feb 2000

Public Safety and the Monitored Physician – Citizens Advocacy Committee –
Washington, DC - March 2000

The Mississippi Recovering Physician Program – MS Medical Association, May 2000

MRPP and The Disruptive Physician – The Mississippi Academy of Family Practice
– July 2000

The Neurobiology of Addiction - UMC, Jackson, MS, April 2001

Early Recovery and Reentry – Caduceus Retreat, July 2001

Impaired Physician Policies and Procedures – Greenwood, MS, July 2001

Addiction, America's Challenge in the 21st Century, Montana Medical Society,
October 2001

Chemical Dependency and the Law Conference, Jackson, MS, November 2001

Suicide in Health Care Professionals, MS Pharmacy Association, Canton, MS
December 2001

Addiction and Public Health, Public Health Physicians, Jackson, MS, April 2002

Professionals Boundaries and Sexual Misconduct, MS Dental Association,
Sandestin, FL June 2002

Sexual Misconduct, Caduceus Club of MS, Louisville, MS, July 2002

Essential Elements of a Model Physician Health Program, International Society of
Addiction Medicine, Reykjavik, Iceland October 2002

Professional Sexual Misconduct, MSMA Annual Meeting May 2003, Biloxi, MS

Professional Sexual Misconduct, Northeast Section Federation of State Physicians
Health Program, September 2003, Cape Cod, Massachusetts

Professional Sexual Misconduct, Western Section Federation of State Physicians Health
Program, October 2003, Cannon Beach, Oregon

Physician Stress and Burnout, Oktibbeha County Hospital, March 2004

Identification, Treatment, and Monitoring of the Disruptive Physician, Water Valley
Hospital, June 2004

The Promises of Recovery, Flathead Lake, Montana, September 2004

Addiction and Brief Intervention, Mississippi Public Health, March 2005

The Mississippi Professionals Health Program – An Overview, Mississippi State
Hospital, Jackson, MS March 2005

Suboxone's Role in Opioid Addiction, SAMSHA, Jackson, MS, April 2005

The Neurobiology of Addiction, University of Southern Mississippi, May 2005

The Evaluation of MPHP, Caduceus Club Retreat, Louisville, MS, July 2005

Potentially Impairing Illness. 5th Annual Mississippi Addictions Conference, Jackson, MS, Feb. 2013

How Orthopedists Get Into Trouble; Are We Doing Enough – The American Association of Orthopedic Surgeons, Chicago, Illinois. March 2013

Addiction Treatment and Monitoring: Lessons from PHPs – Making Recovery the Expectation. 6th Annual Mississippi Addictions Conference, Jackson, MS, Feb 14.

Healthcare Professionals with Potentially Impairing Illness, Stress/Burnout, Suicide, Distressed Behavior, Sexual Misconduct. Forty-Six (46) presentations. Across Washington State. Sept 11th – Aug 12th.

Professional Boundaries / The Fiduciary Relationship (Faculty Pine Grove Professional Enhancement Program Boundaries Course – speaker quarterly), Hattiesburg, MS. 2013 – 2015

The Role of the Medical Community in the Continuing Care of the Patient with Addiction – 7th Annual Mississippi Addiction Conference, Jackson, MS Feb 15

Addictive Illness – An Overview – Mississippi Association of Addiction Professionals, Raymond, MS July 2015

Integrating Behavioral Health and Addiction Treatment – Lessons from Project Blue Print – West Virginia Addiction Conference, Sept 2015

Addiction and Co-Occurring Illness: Integrated Care – Mississippi 7th Annual Addiction Conference Feb 2016.

The Opioid Epidemic and Marijuana Legalization – The Oaks Professionals Weekend, April 2016.

Detox, Early Recovery, Co-occurring Illness, Addiction and Continuing Care – The Oaks at La Paloma, Memphis, TN. (Lecture every other week.) July 15 – June 16

Lessons from Project Blue Print; an Abstinence-Based Perspective – University of Tennessee School of Medicine FP/Psych Conference. Memphis, TN. May 2016

Opioid Addiction, MAT, Trends for the Future – Mississippi 9th Annual Addiction Conference, Jackson, MS, Feb 17

Medication Assisted Recovery. April 17 – Mississippi State Association of Drug Courts Conf, Natchez, MS

Addiction and the Opioid Crisis, Nov 17- Tennessee Psychological Association Annual Conference, Nashville, Tennessee

Addiction, Genetics and Epigenetics – Mississippi 10th Annual Addiction Conference. Jackson, MS, March 18th

Addiction and Trauma – SW TN Counseling Association, Memphis, TN May 18th

The Opioid Crisis and Prescribing - MS Dental Association, 3 hr workshop, Pensacola FL Aug 18th

Dentists and Opioid Prescribing - NW MS Dental Association. 3 hr workshop, Panola, MS. Oct 18th

Adolescents, The Adolescent Brain and Marijuana – Memphis, TN EAP Association. Oct 18th

Marijuana and the Risk to the Adolescent Brain - 11th Annual Mississippi Addiction Conference, Jackson, MS Feb 19th.

Trauma and Addiction – Three-hour workshop, NW MS Councilors, Oct 18th.

Health Professional Diversion Programs - National Association of Drug Diversion Investigators (NADDI), Ridgeland, MS - 6/13/19

Employee Health Assistance Options for SUD/Psychiatric - University Medical Center, Jackson, MS Aug 19th

It's Only Marijuana 'The Science & Other Inconvenient Facts' , 12th Annual

Louisville, MS July 7-10, 2005

Carr G., Flowers WM, Jr.: The Disruptive Physician. Presented at the 99th Annual Scientific Assembly, SMA, San Antonio, TX November 10-12, 2005

Carr, G., Flowers WM, Jr.: Addiction and Brief Intervention. Presented at the 2006 Annual Meeting of FSPHP, Boston, MA April 20-24, 2006

Carr, G and Flowers, WM, Jr., Professional Misconduct. Presented at the 138th Annual Meeting of the Mississippi State Medical Association, and MSMA Medical Affairs Forum. Vicksburg, MS June 1-4, 2006

Carr, G and Flowers, WM, Jr., Addiction and Brief Intervention. Presented at the 2007 Annual Meeting of the Federation of State Physicians Health Programs San Francisco, CA April 29-May 3, 2007

PROFESSIONAL ASSOCIATIONS

American Medical Association
American Academy of Family Physicians
Mississippi Academy of Family Physicians
American Society of Addiction Medicine
Mississippi Society of Addiction Medicine
The University of Mississippi Alumni Association
The Association for Medical Education and Research in Substance Abuse (AMERSA)
Association of Intervention Specialists
American Association of Medical Review Officer

PROFESSIONAL ACTIVITIES

Organized Medicine –

Mississippi Academy of Family Physicians, Board of Directors, 7/02 – 7/04
MSMA Committee on Public Information 2002 - 2004
MSMA Committee on Continuing Medical Education 2004 - 2010
MSMA Constitution & Bylaws Committee 2007 - 2011
MSMA Vice-Speaker, House of Delegates 2008 – 2009
The UN of Mississippi Medical Alumni Assoc., Board of Directors, 2005- 2011
Tennessee Medical Association 2015 - Present
Mississippi Society of Addiction Medicine, President Elect Feb 2018 – Feb 2019
Mississippi Society of Addiction Medicine, President Feb 2019 - 2023

Professionals Health

FSPHP Past Presidents Committee - 2012 - Present
Chairman of the MS Ad Hoc Committee on Physician Impairment 1995-1997
Chairman of the MS Impaired Physicians Committee 1998
President, Caduceus Club of Mississippi 1999-2000
Member Attorney General's Mississippi Ad Hoc Committee on Access to Chemical

FSMB Committee that rewrote FSMB Policy on Professional Sexual Misconduct 2007
 FSMB Committee that rewrote FSMB on Physicians with Potentially Impairing Illness
 (Chair / Co-Chair- writing committees)

Other Activities-

Chair Access to Chemical Dependency Treatment Mississippi Legislative Subcommittee,
 2000-2001
 University of Mississippi Committee on Student/Resident Addiction and Education,
 2005-2006
 University of Mississippi Student Professional Assistance Committee - 2009
 University of Mississippi School of Medicine Alumni Board of Directors, 2006-2010
 HubHealth Board of Directors 2006 - 2010

INTERVENTION / CONSULTATION EXPERTISE

Association of Intervention Specialists – Member 2010 - Present
 BRI II Board Registered Interventionist 2010 - Present

Over 500 interventions; via professionals health and private

Consultant to private groups, Physician/Professional Health Programs, Professional
 Associations, and Treatment Centers

Auditor for several State Physician/Professionals Health Programs

ANNUAL MISSISSIPPI ADDICTION CONFERENCE

Envisioned, organized, developed and moderator **The Annual Mississippi Addiction
 Conference** -a national conference- held in Jackson, MS – 2008 – Present

ADDED CERTIFICATION:

Family Medicine – Distinguished Fellow American Academy of Family
 Physicians - 2005

Addictionology – Certified by ASAM – 2/05

Diplomate American Board Addiction Medicine 2008
 Fellow American Society of Addiction Medicine 2010
 Fellow American Board of Addiction Medicine 2012
 Distinguished Fellow American Board of Addiction
 Medicine 2014

BRI II Board Certified Interventionist 2010

Offeror #4: Primary Point of Contact

Donna Young

Activities/Boards:

2009 – Present: Event Planner/Organizer, Annual Mississippi Addiction Conference

- Member, National Association of Drug Diversion Investigators (NADDI)
- Event Planner/Chairman, Hospitality Committee, Midway First Baptist Church, Sumrall MS 2019 – present
- Leader/Teacher, Children's Ministry, Midway First Baptist Church, Sumrall MS

References: Available upon request

Hayley Broome

97 Hickory Grove Church Road, Sumrall, MS 39482

(601) 596-7259

hayleyfarve87@gmail.com

Summary of Qualifications

- Knowledgeable in several areas of business, including finance, management, and marketing
- Microsoft Office Specialist Certification in Excel 2019
- Very proficient in MS Excel, Word, Quickbooks
- Highly organized in maintaining records and documentation of records
- Knowledgeable in appraisals and banking compliance

Education

The University of Southern Mississippi
Bachelor of Science, Business Administration
Hattiesburg, MS, April 2021

Jones County Junior College
Associates of Arts, Business Administration
Ellisville, MS, May 2007

Work Experience

London & Stetelman Commercial Realtors, Bookkeeper, Hattiesburg, MS
(September 2021- Present)

- Manage accounts payable, prepare monthly statements, process move outs, and disburse funds for properties managed.
- Maintain PropertyWare program, including adding and removing owners and properties, managing profiles of employees, and processing various reports.
- Maintain QuickBooks for business accounts, including paying invoices, recording deposits, maintaining and reconciling escrow and operating accounts.
- Figure and disburse commissions for property leases and sales.
- Prepare and Process payroll twice monthly; pay State and Federal Payroll & Unemployment taxes.
- Prepare end-of-year financial statements and 1099s.
- Assist in billing for common area maintenance and taxes and insurance reimbursements.
- Serve as back up for accounts receivable.
- Assist in property management as needed.

- The "J" Award from Jones County Junior College for Academic Excellence 2007

References

- Kacey Cole, Assistant Director – English Language Institute, The University of Southern Mississippi, 118 College Drive, Hattiesburg, MS 39406-0001, kacey.cole@usm.edu, 601-266-4340
- Melinda Andrews McLelland, Ph.D., Associate Professor of Marketing, Department of Marketing & Merchandising, College of Business, The University of Southern Mississippi, 118 College Drive, Hattiesburg, MS 39406-0001, Melinda.McLelland@usm.edu, 601-266-4689
- Gary D. Carr, MD, Medical Director, Professionals Health Network Inc., 5215 Old Hwy 11 Suite 80, Hattiesburg, MS 39402, 601-297-6777

TOM KEPNER
105 Club Place
Madison, Mississippi 39110
601-850-2791

2016- present Professionals Health Network, Inc Hattiesburg MS.

Responsibilities: Program Development and Outreach. Attend PHN Committee meetings, Interventions when indicated, promote PHN, provide support and guidance to participants

1998 – 2015 COPAC, Brandon MS 39047

Responsibilities: Program Development, Compliance, Marketing, Staff Development, Oversight of all Staff and Patient Care. Successful completion of Joint Commission surveys and budgetary responsibilities. Participated in decision making regarding EMR and had oversight over implementation. Also, fulfilled role of Safety Officer with OSHA Training. Director over 135 beds and 90 FTE's.

**1992 -1998 Pine Grove Next Step (A Division of Forrest General Hospital),
Hattiesburg, Mississippi 39401**

Director of Addiction Services

Responsibilities: Program Development, Recruiting and employee retention, Referral Development. Oversight of 68 Beds. Budget development and control. Assisted in bringing Electronic Medical Record online.

1985 -1992 COPAC, Brandon, MS 49047
Counselor from 1985 — 1989
Director of Men's Programing 1989-1992

Responsibilities: Group Therapy, Counseling, Big Book Studies,
Individual Therapy.
As Director, responsible for Men's Programming, Referral Development and Outreach, Human Resources and Regulatory standards

Jennifer Trihoulis, MD, MPH
Curriculum Vitae

Business Address:

1137 Hwy 98 Bypass
Columbia, MS 39429

Phone: 601-336-2220

Fax: 601-633-0413

Email: adultpsych@gmail.com

Education

07/2004 - 06/2008 **University of Mississippi Medical Center, Jackson, MS**
Medical internship and general psychiatry residency training

08/2000 - 05/2004 **University of Mississippi Medical School, Jackson, MS**
Medical Degree

01/1996 - 05/1997 **Tulane School of Public Health and Tropical Medicine**
Master's Degree in Public Health

08/1992 - 12/1995 **University of New Orleans, New Orleans, LA**
BS, Biological Sciences, minor in Sociology

08/1990 - 08/1992 **Loyola University, New Orleans, LA**
Sociology curriculum

Certifications

12/2010 Diplomate of the American Society of Addiction Medicine – #2010479

06/2009 Diplomate of the American Board of Psychiatry and Neurology – #60188

Buprenorphine prescriber DEA# FT0141541

Advanced Cardiac Life Support (certification through 2/2027)

Licensure

01/2007 State of Mississippi, Medical License – #19631

5.5 Describe your organization's qualifications demonstrating work with healthcare professionals over the last five (5) years.

