Docusign Envelope ID: 483C70C6-630A-8241-80B3-911E0F16CFA0

Emergence Health Network
201 E. Main Suite 600 El Paso, TX 79901
(915) 887-3410
Fax: (915) 351-4467

Request for Application | Emergency Nurse Staffing and Placement Services RFA #26-004
ADDENDUM 2

To: All Interested Proposers

From: Emergence Health Network, Procurement Team

Date: October 5, 2026

Subject: Request for Application Emergency Nurse Staffing and Placement Services RFA #26-004 **Addendum 2**

This addendum, containing the following revisions, additions, deletions, and/or clarifications, is hereby made a part of the documents for the above mentioned Request for Application. Proposers shall take this Addendum into consideration when preparing and submitting their response to this solicitation.

To all prospective bidders, please note the following changes and clarifications:

1. Attachment 1 EHN Responses to Vendor Questions received as of October 5, 2026.

Confidential document. Do not disclose without written permission from Emergence Health Network

Docusign Envelope ID: 483C70C6-630A-8241-80B3-911E0F16CFA0

Addendum 2 Attachment 1 Emergence Health Network RFA 26-004 Emergency Nurse Staffing and Placement Services Vendor Questions

Question	RFP section number	RFP page number	Request for clarification	EHN Answer
37			Is EHN planning to award to a single vendor or multiple staffing agencies? If multiple, how many vendors are expected an award?	Single Vendor
38			Since this RFA is open and continuous, how does EHN intend to evaluate and award vendors? Are awards being made on a rolling basis, and what is the anticipated timeline for initial contract awards and vendor onboarding?	Please see question #3 Addendum 1
39			Please clarify how needs for contractors will be distributed to vendors post-award?	Only one vendor will be selected
40			What positions beyond Registered Nurses may be requested under the contract?	Please see question #34 Addendum 1
41			Please provide name of all incumbent providers and their pricing for the services outlined in the RFP.	Not Applicable
42			What has annual nursing staffing spend averaged during the last three fiscal years?	Not available
43			What is the estimated budget for this RFA?	Not available, dependent on business need.
44			Why is EHN going out to bid at this time?	Staff Shortages
45			What are primary sites and crisis units requiring coverage?	Please see question #4 Addendum 1
46			Will nurse need to travel between sites? If so, will they be reimbursed for their travel time?	Please see question #33 Addendum 1
47			Are travel nurses acceptable in addition to local clinicians? If so, should vendor propose separate bill rates for travel and local assignments?	Local nurses only please.

Docusign Envelope ID: 483C70C6-630A-8241-80B3-911E0F16CFA0

48			What is average assignment duration?	Depending on business needs, at least 90 days.
49			What is the anticipated monthly volume of shifts for RNs?	Please see question #27 Addendum 1 Not Available
50			May we submit exceptions to contract terms and conditions?	Yes
51			Will client be open to reasonable changes to insurance requirements?	Please include in proposal
52			What is the payroll work week? (I.e Sunday-Saturday, Monday-Sunday, etc)	Saturday- Sunday
53			What challenges have current staffing providers faced that EHN wishes to improve?	Staff willing to work night shifts in a crisis unit.
54			Does EHN anticipate future expansion beyond RN staffing?	Not at this time.
55			What fill-rate percentage will be incorporated into the final contract, and are there any financial penalties tied to failures to meet response-time or fill-rate expectations?	85-90%
56			If a vendor accepts a staffing request but is ultimately unable to fill the shift, does EHN reserve the right to recover the difference in cost between the awarded vendor's rates and the cost of obtaining replacement coverage elsewhere? If yes, please describe the process and any applicable limitations.	N/A, EHN will pay based on staffing provided and hours worked.
57			Can you provide an approximate volume of the staff required for each of the services mentioned?	Please see question #27 Addendum 1
58			Is there any minimum guaranteed volume or exclusivity under this agreement, or is it strictly non-exclusive/as-needed?	As needed

Docusign Envelope ID: 483C70C6-630A-8241-80B3-911E0F16CFA0

59			Is there a current or incumbent vendor providing this service, and is this RFA a re-compete or a new service line?	New service line
60			Are you satisfied with the current incumbent and if no, what are the main issues? Why is this solicitation out to bid?	N/A
61			What is the current or historical monthly/annual volume (shifts, hours, or requisitions) and approximate spend for this service?	N/A
62			Given the "Open and Continuous" schedule, is there a target date for Committee Review, Board Review, or anticipated award?	12/01/2026
63			Can you provide an estimated budget for the contract?	Not available, dependent on business need.
64			Do we need to submit candidate/key personnel resumes with the proposal? If yes, can these be sample/redacted resumes?	They can be retracted
65			Does this RFA cover a single crisis-stabilization unit, or multiple EHN locations? Please specify site(s), address(es), and census/bed capacity.	Primarily Crisis unit, dependent on business needs may require coverage in other clinics. Please see question#
66			Beyond RNs, is LPN and/or CNA coverage required under this contract, and in what proportion?	Only Nursing at this time.
67			The Service Level Expectations table references maintaining "fill rates as specified in contract," but no numeric target appears elsewhere in the RFA — what is the required minimum fill rate, and are penalties or liquidated damages tied to it?	Please see question #55

Docusign Envelope ID: 483C70C6-630A-8241-80B3-911E0F16CFA0

68			The General Provisions state renewal terms are provided "at the rates specified in the original Agreement." Is there any mechanism to adjust pricing for wage inflation across the up-to-four renewal years?	Please propose the percentage increase for the renewal years per renewal year (for example: year 2, 5% increase, year 3, 7% increase)
69			Will a payment/performance bond be required for this specific award under Texas Government Code Chapter 2253, and if so, in what amount?	No this is only required for construction projects.
70			What is the exact process and cadence for submitting TX DPS state background checks, fingerprint data, and sex-offender registry results to EHN's HR department — one time per nurse, or recurring?	Recurring, must be run annually.
71			For the "response within 1 hour" standard, does that mean a qualified candidate identified/confirmed within 1 hour, or physically on-site within 1 hour?	Please see question #30 Addendum 1
72			What is the Medicaid reimbursement workflow and vendor role?	N/A
73			Are there maximum allowable hourly rates or historical rate ranges?	No
74			What are EHN's standard invoice payment terms (Net 30/45/60) and preferred billing cadence?	Please see question #17 Addendum 1
75			Please confirm that the Summary of Proposal's request for "software solution" and infrastructure/technical detail does not apply to a staffing-services response, or clarify what is being asked.	A software solution is not applicable for this RFA.
76			Since Vendor would serve as the direct provider without subcontractors, may Appendix C (HUB	Yes

Docusign Envelope ID: 483C70C6-630A-8241-80B3-911E0F16CFA0

Addendum 2 Attachment 1 Emergence Health Network RFA 26-004 Emergency Nurse Staffing and Placement Services Vendor Questions

			Subcontracting Plan) be submitted marked "Not Applicable"?	
77			What is the estimated budget for this RFA?	N/A Dependent on business need.

DocuSigned by:
Kristen Daugherty
C167C8463EE94B5...