

GALLUP®

November 29, 2021

To Whom it May Concern:

This letter serves as a sole source letter to describe the CliftonStrengths® assessment and the CliftonStrengths program, which are proprietary material developed by Gallup, Inc.

The CliftonStrengths assessment and CliftonStrengths program are wholly owned by Gallup and not distributed through or provided by anyone but Gallup. Additionally, Gallup retains the exclusive rights in granting a license for use of its intellectual property.

The CliftonStrengths assessment helps individuals, teams and organizations discover and develop their natural talents. The assessment consists of 187 paired questions and measures the presence of 34 talent themes. The CliftonStrengths program consists of multiple reporting, coaching and learning tools and resources that focus on strengths-based development and how to use it for personal development and the development of others. The web portal and learning tools include materials designed to help others understand, apply and integrate CliftonStrengths results into their lives and organized roles.

Because of the proprietary trade secret information involved in the CliftonStrengths assessment, this type of service cannot be obtained from any other source and, therefore, Gallup should be accepted as a sole source provider.

If you have any questions about the Gallup process or Gallup's qualifications to be a sole source provider, please do not hesitate to contact me.

Very truly yours,



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