Uprise Health has a long history of operating recovery programs like physician health programs (PHP) and alternative to discipline (ATD) programs that Uprise Health operates in Delaware and Oregon. Uprise Health has operated the Delaware Professionals' Health Monitoring Program (DPHMP) since 2013. DPHMP is the PHP and ATD for all professions licensed by the Division of Professional Regulation including pharmacy, medical, dental, nursing, psychology, social workers, and over 50 other licensed professions. Uprise Health has also operated Oregon's Health Professionals' Services Program (HPSP) since July 2010 the recovery PHP and ATD for Oregon's Board of Pharmacy, Board of Dentistry, Medical Board, and State Board of Nursing. Additionally, A large Health System, based in Delaware, is dedicated to supporting and rehabilitating their employees (referred to as "caregivers") who are dealing with substance use disorders or impairments related to mental health. To facilitate their safe return to work, the Health System partnered with Uprise Health in 2019 to administer the Monitoring Program. This program offers comprehensive recovery services, including enrollment management, compliance monitoring, and toxicology testing.

Offeror #2

5.5 Describe your organizations qualifications demonstrating work with healthcare professionals over the last five (5) years. We have a proven track record of providing monitoring and advocacy services for The Mississippi Board of Pharmacy over the last 5 years. We have produced annual educational seminars over the past 5 years and have complied with our contract for services with the Mississippi State Board of Pharmacy.

5.6 List the types and number of health care professionals and the numbers served in the last five (5) years. We have monitored pharmacists and pharmacy technicians over the past 5 years. We have monitored 55 pharmacists and 2 pharmacy technicians over the last 5 years.

- Offeror #4

5.5 Describe your organizations qualifications demonstrating work with the healthcare professionals over the last 5 years.

PHN Inc was formed and has operated since 2009. We enjoy an excellent working relationship with the Boards we serve under a Memorandum of Understanding (contract). PHN's success rate mirrors the national average as described in Project Blue Print Articles. (See Section 10).

Over the past 16 years we have worked via Memorandum of Understanding with Boards including the Dentists, Veterinarians, and Methodist Conference. We also work with multiple other healthcare disciplines on a case-by-case basis (i.e., no formal contact). PHN is a member of the Federation of State Physician Health Programs (FSPHP) and participates with their confidential e-group which is available to anonymously discuss complicated / nuanced cases, emerging trends, toxicology, program funding and administration, etc.

PHN created and hosts the Annual Mississippi Addiction Conference which brings together leaders in the field for 3 days of CE each February with the 18th Conference upcoming in February 2026. Our PHN Committee meets every two months and sees program participants who are scheduled. PHN Committee members include the disciplines we serve with over 50% in their own personal recovery. Our Committee includes two addiction psychiatrists, and an addiction-trained psychiatric nurse practitioner. Our Medical Director, Gary Carr, MD, is an addictionologist with vast experience having worked in the field of professionals with potentially impairing illness since 1998.

Dr Carr is a past President of the Federation of State Physician Health Programs and was a principal author of that body's Guidelines used by state PHPs across the country. He was one of the principal authors of the twelve (12) ASAM Public Policies on "Healthcare Professionals with Potentially Impairing Illness." He was also one of the principal authors of the Federation of State Medical Boards policies on both the impaired physician and professional sexual misconduct. Because of his experience, Dr Carr was selected and has audited several Professionals Health Programs around the country.

Cumulatively, the PHN Committee has 150+ years of experience treating and/or monitoring recovering healthcare professionals.

PHN and its Committee members make themselves available to speak on professional's health matters including substance use disorder, alcohol / drug / mental health impairment, mental and emotional illness, wellness, stress and burnout, suicide, sexual misconduct and more to healthcare groups around the state and nationally. We also provide CE trainings regarding the opioid crisis, prescribing issues and use of the Mississippi Prescription Monitoring Program. We provide a one (1) day CE Wellness Conference for the dental community in Jackson each fall.

5.10 Describe your policy and procedure for obtaining and handling records. Description should include but should not be limited to access, storage, and destruction.

Uprise Health is prepared for the responsibility of MPPRPS record keeping of recovery records related to monitoring compliance. Uprise Health has 15 years of confidentially maintaining health professional records. In July 2010, Uprise Health successfully transitioned the confidential records of 345 Licensees from Oregon's past board-run monitoring programs and continues to maintain them in addition to over 1,000 licensees who have since been referred to Uprise Health's recovery monitoring programs.

Uprise Health's case management system is powered by RecoveryTrek and is coded to provide the recovery monitoring team with reports specific to each recovery participant. Records access is limited to the members of the Uprise Health team that are working with the recovery participant.

RecoveryTrek upholds all industry security and confidentiality standards for records maintained in their system. Record access is limited to those who are working with the recovery participant. RecoveryTrek maintains custody of the records for the period of time required by the unique program requirements as regulated by the retention policy and law requirements of that program's state. Being electronic, the physical destruction of records is negated.

Offeror #3

5.10 Describe your policy and procedure for obtaining and handling records. Description should include but should not be limited to access, storage, and destruction.

Current records, including clientele intakes, assessment notes for each visit, doctor referrals, and drug screening, are kept in client files in the file room which are accessible by staff only. Old files and files for those who are no longer clients are stored in a secure storage facility and those files are shredded by a private company after a term of seven years.



Participant Record Security Policy

PHN maintains program participant records – both electronic and paper - including, but not limited to, anecdotal information, evaluation and treatment reports, COMMITTEE meeting reports, treatment provider reports and associated internal documents. These records constitute a highly sensitive repository of participant data warranting the due diligence and care of those entrusted with their maintenance and security. The following internal PHN controls shall be followed to ensure the security of said records:

- 1) Any electronic record format must have appropriate firewalls. While PHN is not subject to HIPPA, electronic records maintained will comport with HIPPA security requirements.
- 2) PHN paper records must be maintained in a locked metal filing cabinet and within a room that is locked.
- 3) When electronic and/or paper records are open, PHN staff must be in the physical plant when either is in use. Otherwise, these records must be properly secured.
- 4) Records must be maintained in the PHN Office such that visitors do not inadvertently see confidential participant information.
- 5) COMMITTEE members shall have access to any PHN Participant records necessary for their oversight, guidance, and continuing care activities. Typically, this information shall be provided by the Executive Director as a summary statement for the COMMITTEE's consideration at regular PHN COMMITTEE meetings. Actual copies of reports may be provided the COMMITTEE if necessary for the COMMITTEEs review.
- 6) No participant information may be released to any regulatory board or specialty society or other outside group or entity unless approved by the Medical Director or COMMITTEE.
- 7) All PHN paperwork /participant summaries/ records used by the COMMITTEE at its meetings must be carefully safeguarded during the meeting and returned to the Executive Director at the end of the meeting for appropriate secure storage/filing. COMMITTEE members should not take participant written information away from the meeting site.
- 8) Specialists involved in program participant care may be provided with participant contracts and any other information necessary to their best care for the participant. The Medical Director or COMMITTEE may determine what information is appropriate for release to these specialists.
- 9) Some COMMITTEE members also serve as PHN Board members. The PHN Board is not tasked with the evaluation, treatment, and continuing care of program participants. Board

PROFESSIONALS HEALTH NETWORK, INC
DOCUMENT RETENTION AND DESTRUCTION POLICY

Purpose

This Records Retention and Destruction Policy of the Professionals Health Network, Inc (PHN) identifies the record management, retention, and destruction responsibilities of PHN officers, directors, staff and agents of official documents and records of PHN. This policy will ensure record availability for operational and legal needs of the organization. No paper or electronic documents will be destroyed, inappropriately altered or deleted if pertinent to any ongoing or anticipated government investigation or proceeding or litigation.

PHN reserves the right to amend or terminate this policy at any time or for any reason.

Records Covered

This policy applies to documents and records created or received by or on behalf of PHN in any format including paper and electronic files (including emails) regardless of where document is stored, including network servers, desktop or laptop computers, handheld computers, and other wireless devices. This policy does not cover documents unintentionally or erroneously sent to the PHN. Such records must be returned immediately to the sender, if known, or destroyed following consultation with the PHN Medical Director.

Retention periods for the following types of documents and records are set forth in Appendix A (see attached) to this policy: accounting, tax, payroll, insurance, governance, legal, personnel, technical.

Storage

All confidential, privileged and sensitive documents or records that are stored electronically shall be password protected and accessible only to authorized persons as determined by the CEO/Medical Director. All confidential, privileged and sensitive paper documents or records shall be stored in a secure place and accessible only to authorized persons as determined by the CEO/Medical Director.

Destruction

Professionals Health Network, Inc

APPENDIX A

Type of Work: Employee Assistance Programs (EAP)
Contract Dates: 7/1/2021 – 12/31/2025 | Avg. Participants: 3,400

5.3 List the office that will service the Board. If it is located at a different address than the home office, provide the complete address, phone number, and facsimile number for this office.

Uprise Health
2 Park Plaza, Suite 1200
Irvine, CA 92614
800-395-1616

Our home office is in Irvine, CA, with operations staff out of Texas, Maryland, Alabama and other states. Uprise Health maintains full geographic availability and can be on-site to support the Board as needed.

5.4 Describe your organizational structure. Indicate whether your firm operates as a corporation, partnership, individual, etc. If it is incorporated, include the state in which it is incorporated, and list the names and occupations of those individuals serving on your firm's Board of Directors.

Founded in 1988, IBH Buyer Corp, dba Uprise Health ("Uprise Health") has 36 years of experience providing top-tier mental health care. Uprise Health has consistently evolved with the market, growing

5.4 Describe your organizational structure. Indicate whether your firm operates as a corporation, partnership, individual, etc. If it is incorporated, include the state in which it is incorporated, and list the names and occupations of those individuals serving on your firm's Board of Directors. We are incorporated in the state of Mississippi.

MARP Board of Directors

Dr. John Carr, MD – addictionologist, psychiatrist

Brian Fingerson, Pharmacist – Kentucky Professionals Recovery Network

Percy Kea, Retired Pharmacist

Chad Braddock, Pharmacist

Sara Katherine Pannel, DO, FAPA, Psychiatrist

Dr. Scott Hambleton, MD, DFASAM - Physician

RESUME

PERCY L. KEA

104 Cedar Pine Lane
Madison, MS 39110
601-259-2388

PERSONAL DATA

Age: 75
Marital Status: Married

EDUCATION

February, 1991 Completed Nuclear Authorized User Program
Accredited by Butler University
College of Pharmacy
Indianapolis, Indiana

College:

1970-1973 Bachelor of Science Degree in Pharmacy
University of Mississippi
School of Pharmacy
University, MS

1968-1970 Associate of Arts Degree in Pre-Med
East Central Community College
Decatur, MS

High School:

1964-1968 Honor Graduate
Edinburg High School
Edinburg, MS

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www.mymarp.com

RESUME

PERCY L. KEA

Page 2

September, 2011 to present Relief Pharmacist
Jackson, Ms area

August, 2011 – October, 2006 Staff Pharmacist
Kroger Pharmacy
Jackson, MS

September, 2006 – December, 2005 Staff Pharmacist
Walgreens Pharmacy
Jackson, MS

November, 2005 – February, 2004 Manager
Cardinal Health Nuclear Pharmacy
Hattiesburg, MS

Sarah Katherine Pannel, DO, FAPA
Psychiatrist

Section 5.4 Page 3.

PERSONAL INFORMATION

Address: 1123 East Wellsgate Dr, Oxford MS 38655

Phone: 662-832-6214

E-mail: katherineganlz@hotmail.com

State of Residence: Mississippi

Date of Birth: April 25, 1981

Previous Name: Sarah Katherine Gantz

Marital Status: Married to Richard Stephen Pannel (21years)

INTERNSHIP AND RESIDENCY

University of Alabama at Birmingham Birmingham, AL 7/1/10 – 6/30/11

Residency Post Graduate Year 4

General Psychiatry with Geriatric Psychiatry Focus

University of Arkansas for Medical Sciences Little Rock, AR 7/1/08 -
6/30/10

Residency Post Graduate Years 2 and 3 Completed

General Psychiatry

University of Arkansas for Medical Sciences Little Rock, AR 7/1/07 -
6/30/08

Internship Completed

FORMAL EDUCATION

KANSAS CITY UNIVERSITY OF MEDICINE AND BIOSCIENCES- College of
Osteopathic Medicine

(Formerly University of Health Sciences)

Doctor of Osteopathic Medicine, May 2007

Kansas City, MO

DELTA STATE UNIVERSITY

Bachelor of Science in Biology with a Chemistry minor, May 2003

Cleveland, MS

PROFESSIONAL INTERESTS

7

Geriatric Psychiatry

General Adult Psychiatry especially the college population and athletics

Mental Health and Substance use disorders advocacy

Media

PERSONAL INTERESTS

Spending time with family

Advocacy/Politics

Running

Writing

Crocheting

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AMSA National Primary Care Week Award "Best Overall Project 2005"
Student Ambassadors for Southeastern Missouri 2005-2006

Residency

The Psychiatry PGY-1 Outstanding Patient Care Award 2008

LICENSURE

Mississippi Medical License 21662 8/2/2010

DEA Registration FP2039178

6/15/2010

EXAMINATIONS

USMLE Step 1- Pass, June 2005

COMLEX Step 1- Pass, June 2005

COMLEX Step 2- Pass, August 2006

COMLEX Step 3- Pass, January 2008

ABPN Board Certification- August 2011

Recertification 2/2023

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Advocacy Work

Provided Congressional Testimony before the House Select Committee on the Economy-
Substance Use: Destroying Families, Communities, and the Opportunity for Prosperity

<https://www.youtube.com/live/57SkD3HG7KQ?si=oBTmn3YTYvRo6xam>

Continued Advocacy to increase harm reduction strategies in Mississippi

Advocated for CALTs(Certified Academic Language Therapists) to be acknowledged
and allowed to practice in MS thus increasing therapists needed for Dyslexia treatment-
PASSED 2024

Authored the resolution and championed legislation get Fentanyl Testing Strips legalized
in MS- PASSED 2023

Authored the resolution and championed legislation to start a Substance Abuse Education
Program with emphasis on Fentanyl in MS- PASSED 2023

Authored the resolution and championed legislation to get an Alzheimer's Caregiver
Program in MS- PASSED 2022

Championed legislation to get a Psychiatry Scholarship slot added to the Rural Health
Scholarship Program-PASSED 2020

Testified before MS House Jud B Committee about the 988 system in Mississippi 2023

Testified before the MS House Drug Policy Committee about the need to decriminalize
Fentanyl Test Strips 2022

Testified before the MS House Drug Policy Committee on the Fentanyl Crisis 2022

Testified before the Senate Public Health Committee on the need for...

