

11.11 Attachment 11 – Key Staff Reference Form

Instructions:

For each Key Staff role, provide two (2) Individual References from two different Projects cited in the Attachment 10, Part 2 – Key Staff Minimum Qualification Table, unless only one (1) project is used that meet the MQs identified in this RFP. If only one (1) cited project meets the MQs, then two references from that project are required. Each Individual Reference must clearly identify the Customer/Client Reference individual and that individual's Agency, Department, Organization or Company where Key Staff performed the experience.

The Individual references must be submitted within the Business Proposal as defined within RFP Section 6 – Proposal Structure and Submission including signature of the customer/client reference.

References:

Provide two customer/client references from customers/clients who have first-hand knowledge of the job skills, experience, and abilities cited in the résumé.

The Consortium reserves the right to contact individuals, entities, or organizations who have had contracts or relationships with the Key Staff proposed for this effort, whether or not they are identified as references, to verify that the person has successfully performed their contractual obligations on other similar projects.

Table 1: Key Staff Reference Form

KEY STAFF REFERENCE FORM	
KEY STAFF NAME: ANDREW KEARNS	
PART 1 – REFERENCE'S INFORMATION	
THIS INFORMATION SHOULD MATCH THE INFORMATION PROVIDED IN ATTACHMENT 10 – KEY STAFF QUALIFICATIONS .	
Customer/Client Reference Name:	Natus Sensory
Customer/Client Reference Title:	Multiple
Agency, Department, Organization or Company where staff member performed:	CA DHCS
Project Title on which staff member performed:	California Newborn Hearing Screening Program (NHSP)
Reference Phone Number:	(512) 996-8515
Reference E-mail Address:	walter.reichert@natus.com

Instruction for References: The Contractor staff above has listed you as a reference and is requesting for you to complete this staff Reference Form. Please provide your comments and the appropriate rating based on your experience with the proposed staff.

- Step 1:** Complete Columns 1-2 in Part 2 by marking "yes" or "no" and providing an explanation if needed.
- Step 2:** Complete Part 3 and provide your performance ratings.
- Step 3:** At the bottom of the page, print your name, your company's name, then sign and date.
- Step 4:** Return the completed, signed staff Reference Form to Contractor.

PART 2 – THE REFERENCE MUST COMPLETE THIS TABLE.	
COLUMN 1	COLUMN 2
Did the Contractor provide you with a copy of the completed Attachment 10 – Key Staff Qualifications for the Contractor's staff named at the top of this page prior to your completion of this form?	Did the Contractor's staff named at the top of this page perform the services described in Attachment 10 – Key Staff Qualifications , including the functions as described and the time period provided on the project(s) that lists you as a contact?
☒ Yes ☐ No	☒ Yes ☐ No (If "No" checked, explain here.)
PART 3 – THE REFERENCE MUST COMPLETE THIS TABLE.	
THE REFERENCE SHALL COMPLETE PERFORMANCE AND ABILITIES STATEMENTS FOR THE PROPOSED CANDIDATE AND OVERALL PERFORMANCE RATING.	
Performance and Ability Statements	
1. Describe the performance of the Contractor's staff during this engagement. Ambire Consulting Inc. (Ambire) has been responsive to all requests for their contracted obligations. Ambire's performance has been exemplary during our contracted period.	

2. Describe the ability of the Contractor's staff to perform the contractually, required Work in a timely manner.

Ambire has provided all required Work in a timely manner. All technical and leadership roles have performed well and provided all Quality Assurance Services on time and within budget.

3. Describe the verbal and written communication skills of the Contractor's staff.

Ambire has provided documentation as requested and all have shown very good written communication skills and accuracy for the topic. Ambire has shown excellent verbal communication skills to include accuracy and clarity of topic.

4. Describe the ability of the Contractor's staff to engage in positive working relationships with other coworkers.

The working relationship between our staff and Ambire staff has been positive. All staff interactions have been professional.

5. Describe the knowledge of the Contractor's staff in the required areas of expertise.

Ambire has provided knowledgeable staff in the Quality Assurance area to include testing expertise and understanding the implementation process. The staff have provided technical teams for newborn hearing screening oversight and database administration.

6. How well did the Contractor handled engagement with end users and User input.

All interactions with the end users by Ambire was professional and provided the technical expertise required for the engagement.

