

KEY STAFF REFERENCE FORM	
KEY STAFF NAME: DAN DEAN	
PART 1 – REFERENCE'S INFORMATION	
THIS INFORMATION SHOULD MATCH THE INFORMATION PROVIDED IN ATTACHMENT 10 – KEY STAFF QUALIFICATIONS .	
Customer/Client Reference Name:	Dave Kohn
Customer/Client Reference Title:	Chief Information Officer (CIO)
Agency, Department, Organization or Company where staff member performed:	JFCS (formerly with Alameda County and Accenture Health and Public Service (HPS) North America)
Project Title on which staff member performed:	Various Projects
Reference Phone Number:	(650) 619-5597
Reference E-mail Address:	dave.kohn@jfcs.org

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. Dan was one of the leading Quality Assurance (QA) directors across all of Accenture. He demonstrated in-depth understanding of both technical and functional requirements of the projects he supported, and provided valuable guidance across all facets of project and engagement delivery. Dan brought a practitioner's perspective to his work as QA Director, which allowed him to understand the challenges facing the projects and bring practical, real-world solutions and suggestions. I consider Dan a valued and trusted expert, and often learned something new and valuable from him whenever we worked together.	

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

Dan always demonstrated the principle that you shouldn't promise what you can't deliver. This applies specifically to meeting deadlines; if Dan and his team commit to a date, they will meet it, or be able to explain in clear and accurate terms what has changed to impact delivery.

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

Dan's verbal and written communication is excellent. He is able to articulate complex concepts and challenging situations in clear, understandable language that meets the needs of his audience. His approach is to present information clearly and without embellishment, to focus on the important messages and avoid ambiguity.

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

The best evidence of Dan's ability to build working relationships is in the length of his tenure in his engagements, often spanning many years. Dan builds relationships through a combination of professionalism, compassion and mutual respect. Dan gains trust by being consistent in his approach and always delivering what he promises. And Dan establishes long-term respect by following up and following through, regardless of the potential cost to himself.

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

Dan brings extensive expertise in leading Quality Assurance (QA) for large-scale IT initiatives in Health and Human Services and related public sector systems across North America. He has directed QA reviews on multi-million-dollar projects, ensuring compliance with standards, risk mitigation, and client data protection, while overseeing project governance, financial controls, and deliverable tracking. His skills include estimating and forecasting, requirements traceability, legal and compliance oversight (including HIPAA), and coordination of solution design and delivery across multiple states.

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

Dan has a deep understanding that technology projects are only as successful as the extent to which they are usable and useful. To that end, he considers the involvement of users in the projects he oversees, not just in the testing and training at the end of the project, but also throughout the project lifecycle. Dan understands that the biggest challenges facing large technology projects are often related more to the human aspects of a system, rather than solely the technical obstacles.

7. Would you rehire this person?

I would not hesitate to hire Dan.

8. Optional Comments:

I have worked in the technology industry for over 30 years across multiple industries, projects and engagements. If I ever needed help with technology delivery, Dan would be the first person I would call.

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?

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

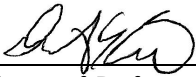
Dave Kohn

Name of Reference (print)
(print)

JFCS (formerly Alameda Cnty/Accenture)

Name of Company Reference

Sep. 20, 2025


Signature of Reference

Date