April 2004 Special Olympics Volunteer

August 2003 University of Health Sciences "We Care" community service project

Section 5.4 Page 7.

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PROFESSIONAL LEADERSHIP

President of the Mississippi State Medical Association

Vice Chair American Psychiatric Association Political Action Committee 2025

President of the Mississippi Physician Health Program

President Elect of the Mississippi State Medical Association

Board Member of the American Psychiatric Association Political Action Committee
2022- present

President Elect of the Mississippi State Psychiatric Association 2023

Treasurer to the Mississippi Osteopathic Medical Association

Chair to Board of the Mississippi State Medical Society 2022

Board Member of the Southeast Delegation to the AMA 2022

Secretary to the Board of the MS State Medical Society 2020

Secretary to the Board of the MS Psychiatric Association 2020-2022

Legislative Chairwoman to the MS Psychiatric Association 2020- present

May 2020-2023 Alternate Delegate to the AOA

January 2020-2022 President of the Northeast Mississippi Medical Society

October 2019- present Board Member of the Mississippi Rural Physician Health
Scholarship Program

August 2019- Chair of Affiliate Relations Committee of MOMA

August 2019- present Alternate Delegate to the AMA

August 2019- 2023 MSMA Chair of the Council on Legislation for Northeast MS

May 2019- present Board Member of the Mississippi Osteopathic Medical
Association

April 2019-present Member of the Board of Advisors for First Commerce Bank of MS

2018- present University of Mississippi Rose Society

[dealing-with-a-paucity.html](#)

The Often Forgotten Leadership Skill- Self Help KevinMD

<https://www.kevinmd.com/2019/09/have-you-forgotten-the-most-important-health-care-leadership-skill.html>

Section 5.4 Page 9.

Medical Marijuana will do Medical Harm- Mississippi Newspapers statewide

What Mississippi Does Right in Mental Healthcare- MS newspapers statewide

<https://www.righttrackmedical.com/news/what-mississippi-does-right-in-mental-healthcare>

A Psychiatrist's mental health advice during a Pandemic- Kevin MD

<https://www.kevinmd.com/2020/03/a-psychiatrists-mental-health-advice-during-a-pandemic.html>

<https://www.kevinmd.com/2020/05/we-will-soon-see-a-mental-health-pandemic-that-will-cause-unnecessary-deaths.html>

After a miscarriage during residency, I think differently about self-help- The DO

<https://thedo.osteopathic.org/2019/10/after-a-miscarriage-during-residency-i-think-differently-about-self-help/>

Independent practice and the lost art of touch- KevinMD

<https://www.kevinmd.com/2020/03/independent-practice-and-the-lost-art-of-touch.html>

Managing Mental Health during a Global Pandemic- The DO

<https://thedo.osteopathic.org/columns/how-to-advise-patients-who-are-struggling-with-mental-health-issues-due-to-the-pandemic/>

Welcome, new DO students: Advice for the class of 2024- The DO

<https://thedo.osteopathic.org/2020/08/welcome-new-do-students-advice-for-the-class-of-2024/>

Why Initiative 65A is a better way- MS newspapers statewide

<https://theq105.com/mississippi-news/op-ed-why-initiative-65a-is-a-better-way/>

The COVID Winter is Coming KevinMD <https://www.kevinmd.com/2020/11/the-covid-winter-is-coming-the-time-to-prepare-is-now.html>

Psychiatrists can make valuable Vaccine Educators- KevinMD

<https://www.kevinmd.com/2021/07/psychiatrists-can-be-valuable-vaccine-educators.html>

Fentanyl Test Strips do not enable addiction they enable recovery- Various media outlets in MS(MS Free Press, Magnolia Tribune, MS News group)

Are convenience stores making addiction convenient – KevinMD

<https://www.kevinmd.com/2024/01/are-convenience-stores-making-addiction-convenient.html>

Physician mental health. We must normalize the conversation- Strategies Oncology Magazine

Psychedelics as a treatment option- Healio <https://www.healio.com/news/primary-care/2023/12/01/a-promethean-moment-psychedelics-could-be-prescribed-in-the-next-few-years>

Mississippi SuperTalk with Gerard- Protecting your mental health during the Holidays
<https://youtu.be/KUmUquMSJug?si=J-9Q18kPbSq6W9z7>

Section 5.4 Page 11.

Mississippi SuperTalk with Paul Gallo- Right to visit law legislation

Covid 19 and the future- MS Economic Council <https://youtu.be/tEV9Oe1FTIk?si=AgNz8jMxFi26lQFu>

MEDIA (cont)

Mississippi Stories with Marshall Ramsey: Dr. Katherine Pannel
<https://mississippitoday.org/2023/05/14/mississippi-stories-dr-katherine-pannel/>

EMPLOYMENT HISTORY

Magnolia Healthplan 2022- present
Right Track Medical Group Medical Director 2018- present
Panola Medical Center 2017- 2020
Tyler Holmes Memorial Hospital Medical Director 2015- present
North Mississippi Medical Center Pontotoc Medical Director 5/2016

UMMC Grenada Senior Care Unit 6/2014-3/2017
Tri Lakes Behavioral Health 8/2011-11/2012
Calhoun Health Services Geriatric Psychiatry- Medical Director 1/2013-9/2014
Communicare 11/2013-1/2014
Inspirations Cleveland MS- 9/2013- 2/2016
(past work at Senatobia, Grenada Inspirations locations)
Parkwood Behavioral Health- 2/2013-9/2013

References

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www.mymarp.com

Lee Valentine, DO
601-917-4470

Scott Hambleton, MD
601-818-3781

Kristen Crawford
6629070163

Scott L. Hambleton, M.D., D.F.A.S.A.M.

7048 Old Canton Road
Suite 2001

Ridgeland, MS 39157

Phone: 601-850-9220

Fax: 601-255-2606

Email: DrSHambleton@Gmail.com

CURRICULUM VITAE

Date Prepared: November 15, 2024

Professional Experience:

Molina Healthcare

Medical Director Health Plan Mississippi

Fortune 500, multi-state health care organization. Managed care determination of services to prevent fraud, waste, and abuse.

Jackson, MS

July 2021 - present

Mississippi Physician Health Program

Medical Director

Program responsible for the early detection, intervention, and monitoring of licensed Physicians, Podiatrists and Physician Assistants in the State of Mississippi with potentially impairing conditions such as substance use or mental health disorders.

Ridgeland, Mississippi

Nov 2010 - July 2021

Mississippi State Medical Association

Acting Executive Director

Ridgeland, Mississippi

December 2018 - April 2019

Addiction Medicine Private Practice

Office-based addiction medicine solo practice providing outpatient treatment for adults with substance use disorders.

Ridgeland, Mississippi

2014 - present

Interstate Blood Bank

Medical Director

Jackson, MS

2015 - 2021

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Scott L. Hambleton, M.D.

Southeastern Emergency Physicians

Emergency Medicine
Knoxville, Tennessee
1995 - 2000

Education:

Medical School:

University of Tennessee, Center for Health Sciences
Memphis, Tennessee, 1994
Medical Doctor

Undergraduate:

University of Tennessee at Chattanooga
Chattanooga, Tennessee, 1987
B.A. Chemistry

Post-Doctoral Training:

Fellowship Training:

Addiction Medicine
University of Florida at Pine Grove Behavioral Health
Hattiesburg, Mississippi
2006 - 2007

Residency:

Accelerated Family Medicine Residency
University of Tennessee Medical Center
Knoxville, Tennessee
1994 - 1996

Medical Licensure: Mississippi # 20010

Certification:

American Board of Family Medicine: 1998 and recertified in 2008 & 2018

American Board of Preventative Medicine in Addiction Medicine: 2017

American Association of Medical Review Officers: 2015

American Board of Addiction Medicine: 2008

Academic Appointments:

Clinical Educator

Department of Psychiatry and Human Behavior
University of Mississippi Medical Center
Jackson, Mississippi
November 2018 - present

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Past President

Mississippi Society of Addiction Medicine
2015 - 2016

Chair, Ad Hoc Committee on Opioid Abuse

Mississippi State Medical Association
2014 -2015

Board of Directors

Federation of State Physician Health Programs
2013 -present

Chair, Public Policy Committee

Federation of State Physician Health Programs
2018 - 2021

Co-Chair, Public Policy Committee

Federation of State Physician Health Programs
2013 -2018

Advisory Editor

Journal Mississippi State Medical Association Editorial Advisory Board
Mississippi State Medical Association
Ridgeland, Mississippi
2013 -present

Member, Program Planning Committee

Federation of State Physician Health Programs
2012-present

Professional Activities:

Distinguished Fellow, American Society of Addiction Medicine
Diplomat, American Board of Family Medicine
American Medical Association
American Academy of Family Practice

Publications:

1. Hambleton S. President's Message - Fall 2023. *Physician Health News*. 2022; 2: 2 -3.
2. Hambleton S. President's Message - Spring 2023. *Physician Health News*. 2022; 1: 1-3.
3. Hambleton S. President's Message - Winter 2022. *Physician Health News*. 2022; 2: 1-3.
4. Hambleton S, Bundy C, Baron M. **Federation of State Physician Health Programs' Response**

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3. **Medical Marijuana, & Opioid Overdose Update: Considerations in the Age of COVID** at 19th Annual MSMA CME in the Sand, Sandestin, FL. May 2021.
4. **Addiction, Impairment & Controlled Substance Use: Healthcare Professional Considerations** at Greenwood Leflore Hospital, Greenwood, MS. June 2021.
5. **Medical Ethics and Physician Impairment** at Forrest General Hospital Family Medicine Residency, Hattiesburg, MS. June 2021.
6. **Medical Marijuana** at North Mississippi Medical Center Outcomes Conference, Tupelo, MS. August 2021.

Presentations in 2020:

1. **Addiction, Impairment & Controlled Substance Use: Healthcare Professional Considerations** at MPHP Virtual Prescriber Summit: 2020, Ridgeland, MS. May 2020.
2. **Kratom** (radio interview) at The Gallow Radio Show, Jackson, MS. February 2020.
3. **Addiction & the Healthcare Professional** at Department of Physician Assistant Studies, Mississippi College, Clinton, MS. February 2020.
4. **Medical Marijuana.** (radio interview) at The Gallow Radio Show, Jackson, MS. February 2020.
5. **Controlled Substances Prescribers Summit.** Ridgeland, MS. Activity Chair and Moderator. February 2020.
6. **Burnout and the Healthcare Professional in the Age of COVID-19** at Eighteenth Annual MSMA CME in the Sand, Sandestin, FL. July 2020.

Presentations in 2019:

1. **Addiction and the Healthcare Provider** at Baptist Memorial Hospital Golden Triangle, Columbus, MS. September 2019.
2. **2019 Update on Proper Prescribing: Focus Benzodiazepines** at Greenwood Leflore Hospital, Greenwood, MS. September 2019.
3. **2019 Update on Proper Prescribing: Focus Benzodiazepines** at North Mississippi Medical Center Outcomes Conference, Florence, AL. August 2019.
4. **Update on Benzodiazepines and Medical Marijuana** at 2019 Opioid & Heroin Mississippi Drug Summit, Madison, MS. July 2019.
5. **Addiction and the Healthcare Professional & Prescribing Tips and Update on Benzodiazepines and Medical Marijuana** (2 hour lecture) at the 41th Annual Caduceus Club Family Retreat and Conference, Louisville, MS. Activity Chair, Moderator and Speaker. July 2019.
6. **Impairment, Substance Abuse and Relapse in Healthcare Professionals** Panel at 2019 National Association of Drug Diversion Investigators Mississippi Chapter Conference, Raymond, MS. June 2019.
7. **Mississippi Physician Health Program (MPHP) Update** at Northeast Mississippi Medical Society, Tupelo, MS. June 2019.

Scott L. Hambleton, M.D.

9. **Mississippi State Board of Medical Licensure Rules and Regulations: Update on Controlled Substances** at the 40th Annual Caduceus Club Family Retreat and Conference, Louisville, MS. Activity Chair, Moderator and Speaker. July 2018.
10. **Use of Suboxone and Other Treatment Modalities: Myths, Facts & Tips for Better Outcomes** at Mississippi Opioid & Heroin Summit, Ridgeland, MS. July 2018.
11. **Use of Suboxone and Other Treatment Modalities: Myths, Facts & Tips for Better Outcomes** at MPHP Prescribers Summit, Jackson, MS. Activity Chair, Moderator and Speaker. June 2018.
12. **Use of Suboxone and Other Treatment Modalities: Myths, Facts & Tips for Better Outcomes** at MSMA CME in the Sand, Annual Conference, Sandestin, FL. May 2018.
13. Bennett LC, Hambleton S. **The Balancing Act: Confidentiality and Public Safety with Professional Sexual Misconduct** at FSPHP Annual Conference and Business Meeting, Charlotte, NC. April 2018.
14. Hambleton S, Moss L. **Use of Controlled Substances as Treatment Modalities for Physicians Being Monitored by PHPs** at FSPHP Annual Conference and Business Meeting, Charlotte, NC. April 2018.
15. Hambleton S, Ramirez M, Hall B, Dinnan M. **Management of Complex Cases, Funding, and Relationships with Shareholders: Experiences of Four Rural PHPs** at FSPHP Annual Conference and Business Meeting, Charlotte, NC. April 2018.
16. **Use of Suboxone and Other Treatment Modalities: Myths, Facts & Tips for Better Outcomes** at MPHP Prescribers Summit, Gulfport, MS. Activity Chair, Moderator and Speaker. April 2018.
17. **Use of Suboxone and Other Treatment Modalities: Myths, Facts & Tips for Better Outcomes** at MPHP Prescribers Summit, Oxford, MS. Activity Chair, Moderator and Speaker. March 2018.
18. **Controlled Substances: Diagnosis, Screening & Drug Testing: Evidence-based Tips for Improved Workflow** at Mississippi Primary Health Care Association Conference, Pearl, MS. March 2018.
19. **The Prescription Drug Abuse Crisis: 2018 Update** at University of Mississippi Medical Center Department of Medicine Chairs' Conference, Jackson, MS. March 2018.
20. **Rethinking Addiction Treatment Based on Four Decades of PHP Experience** at the 10th Annual Mississippi Addiction Conference, Jackson, MS. March 2018.
21. **The Mississippi Prescription Drug Abuse Crisis: 2018 Update** at Mississippi State Hospital, Pearl, MS. February 2018.
22. **The Mississippi Prescription Drug Abuse Crisis: 2018 Update** at Merit Health Hospital, Clarksdale, MS. February 2018.