7. Would you rehire this person?

We would rehire Ambire and have hired the Ambire team for additional projects in other areas. Ambire has been an excellent partner and completed all tasks requested.

8. Optional Comments:

On a scale of 1-10, with 1 being the lowest and 10 being the highest, how would you rate this individual's overall performance?

10

By signing this form, the Reference is certifying that all information provided on this form is correct.

Walter Reichert, Director
Name of Reference (print)

Walter Reichert
Signature of Reference

Natus Sensory

Name of Company Reference (print)

10/13/25
Date

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The Individual references must be submitted within the Business Proposal as defined within RFP Section 6 – Proposal Structure and Submission including signature of the customer/client reference.

References:

Provide two customer/client references from customers/clients who have first-hand knowledge of the job skills, experience, and abilities cited in the résumé.

The Consortium reserves the right to contact individuals, entities, or organizations who have had contracts or relationships with the Key Staff proposed for this effort, whether or not they are identified as references, to verify that the person has successfully performed their contractual obligations on other similar projects.

Step 2: Complete Part 3 and provide your performance ratings.

Step 3: At the bottom of the page, print your name, your company's name, then sign and date.

Step 4: Return the completed, signed staff Reference Form to Contractor.

Customer/Client Reference	Contractor Reference
Did the Contractor provide you with a copy of the proposed Attachment 11 – Key Staff Reference Form of the Contractor's staff named _____ at the top of this page prior to your completion of this form?	Did the Contractor staff member named _____ on page perform the services described in Attachment 10 – Key Staff Qualifications within the time period provided in the project that it's your or not project?
☒ Yes ☐ No If "No" checked, explain why.	☒ Yes ☐ No If "No" checked, explain why.

Performance and Ability Statements

Describe the performance of the Contractor's staff during this engagement.

The Staff provided professional AWS Support and Service. They helped create our AWS pipeline and kept our uptime at 99.99%

Table 1: Key Staff Reference Form

KEY STAFF REFERENCE FORM	
KEY STAFF NAME: ANDREW KEARNS	
PART 1 – REFERENCE'S INFORMATION	
THIS INFORMATION SHOULD MATCH THE INFORMATION PROVIDED IN ATTACHMENT 10 – KEY STAFF QUALIFICATIONS .	
Customer/Client Reference Name:	Joe Amato, VP Engineering
Customer/Client Reference Title:	Cloud native AWS
Agency, Department, Organization or Company where staff member performed:	Multiple States
Project Title on which staff member performed:	AWS
Reference Phone Number:	(631) 873-7410
Reference E-mail Address:	jamato@safeinhome.com

Instruction for References: The Contractor staff above has listed you as a reference and is requesting for you to complete this staff Reference Form. Please provide your comments and the appropriate rating based on your experience with the proposed staff.

- Step 1:** Complete Columns 1-2 in Part 2 by marking "yes" or "no" and providing an explanation if needed.
- Step 2:** Complete Part 3 and provide your performance ratings.
- Step 3:** At the bottom of the page, print your name, your company's name, then sign and date.
- Step 4:** Return the completed, signed staff Reference Form to Contractor.

PART 2 – THE REFERENCE MUST COMPLETE THIS TABLE.	
COLUMN 1	COLUMN 2
Did the Contractor provide you with a copy of the completed Attachment 10 – Key Staff Qualifications for the Contractor's staff named at the top of this page prior to your completion of this form?	Did the Contractor's staff named at the top of this page perform the services described in Attachment 10 – Key Staff Qualifications , including the functions as described and the time period provided on the project(s) that lists you as a contact?
☒ Yes ☐ No	☒ Yes ☐ No (If "No" checked, explain here.)
PART 3 – THE REFERENCE MUST COMPLETE THIS TABLE.	
THE REFERENCE SHALL COMPLETE PERFORMANCE AND ABILITIES STATEMENTS FOR THE PROPOSED CANDIDATE AND OVERALL PERFORMANCE RATING.	
Performance and Ability Statements	
1. Describe the performance of the Contractor's staff during this engagement. <i>The Staff provided professional AWS Support and services. They helped create our CICD pipeline and kept our uptime @ 99.99%</i>	

2. Describe the ability of the Contractor's staff to perform the contractually, required Work in a timely manner.

Staff was available for all team meetings, provided extra time on projects when needed. Work had minimal defects and easily supportable.