Presentations in 2017:

1. **Physician Health** at Northeast Mississippi Medical Society, Tupelo, MS. December 2017.
2. **The Prescription Drug Abuse Crisis: 2017 Update** at Dental Professionals of East Mississippi,

Scott L. Hambleton, M.D.

20. **The Prescription Drug Abuse Crisis: 2017 Update** at MPHP Prescribers Summit, Oxford, MS. Activity Chair, Moderator and Speaker. March 2017.
21. **Physician Well-Being** at William Carey University of Osteopathic Medicine, Hattiesburg, MS. February 2017.
22. **Addiction and Responsible Prescribing Practices** at District 1 Meeting of the Mississippi Dental Association, Tupelo, MS. February 2017.

Presentations in 2016:

1. **Avoiding Pitfalls of Inappropriate Prescribing: Understanding Addiction as a Brain Disease** at Department of Physician Assistant Studies Controlled Substance Education Seminar, Mississippi College, Clinton, MS. December 2016.
2. **Avoiding Pitfalls of Inappropriate Prescribing: Understanding Addiction as a Brain Disease** at Southern Medical Association Psychiatry Pearls for the Primary Care Provider Meeting, Chattanooga, TN. November 2016.
3. **Opioid Use and Pain Management Best Practices** at Mississippi Rural Health Association 21st Annual Conference, Jackson, MS. October 2016.
4. **The Prescription Drug Abuse Crisis: 2016 Update** at Illinois Physician Health Program 2nd Annual Symposium on Addiction, Lombard, IL. September 2016.
5. **Avoiding Pitfalls of Inappropriate Prescribing: Understanding Addiction as a Brain Disease** at North Mississippi Medical Center Aiming for the Best Outcomes Conference, Counce, TN. August 2016.
6. **Opioid Prescribing: Safe Practice, Changing Lives** at MSMA Drug Summit Seminar, Jackson, MS. August 2016.
7. **Mississippi Physician Health Program: Boundaries, Physician Impairment & Unprofessional Conduct** at William Carey College Osteopathic School of Medicine, Hattiesburg, MS. July 27, 2016.
8. **Addictive Disorders: Management Principles & the MPHP Approach** at MPHP Prescribers Summit, Gulfport, MS. Activity Chair, Moderator and Speaker. June 2016.
9. **Addictive Disorders: Management Principles & the MPHP Approach** at the Southern Medical Association's Prescribing Controlled Substances Course, Hattiesburg, MS. June 2016.
10. **The Prescription Drug Abuse Crisis: 2016 Update** at Mississippi Primary Health Care Association Annual Meeting, Tunica, MS. June 2016.
11. 38th Annual Caduceus Club Family Retreat and Conference, Louisville, MS. Activity Chair, and Moderator. June 2016.
12. **Update on Physician Health** at Northeast Mississippi Medical Society, Tupelo, MS. June 2016.
13. **Physician Burnout & the Mississippi Physician Health Program and Controlled Substances: Prescribing Pearls for Difficult Patients** (two hour workshop) at MSMA CME in the Sand, Annual Conference, San Destin, FL. May 2016.
14. **Physician Burnout & the Mississippi Physician Health Program** at Greenwood Leflore Hospital, Greenwood, MS. May 2016.
15. **To Bupe or Not to Bupe: That Is the Question** at FSPHP Annual Conference and Business

Mississippi Association of Recovering Pharmacists (MARP) Anti-Harassment and Anti-Discrimination Policy

1. Purpose

The Mississippi Association of Recovering Pharmacists (MARP) is committed to providing a safe, respectful, and inclusive environment for its employees, board members, peer monitors, contractors, volunteers, and participants in the Pharmacy Professionals Recovery Program. Harassment, discrimination, or retaliation of any kind will not be tolerated. This policy ensures compliance with all applicable federal, state, and local laws, including Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), and the Mississippi Employment Protection Act.

2. Policy Statement

MARP strictly prohibits harassment, discrimination, and retaliation based on any legally protected status, including but not limited to:

- Race, color, or national origin
- Religion or creed
- Sex, gender, gender identity, or sexual orientation
- Pregnancy or parental status
- Age (40 and over)
- Disability, medical condition, or genetic information
- Veteran or military status
- Participation in recovery or monitoring programs

This policy applies to all interactions involving employees, board members, contractors, volunteers, peer monitors, and program participants.

3. Definitions

A. Harassment

Unwelcome verbal, physical, or visual conduct that creates an intimidating, offensive, or hostile environment or interferes with an individual's participation in MARP programs or employment.

B. Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

1. Submission is made explicitly or implicitly a term of employment or participation;
2. Submission to or rejection of such conduct is used as the basis for decisions affecting the individual; or
3. The conduct creates a hostile, intimidating, or offensive environment.

Scott L. Hambleton, M.D.

24. **The Prescription Drug Abuse Crisis: 2015 Update** at 7th Annual Mississippi Addictions Conference, Jackson, MS. March 2015.
25. **The Prescription Drug Abuse Crisis: Mississippi Prescribers' Response** at University of Mississippi Medical Center, Department of Psychiatry and Human Behavior, Jackson, MS. February 2015.
26. **MPHP and the Importance of a Non-Disciplinary Recovery Tract** at Cirque Lodge, Orem, UT. January 2015.
27. **Non-Disciplinary Recovery Tracks for Recovering Physicians: Do They Protect the Public Health?** at Mississippi Board of Nursing, Jackson, MS. January 2015.

Presentations in 2014:

1. **Avoiding Pitfalls of Prescribing Controlled Substances and Prescription Drug Abuse Crisis: Mississippi Prescribers Response** (two-hour guest lecture) at Department of Physician Assistant Studies, Mississippi College, Clinton, MS. December 2014.
2. **Principles of Medicine and Boundaries** (three-hour workshop) at Pine Grove Behavioral Health Professional Boundaries Course, Hattiesburg, MS. November 2014.
3. **MPHP and Physician Health** at Mississippi Hospital Association Society for Behavioral Health Services, Madison, MS. October 2014.
4. **Drug Testing** at Mississippi National Association of Drug Diversion Investigators Diversion Training, Raymond, MS. September 2014.
5. **Southeast Regional FSPHP Survey to Assess Treatment Provider Services** at Federation of State Physicians Health Program Southeast Regional Meeting, Amelia Island, FL. Activities Chair and Presenter. September 2014.
6. **Burnout and Physician Health** at Mississippi Department of Corrections Medical Staff Education, Ridgeland, MS. August 2014.
7. **Cannabis: Is It Truly a Product for Medicine?** at North Mississippi Medical Center Aiming for the Best Outcomes Conference, Counce, TN. August 2014.
8. **The Prescription Drug Abuse Crisis: Mississippi Prescribers' Response** at Mississippi Drug Court Professionals Convention, Natchez, MS. August 2014.
9. **MPHP and Jurisprudence** at William Carey Osteopathic School of Medicine, Hattiesburg, MS. August 2014.
10. **36th Annual Caduceus Club Family Retreat and Conference**, Louisville, MS. Activity Chair and Moderator. July 2014.
11. **Role of the Examining Committee and Relationship to MPHP** at Mississippi State Board of Medical Licensure Executive Committee, Jackson, MS. July 2014.
12. **Avoiding Pitfalls of Prescribing Controlled Substances and Prescription Drug Abuse Crisis: Mississippi Prescribers Response** (two-hour guest lecture) at Department of Physician Assistant Studies Controlled Substance Education Event, Mississippi College, Clinton, MS. June 2014.
13. **25 Tips for Maximizing Effectiveness of Controlled Substances and Minimizing Abuse** at MSMA CME in the Sand, Annual Conference, San Destin, FL. May 2014.
14. **Benzodiazepines: Avoiding Pitfalls of Inappropriate Prescribing** at Greenwood Leflore

Scott L. Hambleton, M.D.

7. **Perspectives on Prescription Drug Abuse in Mississippi: A Panel Discussion** at Medical Assurance Company of Mississippi Continuing Medical Education Program, New Orleans, LA. September 2013.
8. **Avoiding Pitfalls of Prescribing Controlled Substances: Understanding Addiction as a Brain Disease and The Prescription Drug Abuse Crisis: Mississippi Prescribers' Response** (two hour workshop) at North Mississippi Medical Center Aiming for the Best Outcomes Conference, Counce, TN. August 2013.
9. **Avoiding Pitfalls of Prescribing Controlled Substances: Understanding Addiction as a Brain Disease and The Prescription Drug Abuse Crisis: Mississippi Prescribers Response** (two-hour workshop) at Mississippi Association of Public Health Physicians Controlled Substances Workshop, Jackson, MS. August 2013.
10. **The Mississippi Professionals Health Program** at William Carey Osteopathic School of Medicine, Hattiesburg, MS. July 2013.
11. 35th Annual Caduceus Club Family Retreat and Conference, Louisville, MS. Activity Chair and Moderator. July 2013.
12. **Prescription Drug Abuse Crisis: Mississippi Prescribers Response** at Greenwood Leflore Hospital, Greenwood, MS. June 2013.
13. **Principles of Medicine and Boundaries** (three-hour workshop) at Pine Grove Behavioral Health Professional Boundaries Course, Hattiesburg, MS. June 2013.
14. **Mississippi Professionals Health Program and Disruptive Physician Behavior** at University of Mississippi Medical Center Office of Faculty Affairs, Jackson, MS. May 2013.
15. **Avoiding Pitfalls of Prescribing Controlled Substances: Understanding Addiction as a Brain Disease** at MSMA CME in the Sand, Annual Conference, Sandestin, FL. May 2013.
16. **Mississippi Response to Prescription Drug Abuse: Medical & Legal Considerations** at Mississippi Osteopathic Medical Association 2013 Annual Conference, Sandestin, FL. May 2013.
17. **The Mississippi Professionals Health Program** at William Carey Osteopathic School of Medicine, School of Medicine, Hattiesburg, MS. April 2013.
18. **Addiction, Pain & Controlled Substances: Treatment Considerations, Part I & II** (two-hour workshop) at Mississippi Nurses Association 2013 APRN Spring Convention. Natchez, MS. April 2013.
19. DuPont RL, Merlo LJ, Skipper GE, Hambleton S. **Long-Term Follow-Up of Physician Health Program (PHP) Participants: An Ongoing Study** at FSPHP Annual Conference and Business Meeting, Cambridge, MA. April 2013.
20. **Addiction, Pain & Controlled Substances: Treatment Considerations, Part I & II** (two-hour workshop) at Mississippi University for Women, Department of Graduate Nursing, Columbus, MS. April 2013.
21. **The Distressed Physician** at Singing River Health Systems, Gautier, MS. March 2013.
22. **Principles of Medicine and Boundaries** (three-hour workshop) at Pine Grove Behavioral Health Professional Boundaries Course, Hattiesburg, MS. March 2013.

Leflore Hospital, Greenwood, MS. March 2012.

12. **Principles of Medicine and Boundaries** (three-hour workshop) at Pine Grove Behavioral Health Professionals Boundaries Course, Hattiesburg, MS. March 2012.
13. **Burnout, Addiction and the MPHP** at Department of Physician Assistant Studies, Mississippi College, Clinton, MS. February 2012.
14. **Addiction: Brain Disease or Just an Excuse for Bad Behavior?** and **Controlled Substances: Prescribing Pitfalls** (two-hour workshop) at Mississippi Academy of Physician Assistants Controlled Substances Education Program, Ocean Springs Hospital Ocean Springs, MS. February 2012.
15. **Bath Salts: Not for Bathing** at Coast Counties Medical Society, Gulfport, MS. January 2012.

Presentations in 2011:

1. **Overview of MPHP** at Mississippi Association for Medical Staff Services Annual Conference, Ridgeland, MS. November 2011.
2. **Anxiety, Depression and Addiction: Treatment Considerations** at NCADD Addiction, Intervention, & Prevention Workshop, St. Dominic Hospital, Jackson, MS. November 2011.
3. **Addiction: Brain Disease or Weakness?** at National Association of Drug Diversion Investigators Pharmaceutical Diversion Training. Hinds Community College, Raymond, MS. September 2011.
4. **Anxiety, Depression and Addiction: Treatment Considerations** at St. Dominic Hospital, Jackson, MS. August 2011.
5. **Addiction: Brain Disease or Weakness?** and **Controlled Substances: Prescribing Pitfalls** (two-hour guest lecture) at Department of Physician Assistant Studies, Mississippi College, Clinton, MS. August 2011.
6. **Gambling and Sex Addiction: Brain Disease or Weakness?** Midwest Conference on Problem on Problem Gambling & Substance Abuse, Kansas City, MO. July 2011.
7. **Anxiety, Depression and Addiction: Treatment Considerations** at Mississippi State Medical Association Medical Affairs Forum, Tupelo, MS. May 2011.
8. **Opioid Replacement Therapy and the Licensed Practicing Health Care Provider** at Mississippi Board of Nursing, Jackson, MS. February 2011.

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www.mymarp.com

Super Key Drugs, LaGrange, KY

Pharmacist – Assistant Manager

1975-1981

SuperX Drugs, Louisville, KY

Pharmacist Intern + Staff Pharmacist

1973-1975

MINISTRY

Lay Worship Leader/Minister for the Evangelical Lutheran Church in America (ELCA) – Indiana-Kentucky Synod

Member St Mark Lutheran Church, Louisville, KY and St Matthew's Episcopal Church, Louisville, KY

Interim Lay Parish Minister at Grace + Glory Lutheran Church, Goshen, KY (October 2008 – November 2010)

Lay minister at St. Mark Lutheran Church, Louisville, KY since September 2017

Ordained Minister with the Universal Life Church

VOLUNTEER

American Red Cross blood/apheresis donor (685+ donations)

Louisville Public Media volunteer

Homebuyer Advocate for Metro Louisville Habitat for Humanity

Kentucky Medical Reserve Corps

MEMBERSHIPS

Kentucky Pharmacists Association

American Pharmacists Association - Fellow

APhA SIG on Pain, Palliative Care and Addictions – Coordinator 2015/2017

All of Us Group (AOU) – CAPTASA Conference Committee

Metro Medical Reserve Corps (Louisville – Jefferson County KY) + K-HELPS volunteer

Veteran Drug Club (Louisville, KY)

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www.mymarp.com

5.4 Describe your organizational structure. Indicate whether your firm operates as a corporation, partnership, individual, etc. If it is incorporated, include the state in which it is incorporated and list the names and occupations of those individuals serving on your firm's Board of Directors.

Professionals Health Network, Inc is a 501©3 incorporated in the State of Mississippi.

File Number: 00016007

Board Members:

- Thomas R. "Tom" Wiggins, DMD, President (Dentist)
- Deborah V. Gross, MD, Vice-President (Psychiatrist-Specializes in Addiction/Mental Health. Dr. Gross is also Medical Director of Pathway)
- Darrell "Mitch" Hutto, DMD, Secretary/Treasurer (Professor-School of Dentistry at University of Mississippi)
- Franklin "Keith" Davis, DVM (Veterinarian)
- William Mars, DVM (Veterinarian)
- Cliff Burris, M.Div (Minister)

5.3 List the office that will service the Board.

5215 Old Highway 11 Suite 80 Hattiesburg MS 39402

Office 601-261-9899

Fax 601-268-0376

Thomas H. Wiggins, DMD

415 Sanctuary Circle

Canton, MS 39046

662-719-7115

Education:

1980-1981 Eastman Dental Center, Rochester NY; Post doctorate degree-General Dentistry

1976-1980 University of Mississippi School of Dentistry, DMD

1975-1976 Delta State University, B.S. Chemistry

1973-1974 Delta State University, M.Ed.

1968-1972 Delta State University, BBA

Employment History:

1981-2022 General practice of Dentistry, Cleveland MS

Professional Activities:

2009- present Professionals Health Network, Inc. PHN Board and Committee since 2009 to present. PHN President since 2022.

2004- 2009 Mississippi Professionals Health Program (MPHP), Committee member.

27 years of sobriety

Curriculum Vitae

Deborah V. Gross, MD, FASAM, DABAM, LFAPA

drdeb@DebMD.com
dgross.jacksonms@pathwayhealthcare.com
601-543-9823



Narrative Summary

Dr. Gross attended medical school at University of Texas at San Antonio and finished her residency as Chief Resident at University of Washington in Seattle. She is the current President of the Mississippi chapter of ASAM. After 40 years of service, Dr. Gross retired from direct care but remains Medical Director of Pathway Healthcare in Jackson, MS, providing collaborative support to a team of physicians and advanced practitioners across four states and multiple clinics, in service of Pathway's mission to help people with psychiatric and addictive disorders.

Dr. Gross is author of a set of three books—*90 Ways in 90 Days: A Personal Workshop for Women with Disordered Eating*—comprising a disordered eating program suitable for women who may or may not also have addictive disorders. The program is based on proven cognitive behavioral techniques and 12-Step recovery concepts and can be used in any treatment setting for women at any stage of motivation for change. The books can also be used in mutual help or book study groups.

Dr. Gross co-authored a chapter in the UK-Wiley-Blackwell textbook *Addictive Disorders in Medical Populations* and was inducted into the American College of Psychiatrists in recognition of contributions to the field. Since its inception in 2009 she has served PHN (Professionals Health Network) in various capacities. Dr. Gross is an American Psychiatric Association Life Fellow, an American Board of Addiction Medicine Diplomate, and an American Society of Addiction Medicine Fellow.

Education

UNIVERSITY OF SOUTHERN MISSISSIPPI

10/30/2024

Masters lost to Hurricane Katrina. Never released.
2005

Gross DV, Sledge CC, Ovson EA. Addictive disorders in diseases of women, in *Addictive Disorders in Medical Populations*. Edited by NS Miller and MS Gold. Chichester, UK, Wiley-Blackwell 2010, pp 439-454.

Gross DV. 90 Ways in 90 Days: A Personal Workshop for Women with Disordered Eating.
A Disordered Eating Intensive Program in a three-book set.
SeaStar Media, 2021

Journal Publications

Gross DV, Sis RF: Scientific writing: The good, the bad, and the ugly
J Vet Med Education 1980: 7(3) Fall
Reprinted *J Vet Radiology & Ultrasound* 2005: 23(4):131-134

Gross DV: Ageism: On raising consciousness. *Texas Medicine*
06/1983

Newspaper/Newsletter/Magazine Publications

"DearDrDeb," monthly column in *The Hancock Reporter* (county newspaper)
Mid 90's-08/29/2005

"Deborah V. Gross, MD," monthly column in *Senior Scene Magazine*
Late 90's-08/29/2005

Gross DV. Q&A column on psychological trauma published for several weeks after 9/11
The Sun Herald, the major newspaper of the Mississippi Gulf Coast
2001

Gross DV. In order to heal you have to feel.... *Beyond Change: Information Regarding Obesity and Obesity Surgery*. Guest columnist
for column, "Psychologically Speaking," pp 7, 10.
11/2005

Gross DV: Women and weight: In order to heal, you have to feel. *Our News*, Vol. II (II): 8-9.
03/2006

Gross DV: Receiving with gratitude. *Pine Grove Alumni Quarterly*, Winter 2006-2007, p 3.

Audiocassette Series

Tape 1 Food & Feelings 101: The Basics
Tape 2 Food & Feelings 101: Stress Management for Overeaters
Tape 3 Food & Feelings 101: Relationships
Tape 4 Food & Feelings 101: Personal Symbols for Overeaters
Tape 5 Food & Feelings 101: Body Image and Emotional Pain

Recorded by *SeaStar: Tools for Creative Wellness* at Studio Palm in Pass Christian, MS 2002. Remainders and masters lost to
Hurricane Katrina.

Food & Feelings Interactive (Live) Lecture Series 1999-2000

Why Do I Do This to Myself?
Who Am I if I'm Not My Weight?
Stress Management for Overeaters
I Love My Family but They Get on My Nerves
Hungry, Empty, and Just Plain Tired: Feeding Your Creative Self
Why Does It Hurt So Much to Be Fat?

90 Ways to Eating Disorder Recovery
Emerging Behavioral Health Care Trends and Advancing Treatment
Jackson MS
2011

Motivational Interviewing in Everyday Clinical Practice
Mississippi Addictions Conference
Jackson MS
2012

Motivational Interviewing for Tobacco Cessation
Mississippi Tobacco Quitline Staff
Ridgeland MS
04/25/2012

The Complexity of ADHD in Adults
"I Just Drink A Few Beers at Night..." Substance Use Disorders
Antidepressants Don't Work, Doc: Bipolar Spectrum in Adults
Internal Medicine for Primary Care: Cardiovascular/Gastroenterology/Neurology/Psychiatry
Medical Education Resources
Key West FL
02/2016

Depressive Disorders in Women
Anxiety Disorders in Women
Other Psychiatric Disorders in Women
Psychiatric Case Presentations
Women's Health for Primary Care
Medical Education Resources
Orlando FL
04/2016

Boots on the Ground!
Practical Tips for Difficult Clinical Encounters in Residential Treatment
Clinical Assistants' In-service
The Ranch Mississippi (COPAC)
05/2018

Practical Pointers for Managing Personality Disorders & Difficult Clinical Situations
28th Annual Mississippi Association of Addiction Professionals Conference
Strengthening Our Roots: Counseling Basics
06/2018

No, We Can't Treat Just One: Meeting the Challenge of Co-Occurring Disorders
Mississippi Public Health Institute
09/2018

FAQs for Families
Updated and given at Family Weekends at COPAC TRM
09/2018

Stormy Monday: Addiction and the Personality Disorder
Mississippi Addictions Conference
03/6/2019
(Slides available at debMD.com.)

10/30/2024

SOLO PSYCHIATRIC PRACTICE

St. Paul, MN

1988-1994

MEMORIAL HOSPITAL AT GULFPORT

Director of Psychiatric Services

Gulfport, MS

1994-1996

CENTER FOR HEALTH MANAGEMENT

Staff Physician and Director of Psychiatry

Gulfport, MS

1996-2000

SOLO PSYCHIATRIC PRACTICE

Bay St. Louis, MS

1994-2005

SOUTH MISSISSIPPI PSYCHIATRIC GROUP

Staff Psychiatrist

Hattiesburg, MS

2005-2006

PINE GROVE WOMEN'S CENTER

(Residential treatment facility for women with eating disorders and addiction)

Director of Psychiatry

Hattiesburg, MS

2005-2009

PSYCAMORE PARTIAL HOSPITAL PROGRAM

Staff Psychiatrist

Flowood, MS

07/2009-07/2011

DIRECTOR OF PSYCHIATRY AND ADDICTION MEDICINE

A Bridge to Recovery

Ridgeland, MS 06/2009-10/2017

PRIVATE PRACTICE OF PSYCHIATRY AND ADDICTION MEDICINE

Flowood, MS 07/2010-07/2011

Jackson, MS 07/2011-summer of 2013

Ridgeland, MS Summer 2013-fall of 2017

Brandon, MS Summer 2014-fall of 2017

PSYCHIATRIST AND ADDICTIONOLOGIST

COPAC The Ranch Mississippi (now defunct)

10/2017-01/2019

MEDICAL DIRECTOR

COPAC The Ranch Mississippi (now defunct)

11/2018-01/2019

PSYCHIATRIST ON PRETRIAL FORENSICS SERVICE

Mississippi State Hospital (Whitfield)

01/30/2019-06/14/2019

Published by SeaStar Media, 2017

Accompanying CD, *URGES Relaxation & Guided Imagery* by Jennifer Barbieri, LCSW
Recorded at SeaStar Media Studio
Released in 2016.

LECTURER for MEDICAL EDUCATION RESOURCES
2016-2017

PRESIDENT
Mississippi Society of Addiction Medicine
2023-2025

Academic Appointments

CHIEF RESIDENT
University of Washington
07/01/1986-06/30/1987

CLINICAL FACULTY
University of Minnesota
1989-1994

ADJUNCT FACULTY
Health Psychology
University of Southern Mississippi
2004/2005 (taught fall semester course)

COURTESY CLINICAL ASSISTANT PROFESSOR
Department of Psychiatry
University of Florida
07/2006-2009

AFFILIATE ASSISTANT PROFESSOR
Department of Psychiatry and Human Behavior
University of Mississippi Medical Center
10/2009-2017

Research

During her school years, Dr. Gross worked on research projects, collecting and organizing data and/or writing and editing the results.
While at Texas A& M University, Dr. Gross worked full time as Technical Writing Consultant for the Department of Veterinary Anatomy. Working directly with then-Chair Raymond F. Sis, DVM, she wrote and edited grant proposals for funding and research articles for publication in scientific journals.

Certifications

Certified in Psychiatry by the American Board of Psychiatry and Neurology, 10/1988
Certificate #30823

Certified in Addiction Medicine via examination, by the American Society of Addiction Medicine 2006
Certificate #020825

Diplomate, American Board of Addiction Medicine, 04/2009

Fellow, American Psychiatric Association 2010

Member, American College of Psychiatrists 2012

Jennifer
Trihoulis, MD

- 07/2022-Present **Contract Psychiatrist, Pine Belt Mental Health Center**
Hattiesburg, MS
Duties include collaboration with psychiatric nurse practitioners working in a community mental health center, completing monthly chart reviews in compliance with state laws and attending monthly staff meetings and case conferences.
- 12/2011 - Present **Private Practice of General Psychiatry and Addiction Medicine**
Columbia, MS
Duties include evaluation, treatment and monitoring of psychiatrically ill and addicted adults in the outpatient setting utilizing medication management, psychotherapy and laboratory testing. Medication assisted treatment of opioid dependence utilizing buprenorphine is available for appropriate patients.
- 04/2018-03/2023 **Medical Director, Merit Wesley Senior Behavioral Health**
Duties included planning, coordinating and implementing psychiatric care for inpatient and outpatient service lines specific for adults 55 and above. Responsibilities included supervision and training of multidisciplinary staff, utilization review, chart auditing and coordination of care with primary care providers and other care providers in the hospital setting and in the community.
- 09/2017- Present **Medical Director, A Bridge to Recovery Intensive Outpatient Program**
Jackson, MS
Duties include planning, coordinating and implementing treatment for patients suffering from dual-diagnosis conditions including addictive disorders, process disorders, eating disorders and personality disorders. Responsibilities include evaluation of patients entering the program, prescribing appropriate medications, monitoring patient compliance with urine toxicology and leading a treatment team of master's level therapists who perform individual and group therapy.
- 05/2013 – 05/2014 **Staff Psychiatrist, South Mississippi State Hospital**
Purvis, MS
Duties include evaluation and management of acutely decompensated severely mentally ill patients hospitalized on an involuntary basis.

07/1998 - 11/1998

**Organon, Inc., Jackson, MS
Pharmaceutical Sales Representative**

Jackson, MS

Represented pharmaceutical products used in anesthesiology, psychiatry and urology directly to clinicians.