3. Describe the verbal and written communication skills of the Contractor's staff.

All verbal and written communication was professional and exemplary.

4. Describe the ability of the Contractor's staff to engage in positive working relationships with other coworkers.

Our teams integrated amazingly well. The teams worked well together, with no ego and no strife.

5. Describe the knowledge of the Contractor's staff in the required areas of expertise.

They provided excellence and guidance to our team. They filled in in areas that we were deficient in.

6. How well did the Contractor handled engagement with end users and User input.

All engagements were professional. They provided input in a clear and engaging way.

7. Would you rehire this person?

Absolutely, without hesitation.

8. Optional Comments:

On a scale of 1-10, with 1 being the lowest and 10 being the highest, how would you rate this individual's overall performance? 10

By signing this form, the Reference is certifying that all information provided on this form is correct.

Joe Amato, VP Engineering
Name of Reference (print)

Joe S. Amato
Signature of Reference

SafeInHome
Name of Company Reference (print)

10/10/2025
Date



Andrew Kearns <andrew.kearns@ambireconsulting.com>

FW: Ambire Reference 2025 10 10

Joe Amato <jamato@safeinhome.com>
To: Andrew Kearns <andrew.kearns@ambireconsulting.com>

Wed, Oct 22, 2025 at 5:00 PM

Reference for Ambire also applies to Andrew Kearns

Joe Amato

V.P. Engineering



Direct: 631-873-7410

Email: jamato@safeinhome.com

Web: www.safeinhome.com



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[Quoted text hidden]

Andrew Kearns <andrew.kearns@ambireconsulting.com>

CalSAWS Reference

Walter Reichert <Walter.Reichert@natus.com>
To: Andrew Kearns <andrew.kearns@ambireconsulting.com>

Thu, Oct 23, 2025 at 8:57 PM

Reference for Ambire also applies to Andrew Kearns

Thank you,
Walter

Walter Reichert

Director, Neometrics

Mobile: 512 996 8515 | walter.reichert@natus.com

50 Commerce Drive, Suite 180, Schaumburg, IL 60173 USA | natus.com



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From: Andrew Kearns <andrew.kearns@ambireconsulting.com>
Sent: Wednesday, October 22, 2025 2:54 PM
To: Walter Reichert <Walter.Reichert@natus.com>
Subject: Re: [External Email] CalSAWS Reference

Walter,

Good afternoon.

Thank you very much for the reference.

In order to clarify that the reference for Ambire also contains myself, can you please respond to this email with:

Reference for Ambire also applies to Andrew Kearns

Thank you,

Andrew Kearns

President & CEO

Ambire Consulting, Inc.

(408) 583-4886 x1994 | (408) 608-3238

2033 Gateway Place, Suite 500
San Jose, CA 95110

On Mon, Oct 13, 2025 at 3:25 PM Walter Reichert <Walter.Reichert@natus.com> wrote:

Andrew,

You only needed me to fill out the reference form, correct?

Take a look and if you need me to add more of the work you did, I can do that.

Thank you,
Walter

Walter Reichert

Director, Neometrics

Mobile: 512 996 8515 | walter.reichert@natus.com

50 Commerce Drive, Suite 180, Schaumburg, IL 60173 USA | natus.com

natus.
sensory

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From: Andrew Kearns <andrew.kearns@ambireconsulting.com>
Sent: Friday, October 10, 2025 11:25 AM
To: Walter Reichert <Walter.Reichert@natus.com>
Subject: [External Email] CalSAWS Reference

Walter,

Good morning.

Have attached the recommendation discussed, for NTT Data response to CalSAWS RFP.

The attachments (**bolded is the main**):

1. CalSAWS RFP
2. CA DHCS NHSP description from website
3. Our Natus subcontract work since 2012, aggregated by function.
4. ChatGPT analysis uses DHCS description and our subcontract work to answer the questions in this RFP form. It is for Ambire, using myself as the placeholder.
5. **Reference form.**

Andrew Kearns

President & CEO

Ambire Consulting, Inc.

(408) 583-4886 x1994 | (408) 608-3238

[2033 Gateway Place, Suite 500](#)
San Jose, CA 95110

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