09/1997 - 08/1998

**St. Charles General Hospital, New Orleans, LA
Community Health Educator**

New Orleans, LA

Provided health education to the elderly and promoted hospital specialty programs in bariatric surgery, diabetic foot care and geriatric psychiatry.

07/1997 - 07/1998

**Royal Sonnesta Hotel, New Orleans, LA
Server**

New Orleans, LA

Preparation and service of food and beverages for hotel guests.

06/1997 - 07/1997

**Tulane University Medical Center, New Orleans, LA
Assistant Grant Writer**

New Orleans, LA

Assisted in preparation of grants for Tulane Medical Center.

Memberships

Mississippi Psychiatric Association

Mississippi State Medical Association

American Society of Addiction Medicine (fellow)

Research Experience

2007 - 2008 Collaborated with Department of Trauma Surgery at University of Mississippi Medical Center in a retrospective study of trauma patients. Co-investigator, Robert Schmieg MD. Preliminary findings presented at Psychiatry Grand Rounds: *Examining the Relationship Between Trauma and Substance use at UMC: A Feasibility Study for Implementing Screening and Brief Intervention*. This experience included developing a protocol that was Institutional Review Board approved.

Stuart Milan
PMHNP

Section 3 – References

If two or more of the following reference requirements are met by the same client, list additional clients so there are at least three (3) clients listed for each section. If you are unable to provide three (3) clients for each reference, provide as many as you have and indicate in the response additional references meeting this requirement are not available.

A. List up to three clients for whom your company has provided services like those requested in this RFP. For each client, specify the type of recovery program services provided by your client, the average number of individuals participating in the program, and the period retained as a client. For each client, the list must specify:

A. Current Clients**Oregon Health Professionals' Services Program**

Contact: Jennifer Jolley | 155 Cottage St NE, Salem, OR 97301-3966 | 971-900-7695

Type of Work: Health professionals' services monitoring program

Contract Dates: 2010 – Present | Avg. Participants: 70

Delaware Professional Health Monitoring Program (DPHMP)

Contact: Shauna Slaughter | 861 Silver Lake Blvd Ste 203, Dover, DE 19904 | 302-739-4522 Type of

Work: Professionals services monitoring program

Contract Dates: 2013 – Present | Avg. Participants: ~70

Large Health System in Delaware

Type of Work: Health employees professionals monitoring program Contract Dates: 2019 – Present |

Avg. Participants: ~30

Offeror #2

SECTION 3. REFERENCES

For each client provided pursuant to Subsections A-C please specify:

1. Client contact information, including the name, title, address, email address, and phone number of a person whom we may contact to confirm as needed,
2. The specific type of work your company provided to the client,
3. Contract effective dates (beginning and end dates) for the time period(s) your company provided services to the client.

1. Client name, include the name, title, address, e-mail address, and phone number of a person whom we may contact to confirm as needed,
2. The type of work your company provided to the client,
3. Contract effective dates for the time period(s) (beginning and end dates) your company provided services to the client.

- 1) Mississippi State Board of Pharmacy, 6311 Ridgewood Road, Suite E-401, Jackson, MS 39211

Contact Catina White, Director of Compliance, 601-899-8880, email is cwhite@mbp.ms.gov

The Mississippi Association of Recovering Pharmacists has since 1987 been working with this agency to monitor and advocate for pharmacists and pharmacy technicians who are suffering from addiction. The time period would be from our inception in 1987 until the present day.

- 2) The Louisiana Board of Pharmacy, 3388 Brentwood Dr., Baton Rouge, LA 70808. Contact Carlos Finalet, III, General Counsel, 225-925-6496, email is CFinalet@pharmacy.la.gov

We have only recently been co-monitoring a participant for Louisiana.

Additional references meeting this requirement are not available.

- C. List all clients that have discontinued use of your services since January 1, 2018 and your understanding of their discontinued use of your services. For each client, the list must specify:

1. Client name, include the name, title, address, e-mail address, and phone number of a person whom we may contact to confirm as needed,
2. The type of work your company provided to the client,
3. Contract effective dates for the time period(s) (beginning and end dates) your company provided services to the client, 4) Reason discontinued.

We do not have any in this time period.

Sherri Chatham
Pathways Counseling, PLLC

B. List up to three governmental clients for whom your company has provided one or more of the services requested in this RFP. If possible, please list three additional clients besides any previously listed references. For each client, specify the type of work performed by your company, the average number of individuals participating in the program, and the period-of-time retained as a client. For each client, the list must specify:

- 1) Client name, include the name, title, address, e-mail address, and phone number of a person whom we may contact to confirm as needed,
- 2) The type of work your company provided to the client,
- 3) Contract effective dates for the time-period(s) (beginning and end dates) your company provided services to the client.

Mississippi Bureau of Narcotics
6090 I-55 South Frontage Rd.
Byram, MS 39273
Phone: (601) 987-1218
(601) 371-3695

Pathways Counseling, PLLC provided psychotherapy for the employees.

The effective dates of service: began on 01/2005 and ended on 07/2019.

C. List all clients that have discontinued use of your services since January 1, 2018 and your understanding of their discontinued use of your services. For each client, the list must specify:

- 1) Client name, include the name, title, address, e-mail address, and phone number of a person whom we may contact to confirm as needed,
- 2) The type of work your company provided to the client,
- 3) Contract effective dates for the time-period(s) (beginning and end dates) your company provided services to the client,
- 4) Reason discontinued.

Mississippi Department of Corrections
Personnel Services
301 North Lamar Street
Jackson, MS 39201
601-359-5600

Pathways Counseling, PLLC provided psychotherapy for the employees.

The effective dates of service: began on 01/2005 and ended on 07/2019.

Section 3. References

A. List up to three clients for whom your company has provided services similar to those requested in this RFP. For each client, specify the type of recovery program services provided by your client, the average number of individuals participating in the program, and the period of time retained as client. For each client, the list must specify:

1) Client name, include the name, title, address, email address, and phone number of a person whom we contact to confirm as needed.

a) Mississippi United Methodist Conference

Rev. Dayna Goff, MSAC Director of Connectional Ministries &
Spiritual Leadership

320 C Briarwood Drive

Jackson MS 39206

Office: 601-354-0515

Email: dgoff@mississippi-umc.org

Note: Rev Trey Harper was the Director of Spiritual Leadership until June 30, 2025. Rev. Dayna Goff took this position on July 1, 2025. Professionals Health Network (PHN) worked closely with Rev. Harper.

Email: tharper@mississippi-umc.org

Average # of participants: 8

b) Mississippi State Board of Dental Examiners

Denny Hydrick, Executive Director

Nick Hardwick, Senior Investigator

715 S Pear Orchard Road Suite 200

Ridgeland MS 39157

Email: denny@dentalboard.ms.gov

Office 601-944-9622

Average # of participants: 19

c) Mississippi Board of Veterinary Medicine

Nancy Christiansen, Executive Director

1089D Stark Road

Starkville MS 39759

Office: 662-324-9380

Email: n.christiansen@mississippivetboard.org

Average # of participants: 6

a-b: The type of work we provide to the above-mentioned clients and to all our clients is assistance with investigation, intervention, referral for evaluation and treatment, continuing care monitoring with toxicology, participant support and earned advocacy. PHN provides continuing education on all topics related to professionals health and wellness.

3) Contract effective dates for the time period(s) (beginning and end dates) your company provided services to the client.

- a) July 1, 2010 – present
- b) July 1, 2010 – present

C. List all clients that have discontinued use of your services since January 1, 2018 and your understanding of their discontinued use of your services.

None

Comment: We receive a number of self-referrals, referrals from treatment centers, etc of various healthcare professionals with whom we do not have a formal licensure board contract. Some boards do not see professional impairment as a significant issues. Others believe they lack the funds to participate formally.

Section 3 – References

If two or more of the following reference requirements are met by the same client, list additional clients so there are at least three (3) clients listed for each section. If you are unable to provide three (3) clients for each reference, provide as many as you have and indicate in the response additional references meeting this requirement are not available.

A. List up to three clients for whom your company has provided services like those requested in this RFP. For each client, specify the type of recovery program services provided by your client, the average number of individuals participating in the program, and the period retained as a client. For each client, the list must specify:

A. Current Clients**Oregon Health Professionals' Services Program**

Contact: Jennifer Jolley | 155 Cottage St NE, Salem, OR 97301-3966 | 971-900-7695

Type of Work: Health professionals' services monitoring program

Contract Dates: 2010 – Present | Avg. Participants: 70

 Delaware Professional Health Monitoring Program (DPHMP)

Contact: Shauna Slaughter | 861 Silver Lake Blvd Ste 203, Dover, DE 19904 | 302-739-4522 Type of

Work: Professionals services monitoring program

Contract Dates: 2013 – Present | Avg. Participants: ~70

Large Health System in Delaware

Type of Work: Health employees professionals monitoring program Contract Dates: 2019 – Present |

Avg. Participants: ~30

B. Governmental Clients**County of San Mateo**

Contact: Kim Pearson | 650-363-4656

Type of Work: Employee Assistance Programs (EAP) *o referral*

Contract Dates: 1/1/2020 – 12/31/2027 | Avg. Participants: 5,904

*Actually worked w/ Clauernment - bought by Uprise***Napa County**

Contact: Olivia Soria | 707-253-4945

Type of Work: Employee Assistance Programs (EAP)

Contract Dates: 1/1/2014 – 12/31/2026 | Avg. Participants: 3,494

Alameda County

Contact: Kimberly Marks | 510-272-6920

Type of Work: Employee Assistance Programs (EAP)

Contract Dates: 1/1/2003 – 3/31/2026 | Avg. Participants: 9,249

C. Clients Discontinued Since January 1, 2018**UCSF Benioff Children's Hospital**

Contact: Paula Garcia | 510-610-9214

Type of Work: Employee Assistance Programs (EAP)

Contract Dates: 10/1/2004 – 7/5/2025 | Avg. Participants: 2,672

Term Reason: 7/5/2025, University of California is acquiring the hospital including all benefits, which will move to University of California benefits. Losing the broker as well.

Umpqua Bank

Contact: Bernice Gonzalez | 949-745-1608

Type of Work: Employee Assistance Programs (EAP)

Contract Dates: 1/1/2011 – 12/31/2025 | Avg. Participants: 4,750

Term Reason: 12/31/2025, Umpqua Bank merging with several other banks and moving EAP to known EAP of other banks.

Bashas, Inc.

Contact: Joseph Troche | 480-895-9350

Type of Work: Employee Assistance Programs (EAP)

Contract Dates: 7/1/2021 – 12/31/2025 | Avg. Participants: 3,400

Term Reason: 12/31/2025, Bashas went through an acquisition where benefits were merged with the parent company's offering.

Reference Checks
RFx Number 3180002700
Request for Proposals for Pharmacy Professionals Recovery Program Services
Procurement Reference Score Sheet

TO BE COMPLETED BY AGENCY STAFF ONLY

Company Name: Uprise Health
Reference Name: Oregon Professional Health Monitoring Program
Person Contacted, Title/Position: Brianne Efremoff, Compliance Director
Date/Time Contacted: 9/16/25 4:00
Service From/To Dates: ~~2010 to present~~ 2010 to present

Was the working relationship positive? Was there good communication?	<u>Yes</u>	No
Satisfied with the recovery services provided? If no, please explain. <i>lyr</i>	<u>Yes</u>	No
What was the referral process when a licensee was directed to them?	<u>Yes</u>	No
Was there a good evaluation process of the participant and sufficient vendors for the participants to work with? <i>Approved evaluator list w/ minimum requirements/qualifications</i>	<u>Yes</u>	No
How did the vendor go about meeting with participants (i.e. in person, virtual)? <i>Does outreach in community as well; self-report</i>	<u>Yes</u>	No
Would you enter into a contract with them again? <i>Doesn't know what else</i>	Yes	No
Would you recommend them? <i>Renewed 5 yrs. all their</i>	Yes	No
Any general comments or concerns? <i>Communication issues remoteness contributes to this; but have worked through it;</i>	Yes	No

Offeror must have a minimum of 6 "yes" answers on the questions above from three references (total of 18 "yes" answers) to receive points for this item.

Score: Pass/Fail

Do you have any business, professional or personal interest in the vendor's organization? If yes, please explain.	Yes	<u>No</u>
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A "yes" to the above question may result in an automatic disqualification of the provided reference; therefore, resulting in a score of zero as responses to previous questions become null and void.

Notes: *Some staffing changes but back on track w/ communicate; a few hiccups but better now; need staff orientation if changes; Report to Board to meet 95% of targets;*

Called by: Avery Lee General Counsel 9/16/25
Signature Title Date

Reference Checks
RFX Number 3180002700
Request for Proposals for Pharmacy Professionals Recovery Program Services
Procurement Reference Score Sheet

TO BE COMPLETED BY AGENCY STAFF ONLY

Company Name: Uprise Health
Reference Name: County of San Mateo
Person Contacted, Title/Position: Kim Pearson, E'ye Benefits Manager
Date/Time Contacted: 9/16/25 12:00
Service From/To Dates: just renewed ~~2020~~ 2010 → 2027

Was the working relationship positive? Was there good communication?	<u>Yes</u>	No
Satisfied with the recovery services provided? If no, please explain.	<u>Yes</u>	No
What was the referral process when a licensee was directed to them?	<u>Yes</u>	No
Was there a good evaluation process of the participant and sufficient vendors for the participants to work with?	<u>Yes</u>	No
How did the vendor go about meeting with participants (i.e. in person, virtual)?	<u>Yes</u>	No
Would you enter into a contract with them again?	<u>Yes</u>	No
Would you recommend them?	<u>Yes</u>	No
Any general comments or concerns?	<u>Yes</u>	No

Very easy to assist; when requested for more robust reporting vendor worked with to do;

Offeror must have a minimum of 6 "yes" answers on the questions above from three references (total of 18 "yes" answers) to receive points for this item.

Score: Pass/Fail

Do you have any business, professional or personal interest in the vendor's organization? If yes, please explain.	Yes	No
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A "yes" to the above question may result in an automatic disqualification of the provided reference; therefore, resulting in a score of zero as responses to previous questions become null and void.

Notes: *listens to feedback and works to find a solution; Participants indicate satisfaction; referrals prompt a work with participant to route to appropriate clinician & will make appt. if need; staffing meets needs of participant*

Called by: Amy Lee General Counsel 9/16/25
 Signature Title Date

Reference Checks
RFx Number 3180002700
Request for Proposals for Pharmacy Professionals Recovery Program Services
Procurement Reference Score Sheet

TO BE COMPLETED BY AGENCY STAFF ONLY

Company Name: Uprise Health

Reference Name: Shauna Slaughter

Person Contacted, Title/Position: Delaware Professional Health Monitoring Program

Date/Time Contacted: 9/16 left message - she said she would send to appropriate person to call back.

Service From/To Dates: 2013 to present

Was the working relationship positive? Was there good communication?	Yes	No
Satisfied with the recovery services provided? If no, please explain.	Yes	No
What was the referral process when a licensee was directed to them?	Yes	No
Was there a good evaluation process of the participant and sufficient vendors for the participants to work with?	Yes	No
How did the vendor go about meeting with participants (i.e. in person, virtual)?	Yes	No
Would you enter into a contract with them again?	Yes	No
Would you recommend them?	Yes	No
Any general comments or concerns?	Yes	No

Offeror must have a minimum of 6 "yes" answers on the questions above from three references (total of 18 "yes" answers) to receive points for this item.

Score: Pass/Fail

Do you have any business, professional or personal interest in the vendor's organization? If yes, please explain.	Yes	No
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A "yes" to the above question may result in an automatic disqualification of the provided reference; therefore, resulting in a score of zero as responses to previous questions become null and void.

Notes: _____

Called by: _____
Signature Title Date

Reference Checks
RFx Number 3180002700
Request for Proposals for Pharmacy Professionals Recovery Program Services
Procurement Reference Score Sheet

TO BE COMPLETED BY AGENCY STAFF ONLY

Company Name: Mississippi Association of Recovering Pharmacists
Reference Name: TPRN
Person Contacted, Title/Position: Nancy Hooper, Executive Program Director
Date/Time Contacted: 9/16/2025 12:20pm
Service From/To Dates: does not know exact dates*

Was the working relationship positive? Was there good communication?	<u>Yes</u>	No
Satisfied with the recovery services provided? If no, please explain.	<u>Yes</u>	No
What was the referral process when a licensee was directed to them?	<u>Yes</u>	No
Was there a good evaluation process of the participant and sufficient vendors for the participants to work with? <u>MARP suggests facilities for evals</u>	<u>Yes</u>	No
How did the vendor go about meeting with participants (i.e. in person, virtual)?	<u>Yes</u>	No
Would you enter into a contract with them again?	<u>Yes</u>	No
Would you recommend them?	<u>Yes</u>	No
Any general comments or concerns? <u>↓</u>	<u>Yes</u>	No

"Best that pharmacists help other pharmacists (more successful program)"
Offeror must have a minimum of 6 "yes" answers on the questions above from three references (total of 18 "yes" answers) to receive points for this item.

Score: Pass/Fail

Do you have any business, professional or personal interest in the vendor's organization? If yes, please explain.	Yes	<u>No</u>
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A "yes" to the above question may result in an automatic disqualification of the provided reference; therefore, resulting in a score of zero as responses to previous questions become null and void.

Notes: * Nancy took on her role in November 2022. Prior to this her predecessor, Dr. Bettina Black worked with MARP for several years. Nancy thinks 3-4 years.

Called by: Catrina White Signature Director of Compliance Title 9/16/2025 Date

Reference Checks
RFx Number 3180002700
Request for Proposals for Pharmacy Professionals Recovery Program Services
Procurement Reference Score Sheet

TO BE COMPLETED BY AGENCY STAFF ONLY

Company Name: Mississippi Association of Recovering Pharmacists
Reference Name: Professional Resource Network
Person Contacted, Title/Position: Deborah Shaw, Case Manager
Date/Time Contacted: 9/16/2025 1:00pm
Service From/To Dates: August 2022 - present

Was the working relationship positive? Was there good communication?	<u>Yes</u>	No
Satisfied with the recovery services provided? If no, please explain.	<u>Yes</u>	No
What was the referral process when a licensee was directed to them?	<u>Yes</u>	No
Was there a good evaluation process of the participant and sufficient vendors for the participants to work with? <u>Licensee had already been evaluated.</u>	Yes	No
How did the vendor go about meeting with participants (i.e. <u>in person</u> , virtual)?	<u>Yes</u>	No
Would you enter into a contract with them again?	<u>Yes</u>	No
Would you recommend them?	<u>Yes</u>	No
Any general comments or concerns? <u>See below</u>	Yes	No

Offeror must have a minimum of 6 "yes" answers on the questions above from three references (total of 18 "yes" answers) to receive points for this item.

Score: Pass/Fail

Do you have any business, professional or personal interest in the vendor's organization? If yes, please explain.	Yes	<u>No</u>
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A "yes" to the above question may result in an automatic disqualification of the provided reference; therefore, resulting in a score of zero as responses to previous questions become null and void.

Notes: Always available, one of the better recovery programs to work with

Called by: Catrina White Director of Compliance 9/16/2025
Signature Title Date

Reference Checks
RFx Number 3180002700
Request for Proposals for Pharmacy Professionals Recovery Program Services
Procurement Reference Score Sheet

TO BE COMPLETED BY AGENCY STAFF ONLY

Company Name: Mississippi Association of Recovering Pharmacists

Reference Name: Louisiana Board of Pharmacy

Person Contacted, Title/Position: Carlos Finalet III, General Counsel

Date/Time Contacted: 9/16/2025 2:55pm

Service From/To Dates: Approximately 10 years - Present

Was the working relationship positive? Was there good communication?	<u>Yes</u>	No
Satisfied with the recovery services provided? If no, please explain.	<u>Yes</u>	No
What was the referral process when a licensee was directed to them?	<u>Yes</u>	No
Was there a good evaluation process of the participant and sufficient vendors for the participants to work with? <u>MARP does not provide evaluations</u>	<u>Yes</u>	No
How did the vendor go about meeting with participants (i.e. in person, virtual)?	<u>Yes</u>	No
Would you enter into a contract with them again?	<u>Yes</u>	No
Would you recommend them?	<u>Yes</u>	No
Any general comments or concerns? <u>* See below</u>	<u>Yes</u>	No

Offeror must have a minimum of 6 "yes" answers on the questions above from three references (total of 18 "yes" answers) to receive points for this item.

Score: Pass/Fail

Do you have any business, professional or personal interest in the vendor's organization? If yes, please explain.	Yes	<u>No</u>
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A "yes" to the above question may result in an automatic disqualification of the provided reference; therefore, resulting in a score of zero as responses to previous questions become null and void.

Notes: * professional, always timely, Louisiana is looking to mirror the program instead of their Board staff

Called by: Catrina White Director of Compliance 9/16/2025
Signature Title Date

SECTION 3. REFERENCES

A. List up to three clients for whom your company has provided services similar to those requested in this RFP. For each client, specify the type of recovery program services provided by your client, the average number of individuals participating in the program, and the period-of-time retained as a client. For each client, the list must specify:

- 1) Client name, include the name, title, address, e-mail address, and phone number of a person whom we may contact to confirm as needed,
- 2) The type of work your company provided to the client,
- 3) Contract effective dates for the time-period(s) (beginning and end dates) your company provided services to the client.

Kelly White, LPC-S, NCC, BC-TMH
Lead Mental Health Counselor
Raymond Campus, Denton Hall 209
P.O. Box 1100
Raymond, MS 39154
Office: 601-857-3611
kelly.white@hindsgcc.edu

Relevant

Pathways Counseling, PLLC provides a counseling program for students and employees.
The contract began on 04/2020 and renews annually.

Med-Tegh Solutions, Inc
544 Keyway Drive
Flowood, MS 39232
Owner: Kevin Parkman
Phone: 601-932-1008

601-941-3300

Pathways Counseling, PLLC provides clients to be screened for drug usage.
The contract began on 01/2019 and renews annually.

not relevant

Mississippi College
200 S Capitol St
Clinton, MS 39056
Kayla Acklin
kacklin@mc.edu

Office: Lowery 112
Pathways Counseling, PLLC provides internships for the counseling students.
The contract began on 08/2025 and renews annually.

not relevant

Sherri Chatham
Pathways Counseling, PLLC

- B.** List up to three governmental clients for whom your company has provided one or more of the services requested in this RFP. If possible, please list three additional clients besides any previously listed references. For each client, specify the type of work performed by your company, the average number of individuals participating in the program, and the period-of-time retained as a client. For each client, the list must specify:
- 1) Client name, include the name, title, address, e-mail address, and phone number of a person whom we may contact to confirm as needed,
 - 2) The type of work your company provided to the client,
 - 3) Contract effective dates for the time-period(s) (beginning and end dates) your company provided services to the client.

Mississippi Bureau of Narcotics
6090 I-55 South Frontage Rd.
Byram, MS 39273

Phone: (601) 987-1218
(601) 371-3695

Pathways Counseling, PLLC provided psychotherapy for the employees.
The effective dates of service: began on 01/2005 and ended on 07/2019.

- C.** List all clients that have discontinued use of your services since January 1, 2018 and your understanding of their discontinued use of your services. For each client, the list must specify:
- 1) Client name, include the name, title, address, e-mail address, and phone number of a person whom we may contact to confirm as needed,
 - 2) The type of work your company provided to the client,
 - 3) Contract effective dates for the time-period(s) (beginning and end dates) your company provided services to the client,
 - 4) Reason discontinued.

Mississippi Department of Corrections
Personnel Services
301 North Lamar Street
Jackson, MS 39201
601-359-5600

Pathways Counseling, PLLC provided psychotherapy for the employees.
The effective dates of service: began on 01/2005 and ended on 07/2019.

Sherri Chatham
Pathways Counseling, PLLC

The program was discontinued when Pathways Counseling, PLLC left the facility providing the service.

Mississippi Department of Revenue
JACKSON DISTRICT

Mailing Address: P.O. Box 1033 Jackson, MS 39215-1033

Physical Address: 500 Clinton Center Drive Clinton, MS 39056

Phone: (601) 923-7300 **Fax:** (601) 923-7318

Pathways Counseling, PLLC provided psychotherapy for the employees.

The effective dates of service: began on 01/2005 and ended on 07/2019.

The program was discontinued when Pathways Counseling, PLLC left the facility providing the service.

Reference Checks
RFx Number 3180002700
Request for Proposals for Pharmacy Professionals Recovery Program Services
Procurement Reference Score Sheet

TO BE COMPLETED BY AGENCY STAFF ONLY

Company Name: Pathways
Reference Name: Kelly White / Raymond Campus of Hinds CC
Person Contacted, Title/Position: Kelly White
Date/Time Contacted: 9/16/25 attempted 12:00, 1:15, 2:41 no answer no machine
 9/17/25 11:25
Service From/To Dates: 4 to 5 years

Was the working relationship positive? Was there good communication?	☒ Yes	☐ No
Satisfied with the recovery services provided? If no, please explain.	☒ Yes	☐ No
What was the referral process when a licensee was directed to them?	☒ Yes	☐ No
Was there a good evaluation process of the participant and sufficient vendors for the participants to work with?	☒ Yes	☐ No
How did the vendor go about meeting with participants (i.e. in person, virtual)? Both options offered, but initial intake in person	☒ Yes	☐ No
Would you enter into a contract with them again?	☒ Yes	☐ No
Would you recommend them?	☒ Yes	☐ No
Any general comments or concerns? Sm. reporting issues but worked through them.	☒ Yes	☐ No

Offeror must have a minimum of 6 "yes" answers on the questions above from three references (total of 18 "yes" answers) to receive points for this item.

Score: Pass/Fail

Do you have any business, professional or personal interest in the vendor's organization? If yes, please explain.	☐ Yes	☒ No
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A "yes" to the above question may result in an automatic disqualification of the provided reference; therefore, resulting in a score of zero as responses to previous questions become null and void.

Notes: EAP + counseling services for students; failed drug screen re: assistance of Pathways for reapplication; no details just notes completion; reporting process had issues but we able to work through it; responsive to feedback students/athletes

Called by: Amy Lee **General Counsel** **9/17/25**
 Signature Title Date

Reference Checks
RFx Number 3180002700
Request for Proposals for Pharmacy Professionals Recovery Program Services
Procurement Reference Score Sheet

TO BE COMPLETED BY AGENCY STAFF ONLY

Company Name: Pathways
Reference Name: Kevin Parkman w/ Med-Tech Solutions
Person Contacted, Title/Position:
Date/Time Contacted: 9/16/25 1:30
Service From/To Dates: 2019 — annual renewal

Was the working relationship positive? Was there good communication?	<u>Yes</u>	No	
Satisfied with the recovery services provided? If no, please explain.	Yes	<u>No</u>	N/A
What was the referral process when a licensee was directed to them?	Yes	<u>No</u>	N/A
Was there a good evaluation process of the participant and sufficient vendors for the participants to work with?	Yes	<u>No</u>	N/A
How did the vendor go about meeting with participants (i.e. in person, virtual)?	Yes	<u>No</u>	N/A
Would you enter into a contract with them again?	<u>Yes</u>	No	
Would you recommend them?	<u>Yes</u>	No	
Any general comments or concerns? <u>Not relevant</u>	Yes	No	

Offeror must have a minimum of 6 "yes" answers on the questions above from three references (total of 18 "yes" answers) to receive points for this item.

Score: Pass/Fail

Do you have any business, professional or personal interest in the vendor's organization? If yes, please explain.	Yes	No
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A "yes" to the above question may result in an automatic disqualification of the provided reference; therefore, resulting in a score of zero as responses to previous questions become null and void.

Notes: This reference is not relevant to services
Offeror proposes to provide

Called by: Amy Lee General Counsel 9/16/25
Signature Title Date

Reference Checks
RFx Number 3180002700
Request for Proposals for Pharmacy Professionals Recovery Program Services
Procurement Reference Score Sheet

TO BE COMPLETED BY AGENCY STAFF ONLY

Company Name: Pathways

Reference Name: MS College

Person Contacted, Title/Position: Kayla Acklin

Date/Time Contacted: ①

Service From/To Dates:

Was the working relationship positive? Was there good communication?	Yes	No
Satisfied with the recovery services provided? If no, please explain.	Yes	No
What was the referral process when a licensee was directed to them?	Yes	No
Was there a good evaluation process of the participant and sufficient vendors for the participants to work with?	Yes	No
How did the vendor go about meeting with participants (i.e. in person, virtual)?	Yes	No
Would you enter into a contract with them again?	Yes	No
Would you recommend them?	Yes	No
Any general comments or concerns?	Yes	No

Offeror must have a minimum of 6 "yes" answers on the questions above from three references (total of 18 "yes" answers) to receive points for this item.

Score: Pass/Fail

Do you have any business, professional or personal interest in the vendor's organization? If yes, please explain.	Yes	No
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A "yes" to the above question may result in an automatic disqualification of the provided reference; therefore, resulting in a score of zero as responses to previous questions become null and void.

Notes: This reference is not relevant to service
offeror provides.

Called by: Amy Lee
Signature

General Counsel
Title

9/16/25
Date

Offeror #4

Section 3. References

A. List up to three clients for whom your company has provided services similar to those requested in this RFP. For each client, specify the type of recovery program services provided by your client, the average number of individuals participating in the program, and the period of time retained as client. For each client, the list must specify:

1) Client name, include the name, title, address, email address, and phone number of a person whom we contact to confirm as needed.

a) Mississippi United Methodist Conference

Rev. Dayna Goff, MSAC Director of Connectional Ministries &
Spiritual Leadership

320 C Briarwood Drive

Jackson MS 39206

Office: 601-354-0515

Email: dgoff@mississippi-umc.org

***Note:** Rev Trey Harper was the Director of Spiritual Leadership until June 30, 2025. Rev. Dayna Goff took this position on July 1, 2025. Professionals Health Network (PHN) worked closely with Rev. Harper.*

Email: tharper@mississippi-umc.org

Average # of participants: 8

b) Mississippi State Board of Dental Examiners

Denny Hydrick, Executive Director

Nick Hardwick, Senior Investigator

715 S Pear Orchard Road Suite 200

Ridgeland MS 39157

Email: denny@dentalboard.ms.gov

Office 601-944-9622

Average # of participants: 19

c) Mississippi Board of Veterinary Medicine

Nancy Christiansen, Executive Director

1089D Stark Road

Starkville MS 39759

Office: 662-324-9380

Email: n-christiansen@mississippivetboard.org

Average # of participants: 6

2) The type of work your company provided to the client,

a-c: The type of work we provide to the above-mentioned clients and to all our clients is assistance with investigation, intervention, referral for evaluation and treatment, continuing care monitoring with toxicology, participant support and earned advocacy. PHN provides continuing education on all topics related to professionals health and wellness.

3) Contract effective dates for the time period(s) (beginning and end dates) your company provided services to the client.

- a) July 1, 2010 – present
- b) July 1, 2010 – present
- c) July 1, 2010 – present

B. List up to three governmental clients for whom your company has provided one or more of the services requested in this RFP. If possible, please list three additional clients besides any previously listed references. For each client, specify the type of work performed by your company, the average number of individuals participating in program, and the period of time retained as a client. For each client, the list must specify:

1) Client name, include the name, title, address, email address, and phone number of a person whom we may contact to confirm as needed,

a) Mississippi State Board of Dental Examiners

Denny Hydrick, Executive Director
Nick Hardwick, Senior Investigator
715 S Pear Orchard Road Suite 200
Ridgeland MS 39157
Email: denny@dentalboard.ms.gov
Office 601-944-9622
Average # of participants: 19

b) Mississippi Board of Veterinary Medicine

Nancy Christiansen, Executive Director
1089D Stark Road
Starkville MS 39759
Office: 662-324-9380
Email: n.christiansen@mississippivetboard.org
Average # of participants: 6

2) The type of work your company provided to the client,

a-b: The type of work we provide to the above-mentioned clients and to all our clients is assistance with investigation, intervention, referral for evaluation and treatment, continuing care monitoring with toxicology, participant support and earned advocacy. PHN provides continuing education on all topics related to professionals health and wellness.

3) Contract effective dates for the time period(s) (beginning and end dates) your company provided services to the client.

- a) July 1, 2010 – present
- b) July 1, 2010 – present

C. List all clients that have discontinued use of your services since January 1, 2018 and your understanding of their discontinued use of your services.

None

Comment: We receive a number of self-referrals, referrals from treatment centers, etc of various healthcare professionals with whom we do not have a formal licensure board contract. Some boards do not see professional impairment as a significant issues. Others believe they lack the funds to participate formally.

Reference Checks
RFx Number 3180002700
Request for Proposals for Pharmacy Professionals Recovery Program Services
Procurement Reference Score Sheet

TO BE COMPLETED BY AGENCY STAFF ONLY

Company Name: Professionals Health Network
Reference Name: MS Bd. of Veterinary Medicine
Person Contacted, Title/Position: Nancy Christiansen, ED
Date/Time Contacted: 12:03 9/17/25
Service From/To Dates: 2010 - present (10 yrs before that by a diff. name)

Was the working relationship positive? Was there good communication?	Yes	No
Satisfied with the recovery services provided? If no, please explain.	Yes	No
What was the referral process when a licensee was directed to them?	Yes	No
Was there a good evaluation process of the participant and sufficient vendors for the participants to work with?	Yes	No
How did the vendor go about meeting with participants (i.e. in person, virtual)?	Yes	No
Would you enter into a contract with them again?	Yes	No
Would you recommend them?	Yes	No
Any general comments or concerns?	Yes	No

Offeror must have a minimum of 6 "yes" answers on the questions above from three references (total of 18 "yes" answers) to receive points for this item.

Score: Pass/Fail

Do you have any business, professional or personal interest in the vendor's organization? If yes, please explain.	Yes	No
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A "yes" to the above question may result in an automatic disqualification of the provided reference; therefore, resulting in a score of zero as responses to previous questions become null and void.

Notes: self-reports have a # and do not know individual.
 Wonderful; proactive; worked w/ diff licensees and been successful; monitoring great; report to them and they have done an intervention; evaluation; if problem add testing; reports were problem initially but quickly address a fix.

Called by: Amy Lee Signature General Counsel Title 9/17/25 Date

Reference Checks
RFx Number 3180002700
Request for Proposals for Pharmacy Professionals Recovery Program Services
Procurement Reference Score Sheet

TO BE COMPLETED BY AGENCY STAFF ONLY

Company Name: PHN

Reference Name: MS Dental Board

Person Contacted, Title/Position: Denny Hydrick, Executive Director

Date/Time Contacted: 9/16 10 am

Service From/To Dates: Long standing

Was the working relationship positive? Was there good communication?	Yes	No
Satisfied with the recovery services provided? If no, please explain.	Yes	No
What was the referral process when a licensee was directed to them positive?	Yes	No
Was there a good evaluation process of the participant and sufficient vendors for the participants to work with?	Yes	No
How did the vendor go about meeting with participants (i.e. in person, virtual)? Was it effective? Both	Yes	No
Would you enter into a contract with them again?	Yes	No
Would you recommend them?	Yes	No
Any general comments or concerns?	Yes	No

Offeror must have a minimum of 6 "yes" answers on the questions above from three references (total of 18 "yes" answers) to receive points for this item.

Score: Pass/Fail

Do you have any business, professional or personal interest in the vendor's organization? If yes, please explain.	Yes	No
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A "yes" to the above question may result in an automatic disqualification of the provided reference; therefore, resulting in a score of zero as responses to previous questions become null and void.

Notes: _____

Called by: Todd Dear _____ Associate Director
Signature Title

9/16/2025
Date

Evaluation Committee Consensus Scoresheet				
Cost (40%)	1	2	3	4
Board Cost (35)	9.4	30.6	35.0	31.0
Participant Cost (5)	4	4.0	0.0	3.0
Management (25%)				
Primary Contact (3)	3	1	2.0	2.0
Medical Director (3)	3	3	1.0	3.0
Other Key Personnel (4)	2	1	1.0	3.0
Structure/Board (2)	0	1	1.0	2.0
References (5)	5	2	1.0	4.0
Document Control (3)	1	0	0.0	3.0
History 5 year (5)	5	3	1.0	4.0
Technical (25%)				
Philosophy (3)	3	0	1.0	3.0
Individual Meeting Freq (4)	4	1	0.0	2.0
Best Practices (3)	3	2	0.0	3.0
Advocacy Example (5)	0	3	0.0	5.0
Insurance (2)	1	1	0.0	2.0
Program Forms (4)	1	4	1.0	4.0
Monitoring Tools (4)	1	3	1.0	3.0
Quality Assurance and Improvement (10%)				
KPIs (2)	1	1	0.0	2.0
Quality (4)	4	0	1.0	4.0
Case Review/Grievance (4)	0	2	0.0	4.0
Total	50.4	62.6	46.0	87.0

Scoring Template

Cost (40%)

Annual Cost to Board

35%

Prorated based on proposals

Monthly Member Fees

5%

Compare based on yearly rate of: 40

Pharmacist, 2 tech, 1 student

Management (25%)

Primary Point of Contact (6.1A)

3%

Medical Director (6.1)

3%

Other Key Personnel (6.1)

4%

Structure/Board of Directors (5.3&5.4)

2%

References (Section 3)

5%

Document Control Policy (5.10)

3%

History over last 5 years (5.5/5.6)

5%

Technical (25%)

Program Philosophy (6.2)

3%

Individual meeting frequency (6.9)

4%

Best Practices (6.7)

3%

Advocacy Example (6.12)

5%

Insurance (5.8)

2%

Program Forms (6.13)

4%

Monitoring Tools (6.3)

4%

Quality Improvement and Governance (10%)

Key Performance Indicators (6.8)

2%

Quality Assurance and Quality Improvement

Structure (5.12)

4%

Administrative/Case Management Review

Committee (6.10) & Grievances/Disagreements

(6.11)

4%

100%

Total Cost to Board

	Total Contract Cost (~4.5 years)	Ratio	Potential Points	Awarded Points
Offeror #1	2,632,158	0.269740646	35	9.4
Offeror #2	811,250	0.875192604	35	30.6
Offeror#3	710,000	1	35	35.0
Offeror#4	802,065	0.885215039	35	31.0

Cost to Participants

Based on 40 Pharmacist, 2 Techs, 1 student

	Yearly Participant Cost Based on Historical Mix	Proposed Points
Offeror #1	-	5 4
Offeror #2	28,800	5 4
Offeror#3	561,000	5 0
Offeror#4	48,792	5 3

LEE , AVERY MOUNGER

From: DEAR , JEREMY TODD
Sent: Tuesday, September 30, 2025 11:52 AM
To: LEE , AVERY MOUNGER
Subject: FW: Intent to Award Announcement: Pharmacy Professionals Recovery Support Contract
Attachments: Notice of Intent to Award and Evaluation Report.pdf

From: DEAR , JEREMY TODD
Sent: Tuesday, September 23, 2025 9:40 AM
To: alex.democskonyi@uprisehealth.com; john.kearney@uprisehealth.com
Subject: Intent to Award Announcement: Pharmacy Professionals Recovery Support Contract

Thank you for your interest in this RFP. We appreciate the time and effort of your team.

Please see attached intent to award and evaluation report. Additional information may be found on our website.

Todd Dear, PharmD, MBA, BCPS
Associate Director
MS Board of Pharmacy
6311 Ridgewood Road
Jackson, MS 39211
601-899-8880 (office) 769-209-3278 (cell)

LEE , AVERY MOUNGER

From: DEAR , JEREMY TODD
Sent: Tuesday, September 30, 2025 11:52 AM
To: LEE , AVERY MOUNGER
Subject: FW: Intent to Award Announcement: Pharmacy Professionals Recovery Support Contract
Attachments: Notice of Intent to Award and Evaluation Report.pdf

From: DEAR , JEREMY TODD
Sent: Tuesday, September 23, 2025 9:56 AM
To: path2anewyou@gmail.com
Subject: Intent to Award Announcement: Pharmacy Professionals Recovery Support Contract

Thank you for your interest in this RFP. We appreciate the time and effort of your team.

Please see attached intent to award and evaluation report. Additional information may be found on our website under news items.

Todd Dear, PharmD, MBA, BCPS
Associate Director
MS Board of Pharmacy
6311 Ridgewood Road
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LEE , AVERY MOUNGER

From: DEAR , JEREMY TODD
Sent: Tuesday, September 23, 2025 9:51 AM
To: Donna Young; docgcarr1@gmail.com
Cc: LEE , AVERY MOUNGER
Subject: Intent to Award Announcement: Pharmacy Professionals Recovery Support Contract
Attachments: Notice of Intent to Award and Evaluation Report.pdf

Thank you for your interest in this RFP. Please see attached intent to award and evaluation report. We look forward to working with you!

I have copied our general counsel, Avery Lee, to this email. Please advise who she needs to connect with to begin the contracting process. We would like to submit this to the state procurement board by 10/1 so we will have a short timeline on getting the contract finalized.

Additional information regarding the RFP may be found on our website under news items. Please let us know if you have any questions.

Todd Dear, PharmD, MBA, BCPS
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LEE , AVERY MOUNGER

From: DEAR , JEREMY TODD
Sent: Tuesday, September 23, 2025 10:07 AM
To: Mississippi Association of Recovering Pharmacists; ROBERT JORDAN
Cc: LEE , AVERY MOUNGER
Subject: Intent to Award Announcement: Pharmacy Professionals Recovery Support Contract
Attachments: Notice of Intent to Award and Evaluation Report.pdf

Thank you for your interest in this RFP. Please see attached intent to award and evaluation report. Additional information regarding the Intent to Award and RFP may be found on our website under news items.

We intend for MARP to continue services pursuant to the contract that is effect through 12/31/2025. Once procurement of the RFP is finalized, our team will be in touch to discuss transitioning the program to the new vendor.

Thank you for you and your organization 's service to the pharmacy profession.

Todd Dear, PharmD, MBA, BCPS
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